



# Social Monitoring Report

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Semestral Report: January 2024 – June 2024  
December 2024

## India: Assam Power Sector Investment Program - Tranche 3

Part 1 of 2 : Main Report

Prepared by Assam Power Generation Corporation Limited (APGCL) for the Asian Development Bank (ADB).

Asian Development Bank

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# Semi-Annual Social Monitoring Report

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Reporting Period : January to June 2024

SFG Log: 6309

Assam Power Sector Investment Program–Tranche 3  
Sovereign (Public) Project | 47101-004

Prepared by the Assam Power Generation Corporation Limited (APGCL) for  
the Asian Development Bank (ADB)

# Semi-annual Social Monitoring Report

Lower Kopili Hydro Electric Project, Assam

Reporting Period: January to June 2024



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## EXECUTIVE SUMMARY

1. The Lower Kopili Hydroelectric Power (LKHEP) presently under implementation would serve the growing demand for electricity in the state of Assam, sustain a healthy share of renewable energy in the Assam grid, and assist in moderating the delivered cost of power for distribution companies. The proposed LKHEP will use the hydropower potential of the Kopili River, a south bank tributary of the Brahmaputra River. LKHEP is designed to operate as a run-of-river power plant with diurnal storage with a total capacity of 120 megawatts (MW) comprising a main plant rated at 110 MW and an auxiliary plant rated at 10 MW. The main plant would receive water diverted at the dam to be built in Longku on Kopili River, while the auxiliary power plant is located at the bottom of the dam at Longku, using water released at the bottom of the dam to maintain the minimum river flow downstream of Longku.
2. Assam requires additional generating capacity to fulfil the needs of the state to uplift the state economy, to serve the unmet needs of existing customers, and to complete the household electrification. This additional generating capacity being of lower cost, allowing the state to continue to maintain the present generation costs, or even reduce such costs. Compared with oil, gas, and coal, the three other primary energy options available to Assam to enhance its generating system, hydroelectric generation provides a lower cost, and environmentally less polluting resource. LKHEP fulfils a portion of such needs. With several hydropower plants planned, amidst increasing capacity of thermal generation, Assam can maintain the share of hydropower capacity in the range of 33%, which is higher than the national average for hydropower capacity.
3. As per ADB's Safeguard Policy Statement (2009), the project is classified as "A" for Involuntary Resettlement (IR) and Indigenous Peoples (IP). Therefore, a Combined Resettlement and Tribal Development Plan (CRTDP) was prepared to address the land acquisition and social impacts due to the project area which is falling under sixth schedule area.
4. To deal the land required for 220 KV DC transmission line, a separate Combined Resettlement and Indigenous Plan has also been prepared.
5. The Project affects total 17 villages under the jurisdiction of two autonomous districts (Dima Hasao and Karbi Anglong) with 1161 (954 DH and 207 KAAC) project affected families' tribal households. The Project has acquired 1,577 hectares (Dima Hasao Revenue Land -909, and Forest land 478 Hectares, Karbi Anglong Revenue Land - 45 and Forest Land - 145 Hectares) of land of which about two-thirds are leaseholds and the remaining of land are state forests. The Project is in a 'non-cadastral' area, that is, no land or revenue records are available other than the data on the leased land parcels to tribal persons. All affected lands in the two ADC are classified as either patta (registered) land or as non-patta land or village commons. Farmers cultivate paddy under rain-fed conditions on some of the patta land which have been obtained on a long-term lease (5 years or more). On non-patta lands which have been obtained on short-term lease (one year) villagers' practice jhum (slash-and-burn) cultivation. The leaseholds are also classified by the land use type such as paddy land, dry land, jhum land (slash and burn) land, and homesteads. In Karbi Anglong Autonomous District,





some land is in the category of 'plantations' where cash crops such as bananas are cultivated.

6. There is various mitigation measures adopted for the Project in terms of entitlements at both household level and community level. The entitlement matrix of the CRTDP summarizes the entitlements of the affected families and communities. It aims not only to compensate land losses and restore livelihoods and sources of income of the affected households but also to improve them. The key mitigation measures proposed at household levels are cash compensation for land and crops acquired; resettlement of physically displaced households; household income restoration and improvement; infrastructure and other amenities at the resettlement site. The mitigation measure proposed at community level is the local area development program.

7. APGCL has already disseminated resettlement information among the Affected Families (AF) through public meetings, calling AFs representatives to Guwahati for Project meetings and to meet Government of Assam (GoA) and Autonomous District Councils (ADC) officials. The APGCL held several meetings in the project area with the support of Lower Kopili Hydro Electric Power Project Affected Persons' Associations (LKHEPPAPA) and Gaon Bura of the villages to create awareness about the Project among the potential AFs. It will disseminate more resettlement and income restoration and improvement information among all AFs through brochures, leaflets, and booklets written in local languages. For non-literate people, other communication methods such as small group discussions and posters will be used to disseminate Project and resettlement information. The summary draft CRTDP has been translated into Assamese language and has been disseminated to the AFs in the form of leaflet in April 2018 during consultations.

8. PMC was already recruited to assist APGCL in implementing the project. Additionally, APGCL has already been hired an implementing NGO to assist Social and Environmental Safeguard Cell (SESC) in safeguard implementation, especially the implementation of livelihood restoration and improvement programs. The main objectives to engage the NGO(a) to update the socioeconomic surveys for all the AFs based on the final design and final list of AFs, and will update the draft CRTDP; (b) design an environmental and social management system for the implementation of the CRTDP; (c) improve the monitoring framework with accurate monitoring indicators for safeguard performance monitoring; (d) update socioeconomic baseline information; (e) undertake field studies, if required, to fill in gaps in socioeconomic databases; and (f) assist the establishment of the grievance redress mechanism and its operations.

9. External Monitoring Consultant (M/s Feedback Infra Private Limited, AQUALOGUS – Engenharia e Ambiente, Lda. & Jade Consult Pvt. Ltd. and JFPR implementation agency M/s RMSI are also onboard and has started the monitoring and support to the APGCL.

10. To implement the JFPR fund, M/s RMSI Consultant has been engaged. The consultant has been mobilised and initial studies have also been conducted. Final report has also been submitted. Total 5 village have been taken for study.

11. The present semi-annual social monitoring report is covering the progress of the



implementation of CRTDP and RIPP report period from January to June 2024.

## SUMMARY OF PROJECT IMPACTS&PROGRESS PACKAGE-1

12. The 120 MW LKHEP project has the following impacts on the land, properties, trees and crops etc. table below presents the actual impact due to the project. The below Impacts presents the village wise impacts on land, structures, trees, and crops.

**Table 1: Summary of Project Impacts**

SL. No.	Village	Impacts			
		Land (Bigha)	Structures	Trees	Crops & Plants
1	Borolangklam	1127.50	0	1570	116264
2	Borolongku	1328.60	15	1580	395033
3	Chotolongku	89.90	4	320	46206
4	Chotolangpher	190.30	2	744	223196
5	Degremdisa	500.70	0	4013	149808
6	Dimalangku	173.90	31	223	64422
7	Disabra	1043.60	20	7331	349639
8	Krungmenglangso	329.60	0	293	17802
9	Longku-II	192.00	20	206	175699
10	Lorulangso	135.20	2	555	22226
11	Mungkele	916.80	1	982	129167
12	Rongkhelan	6.20	1	7	400
13	Sokpuru	215.20	14	106	32955
14	Tortelangso	505.30	11	304	144915
15	Waperdisa	26.00	1	5895	15961
	<b>Sub-total Dima Hasao</b>	<b>6780.8</b>	<b>122</b>	<b>24129</b>	<b>1883693</b>
16	Cherimthepi	417.00	-	-	-
17	Langsomepi	651.00	-	-	-
	<b>Sub-total Karbi Anglong</b>	<b>1068.00</b>	-	-	-
	<b>G. Total</b>	<b>7848.80 (1054 Ha)</b>	<b>122</b>	<b>24129</b>	<b>1883693</b>

Source: census and socio-economic survey conducted by the NGO and Zirat assessment sheets (JVS forms).  
(7.45 Bighas = 1 Hectare)

## SUMMARY OF PROJECT IMPACTS&PROGRESS PACKAGE-4 (TL)

13. The Construction Of 220 KV DC Transmission Line from Lower Kopili Hydro Electric Project to Sankar Dev Nagar Grid Substation project has the following impacts on the



land, properties, trees and crops etc. Table below presents the impact due to the transmission line. So far, total 217 project affected families/landowners are affected due to the tower foundations in 28 villages falling in entire alignment of the transmission line. Table 2 below presents the present status of the transmission line.

**Table 2: Summary of Project Impacts in Package 4 (Transmission Line)**

SL. No.	Village Name	From – To (tower)	District	No. of Towers	Affected Land (in Bigha)	Affected Families
1	Pam Gaon	1/0 to 7/2	Hojai	10	0.778	15
2	Ampukhuri	8/0 to 8/1		2	0.206	4
3	Lokhipur	9/0 to 11/0		3	0.360	5
4	Pub Bhaluk Mari	11A/0		1	0.122	1
5	Paschim Bhaluk Mari	12/0 to 14/0		5	0.469	5
6	Paschim Lanka	15/0 to 19/1		6	0.547	8
7	Lanka Town	19/2 to 21/0		3	0.388	3
8	Doblong	22/0 to 25/0		8	0.578	11
9	Shamboria	26/0 to 27/1		3	0.294	5
10	Lalundubi	27/2 to 29/0		3	0.19	5
11	Alisinga	29/1 to 29/5		5	0.238	7
12	Krishna Nagar	30/0 32/0		3	0.260	6
13	Watizor No.-2	32/1 to 35/0	W. Karbi Anglong	4	0.443	10
14	Hajagapher	36/0 to 36/4		5	0.338	8
15	Bakriphanghaja	37/0 to 39/0		7	0.559	10
16	Dikhlempur	39/1 to 46/0		11	1.072	24
17	Baraima	47/0 to 50/0	Dima Hasao	7	0.524	8
18	Borowasling	50/1 to 51/2, 52/1		5	0.237	7
19	Dismao	52/0, 52/2 to 53/2		6	0.600	6
20	Jangphonglangso	54/0 to 54/1		2	0.155	2
21	Chotowasling	54/2 to 56/2		6	0.418	9
22	Washibil	57/0 to 57/4, 59/1		6	0.379	8
23	Tharvethepo	58/0 to 59/0		3	0.410	3
24	Langri	59/2 to 67/0		14	1.040	15
25	Kokdanglangso	68/0 to 74/0		12	1.117	17
26	Chotolangpher	75/0 to 81/0		9	0.892	13
27	Disabra	81/1 to 83/0		3	0.325	2
28	Longku	84/0 to 87/0	4	0.327	0	
			<b>Total</b>	<b>156</b>	<b>13.266 (1.78 Ha)</b>	<b>217</b>

Source: updated as on June 2024 by M/s STEL (7.45 Bighas = 1 Hectare)

14. More than 13 bighas of land has been compensated with Zirat to the affected landowners. Assessment of land and Zirat under the corridor is in progress. Land area, Zirat and number of families under the corridor will be updated in the next monitoring report.



## PROGRESS TOWARDS LA &R&R

15. The CRTDP implementation is in progress and compensation of Land and Zirat has already been paid to all affected land holders. R&R Assurances payment is in progress. Following Table presents the status of land and other payments in all the packages for affected land holders.

**Table 4: Summary sheet of progress in CRTDP Implementation (R&R)**

Details of Compensation	Total (PAFs)	Payment Done	Payment under process	Payment yet to be done	% Completion Till Date	Compensation already paid (In Crore)
Land Compensation of Dima Hasao	1369	1369	0	0	100%	₹ 44.69
R & R Payment of Dima Hasao	954	954	0	0	100%	₹ 52.51
Land Compensation of Karbi Anglong	207	207	0	0	100%	₹ 7.05
R & R Payment of Karbi Anglong	207	207	0	0	100%	₹ 11.32
220KV Line Land Compensation (Foundation)	189	189	0	0	100%	₹ 0.91
220 KV line zirat compensation (Foundation)	217	213	0	4	98.15%	₹ 1.48
220 KV Line Corridor land value compensation	To be finalised	540	0	6	--	₹ 5.60

*Note: Karbi Anglong Autonomous Council has recommended one PAF who was paid the land compensation and missed during the R&R payment done earlier. Hence, based on the recommendations from the KAAC, one number in total PAFs has been increased from 206 to 207 in the current reporting period.*

## GRM AND PRESENT STATUS OF PENDING GRIEVANCES

16. All the lodged 402 grievances have been resolved and it has intimated to all the concerns during the public consultation meetings. As directed by the Principal Secretary, DHAC, Lot Patowari has furnished the site visit report and submitted the closure report to the Council and APGCL. No further grievance has been noted during the project monitoring period. Complaint box with the active contact numbers have been provided at prominent locations including all the APGCL engineer's hostel, PMC and contractors' offices. NGO has also maintained the complaint register.

# CHAPTER 1. INTRODUCTION

## 1.1 BACKGROUND

17. The purpose of this semi-annual Social Monitoring Report (SMR) is to monitor the progress of Combined Resettlement and Tribal Development Plan (CRTDP) and record social, economic, and cultural aspects of the proposed Lower Kopili Hydro Electric Project (LKHEP) area and its affected communities. The SMR will also cover the progress and achievements in implementation of Gender Action Plan. A key monitoring area of the report is to obtain the Affected Families (AFs) to benefit from the Project; and to restore and improve their livelihoods and sources of income. It is also examining the institutional arrangements for delivering entitlements and project benefits to the AFs and other stakeholders. Function of GRC and the adopted mechanism for resolving grievances and complaints will also be briefed in the SMR.

18. The executing agency (EA) of LKHEP is Assam Power Generation Corporation Ltd (APGCL). It pays for land acquisition and compensation, relocation of the AFs, and their income restoration and improvement. APGCL through its PMU, PMC and implementing NGO will be implementing the CRTDP.

## 1.2 OBJECTIVE OF REPORT

19. Prior to initiation of civil works, the social impact was assessed and classified as per ADB SPS 2009 as Category 'A' for both Involuntary Resettlement and for Indigenous Peoples. The compensation and entitlement matrix are based on the resettlement planning documents of 2018. The payment of compensation has been made to all the affected families in Dima Hasao District and Karbi Anglong. The prerequisite of the internal social safeguard monitoring activities is focusing on the status of implementation of the CRTDP, effectiveness in implementation of the social program and provision of feedback and suggestions for the full compliance with ADB and Government of Assam rules and regulations.

## 1.3 DESCRIPTION OF PROJECT

20. The Assam State Electricity Board (ASEB), The North-eastern Electric Power Corporation (NEEPCO), and APGCL have contributed to the development of plan for Kopili River Valley in 1980. The GoA in 2006 appointed APGCL to finalize the project plan and implement it. A DPR was prepared, and clearance obtained from various directorates including from the Central Electricity Authority (CEA) and Central Water Commission (CWC).

21. The dam proposed to be built at Longku will be a concrete gravity dam, of height 70 meters (m) and width 345 m. The crest of the dam will be 232.5 m above mean sea level (MSL). The dam will create a reservoir at Longku with a spread of 552 hectares (ha), with live storage of 77 million cubic meters. A tunnel will be excavated to deliver the water from the reservoir to the main power plant. Water from the intake to the main power plant enters the tunnel of diameter 6.65 m on the right bank of the Kopili River. This tunnel will be 3.6 kilometre (km) long. At the



end of this low-pressure tunnel, water will enter the pressure shaft. The pressure shaft will be circular of 5.2 m diameter, steel lined, with a length of 704 m. The pressure shaft will deliver water to two steel penstocks each of length of about 60 m, which in turn would convey water to the turbines. Water to the auxiliary power plant will be taken directly along a steel-lined circular pressure shaft of diameter 2.7 m and of length 70 m, and delivered to the turbine through three steel penstocks, each about 30 m long. The designed discharge capacity is 112.7 cubic meters per second (m/s), at a flow velocity of 3.13 m/s.

22. The Kopili River is a tributary of the Brahmaputra River. It originates in the Borail Hill Range of Meghalaya, the catchment of the Kopili River lies on the leeward side of the Borail, Khasi and Jaintia Hill ranges. Good amount of rainfall keeps it as Perennial River. Lower Kopili Hydro-Electric Project (LKHEP) is a run of the river scheme with diurnal storage on the Kopili River at Longku in east of Karbi Anglong and west of Dima Hasao Assam districts. The project is envisaged to run at full potential in monsoon season and operate as a peaking station in non-monsoon season. The total installed capacity is 120 MW, generated by Main Powerhouse with 2 units of 55 MW installed capacity each, and an Auxiliary Powerhouse with 3 units of 2.5+2.5+5.0 MW installed capacity.

23. The LKHEP is part of stage development of the Kopili River valley near Longku village, with the Dam site at 25°39'57.39" N and 92°46'53.62" E and the Powerhouse site at 25°41'54.02" N and 92°48'15.98" E. The first stage, which is upstream of the LKHEP, comprises of 3 x 25 MW Kandong HEP and 4 x 50 MW Kopili HEP.

24. The project location and lay-out plan are shown in **Figure 1: Project Location Map (Source: Google Maps)** and **Figure 2: Project Lay-out Plan (Source: APGCL)**. **Figure 3: Layout of Transmission line (Google earth)** and **Figure 4: Layout of Transmission line (Toposheet)** showing the final route plan of the 220 KV Double Circuit Transmission Line from Lower Kopili Hydroelectric Project to Sankardev Nagar Grid Substation.

25. The Project can be reached by NH-52 Guwahati – Lanka Road and from Lanka to Umrangso i.e., Project Site Road (~155km+~48km). Besides the Power Plant Complex, LKHEP includes 14 new Access Roads within the Project Site Area for access to various Project components.



Figure 1: Project Location Map (Source: Google Maps)



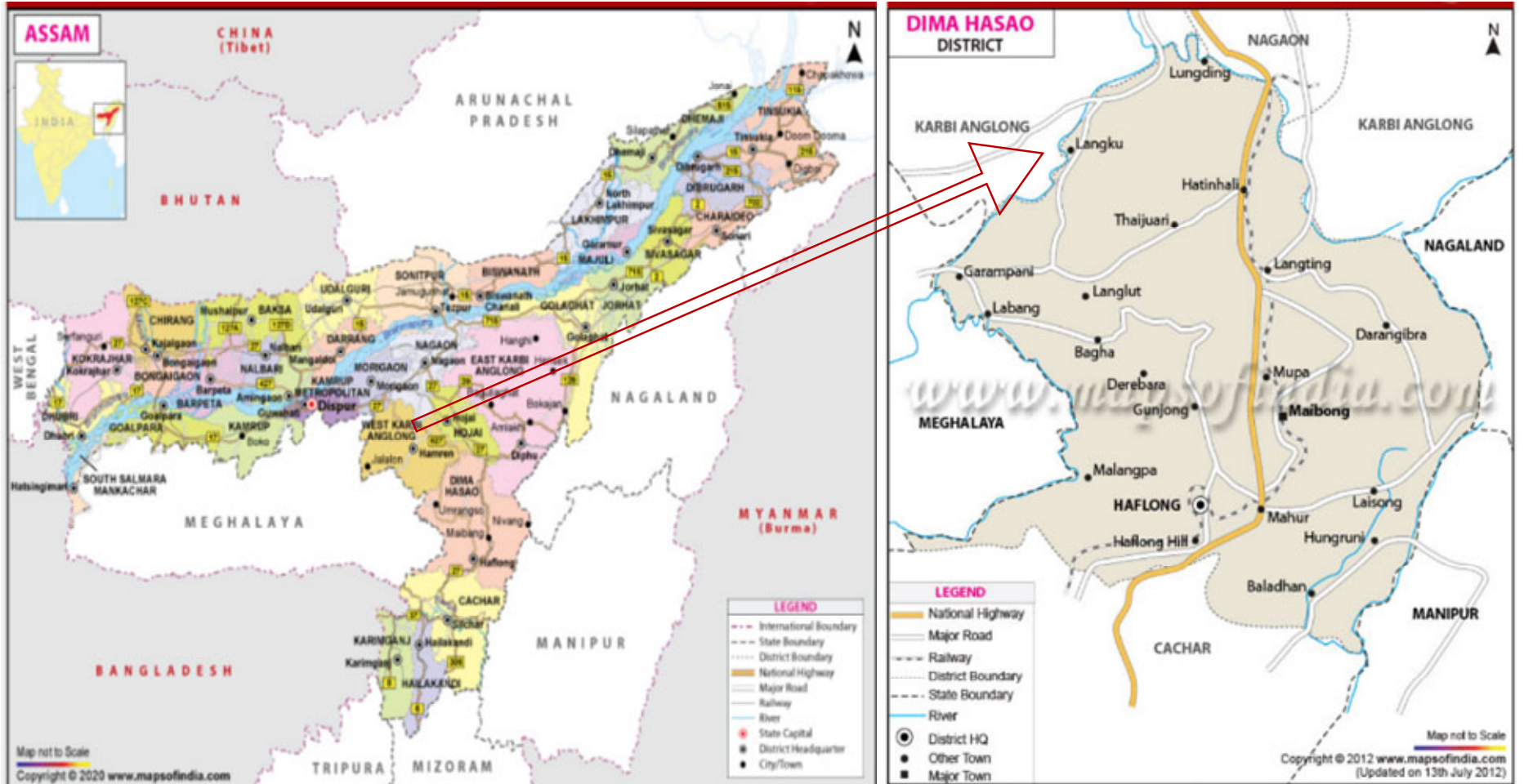






Figure 2: Project Lay-out Plan (Source: APGCL)

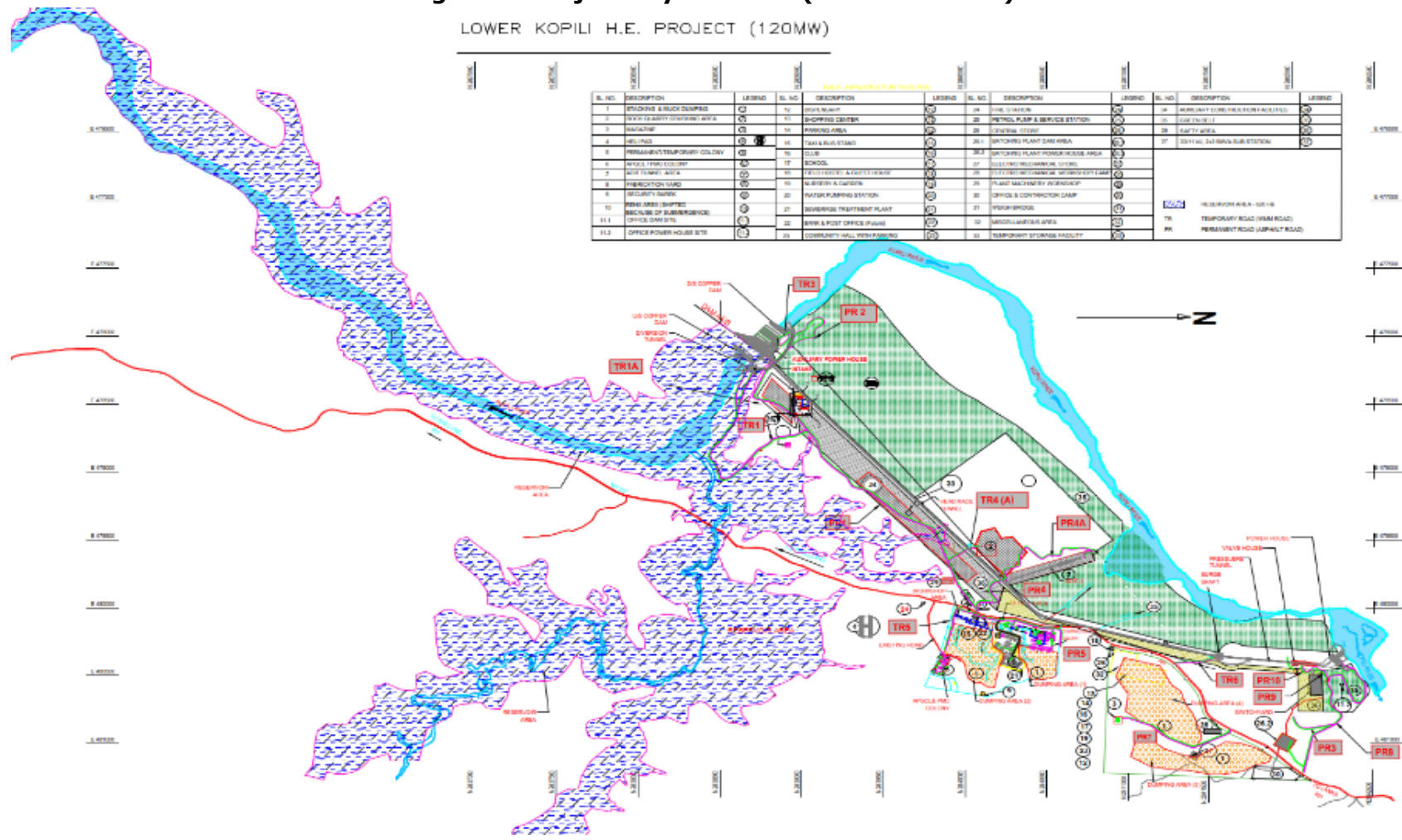


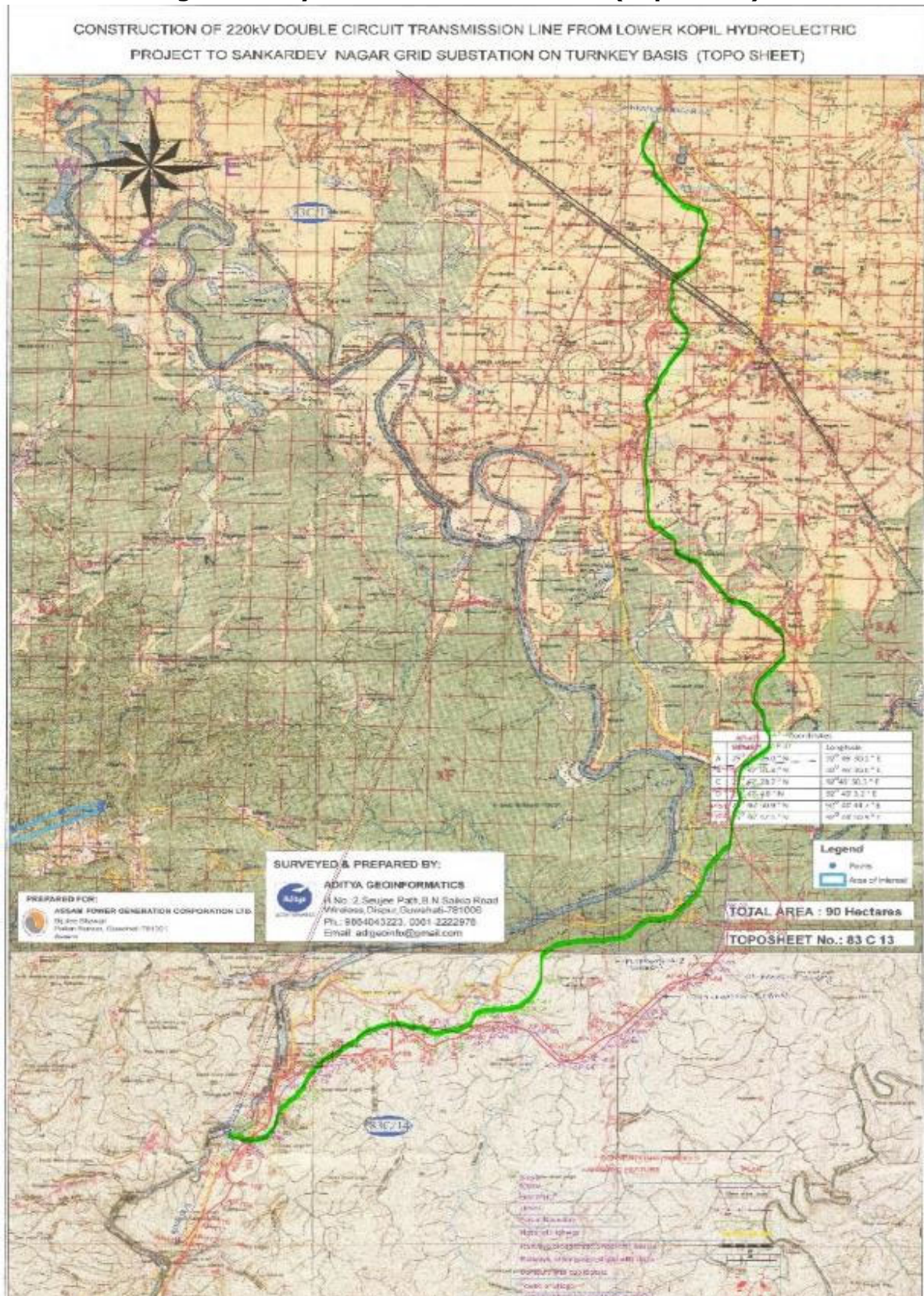


Figure 3: Layout of Transmission line (Google earth)





**Figure 4: Layout of Transmission line (Toposheet)**





## 1.4 SALIENT FEATURES: CONTRACT DETAILS FOR CIVIL WORKS

26. The following **Table 2-1: Details of Contract for Packages and Present Status** presents the contract details of project.

**Table 2-1: Details of Contract for Packages and Present Status**

Employer PMC Contract	Assam Power Generation Corporation Limited (APGCL)	
	AF Consult Switzerland in association with United Engineers Alliance India	
	<b>Contract agreements with APGCL-Chronology of Events</b>	<b>Key Dates</b>
	• Notice to Proceed for Phase-A, issued.	26-07-2017
	• Contract for Consulting Services, signed.	04-10-2017
	• Contract for Phase-B Services signed.	11-01-2021
	• Additional works: Taken up Environmental and Social safeguard works of Pkg-4(Transmission Line Works) as per APGCL's email and Deployment of health and safety expert for Package-1,2&3	19-01-2023 21-01-2023 25-03-2023
	• Submission of amended Bank Guarantee by PMC on:	14-03-2023
	• Variation order-6,7 - signed for additional works assigned	09-06-2023
	• Regarding Extension of Supervision Services-pkg-4 email received on	18-01-2024
	• Variation order-8 - signed for extension of Pkg-4 works	05-04-2024
	• Variation order-9-signed for Phase - B required additional man months for few positions up to June'24	06-04-2024
	• Variation order-10-signed for Phase - B required for Specialized works based on email dated 19 <sup>th</sup> Feb'24.	20-05-2024
	• Variation order-11-signed for Phase B - regarding-Sediment, Hydro ecological and Riparian Vegetation Survey Modelling Study for LKHEP.	18-06-2024
	• Variation order-12-signed for Phase - B - regarding Updation of CRTDP & CRIPP for Lower Kopili HEP.	26-06-2024
• Variation order-13- Agreed for Phase - B - Extension from July'2024 to June'2025 for Lower Kopili HEP.	31-07-2024	
Package-1 Contract (Building and Infrastructure works Works)	• PMC submitted revised Bid-document on:	17-01-2022
	• ADB's reply on the above submission received on	21-01-2022
	• Bid floated by APGCL on	18-02-2022
	• Bid - Opened (3 nos. bids received)	25-04-2022
	• Bid-Evaluation - submitted by PMC	02-05-2022
	• Bid- Clarification received from bidder - by	20-05-2022
	• Draft TBER- Submitted by PMC on	25-05-2022
	• TBER - Submitted to ADB on	06-06-2022
	• Approval received from ADB on	22-07-2022
	• Financial Bid Opened on	26-07-2022
	• Approval received from ADB on	08-08-2022
	• NoA issued to M/s. BVG India Ltd. on	24-08-2022
• Contract signed with M/s. BVG India Ltd. on	30-09-2022	



	• Notice to Proceed – issued on	01-11-2022
	• Kickoff Meeting held on	07-11-2022
	• Mobilization advance released against BG on	31-01-2023
	• Certification of IPA-80, IPA-82 by PMC on	20-08-2024
<b>Package-2 Contract (Project Roads, Civil &amp; HM Works)</b>	• NTP issued to M/s. L&T Ltd, by APGCL with commencement date effective from 01/09/2020.	31-08-2020
	• Mob Adv. To EPC Contractor, released against BG	22-09-2020
	• Report on IPA- 250 certification by PMC on:	07-08-2024
	• Report on PAB-220 towards IPA-249 on:	08-08-2024
	• Report on IPA- 251 certification by PMC on:	08-08-2024
	• Report on PAB-222 towards IPA-251 on:	13-08-2024
	• Report on IPA- 252 certification by PMC on:	21-08-2024
<b>Package-3 Contract (EM Works)</b>	• NOA issued to M/s. Andritz Hydro Ltd. on:	09-09-2021
	• Contract signed on 02 <sup>nd</sup> November 2021:	02-11-2021
	• Advance payment released against BG on:	12-11-2021
	• Contract effective date:	12-11-2021
	• Kickoff Meeting held on:	17-11-2021
	• LC issued on:	25-01-2022
	• Interface Meeting between Pkg- 2 & 3 agencies held on:	14/15-03-22
	• Interface Meeting between Pkg- 2 & 3 agencies to finalize Best Effort Schedule – held on:	17/18-08-22
	• Interface Meeting between Pkg- 2 & 3 agencies to complete the Service Bay Balance Work for EOT Crane Erection and Start of Machine Hall Unit-1 & 2 Draft Tube Installation and Subsequent activities – held on:	27-06-2023
	• Interface Meeting between Pkg- 2 & 3 agencies to review and target the Dry Commissioning of Project – held on:	16/17-02-2024
• PMC certified various Supply Invoice and Price Adjustment Invoices as submitted by M/s. AHPL:	31-08-2024	

## 1.5 PROJECT OBJECTIVES AND OUTCOME

27. Assam requires additional generating capacity to fulfil the needs of the state to uplift the state economy, to serve the unmet needs of existing customers, and to complete the household electrification. This additional generating capacity requires to be of lower cost, allowing the state to continue to maintain the present generation costs, or even reduce such costs. Compared with oil, gas, and coal, the three other primary energy options available to Assam to enhance its generating system, hydroelectric generation provides a lower cost, and environmentally less polluting resource. LKHEP fulfils a portion of such needs. With several hydropower plants planned, amidst increasing capacity of thermal generation, Assam can maintain the share of hydropower capacity in the range of 33%, which is higher than the national average for hydropower capacity.



28. The proposed Tranche 3 project has three outputs: (i) construction of the 120 MW Lower Kopili hydroelectric power plant; (ii) strengthening of institutional capacity of Assam Power Generation Corporation Limited (APGCL); and (iii) improving resource management and community resilience along the Kopili River. The 120 MW Lower Kopili Project has a very important role in electricity demand for the Assam state as described in **Table 2-2: Importance of 120 MW LKHEP**.

**Table 2-2: Importance of 120 MW LKHEP**

Importance of 120 MW LKHEP	
✓	The outcome of the project will be increased capacity of energy generation in Assam, where electricity generation will be increased by 469 gigawatt-hour/year (GWh/year).
✓	Greenhouse gas generation from electricity generation will decrease by 360,000 total carbon dioxide (tCO <sub>2</sub> )/year from 2024 onwards.

## 1.6 PROJECT IMPLEMENTATION ARRANGEMENTS

29. The Department of Energy of GoA will coordinate all project activities at the state level. APGCL is the executive agency (EA) of the project. It has already established a Project Management Unit (PMU). The implementing Agency (IA) of the project is also APGCL. APGCL and the NGO contracted for safeguard implementation are responsible for the application of environmental and social safeguards to the project including proper implementation of various components of the CRTDP.

## 1.7 APPOINTMENT OF ADMINISTRATOR AT STATE LEVEL

30. State Government of Assam has already notified an officer not below the rank of Joint Collector or Additional Collector or Deputy Collector or equivalent official of Revenue Department, who will be responsible for the implementation of CRTDP (R&R Plan) at the State Level. This has already been established and a copy of the government order to this is attached in Annexure 1.

31. Administrator shall, to function efficiently and to meet the timeframe of CRTDP, be provided with such powers, duties and responsibilities as may be prescribed by the appropriate Government. Administrator will also be provided with office infrastructure and be assisted by officers and employees appointed by the appropriate Government.

32. Subject to the superintendence, directions and control of the Appropriate Government and the Commissioner for Rehabilitation and Resettlement, the formulation, execution and monitoring of the Rehabilitation and Resettlement Scheme shall vest with the Administrator.

## 1.8 COMMISSIONER FOR REHABILITATION AND RESETTLEMENT

33. The state government shall appoint an officer of the rank of commissioner or secretary of that government for resettlement and rehabilitation of affected households under the Act of 2013. They will be called the commissioner for



rehabilitation and resettlement. The Commissioner shall be responsible for supervising the formulation of rehabilitation and resettlement schemes or plans and proper implementation of each scheme or plans. The Commissioner shall be responsible for the post implementation social audit in consultation with the Gram Sabha in rural areas and municipality in the urban areas.

## 1.9 THE PROJECT MANAGEMENT UNIT

34. APGCL and its PMU will work closely with the administrator and commissioner and get the necessary directions from them. PMU will send all documentation to the administrator and commissioner for approval and guidance. PMU will be responsible for day-to-day implementation and monitoring of the project including CRTDP. It covers all aspects of the project construction including compliance with safeguard requirements. APGCL has appointed a full-time project director to head the PMU. Administrative staff, project engineers, financial officers, the social and environmental safeguard cell, and the communication unit will assist the Director.

## 1.10 SOCIAL AND ENVIRONMENTAL SAFEGUARDS CELL AT PMU

35. The Project Director cum Chief General Manager, Project Planning & Implementation (CGM, PP&I), APGCL, is leading and responsible for overall implementation of social and environmental safeguards. PMU already has a dedicated social and environmental safeguards cell (SESC) with a qualified full-time environment specialist and a qualified full time social safeguard specialist. The SESC will keep close contacts with head of PMU of APGCL regarding safeguard application and its progress. SESC oversees coordination, preparation, implementation, and monitoring of the approved CRTDP.

36. It will assist PMCs to develop an environmental and social management system, and APGCL in updating and implementing CRTDP. The SESC will work with PMCs for overall management of social and environmental safeguards application. SESC facilitates land acquisition and compensation, relocation and resettlement, distribution of assistance to the AFs and supervision of income restoration and rehabilitation programs of the project. It will also be responsible for monitoring the implementation of all resettlement and rehabilitation activities, including land acquisition and compensation. APGCL has already established the PMU with designated staff on social and environment safeguards on a full-time basis, details are mentioned in the **Table 2-3: Details of Environmental and Social Experts in PMU** below:

**Table 2-3: Details of Environmental and Social Experts in PMU**

Name	Position
Dr. Deepak Kr. Baruah	Environmental Expert
Mr. Krishnau Bikash Karmarkar	AGM (Electrical), Designated (Social officer)

37. The responsibilities of SESC include:

- ✓ Responsible for all land acquisition activities and keeping records of land acquired, compensation paid, and when land was physically taken over

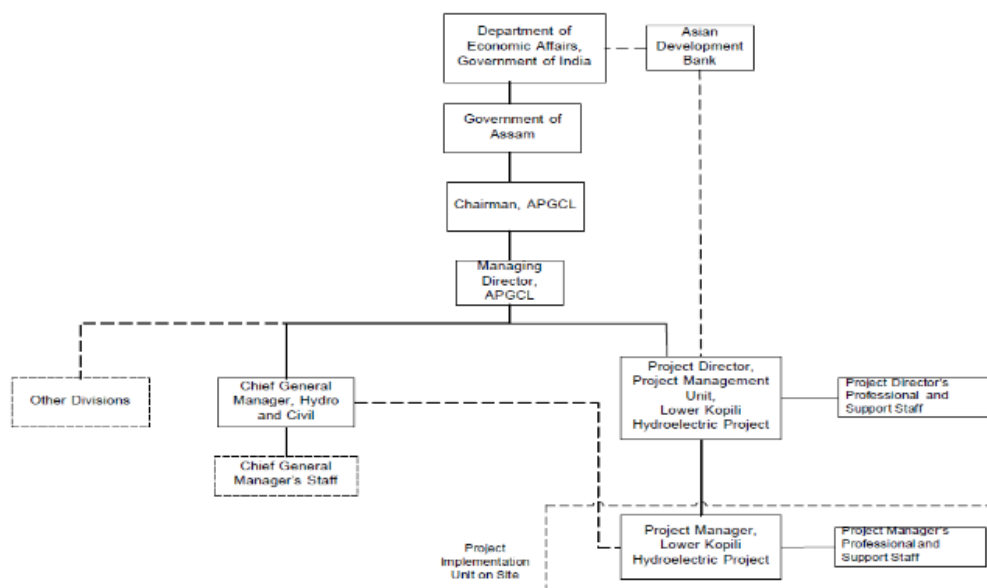


for the Project.

- ✓ Liaison with the State and District levels departments and agencies to facilitate the AFs' access to services and income generating programs that are already in place.
- ✓ Coordinate the delivery of cash compensation and resettlement assistance to all entitled persons.
- ✓ Provide social development perspectives and inputs to on-going project design and implementation by working closely with project planners, contractors, and construction supervision consultants.
- ✓ Link the project with State government agencies, PWD field units and the impacted communities.
- ✓ Coordinate with the two ADCs regarding social development and resettlement operations; and support the NGO contracted and local community organisations such as PAPA who representing the AFs; and engage skill training services, oversee the grievance redress mechanism, monitor CRTDP implementation, and cooperate with planned project evaluations.
- ✓ If a panel of experts (POE) is appointed during project implementation, facilitate its monitoring and evaluation programs.

38. The proposed organisation structures as provided in PAM are presented in **Figure 5: Project Organization Structure**.

**Figure 5: Project Organization Structure**



Source: PAM and as per the MOM of the interface meeting dated 24th January 2022.

## 1.11 PROJECT MANAGEMENT CONSULTANTS

39. APGCL has recruited the project management consultants (PMCs) to





implement the project. In relation to safeguard compliance, the following actions are being carried out by PMC's social and Environmental Safeguard Experts **Table 2-4: Details of Environmental and Social Experts in PMC** who are based at project site i.e., Longku:

**Table 2-4: Details of Environmental and Social Experts in PMC**

Name	Position
Dr. Jayanta Das	Environmental Expert
Mr. Sangram Singh	Social and Resettlement Expert

40. PMC prepares monthly progress reports on progress of CRTDP implementation and will ensure compliance in consultation with the Social and Environmental Safeguard Cell (SESC) on social, resettlement, and environmental aspects of the project including the progress in redressing AFs' grievances and complaints. PMC social and resettlement safeguards specialists is assisting in preparation of the semi-annual monitoring report and will submit to PMU and PMU will submit it to ADB.

## 1.12 IMPLEMENTATION SUPPORT -NGO

41. APGCL has hired an NGO, M/s Consultants for Rural Area Development Linked Economy, (CRADLE), in joint venture with Gramya Unnayan Santha to support updating of CRTDP, and to implement it. The signing of contract and the commencement was on 13<sup>th</sup> November 2019 and 28<sup>th</sup> November 2019 respectively. The following **Table 2-5: Details of Key Experts and Support Staff in NGO team** presents the proposed for implementation of CRTDP.

**Table 2-5: Details of Key Experts and Support Staff in NGO team**

Name	Position	Remarks
<b>Key Professional</b>		
Mr. Ashok Kumar Sah	Team Leader	Team Leader is not on board since Jan'2022 and providing intermittent input to the project.
Mr. L.P. Singh	Social Development Expert Cum R&R Specialist	Providing his input from Lanka and field office.
Mr. Mukut Deka	Training cum Livelihood Specialist	The concerned expert inputs are handling the important aspect. Draft Livelihood plan has been submitted to APGCL.
<b>Non-Key Expert</b>		
Mr Rupak Debnath	Field staff cum Community Worker	filed staff is available as per the requirement of the project.

42. The NGO is providing day-to-day implementation support to APGCL in addressing safeguard issues at the field level. The role of the NGO focuses on three activities (i) collection of additional baselines information from surveys, if required after the detailed design and final layout of the project is completed; (ii) assist PMU to implement CRTDP as per its entitlement matrix, distribution of identification cards to the AFs, disbursement of entitlements including compensation, and allowances to eligible AFs as per CRTDP; and (iii) raising awareness among the AFs, and dissemination of project information relating to land acquisition, compensation



and resettlement planning and AFs' entitlements.

43. The NGO is also facilitating the AFs to submit the grievance applications (if any) to be resolved within the framework of Project's GRM. The Social Safeguards Expert of SESC is monitoring from PMU whereas Social and Resettlement Expert, PMC is supervising day-to-day activities of the NGO at project site. The NGO is working as a link between the AFs and APGCL. NGO as per terms of the ToR, are educating AFs on income restoration avenues and improvement measures including ensuring that the AFs use cash compensation in productive investments. Broad objectives of the NGO are:

- Identification, verification and updating of AP Census based on the final list and final design for updating the CRTDP.
- Develop micro plans in consultation with the AFs and PMU staff.
- Educate the AFs on their entitlements, and obligations.
- Prepare and distribute Project Identity Cards. All eligible project affected families will be given Identity Cards.
- Ensure that the AFs receive their entitlements. The NGO will provide advice to AFs on benefits of various income restoration options and assist them in getting benefits from various government development programs.
- The NGO will help the affected households to derive maximum benefits from the project without losing their livelihoods and with least impacts on sociocultural aspects of their lives.
- Assist the AFs to use the GRM.
- The present scenario of the deployment and other status provided in **Table 2-6: Status of NGOs inputs:**

**Table 2-6: Status of NGOs inputs**

Sl. No.	Activity/agreed terms in CRTDP	Present Status	Remarks
1	The NGO staff is supposed to be stationed at the project site and regularly update the baseline information through group meetings and village-level meetings. Such meetings will be the arena to consult the AFs and to inform about the project's progress and the delivery of their entitlements.	In the monitoring period there were some challenges faced due to the pandemic restrictions imposed by GoA. Key staff mobilisation was difficult because of Covid-19 restrictions.	NGO advised to establish office at Longku for assigned activities and easy access by AFs and APGCL/PMC.
2	The frequency of meetings will depend on the requirements of the progress of implementation of CRTDP; however, at least once a month, the affected households will be met by the NGO and rendered relevant support as well update them on projects progress.	Meetings are being carried out by NGO, but these are not on regular basis.	NGO is advised to conduct the regular meetings with AFs and particularly with Women. Livelihood restoration program requires more close interaction with the targeted group.
3	NGO will arrange meetings with all	Meetings with key	NGO to apprise other



stake holders including revenue department, APGCL to effectively update IA on the project's progress and discuss key issues needing urgent attention.	stakeholders are not conducted by NGO.	stakeholders on key issues and feedback documented for effective implementation of the CRTDP program.
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### 1.13 CO-ORDINATION COMMITTEE AT PMU LEVEL

44. In a review meeting chaired by Hon'ble Chairman, APGCL has directed for constitution of a Co-ordination Committee. The same has been constituted vide No: APGCL/LKHEP/PD/2017-18/21/Part-1/Part file-1/126, dated: 11.11.2022 for Lower Kopili Hydro Electric Project to facilitate consultation between Affected Peoples (APs), APGCL, District Council and NGO for discussion of APs problem regarding Land Acquisition, Rehabilitation & Resettlement and other aspects relating to Livelihood restoration and hence smooth implementation of CRTDP. The CRTDP implementation NGO will facilitate consultation between the APs, APGCL and District Councils at the field offices and with the APs as and when required to discuss the implementation of CRTDP. The office order has been provided as Annexure-2.

### 1.14 FACILITATION COMMITTEE AT GM LANKA LEVEL

45. In addition to the above coordination committee, to support this committee and for smooth implementation of local area development plan, gender action plan, livelihood plan etc, a Facilitation Committee. The same has also been constituted dated: 25.11.2022 for Lower Kopili Hydro Electric Project to facilitate CRTDP implementation. The office order has been provided as Annexure-3.

### 1.15 EXTERNAL MONITORING CONSULTANT

46. Apart from this, External Monitoring Consultant (M/s Feedback Infra Private Limited, AQUALOGUS – Engenharia e Ambiente, Lda. & Jade Consult Pvt. Ltd.) and JFPR implementation agency M/s RMSI are also onboard and has started the monitoring and support to the APGCL.

### 1.16 JFPR CONSULTANT

47. Resources and Community Resilience (under JFPR) LOA, Contract award was awarded on 28.10.2022. The Inception report has been submitted on 28<sup>th</sup> December 2022. JFPR implementation agency M/s RMSI has completed all the studies and has submitted the final report which covers 5 villages in downstream of Kopili river.



## CHAPTER 2. PROJECT STATUS

48. The SESC is closely working with the Revenue department of both the ADCs and having regular interaction with AFs for the completion of disbursement of land compensation in Karbi Anglong ADC, in Dima Hasao payment of land and structure compensation has been completed. The following section was extracted from the PMC's monthly monitoring report supported by contractor's monthly reporting on work progress.

### 2.1 STATUS OF PROJECT IMPLEMENTATION

49. According to PMC's monthly progress report, a following summary table presents the project implementation status as on 30<sup>th</sup> June 2024. For further details, technical monthly report of June 2024 can be referred.

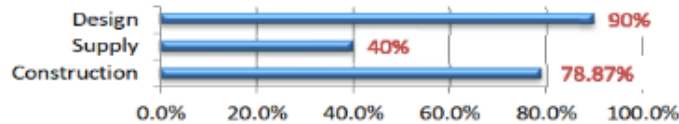


**Table 3-1: Progress of Work till 30<sup>th</sup> June 2024**

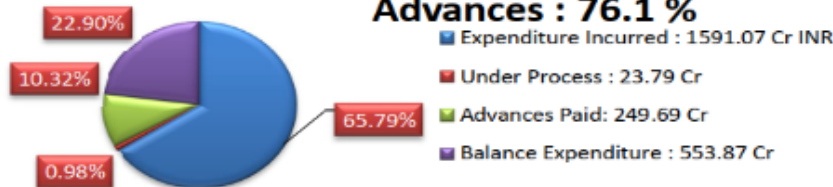
Project Facts	
Project Code	47101 (APSIP – TRANCHE 3)
Regular Loan by ADB	US\$ 231Mn
Grant by ADB (JFPR)	US\$ 02 Mn
GOA Counterpart Fund	US\$ 64 Mn
<b>TOTAL</b>	<b>US\$ 297 Mn 2127 Cr INR (1 USD = 71.6 INR)</b>
Base Start Dt (Pkg-2 – Civil & HM)	1 <sup>ST</sup> Sep 2020
Base End Dt (Pkg-3 – EM works)	13 <sup>th</sup> March 2025
Expected Completion Date (Best Effort Target)	31 <sup>st</sup> Mar'25 (Dry Commissioning), 30 <sup>th</sup> June'25 (Wet Commissioning)
Executing Agency	APGCL
Generating Unit	2 x 55 MW, 2 X2.5MW, 1 X5 MW
Total No. of Package	4 Major, 3 Minor

Details of Packages	Package Value (INR Cr)	Start Date-End Date	Phy %	Fin %	Remarks
Pkg-1 (Bldg. & Infra)	29.55	1st Nov-22 31 <sup>st</sup> Oct-24	82 %	69.2 %	BVG India Ltd. Under process 7%
Pkg. 2 (Roads, Civil & HM)	1457	1 <sup>st</sup> Sep-20 30 <sup>th</sup> Jun-25	72.6 %	72.2 %	L&T Ltd Excluding under process bill 1 %
Pkg-3 (EM Works)	358	12 <sup>th</sup> Nov-21 30 <sup>th</sup> Jun-25	84 %	69.9 %	AHPL. Under process bill 1.2 %
Pkg-4 Transmission Line	63	1 <sup>st</sup> Jun-22 12 <sup>th</sup> Dec-23 EOT up to Dec'2024.	89 %	87.6 %	LOA issued to STEL JV with Akelik Group OJCS-20 <sup>th</sup> Apr'22 Contract Signed – 27 <sup>th</sup> May 2022.
Pkg-5 PMC – Services	81	1 <sup>st</sup> Jul-20 30 <sup>th</sup> Jun-25	83.3 %	78.5 %	Under process bill 1.6%
Pkg-6 ERP Packages	45.2	31 <sup>st</sup> Jul-19 30 <sup>th</sup> Jun-24	88 %	85.5 %	Lot-4, NoA issued on 27 <sup>th</sup> Dec'22. Under process Bill 1.6%
Pkg-7 EMC +RMSI+ Capacity Building	35.4	24 <sup>th</sup> Dec-21 23 <sup>rd</sup> Dec-27	46.5 %	46.5 %	Feedback JV Jade Consult. & AEA (4 Yrs Con + 2 Yrs Operation)
R&R, Forest, Contingency & misc.	350		98.5%	98.5%	344.95 Cr expenditure done.

**Physical Progress : 78.9 %**



**\* Financial Progress including Advances : 76.1 %**



\* Financial Progress is Including Advances paid. ₹ 249.69 Cr to Pkg-1,2,3,4.

**Long Term Challenges:**

1. Dry Commissioning by 31<sup>st</sup> Mar'25 and Wet Commissioning by 30<sup>th</sup> June'25.
2. ADB Funding over by 30<sup>th</sup> June'24. Spillover amount funding arrangement.
3. Bridge over NH 627 to be constructed by PWD RD before reservoir filling in Mar'25. Survey completed, further action to be taken by Govt. of Assam. Letter written to CE (Border Roads & NEC Works), PWD on 11<sup>th</sup> Jan'24. Recent letter written to Principal Secretary, Govt. of Assam on 30<sup>th</sup> Aug'24.

**Short Term Challenges:**

1. Dam and Powerhouse submerged 4 times due to flooding between end May'24 to end Aug'24. Progress to be expedited in all work fronts from Sep'24.



## 2.2 STATUS OF PROJECT RESETTLEMENT ACTIVITIES

50. Project resettlement activities are being implemented as per agreed timeline, however due to various field constraints some challenges are being faced like non-availability of AFs during survey and consultation, busy schedule of revenue filed staff of ADCs etc. following **Table 3-2: Project Resettlement Activities** presents the status of project resettlement activities.



Table 3-2: Project Resettlement Activities

Activities	Responsible Agencies	Status	Remarks
<b>Project Initiation Stage</b>			
Establish SESC	APGCL	Completed	SESC cell has been established at PMU.
Hire Environment and Social safeguards professionals of SESC	APGCL	Completed	Environmental and Social Safeguard Experts have been positioned.
Hire an NGO to implement CRTDP	APGCL	Completed	M/s. Consultants for Rural Area Development Linked Economy, (CRADLE), JV with Gramya Unnayan Santha has been engaged.
Hire Project Management Consultants	APGCL	Completed	AF Consult Switzerland in association with United Engineers Alliance India
Appoint a Grievance Redress Committee	APGCL/ADCs/ PAPA	Completed	<b>Annexure-4 &amp; Annexure-5</b>
Finalize the CRTDP with final budget and timeline	PMU/SESC/NGO	Completed	The budget was finalised and the implementation of CRTDP is in progress. There is some delay according to the agreed timeline.
Disclosure of CRTDP after further consultations with the AFs and ADCs	APGCL/PMU/SESC/NGO	Completed	Ongoing process...
<b>CRTDP Update</b>			
Validate Census and survey findings	PMU/SESC/NGO	Completed	Final data of affected families yet to be done. NGO is given the task to complete the data part and submit the final figure. It is expected to update the CRTDP by the October 2024.
Conduct socioeconomic surveys for all the affected households/persons based on the final list and final design in order to update the CRTDP	NGO/PMC/SESC/PMU	Completed for both the districts.	Completed for entire project affected families.
Conduct FGDs/consultations and	SESC/NGO/field level	During the socio-economic survey and	So far total 118 consultations have been



Activities	Responsible Agencies	Status	Remarks
group meetings	engineers/Contractors	implementation of CRTDP, NGO has conducted. During the monitoring period, consultations have been conducted and detailed provided in Chapter 5.	conducted. Total female participants were 1006 along with 1676 male comprising 2682 participants. Summary of all the consultations is provided as Annexure-10.
Finalize entitlement matrix with a budget and timeline	APGCL/PMU/SESC/NGO	Complete microplan for all the affected household have been prepared and approved. Substantial payment has also been completed for both the districts i.e., Dima Hasao & Karbi Anglong.	
Disclosure of final entitlements to all AFs	PMU/SESC/NGO	Completed	
<b>CRTDP Implementation Stage</b>			
Payment of compensation	PMU/SESC/ District Councils/ NGO	Completed	Compensation of Land and assets have been completed for 954 APs in the Dima Hasao Districts by APGCL. Similarly, 207 affected persons have been paid for land and Zirat in Karbi Anglong district.
Give publicity to compensation payment	PMU/SESC/ District Councils/ NGO	Completed	
Consultations with the AFs during rehabilitation activities	PMU/SESC / District Councils/ NGO	So far total 118 consultations have been conducted. Total female participants were 1006 along with 1676 male comprising 2582 participants. Summary of all the consultations is provided as Annexure-10.	
Implementation of income restoration programs	PMU/SESC/ District Councils/ NGO	Socio-economic survey has been captured details of families who have members in the employability age and this data would be further refined through need-based assessment and through one-to-one interaction with the candidates concerned.	NGO has conducted Training Need Assessment Survey (TNA) and has submitted the draft proposal for livelihood trainings as per the TNA. However, APGCL management has appointed an agency for the livelihood training M/s ARTHI, Nagaon.
Relocation and rehabilitation programs	PMU/SESC/ District Councils/ NGO	Site for relocation of displaced AFs have been identified, layout plan has been finalised and a	Total 122 properties were reported have been paid. After getting the confirmation from the





Activities	Responsible Agencies	Status	Remarks
		model house has been constructed and all displaced APs were consulted for their views and acceptance. However, process of finalising the number of displaced persons is in progress.	community and affected structure owners, it has been confirmed that each affected family will self-manage the relocation if needed. All 36 NTH which were found within the reservoir area of DAM has been assisted by the APGCL, all have been vacated the area.
Implementation of grievances redress mechanism	PMU/SESC/ District Councils/ NGO	Till date 402 grievances from the APs have been recorded.	All grievances have been resolved and no grievance has been reported in the monitoring period.
Internal monitoring of social safeguard application	PMU/SESC/ District Councils/ NGO	Internal monitoring is being done in supervision of SESC by PMC Social and Resettlement Expert.	Bi-annual report submitted as per schedule.
External monitoring of social safeguards and Evaluation	PMU/EMC	External Monitoring consultant is onboard.	Reports are being submitted.
Resources and Community Resilience (under JFPR).	JFPR	Resources and Community Resilience (under JFPR) LOA, Contract award was awarded on 28.10.2022.	JFPR implementation agency M/s RMSI is also onboard and has completed the study and submitted the final report.

## CHAPTER 3. PERFORMANCE MONITORING

51. Both the APGCL and ADB have their own separate monitoring responsibilities. The extent of monitoring activities, including their scope and periodicity, will be commensurate with the project's risks and impacts. APGCL is required to implement safeguard measures and relevant safeguard plans, as provided in the legal agreements i.e., CRTDP, and to submit agreed periodic monitoring reports on their implementation performance.

52. The Lower Kopili HEP is classified as Environment Category A, Involuntary Resettlement (IR) Category A, and Indigenous Peoples (IP) Category A ("triple A") in accordance with ADB's Safeguard Policy Statement (SPS 2009). Additionally, based on the results of the climate change risk assessment, the subproject is High Risk for Multi-Hazard Index and Climate. To fulfil national regulatory requirements and ADB's SPS 2009, APGCL prepared an Environmental Impact Assessment (EIA) with environmental no-objection obtained from the Ministry of Environment, Forest, and Climate Change of Government of India. In addition, APGCL developed a Resettlement and Indigenous Peoples Plan (RIPP) comprised of a Combined Resettlement and Tribal Development Plan (CRTDP) for hydropower component, and a Combined Resettlement and Indigenous Peoples Plan (CRIPP) for transmission line component.

53. The project management unit (PMU) in APGCL is responsible for overall project planning and implementation, including procurement, accounting, quality assurance, social and environmental issues, and coordination with concerned agencies. APGCL has already established its social and environment safeguards cell (SESC) in its PMU comprising 2 full time staff and is being supported by the project management consultant (PMC) with dedicated environment and social safeguards specialists. APGCL has also engaged qualified and experienced external experts in a timely manner for environment and social monitoring that will not be involved in day-to-day implementation and supervision of the Project.

54. The duties of APGCL PMU include:

- (i) Conduct overall coordination, preparation, planning, and implementation of all field level activities.
- (ii) Update the EMP (see below) for review and clearance by ADB prior to any contract award.
- (iii) Implement EMPs following ADB's Safeguards Policy Statement 2009, IFCs Environment, Health and Safety general guidelines and national regulations etc. at the project site.
- (iv) Undertake and supervise compensation to the affected families based on the entitlement matrix in the CRTDP.
- (v) Oversight construction contractor(s) on monitoring and implementing mitigation measures during design, construction, and operation phases of the project before contracts completed.



- (vi) Advise and coordinate to update environmental baseline surveys, finalize social survey and detailed design and update the safeguard documents (EIA/EMP and CRTDP) for review and clearance by ADB following detailed design and survey results.
- (vii) Engage in grievance redress and ensure the prompt resolution of complaints.
- (viii) Set up appropriate record keeping system.
- (ix) Disclose relevant information to the affected people and continue consultations.
- (x) Provide training and awareness on environmental and social issues to the project staff and EPC contractor(s).
- (xi) Preparation of semi-annual and annual environmental monitoring reports and semi-annual social monitoring reports; and
- (xii) Liaise with the concerned ministries, authorities, and government departments for the environmental and resettlement related issues of the project implementation.

55. ADB reviews project performance against APGCLs' commitments as agreed in the CRTDP. The extent of ADB's monitoring and supervision activities will be commensurate with the project's risks and impacts. Monitoring and supervising of social and environmental safeguards are integrated into the project performance management system. ADB will monitor projects on an ongoing basis until a project completion report is issued.

### 3.1 COMPLIANCE WITH LEGAL AND POLICY REQUIREMENTS

56. The resettlement principles adopted for this project recognize CRTDP based on the government acts and provision in consistent to Asian Development Bank's (ADB) policies and operations manuals, particularly the Safeguard Policy Statement (2009). Approved Entitlement Matrix is provided as Annexure-7 in the CRTDP report.

57. The land acquisition and compensation procedures of Dima Hasao and Karbi Anglong ADCs provide a comprehensive legal framework to prepare and implement resettlement plans and tribal development plans. The Project follows the CRTDP land acquisition as well as livelihood restoration and rehabilitation. In terms of land value estimation, no land transaction or revenue records are available apart from the data on leased land parcels to tribal person. Without any fair market rate available, it was estimated as per the rate provided and provided by the Autonomous District Council, and the rate was approved by the Public Works Department (PWD) of Assam for civil structures and buildings. They match most of the involuntary resettlement and indigenous people safeguard policy requirements of ADB.

### 3.2 COMPLIANCE WITH SOCIAL SAFEGUARD COVENANTS

58. Detailed assessment has been done in due consultation with concerned



stakeholders and the CRTDP and CRIPP have been prepared for the subproject with an objective to record social, economic, and cultural aspects of the project area and its affected communities, and to present a comprehensive mitigation plan to address adverse social impacts of the project on them. A key part of the CRTDP is the strategy that enables the project-affected families (AFs) to benefit from the project, and to restore and improve their livelihoods and sources and income.

59. It outlines the institutional arrangements for delivering entitlements and project benefits to the AFs and other stakeholders, a mechanism for resolving grievances and complaints, and a monitoring framework to follow and report the progress of the implementation of CRTDP. The CRTDP and CRIPP have been prepared in compliance with the state and national laws and regulation and ADB SPS, 2009. Considering affected families (AFs) are scheduled tribes, a series of consultations were undertaken for broad community support (BCS), and agreements were made between APGCL and two district councils indicating the BCS. APGCL has adequate budget allocation provision for land acquisition, resettlement, and rehabilitation of affected families. APGCL has already established its social and environment safeguards cell in its PMU and is being supported by the project management consultant having dedicated safeguards specialists, in addition, an implementing NGO has been contracted to support the implementation of CRTDP and CRIPP. CRTDP will be updated by APGCL and the NGO prior to implementation and CRIPP will be revised after completion of final line alignment. Compensation will be provided prior to any physical and economic displacement. In the event of any unanticipated social impacts during project implementation, APGCL will take corrective actions, and update the CRTDP and CRIPP and the same will be disclosed on the ADB website. APGCL will submit semi-annual monitoring reports and external expert will monitor APGCL's implementation. The monitoring reports will be posted to ADB website and disclosed locally by APGCL.

### 3.3 GENDER

60. Tranche 3 is classified as Effective Gender mainstreaming (EGM). The project design integrates relevant gender focused interventions. A gender action plan (GAP) with well-defined activities, indicators, targets, and timelines has been prepared to ensure that gender mainstreaming initiatives are effectively implemented. The GAP initiatives will provide opportunities for enhanced participation of women in project related staff trainings. Gender capacity building of PMU staff and contractors will help create capacities and opportunities for improved gender responsive planning and project implementation. Orientation workshop with special focus on enhancing female workforce participation, skilling, equality in wages, health, safety, hygiene and on the need to maintain sex disaggregated record of workforce will be planned for the contractors and laborers. The GAP activities will ensure women's participation in all projects related community awareness campaigns and consultations.

61. Women's participation and direct benefits will be secured across all community driven activities for community disaster resilience action plans. Disaster



warning systems and mitigation strategies will integrate an inclusive approach to planning and execution. Local area development planning activities will promote gender responsive infrastructure in education and health facilities and services. Gender focused awareness campaigns in nutrition, health and menstrual hygiene will be planned and targeted towards girl students. Special measures will be taken to enhance women's participation in resettlement, rehabilitation, and income restoration initiatives. Monitoring and evaluation mechanisms will track beneficiary data across all interventions in a sex disaggregated manner. Impact evaluations and social audit methodology will include gender and social parameters to be able to assess impacts from a gendered perspective. A gender monitoring consultant with support from CRTDP team and JFPR experts will be responsible to collate data on GAP progress and report to the PMU. The PMU will provide support in reviewing and submitting quarterly progress reports on implementation of GAP.

62. The administrative monitoring mechanisms will be inclusive of socio-economic performance and sex, caste- and ethnicity disaggregated data. The record will be maintained by PMU. Adequate resources are provided for implementation and appropriate provisions made for monitoring and reporting.

63. Based on the final loan agreement the loan covenants relating to social safeguards are listed and the process and status for compliance is presented in the **Table 4-1: Status on Social Safeguard Covenants** below:

**Table 4-1: Status on Social Safeguard Covenants**

Para No	Description	Compliance Status	Remark
Article IV Section 4.02	The borrower shall enable ADB's representatives to inspect the project, the Goods, Works and Services, and any relevant records and documents	Being Complied	
Schedule 5 Implementation Arrangements	Social and Environmental Safeguards Cell has been established and Social and Environmental Experts are positioned	Complied	
Schedule 5 Land Acquisition and Involuntary Resettlement Para 6	(a) All applicable laws and regulations of the Borrower and the State relating to land acquisition and IR. (b) The IR safeguards; and (c) Measures and requirements set forth in the RIPP/CRTDP, and any corrective or preventive action set forth in the safeguards monitoring report.	Being Complied  Being Complied Being Complied	
Schedule 5 Land Acquisition and Involuntary Resettlement Para 7	Without limitation the applications of the IR safeguards or the RIPP, the Borrower shall ensure, or cause the EA to ensure, that no physical or economic displacement takes place in connection with the project until: (a) Compensation and other entitlements have been provided to affected families in accordance with the RIPP; and (b) A comprehensive income and livelihood restoration program has been established in accordance with the CRTDP.	Being Complied  Is in progress.	
Schedule 5 Land Acquisition and Involuntary Resettlement Para 8	The Borrower shall ensure, or cause the EA to ensure, that the preparation, design, construction, implementation and operation of the project and all project facilities comply with (a) All applicable laws and regulations of the borrower and the State relating to indigenous peoples. (b) The indigenous people's safeguard; and (c) All measures and requirements set forth in the RIPP, and any corrective or preventive action set forth in a safeguard monitoring report.	Being Complied  Being Complied Being Complied	Instead RIPP, the Combined Resettlement and Tribal Development Plan has been prepared and being implemented through the NGO engaged.
Schedule 5	The Borrower shall ensure, or cause the EA to ensure, that the		



Para No	Description	Compliance Status	Remark
Safeguards Monitoring and Reporting Para 11	<p>following:</p> <p>(a) Submit semi-annual Safeguards Monitoring Reports to ADB and disclose relevant information from such reports to affected families promptly upon submission.</p> <p>(b) If any unanticipated environmental and/or social risks and impacts arise during construction, implementation or operation of the project that were not considered in the EIA, EMP, RIPP, RF or the IPPF, as applicable, promptly inform ADB of the occurrence of such risks or impacts, with detailed description of the event and proposed corrective action plan; and</p> <p>(c) Report any breach of compliance with the measures and requirements set forth in the EMP, or CRTDP promptly after becoming aware of the breach.</p>	<p>Being Complied</p> <p>Being Complied</p> <p>Being Complied</p>	
Schedule 5 Labour Standards, Health, and Safety Para 13	<p>The Borrowers shall ensue or cause the EA to ensure that Works contracts under the Project follow all applicable labour laws of the Borrower and the State and that these further include provisions to the effect that contractors.</p> <p>(a) Carry out HIV/AIDS awareness programs for labour and disseminate information at worksites on risk of sexually transmitted diseases and HIVE/AIDS as part of health and safety measures for those employed during construction.</p> <p>(b) Follow and implement all statutory provisions on labour (including not employing or using children as labour, equal pay for equal work), health, safety, welfare, sanitation, and working conditions. Such contracts shall also include clauses for termination in case of any breach of the stated provisions by the contractors;</p>	<p>Being Complied</p> <p>Being Complied</p>	
Schedule 5 Gender Para 14	<p>The Borrowers shall ensue or cause the EA to ensure that.</p> <p>(i) The GAP and consultation and participation plan for the Project as included in the PAM is implemented in</p>	Being Complied	Timeline has been prepared and NGO will undertake necessary consultation



Para No	Description	Compliance Status	Remark
	<p>accordance with its terms.</p> <p>(ii) The bidding documents and contracts include relevant provision for contractors to comply with the measures set forth in the GAP; and</p> <p>(iii) Adequate resources are allocated for implementation of the GAP, and</p> <p>(iv) Progress on implementation of the GAP, including progress toward achieving key gender and output targets, are regularly monitored, and reported to ADB.</p>	<p>Complied</p> <p>Being Complied</p> <p>Being Complied</p>	and trainings.
Schedule 5 Communications and participation Para 15	The Borrowers shall ensure or cause the EA to ensure that the project is undertaken in conformity with the community awareness and participation plan as agreed between ADB, the Borrower, the State and the EA as referred in the PAM	Being Complied	
JFPR Grant Para 26	The Borrowers shall ensure or cause the EA to ensure that the Grant provided under the JFPR Grant and related output to be developed from such assistance in completed on a timely basis in consultation with the ADB	Being Complied	Study etc have been completed.





### 3.4 COMPLIANCE WITH CRTDP REQUIREMENTS

64. The LKHEP lies in the Dima Hasao (Right Bank of Kopili) and the Karbi Anglong Autonomous Districts Councils (Left Bank of Kopili) of the Assam State in India. The lands that fall within the jurisdiction of the two districts are 'scheduled'<sup>1</sup> or listed tribal land and those who belong to the listed tribes are 'scheduled tribes'. The following table presents, the detail of Project affects villages under the jurisdiction of both autonomous districts' councils (Dima Hasao 15 villages and Karbi Anglong 2 villages).

**Table 4-2: Summary of Project Impacts**

SL. No.	Village	Impacts			
		Land (Bigha)	Structures	Trees	Crops & Plants
1	Borolangklam	1127.50	0	1570	116264
2	Borolongku	1328.60	15	1580	395033
3	Chotolongku	89.90	4	320	46206
4	Chotolangpher	190.30	2	744	223196
5	Degremdisa	500.70	0	4013	149808
6	Dimalangku	173.90	31	223	64422
7	Disabra	1043.60	20	7331	349639
8	Krungmenglangso	329.60	0	293	17802
9	Longku-II	192.00	20	206	175699
10	Lorulangso	135.20	2	555	22226
11	Mungkele	916.80	1	982	129167
12	Rongkhelan	6.20	1	7	400
13	Sokpuru	215.20	14	106	32955
14	Tortelangso	505.30	11	304	144915
15	Waperdisa	26.00	1	5895	15961
	<b>Sub-total Dima Hasao</b>	<b>6780.8</b>	<b>122</b>	<b>24129</b>	<b>1883693</b>
16	Cherimthepi	417.00	-	-	-
17	Langsomepi	651.00	-	-	-
	<b>Sub-total Karbi Anglong</b>	<b>1068.00</b>	<b>-</b>	<b>-</b>	<b>-</b>
	<b>G. Total</b>	<b>7848.80 (1054 Ha)</b>	<b>122</b>	<b>24129</b>	<b>1883693</b>

Source: census and socio-economic survey conducted by the NGO and Zirat assessment sheets (JVS forms).

#### 3.4.1 Scope and Type of Land for Project Components

65. The scope of land acquisition has remained same as planned earlier and **Table 4-3: Scope and Type of Land for Project Components** below present the type of land in both the district which have been acquired.

<sup>1</sup>The Schedule VI of the Constitution of India established several ADCs in the northeast India. An ADC is an administrative entity with a structure to safeguard tribal peoples' rights and interests and their traditional ways of living. It also provides a political framework, guaranteed by the Constitution of India, for tribal peoples to self-govern their affairs.



66. Total 109.75 crores have been paid to the forest department for forest land diversion and other requirements. Compensation for revenue land has also been fully paid in the Dima Hasao district and in Karbi Anglong compensation payment is in progress and the final status of disbursement will be updated in next SMR.

**Table 4-3: Scope and Type of Land for Project Components**

Sl. No	Autonomous District	Forest Land (Ha)	Revenue Land (Ha)	Total
1	Dima Hasao	478	909	<b>1387</b>
2	Karbi Anglong	45	145	<b>190</b>
<b>Sub total</b>		<b>523</b>	<b>1054</b>	<b>1577</b>

Source: CRTDP report

### 3.4.2 Land Requirement for Various Project Components

67. 120 MW LKHEP project required 1577 hectares of land for all components in both the autonomous district i.e., Dima Hasao and the Karbi Anglong. Out of 1577 ha total land 523 ha is forest and 1054 ha is revenue land. The below **Table 4-4: Land Area Required for the Project Components** presents the planning and implementation stage land requirements.

**Table 4-4: Land Area Required for the Project Components**

Sl. No	Name of village	In DPR stage (Ha)
1	Project infrastructure (powerhouse, dam, and key installations)	355
2	Reservoir	552
3	Roads, buildings, and project facilities	72
4	Relocation site for 14 physically displaced HHs and the project township	75
5	Land for other purposes (recreational facilities, helipad etc)	523
<b>Sub total</b>		<b>1577</b>

Source: CRTDP, data likely to be updated once provided by technical team/contractor.

### 3.4.3 Loss of common/government properties

68. Apart from the private land and structures, CRTDP also assessed 7 government/structure. The compensation for the same has not been paid, due to the non-demarcation of submerging area. Summary of the government/community properties are provided in the **Table 4-5: Details of Village wise government/community properties in District Dima Hasao** below. There was no such type of impact in Karbi Anglong district.

**Table 4-5: Details of Village wise government/community properties in District Dima Hasao**

Sl. No.	Name of Govt./Community Property	Remarks
1	Irrigation Office Building	Government
2	Secretary (Garampani LAMP Cooperative land)	Garampani LAMP Cooperative
3	Gram Sewak Quarter	Government
4	Rural Bank	Government
5	PHE Pump House	Government
6	Balendra warisa (S.M.E School)	President of S.M.E School is the caretaker
7	The Secretary of Karbi Community Hall of	Bidya sing Engti Longku caretaker



Sl. No.	Name of Govt./Community Property	Remarks
	Longku Area	

Source: CRTDP and census and socio-economic survey conducted by the NGO.

69. To ascertain the actual impact, a LiDAR survey has been conducted, based on the LiDAR survey report/data, status has been changed and described in the following section.

#### 3.4.4 Present status of the affected CPRs

70. Based on the impact assessment carried out during the DPR, total 7 Community including government properties were identified as affected due to the 120 MWLKHEP. However, the joint field survey undertaken on 11th July 2023 comprising the following officers do hereby furnish the following observation based on the LiDAR survey about submerged area.

71. In the reservoir area of DAM, a LiDAR survey has been done to ascertain that there will no property available and if its, then the same may be amicably relocated/removed. The submergence level has been considered at 231 mt for buildings and other standing structures including the CPRs. During the survey, 2 abandoned buildings, which locals confirmed that this was established by the irrigation department have been identified, the present status is provided below:

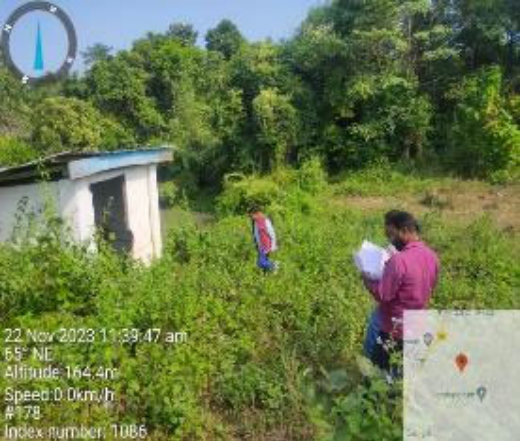


- (i) Shri Elbertson Teron Lot Patowari, Dima Hasao autonomous Council, Umrangso Circle
- (ii) Shri Biju Diphusa, AM (Civil), APGCL
- (iii) Shri Pankaj Hazarika, Social Expert, APGCL
- (iv) Shri L.P. Singh, Social Expert, NGO CRADLE
- (v) Shri Sangram Singh, Social and Resettlement Expert, PMC AFRY

72. Accordingly, PMC, NGO and APGCL has reassessed the impact on all 7 CPRs. The summarized report is provided below:

**Table 4-6: Affected Government properties in District Dima Hasao**

Name of Govt. Property	Status as per Present	Present situation of the property
PHE Pump House (LiDAR identification No.-647)	Affected, falling under submerged area of reservoir	<ul style="list-style-type: none"> <li>➤ Abandoned</li> <li>➤ Department has already left the building and villager have taken the material from the site.</li> <li>➤ Ruined available with diesel pump, parts of pump have been taken away.</li> <li>➤ Pipe and other fitting etc not available.</li> </ul> <p><i>NOC have been received from the concerned PHE department for demolition of abandoned structure and provided as Annexure-8.</i></p>



Name of Govt. Property	Status as per Present	Present situation of the property
 <p>22 Nov 2023 11:39:47 am 65° NE Altitude: 164.4m Speed: 0.0km/h # 78 Index number: 1086</p>		 <p>22 Nov 2023 11:39:15 am 22° N Altitude: 161.8m Speed: 0.0km/h # 78 Index number: 1084</p>
<p>Irrigation Office Building (LiDAR identification No.-428, 429 &amp; 430)</p>	<p>Affected falling under submerged area of reservoir</p>	<ul style="list-style-type: none"> <li>➤ Abandoned building.</li> <li>➤ Initially it was ruined, no doors, and window available and no use seen.</li> <li>➤ Earlier, the labour and other staff of Lanka Umrangso Road construction company used it temporarily and fixed the window and doors.</li> <li>➤ NOC is still awaited; follow-up is being done by PMU, APGCL.</li> </ul>
		<p>Photo captured from Lanka Umrangso road during the road construction (2022)</p>

73. Apart from above, LiDAR survey identified, 2 other religious places with structures are noted that these will be falling under the submerging area of reservoir. These are being used for annual worship places by Karbi Ethnic Group/Community. These are (i) "Vothung Rongker" (annual worship place) a gate, shed for offering puja near the Longku Nala bridge, and (ii) "Longri Rongker" i.e., Tiger Puja near Longku Nala confluence with Kopili river.

**3.4.5 Tasks to be done for Relocation**

74. The implementation of the CRTDP entails the following tasks while dealing



the common and government properties (CPRs):

Task to be done	Progress so far
Detailed and meaningful consultation with the concerned department, custodian, community and concerned Gaon Bura along with PAPA office bearers.	Consultation with all the stakeholders, like Karbi community, Council, LKHEPPAPA office bearers and APGCL.
Ensuring that the property has been evaluated and all the entitlements as per CRTDP applied.	Site has been physically verified jointly with PMC, NGO and APGCL. Lot Patowari has also visited the site during land handing over.
Assisting in consulting and coordination with the concerned stakeholders and authorities.	Karbi Community leader have been approached and a meeting with the new location (tentative) has been done. Resolution made and letter to the Council for allotment of 2 Bigha land has been requested. Request is pending with the Revenue Secretary, Dima Hasao. Accordingly, Village Head Man (Gaon Bura) of Tortelangso village has provided the land. Location has been jointly finalised by APGCL and NGO.

### 3.4.6 Provisions available in approved Entitlement Matrix

75. The reference from the Combined Resettlement and Tribal Development Plan (CRTDP) – RIPP Volume1 Entitlement Matrix, Page- 57.

Category	Type of Impact	Entitlements	Responsible to Deliver	Remarks
<b>Public Facilities</b>	Loss of public infrastructure facilities	<ol style="list-style-type: none"> <li>1. Piped water supply.</li> <li>2. Sanitation and drainage</li> <li>3. Health care centre</li> <li>4. Higher secondary school</li> <li>5. Playground</li> </ol>	APGCL, relevant ADC departments	Consult the community on location, type, and cost of facility reconstruction. APGCL will pay for the construction of the facilities.
<b>Common property</b>	Loss of common land	<ol style="list-style-type: none"> <li>1. Community land for public purposes at the relocation site</li> <li>2. Grazing rights on nearby land or an allowance to buy fodder in lieu of the lost grazing land. If not provided, 100 days of Minimum Assured Wages (MAW) per year for 05 years as a grant towards the loss of fuel and fodder</li> </ol>	APGCL, relevant ADC departments	Consult the affected households and PAPA on the location, type, cost estimates of facilities.



Approved CRTDP-RIPP Volume1 Entitlement Matrix, Page- 57.

### 3.4.7 Impacts on Structures (Residential and others Type)

76. As per the initial assessment jointly done by APGCL and the revenue departments, during planning stage total 18 structures were identified as fully impacted and 6 partially in the Dima Hasao district. During Socio-economic and census survey NGO was able to establish contact with the owners of 14 fully affected house owners. Hence owners of 14 structures were identified for further relocation process.

77. After reviewing the Zirat data, it's found that total 122 permanent and temporary structures have been compensated. Out of 122, 28 structures found like residence purposes. After joint verification in light of LiDAR survey and final report, it's found that there will no impact on these structures and doesn't require any kind of relocation. Though all the affected families have been consulted and described that in case of any kind of assistance need, AGPCL will be help to them in future also. The following table presents summary of the impact on structures.

**Table 4-7: Summary of structures verified by NGO**

Sl. No	Name of village	No of Land/ structure holders
1	Borolangklam	0
2	Borolangku	15
3	Chotolongku	4
4	Chotolangpher	2
5	Degremdisa	0
6	Dimalangku	31
7	Disabra	20
8	Krungmenglangso	0
9	Longku-II	20
10	Lorulangso	2
11	Mungkele	1
12	Rongkhelan	1
13	Sokpuru	14
14	Tortelangso	11
15	Waperdisa	1
<b>Sub total</b>		<b>122</b>

Source: Socio-economic survey conducted by the NGO based on the JVS assessment.

78. Apart from the identified list of CRTDP, some AFs has raised grievances regarding the non-inclusion of their structures/properties in identified list of fully impacted structures. But after LiDAR survey it has been informed to the community and demarcation has been shown to every village head man. Though boundary pillars have been fixed on some locations actual submergence area is yet to be demarcated on ground.

## 3.5 ACTUAL IMPACTS AND IMPACT ASSESSED IN CRTDP

79. All impacts due to the project have been summarised in **Table 4-8: Impacts comparison with CRTDP and during implementation**. It's also providing the planning and implementation stages variations, if any.

**Table 4-8: Impacts comparison with CRTDP and during implementation**

SL. No.	Particulars	Unit	Quantity in	
			CRTDP	implementation
1	Affected Autonomous District Council	Number	2	2
2	Affected Villages	Number	16	17
3	Total Land Requirement	hectare	1577	1577
4	Total Revenue Land	hectare	1054	1054
5	Total Forest Land	hectare	523	523
6	Total Crop Land	hectare	1054	1054
7	Total Trees	Number	98546	24227
8	Total Primary Structures (Physically Displaced)	Number	18	Nil
9	Total Other Structures (Secondary/Cattle sheds)	Number	18	Nil
10	Total Partially Affected Structures	Number	6	Nil
11	Total Affected Families <sup>2</sup>	Number	1217	1161
13	Total Physically Displaced Households and Affected Persons	Number	18 AHs and 85 APs	No displacement
14	Total Economically Displaced Households and Affected Persons at Dima Hasao	Number	986 AHs and 4609 APs	954 AHs
15	Total Economically Displaced Households and Affected Persons at Karbi Anglong	Number	986 AHs and 4609 APs	207 AHs

Source: CRTDP and census and socio-economic survey conducted by the NGO.

### 3.5.1 Impacts on temporary structures falling under submerging area

80. LiDAR survey confirmed that there are 36 properties of various categories are found in submerging area of reservoir. These affected properties are basically non-title holders and have no title documents. Out of 36, one property belongs to the Longri Hini Community club i.e., toilet. List of all properties are provided below. All these have also been jointly verified by the PMC and External Monitoring Consultant. These non-title holders shall be dealt as per the entitlements provided in CRTDP. The following **Table 4-9: Summary of structures verified by NGO** presents summary of the impacted structures. Microplan has been prepared by the NGO. Payment has been made to the respective affected NTH. All the salvage

<sup>2</sup> Dima Hasao 954 + Karbi Anglong 207 = Total 1161 (Figure is based on the compensation disbursement list provided by Joint Secretary, KAAC w.r.t. Karbi Anglong)



materials have also been removed from the reservoir area.

**Table 4-9: Summary of structures verified by NGO**

Sl. No	Name of village	District	No. of Structure Holders
1	Longku-II	Dima Hasao	17
2	Dimalongku	Dima Hasao	05
3	Borolongku	Dima Hasao	12
4	Rongtarme	Karbi Anglong	02
<b>Total</b>			<b>36</b>

Source: LiDAR Survey data and joint verification by NGO/APGCL.

### 3.6 STATUS OF PAYMENTS OF COMPENSATION

81. The loss of land the assets over the land like structures, crops and trees were assessed and compensation paid as per the agreed land rates with ADC and land holders. Compensation of assets were evaluated by the PWD, agriculture and horticulture etc department. The below **Table 4-10: Status of Payments of Compensation (Land including Zirat)** presents the compensation paid to AFs by APGCL and concerned ADCs.

**Table 4-10: Status of Payments of Compensation (Land including Zirat)**

Sl. No	Autonomous District	Total Land	Total Land(Ha)	Compensation(crores)	Remarks
1	Dima Hasao	Revenue	909.00	44.57	
		Forest	477.77	109.75	
2	Karbi Anglong	Forest	45.28	8.11	
		Revenue	145.00		
<b>Sub total</b>			<b>1577.05</b>	<b>162.43</b>	

Source: APGCL and ADC's payment documents.

82. The compensation of land and affected properties has been paid in both the districts. Based on the socio-economic data obtained by NGO through the ground survey, the R&R assistances and allowances have been calculated. After completion of the SES by the NGO, microplan for all the PAPs in both the districts have been done. The same was approved from the Competent Authority, APGCL. After recommendation from the respective councils, the R&R payment has been completed. The two PAFs were unable to produce the legal documents hence the amount has been deposited to the Revenue Department by the APGCL. Corresponding along with the payment details are provided as Annexure-9.

### 3.7 STATUS OF PAYMENTS OF R&R ASSISTANCE/ALLOWANCES

83. After complete payment of Land and Zirat, NGO has prepared microplan for Dima Hasao and Karbi Anglong covering two eligible R&R components i.e., Rs 50,000 Special subsistence allowance (Additional assistance for STs) & Rs. 500,000 as One-time payment for Income Restoration and Improvement in lieu of job (for details please refer Annexure-7 EM). Micro plan has only been prepared for Dima





Hasao and Karbi Anglong districts for all 17 villages. **Table 4-11: Status of Payments of Compensation and R&R Assistsances** presents the status of R&R paid village wise and balance to be paid to AFs.

**Table 4-11: Status of Payments of Compensation and R&R Assistsances**

Sl. No.	Village	Total Land		Rehabilitation & Resettlement
		Properties	Families	Progress Till June 2
1	Borolangklam	191	116	116
2	Borolangku	284	182	182
3	Chotolongku	21	15	15
4	Chotolangpher	35	30	30
5	Degremdisa	90	64	64
6	Dimalangku	70	42	42
7	Disabra	216	179	179
8	Krungmenglangso	31	22	22
9	Longku II	62	46	46
10	Lorulangso	32	31	31
11	Mungkele	166	119	119
12	Rongkhelan	2	2	2
13	Sokpuru	57	36	36
14	Tortelangso	105	67	67
15	Waperdisa	7	3	3
Sub-total Dima Hasao		<b>1369</b>	<b>954</b>	<b>954</b>
17	Cherimthepi	78	76	76
18	Langsomepi	153	131	131
Sub-total Karbi Anglong		231	207	207
<b>G. Total 120 MW LKHEP</b>		<b>1600</b>	<b>1161</b>	<b>1161</b>

84. After depositing the payment of two PAFs to the DHAC, the R&R payment has been completed in Dima Hasao. The Revenue department of KAAC has provided one PAF which was missed for payment of R&R earlier, has now also been paid, hence the total number of PAFs will be now 207. Including this, total number of projects affected families will be 1161.

### 3.8 RESTTLEMENT SITE DEVELOPMENT PROGRESS

85. After completing the LiDAR survey, it has been found that there is no displacement involved. All the AFs who are losing their structures have agreed unanimousness that they will resettle themselves as per their requirements, if arises. However, APGCL will continue in touch with all the affected structures owner to provide help if needed.

## CHAPTER 4. GRIEVANCE REDRESSAL MECHANISM

86. It would be pertinent to refer the Asian Development Bank's policy, which requires proper mechanisms for resolution of disputes that may arise from any aspect of the project and development process. The mechanisms should be "affordable and accessible," and third parties independent of the implementers should be available at the appropriate point in the process. The grievance procedure needs to be simple, administered in the first instance at the local project level to facilitate access, flexibility and open to various proofs considering the need for speedy, just and fair resolution of any grievances.

87. The detailed description of the grievance redress mechanism (GRM) has been provided in CRTDP. The purpose of the GRM will be to receive and facilitate the resolution of affected people's concerns, complaints, and grievances about the social and environmental performance at the project level. The GRM will aim to provide a time-bound and transparent mechanism to voice and to resolve social and environmental concerns linked with the project. The project-specific GRM is not intended to bypass the government's own redress process but to address project-affected people's concerns and complaints promptly, making the GRM readily accessible to all segments of affected persons and scaled to the risks and impacts of the project. Hence, depending on the nature and significance of the grievances or complaints, the GRM will comprise procedures to address grievances at the project site, and at the PMU level. More serious complaints that cannot be addressed at the project level will be forwarded to the PMU grievance redress committee. The GRM will not deal with matters pending in a court of law. However, complainants may access the formal legal system at any time.

### 4.1 GRIEVANCE REDRESS PROCESS

88. A three-tier grievance redress mechanism has already been notified for handling grievances. The first tier is the grassroots level mechanism. Grievances of the AFs are first dealt with by Gaon Buras in consultation with the field officials, and the contractors of the project. Complaints that cannot be addressed at the level of Gaon Buras will be forwarded to the Project level grievance redress committee (GRC) which is the second tier. The third tier is the appellate GRC at the state level. APGCL will deal with the complaints and grievances as the appellate GRC. The presence of GRM or seeking relief from GRM is not a bar to take grievances and complaints to national courts for arbitration.

### 4.2 OTHER PATHS TO REDRESS GRIEVANCES

89. There are three other supplementary paths that are opened for the AFs to resolve their problems, complaints, and grievances with regard to the project and its implementation:

- (i) ADB India Resident Mission in New Delhi.
- (ii) ADB Accountability Mechanism; and
- (iii) India's Courts System.



### 4.3 CONSTITUTION OF GRC

90. GRM has been constituted and notified, the same has been disclosed among AFs and all the members/representatives of the committee in writing. The office order has been issued on 17<sup>th</sup> June 2020 vide No.-APGCL/LKHEP/PD/2017-18/21/Part-I/45.

91. Along with a minor modification of the above office order, following **Table 5-1: Grievance Redressal Committees** is presenting the details of GRM, Roles and responsibilities of the GRC's and timeline for resolution. The copy of modified order is provided as Annexure-5.

**Table 5-1: Grievance Redressal Committees**

Members	Designation		Responsibility
<b>First tier of GRC</b>			
Site Engineer of APGCL	Deputy Manager (Civil)		<ul style="list-style-type: none"> <li>➤ Will receive grievances.</li> <li>➤ Resolution within 15 days of time</li> <li>➤ In case complaints and grievances not resolved, forward to the Second Tire</li> </ul>
Site Engineer of Civil & Hydro-mechanical contractor & Electro-Mechanical Contractor	Not yet notified		
Gaon Buras <sup>3</sup> of Affected Villages	<b>Dima Hasao District:</b> 1) Borolangklam	10) Lorulangso 11) Mungkele 12) Rongkhelan	

<sup>3</sup> Assam Cabinet announced that Gaon Buras, village-level functionaries of the district administration, will be called 'Gaon Pradhans'.

- The government has reasoned that a number of young men (and women) become Gaon Buras, and thus, the word 'Bura' (meaning old in Assamese) is no longer appropriate.
- Gaon Buras are the village headmen. They are the eyes, nose, ear of the district administration at the village level.
- There are about 6,000 Gaon Buras in Assam. Women 'Gaon Buras' are not very common, and they take over, if their husbands die.

History:

- It belongs to the colonial era, when the British appointed the oldest person in the village as the head, who would oversee matters relating to land and revenue in a particular area.
- Post-independence, the government continued with the institution and made the Gaon Bura a formal part of the Assam Revenue and Disaster Management department, increasing his responsibilities, and eventually introducing a small honorarium for the role.
- In Arunachal Pradesh, too, the Gaon Buras (and Buris) are the most important village-level functionaries.

Duties:

- Maintaining a population register of the village, maintaining land records, helping police investigate crime, etc.
- It involves now maintaining a log of Covid-19 cases in the village, organising vaccination camps, functioning as booth-level officers during elections etc.



Members	Designation	Responsibility	
	2) Borolangku 3) Chotolangku 4) Chotolangpher 5) Degremdisa 6) Dimalangku 7) Disabra 8) Krungmenglangso 9) Longku-II	13) Sokpuru 14) Tortelangs o 15) Waperdisa <b>Dima Hasao District:</b> 1) Cherimthepi 2) Langsomepi	
<b>Second Tier of GRC</b>			
Chairman	General Manager, Civil (PMU)	<ul style="list-style-type: none"> <li>➤ Member Secretary Will receive grievances.</li> <li>➤ Empowered to call the representatives from PAPA and Gaon Buras.</li> <li>➤ Decision will be communicated in writing to aggrieved person.</li> <li>➤ Timeframe for resolve the grievance will be 45 days from receipt of the grievance.</li> <li>➤ In case complaints and grievances not resolved, forward to the Third Tire.</li> </ul>	
Member	Secretary, Revenue, North Cachar Hills Autonomous Council, Haflong, Dima Hasao District		
Member	Secretary, Revenue, Karbi Anglong Autonomous Council, Diphu, Karbi Anglong District		
Member-Secretary	Deputy General Manager, Civil (PMU), O/o the Chief General Manager (PP&I), APGCL		
Member	Deputy General Manager, (Civil), O/o the General Manager, LKHEP, APGCL, Longku		
Member	Assistant General Manager (Civil), Lower Kopili Construction Division, APGCL, Lanka		
Member	Environment and Social Expert, LKHEP APGCL Bijulee Bhawan, Guwahati		
Member	Contractor's Representative		
Member	Project Affected Peoples Association's Representative		
Member	Women's Representative		
<b>Third Tier of GRC</b>			
Chairman	Chief General Manager, (PP&I) APGCL Bijulee Bhawan, Guwahati	<ul style="list-style-type: none"> <li>➤ The Chairman may call the representatives from PAPA, Gaon Buras and survey department.</li> <li>➤ Decision will be communicated in</li> </ul>	
Member	Secretary to the Govt. of Assam, Revenue & Disaster Management Department, Dispur Guwahati (representative of the state revenue department)		

- o To issue a 'Gaon Bura certificate', a certificate that determines the permanent residency in a particular village.



Members	Designation	Responsibility
Member Secretary	General Manager (Project), O/o the CGM (PP&I) APGCL Bijulee Bhawan, Guwahati	writing to aggrieved person.
Member	Deputy General Manager (PMU), O/o the CGM (PP&I) APGCL Bijulee Bhawan, Guwahati	➤ Timeframe for resolve the grievance will be 90days from receipt of the grievance.
Member	Representatives of both Dima Hasao and Karbi Anglong District Autonomous Councils	
Member	Representative of Project Affected Peoples Association's	

#### 4.4 PRESENT STATUS OF GRIEVANCES IN DIMA HASAO DISTRICT

92. There is no further grievance has been noted from the community during the monitoring period and all pending grievances have been amicably resolved. Regarding the 4 pending grievances a high-level meeting was held on 12<sup>th</sup> Dec 2023 in the office of the Principal Secretary, DHAC and the revenue department with APGCL. Lot Patowari informed that he has visited all the four locations along with the aggrieved person and shown their land which is out of the project area of 909 ha. Closure report from the concerned Lot Patowari has been obtained.

93. The following four grievances have been resolved copy of the closure report is provided as Annuxre-6.

Sl. No	Village	Name of Aggrieved Person	Father's/Husband Name	Age	Area Claimed	Response from Patwari (Council)
291	Borolangku	Lt. Kabon Timungpi (Malina Kropi)	Joyson Kro	35yrs	8	Claimed land of all these four aggrieved person are out of the project area of 909 ha, hence the compliant has been resolved.
302	Borolangku	Mekri Engtipi	Anthony Rongphar	65yrs	2	
378	Borolangku	Jeng Enghi	Lt. Sarbong Enghi	55yrs	8	
380	Borolangklam	Sarmung Rongphar	S/O Dekhlem Rongphar	58yrs	8	
4				<b>Bigha</b>	<b>26</b>	

##### 4.4.1 GRC RECORD-KEEPING:

94. Records of all grievances received, including contact details of the complainants, dates the complaints received, nature of grievances, agreed corrective actions and when they were implemented, and the outcome are recorded and kept in the project office. The number of grievances recorded and resolved, and the outcomes will be displayed/disclosed at the project office, APGCL Office in Guwahati, and on APGCL website. A summary of this information will be included in the monthly progress report of NGOs and semi-annual safeguard monitoring reports submitted to ADB. All GRC meeting deliberations and decisions will be recorded and will be available for public reference. If ADB involves in grievance resolution, it will maintain



records of its proceedings and disclose them to all parties engaged in the hearings.

#### 4.4.2 GRM COSTS

95. All costs incurred in GRC meetings, consultations, communication, and reporting/information dissemination will be borne by PMU. Cost estimates for grievance redress are included in resettlement cost estimates. ADB will bear the cost of its own involvement in grievance resolution. The complainants are not charged any fee for the service. It is a good practice to provide the AFs with transport facilities to the project offices or cash payment for such expenses by the project, if feasible.

#### 4.4.3 MEETINGS OF GRC

96. The GRCs will meet according to a published timetable. This information will be disseminated among all the AFs, ADCs, and LKHEPPAPA. Each session/meeting will be held at a place which is convenient for the AFs to attend. The GRC procedures will be communicated through public notices and at the community meetings. The AFs will be made aware of the presence of GRM, its powers, and benefits during consultations and group discussions. At such gatherings, the AFs will be encouraged to discuss their views on the structure and functions of GRM.

## CHAPTER 5. STAKEHOLDER ENGAGEMENT

### 5.1 STAKEHOLDER ENGAGEMENT PROCESS

97. Community consultation and engagement in planning and implementation of LKHEP is playing a key role in smooth project progress. Consultation is continuous process and will be continued throughout the project period. A stakeholder communication strategy was prepared for the project during preparation of CRTDP.

98. The consultation process has used different types of consultation such as in-depth interviews with key informants, focus group discussions, and individual consultations. As part of the consultation process and understanding of different gender perspectives on the proposed project, project-affected women were given an opportunity to voice their views on the project. They were also encouraged to (i) recommend actions that would ensure they too benefit from the Project; and (ii) suggest how to minimize harmful project impacts, if any, on them. Group level gender consultations were also carried out especially, to learn their views regarding income restoration, local area development including the development of health and education facilities in the Project area.

99. For Implementation of Combined Resettlement and Tribal Development Plan of Lower Kopili H.E. Project in Dima Hasao and Karbi Anglong districts of Assam M/s. Consultants for Rural Area Development Linked Economy (CRADLE) JV with Gramya Unnayan Santha, address & Contact No. C/258, Road No. 1C, Ashok Nagar, Ranchi-834002, Jharkhand Tel. No. 0651-2243102 has been engaged. The contract was signed on 13.11.2019 and the NGO commenced field work from 28.11.2019. The completion date as per the contract will be 27.11.2023.

### 5.2 CONSULTATIONS CONDUCTED DURING CRTDP PREPARATION

100. During the period between November 2014 and February 2017, the social and environmental safeguard consultants of the project team attended six public consultations organized by APGCL at the proposed project site. APGCL officially notified all stakeholders regarding the place, time, and the venue of such consultations. In these consultations, gaon Buras, General Secretary, President and representatives of PAPA, President of the Assam Democratic Student union (NGO), General Secretary of the Karbi Student Union (NGO), representatives of the Dima Hasao ADC, officials of the Forest Department, and APGCL, and social and environment consultants of the project team were participated.

101. It was agreed that a public consultation and disclosure plan will be formulated and used by the project management unit (PMU) of the project and draft plan was developed as **Table 6-1: Format for Public Consultation and Disclosure Plan** below.

**Table 6-1: Format for Public Consultation and Disclosure Plan**

Activity	Issues to Discuss	When	Agencies Responsible	Remarks
Consultations with the AFs on	Discuss with the AFs and other	(a) Pre-project (b) Project	PMU/ SESC/ NGO/	Consultation with



Activity	Issues to Discuss	When	Agencies Responsible	Remarks
land acquisition, compensation and Jirat rates, compensation payment – their timelines of delivery.	stakeholders (a) their entitlements, (b) compensation rates, and (c) the grievance redress mechanisms.	planning, (c) Project implementation phases	LKHEPPAPA	community is being conducted by NGO
Consultations on resettlement and rehabilitation of affected households	Discuss (a) entitlements, (b) time frame of compensation payment, and (c) moving to the resettlement site, (d) livelihood restoration and improvement program	During the CRTDP implementation	PMU/SESC/NGO/ PAPA	Consultation with community has been conducted by NGO and PMC
Consultative meetings on mitigation measures	Any unforeseen impact during implementation	As and when needed	PMU/ SESC/NGO/ PAPA	
Project information dissemination	Distribution of project information leaflets/booklets to all AFs	Intermittent	PMU/ SESC/NGO/ PAPA	
Public notification	Publish a list of affected lands / sites in local newspapers. Project commencement details and its progress details will also be publicized	Completed	PMU/SESC/ADCs	
Distribution of key project information and summary of CRTDP among	Distribute leaflets or booklets in local language on the project, land acquisition,	Completed	PMU/SESC/NGO /PAPA	





Activity	Issues to Discuss	When	Agencies Responsible	Remarks
all AFs and stakeholders	compensation and livelihood restoration and improvement			
Full disclosure of CRTDP to the AFs	Distribute summary CRTDP in local language to all AFs	Completed	PMU/SESC/NGO /PAPA	
Web disclosure of CRTDP	Posting of draft and final copies of the CRTDP on ADB and EA websites	Completed	APGCL/ADB	

### 5.3 CONSULTATIONS DURING CRTDP IMPLEMENTATION

102. Social and Resettlement Expert, PMC and CRTDP implementation NGO are meeting regularly with PMU and SESC officials. Social and Environmental Expert from PMU are also visiting the project site as and when needed. In follow-up of the CRTDP implementation, consultation with local community, Gaon Buras, School teachers, women groups, health workers have also been conducted. Issues discussed and suggestion were noted for compliances. Table below presents the summary of consultation organised by the NGO. The complete report on the consultation is attached as annexure-10. Glimpse of meetings are presented in following section.

**Table 6-2: Consultation/meetings conducted by NGO**

Description	July-Dec 2023	Jan to June 2024
<b>Total Public Consultations</b>	115	118
<b>Male</b>	1613	1676
<b>Female</b>	1006	1006
<b>Total Participants</b>	2619	2682

**Table 6-3: Type of meeting and total participants**

Type of Event organised	Number	Male	Female
1 Awareness Meeting	35	1676	1006
2 Women SHG/Project Awareness/Socio-economic survey/livelihood training	33		
3 Women Health & Hygiene	41		
4 GRM Meeting	9		
<b>Total</b>	<b>118</b>	<b>1676</b>	<b>1006</b>

### 5.4 STAKEHOLDER CONSULTATIONS

103. APGCL with support from the Social and Resettlement Expert, PMC and PMU has also conducted various consultations. Summary is presented below:

**Table 6-4: Meeting and Consultations by PMC/APGCL**

Sl. No	Purpose	Date
1.	Meeting With ADB virtual	18 <sup>th</sup> Jan'2024
2.	Meeting with AGM (Civil) and NGO	9 <sup>th</sup> Jan 2024
3.	Review Meeting PD	31 <sup>st</sup> Jan 2024
4.	Meeting with Mauzadar, Hawaipur related to pkg-4 Zirat disbursement and updation on the corridor survey	16 <sup>th</sup> Feb'2024
5.	Meeting with ADB on Gender Action Plan	17 <sup>th</sup> Feb'2024
6.	Meeting with GM, LKHEP i/c, AGM (C) and NGO on Social related Issues	9 <sup>th</sup> Feb'2024
7.	Meeting with Mauzadar, Hawaipur related to pkg-4 Zirat disbursement and updation on the corridor survey. Meeting with Lot Patowari, Diyunbra related to pkg-4 Zirat disbursement and updation on the corridor survey.	16 <sup>th</sup> March 2024 31 <sup>st</sup> March 2024
8.	Kick-off meeting with Managing Director, Project Director, APGCL with M/s Arthy Leaning & Implementation Private Limited, an agency engaged to conduct Skill Development Training Program of LKHEP at APGCL HQ	30 <sup>th</sup> March 2024
9.	Kick-off meeting with Project Manager, LKHEP, APGCL with M/s Arthy Leaning & Implementation Private Limited, an agency engaged to conduct Skill Development Training Program of LKHEP at APGCL HQ	2 <sup>nd</sup> April 2024
10.	Meeting with PM, LKHEP on the village approach roads and discussed the issue of portion falls under submergence area.	4 <sup>th</sup> April 2024
11.	Project Manager, LKHEP met with TL EMC at Longku	4 <sup>th</sup> April 2024
12.	Review Meeting by CGM (PP&I)/Project Director at Longku	6 <sup>th</sup> April 2024
13.	Review Meeting by CGM (PP&I)/Project Director at Guwahati	12 <sup>th</sup> April 2024
14.	ADB Safeguard Mission kicks off meeting at Bijulee Bhawan	30 <sup>th</sup> April 2024
15.	ADB Safeguard Mission met with Goan Buras at Longku	30 <sup>th</sup> April 2024
16.	Meeting with Lot Patowari, Dima Hasao w.r.t. the corridor Zirat	11/06/2024
17.	Meeting with M/s ARTHY at Lanka and the team engaged for training need assessment survey	10/06/2024
18.	Meeting with contractor of package-4	12/06/2024
19.	Meeting with NGO	13/06/2024
20.	Review meeting with PD and TSP	14/06/2024



**Review Meeting with the Package 4 Contractor at APGCL HQ on 31.1.2024**



Meeting with NGO, PMC and APGCL Officials at Lanka



Site finalised with Gaon Bura in Cherimthepi village in Karbi Anglong with APGCL officials w.r.t. to the sanitation facilities infra development in LAD



School visit with APGCL officials w.r.t. to the School infra development in LAD



9 Feb 2024 12:27:19 pm  
252° W  
Dima Hasao  
Central Assam Division  
Assam  
Index number: 1239



9 Feb 2024 12:28:49 pm  
347° N  
Dima Hasao  
Central Assam Division  
Assam  
Index number: 1243

**Review and Facilitation Committee Meeting with NGO, PMC and APGCL Officials at Longku**



14 Feb 2024 12:17:19 pm  
250° W  
Index number: 1257



14 Feb 2024 11:48:59 am  
210° SW  
Index number: 1249

**Joint site Mitul Das, APGCL, concerned Gaon Bura in Cherimthepe, LKHEPPAPA Secretary, PMC and NGO village in Karbi**



**Joint site Mitul Das, APGCL, concerned Gaon Bura in Cherimthepe, LKHEPPAPA Secretary, PMC and NGO village in Karbi**







Joint team met all 5 AFs whom R&R payment is pending due to lac of some legal documents



ADB Review Meeting on 17<sup>th</sup> February 2024 (Virtual)



**kick-off meeting was held on 30<sup>th</sup> April 24 at APGCL HQ with the M/s Arthy Leaning & Implementation Private Limited, an agency engaged to conduct Skill Development Training Program of LKHEP**



**Meeting with Gaon Buras, LKHEPPAPA office bearer, PMC and NGO with the M/s Arthy Leaning & Implementation Private Limited, an agency engaged to conduct Skill Development Training Program of LKHEP on 2<sup>nd</sup> April 2024**



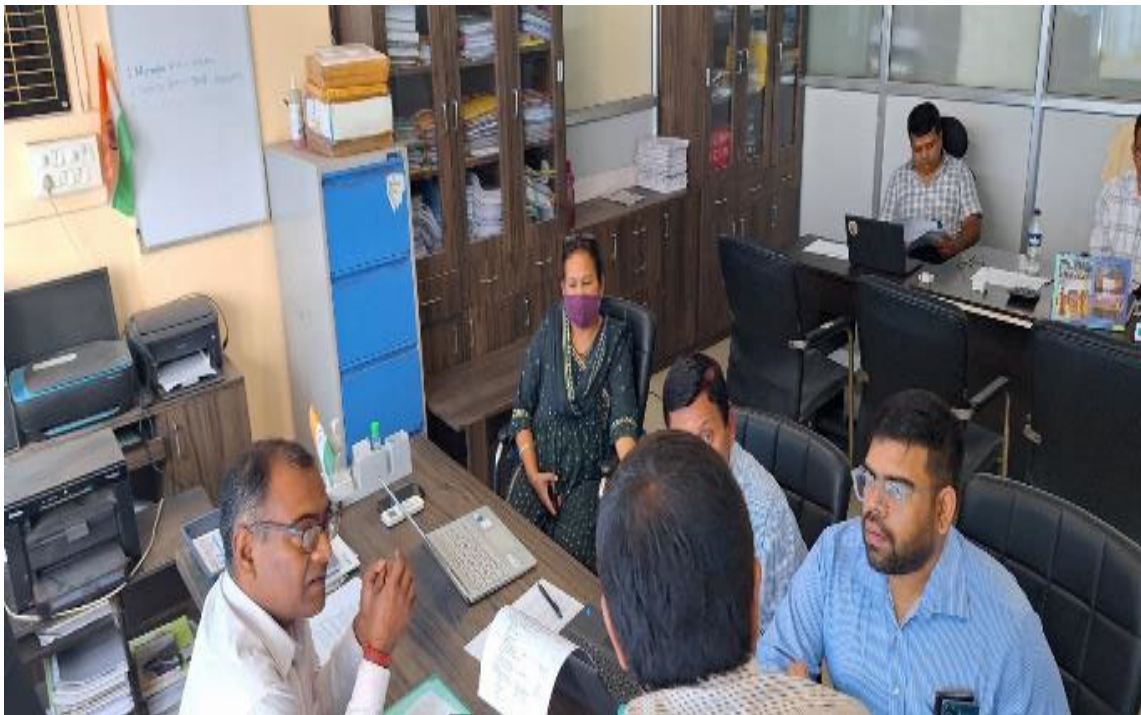
TS Survey started for the village roads under submergence on 4/04/24



Project Manager, LKHEP met with TL EMC on 04/04/24 at Longku



Review Meeting by CGM (PP&I)/Project Director on 6<sup>th</sup> April 2024 at Longku



Review Meeting by CGM (PP&I)/Project Director on 12<sup>th</sup> April 2024 at Guwahati



**ADB Safeguard Mission kicks off meeting at Bijulee Bhawan**







Meeting with M/s ALIPL and ADB Social team at PM LKHEP office Longku



ADB

Social Safeguard Team Visited Chotolangpher LP School selected under LAD

Complaint Register has been maintained at LKHEP Lanka Office of the Project Manager for general public.



**annual training of PMU and other staff on gender mainstreaming, prevention of sexual harassment at workplace, GAP monitoring requirements on 17<sup>th</sup> May 2024**



Site visit with ADB on 2/5/24



Project Manager, LKHEP met with TL EMC on 04/04/24 at Longku



Training need assessment survey at Chotolangpher on 11/06/24



Training need assessment survey at Borolongku on 11/06/24



Progress review meeting with CGM (PP&I) on 14/06/24





## Progress review meeting with CGM (PP&amp;I) on 14/06/24



Meeting with The Dima Hasao Autonomous Council on 13.06.2024

**5.5 CAPACITY BUILDING TRAINING**

104. Capacity building annual training of PMU and other staff on gender mainstreaming, prevention of sexual harassment at workplace, GAP monitoring requirements, *sub-activity 2.2.1 training conducted every year (30 staff including 6 women staff trained)* imparted on 17<sup>th</sup> May 2024. A brief report and attendance sheet etc is provided as Annexure-11.

## CHAPTER 6. LIVELIHOOD ACTION PLAN (LAP)

### 6.1 OBJECTIVES OF LAP

105. It is an effort towards providing alternate means of livelihood or alternative source of income for those engaged in unsustainable livelihood practices and to enhance livelihood the Project Affected Families (PAFs) who are directly or indirectly affected by 120 MW LKHEP project interventions.

### 6.2 MARKET AND SKILL ASSESSMENT

106. The influx of activities will bring in demand for skilled and semi-skilled work force eventually in the years to come. For the PAFs this transformation will be beneficial as they too will find additional employment and income opportunities, but this will require acquiring precise and definite skills.

107. With this in consideration a set of livelihood activities are identified with low-cost business set up and accordingly training for which has minimum or no education requirements. Moreover, the objective is to empower the women of the PAFs by providing opportunity of training to start their own livelihood venture, so that they can supplement the incomes of their menfolk who are already working on daily wages or may find jobs in the emergent market.

108. An initial field survey was conducted by the CRTDP implementation NGO to collect the base line socio-economic data through structured questionnaire to gather facts and figures on the background, past and present occupation, their individual traits, skills set, educational level as well as their wealth/economic status.

109. A comprehensive research and in-depth market study helped to identify the livelihood activities viable for the Parts with their specificities of demographic and socio-economics features. The market linkages, cost of investment, working capital, training requirements, etc. were developed.

### 6.3 NUMBER OF TRAINEES IDENTIFIED AND ESTIMATED BUDGET

110. The initial estimated budget was calculated from the assistances provided in the micro plan based on the approved entitlement matrix for the training cost. However, **the total estimated budget is 310,96,681 (Three crore ten lakhs ninety-six thousand, six hundred and eighty-one Rupees)** to impart the livelihood enhancement training for **about 500 persons from the PAFs**. This estimated budget basically includes transportation cost, expenses on food and lodging, raw material for training purposes, fee of trainers and training institutes and expenses towards the handholding support after completion of training etc.

### 6.4 MONITORING

111. The Livelihood Action Plan (LAP) process will be intently monitored by the PMC/APGCL authorities. The training programs will be comprehensive and all-inclusive irrespective of social status, caste, and education etc. with the key objective of imparting practical knowledge rather than just theoretical knowhow and cater to the needs of livelihood options for those who have been affected by the project. The monitoring will be also in the form of a follow-up to revise and check the progress of



the initiatives and supplement them with refresher trainings whenever and wherever needed.

### 6.5 CONVERGENCE WITH ONGOING PROGRAM

112. Under the flagship program of NRLM, DDY- GKY training programmes can be initiated. However, the cost must be borne by the project.

### 6.6 PRESENT STATUS OF THE TASK

113. CRTDP implementation NGO, M/s CRADLE has submitted draft proposal with budget, but Competent Authority, APGCL has decided to go with open tender and will have hired an expert agency to get maximum benefits for the affected community and youth due to 120 MW LKHEP in these 17 villages. Tender has already been floated and evaluation is in progress. The agency has been engaged and they have completed the survey in Dima Hasao District, Karbi Anglong villages, survey is in progress till the reporting period. Final survey and training progress shall be captured and reported in next semi-annual social monitoring report.



## CHAPTER 7. SUMMARY OF MONITORING RESULTS & KEY FINDINGS

114. In order to verify the IR Impacts, during the project implementation, site visits and consultative inspections in the project areas have been monitored by the PIU/PMU with the help of PMC.

115. The CRTDP implementation is in progress and compensation has been paid to the affected land holders. Regular site visits are being conducted by PMU officials of APGCL, Social and Resettlement Expert, PMC. Team Leader, Social Expert from the CRTDP implementation NGO has been requested to stationed at site. Consultation and grievance redressal should be regular monitored.

116. The key observations of the monitoring on the social safeguards implementation in general are summarised as follows:

- After LiDAR survey of the project area, there is no resettlement envisaged. During the assessment it was 122 properties were identified and paid. However, no resettlement needed.
- Apart from the title holders, 36 properties were noticed during the ADB mission and mission advised to reassess these properties, verify jointly with EMC and NGO, furnish the report, and deal according to the SPS 2009.
- Accordingly, activity completed and microplan for all 36 properties have been submitted to the Competent Authority APGCL for approval. Undertaking from each NTH was obtained to remove the material/salvage material from the existing location and shift it to the out of reservoir. After approval, the payment has been completed and each NTH have removed their structure.
- Institutional arrangements followed the guidelines of CRTDP and SESC has been established, Environmental and Social Safeguard Expert are positioned. For day-to-day monitoring, PMC has parallels setup and Social & Resettlement Expert, and Environmental Experts are mobilised.
- During the monitoring period community consultations has been organised by the NGO. More community consultations meeting at the all the villages along the project road needs to organise.
- Grievance Redressal Mechanism has been established and GRC at all the level has been constituted. There is a minor modification has been done in the constitution of GRC, the copy of modified order is provided as Annexure-5. No further grievance has been noted during the monitoring period.
- For general grievances, complaint registers have been maintained by the NGO, APGCL, PMC and contractor. There are no complaint/grievances have been received during the monitoring period.
- Microplan of Dima Hasao and Karbi Anglong has been prepared for all the affected families and payment disbursement completed.
- Institutional arrangements followed the guidelines of CRTDP and SESC has been established, Environmental and Social Safeguard Expert are positioned.



For day-to-day monitoring, PMC has parallels setup and Social & Resettlement Expert, and Environmental Experts are mobilised. Presently PMU's Social Specialist position is vacant, for new engagement HR has been informed.

- NGO services must be utilised as per agreed ToR, experts and support staff need to be mobilise in full strength, fully functional office should be maintained at Longku project site.
- The NGO's contract term has been extended till 30<sup>th</sup> August 2024 for completing the balance activities in CRTDP. NGO services must be utilised as per agreed ToR, experts and support staff need to be mobilise in full strength, fully functional office should be maintained at Longku project site.
- The estimated budget to relocate CPRs have been given in CRTDP. Microplan of these CPRs need to be prepared and approval from Competent Authority.
- Local area development plan has been prepared, detailed estimates submitted by GM, LKHEP to the Project Director for approval from the competent Authority, APGCL. Competent Authority has some queries on the proposal and same are being rectified at GM, Longku level.
- Next monitoring report would cover all the activities which're yet to be completed as per the plan agreed during the meeting with the Project Director, APGCL.
- Project is progressing as per the SPS's 2009 guidelines, and all the requirements are being complied.



# Social Monitoring Report

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**PUBLIC**

Semestral Report: January 2024 – June 2024  
December 2024

## India: Assam Power Sector Investment Program - Tranche 3

Part 2 of 2 : Annexures

Prepared by Assam Power Generation Corporation Limited (APGCL) for the Asian Development Bank (ADB).

Asian Development Bank

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## Annexure 1: Notification of Appointment of Administrator at State Level

### ORDER

The North Cachar Hills Autonomous Council is pleased to recommend the name of Shri Saindesh Ardao, Secretary, Revenue, N.C. Hills Autonomous Council in the equivalent rank of Deputy Collector of Revenue Department for appointment of "Administrator" for monitoring of the Rehabilitation and Resettlement Schemes for Lower Kopili Hydro Electric Project at Longku to be implemented by the Assam Power Generation Co-operation Ltd.

*Sd/-*  
Principal Secretary (N)  
N.C. Hills Autonomous Council  
Haflong

Memo NO.REV/S/34/2017-2018/ 234

Dated Haflong, the 18<sup>th</sup> August'2017.

Copy to:-

1. The P.A. to the Hon'ble Chief Executive Member, N.C. Hills Autonomous Council, Haflong for favour of kind appraisal to Hon'ble C.E.M.
2. The Chairman, APGCL, Bijulee Bhawan, Paltan Bazar, Guwahati for favour of kind information.
3. The Addl. Chief Secretary, Power Govt. of Assam, Dispur, Guwahati for favour of kind information.
4. The Deputy Commissioner, Dima Hasao Haflong for favour of information.
5. The Managing Director, Bijulee Bhawan, Paltan Bazar, Guwahati for favour of kind information.
6. The Chief General Manager, Bijulee Bhawan, Paltan Bazar, Guwahati for favour of kind information.
7. Sri. S. Ardao, Secretary, Revenue, N.C. Hills Autonomous Council, Haflong for information and necessary action.
8. Office order file.

Issue No: 642-48

Dated: 18/8/17



*[Signature]*  
Principal Secretary (N)  
N.C. Hills Autonomous Council  
Haflong

**KARBI ANGLONG AUTONOMOUS COUNCIL  
DEPARTMENT OF POWER  
KAAC SECRETARIAT  
DIPHU-782460.**

No. KAAC/REV/518/2007/

Dated \_\_\_\_/\_\_\_\_/2017.

**ORDER**

The authority of Karbi Anglong Autonomous Council is pleased to recommend the name of Shri/Smt Richard Rongpi, ACS, Under Secretary, Karbi Anglong Autonomous Council for appointment of "Administrator" for monitoring of the Rehabilitation and Resettlement Schemes for Lower Kopili Hydro Electric Project at Longku to be implemented by the Assam Power Generation Co-operation Ltd.

Sd/-  
Principal Secretary  
Karbi Anglong Autonomous Council  
Diphu.

Memo No. KAAC/REV/518/2007/ 4713 (A)

Dated \_\_\_\_/\_\_\_\_/2017.

Copy to:-

1. The P.A. to the Hon'ble Chief Executive Member, Karbi Anglong Autonomous Council, Diphu for favour of kind appraisal to Hon'ble C.E.M.
2. The Chairman, APGCL, Bijulee Bhawan, Paltan Bazar, Guwahati for favour of kind information.
3. The Addl. Chief Secretary, Power Govt. of Assam, Dispo. Guwahati for favour of kind information.
4. The Deputy Commissioner, Karbi Anglong, Diphu/ West Karbi Anglong, Hamren.
5. The Managing Director, Bijulee Bhawan, Paltan Bazar, Guwahati for favour of kind information.
6. The Chief General Manager, Bijulee Bhawan, Paltan Bazar, Guwahati for favour of kind information.
7. Shri/Smt Richard Rongpi, ACS, Under Secretary, KAAC for information and necessary action.
8. Office order file

Principal Secretary  
Karbi Anglong Autonomous Council  
Diphu.



# ASSAM POWER GENERATION CORPORATION LIMITED

Registered Office: Bijulee Bhawan, 3<sup>rd</sup> floor, Paltanbazar, Guwahati-781 001, Assam

**Mridul saikia**

Chief General Manager (PP&I)

Project Director (PMU)

E-mail : [mridul.saikia@apgcl.org](mailto:mridul.saikia@apgcl.org)

No: APGCL/LKHEP/PD/2017-18/21/Part-I/Part file-1/126

Dated: 11.11.2022

## OFFICE ORDER

A Co-ordination Committee is hereby constituted for Lower Kopili Hydro Electric Project to facilitate consultation between Affected Peoples (APs), APGCL, District Council and NGO for discussion of APs problem regarding Land Acquisition, Rehabilitation & Resettlement and other aspects relating to Livelihood restoration and hence **smooth implementation of CRTDP** with the following members:

1. CGM (PP&I) APGCL- **Chairman**
2. GM LKHEP APGCL- **Member Convener**
3. GM (PP&I) APGCL- **Member**
4. DGM (Civil) LKHEP APGCL- **Member**
5. Social Safeguard Expert APGCL- **Member**
6. Environment Expert APGCL- **Member**
7. Social & Resettlement Expert PMC- **Member**
8. NGO CRADLE & GUS representative- **Member**
9. District Council Authority representative from Dima Hasao- **Member**
10. District Council Authority representative from Karbi Anglong- **Member**
11. Affected Peoples Representative- **Member**

**NGO will facilitate consultation between the APs, APGCL and District Councils at the field offices and with the APs as and when required to discuss the implementation of CRTDP.**


  
Chief General Manager (PP&I)  
APGCL

Dated: 11.11.2022

Memo No: APGCL/LKHEP/PD/2017-18/21/Part-I/Part file-1/126(a)

Copy to:

- 1) The OSD to the Chairman, APGCL - for kind information of Hon'ble Chairman, APGCL
- 2) The OSD to the MD, APGCL- for kind information of MD, APGCL
- 3) Members concerned.
- 4) Relevant file.

  
Chief General Manager (PP&I)  
APGCL

Date: - 25/11/2022

**ASSAM POWER GENERATION CORPORATION LIMITED  
LOWER KOPILI HYDRO ELECTRIC PROJECT**

A review meeting was held on 11/10/2022 in the 3<sup>rd</sup> floor Chairman's conference hall, Bijulee Bhawan, Paltan Bazar, Guwahati-01 to discuss the CRTDP, JFPR & External monitoring works under 120MW Lower Kopili Hydro Electric Project. The meeting decided that a facilitation committee at site should be formed as per the contract agreement comprising officials of APGCL, NGO & PMC

**A Facilitation Committee** is hereby constituted to facilitate the implementation of CRTDP (Combined Resettlement and Tribal Development Plan) for the 120 MW Lower Kopili Hydro Electric Project funded by ADB and Govt. of Assam.

The committee shall facilitate all the works related to Resettlement and Rehabilitation (R&R) plan in accordance with the contract Agreement and liaison closely with the Project affected Families (PAF) and Project Affected Persons (PAP) in matters pertaining to other than land and property related i.e. R&R.

The following members of the committee are mentioned below:

1. **Sri Dilip Kr Das, GM, LKHEP, APGCL-----Chairman**
2. **Sri Jonardan Rongpi, DGM(C), LKHEP, APGCL-----Convener**
3. **Sri Pankaj Hazarika, Social Expert, APGCL-----Member Secretary**
4. **Sri Victor Paul Choudhury, AGM (C), LKHEP, APGCL-----Member**
5. **Sri Sangram Singh, Social & Resettlement Expert, PMC, AFRY-----Member**
6. **Sri LP Singh, Social Development Expert, NGO GUS-----Member**
7. **Sri Mukut Deka, Training cum Livelihood Specialist, NGO Cradle-----Member**

*Dilip Kr Das*  
25/11/22

Chairman  
GM, LKHEP  
APGCL

*Jonardan Rongpi*

Convener  
DGM (C), LKHEP  
APGCL

*Pankaj Hazarika*

Member Secretary  
Social Expert,  
APGCL

*Victor Paul Choudhury*  
Member  
AGM (C), LKHEP  
APGCL

*Sangram Singh*  
Member

Social & Resettlement Expert,  
PMC, AFRY

*LP Singh*  
Member

Social Development Expert,  
(NGO Cradle & GUS)

*Mukut Deka*

Member  
Training cum Livelihood Specialist,  
(NGO Cradle & GUS)



## Annexure 4: Office order regarding constitution of the GRC

	<p><b>ASSAM POWER GENERATION CORPORATION LIMITED</b>                  Registered Office: Bijulee Bhawan, 3<sup>rd</sup> floor, Paltan-bazar, Guwahati-781 001, Assam  <i>Sri. Utpal Gohain</i>  <b>Project Director</b>                  Lower Kopili Hydro Electric Project (LKHEP)                  E-mail: pdpmu@apgcl.com</p>																		
No: APGCL/LKHEP/PD/2017-18/21/Part-1/45	Dated: 17.06.2020																		
<b><u>OFFICE ORDER</u></b>																			
<p>Sub: Constitution of a three tier Grievance Redressal Committee for Lower Kopili Hydro Electric Project to be implemented under assistance from ADB by APGCL.</p> <p>With the approval of the Competent Authority, the three tier Grievance Redressal Committee for 120 MW Lower Kopili Hydro Electric Project is hereby constituted for Redressal of the grievances related to social and environmental issues of Project Affected Families (PAFs).</p>																			
<b>A) First Tier of GRC</b>																			
Site Engineer of APGCL	Deputy Manager (Civil) Lower Kopili Construction Division, APGCL, Lanka, Hojai District, PIN-782446																		
Site Engineers of Civil & Hydro-mechanical Contractor & Electro-mechanical Contractor	To be Notified in due course																		
Gaon Burahs of Affected Villages	<p><b><u>Dima Hasao District:</u></b></p> <table style="width: 100%; border: none;"> <tr> <td>1) Digremdisa</td> <td>2) Borolangklem</td> </tr> <tr> <td>3) Dimalongku</td> <td>4) Sokpuru</td> </tr> <tr> <td>5) Torthelangso</td> <td>6) Borolongku</td> </tr> <tr> <td>7) Krungminglangso</td> <td>8) Rongkhian</td> </tr> <tr> <td>9) Chotolangpher</td> <td>10) Chotolongku</td> </tr> <tr> <td>11) Lorulangso</td> <td>12) Disabra</td> </tr> <tr> <td>13) Mungkele</td> <td>14) Waperdisa</td> </tr> <tr> <td>15) Longku-II</td> <td></td> </tr> </table> <p><b><u>Karbi Anglong District:</u></b></p> <table style="width: 100%; border: none;"> <tr> <td>1) Cherimthepl</td> <td>2) Langsomepl</td> </tr> </table>	1) Digremdisa	2) Borolangklem	3) Dimalongku	4) Sokpuru	5) Torthelangso	6) Borolongku	7) Krungminglangso	8) Rongkhian	9) Chotolangpher	10) Chotolongku	11) Lorulangso	12) Disabra	13) Mungkele	14) Waperdisa	15) Longku-II		1) Cherimthepl	2) Langsomepl
1) Digremdisa	2) Borolangklem																		
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11) Lorulangso	12) Disabra																		
13) Mungkele	14) Waperdisa																		
15) Longku-II																			
1) Cherimthepl	2) Langsomepl																		
<b>B) Second Tier GRC</b>																			
Deputy General Manager, Civil, (PMU) O/o the Chief General Manager (PP&I), APGCL, Bijulee Bhawan, Paltan Bazar, Guwahati-781001	Chairman																		
Secretary, Revenue North Cachar Hills Autonomous Council, Hailong Dima Hasao District.	Member																		
Secretary, Revenue Karbi Anglong Autonomous Council, Diphu Karbi Anglong District.	Member																		
Assistant General Manager (Civil) Lower Kopili Construction Division, APGCL, Lanka, Hojai District, PIN-782446	Member-Secretary																		

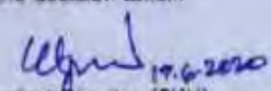
Environment Expert & Social Safeguards Expert Lower Kopili Hydro Electric Project, APGCL Bijulee Bhawan, Paltan Bazar, Guwahati-781001	Members
Contractor's Representative	Member
Project Affected Peoples Association's Representative	Member
Women's Representative	Member

**C) Third Tier GRC**

Chief General Manager (PP&I) / Project Director, APGCL, Bijulee Bhawan, Paltan Bazar, Guwahati-781001	Chairman
Secretary to the Govt. of Assam, Revenue & Disaster Management Department, Dispur, Guwahati-06 (Representative of the State Revenue Department)	Member
General Manager (Project), O/o the Chief General Manager (PP&I), APGCL Bijulee Bhawan, Paltan Bazar, Guwahati-781001	Member Secretary
Deputy General Manager (PMU), O/o the Chief General Manager (PP&I), APGCL Bijulee Bhawan, Paltan Bazar, Guwahati-781001	Member
Representative of both Dima Hasao and Karbi Anglong District Autonomous Councils	Members
Representatives of Affected persons association	Members

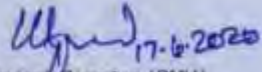
**Powers and Functions of Grievance Redressal Committee:-**

- A) First Tier of Grievance Redressal Committee will receive grievances and complaints of the aggrieved party and in consultation will try to resolve the same within 15 (fifteen) days. Complaints and grievances will be recorded and the same will be made available during inspection. Contact Details of Gaon Burahs, contractors and project site engineers will be prominently displayed at all construction site offices. The complaints and grievances not resolved at the project level will subsequently be placed in the Second Tier of the GRC.
- B) The second tier of the GRC will have a Member Secretary who will receive complaints and grievances. He may call representatives of project related agencies and Gaon Burahs of the project affected villages to participate in the GRC meetings. Record of each complaint and grievance will be maintained and decision taken will be conveyed in writing to the Affected Persons. Time frame to resolve the issues by the 2<sup>nd</sup> tier is 45 (forty five) days from the date of receipt of the complaint. In case the grievance cannot be resolved the same needs to be forwarded to the 3<sup>rd</sup> tier for further action.
- C) The third tier is the APGCL appellate authority located at Guwahati. The Chairman may call representatives of project affected persons, survey department and Gaon Burahs of the project area to participate in GRC meetings. The time frame to resolve the grievance is 90 (ninety) days from registration of the complaint. Any decision taken should be in writing and recorded and the concerned person will be intimated on the decision taken.

  
Project Director (PMU)  
Lower Kopili H. E. Project, APGCL

Copy to:

- 1) The P.S to the Chairman, APGCL/AEGCL/APDCL, Bijulee Bhawan, Paltan Bazar, Guwahati- 01 for kind information of the Hon'ble Chairman.
- 2) The Principal Secretary, Power (Elec.) Department, Govt. Of Assam, Dispur, Guwahati-06, for kind information.
- 3) The Managing Director, APGCL, Bijulee Bhawan, Paltan Bazar, Guwahati-01 for kind information.
- 4) The Secretary to the Govt. of Assam, Revenue & Disaster Management Department, E-Block, Assam Secretariat, Dispur, Guwahati-06 for kind information.
- 5) The Secretary (Revenue), North Cachar Hills Autonomous Council (NCHAC), Dima Hasao District, Haffong- 788819 for kind information.
- 6) The Secretary (Revenue), Karbi Anglong Autonomous Council (KAAC), Karbi Anglong District, Diphu- 782460 for kind information.
- 7) The General Manager (Project), O/o the Chief General Manager (PP&I), APGCL, Bijulee Bhawan, Paltan Bazar, Guwahati- 01, for information.
- 8) The Chief Executive Officer, KANCH Electrical Circle, CAR, APDCL, Diphu-782460 for information.
- 9) The Deputy General Manager (PMU), O/o the Chief General Manager (PP&I), APGCL, Bijulee Bhawan, Paltan Bazar, Guwahati-01, for information.
- 10) The Deputy General Manager, Civil, (PMU), O/o the Chief General Manager (PP&I), APGCL, Bijulee Bhawan, Paltan Bazar, Guwahati- 01, for information.
- ✓ 11) The Assistant General Manager (Civil), APGCL, Lower Kopili Construction Division, Lanka, Hojai District, PIN- 782446 for information.
- 12) The Deputy Manager (Civil), APGCL, Lower Kopili Construction Division, Lanka, Hojai District, PIN-782446 for information.
- 13) The Environment Expert APGCL Lower Kopili H. E. Project, Bijulee Bhawan, Paltan Bazar, Guwahati-01 for information.
- 14) Social Safe Guard Expert, APGCL Lower Kopili H. E. Project, Bijulee Bhawan, Paltan Bazar, Guwahati-01 for information.
- 15) The Gaon Burahs of Affected Villages, Dima Hasao & Karbi Anglong Districts for information.
- 16) The President, Project Affected Peoples Association, Dima Hasao & Karbi Anglong Districts for information.
- 17) Relevant file.

  
Project Director (PMU)  
Lower Kopili H. E. Project, APGCL

---

Date of Submission	Nature of Grievances

**Signature**



# ASSAM POWER GENERATION CORPORATION LIMITED

Registered Office: Bijulee Bhawan, 3<sup>rd</sup> floor, Paltanbazar, Guwahati-781 001, Assam.

Tele-Fax: 0361-2739502; E-mail: projectdirector@apgcl.com

No: APGCL/LKHEP/PD/2017-18/21/Part-I/Part file-1/39

Date: 31.08.2021

## OFFICE ORDER

In partial modification to the office order no: APGCL/LKHEP/PD/2017-18/21/Part-I/45 dated 17.06.2020 regarding constitution of a three Tier Grievance Redressal Committee (GRC) for Lower Kopili Hydro Electric Project under implementation by APGCL, it is hereby notified that the Chairman for Second Tier (Tier-II) of GRC will be henceforth administered by the General Manager, LKHEP, APGCL, Longku or his representative.

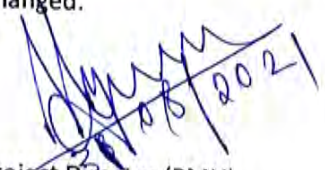
The Deputy General Manager, Civil (PMU) of APGCL Headquarter will act and function as a member Secretary, Deputy General Manager (Civil), LKHEP, APGCL, Longku will act as a member and Assistant General Manager (Civil), LKCD, APGCL, Lanka will remain as member for the Tier-II. The responsibilities and functions of the Tiers will remain unchanged.

The members nominated as representative for Grievance Redressal Committee (GRC) Tier-II and Tier-III by Lower Kopili Hydro Electric Project Affected Peoples' Association (LKHEPAPA) vide letter no: LKHEPAPA/LAU/01/2021-22/2054 dated 23.07.2021 is hereby approved.

### Second Tier (Tier-II) GRC

General Manager, Lower Kopili Hydro Electric Project, Longku, APGCL	Chairman
Deputy General Manager, Civil (PMU), O/o the Chief General Manager (PP&I), APGCL	Member Secretary
Secretary, Revenue, North Cachar Hills Autonomous Council, Haflong, Dima Hasao District	Member
Secretary, Revenue, Karbi Anglong Autonomous Council, Diphu, Karbi Anglong District	Member
Deputy General Manager, (Civil), O/o the General Manager, LKHEP, APGCL, Longku	Member
Assistant General Manager (Civil), Lower Kopili Construction Division, APGCL, Lanka	Member
Environment Expert & Social Safeguard Expert, Lower Kopili Hydro Electric Project, APGCL	Members
Contractor's Representative	Member
Project Affected Peoples Association's Representative	Member
Women's Representative	Member

The order is modified up to this extent only. All other conditions will remain unchanged.

  
Project Director (PMU)  
APGCL, Bijulee Bhawan, Guwahati-1

Copy to:

1. The P.S. to the Chairman, APGCL/AEGCL/APDCL, Bijulee Bhawan, Paltan Bazar, Guwahati-01 for kind information of the Hon'ble Chairman
2. The Principal Secretary, Power (Elec.) Department, Govt. of Assam, Dispur, Guwahati-06 for kind information
3. The Managing Director, APGCL, Bijulee Bhawan, Paltan Bazar, Guwahati-01 for kind information
4. The Secretary to the Govt. of Assam, Revenue and Disaster Management Department, E-Block, Assam Secretariat, Dispur, Guwahati-06 for kind information
5. The Secretary (Revenue), North Cachar Hills Autonomous Council (NCHAC), Dima Hasao District, Haflong-788819 for kind information
6. The Secretary (Revenue), Karbi Anglong Autonomous Council (KAAC), Karbi Anglong District, Diphu-782460 for kind information
7. The General Manager (Project), O/o the Chief General Manager (PP&I), APGCL, Bijulee Bhawan, Paltan Bazar, Guwahati-01 for information
8. The General Manager, LKHEP, Longku for information
9. The Chief Executive Officer, KANCH Electrical Circle, CAR, APDCL, Diphu-782460 for information
10. The Deputy General Manager (PMU), O/o the Chief General Manager (PP&I), APGCL, Bijulee Bhawan, Paltan Bazar, Guwahati-01 for information
11. The Deputy General Manager, Civil (PMU), O/o the Chief General Manager (PP&I), APGCL, Bijulee Bhawan, Paltan Bazar, Guwahati-01 for information
12. The Assistant General Manager (Civil), APGCL, Lower Kopili Construction Division, Lanka, Hojai District Pin-782446 for information
13. The Deputy Manager (Civil), APGCL, Lower Kopili Construction Division, Lanka, Hojai District Pin-782446 for information
14. The Environmental Expert, APGCL, Lower Kopili H.E. Project, Bijulee Bhawan, Paltan Bazar, Guwahati-01 for information
15. The Social Safeguard Expert, APGCL, Lower Kopili H.E. Project, Bijulee Bhawan, Paltan Bazar, Guwahati-01 for information
16. The Gaon Burhas of Affected Villages, Dima Hasao & Karbi Anglong Districts for information
17. The President, Project Affected Peoples Association, Dima Hasao & Karbi Anglong Districts for information
18. Relevant file

  
Project Director (PMU)  
APGCL, Bijulee Bhawan, Guwahati-1

To,  
The Secretary, Revenue,  
North Cochin Urban Autonomous Council,  
Alappuzha

Subj: Verification of CRE list (APUC).

Sir, As a subject cited this in to report your authority that the last CRE list consist of around 160 (Sixty <sup>one hundred</sup>) persons. I've verified the list and out of the list, only 4 (four) Candidates vide list no. 291, 302, 378, and no. 380. The names Melina Kopp, Milesi eralipi, Jeng Erali and Si. Sanny Rapphan seem to be in the old list and which may be considered. List of sheet annexed.

Therefore, Sir, there is no any encumbrances and this is for your necessary formal and needful disposal, please.

Thanking you.

Yours faithfully,

Lot Pottuvay VC  
North Cochin Urban Autonomous Council

North Cochin Urban Autonomous Council

05/01/2023  
Kt Pottuvay  
Parakkal

The S/no, names and areas are listed below


S/no. 291 U. Nabou Kinyi 8 bishes  
(Melinau Kinyi)

S/no. ~~300~~<sup>302</sup> Meki Engipi 2 bishes

S/no. 378. Jeng Engi 8 bishes

S/no. 386. Samnung Kephaw. 8 bishes.

Total bishes 26 bishes.

  
05/01/2023.

Lot Patwary i/c  
Umrongwa  
North Ca. for H. G. Autonomous Council



Table 5: Entitlement Matrix

Category	Type of Impact	Entitlements	Institution (s) Responsible to Deliver	Remarks
<b>Part 1. Compensation for land losses including crops and trees – For all Affected Households</b>				
<b>Patta Land</b> (Registered, long-term leased land)	- Loss of paddy land - Loss of land with valuable spice plants	1. Compensation rates proposed by ADC and agreed with GoA and the leaseholders (APs).  2. <i>Jirat</i> values <sup>45</sup> assigned by ADC to land and agreed by GoA, APGCL, and leaseholders (APs)  3. Fresh land leaseholds in nearby areas on priority basis as per ADC's regulations.	APGCL and ADC  Revenue Officer of ADC	1. Compensation payment by the two ADCs, supervised by a committed comprising representatives of PAPA, APGCL and ADC  2. Payment by online transfer or check written in head of family or leaseholder's name. <sup>46</sup>  3. <i>Gaon bura</i> in each affected community will in consultation with ADC will allocate fresh land on leasehold to those who are fully or partially displaced.
<b>Non-patta land</b> (Non-registered short-term leased land)	- Loss of dry land (highland)	1. Compensation rates proposed by ADC and agreed among ADCs, GoA, and the APs.  2. <i>Jirat</i> value assigned by ADC and agreed by APGCL and leaseholders (APs);	APGCL, and ADC Revenue Officer, ADC	1. Compensation payment by the two ADCs, supervised by a committed comprising representatives of PAPA, APGCL and ADC  2. Payment by online transfer or check written in head of family or leaseholder's name. <sup>47</sup>

<sup>45</sup> Value of the assets attached to land and the cost of land development. The *jirat* was decided by the ADC in consultation with the APs, Revenue Department of GoA and ADCs.

<sup>46</sup> Joint account of husband and wife or check issued in both husband's and wife's names will be encouraged subject to APs willingness and regulatory compliance.

<sup>47</sup> Joint account of husband and wife or check issued in both husband's and wife's names will be encouraged subject to APs willingness and regulatory compliance.

Category	Type of Impact	Entitlements	Institution (s) Responsible to Deliver	Remarks
		3. Fresh land leaseholds in nearby areas on priority basis as per ADC's regulations.		3. <i>Gaon bura</i> in each affected community in consultation with ADC will allocate fresh land on leasehold to those who are fully or partially displaced.
<b>Trees and cultivated crops</b>	<ul style="list-style-type: none"> <li>- Loss of Trees, and plants</li> <li>- Loss of Paddy cultivation</li> </ul>	Annual average income x the remaining productive years <sup>48</sup>	APGCL, ADC, Department of Agriculture, GOA	Official compensation rates will be established by the Agricultural Department before land acquisition
<b>Part 2. Relocation of Physically Displaced Households and Structures Affected</b>				
<b>Homestead and house</b>	- Loss of residential homestead and dwelling	<p>1. A land parcel of 150sqm per household at the resettlement site will be given free, and it shall be free from all encumbrances. Land tenure security at the site is guaranteed. The resettlement site will have basic amenities and road connectivity with outside.</p> <p>2. A new house as per <i>Indira Awas Yojana</i> specifications will be provided and each physically displaced household will get tenure security.</p> <p>Or</p> <p>3. If the physically displaced household preferred, it could obtain the equivalent replacement cost of the house in lieu of the house. A fully affected house will receive at least Rs150,000 and a partially affected</p>	APGCL, ADC, GOA	<p>1. Agencies work closely with affected households and their PAPA in developing the relocation site.</p> <p>2. House plans and budget are to be agreed to by APGCL, ADC and affected households.</p> <p>3. APGCL and ADCs will coordinate with the <i>Pradhan Mantri Awaas Yojana – Gauri</i> Program in Assam in choosing the design and construction of houses.</p> <p>4. APGCL will develop the resettlement site with basic amenities such as water, drainage, roads, school, play ground and community hall.</p>

<sup>48</sup> The remaining productive years are determined considering total lease period and continuation of the lease contract. After the leasehold is over, the leaseholder does not have any claim over the land or its products.

Category	Type of Impact	Entitlements	Institution (s) Responsible to Deliver	Remarks
		household will receive at least Rs100,000.		5. APGCL will provide funds to build houses or compensation packages in lieu of houses.
<b>Household Structures</b>	- Loss of livestock sheds/pens and petty shops	Rs25,000 as one-time financial assistance per affected household	APGCL, ADC, GOA	Identification, recording current status, and the value of livestock sheds/pens and petty shops for artisan, and small trading will be ascertained by APGCL prior to land acquisition and compensation payment
<b>Other Household Assets</b>	- Affected private assets such as water pumps	Replacement cost	APGCL, ADC	Identification, recording current status and the value of the items will be estimated prior to land acquisition and compensation payment.
<b>Transportation Assistance</b>	- Shifting of household belongings, salvaged building materials, and animals	Rs 50,000 per physically displaced household	APGCL, ADC, PAPA	No deduction will be made for the salvaged timber and construction material. Sufficient notice regarding free transportation of household goods will be given to each displaced household. Cost will be borne by APGCL. Salvaged items such as timber will also be transported free of charge.
<b>Subsistence Allowance</b>	- Physically displaced households	Monthly subsistence allowance of Rs 3,000 for 12 months	APGCL, ADC	Pay the household chief by a check direct by APGCL
<b>Public Facilities</b>	- Loss of public infrastructure facilities	1. Piped water supply 2. Sanitation and drainage 3. Health care centre 4. Higher secondary school 5. Playground	APGCL, relevant ADC departments	Consult the community on location, type and cost of facility reconstruction APGCL will pay for the construction of the facilities.
<b>Common property</b>	- Loss of common land	1. Community land for public purposes at the relocation site	APGCL, ADC	Consult the affected households and PAPA on the location, type, cost estimates of facilities.

Category	Type of Impact	Entitlements	Institution (s) Responsible to Deliver	Remarks
		2. Grazing rights on nearby land or an allowance to buy fodder in lieu of the lost grazing land. If not provided, 100 days of Minimum Assured Wages (MAW) per year for 05 years as a grant towards the loss of fuel and fodder		
<b>Stamp Duty and Registration</b>		The stamp duty and the other fees payable for land registration for permanent land lots at the resettlement sites and for new leaseholds. The land for houses allotted to physically displaced households will be registered in head of the family's name <sup>49</sup> property.	APGCL, ADCs	APGCL will bear the costs of stamp duty and land registration.
<b>Part 3. Income Restoration and Improvement of Affected Households</b>				
<b>Resettlement Allowance<sup>50</sup></b>	- All affected households	One-time resettlement allowance of Rs 50,000 per physically displaced household	APGCL, ADC, PAPA	Pay the household chief by a check direct
<b>Special subsistence allowance for each affected scheduled tribal household<sup>51</sup></b>	- Additional assistance for scheduled tribal households	Rs50,000 per scheduled tribe household	APGCL, ADC	Pay the household chief by a check direct by APGCL

<sup>49</sup> Registration in both husband's and wife's names will be encouraged subject to APs' willingness and regulatory compliance.

<sup>50</sup> As per the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013 (The Act 2013)

<sup>51</sup> As per the Act 2013.

Category	Type of Impact	Entitlements	Institution (s) Responsible to Deliver	Remarks
<b>Income Restoration and Improvement</b>	- Recovery and improvement of household income	<p>Where jobs are created through the project, after providing suitable training and skill development in the required field, make provisions for employment at a rate not lower than the minimum wages provided for in any other law for the time being in force, to at least one member per affected family in the project or arrange for a job in such other project as may be required,</p> <p><u>Or</u></p> <p>One-time payment of Rs500,000 per affected household</p> <p><u>Or</u></p> <p>Annuity of Rs2,000 per month for 20 years with appropriate indexation to the Consumer Price Index for agricultural labourers.</p> <p>Unskilled employment at project sites will be given to the local people including the APs on priority basis.</p>	APGCL, ADC	<p>1. Income generating program will be launched by APGCL well in advance of land acquisition</p> <p>2. APGCL will explain and discuss with APs, PAPA, and ADC the program.</p> <p>3. In case of one-time payment of lump-sum, households will receive money from their ADC before economic or physical displacement.</p> <p>4. Payment by check to each affected household.</p>
<b>Skill Training</b>	- Developing income generation opportunities	<p>Affected persons will be offered necessary skill training for the development of entrepreneurship, technical and professional skills for self-employment; e.g.,</p> <ol style="list-style-type: none"> <li>1. Agricultural equipment operation</li> <li>2. Motor mechanics</li> <li>3. Electric equipment repair</li> </ol>	APGCL, ADC, national and state level vocational training institutions	<p>APGCL and ADC will coordinate with national level and state level agencies to enlist the APs in their programs, where possible.</p> <p>APGCL and ADCs will focus on the revival and protection of tribal crafts, weaving of tribal clothes, and tribal</p>

Category	Type of Impact	Entitlements	Institution (s) Responsible to Deliver	Remarks
		4. Driving 5. Sawing 6. Tribal crafts, clothes, and artifacts 7. Cottage industries		artifacts. Suitable marketing facilities will be provide as part of skill training program.
<b>Fishing Rights</b>	-	Each affected household has fishing rights in the reservoir, as determined by the GOA and ADC	APGCL, ADC, GA???	APGCL will develop a plan for the allocation of fishing rights in the reservoir among affected households before project construction activities start. Affected households will have priority in receiving fishing permits in the reservoir.
<b>Part 4. Local Area Development</b>				
<b>Educational facilities</b>		1. Five schools with the following facilities at each: building (classrooms 4+office room+1 hall+ white washing and painting; 2. Furniture and fixtures; Equipment for laboratories; 3. Upgrade of school library; 4. Improvement of drinking water facility; 5. Improvement of toilet facilities	APGCL, ADC, GOA	APGCL, ADC and GOA will consult PAPA and affected households in selecting the locations, planning, construction of facilities with PAPA and affected households.

GOVT. OF ASSAM  
OFFICE OF THE ADDITIONAL CHIEF ENGINEER (PHE): DIMA HASAO ZONE, HAFLONG  
(E-mail [ID-acehaflongphe@gmail.com](mailto:ID-acehaflongphe@gmail.com))

NO.ACE/PHE/HFG/TB-316(JJM)/2023-24/  
To,

745

Dated. 15/12/2023

✓ The Project Director (PMU)  
Assam Power Generation Corporation Ltd.  
Bijulee Bhawan, Paltanbazar, Ghy-1

Sub : Intimation regarding 1 abandoned property falling under submerge area of 120 MW LKHEP, Longku.


Ref : No. APGCL/LKHEP/PD/2017-18/Part-I/Part File-1/A-2/138 dt. 1.12.2023.

Sir,

With reference to the above, I have the honour to inform you that the existing pump house of Umrangso (PHE) Division at Boro Longku village is abandoned for many years. This is not functioning at present and which will be effected after completion of Lower Kopili Hydro Electric Project (120 MW).

As per report received from the Executive Engineer (PHE), Umrangso Division the department has no any objection for demolition of the said abandoned building.


This is for your information and necessary action.

  
Addl. Chief Engineer (PHE)  
Dima Hasao Zone, NCHAC, Haflong

MEMO NO.ACE/PHE/HFG/TB-316(JJM)/2023-24/ 746-47

Dated. 15/12/2023

Copy to: 1. The Chief Engineer (PHE), Water, Assam, Hengrabari, Guwahati-36 for favour of kind information.  
2. The Executive Engineer (PHE), Umrangso Division, Umrangso for information with reference to his letter No. EE/PHE/URSO/TB-JJM-01/2023-24/4517 dt. 14.12.2023.

  
Addl. Chief Engineer (PHE)  
Dima Hasao Zone, NCHAC, Haflong



GOVERNMENT OF ASSAM

OFFICE OF THE EXECUTIVE ENGINEER (PHE) UMRONGSO DIVISION : UMRONGSO.

EE/PHE/URSO/TB-JJM-01/2023-24/4517

Dated: 14/12/2023

To,

The Addl. Chief Engineer (PHE)  
Dima Hasao Zone

Sub:- Regarding Pump House Located at submerged area of 120 MW LKHEP Longku

Sir,

I have the honor to submit herewith the field report of as submitted by Asst. Executive Engineer (PHE), Umrangso Sub-Division. The abandoned Pump House may be removed after the diesel operated pump is shifted to the store section of Umrangso PHE Division.

This is for kind information and necessary action.

Yours'faithfully

Executive Engineer (PHE)  
Umrangso Division, Umrangso

Memo No.: -EE/PHE/URSO/TB-JJM-01/2023-24/4518

Date :- 14/12/2023

Copy To: -

1. Asst. Executive Engineer (PHE), Umrangso Sub-Division, he is requested to make necessary arrangement for shifting the diesel pump to store of Umrangso PHE Division.

Executive Engineer (PHE)  
Umrangso Division Umrangso



**ASSAM POWER GENERATION CORPORATION LIMITED**Registered Office: Bijulee Bhawan, 3<sup>rd</sup> floor, Paltanbazar, Guwahati-781 001, Assam

Akshay Talukdar

Project Director (PMU)

Email: [akshay.talukdar@apgcl.org](mailto:akshay.talukdar@apgcl.org)

No: APGCL/LKHEP/PD/2017-18/21/Part-I/Part file-1/195

Dated: 22.05.2024

To,

The Secretary Revenue,  
Dima Hasao Autonomous Council  
Haflong, Dima Hasao

Sub: Regarding R&amp;R payment to the Project Affected Families (PAFs) of Dima Hasao District.

Sir,

With reference to the subject, this is to inform you that APGCL has completed the payment of Land, Zirat and applicable R&R assistance of Rs. 5,50,000 (Rs.5,00,000 as One-time payment for Income Restoration & Rs. 50,000 as special subsistence allowance for being ST). In terms of ADB's safeguard compliance, APGCL has completed all the required activities, like community consultation, group discussions, consultation with women and consultation for relocation of religious places.

APGCL has completed R&R payment to 952 PAFs for Dima Hasao District. However, there are only 2 (two) PAFs who have not been able to produce the required legal heir documents to complete the R&R payment. Due to these, APGCL is unable to report to ADB that the R&R activities have been completed.

In the recent ADB Mission visit to the LKHEP, it was suggested by ADB to seek your good office opinion to complete the pending R&R payment. In this context, APGCL is willing to pay the R&R amount of Rs. 11,00,000 for the 2 (two) PAFs to DHAC. As and when these 2 PAFs produces legal heir document, the R&R amount of Rs.5,50,000 to each PAF shall be transferred to the concerned person by DHAC.

Therefore, it is requested to you to kindly respond to the issue so that the pending R&R can be resolved and implementation of CRTDP can be completed at the earliest.

Encl: Details of 2 (two) PAFs

Yours sincerely,

Project Director, (PMU)  
APGCL, Bijulee Bhawan, Ghy-1

Copy to:

1. The Project Manager, LKHEP for information
2. The Social Expert, NGO for information
3. The Social Expert, PMC for information
4. Relevant file

## Details of 2 (two) PAFs

(1) Land & Zirat payment done based on the recommendations from the DHAC

Sl. No. (as per AS & JVS*)	Name of affected person	Father's name	Name of Village	Land Acquired (In Bighas)	Total amount payable	Cheque No.	Date of Issuing Cheque	Date of Disbursement and Handing over of Cheque	Remarks
507	Smt Lily Enghipi	D/o Lt Biren Enghi	Borolang klam	5.00	284900	314475	01-10-2019	02-10-2019	Paid
1019	Rabiram Basumatary	S/o Prafulla Basumatary	Sokpuru	3.00	91600	314296	01-10-2019	03-10-2019	Paid

(2) Income Restoration and Improvement Assistance: One-time payment for Income Restoration and Improvement in lieu of job Rs 5,00,000/- & Rs 50,000 Special subsistence allowance (Additional assistance for STs)

Identification Details					Family Details					Part 3. Income Restoration and Improvement		
SL No	Identification No (Village wise)	JVS No.	Name of Village	Ownership Type	Name of Affected Person	Father/Husband Name	Relation with Head of HH	Sex (M/ F)	Age (Years)	Rs 50,000 Special subsistence allowance (Additional assistance for STs)	Rs. 500,000 as One-time payment for Income Restoration and Improvement	Total R&R Assistance amount (INR)
1	DH/0 915	1019	Sokpuru	Non-Patta	Rabi ram Basumatary	It. Prafulla Basumatary	Self	M	39	50,000	5,00,000	5,50,000
2	DH/0 627	507	Borolan gklam	Non-Patta	Joysing Enghi	It. Biren Enghi	Self	M	42	50,000	5,00,000	5,50,000

Total amount pending for disbursement is Rs. 11,00,000/- (Rupees Eleven Lakh)



Email id: [revenuedeptt.nchac@gmail.com](mailto:revenuedeptt.nchac@gmail.com)

**THE DIMA HASAO AUTONOMOUS COUNCIL HAFLONG**  
**DIMA HASAO DISTRICT**  
**SETTLEMENT & REVENUE DEPARTMENT**



NO.REV/S/34/2024-2025/

Dated Haflong, the 11<sup>th</sup> June''2024

To,

✓ The Project Director  
Assam Power Generation Corporation Ltd.  
Bijulee Bhawan, Paltan Bazar  
Guwahati – 1

Sub: Regarding R&R payment to the Project Affected Families (PAFs) of Dima Hasao District.

Ref: - No. APGCL/LKHEP/PD/2017-18/21/Part-I/Part file-1/195, Dated 22.05.2024

Sir,

With reference to the subject cited above, I have the to request you to kindly pay the R&R amount of Rs. 11,00,000/- (Rupees eleven lakhs) only to the account mentioned below:

In this regard the Bank details for Real Time Gross Settlement (RTGS) are as follows:

- (i) **Name of Account** : Revenue Officer (W)
- (ii) **Name of Bank** : STATE BANK OF INDIA
- (iii) **Branch Name** : Main Branch, Haflong
- (iv) **Account No.** : 11315096273  
(Current Account)
- (v) **IFSC Code** : SBIN0000247

Further, as and when the PAFs produces legal heir documents, the R&R amount will be transferred to the concern PAFs

This is for favour of kind information and necessary action.

Yours faithfully,

Issue No: 7719

Dated: 11/06/24



Addl. Secretary, Revenue  
Dimasao Autonomous Council  
Haflong

## File Upload Status

e-PayOrder Number      AOQ3459555  
Debit Status              Success  
Remarks                  Completed Successfully  
Scheduled Time            18-Jun-2024 10:52 IST

**18-06-2024**

**11315096273**

**Rajdeep Kumar Singh**

**1100000.00**

**00000039541490262**  
**NEW GUWAHATI**

**AOQ3459555**

AKS ZAMAN              NABAJIT BARMAN  
Authorizer 1            Authorizer 2  
CMP00000000877900671

Counterfoil Description      39541490262  
Transaction Type              FT

### Debit Account Details

Account No.	Branch	Amount
00000039541490262	NEW GUWAHATI	1100000.00

### Credit Account Details

Account No. / Name	UTR_NO	Branch	Amount	Credit Status
11315096273 / Renenu Officer (W)	545812372	HAFLONG	1100000.00	Success

**BACK**

**Minutes of the Meeting**

Implementation of Combined Resettlement and Tribal Development Plan of Lower Kopili Hydro Electric Project in Dima Hasao and Karbi Anglong Districts of Assam

<b>Report submitted by:</b>	CRADLE
<b>Date of Report:</b>	02.04.2024
<b>Place of Meeting</b>	Engineers Hostel, APGCL, Longku, Dima Hasao
<b>Purpose of Meeting</b>	Implementation of CRTDP, Skill Development Training program meeting with Gaon Bura, LKHEPAPA, NGO, PMC and APGCL officials.

**Agenda**

<b>Sl. No.</b>	<b>Agenda</b>
1.	Introduction of deployed NGO Arthy Leaning & Implementation Private Limited to conduct training program for the interested person under the villages of project area.
2.	Awareness program with Gaon Bura, LKHEPAPA and stakeholders.
3.	Skill Development Training program to generate employment.

**Minutes**

**Meeting on 02.04.2024**, Engineers Hostel, APGCL, Longku, Dima Hasao.

A meeting was organized at Engineers Hostel, APGCL, Longku, Dima Hasao under the Chairmanship of PM, LKHEP with Arthy Leaning & Implementation Private Limited. This NGO has been deployed to conduct a training program for the interested person under the villages of project area by APGCL.

During the meeting PMC Social and Resettlement Expert introduced the deployed NGO Arthy Leaning & Implementation Private Limited regarding the entrusted work to provide skill development training to the PAFs and interested person under the villages of project area.

In the meeting Gaon Bura, LKHEPAPA and stakeholders were made aware of innovative training for the villagers under project area. These stakeholders asked NGO Arthy Leaning & Implementation Private Limited regarding the benefiteres of training program duration of training and the scope of employment after completion of training program. Mr. Ashik Faraji Director –

Operations, Arthy Learning and Implementation Private Limited described the question of stakeholders the eligible criteria of training participants, purpose of training, and selection of trades by collecting option of the villagers under project area through campaigning and conducting survey to each interested person. Duration of training was also discussed for each trades and what facilities will be provided to each participants during training period like fooding and conveyance etc.

The deployed NGO Arthy Leaning & Implementation Private Limited introduced and told the scope of work to organize training program for the purpose of employment generation among the villagers. The basic purpose of training is to improve the skill of trainees, so that they will get employment at project area or outside of the project area. This will improve their earning capacity for better lifestyle. After receiving training trainees will be also self employed and get more earning for better life standard.

The meeting ended with the vote of thanks.

**Photographs:**



2 Apr 2024 11:22:50 am  
253° W  
Index number: 1277



2 Apr 2024 11:22:34 am  
310° NW  
Index number: 1276



Attendance Sheet:



ASSAM POWER GENERATION CORPORATION LIMITED  
120 MW LOWER KOPILI HYDRO ELECTRIC POWER PROJECT  
ATTENDANCE SHEET

**Skill Development Training Program**

Venue/Location: Engineers Hostel, APGCL Longku

Date & Time: 02<sup>nd</sup> April 2024

Purpose of Meeting: **Implementation of CRTDP**, Skill Development Training Program with Gaon Bura and NGO

Sl. No.	Name	Sex	Designation	Village	Mobile No	Signature
	Olied Teren					
	Winson Teung				939421 5627	
	PBASUMATARA					PBASUMATARA 
	Kennedy Bingle	M			9101894834	
	Rajit-Rang Phao				936534 5045	R. Rang 
	Hemai Bar				910196 347	
	Kalludu Borge					
	RATU					
	Nital Das.	M	JM (PREP). APACL		99592- 59477	Nital Das. 
	Rakesh Kumar	M	Artky MD		9959422 554	
	Neeraj Rabha	M	Director, Artky		70999 18292	
	K.B. Karmakar	M	AGM (P.P.E.) APGCL		943512069	
	Ashik Faraji	M	CMD Artky P.I.U.		9101249103	





## Minutes of the Meeting

Implementation of Combined Resettlement and Tribal Development Plan of Lower Kopili Hydro Electric Project in Dima Hasao and Karbi Anglong Districts of Assam

<b>Report submitted by:</b>	CRADLE
<b>Date of Report:</b>	14.04.2024
<b>Place of Meeting</b>	Longku-II, Dima Hasao, Assam
<b>Purpose of Meeting</b>	Consultation meeting with PAFs, Gaon Bura, LKHEPAPA and NGO regarding CPRs relocation from project affected village Longku-II to new place under village Tortelangso.

### Agenda

Sl. No.	Agenda
1.	Discussion of religious CPRs with Karbi Community for relocation of religious structure under submergence area.
2.	Discussion of the availability of land for relocation of religious CPRs.
3.	Discussion with religious community for undertaking of consent regarding relocation of religious CPRs at implementation process.

### Minutes

**Meeting on 14.04.2024**, Longku-II village, Dima Hasao.

The consultation meeting with PAFs, Gaon Bura, LKHEPAPA, and the NGO was held at Longku-II village under Dima Hasao on April 14, 2024. The meeting started with a welcome address by the headman of the village.

During the meeting, the NGO team members discussed the above agenda of meeting, relocation of worship structure from submergence area. Due to enhancement of the project this worship structures will be affected and the community cannot worship at the same place, so relocation should be required at another place, so that worship ceremonies will be held without any hindrance.

It was discussed regarding the relocation of the religious structure from Longku-II to Tortelangso. All the members of the religious community and committee gave their consent to the relocation the religious structure.

So far as the availability of land for the relocation of religious CPRs was discussed, the land was provided by the concerned Gaon Bura of Tortelangso Sri Rasing Teron. All the religious community participated were agreed with the proposal of relocation. They expressed their views one by one with the proposal of NGO that it would be more and more suitable and useful for the Karbi community. They also expressed that the warship place would be a good place for the celebration of the worship occasion.

They gave their undertaking of consent to cooperate and complete all the formalities of implementation and relocation of religious CPRs.

The meeting ended with a vote of thanks by Gaon Bura, PAPA President, and the religious community.

**Photographs:**



**Attendance Sheet:**

**UNDERTAKING OF CONSENT**

To,

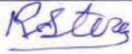
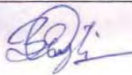





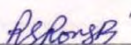
The Project Manager  
Lower Kopili Hydro Electric Project, Construction Division  
Assam power Generation Corporation Limited (APGCL)  
Longku, Dima Hasao

Sir,

We the undersigned (Villages including GB) are agree to dismantle our worship structures (religious CPRs) belonging to Karbi Community as these worship structures are situated under submergence area of reservoir of LKHEP provided that new worship structures are declared to be constructed by APGCL or replacement cost of religious structures is to be given to "Longku Longtar Nimrim Amai" (Religious committee). Place for construction of new religious structures is fixed at Tortelangso under village Tortelangso district Dima Hasao and that land is given by concerned GB Shri. Rasing Teron.

Date: 14/04/2024

Place: Longku-II

Sl. No.	Name	Village	Signature
1	Ra Seng Teron	Tortelangso S.G.B	
2	Bidyasing Engh	Borolongku president. LKHEPAP	
3	Bidyasing Engh	G.B. of Longku-II	
4	Wang Sing Jany	Bokolongku S.G.B	
5	Robinson Engh	Mungkrele	
6	Dhon Sing Engh	Kok Doy Longso S.G.B.	
7	Joy Sing Terrang	Boro Longku	
8	Robinson Rongbi	Boro Longku	

Sl. No.	Name	Village	Signature
9	Hemai' Duro	Lardlangso	Bere
10	Bor sing engli	Boro langko	B. engli
11	SONDOR Tenon	BOROHONGKU	SOND
12	Dum Terung	B/Langku	D. Terung
13	Sinut KMO	DOROHONGKU	D. KMO
14	SAI TERON	TORTELANGSO	S. Tenon
15	Rajit Rongphar	G.B Chotolangpher	R. Rongphar
16	Linghi Rongoi	Langku II	L. Rongoi
17	Jagal Sing Engli	Boro Langku	J. Engli
18	Sri-Mahan Sing Phangho	Langku-I	S. Phangho
19	Harsing Bey	G.B Chotolangku	Harsing Bey
20	Khorsing Tosang	B/Langku	K. Tosang
21	Hemai' Rato	Langkulan	H. Rato
22	Pam Sing phangto	Tha Talangso	P. phangto
23	Sing Enhi	Choti Langku	S. Enhi
24	Hare Sing Rongphar	Tortelangso	H. Rongphar



## Minutes of the Meeting

Implementation of Combined Resettlement and Tribal Development Plan of Lower Kopili Hydro Electric Project in Dima Hasao and Karbi Anglong Districts of Assam

<b>Report submitted by:</b>	CRADLE
<b>Date of Report:</b>	30.04.2024
<b>Place of Meeting</b>	Longku-II, Dima Hasao, Assam
<b>Purpose of Meeting</b>	Stakeholder Consultation meeting with PAFs, Gaon Bura, LKHEPAPA by ADB monitoring team, APGCL officials, PMC and NGO.

### Agenda

<b>Sl. No.</b>	<b>Agenda</b>
1.	Relocation of CPRs.
2.	Discussion regarding Local Area Development.
3.	Discussion on land compensation and R&R payment.
4.	Discussion regarding Training Program
5.	Discussion on status of project implementation.

### Minutes

**Meeting on 30.04.2024**, Longku-II village, Dima Hasao.

The consultation meeting with PAFs, Gaon Bura, LKHEPAPA by ADB monitoring team, APGCL, PMC and NGO was held at Longku-II village under Dima Hasao on April 30, 2024. The meeting started with the welcome address by the PAPA President of the project area and followed by self introduction by the Gaon Bura and villagers.

During the meeting PMC social and resettlement expert introduced the ADB team members, and APGCL officials with brief discussion of CRTDP implementation status and ADB team members and APGCL officials introduced the purpose of visit.

It was discuss regarding the relocation of CPRs for which availability of land is required. Concerned Gaon Bura of Tortelangso was entrusted this work and relocation site was already

decided with the help of religious Karbi Community. And APGCL has already prepared the estimate of religious structures and Micro Plan is under process at the end of NGO.

The ADB team discussed about the provision of Local Area Development facilities and heard the issues raised by the villagers regarding the road development linked to the village from main road. It was discuss regarding the improvement and up gradation of five schools related to buildings, furniture's, drinking water, toilet facilities, play ground improvement, and fencing etc. A part from this it was also discussed regarding community toilets at different location of the villages and outside of the villages.

ADB team heard the issues raised by the Gaon Bura regarding land compensation of some affected PAFs in response to this issue PMC Social and resettlement expert told that land compensation and R&R assistance have been already paid and few cases are still pending due to lack of required documents.

ADB team asked the PAFs to identify the activity which will be benefitted by the communities and also Training on skill up gradation of the trade of their choice for their livelihood enhancement and sustainability will be provided from the project.

ADB team discussed about the status of implementation of CRTDP, activities in progress and pending issues for implementation related to land acquisition, grievances, meeting among PAFs regarding awareness, and livelihood enhancement by providing skill development training program.

The meeting ended with the vote of thanks.



Photographs:



Attendance Sheet



ASSAM POWER GENERATION CORPORATION LIMITED  
120 MW LOWER KOPILI HYDRO ELECTRIC POWER PROJECT,  
PKG-2



**PUBLIC CONSULTATION MEETING**  
IMPLEMENTATION OF CRTDP (ATTENDANCE SHEET)

Venue/Location: Louky-II Date & Time: 30-04-24

Purpose of Meeting: Stakeholder consultation meeting with PAFs, Gaon Bura, LKHEPAPA by ADB monitoring team, APGCL officials, PML and NGOs.

Sl. No.	Name	ST/SC/GEN	Sex	Occupation	Contact no.	Signature
1	Rajet Rongphar	ST	M	GR chisto bapen	986534 5045	R. Rongphar
2	Ningkhungti	ST	M	GR f mungab	-	Ningkhungti
3	Sankhephang chb	ST	M	V.O.C. Bomolam K Lam	995495 666	Sankhe
4	SAREE RONGPHAR	ST	M	"	60022135 78	Saree
5	Ram Singh phagep	ST	M	"	602220 1212	R Singh
6	RaSing Teron	ST	M	GRB. Tonlelongo	6900257 101	R Sing
7	Hadiing Bey	ST	M	GRB Chotolompa		Hadiing Bey
8	Sansing Teron	ST	M	-	80994 53688	Sansing
9	" M Sing Teron			GRB Boroo	1212	" M Sing
10	Boroni Engti	ST	M	GRB Lynkuri	70391483	Boroni
11	Bidyasing Engti	ST	M	President LKHEPAPA	9101887172	Bidyasing
12	Sangram Seif	G	M	Council Prothomul Expant		Sangram
13	Dr. Anotkr. Sal	G	M	T.L. CRABLE	7514901250	Dr. Anotkr.
14	Victor Paul Choudhury	G	M	APGCL ADM(C)	78964 80029	Victor Paul



**Short Report on the Annual APGCL Staff training and Workshop on 17th May**  
**2024**

A day long workshop on “Gender mainstreaming in the energy sector” was organized on 17<sup>th</sup> May 2024 at AEGCL Conference Hall, Guwahati. It is part of the Gender Action Plan of Loan 4029-IND: Assam Power Sector Investment Program - Tranche 3. The session is designed to strengthen the understanding of the project management unit and other staff on gender mainstreaming.

### **Objective of the Workshop:**

At the end of the session, the participants will develop a clear understanding of:

- gender mainstreaming and its key components
- key gender dimensions of energy sector
- key strategies and measures to undertake gender mainstreaming in energy sector.

### **Participants**

The participants for the session included **28** staff from PMU, civil, electrical, IT, HR, Legal departments of Assam Power Generation Corporation Limited including **16** women staff working in different roles and positions. (Annexure- II: Attendance sheet enclosed)

### **Training mode and duration**

The session will be conducted in person. The workshop will be facilitated using a power point presentation. Power point notes / handouts will be shared prior to the workshop. A participatory approach will be adopted during the workshop, wherein the trainer will pause after the end of each section / sub section and facilitate a discussion inviting views from the participants. The duration of the session is four hours (Annexure III).

### **Assessment.**

A pre- and post-test questionnaire to assess knowledge gains of the participants will be administered before and after the session (Annexure I).

**Venue** – AEGCL Conference Hall, Guwahati

### **Inaugural Session**

Sri A. Talukdar, CGM & Project Director, APGCL welcomed all the participants and laid down the objectives of the workshop. He explained the different ADB loan covenants and Gender Action Plan is an integral part of the loan covenant. Apart from this all the contractors must comply with labour standards, provision for equal wages to women, engagement of women in skilled and unskilled works, adherence to health, safety and standards.

Mr. S. Mukhopadhyay, Team Leader, EMC delivered the inaugural speech. He emphasized on the importance of gender mainstreaming in LKHEP and capacity enhancement of each stakeholders including employees of APGCL.

### **Technical Session by PMC**

Sangram Singh, who is gender focal point in the PMC and supporting APGCL in implementation of gender action plan, updation the quarterly matrix agreed with ADB. He took the session over the legal requirement of PoSH and its applicability. A detailed PPT was presented and shared the printed documents among the participants. (Annexure-iv)

### **Technical Session by EMC**

Mr. Zahir Abbas, Gender Expert (EMC), had moderated the technical session on ‘Gender mainstreaming in energy sector’. He explained the difference between sex and gender, gender equality and gender equity. He also highlighted his presentation with Assam NFHS-5 findings on gender violence, child marriages and women

empowerment, etc. The session was supported with audio visuals on gender stereotypes in India, why ADB invests on gender, gender mainstreaming in ADB projects.

Had also explained the social norms associated with gender such as discriminatory social norms, limited voice of women, less decision-making power and effects of gender discrimination. He invited responses from the participants on each topic and made the session interactive. His sessions emphasized on the following areas:

- gender mainstreaming
- steps to undertake gender mainstreaming in a sector
- gender dimensions in energy sector
- barriers to gender mainstreaming

Role play (group exercise followed by group presentations)

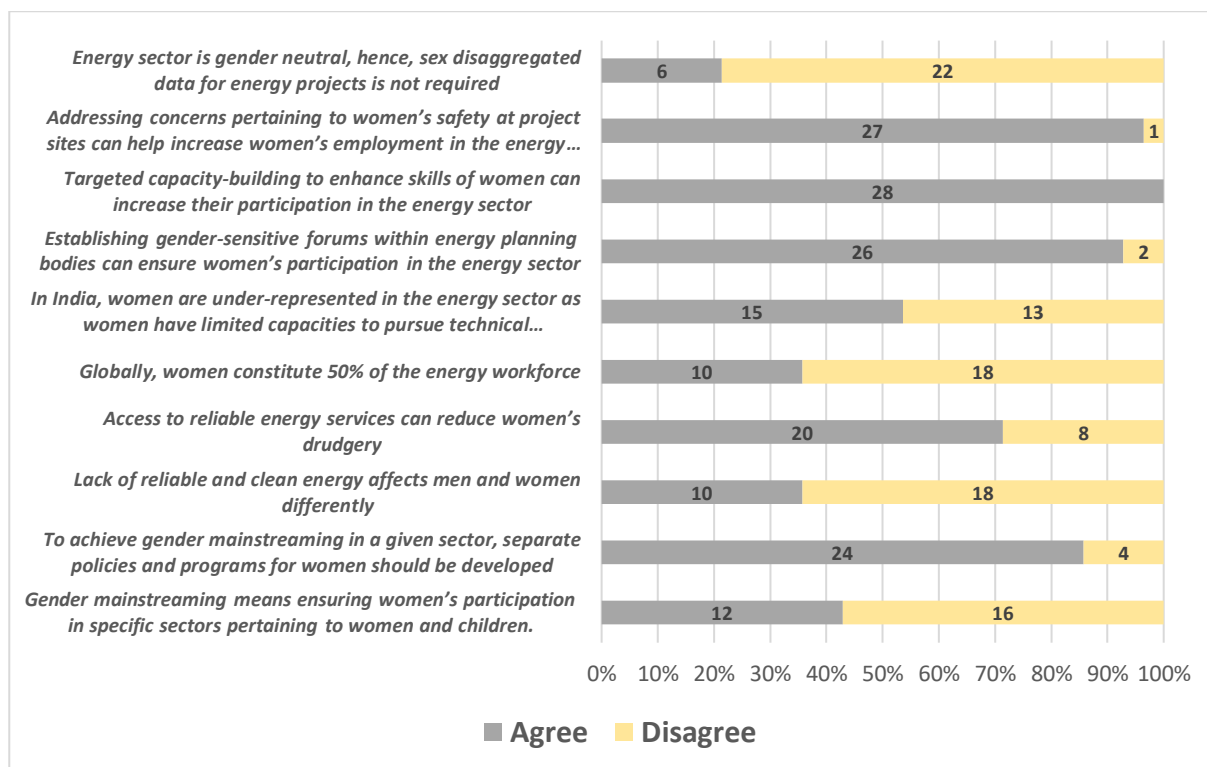
The session was followed by a role play. The participants were divided into three groups and the topics for discussion were:

- What steps can be taken to ensure equal employment and opportunities for women in energy sector?
- How can women participation be transferred in the design, implementation and monitoring of LKHEP project?
- How can women decision making and participation in the energy sector be increased?

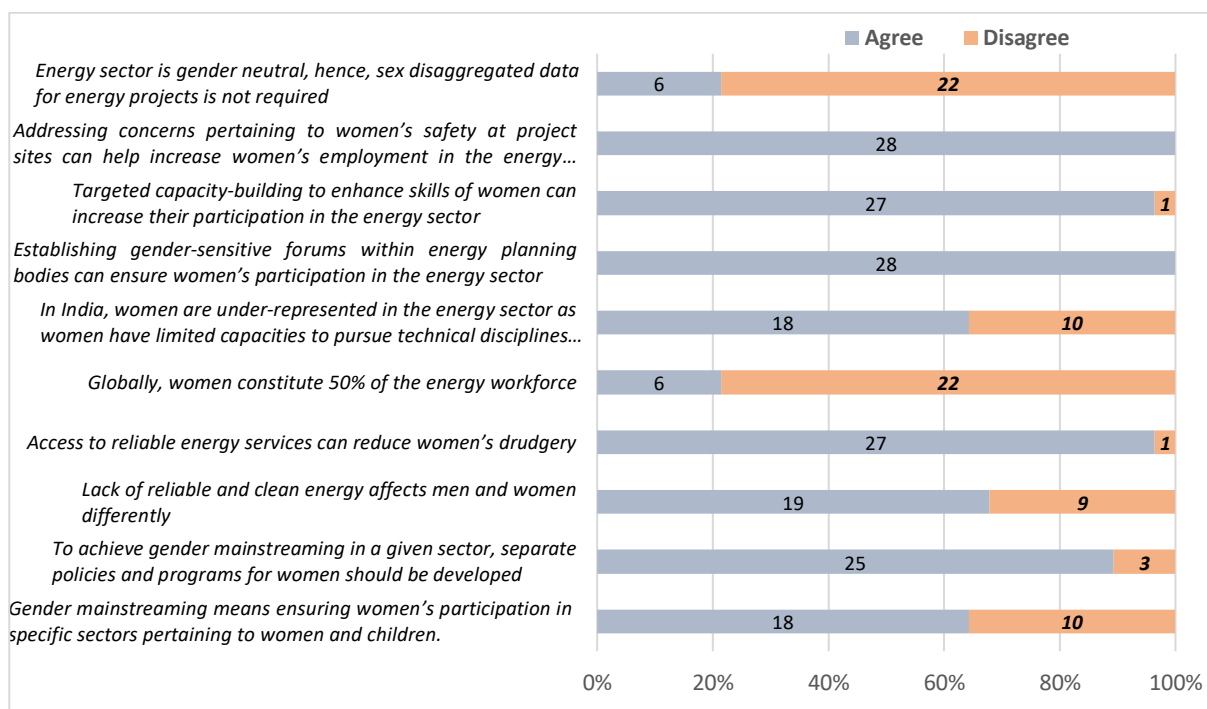
The groups later presented and shared their views on the respective topics.

## Analysis of Pre & Post Test Questionnaire

### 1. Pre-Test



### 2. Post Test



PARTICIPANTS LISTS (TENTATIVE)

Sl no	Name	Designation	Sex	Email ID	Signature
1	MR. AKSHAY TALUKDAR	PD(PMU)/CGM, (PP&I), APGCL	M	akshay.talukdar@apgcl.org	
2	MR. KHONSING TERON	GM, (PP&I), APGCL	M	khonsing.teron@apgcl.org	
3	MR. BIKASH BHARALI	DGM (PP&I), APGCL	M	bikash.bharali@apgcl.org	
4	MRS. AKLANTIKA SAIKIA	DGM (Reg.), APGCL	F	aklantika.saikia@apgcl.org	
5	MR. KRISHANU BIKASH KARMAKAR	AGM (PP&I), APGCL	M	krishanubikash.karmakar@apgcl.org	
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7	MRS. INDRANI DEWORI	AGM, (R&M), APGCL	F	indrani.dewri@apgcl.org	
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10	MR. AMAR CHETRI	AGM, (NRE), APGCL	M	amar.chetri@apgcl.org	
11	MRS. MONALISHA DOLEY	AGM, (DESIGN), APGCL	F	monalisha.doley@apgcl.org	
12	MRS. NABANIKA BORAH	AGM, (HR), APGCL	F	nabanika.borah@apgcl.org	
13	MRS. JYOTI TAPARIA	DM, (H&C), APGCL	F	jyoti.taparia@apgcl.org	
14	MR. MANISH MAHANTA	DM, (PP&I), APGCL	M	manish.mahanta@apgcl.org	
15	MR. PRADIP KR. BARMAN	DM, (H&C), APGCL	M	pradipkr.barmann@apgcl.org	
16	MR. AI MAO WEINGKEN	DM, (IT), APGCL	M	aimao.weingken@apgcl.org	
17	MRS. RITA BORO	AM, (PP&I), APGCL	F	rita.boro@apgcl.org	
18	MRS. GEETIKA HAZARIKA	AM, (H&C), APGCL	F	geetika.hazarika@apgcl.org	
19	MRS. CHINMAYEE NATH	AM, (HR), APGCL	F	chinmayee.nath@apgcl.org	
20	MR. TAPASH CHANDRA GOSWAMI	AM, (NRE), APGCL	M	tapash.goswami@apgcl.org	
21	MS. DEBOLEENA DUTTA	AM, (LAW), APGCL	F	deboleena.dutta@apgcl.org	
22	MRS. MRIDULA DAS	AO, APGCL	F	mridula.das@apgcl.org	
23	MS. NISHASMITA DAS	AO, APGCL	F	nishasmita.das@apgcl.org	
24	MR. ANJAN JYOTI PATHAK	AM (F&A) AO, APGCL	M	anjanyoti.pathak@apgcl.org	
25	MR. AJAY KUMAR NATH	AO, APGCL	M	ajay.nath@apgcl.org	
26	MR. GUNJAN NATH	JM, (PP&I), APGCL	M	gunjan.nath@apgcl.org	
27	MR. MITUL DAS	JM, (PP&I), APGCL	M	mitul.das@apgcl.org	
28	MRS. RIMPI AICH	JM, (PP&I), APGCL	F	rimpi.aich@apgcl.org	
29	MRS. JYOTIMA GOGOI	OFFICE CUM-FIELD ASSISTANT	F	jyotima.gogoi@apgcl.org	
30	MR. SANGRAM SINGH	SRE, PMC	M	sangram.singh@afry.com	
31	Dr. DEEPAK KR. BARUAH	ENVT. EXPERT, APGCL	M	deepakbaruah007@gmail.com	
32	DR. JAYANTA DAS	ENVT. EXPERT, PMC	M	jayanta.das@afry.com	
33	Mr. Khawin Baishya	Social Exp/PMC	M	khawin.baishya@gnwils.com	
34	Mr. Hemant Bhowmik	Team Leader	M	hemant.bhowmik@gnwils.com	
35					
36					
37	MR. KARNA NATH	OFFICE ASSISTANT	M		
38	MRS. DALBIR KAUR	OFFICE ASSISTANT	F		
39	MR. MONURANJAN RAJBONGSHI	OFFICE ASSISTANT	M		
40	MR. BISAL SONAR	OFFICE ASSISTANT	M		

41. Zahid Abbas Gender Expert (EMC) M z.a.mazumder@gmail.com

Annexure-III

Agenda

Timings	Programme
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10:00 am -10:05 am	Welcome address by <b>Mr. Saumyasib Mukhopadhyay (TL, EMC)</b> virtually
10:05 am -10:10 am	Workshop Objective by The <b>Project Director cum CGM (PP&amp;I), APGCL</b>
10:10 am -10:15 am	Keynote Address by Special Invitees of APGCL
10:15 am -11:00 am	Session on the PoSH by <b>Sangram Singh, Social, Resettlement and Gender Expert</b>
11:00 am -11:15 pm	Pre training assessment questionnaire
10:15 pm - 12:30 pm	Introduction to Gender Dimensions by <b>Mr. Zahir Abbas (Gender Expert, EMC)</b>
12:30 pm - 1: 45pm	Barriers and key questions for gender mainstreaming in the energy sector
1:45 pm -2:00 pm	Post training assessment questionnaire
	Wrap up
<b>14.00 pm</b>	<b>LUNCH BREAK</b>

## Snippets of the Workshop



**Introduction note by the Project Director cum CGM (PP&I)**



**Welcome address by Mr. Saumyasib Mukhopadhyay (TL, EMC) virtually**



*Session on PoSH by Sangram Singh, Social, Resettlement and Gender Specialist, PMC AFRY*



Group Photo with the Project Director APGCL & the Participants

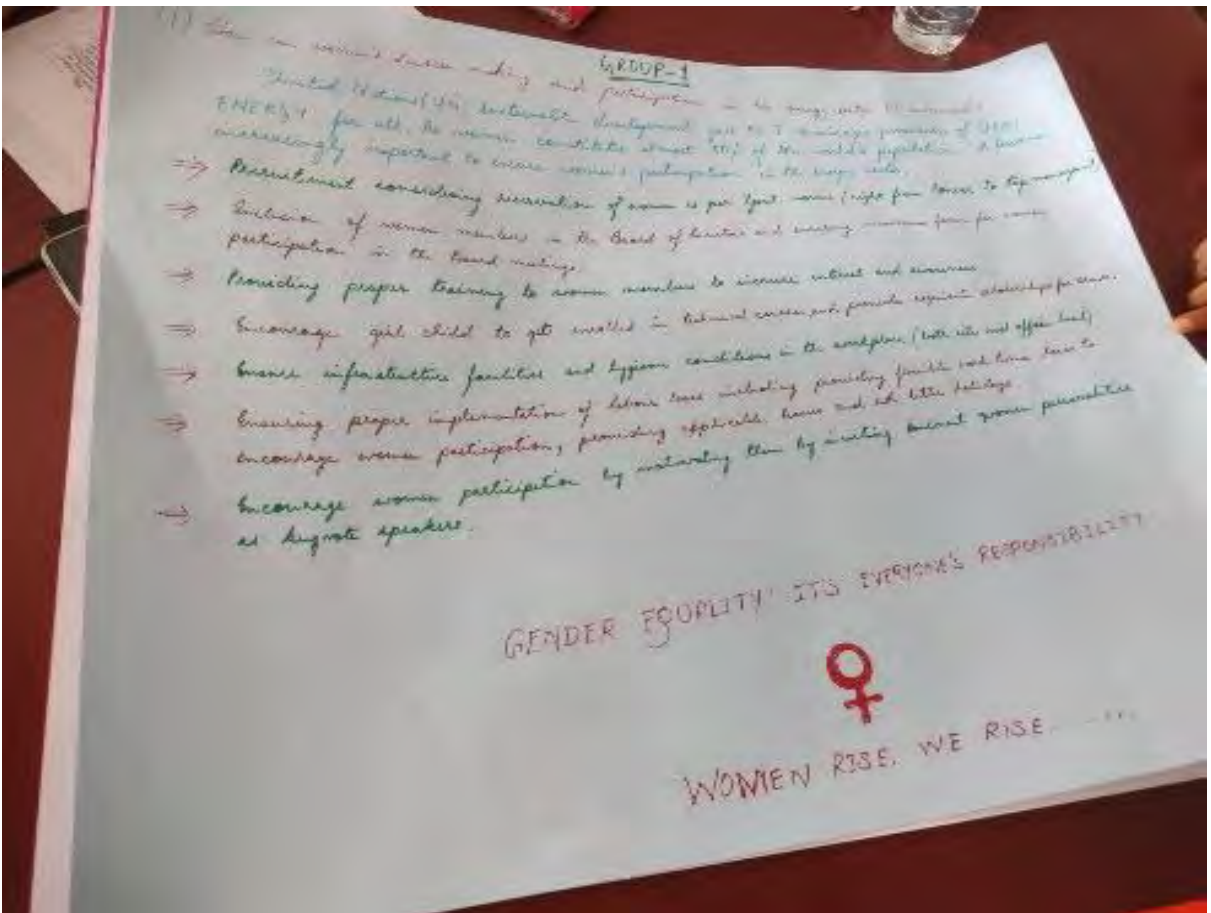
## Role Play



## Group Presentation



## Group work



GROUP-2

\* What steps can be taken to ensure equal employment and income opportunities for women in energy sector?

INSTITUTIONAL LEVEL

1. Hiring of women employees/workers
2. Gender inclusive Recruitment/Hiring policies
3. Equal wages for men & women
4. Separate hostel for men & women
5. Proper sanitary facilities in women toilets/washroom
6. Security for female employees/workers at work/project sites

COMPANY LEVEL

1. Training women for skills training
2. More women participation in technical and non-technical work
3. Training women girls in leadership and support
4. Day care facilities and canteen
5. Skill development training such as for retention, value of
6. Sex harassment addresses
7. Creating awareness on importance of women's income in economic development

GROUP-3

① How can participation of women be strengthened in the design, implementation and monitoring of energy projects?

(A) DESIGN:

Institutional Level

1. To ensure women participation in design related job
2. To provide design specific training to women (skill training)

Community level

1. To ensure participation of women in design related projects
2. To ensure that generally accepted and positive norms develop for women participation

(B) IMPLEMENTATION:

1. For providing a secure environment to women (safety)
2. For provide facilities like canteen/day care/affordable/clean drinking water etc.

Community level

1. Training women workers with the clean drinking water
2. To ensure that women attend to their responsibilities

(C) MONITORING:

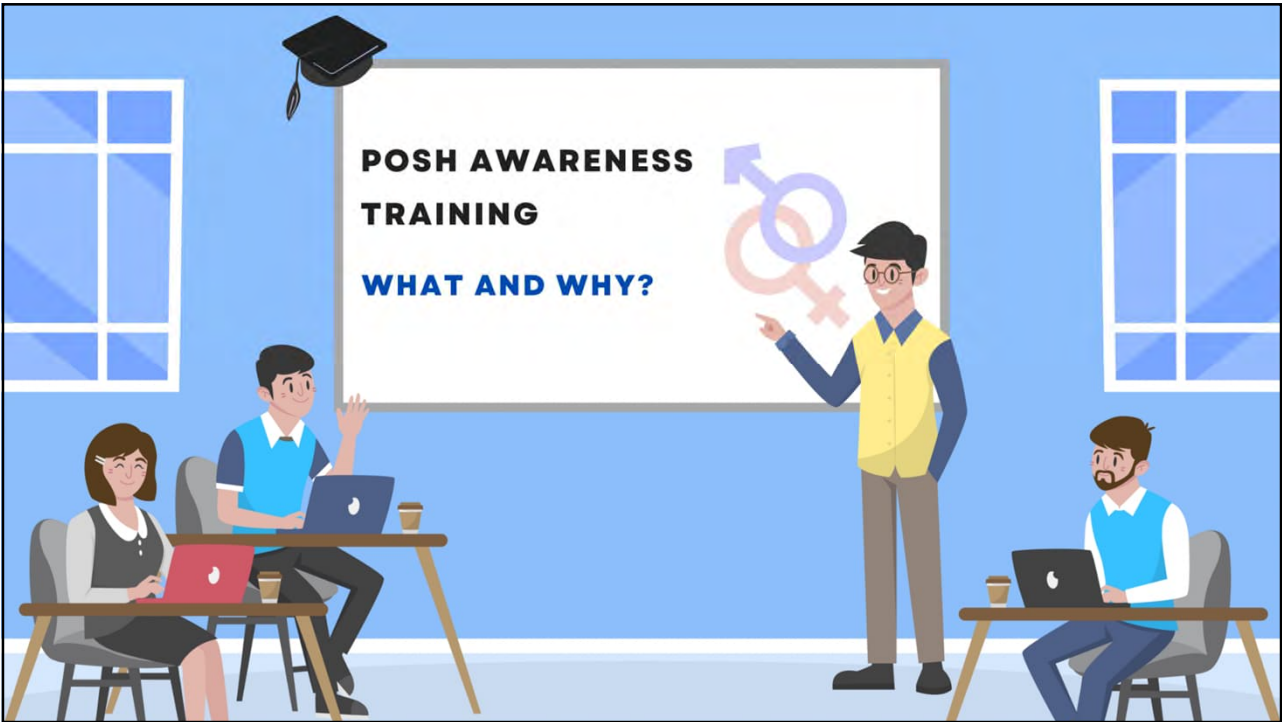
1. Ensuring sufficient authority, capacity on monitoring activities
2. Encouragement by Management like decision making, providing constructive course of action

1. To ensure that women can express their opinion without any fear, bias or judgement
2. Decision making role in monitoring by giving minimum percentage in such roles

WHETHER WE STAND, DIVIDED WE FALL !!!  
 "LET'S DO IT TOGETHER."



1



2



# WHAT FIRST

3

3

## PoSH (PROTECTION OF WOMEN FROM SEXUAL HARASSMENT) ACT, 2013

- ✓ The PoSH Act has been implemented to prevent and protect women from sexual harassment at the workplace and thereby ensure a safe working environment for women.
- ✓ The PoSH Act, as mandatory compliance, requires every company having more than ten employees to constitute an Internal Complaints Committee (ICC) in the prescribed manner to receive and address the complaints of any sort of sexual harassment from women in a time-bound and extremely confidential manner.
- ✓ The person who can file a complaint has to be a woman; the POSH Act is not gender-neutral.

4

4



## BEFORE THE POSH ACT: VISHAKA VS STATE OF RAJASTHAN (1997)



- ✓ “Vishaka Guidelines” were stipulated by the Supreme Court of India, in Vishaka and others v State of Rajasthan case in 1997, regarding sexual harassment at the workplace. The court stated that these guidelines were to be implemented until legislation is passed to deal with the issue.
- ✓ After the Supreme Court judgment in the case of Vishaka & vs State of Rajasthan (1997), the Ministry of Women and Child Development, after several years, passed the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (PoSH Act).
- ✓ Simultaneously, the Ministry also formulated the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013 (PoSH Rules) effective from the same date to strengthen and streamline the provisions under the PoSH Act.



5

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## J.S VERMA COMMITTEE ON SEXUAL HARASSMENT AT WORKPLACE, 2012



- ✓ The Justice JS Verma committee was set up after the Nirbhaya incident of December 2012 and submitted its recommendations on strengthening the laws to curb crimes against women.
- ✓ Recommendations of the panel were:
  - The Committee had recommended setting up of an employment tribunal instead of an internal complaints committee (ICC) in the Sexual Harassment at the Workplace Act.
  - The committee proposed that the tribunal should not function as a civil court but may choose its procedure to deal with each complaint to ensure faster disposal of cases.
  - Internal complaints could be more counterproductive as dealing with such complaints in-house could discourage women from filing complaints.



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## J.S VERMA COMMITTEE ON SEXUAL HARASSMENT AT WORKPLACE, 2012



- Domestic workers should be included within the purview of the Act.
- The Committee has termed the Sexual Harassment Act unsatisfactory and not reflecting the spirit of the 'Vishakha guidelines' framed by the Supreme Court in 1997 to curb sexual harassment at the workplace.
- The Committee said any unwelcome behavior should be seen from the subjective perception of the complainant, thus broadening the scope of the definition of sexual harassment.
- The panel said an employer should be held liable if



7

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## J.S VERMA COMMITTEE ON SEXUAL HARASSMENT AT WORKPLACE, 2012



1. He or she facilitated sexual harassment
2. Permitted an environment where sexual misconduct becomes widespread and systematic
3. Where the employer fails to disclose the company's policy on sexual harassment and ways in which workers can file a complaint
4. When the employer fails to forward a complaint to the tribunal
5. The company would also be liable to pay compensation to the complainant
  - The panel opposed penalizing women for false complaints as it can potentially nullify the objective of the law.
  - The panel also said that the time limit of three months to file a complaint should be done away with and a complainant should not be transferred without her consent.



8

8

## PROVISIONS OF THE POSH ACT



- ✓ The Act defines sexual harassment at the workplace and creates a mechanism for redressal of complaints and safeguards against false or malicious charges.
- ✓ Every employer is required to constitute an Internal Complaints Committee (ICC) at each office or branch with 10 or more employees.
- ✓ The Complaints Committees have the powers of civil courts and are required to provide for conciliation before initiating an inquiry if requested by the complainant.
- ✓ Penalties have been prescribed for employers for non-compliance with the provisions of the Act.
- ✓ The State Government will notify the District Officer in every district, who will constitute a Local Complaints Committee (LCC) to enable women in the unorganized sector or small establishments to work in an environment free of sexual harassment.



9

9

## PROVISIONS OF THE POSH ACT



- ✓ Constituting an ICC sends a powerful message that the company is completely committed to working towards women's safety. Nonetheless, it is important to note that constituting an ICC is a mandatory requirement under the PoSH Act and not abiding by the same can attract heavy fines including cancellation of license to conduct business operations.



10

10

## SHe-BOX



- ✓ The Ministry of Women & Child Development had launched Sexual Harassment electronic Box (SHe-Box) to provide single window access to every woman, irrespective of her work status, whether working in the organized or unorganized, private or public sector, to facilitate the registration of complaint related to sexual harassment.
- ✓ Any woman facing sexual harassment at the workplace can register their complaint through this portal.
- ✓ Once a complaint is submitted to the 'SHe-Box', it will be directly sent to the concerned authority having jurisdiction to take action into the matter.



11

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## ARE THERE ANY MANDATES AT THE INTERNATIONAL LEVEL AGAINST SEXUAL HARASSMENT?

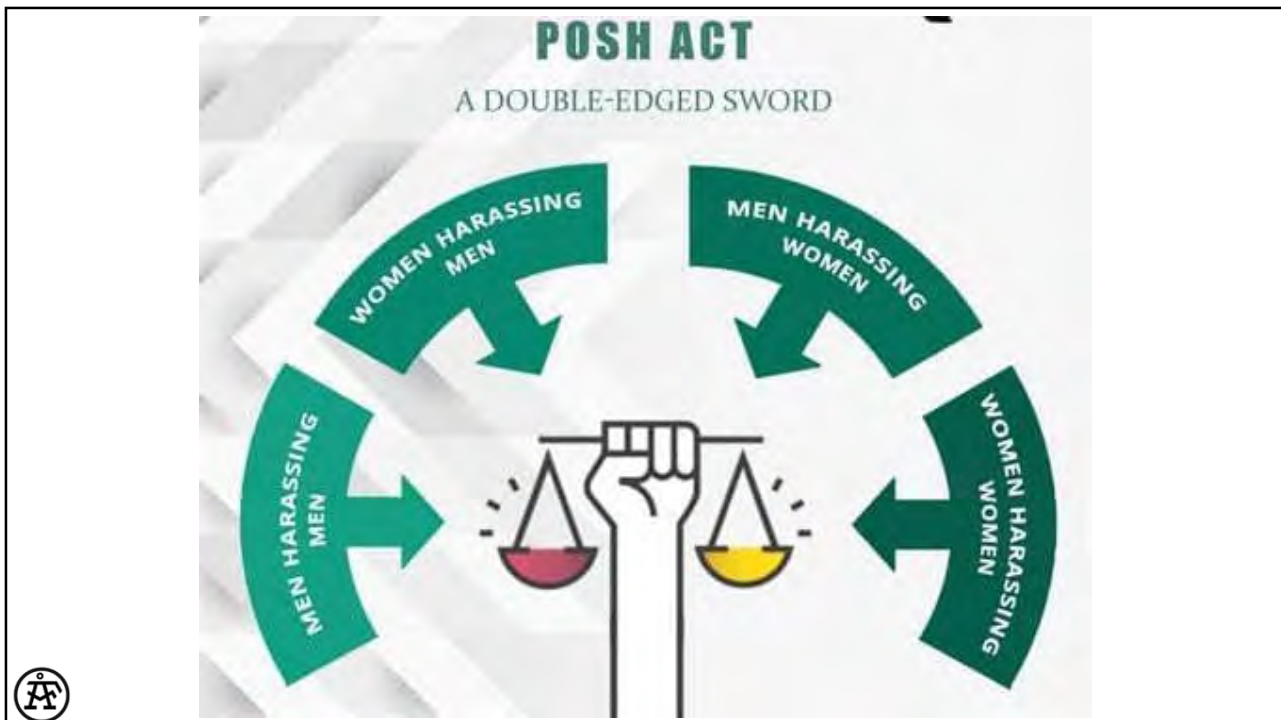


- ✓ Yes.
- ✓ The UN Convention on the Elimination of All Forms of Discrimination Against Women also includes prevention from sexual harassment at the workplace.



12

12



13

Indian Law on

**Sexual Harassment**

**Indian Constitution**


The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

1997:  
Vishaka vs. State of Rajasthan

The Indian Penal Code, 1860

**The objective of these laws is Prevention + Protection + Redressal**

14



Workplace


### Sexual Harassment

Workplace Sexual Harassment is behaviour that is :


- UNWELCOME
- SEXUAL in nature
- A SUBJECTIVE experience

**IMPACT not INTENT is what matters**





Often occurs in a matrix of power.




15



### What Constitutes Sexual Harassment?

 Physical Contact & Advances	 Demanding or Requesting Sexual Favours
 Showing Pornography	 Sexually Coloured Remarks





16

## What is the Workplace?

Any place visited by the employee in the course of employment including transportation is construed as the workplace.

**This includes:**

- Company guest houses
- Hotel stay during official travel
- Client place, etc.



17


## Who all are covered under this law?



- Full Time/ Temporary employees
- Contractual Workers
- Daily wage employee
- Probationer
- Intern
- Trainee
- House Keeping Workers
- Security Workers
- Representatives of Clients or Vendors
- Volunteers (with or without stipend/salary)




18



**Examples of Sexual Harassment**

- Staring, leering, obscene gestures, howling, making kissing sounds, smacking lips
- Showing sexually obscene/suggestive signs, objects or pictures
- Indecent comments, dirty jokes, comments on a woman's dress/body
- Using power positions to request for favours or threats on loss of privileges/loss of job
- Touching, petting, caressing, kissing, brushing against another's body
- Blocking, following and cornering



19



**Examples of Sexual Harassment**  
continued

- Referring as honey, sweetie etc., or making innuendos
- Making work discussions sound sexual
- Telling sexual jokes or stories
- Asking about sexual fantasies, spreading lies of sexual nature
- Winking, licking lips
- Touching a person's clothing, stalking

**PHYSICAL ASSAULT AND RAPE**



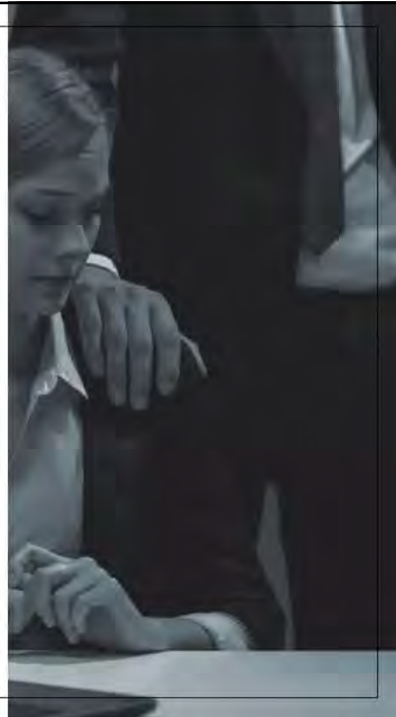
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What is meant by

### “Unwelcome” ?

- Any conduct or behaviour is unwelcome if:
  - the recipient does not consent to it.
  - regards it as offensive.
- Even if the victim does not complain, it doesn't necessarily imply that the conduct is welcome.
- Some comments and/or advances are blatant and crude and are inherently offensive: these will almost always be deemed as unwelcome.



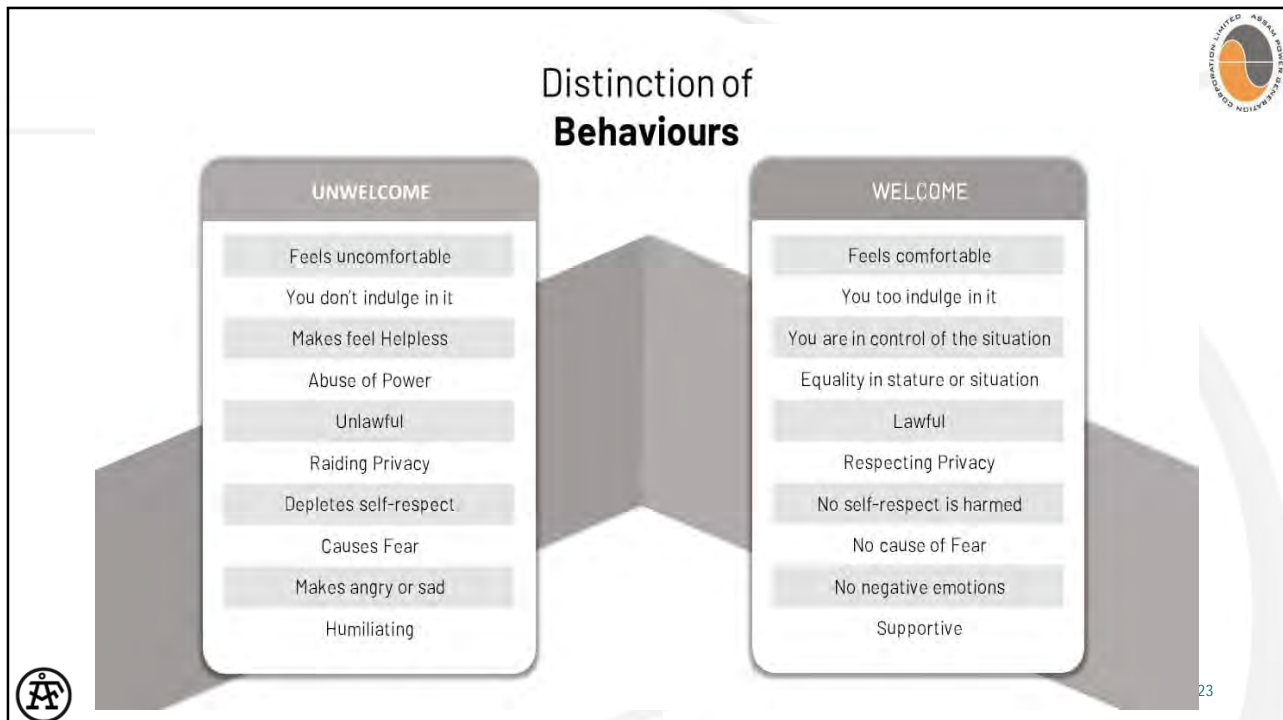
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## Behaviour

Unwelcome	Welcome
Feels bad	Feels good
One sided	Reciprocal
Feels powerless	In-control
Power based	Equality
Unwanted	Wanted
Illegal	Legal
Invading	Open
Demeaning	Appreciative
Causes anger/sadness	Happy
Causes negative self-esteem	Positive self esteem



22



23



24

## Quid Pro Quo

'Quid pro quo' means 'this for that', an exchange of one thing for another. Quid pro quo sexual harassment takes place if :

- Sexual favours are asked in exchange for any kind of special treatment on the job.
- An employee threatens an associate if he/she does not consent to such sexual advances or favours.

The act of 'asking' may either be verbal or implied & 'sexual conduct' may be verbal or physical. In either case, it must be unwelcome.



25

## Hostile Environment

Hostile environment sexual harassment occurs when :

- Speech or conduct of a sexual nature takes place & is seen as offensive (affects performance of recipient or associates)
- Intimidating /harassing conduct that is directed at an individual, or a group of individuals takes place.



26

## Is this Sexual Harassment or Not?



27



27

# 1

Aravind and Suguna are part of a team at an organisation.

Suguna reports to Aravind.

Aravind constantly tells Suguna that they should go out somewhere after work hours, perhaps for a late night movie or dinner.

Suguna is uncomfortable but smiles and says she is busy most often!

One day, Aravind tells Suguna that if she turns down his request again, her ratings will go down in her monthly review.

**IS THIS SEXUAL HARASSMENT OR NOT?**

28



28



# 2


Neha is part of team that reports to Neeraj who is her college Senior. Neha is very good at her work and is assigned the most prestigious project in the company instead of Nirav who is the senior in the team and has a lot more work experience than Neha.

Nirav is very upset and believes that Neha has been assigned the coveted project because they must be having a relationship. He jokes about this with other team members and slowly this spreads around in the company.

**IS THIS SEXUAL HARASSMENT OR NOT?**


29

29




# 3

Reshma just joined as a fresher and has been undergoing training. One of the trainers was Rashid, who was handling the New Product development. Reshma wanted to be part of his team and approached him. On seeing her enthusiasm and performance Rashid ensured that she would be joining Rashid team post the training..

Reshma joined Rashid's team. Rashid asked Reshma out for dinner a few times and she agreed willingly. Slowly the workload increased and once when Rashid asked Reshma out to Dinner, she refused. Rashid continued to keep calling her and sent multitude of emails.

**IS THIS SEXUAL HARASSMENT OR NOT?**


30

30



**4**


Suman sent across pictures of some scantily clad women to Joe. Joe requested Suman not to send him such obscene pictures in the future as he was not comfortable with the same. But Suman continued.

**IS THIS AN EXAMPLE OF HOSTILE ENVIRONMENT SEXUAL HARASSMENT?**



31


31



**5**

Abhi was entering the elevator and Aasuthosh came up from behind tapped on her shoulders and told her She looked hot in the red dress. Abhi felt uncomfortable and stared at Aasuthosh and told him to keep his hands off and use discretion in his language. Aasuthosh apologized and it never happened again.

**IS ABHI BEING SEXUALLY HARASSED BY AASUTHOSH?**



32

32

# 6

Jayanthi and Ram joined together as trainees. After one year Ram started asking Jayanthi to go out with him, which she refused. Ram sent a message that I love you and you are my life. Jayanthi was shocked and was so frightened and took off for two days from work.

Ram sent out another message Where are you? I miss you. Jayanthi filed a harassment case against him.

Ram cares for Jayanthi and wants a relationship with her.

**IS THIS SEXUAL HARASSMENT OR NOT?**



33

33

## Internal Committee

ICC

**Presiding Officer** – Senior woman employee from the workplace/other admin units/office/organisations.

**2 Members** – Committed to the cause of women/experience in social work/legal knowledge

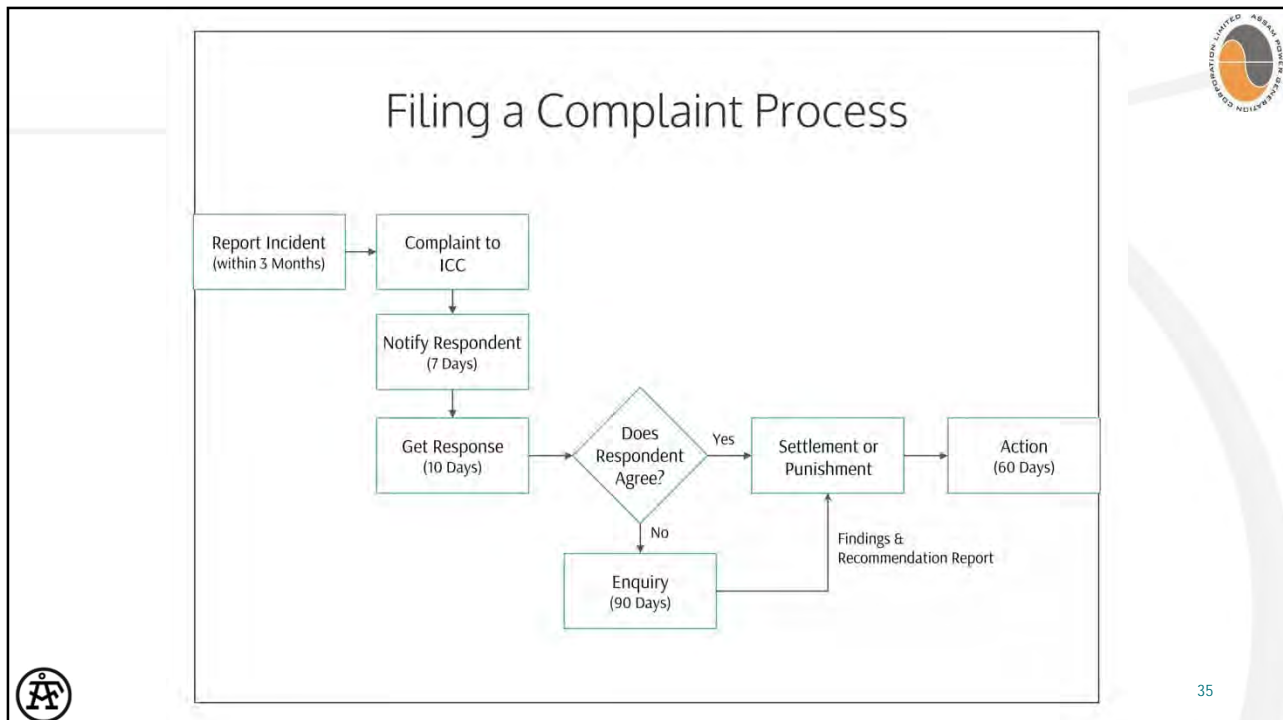
**1 Member** – from an NGO/other women's organisation/familiar with issues relating to sexual harassment.



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## Consequences of Sexual Harassment

Once a complaint is received & the investigation has been carried out, validity of the harassment allegations will be determined.

**If harassment has occurred, prompt, remedial action will be taken.**

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## Action Against Harassment can Include







- Restoration of lost terms, conditions or benefits of employment to the complaining associate.
- Disciplinary of Harasser :
  - Written disciplinary warnings
  - Demotion
  - Suspension
  - Termination



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## What does not constitute as **Workplace Sexual Harassment?**

-  Making to follow up on work, due to being absent.
-  Disapproving action for deadline and work reasons.
-  Physical contacts like touching, tapping or brushing, without any sexual intent or intimation.
-  Practical feedback about the job.
-  Work-related emergency communication during late night hours.
-  Complimenting someone without ill-intent




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Steps to Deter

**Sexual Harassment**

- **DO NOT IGNORE IT.**  
Don't pretend it didn't happen. Inform the harasser that the behaviour is unwelcome.
- **REPORT THE INCIDENT.**  
Tell the ICC exactly what happened as soon as possible.
- **DO NOT ACCEPT THE BEHAVIOUR.**  
Do not tolerate the harassment even if it seems that others around you are tolerating it.

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Steps to Deter


**Sexual Harassment**

- **BE SUPPORTIVE.**  
If someone wishes to talk to you about their personal experience, listen with empathy and then direct them to ICC.
- **ANY ASSOCIATE MAY FILE COMPLAINTS.**  
If you see someone else getting harassed, you may also file a complaint.




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## Protection Against Retaliation


Retaliation includes:


- Marginalizing someone in the workplace with regard to their roles and responsibilities
- Socially ostracizing
- Intimidating someone close or related to the victim; (*physically, psychologically, or emotionally*)



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## Protection Against Retaliation

- Retaliation is a serious violation of the POSH policy .  
Any form of retaliation against a victim or their supporters is forbidden.
- Persons who retaliate in the form of
  - **Intimidation**
  - **Pressure to withdraw the case**
  - **Threats** (*for reporting, testifying or participating in the proceedings*)  
should be reported to the Committee immediately.
- Retaliation will be treated as a major misconduct and the Committee will take action to prevent/rectify the retaliation.
- Any person found to have retaliated against an individual for reporting harassment will be subject to disciplinary procedures.



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## Consensual Relationships

- Consensual relationships are not harassment if they are welcomed by the person involved.
- However, if such behaviour is unwelcome, such behaviour is considered creating a hostile environment.

**If a consensual relationship ceases to exist**

- Conduct once considered welcome may later be seen as unwelcome.
- Either person may end the relationship, at any point in time, without fear of retaliation at the job.
- Behaviour that was welcome within a consensual relationship becomes unwelcome and it will be treated as sexual harassment.


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## Law towards **Sexual Harassment** in India

The intent behind these laws is to:

-  | Prevent Harassment
-  | Protection, and
-  | Doing Redressal against any such complaints





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## WAY FORWARD



- ✓ Sexual harassment at the workplace is a very sensitive issue and is required to be handled with the utmost care, patience, and understanding thus, the complaints must be redressed as quickly as possible to ensure a harmonious and harassment-free workplace for all employees.
- ✓ Hence, it is high time the Justice Verma panel recommendations are incorporated, and the act is renewed.



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## "TAKE A PLEDGE"



- ✓ I will treat **boys** and **girls** equally
- ✓ Will resolve all problems **respectfully**
- ✓ Will protest all kind of **violence** against **women** and **others**.



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