



GOVERNMENT OF THE PUNJAB

Punjab Education Sector Reforms Programme (PESRP)

**Girls' Results Agenda for the Development of
Education Sector in Punjab (GRADES) Project**

(P176594)



FINAL RESETTLEMENT FRAMEWORK (RF)

Programme Monitoring and Implementation Unit (PMIU)
Punjab Education Sector Reforms Programme (PESRP)
School Education Department, Government of Punjab

May 2022

**Punjab Education Sector Reforms
Programme (PESRP)**

**Girls' Results Agenda for the Development of
Education Sector in Punjab (GRADES) Project
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RESETTLEMENT FRAMEWORK (RF)

Programme Monitoring and Implementation Unit (PMIU)

Punjab Education Sector Reforms Programme (PESRP)

Government of Punjab

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ABBREVIATIONS & ACRONYMS

AD	Assistant Director
AP	Affected Person
APC	Affected Persons Committee
ARAP	Abbreviated Resettlement Action Plan
ARP	Abbreviated Resettlement Plan
BoR	Board of Revenue
CBO	Community Based Organizations
CEO	Chief Executive Officer
CNIC	Computerized National Identity Card
DD	Deputy Director
DMS	Detailed Measurement Survey
DO	District Officer
EA	Executing Agency
ECE	Early Childhood Education
EDO	Executive District Officer
EIA	Environmental Impact Assessment
EMA	External Monitoring Agency
EMS	Environmental Management Specialist
EPA	Environmental Protection Agency
ESC	Environment Social Cell
ESF	Environment Social Framework
ESCP	Environment Social Commitment Plan
ESIA	Environment Social Impact Assessment
ESMF	Environment Social Management Framework
ESMP	Environment Social Management Plan
ESS	Environment Social Standards
FGD	Focus Group Discussion
GBV	Gender-Based Violence
GER	Gross Enrollment Rate
GoPb	Government of Punjab
GPS	Government Primary School
GRADES	Girls Results Agenda for the Development of Education Sector
GRC	Grievance Redress Cell
GRC	Grievance Redress Committee
GRM	Grievance Redress Mechanism
HH	Household
HSSC	Higher Secondary School Certificate
IA	Implementing Agency

IDA	International Development Association
IDC	International Development Consultants
IMA	Independent Monitoring Agency
IOL	Inventory of Losses
IP	Indigenous People
IPF	Investment Project Financing
IR	Involuntary Resettlement
LAA	Land Acquisition Act
LAC	Land Acquisition Collector
LMP	Labor Management Procedures
LRF	Livelihood Restoration Framework
M&E	Monitoring and Evaluation
M&EC	Monitoring and Evaluation Consultant
NGO	Non-Governmental Organization
NSB	Non Salary Budget
NV	Negotiated Value
OPL	Official Poverty Line
PAPs	Project Affected Persons
PBC	Performance Based Contract
PD	Programme Director
PDOs	Project Development Objectives
PEC	Punjab Examination Commission
PEF	Punjab Education Foundation
PESRP	Punjab Education Sector Reforms Programme
PMIU	Project Implementation Unit
PMCSC	Project Management Construction Supervision Consultant
PSC	Project Steering Committee
PTCB	Punjab Curriculum and Text Book Board
QAED	Quaid-e-Azam Academy for Educational Development
RAP	Resettlement Action Plan
RC	Replacement Cost
RF	Resettlement Framework
ROW	Right-of-Way
RV	Replacement Value
SDGs	Sustainable Development Goals
SDS	Social Development Specialist
SEAH	Sexual Exploitation Abuse and Harassment
SED	School Education Department
SEP	Stakeholder engagement Plan
SES	Socio-Economic Survey

SIA	Social Impact Assessment
SOP	Standard Operating Procedures
SSC	Secondary School Certificate
VLA	Valuation of Lost Assets
WB	World Bank

GLOSSARY OF TERMS	
Compensation	Payment in cash/voucher or kind to which the affected people are entitled to replace the lost asset, Resource or income.
Cut-off date	The completion date of the census of project displaced persons is usually considered the cut-off-date. A cut-of-date is normally established by the borrower government procedures that establish the eligibility for receiving compensation and resettlement assistance by the project displaced persons. In the absence of such procedures, the borrower client will establish a cut-of-date.
Detailed measurement survey	Exact description and quantification of all lost assets by qualified appraisal experts.
Displaced person	In the context of involuntary resettlement, displaced persons are those who are physically displaced (relocation, loss of residential land, or loss of shelter) and/or economically displaced (loss of land, assets, access to assets, income sources, or means of livelihood) as a result of (i) involuntary acquisition of land, or (ii) involuntary restrictions on land use or access to legally designated parks and protected areas.
Economic displacement	Loss of land, assets, access to assets, income sources, or means of livelihoods as a result of (i) involuntary acquisition of land, or (ii) involuntary restrictions on land use or access to legally designated parks and protected areas.
Entitlements	All compensation, relocation, and income restoration measures due to displaced persons, specified by their property status and particular losses.
Income rehabilitation	Assistance to restore and/or improve the incomes of displaced persons through allowances and provision of alternative means of income generation.
Non-titled displaced person	Displaced persons without formal legal rights to land or claims to land recognized or recognizable under national law; eligible for compensation of non-land assets.
Physical displacement	Relocation, loss of residential land, or loss of shelter as a result of (i) involuntary acquisition of land, or (ii) involuntary restrictions on land use or no access to legally designed parks and protected areas.
Relocation	Settlement of displaced persons in alternative locations through relocation schemes organized by the project or government or through self-relocation.
Replacement cost	Replacement cost involves replacing an asset at a cost prevailing at the time of its acquisition. This includes the fair market value, transaction costs, interest accrued, transitional and restoration costs, and any other applicable payments if any. Depreciation of assets and structures should not be taken into account for replacement costs. Where there are no active market conditions, replacement cost is equivalent to the delivered cost of all building materials, labor cost for construction, and any transaction or relocation costs.
Socio-economic survey	Assessment of the social and economic conditions of the displaced persons through a combination of quantitative and qualitative research methods, providing a baseline for monitoring and evaluation.
Temporary land occupation	The use of or impacts on land and immovable property outside the right of way of the project caused temporarily by civil works related activities.
Valuation of lost assets	Assessment of the value of all lost assets according to the principle of replacement cost by qualified appraisal experts.
Vulnerable person	Displaced poor and other groups disproportionately affected by land acquisition and resettlement, including the elderly, disabled, and female-headed households.

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EXECUTIVE SUMMARY

ES.1 Project Description

The School Education Department (SED), the Government of Punjab with the assistance of the World Bank has developed and implemented several projects for the betterment of education reforms in the province of Punjab. Extending its efforts, Programme Management and Implementation Unit (PMIU) of Punjab Education Sector Reforms Programme (PESRP) is under the phase of preparing a new project, Girls' Results Agenda for the Development of the Education Sector in Punjab (GRADES) Project.

ES.2 Principles and Objectives for Resettlement Preparation and Implementation

The Resettlement Framework (RF) defines the legal and policy framework, eligibility criteria, and entitlements for project affected persons (PAPs) to ensure fair and timely compensation, relocation and rehabilitation, grievance redress as well as monitoring and reporting. While the detailed scope of work of all subprojects of the identified components has not yet been defined, it is anticipated that the proposed investment in targeted districts will not require any land acquisition. This RF, prepared and endorsed by the Implementing Agencies (PMIU), fulfills World Bank ESS5 requirements about resettlement policy, principles, objectives, and implementation procedures and complies with pertinent national laws and regulations.

ES.3 Social Context and Baseline Conditions

Punjab, with support from the Bank and other donors, has made progress in improving education outcome indicators over the past decade, but important challenges remain, particularly for girls and especially after the extensive school closures during the COVID-19 pandemic. Punjab has improved participation rates to 79% (age 5-16), from about 59% in 2001, while narrowing the gender gap to 4 percentage points in 2018, up from 11 percentage points in 2001. In Punjab, the improvement in the participation rate is mostly visible in primary grades, as now 84% of girls and 87% of boys (age 5-10) enroll in primary grades. In absolute terms, an estimated 21 million school-age children (age 5-16) in Pakistan are out of school, out of which an estimated 8 million live in Punjab and girls are more likely than boys to never go to school. About 13% of girls in Punjab will never go to school as compared to 9% of boys.

ES.4 Process for Preparing and Approving Resettlement Plans

Preparation of Resettlement Action Plan (RAP) for each subproject with resettlement impacts will require a detailed social impact assessment which will be initiated at an early stage as part of planning and design of all subprojects. The social impacts assessment will include initial impact assessment, screening of subprojects, preparation of an inventory of lost assets followed by a detailed measurement survey and census of PAPs, and valuation of lost assets. The results of the involuntary resettlement (IR) and Social Impact Assessment will be presented in aggregate form in the subproject RAP, and impacts inventory linked to respective PAPs will be annexed in the RAP document. The census inventory of lost assets as well as the socio-economic baseline of PAPs will be consolidated and computerized in a database form for each subproject RAP.

ES.5 Estimated Displacement/Livelihood Impacts

The social risks associated with the project are assessed as Moderate. No private land is required as all civil work will be carried out within the existing government land. Under Component 2, minor risk of potential livelihood disturbance of squatters may observe.

ES.6 Eligibility Criteria for Defining Various Categories of Affected Persons

The project will finance the construction of shelter less schools, and bathroom facilities including the boundary walls. As such construction will solely be on government land, so there will be no consideration of the land acquisition, relocation, and rehabilitation under all types of civil works interventions. Besides in case, if the PAPs lose his/her livelihood or income, are entitled to compensation and rehabilitation assistance, including a relocation allowance, and a business losses compensation for income restoration and livelihood enhancement. Those informal land users without traditional/recognizable rights and encroachers losing land, will not be entitled to land compensation

but will be provided compensation for their affected assets including structures, businesses, and resettlement and rehabilitation assistance as per the entitlement matrix prepared for this Resettlement Framework (RF).

ES.7 Legal and Policy Framework

This PF is designed as per the applicable regulatory framework of Pakistan i.e. Land Acquisition Act 1894 and preferably the World Bank's Environment and Social Framework (ESF), specifically in the context of Environment and Social Standard (ESS5). The primary objective of ESS5 is to ensure that project-affected persons (PAPs) are assisted to improve, or as a very minimum restore, their former living standards, income earning capacity, and production levels. However, the country's regulation, particularly the Land Acquisition Act 1894 (LAA) does not fully recognize resettlement and rehabilitation of the PAPs. To bridge such gaps, resettlement principles were developed for the Project.

This RF was prepared based on a study and survey of the project area, and information available from the proposed project documents.

ES.8 Methods of Valuing Affected Assets

Houses and other structures will be valued at replacement cost based on construction type and size of the affected structure and prevalent labor cost in the area. No deductions will be made for depreciation, salvageable materials, or transaction costs and taxes. Rates will be evaluated by a valuation committee including representatives of the IA, PAPs, and relevant line department to determine the replacement cost.

Rehabilitation or replacement of affected structures and utilities (i.e. schools, mosques, etc.) to pre-Project level will be ensured.

ES.9 Organizational Procedures for Compensation and R&R Assistance

The School Education Department (SED) of the Government of Punjab will be the concerned line department for the investment program and provide strategic oversight and direction. Project implementation will be carried out by SED through an independent Programme Monitoring and Implementation Unit (PMIU). SED will coordinate all the activities through the PMIU. The PMIU will be headed by a Programme Director (PD) and have technical staff for carrying out core functions of the project.

All resettlement planning and implementation tasks will be handled by the Social Development Specialist (SDS) in the PMIU under GRADES, headed by the Programme Director (PD).

ES.10 Implementation for Resettlement and Civil Works

Civil works shall commence, and contractors mobilized only after all PAPs confirm that full compensation has been received, that they shall not be affected or displaced due to the scheduled works, and IA has taken over the site.

ES.11 Grievance Redress Mechanism

A Grievance Redress Mechanism (GRM) is prepared in proportionate to the nature and scale of the social risks and impacts of the project. The GRM includes certain ways in which affectees can submit their grievances, which may include submissions in person, by phone, text message, mail, or e-mail. A log will be established where grievances could be registered in writing and maintained as a database. The procedures for redress of the grievance/s will include the management of grievance redress and the length of time the aggrieved can expect to wait for acknowledgment, response, and resolution of his/her grievances. Transparency about the grievance redress procedure will be assured along with the right to appeal/s process (including the national judiciary) to which unsatisfied grievances may be referred when the resolution of grievance has not been achieved. The PMIU may provide mediation as an option where users are not satisfied with the proposed resolution. A two-tiered Grievance Redress Mechanism (GRM) will be set up under the PMIU to address grievances arising from project activities, including any relocation (temporary or permanent) and resettlement issues. The purpose of the GRM is to receive, review and resolve grievances from APs and facilitate the fair implementation of this RF.

ES.12 Arrangement of Resettlement Funding

Allocation and provision of financial resources is the responsibility of the PMIU for effective management of project relocation and resettlement requirements payment of compensation for livelihood disturbance (if any), and implementation of income restoration measures, from the counterpart financing.

ES.13 Mechanism of Consultations with Key Stakeholders

Stakeholder Engagement is an integral part of resettlement planning and RAP preparation and implementation for the proposed GRADES Project under the PMIU. The stakeholder consultations were carried out following the SOPs for the COVID19 crisis with the community working and living around or nearby the target schools, surrounding business communities including mobile vendors as well as hawkers, and the secondary stakeholders including line departments and district education managements. The policy provisions under ESF triggering the ESS5 were shared in general with the participants during a consultation meeting with both primary and secondary stakeholders. The PMIU-GRADES has devised a comprehensive consultation, participation, and information disclosure strategy to ensure that stakeholders, directly or indirectly involved in the project – including APs, marginalized/vulnerable, government officials, and civil society/NGOs, for meaningfully interacted and consulted during the entire project cycle. A stand-alone Stakeholder Engagement Plan (SEP) has been prepared, which includes a communications strategy to inform key stakeholders, including the affected communities, to effectively understand, engage in and support the development of the project. The World Bank's technical note on public consultations will be considered as guidance for the whole consultation process under the project in the current pandemic. The RF will be cleared and disclosed on the World Bank and PMIU websites before the appraisal of the project.

ES.14 Monitoring, Evaluation and Reporting

Resettlement tasks will be monitored internally and externally (by independent or third-party monitors). Internal monitoring will include day-to-day tracking of progress about resettlement planning and implementation activities, including compensation payments, rehabilitation, and income restoration measures implemented. The PMIU will be responsible for internal monitoring and sharing RAP implementation progress, and periodic monitoring, reports with the PMIU and the World Bank.

1. PROJECT DESCRIPTION

1.1 Overview

The School Education Department, Government of Punjab (SED) with the assistance of The World Bank has developed and implemented several projects for the betterment of education reforms in the province of Punjab. Extending its efforts, the Project Management and Implementation Unit (PMIU) of Punjab Education Sector Reforms Programme (PESRP) is under the phase of preparation of a new project, Girls' Results Agenda for the Development of the Education Sector in Punjab (GRADES) Project.

SED is the responsible agency for the implementation of the project. SED will execute the project through PMIU. Component 2, focusing on Civil Works, will be jointly implemented by SED and Communications and Works Department (C&W). A joint Departmental Review Committee (DRC) will be established, headed by the Secretary SED with members from all the attached departments and Secretary C&W. The committee will meet on a quarterly basis to review the progress of component 2 and address any challenges faced in the civil works component. Day-to-Day implementation will be headed by C&W department, in accordance with the 'School Construction Strategy' while also ensuring that environment and social safeguard parameters defined by the World Bank are met. Bi-annual updates on the Civil works will be presented to the Project Steering Committee (PSC) chaired by Chairman Planning and Development Department (P&D). The project will be coordinated by a Project Steering Committee chaired by the Chairman Punjab Planning & Development Board. The Government of Punjab, with Bank support, created the Punjab Education Sector Reform Program (PESRP) to coordinate the overall reform effort in the education sector which reports to the same Steering Committee

1.2 Project Location

The GoPb estimates that well over 50% (28,000 schools) of schools offering primary education do not have enough classrooms to accommodate every grade in a separate classroom. Another infrastructural constraint that harms girls' participation, in particular, is the lack of bathrooms with 48% of schools not meeting minimal sanitation facilities including clean water and soap. School construction has been proven an effective method to allow more girls to enroll in schools, given the shorter distance between families' homes and schools, while also making schools safer environments to study, especially in countries with low baseline participation rates. Location Map of Project Districts are in Figure below:

stronger start for early learners. Training of the teaching force is a key priority under the program. The program will support a strengthened framework for teacher mentors and professional support for teachers focused on teacher practice. GRADES program will also support the strengthening of the student assessment system, by improving standard-setting for large-scale (sample-based) assessments, strengthening the quality of school-based assessments, and introducing monitoring of child development in Early Childhood Education. Lastly, this component will also support financing for schools through the Non-Salary Budgets which will be in line with community priorities set by the school councils and enable better coordination across the delivery chain and improved governance at the departmental level. It will also support the revision of the NSB formula to include incentives for schools to meet learning targets.

1.3.2 Component 2: Building climate-smart classrooms for a sustainable expansion of the school system:

The interventions under this sub-component will construct classrooms (Grades ECE to 5), toilet facilities, a staff room and boundary wall on approximately 400 shelterless school sites. Classroom construction will prioritize girls' schools as well as schools that can enroll a large share of girls. Construction will help reduce overcrowding in existing schools and increase school safety. All classrooms will receive furniture that can be flexibly arranged to have a more engaging learning dynamic in classrooms. All schools selected for project intervention will be provided with accessible wheelchair ramps and handrails. Low-cost climate-smart features will be used which will include climate adaptation efforts (e.g., heat insulation, use of natural ventilation, use of natural lighting, raised plinths, reflective roofs,) as well as climate change mitigation for schools, including, water conservation fittings, rainwater harvesting in high-precipitation areas, and tree planting/afforestation on school grounds. Sites that are prone to flooding will use an elevated school design. All school and classroom construction will be based on identified need from the school information system, using a mapping of the out-of-school population in target areas from satellite data. The component will include supervision and technical support to the procurement process to strengthen the targeting, costing, and implementation of construction efforts.

1.3.3 Component 3: Technical Assistance

This component will provide technical assistance to implement the Girls' Results' Agenda, including financing for project implementation, monitoring, and communication. The component will (i) finance the development of applications (micro-services) and capacity building for decision-makers to utilize these data; (ii) financing remote learning applications for teachers, including classroom observation and modules for teachers on foundational learning and addressing corporal punishment and gender-based violence, and disability inclusion. (iii) strengthening student assessments, including an item bank and international partnerships to strengthen the capacity of PEC. (iv) provide technical assistance to support the implementation of actions of PBCs. (v) support the Program Monitoring and Implementation Unit, communications campaigns on project initiatives, and research and evaluation regarding project initiatives.

1.4 Need for Resettlement Framework

This project does not involve any private land acquisition. This RF has been developed for subprojects that may entail involuntary resettlement instruments (ESS5) and/or impact on livelihood. Apart from meeting World Bank requirements, the RF defines the legal and policy framework, eligibility criteria, and entitlements for project affected persons (PAPs) and, as required, ensuring livelihood restoration, relocation, and rehabilitation. As the exact location and design of most of the components are not known by project appraisal hence, in line with ESS5, a RF has been prepared. During implementation, once the subprojects and/or project components are designed and specific information becomes available, the RF will be expanded into RAPs, as required, proportionate to potential risks and impacts applicable to activities requiring resettlement.

1.5 Approach and Methodology

The approach underlying the assessment of social impacts and developing appropriate mitigation strategies is based on the principles of local participation and consultations with stakeholders,

including vulnerable groups. The social impact assessment has been carried out with a participatory approach by involving the stakeholders, particularly the project beneficiaries and likely affected persons through a series of consultative processes and techniques. The impacts have been assessed by collecting both quantitative and qualitative types of data.

A combination of deskwork review and stakeholder consultation and participation formed the basis of this RF, approaches used include: (a) Review of available namely, the Stakeholder Engagement Plan (SEP) and the Environmental and Social Management Framework (ESMF) prepared for the Project; (b) Review of Relevant Policies and act includes: Land Acquisition Act 1894 and World Bank's Environmental and Social Framework (ESS5); (c) consultation with the APs and other key stakeholders during preparation of RF was geared towards views and opinions of stakeholders before finalization of the RF. Other stakeholders included relevant government departments, employees of the PMIU, private sector non-governmental organizations, civil society members, including community-based organizations representing; schools' teachers, surrounding resident and business communities, etc. The desk study was also used to understand any impacts which the Project is obliged to consider by complying with national and ESF requirements at each step of the planning, design, and construction process.

1.6 Structure of the RF

The RF format follows through certain sections which include: provision of a brief description of the project and components for which land acquisition and resettlement are required, and an explanation of why a RF rather than a RAP is being prepared; outlining principles and objectives governing resettlement preparation and implementation; explaining a description of the process for preparing and approving resettlement plans; describing estimated displacement impacts and estimated numbers and categories of displaced persons, to the extent possible; summarizing eligibility criteria for defining various categories of displaced persons. Additionally, Category of PAPs, type of losses due to land acquisition, cut-off date, forms of compensation and replacement cost are also presented in this section; outlining the legislative requirements in resettlement and social management and presents the key issues in GRADES Project development in relation to implementing these requirements and reviews the fit between borrower laws and regulations and Bank policy requirements and measures proposed to bridge any gaps between them; detailing methods of valuing affected assets; Section 8 describes institutional arrangements and procedures for delivery of compensation and other resettlement assistance, including the responsibilities of the PMIU and SED; providing a description of the implementation process, linking resettlement implementation to civil works; discussing a description of grievance redress mechanisms; explaining the arrangements for funding resettlement, including the preparation and review of cost estimates, the flow of funds, and contingency arrangements; providing a description of mechanisms for consultations with, and participation of, displaced persons in planning, implementation, and monitoring; and finally, describing arrangements for monitoring by the PMIU and progress reporting.

2. PRINCIPLES AND OBJECTIVES OF RESETTLEMENT PLANNING AND IMPLEMENTATION

2.1 The Resettlement Framework (RF)

This RF was prepared by the PMIU-GRADES and is designed following the World Bank Policy under ESF and applicable laws and regulations of Pakistan and the Punjab Province. It sets out the policy and operational guidelines about resettlement standards, principles, objectives, and implementation procedures. The legal, institutional, and implementation framework for the compensation of lost assets, livelihoods, community property, and the resettlement and rehabilitation of project affected people are outlined. In particular, the eligibility criteria for PAPs, entitlements, modes of compensation and rehabilitation, participation and consultation procedures and grievance redress mechanisms are defined.

This updated RF – including inter alia, a Livelihood Restoration Framework (LRF) – will be disclosed within 60 days of project effectiveness after review and clearance by the World Bank. Following ESS5, a Resettlement Action Plan (RAP) is required for each subproject involving resettlement irrespective of scale and magnitude of impacts. The RAP will cover economic and physical impacts that result from the subproject (individual school construction or district level project execution or both as the case may be) and establish the detailed compensation and administration budgets, as well as an implementation schedule linking resettlement tasks to the inception of civil works. The RAPs will be prepared following the principles included in this RF.

2.1.1 Principles and Objectives

ESS5 recognizes that project-related land acquisition or restrictions on land use can have adverse impacts on communities and persons. Project-related land acquisition or restrictions on land use may cause physical displacement (relocation, loss of residential land or loss of shelter), economic displacement, leading to loss of income sources or other means of livelihood), or both. In line with ESS5¹, the principles and objectives of this RF are to:

- i. Avoid involuntary resettlement or, when unavoidable, minimize involuntary resettlement by exploring project design alternatives.
- ii. Mitigate unavoidable adverse social and economic impacts from restrictions on land use by a) providing timely compensation for loss of assets at replacement cost, and b) assisting affected persons in their efforts to improve, or at least restore, their livelihoods and living standards, in real terms, to pre-displacement levels or to levels prevailing before the beginning of project implementation, whichever is higher.
- iii. Establish entitlements of all categories of project affected persons (PAPs), for both physical displacement and livelihood impacts, and ensure that these are provided in a transparent, consistent, and equitable manner.
- iv. Pay particular attention to gender aspects and the needs of vulnerable segments of communities
- v. Ensure that resettlement activities are planned and implemented with appropriate disclosure of information, meaningful consultation, and the informed participation of those affected.
- vi. Institute and ensure access to grievance redress mechanism throughout the planning and implementation of the resettlement process.

¹ For further details on ESS5 refer to the ESF <http://pubdocs.worldbank.org/en/837721522762050108/Environmental-and-Social-Framework.pdf>

3. LEGAL AND POLICY FRAMEWORK

3.1 Legal and Policy Framework

This RF is designed based on the regulatory framework of Pakistan's and the World Bank's ESF, specifically ESS5. The primary objective of ESS5 is to ensure that PAPs are assisted to improve, or as a very minimum restore, their former living standards, income earning capacity, and production levels.

3.1.1 Punjab Land Acquisition Rules, 1983

The Punjab Land Acquisition Rules, 1983, describe the land acquisition procedure for public purposes or for a company. The Punjab Land Acquisition Rules comprises 16 rules pertaining to area notification and surveys, inquiry and award, compensation and apportionment, awards and dispute resolution, and exceptions. Important rules for acquiring land. The rules also describe the procedure for land acquisition where a company makes an urgent request for invoking the provision of Section 17 of the act. It is also mentioned that no land lying near a town, meant for fodder cultivation or for orchards or otherwise cultivable shall be notified for acquisition for the establishment of any industry except if it is declared by the agriculture, health, and industry departments that no risk would be involved due to such land acquisition.

3.1.2 Land Acquisition Act, 1894

In Pakistan, the governing legislation for land acquisition and compensation is the Land Acquisition Act (LAA) of 1894 with successive amendments, which regulates the land acquisition process and enables the federal and provincial governments to acquire private land for public purposes. Land acquisition is a provincial subject, and each province has its own interpretation of the Act, and some have their own province-specific implementation rules.

The law deals with matters related to the acquisition of private land and other immovable properties existing on the land for public purposes. The public purpose, *inter alia*, includes the construction of development projects of public interest. The LAA specifies a systematic approach for acquiring and compensating land and other properties for development projects. It stipulates various sections about notifications, surveys, acquisition, compensation and apportionment awards and disputes resolution, penalties and exemptions.

The LAA prescribes provisions for fair and adequate compensation for land acquired involuntarily, however, its enforcement is marred by many lacunas due to the bureaucratic ineptness and the whole process from notification to compensation and grievance resolution often encumbered with inordinate delays and under the guise of eminent domain the state coercively acquires the citizens property and agonizing and pushing them in impoverishment with a little recourse. In addition, the LAA procedures do not entail the consultation and participation of affected people but leave the entire process to the discretion of the revenue department and implementing agency.

The framework of the LAA is generally considered to be constricted in scope and inadequately take into account the rehabilitation and resettlement of displaced populations and restoration of their livelihoods. The LAA also does not specifically provide any assistance for the poor, vulnerable or severely PAPs, nor does it cover for livelihood losses or resettlement costs for rehabilitation. Generally, it is limited to a cash compensation policy for the acquisition of land and built-up property, and damage to other assets such as crops, trees, and infrastructure.

A National Resettlement Policy and Resettlement Ordinance with a wider scope of eligibility and entitlements had been drafted in 2002. However, the national policy and ordinance were not officially approved, notified and enacted and hence, at present there is no law for resettlement and rehabilitation in Pakistan. In order to fill the vacuum, some transient measures are taken to compensate adversely affected non-titled people, non-registered tenants, businesses and wage workers under project specific arrangements for their rehabilitation, payment of resettlement costs and assistance for livelihood restoration.

For the different range of infrastructure development functions, land acquisition laws are applied. LAA allows the various government departments and authorities to apply to relevant Boards of Revenue or other authorities for the acquisition of land for public interest projects.

3.1.3 World Bank ESS5 and Resettlement Principles

Under the ESF, the World Bank has adopted ESS5 under its ESF to address land acquisition, restrictions on land use, and involuntary resettlement impacts. The objectives of ESS5 are to avoid involuntary resettlement wherever possible; to minimize involuntary resettlement by exploring project and design alternatives; to enhance, or at least restore, the livelihoods of all affected persons in real terms relative to pre-project levels; and to improve the standards of living of the displaced poor and other vulnerable groups.

The ESS5 covers physical displacement (relocation, loss of residential land, or loss of shelter) and economic displacement (loss of land, assets, access to assets, income sources, or means of livelihoods) as a result of (i) involuntary acquisition of land, or (ii) involuntary restrictions on land use or access to legally designated parks and protected areas. The important elements of ESS 5 are: (i) compensation at replacement cost for lost assets, livelihood, and income before displacement; (ii) assistance for relocation, including the provision of relocation sites with appropriate facilities and services; and (iii) assistance for rehabilitation to achieve at least the same level of well-being with the project as without it. The operational policy gives special attention to poor and vulnerable households to ensure their improved well-being as a result of project interventions. To integrate these key aspects an Entitlement Matrix was prepared as part of the RF as reflected in Table.1.

Table 1: Bridging Gaps and Resettlement Principles Applicable for the Entitlements

ESS5 AND LAND ACQUISITION ACT 1894			
ESS	Relevant Law	Gap	Gap filling measures in RF
Deals with matters related to land acquisition, restrictions on land use and involuntary resettlement	The Land Acquisition Act 1894 deals with the matters related to the acquisition of private land and other immovable properties existing on the land for the public purpose	The LAA, in comparison to the requirements of ESS-5, does not adequately take into account the resettlement and rehabilitation of displaced populations. A key difference is that the absence of a formal legal title is no bar to WB policy entitlements, while in the LAA title is a requirement. Coverage of LAA also does not provide any assistance for the poor and vulnerable PAPs, livelihood losses, or resettlement and rehabilitation costs. Generally, it mainly covers cash compensation for the acquisition of land and built-up property, and damage to other assets such as crops, trees, and infrastructure.	To bridge the gap between current legal principles and practices and the policy requirements of the World Bank, to facilitate the common objective of rehabilitation, and to avoid differential ad hoc arrangements for the various subprojects, the PMIU drafted this RF for the Project with the endorsement of the Executing Agency. Thereby, a commitment to the following principles is made: The objective of the resettlement framework is to clarify resettlement principles, organizational arrangements and design criteria that will be applied to project components and/or subprojects that will be prepared during project implementation. The resettlement principles applicable to the project are provided as follows: <ol style="list-style-type: none"> i. All affected assets will be compensated at replacement cost. ii. All PAPs losing their residential structures and/or livelihood will be compensated following relevant items in the eligibility and entitlement matrix. iii. PAPs will be included in the resettlement process through community consultation and participation. iv. All relevant resettlement information will be publicly disclosed before final decisions on subproject measures, including RAPs, are made.

			<ul style="list-style-type: none"> v. An accessible grievance redress mechanism will be instituted. vi. Physical project implementation works will not commence until all compensation and rehabilitation measures of a subproject are completed.
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This section will be elaborated further in the updated Resettlement Framework (RF) if required during the detailed design of the proposed GRADES project.

3.2 Change of Subproject Scope or identification of Unanticipated Impacts

In case of change in scope of Project, or unanticipated impacts identified during subproject implementation, which are not covered under the eligibility and entitlement provisions of this RF, additional eligibility and entitlement provisions will be determined following the resettlement requirements of the World Bank's ESS5 and the applicable legal framework of Pakistan. Accordingly, the RF will be updated and government-endorsed and World Bank-cleared updated RF shall be disclosed on the World Bank and IA websites. Based on updated RF, specific subproject RAPs will be updated with new eligibility and entitlement provisions on account of unidentified impacts and losses under any subprojects and the concerned affected persons of such subprojects will be consulted and on new entitlement and RAP provisions will be disclosed to them. In the first instance, the RF will be updated based on further assessment, consulted on, reviewed and cleared by the Bank, and re-disclosed, within 60 days of project effectiveness.

4. PROJECT DESCRIPTION

The Government of Punjab (GoPb) intends to receive a loan from the World Bank (WB) for implementation of the proposed Girls' Results Agenda for the Development of Education Sector (GRADES) Project in Punjab. This proposed project will help the education sector in Punjab in the delivery of better results for girls while supporting the overall reform direction of education in the province benefiting both girls and boys along with schools' infrastructural improvement and development.

4.1 Description of GRADES

The School Education Department (SED), Government of Punjab with the assistance of The World Bank has developed and implemented several projects for the betterment of education reforms in the province of Punjab. Extending its efforts, the Project Management and Implementation Unit (PMIU) of Punjab Education Sector Reforms Programme (PESRP) is under the phase of preparation of a new project, Girls' Results Agenda for the Development of the Education Sector in Punjab (GRADES) Project. There are still several key constraints for girls' education in Punjab. One constraint that has been relatively neglected is the lack of physical space in schools, which is contributing to high dropout rates. Evidence from Punjab indicates that, as distance to the closest eligible school increases, the drop in enrollment among girls is three to four times as great as that for boys. The GoPb estimates that well over 50% (28,000 schools) of schools offering primary education do not have enough classrooms to accommodate every grade in a separate classroom. Another infrastructural constraint that harms girls' participation, in particular, is the lack of bathrooms with 48% of schools not meeting minimal sanitation facilities including clean water and soap. School construction has been proven an effective method to allow more girls to enroll in schools, given the shorter distance between families' homes and schools, while also making schools safer environments to study, especially in countries with low baseline participation rates. Similar evidence, including from Pakistan, shows that school construction improves children's primary completion rates and leads to greater returns for their families, economies, and children.

This project will help the education sector in Punjab deliver better results for girls while supporting the overall reform direction of education in the province benefiting both girls and boys.

4.2 Project Development Objectives

The project development objective (PDO) is to:

'To increase children's participation rates in pre-primary and primary grades, improve girls' retention to middle school, and enhance reading proficiency in primary grades.'

4.3 Project Beneficiaries

The GRADES project will aim to support strategic interventions that are known to deliver for girls while benefitting boys as well. Improvements in girls' education can be achieved with a variety of interventions, including programs that do not explicitly target girls. This is true in Punjab, which has increased schooling participation through a variety of universal programs, school enrollment campaigns, efforts to reduce the opportunity costs of schooling, improvement of school-level facilities, increased participation in early childhood education and a substantial expansion of public-private partnerships. Expansion of PPPs has included particularly the voucher schemes and a new schools program establish schools in areas that are not served by the public sector. That said, school participation remains low from a regional perspective, particularly for girls, with only 84% of girls enrolled in primary education.

School Education Department (SED), Government of Punjab, performs legislation, policy formulation and planning of primary, middle, secondary and higher secondary education and maintain standards of education in these fields. SED with the assistance of the World Bank through PMIU-PESRP will implement the project for the betterment of education reforms in the Province of Punjab.

4.4 Project Location

Punjab is one of the four provinces of Pakistan, with a population of about 110,000,000 as of 2021. The proposed project lies in 145 tehsils of 36 districts (i.e. Bahawalnagar, Bahawalpur, Rahimyar Khan, D.G. Khan, Muzaffargarh, Rajanpur, Gujrat, Narowal, Hafizabad, Kasur, Lahore, Sheikhpura, Multan, Khanewal, Lodhran, Attock, Rawalpindi, Khushab, Mianwali, Sargodha, Okara, Bhakkar, Chakwal, Chiniot, Faisalabad, Gujranwala, Gujrat, Jhang, Jhelum, Khushab, Layyah, Mandi Baha-ud-Din, Nankana Sahib, Narowal, Pakpattan, Sialkot, T.T.Singh and Vehari) of Punjab Province.

4.5 Project Cost and Timeline

The project cost has been estimated to be United States Dollars (US \$) 150 million. The Project will be completed within the five years duration and the expected year of closing will be 2027.

4.6 Implementing Agency

The School Education Department (SED) through its Programme Monitoring and Implementation Unit (PMIU) under Punjab Education Sector Reforms Program (PESRP) implements the proposed GRADES Project. Hence, PMIU will be the Implementing Agency for GRADES project.

SED would be the responsible agency for the implementation of the project. SED will execute the project through PMIU. Component 2, focusing on Civil Works, will be jointly implemented by SED and Communications and Works Department (C&W). A joint Departmental Review Committee (DRC) will be established, headed by the Secretary SED with members from all the attached departments and Secretary C&W. The committee will meet on a quarterly basis to review the progress of component 2 and address any challenges faced in the civil works component. Day-to-Day implementation will be headed by C&W department, in accordance with the 'School Construction Strategy' while also ensuring that environment and social safeguard parameters defined by the World Bank are met. Bi-annual updates on the Civil works will be presented to the Project Steering Committee (PSC) chaired by Chairman Planning and Development Department (P&D). The project will be coordinated by a Project Steering Committee chaired by the Chairman Punjab Planning & Development Board. The Government of Punjab, with Bank support, created the Punjab Education Sector Reform Program (PESRP) to coordinate the overall reform effort in the education sector which reports to the same Steering Committee

5. PROCESS FOR PREPARING AND APPROVING RAPs

5.1 Social Impact Assessment (SIA)

Preparation of RAP for each subproject with resettlement impacts under the subproject will require a detailed social impact assessment which will be initiated at an early stage as part of the planning and design of all subprojects to be implemented. The social impacts assessment will include an initial social impact assessment, social screening of subprojects, a detailed measurement survey (DMS), census of PAPs, a socio-economic survey (SES), and valuation of lost assets (VLA). The results of the Social Impact Assessment will be presented in aggregate form in the subproject RAPs, and impacts inventory linked to respective PAPs will be annexed in the RAP document.

5.1.1 Initial Screening Exercise

Following the decision that the subproject to be financed under GRADES, an initial impact assessment will be carried out as a screening exercise to determine potential social impacts for RAP preparation, implementation and monitoring requirements based on impact significance. The RAP will be detailed and comprehensive and will cover all affected persons and address all impacts in line with the project RF. A checklist used for initial social screening to draft RF is attached in Annexure I.

5.1.2 Census Survey

The census survey will be conducted for 100 percent of affected households. The purpose of the survey is to determine who is entitled to compensation, assistance, and other benefits. The inventory of affected assets and other losses will be itemized by enumerating losses of each category of structure, and other assets, which will help in providing compensation for the lost assets. For structures, type, age, the affected area, utility connections, building materials, and area of the building will be recorded. Additional information is required for income losses, affected public utilities, preferences for relocation, loss of cultural and religious properties, and territorial claims by any ethnic group.

5.1.3 Baseline Socioeconomic Profile

The 100 percent census survey of PAPs, including women, will also provide a detailed socio-economic profile of PAPs. The information gathered will focus on (i) household composition and demography; (ii) education; (iii) livelihood patterns; (iv) ownership pattern of the households; (v) PAP income levels and expenditure patterns; (vi) availability of social services in project areas; (vii) PAPs views on the subproject and various resettlement and rehabilitation options; (viii) specific impacts on the poor, women and other vulnerable groups. In addition to the demographic and socio-economic household-level baseline data, the survey will be used as a benchmark for monitoring the socio-economic status of PAPs. The socio-economic and resettlement survey form are attached in Annexure IV.

5.1.4 Detailed Measurement Survey

A detailed measurement survey (DMS) will be carried out with the participation of PAPs for identifying and providing the measurement of the dimensions and quantities of all affected assets, including, as applicable, land (residential), buildings, communal/public or cultural/religious facilities, incomes and wages, will be the basis of the assessment of the impact will be included in the RAP. The pricing for loss of houses and structures will be based on precise measurement and record of type, quality and measurement of materials and will be calculated based on replacement cost, i.e., cost of new building materials and labor. The data gathered for the detailed measurement survey will be accompanied by the preparation of accurate lists of PAPs, as the basis for the preparation of the PAP census and socio-economic survey.

5.1.5 Screening of Vulnerable Households

During the census survey vulnerable groups, including but not limited to, female-headed households, disabled, elderly persons and persons below the poverty line will be screened to ensure that assistance is provided to those who are genuinely in need to reduce vulnerability and improve their living standards.

5.1.6 Resettlement Database

A detailed measurement survey (DMS) will be carried out with the participation of PAPs for identifying and providing the measurement of the exact dimensions and quantities and valuation of all affected assets, including, as applicable, land (residential and agricultural), buildings, communal/public or cultural/religious facilities, crops, trees and business incomes and wages, will be the basis of the impact assessment will be included in the RAP. The valuation for loss of houses and structures will be based on precise measurement and record of type, quality and measurement of materials and will be calculated based on replacement cost, i.e., cost of new building materials and labor. Based on the detailed design available, through DMS exact size, type, and quality of each asset (land, structures or other assets appended to land) with the quantum of impacted/acquired part, thereof, with ownership title, type and use will be determined and inventory of losses will be finalized by the resettlement specialists.

5.2 Valuation of Land and other Assets

As a part of the resettlement planning process, an assessment of replacement costs or asset valuation will be carried out through a committee including representatives of the IA, PAPs and relevant line department. The census will be based on preliminary engineering/technical designs of the project. The census data will be updated once the final and detailed engineering designs are completed.

5.3 Information Dissemination Relating to IR and Mitigation Measures

The PMIU will disseminate all information relevant to the involuntary resettlement impacts that include the orientation on potential social and environmental impacts of the project, results of social impact assessment, measures to mitigate the impact, meaningful consultations, eligibility, entitlements, cut-off-date, RAP disclosure, grievance redress mechanism, unit costs for compensation, resettlement and rehabilitation assistance, RAP implementation procedures, institutional responsibilities of RAP implementation, time frames, cost estimates, monitoring, and the resettlement planning process. During resettlement plan preparation, resettlement information will be disclosed to all PAPs in their language, and their views and opinions will be taken into consideration in finalizing the plans.

5.4 RAPs Approval, Clearance and Disclosure

Following the incorporation of comments from disclosure, the draft RAP will be reviewed and approved by the PD of GRADES. The PD will ensure that the RAP complied with the RF and after approval, will submit it to the WB for compliance review with WB policies and procedures before providing clearance. The RAP will be disclosed before the issue of bids for corresponding civil works. The approved RAP together with a translation in Urdu will be posted on the website of the PMIU. The WB will also disclose the RAP on its website. The translation of the RAP will also include the Cut-off Date. This will exclude the cash compensation amounts to be paid to the PAPs. Any changes to the RAP would have to follow the same clearance/ approval procedures and disclosure.

6. ESTIMATED DISPLACEMENT IMPACTS

6.1 Potential Resettlement Impacts

The construction activities under component 2.1 will pose localized, temporary and reversible social impacts on surroundings, communities, school children and staff. The environmental impacts may occur in the form of potential and adverse impacts on localizing drainage clogging/wastewater ponding, soil and groundwater contamination, dust pollution, noise pollution and occupational health hazards due to improper management of sanitary wastewater, the spill of hazardous waste, other construction materials, and movement of vehicles/trucks as a potential risk to communities and worker health and safety at the construction sites and surrounding communities.

As the Social Risk rating is assessed to be Moderate, and primarily associated with civil works including facilities' expansion. Construction and renovation activity in existing schools could also generate risks related to GBV, Labor management, and community health and safety by exposing schoolchildren to their adverse impacts. Additionally, there are risks related to elite capture in site selection, which could lead to the exclusion of remote and rural communities (including ethnic and religious minorities). These risks could be mitigated by incorporating suitable provisions in contract documents and subproject design. In this way, adverse impacts and risks may be managed a predictable manner

The IA agrees that resettlement impacts will be avoided or minimized as far as possible through the selection of design alternatives. The detailed scoping activities will be conducted to avoid all potential resettlement impacts of the subprojects at critical locations. This RF will make a further assessment of potential project impacts as required under ESS5 and provide policies for addressing the same and for preparing subproject RAPs. Details of interventions/construction activities will be identified during the detailed engineering design and accordingly, based on this RF the required social safeguard document i.e. RAP will be prepared and implemented.

However, the potential social impacts due to the implementation of GRADES Project are briefly described in Table 2 below.

Table 2: Screening of Social Impacts and Mitigation Measures

Component	Description	Potential Impacts	Remarks
Component 2	<ul style="list-style-type: none"> →Construction of shelter less 400 schools on existing government land. →Construction will include climate adaptation efforts (e.g., heat insulation, use of natural ventilation, use of natural lighting). 	<p>Keeping in view the location and sites of the target schools, the construction of schools may involve the potential impacts as below:</p> <ul style="list-style-type: none"> →Number of schools/ sites are located nearby agricultural/cultivable land, where the crops will be affected. →There will be an impact on wood/timber trees but in a few cases fruit trees. →The number of schools is located in the vicinity of agricultural land. In such cases, there is a need to confirm that the land has been mutated in the name of a government school. →The privacy for doing routine works by the local women will need to be considered as a top priority. →There will be an impact on public infrastructure/utilities. 	

6.2 Impact relating to land

The impacts due to construction will need to be assessed based on the detailed engineering design. Several schools are located closer to the agricultural land. In such cases, there is a need to confirm that either the agricultural land is being impacted or not due to the civil work.

6.3 Gender and Vulnerability Impacts

The following provisions for gender and vulnerable groups are stipulated to guarantee a clear understanding and due consideration of the specific needs and problems of women and vulnerable PAPs and to provide necessary safeguards during subproject implementation.

- In the design of subprojects particular attention will be paid to the development needs and priorities voiced by women, Women headed, differently-abled persons, and vulnerable respondents during consultations in all phases of the project.
- The consultation process should ensure that women's perspectives are obtained, and their interests are factored into all aspects of resettlement planning and implementation.
- Access for women and vulnerable PAPs to project-related employment opportunities and targeted needs-based special assistance and provision of alternative and suitable livelihoods will be guaranteed as far as possible.
- The livelihood planning will provide special assistance to women, differently-abled person, minorities, or vulnerable groups who may be disadvantaged in securing alternative livelihoods.
- Intra-household gender analysis will be carried out. Women's and men's preferences in terms of compensation mechanisms, e.g. replacement land rather than in cash shall be explored.
- Women will receive compensation about their economic activities in their name.
- Resettlement assistance and compensation payments will be issued in the joint names of both spouses or single heads of households as relevant
- Other resettlement assistance, such as skills training, access to Micro credit, and job opportunities, should be equally available to women and adapted to their needs.
- Women will be included in the participation and consultation process in a manner suitable and accessible by women.
- Due consideration will be given to complaints and grievances (Complaint Mechanism with easy approach) lodged by women PAPs.
- The project will also ensure the inclusion of a least one female representative in the Grievance Redress Committee and the inclusion of female staff in the PMIU.

7. ELIGIBILITY CRITERIA BY CATEGORIES OF AFFECTED PERSONS

Based on the resettlement Legal and Policy Framework, the following eligibility and entitlements are recognized and applicable in land acquisition and resettlement in all of its subprojects with temporary relocation and Resettlement impacts. The entitlement matrix in Table 3 summarizes the provisions for eligibility and entitlements under this RF.

7.1 Eligibility of Compensation

Relocation and livelihood rehabilitation entitlements under this RF will be the for persons who are in the project area and affected before the cut-off date, and will physically and/or economically be displaced due to the loss of land, structures and/or livelihood, whether full or partial, as a consequence of land acquisition if applicable. Such eligible PAPs include the following:

- i. No private land is involved in the development of this project. However, it could be considered in the later stage during detail design and after census and DMS. So, the claims will be judged as per national law.
- ii. Lessees (leaseholders) of state or private land, whether long-term or short-term.
- iii. Tenants with or without formal legal registration according to national law;
- iv. Non-titled occupants of the land, such as informal settlers;
- v. Business owners, whether registered under national law or informal;
- vi. Employees of private or public businesses or enterprises, whether registered under national law or informal;
- vii. Cultivators of plants and tree seedlings, irrespective of the legal status of property related to land;
- viii. Vulnerable persons, including households headed by women, elderly, and/or disabled persons, the households in local context with per capita incomes at or below the poverty line.

7.2 Cut-off Date

The eligibility for compensation will be limited to the government-announced cut-off date for each subproject that involves LAR impacts. The cut-off date shall be set and announced by the government to prevent the influx of outsiders and to avoid false and frivolous claims for compensation, relocation and livelihood rehabilitation entitlements. Any person who enters the project land after the announced cut of date or any assets established in the corridor of impact after cut-off date will not be eligible for compensation however, the PAPs will be served a prior notice to remove their assets and take the salvage free of cost.

Eligibility for entitlements under this RF is limited by a cut-off date, determined at the time of social impacts assessment (SIA) survey, census of Project Affected Persons (PAPs) and inventory of losses (IOL) which will be the first day of the survey. Any person moving into the land located within the school's designated areas will not be eligible for compensation, relocation, and livelihood rehabilitation entitlements. The PMIU will establish the cut-off date upon the census survey which right after will be disclosed to the PAPs through consultative meetings, focus group discussions (FGDs), field surveys, and formal announcements. The construction of rooms and boundary walls will be done in already existing schools' vicinities and such lands will be cordoned-off after the DMS.

In case of acquisition of land and land-based assets under LAA provisions, the cut-off date will be the day when formal declaration of land acquisition under Section-4 of LAA is notified and published in the official gazette. While for purpose of preparation of resettlement plan for any subproject involving IR impacts, the cut-off date will be determined by the PMIU based on social impact assessment and census survey. Preferably, the first day of the start date of social assessment and census survey of displaced persons for each subproject will be fixed as cut-off date and will be announced and publicized by the PMIU. However, the efforts will be ensured that the land acquisition process and

impact assessment and census survey for RAP preparation is streamlined to coincide the cut-off date under LAA provisions and for RAP preparation.

7.3 Entitlements

Full replacement cost as compensation is the basic principle guiding the allocation of entitlements, i.e. the subprojects will replace in kind or cash what is lost in terms of land, structures, livelihood, community facilities and services, with special provisions for the improvement of livelihoods of vulnerable displaced persons, sharing of project benefit and unanticipated impacts.

The entitlement matrix for each subproject RAP will be specific to the types of impacts, losses and eligible persons in the subproject, while the provisions made in this RF include a wider range of the possible cases which may arise under the subprojects. Each PAP will be eligible for a combination of entitlements specific to his/her particular loss and property relations to the lost assets. The entitlements are given below:

7.3.1 Land and Non-Land Assets

Residential, commercial, public and community land:

For partial loss of a plot/percent of the total plot (taking into account functional viability of remaining plot), owners defined as titleholders or legalized users will receive cash compensation at replacement cost according to the quantity and quality of the land lost, including all transaction costs. Lessees or rental tenants will receive a cash refund at the rate of the rental fee proportionate to the size of the affected plot and the duration of the remaining lease period. Non-titled land users squatting or encroaching on affected land will not receive compensation for the partial loss of land, but will be provided with access to land through a rent-to-own arrangement as under the entitlements for agricultural land. For the loss of agricultural land, Negotiated Value (NV) of agricultural land agreed between PAPs and the Land Acquisition Collector (LAC) will be paid.

For full loss of a plot/percent of the total owned plot (taking into account functional viability of remaining plot), owners may choose between either (i) land for land compensation through the provision of a fully titled and registered replacement plot of comparable value, quantity and quality as the lost plot at a relocation site for the displaced community or another location agreeable to the PAP or (ii) cash compensation at replacement cost according to the quantity and quality of the land lost. In either case, all transaction costs, such as applicable fees and taxes, will be borne by the EA. Lessees or rental tenants will receive a cash refund at the rate of the rental fee for the duration of the remaining lease period for the entire lost plot. Non-titled land users squatting or encroaching on affected land will not receive compensation for the loss of land, but will be provided with access to land through a rent-to-own arrangement as above.

7.3.2 Temporary Occupation of Land

Temporary occupation of land is required in the short term for construction and other uses during civil works. Such owners, lessees and tenants will receive a rental fee commensurate with current local land rents for the period of occupation of the land. All PAPs so affected will have guaranteed access to their land and structures located on their remaining land and their land will be restored to its original state.

7.3.2.1 Structures

For the partial loss of structure/percent of the total of a residential, commercial, public and community structure or its alteration (taking into account of functional/economic viability of remaining or unaffected part of the structure), the owners, including non-titled land users, will receive cash compensation for the lost parts of a structure at replacement cost and the repair of the remaining structure at the market rate for materials, labor, transport and other incidental costs, without deduction of depreciation for the age of the structure. They have the right to salvage all usable materials from the lost structures. Lessees and rental tenants receive a cash refund at the rate of the rental fee proportionate to the size of the lost part of the structure and the duration of the remaining lease period.

For the full loss of a residential, agricultural, commercial, public and community structure/ percent of the total structure (taking into account functional/economic viability of remaining structure), the owners, including non-titled land users, may choose between either (i) the provision of a fully titled and registered replacement structure of comparable value, quantity and quality, including payment for all transaction costs (such as applicable fees and taxes), at a relocation site or another location agreeable to the PAP/s, or (ii) cash compensation at replacement cost, including all transaction costs (such as applicable fees and taxes), without deduction of depreciation for age, for self-relocation. If the market value of a replacement structure is below that of the lost structure, the owner will be paid cash compensation for the difference in value without deduction of depreciation for age. If the market value of the replacement structure is above that of the lost structure, no further deductions will be made. In either case the owners have the right to salvage all usable materials from the lost structures. If minor structures, such as fences, sheds or latrines, need to be moved, their owners or the lessees and tenants, depending on the arrangements between owners and tenants, may either (i) receive cash compensation for self-relocation of the structure at the current market rate for the cost of labor, materials, transport and other incidental costs, as required, without deduction of depreciation for age, or (ii) the structure may be relocated by the Project.

For stalls and kiosks of street vendors, whether titled or not, alternative sites comparable in the business potential to the lost location will be provided and the vendors will receive cash compensation for self-relocation of their stalls at the current market rate for the cost of labor, materials, transport and other incidental costs, as required, without deduction of depreciation for age.

7.3.2.2 Trees

Owners of affected trees and tree seedlings will receive cash compensation and the project developer will re-plant the trees with a ratio of 1:5. The compensation will be made at the replacement value (RV) of the trees. Fruit-bearing trees; if the tree is at or near the fruit-bearing stage, the estimated current market values of the fruit produced for 3 seasons will be paid. The owners will be allowed to fell trees and take the timber, free of cost. The rates and valuation methods will be determined using the accepted methodology that is in use at the Departments of Agriculture and Forestry. For Physical and Cultural Resources/historical sites and/or structures, the cost of dismantling, moving and reconstruction and cost of relocation, if applicable, will be paid.

7.4 Resettlement & Relocation

7.4.1 Land for land compensation

Land for land compensation has significant advantages in that it reduces the chance of affected persons spending their compensation on items that will not provide them with an alternative economic livelihood. Therefore, preference will be given to land-based resettlement strategies for PAPs whose livelihoods are land-based. These strategies may include resettlement on public land, or on private land acquired or purchased for resettlement. Whenever replacement land is offered, displaced persons are provided with land for which a combination of productive potential, locational advantages, and other factors is at least equivalent to the advantages of the land taken. If land is not the preferred option of the displaced persons, or sufficient land is not available at a reasonable price, non-land-based options built around opportunities for employment or self-employment should be provided in addition to cash compensation for land and other assets lost. The lack of land will be demonstrated and documented to the satisfaction of the World Bank. Resettlement and/or Relocation tasks are presented in Annexure V.

7.4.2 Relocation assistance

Where applicable, the PAPs will be provided logistical support for the identification and purchase or rental of replacement plots and/or structures, or the construction of new structures, as the case may be, as well as with all related administrative tasks. The physically displaced persons will be relocated at a relocation site or will self-relocate at individual sites and structures of their own choice.

7.4.3 Security of tenure

Arrangements for secure tenure to the replacement land and structures will be made and their provision to each PAP, according to the level of eligibility of each PAP, will be ensured.

7.4.4 Transport allowance

PAPs to be relocated due to loss of land and/or structures including residences, business premises or agricultural land, are entitled to receive a one-time cash allowance to cover the cost of transport for relocation of people and their movable property (furniture, household items, personal effects, machinery, tools etc.) and of setting up at the new premises at a provisional lump sum amount set by the PMIU.

7.4.5 Transition allowances

To facilitate the moving and settling process, a transition allowance of 3 months of the official minimum wage/ Official Poverty Line (OPL) (whichever is greater) is paid in addition to any income loss compensation, as applicable.

If relocation sites with completed housing and full facilities are not available in time, the PAPs will be provided with transition arrangements, either in the form of adequate transition housing of a standard comparable to the lost housing or with a rental allowance permitting the rental of housing at such a standard and covering the entire transition period.

7.5 Income Restoration

7.5.1 Maintenance of access to means of livelihood

The Project EA will ensure that the business premises and residences of persons in the project area remain accessible, by either avoiding the obstruction of such access or by including special provisions for access in the technical design of subproject facilities. The relevant subproject RAP will elaborate on specific anticipated impacts and outline measures to ensure access.

7.5.2 Businesses

For the temporary loss of business income due to Resettlement or construction activities by the project, the owner of a business will receive cash compensation equal to the lost income during the period of business interruption up to 3 months, based on tax records or, in their absence, comparable rates from registered businesses of the same type with tax records. However, if tax-based lost incomes are unknown, then the official poverty line (inflation-adjusted) will become the minimum rate of compensation per family per month.

For permanent loss of business due to Resettlement without the possibility of establishing an alternative business or re-establishing the lost business at a new location, the owner will be compensated with (i) cash compensation equal to the lost income for 3 to 6 months, as a minimum or as agreed and will be determined by the business on a case by case basis, depending on the monthly income generated by the business. Cash compensation will be based on tax records or, in their absence, comparable rates from the registered business of the same type with tax records. If tax based lost incomes are unknown, then the official poverty line (inflation-adjusted) will become the minimum rate of compensation per family per month, and (ii) provision of re-training, job-placement, additional financial support in the form of grants and micro-credit for investments in equipment and buildings, as well as organizational and logistical support to establish the PAP in an alternative income generation activity. Coordination with relevant governmental and non-governmental programs will be sought.

7.5.3 Employment

The temporary loss of employment due to Resettlement or construction activities among all laid-off employees of affected businesses will be compensated through cash compensation equal to the lost wages during the period of employment interruption up to 3 months or as may be required under

Pakistan's labor law/policy and regulations/codes, the compensation for lost income from employment will be paid to the employer for 3 month (whichever is high) to enable him/her to fulfill applicable legal obligations to provide compensation payments to laid-off employees. An arrangement of payment disbursement between employer and laid-off employees would need to be documented, verified and made part of the RAP. If, however, tax-based lost incomes are unknown, then official poverty line (inflation-adjusted) will become the minimum rate for compensation per family per month. The prompt and full payment of compensation to the employees is to be verified by an authorized official of EA.

For the permanent loss of employment due to Resettlement with the possibility of re-employment in a similar sector and position in or near the area of lost employment, the laid-off employees will be (i) paid cash compensation equal to the lost wages for 3 months, based on tax records or registered wages, or, in their absence, comparable rates for employment of the same type, as may be required by Pakistan Labor Laws and regulations/ codes. The compensation for lost income from employment will be paid to the employer to enable him/her to fulfill applicable legal obligations to provide compensation payments to laid-off employees. An arrangement of payment disbursement between employer and laid-off employees would need to be documented, verified and made part of the RAP.

If, however, tax-based lost incomes are unknown, then the official poverty line (inflation-adjusted) will become the minimum rate of compensation per family per month. All possibilities will be explored to provide training, job placement, additional financial support (if required) in the form of grants and micro-credit for investments in equipment and buildings, as well as organizational and logistical support to establish the PAP in an alternative income generation activity through coordination and cooperation with relevant governmental and non-governmental programs. The prompt and full payment of compensation to the employees is to be verified by an authorized official by EA and an external monitoring agency (EMA).

7.6 Public services and facilities

Public services and facilities interrupted and/or displaced due to Resettlement will be fully restored and re-established at their original location or a relocation site. All compensation, relocation and rehabilitation provisions of this RF apply to public services and facilities. These include but are not limited to schools, health centers, parks, community centers, local government administration, water supply and graveyards.

7.7 Special provisions

7.7.1 Vulnerable PAPs

All vulnerable PAPs are entitled to livelihood restoration/improvement support in the form of cash and/or training, job placement, additional financial support in the form of grants and micro-credit for investments in business or re-employment related equipment and buildings, as well as organizational and logistical support to establish the PAP in an alternative income generation activity. Training and support in a viable and suitable income generation activity selected by the PAP is eligible for support, including in manufacturing or services.

To facilitate the process of training and establishment of a new income generation activity, a subsistence allowance of 3 months lost wages or official minimum wage (whichever is greater) is paid in addition to any income loss compensation and transition allowance, as applicable. Coordination and cooperation with relevant governmental and non-governmental programs will be sought. Moreover, all vulnerable PAPs receive preferential consideration in the selection of project-related employment, including civil works, as well as the operation and maintenance of the facilities constructed under the project. This provision will be reflected in the civil works contracts as well as the agreements between the project executing agency and the World Bank.

All vulnerable PAPs affected by the loss of land will be assisted with the identification and purchase or rental of a new plot and/or structure, as the case may be, as well as the administrative process of land transfer, including cadastral mapping and registration of their property titles. Assistance will also be provided with the preparation of compensation, relocation and rehabilitation agreements with the executing agency or authorized government agency.

All vulnerable PAPs affected by the loss of a structure will be assisted with the construction of a new structure or the identification and purchase or rental of a new structure, as the case may be. Further assistance will be given with the administrative process of registration of the new property, with the transition to the relocation site and with the preparation of compensation, relocation and rehabilitation agreements with the executing agency or authorized government

Temporary occupation of land at properties owned or occupied by vulnerable persons will be avoided and, if unavoidable, preferentially mitigated. Civil works at these sites will be completed as quickly as possible. For disabled and elderly persons' suitable access to their land and residences will be ensured.

7.7.2 Women

Women PAPs who are the titled or recognized owners of land and structures or whose livelihoods are directly affected will receive compensation and titles for replacement land and structures, as well as other entitlements, in their name. Any monetary compensation due to women will be disbursed to them directly.

7.7.3 Updating of RF

For unanticipated impacts identified during project implementation and not covered under the eligibility and entitlement provisions of this RF, new and additional eligibility and entitlement provisions will be determined following the safeguards requirements of ESS5 of World Bank's Involuntary Resettlement and the applicable legal framework of Pakistan. RF will be prepared, endorsed by the borrower and reviewed and cleared by World Bank before disclosure on the World Bank website.

Specific subproject RAPs will be updated with new eligibility and entitlement provisions on account of unidentified impacts and losses under any subproject as well. The Project affected persons concerned will be consulted.

The standards agreed and established for the eligibility and entitlement provisions of this RF shall be maintained and may be raised, but not lowered in this RF or any subproject RAP/s.

Table 3: Eligibility and Compensation / Entitlement Matrix

Type of Loss	Specification	Eligibility	Entitlements
1. LAND (Presently land acquisition is not involved, however In case of land is acquired for future unforeseen impacts, then the land compensation is addressed as under:)			
Impact on and land-based livelihoods	All land losses	All PAPs with land-based livelihoods affected	<ul style="list-style-type: none"> ➤ Preference is given to land-based resettlement strategies that include resettlement on public or private land acquired or purchased for resettlement with secure tenure. ➤ If the land is not the preferred option of PAPs, or sufficient land is not available at a reasonable price, non-land-based options built around opportunities for employment or self-employment will be provided in addition to cash compensation at full replacement costs for land and other assets lost which will be demonstrated after census and DMS. The following entitlements will apply if replacement land is not available or is not the preferred option of the PAPs:
Permanent impact on land	All land losses independently from impact severity	Owner (titleholder, or holder of traditional rights)	<ul style="list-style-type: none"> ➤ Cash compensation at full replacement cost (RC) including competitive market value plus 15% compulsory land acquisition surcharge if the land acquisition is inevitable, and applicable fees and taxes² and any other payment applicable ➤ If Board of Revenue/government standard rates (Deputy Commissioner Office rates) compensation falls below RC, the project will pay the differential ➤ Compensation assistance to the PAPs to restore affected income and livelihoods.
		Squatter, encroacher.	<ul style="list-style-type: none"> ➤ No compensation for land loss for informal settlers
			<ul style="list-style-type: none"> ➤ Income rehabilitation allowance in cash equal to the net value of annual production and other appropriate rehabilitation to be defined in the RAP based on project-specific situation and PAPs consultation.
Residential/commercial land	All land losses independently from impact severity	Titleholder, or holder of traditional rights	<ul style="list-style-type: none"> ➤ Cash compensation at full replacement cost (RC) including fair market value plus 15% compulsory acquisition surcharge all transaction costs, applicable fees and taxes and any other payment applicable ➤ If BoR compensation falls below RC, the project will pay the differential as resettlement assistance to the PAPs to restore affected livelihoods.
		Lessee, tenant	<ul style="list-style-type: none"> ➤ Cash refund/payment at the rate of lease or house rent for remaining lease period or house rent
		Renter/ leaseholder	<ul style="list-style-type: none"> ➤ Rent allowance in cash equivalent to 3 months' rent to be decided in consultation meetings with PAPs.
		Non-titled users without traditional rights (squatters)	<ul style="list-style-type: none"> ➤ No compensation for land loss ➤ Self-relocation allowance in cash equivalent to 3 months livelihood based on OPL, or as assessed based on income analysis. ➤ Where required, additional support is required ensuring the improved standard of living to be determined through the social impact assessment.
		Owner, lessee, tenant	<ul style="list-style-type: none"> ➤ Rental fee payment for the period of occupation of land, as mutually agreed by the parties
Temporary land occupation	Land temporarily required during civil works		<ul style="list-style-type: none"> ➤ Restoration of land to the original state ➤ Guarantee of access to land and structures located on the remaining land

² This includes registration fee and withholding tax as well as property tax etc.

Type of Loss	Specification	Eligibility	Entitlements
		Non-titled user	➤ Restoration of land to the original state
			➤ Guarantee of access to land and structures located on the remaining land
2. STRUCTURES			
Residential, commercial, public, community	Partial Loss of structure	Owner (including the non-titled land user)	➤ Cash compensation for affected structure (full or partial taking into account functioning viability of remaining portion of partially affected structure) at full replacement cost and repair of remaining structure at the market rate for materials, labour, transport and other incidental costs, without deduction of depreciation.
			➤ Right to salvage materials from the lost structure
			➤ For vulnerable households, provide legal and affordable access to adequate housing to improve their living standard to at least the provincial minimum standard ³
			➤ Any improvements made to a structure by a tenant will also be taken into account in the calculation of compensation at full replacement cost payable to the owner and any apportionment due to the tenant as agreed at consultation meetings.
		Lessee, tenant	➤ Cash refund at the rate of rental fee proportionate to the size of a lost part of structure and duration of remaining lease period already paid.
		➤ Any improvements made to a structure by a tenant will also be taken into account in the calculation of compensation at full replacement cost payable to the owner and any apportionment due to the tenant as agreed at consultation meetings.	
	Full loss of structure and relocation	Owner (including the non-titled land user)	➤ The PAPs may choose between the following alternatives: ➤ Compensation through the provision of a fully titled and registered replacement structure of comparable quality and value, including payment of all transaction costs, such as applicable fees and taxes, at a relocation site or a location agreeable to the PAPs. ➤ Any improvements made to a structure by a tenant will also be taken into account in the calculation of compensation at full replacement cost payable to the owner and any apportionment due to the tenant as agreed at consultation meetings. ➤ If the market value of the replacement structure is below that of the lost structure, cash compensation for the difference in value without deduction of depreciation. ➤ If the market value of the replacement structure is above that of the lost structure, no further deductions. or ➤ Cash compensation at full replacement cost, including all transaction costs, such as applicable fees and taxes, without deduction of depreciation for age, for self-relocation. In any case, AP has the right to salvage the affected structure.
		Lessee, tenant	➤ Cash refund at the rate of rental fee proportionate to the duration of the remaining lease period
	Moving of minor structures (fences, sheds, latrines etc.)	Owner, lessee, tenant	➤ The PAPs may choose between the following alternatives: ➤ Cash compensation for self-relocation of structure at market rate (labour, materials, transport and other

³ As per national law/policy and provision, and the government has already started a scheme of residing/housing for the poor and vulnerable.

Type of Loss	Specification	Eligibility	Entitlements
			incidental costs, as required, without deduction of depreciation for age)
			➤ Or
	Stalls, kiosks	Vendors (including titled and non-titled land users)	➤ Relocation of the structure by the Project. ➤ Allocation of alternative location comparable to lost location, and ➤ Cash compensation for self-relocation of stall/kiosk at market rate (labour, materials, transport and other incidental costs, as required, without deduction of depreciation for age)
Trees		Cultivator	➤ The compensation will be made at the replacement value (RV) of the trees. Fruit-bearing trees; if the tree is at or near fruit-bearing stage, the estimated current market values of the fruit produced for 3 seasons will be paid.
			➤ The project developer will re-plant the trees with a ratio of 1:5.
3. RESETTLEMENT & RELOCATION			
Relocation Assistance	All types of structures affected	All PAPs titled/untitled requiring to relocate as a result of losing land and structures	➤ The project will provide logistic or financial support to all eligible PAPs in the relocation of affected structures in case of self-relocation as acceptable by them and PMIU after due consultation and reviewing current market rates through price assessment ➤ If project-based relocation, PAPs will be provided with fully functional public services and facilities including school, health center, community center, electricity, water supply and sewage and irrigation facility with their long term operation and maintenance planned and agreed. ➤ The graveyard and shrine will be shifted/protected with the consent of religious persons, Affected Persons Committee/s (APC/s) and local people.
Security of tenure	Replacement land and structures	All PAPs and tenants need to relocate to project relocation sites.	➤ If PAPs are required to relocate to project relocation sites, they will be provided with secure tenure to the replacement land and structures.
Transport allowance	All types of structures requiring relocation	All PAPs and tenants required to relocate as a result of losing land and structures	➤ Compensation (in cash or kind as agreed with PAPs) to all eligible PAPs, squatters and encroachers. ➤ For residential and commercial structures the project developer will pay the amount depending upon the situation on the ground as per its value.
House rent	All types of structures requiring relocation	All PAPs and tenants required to relocate as a result of losing land and structures	➤ A lump sum amount, as agreed between the PAPs and project team, to assist the PAPs in renting a house for a negotiated period.
Transition allowance	All types of structures requiring relocation	All PAPs and tenants required to relocate	➤ On a case-to-case basis, a transitional allowance equal to 3 months of recorded income or equal to inflation-adjusted Official Poverty Line (OPL).
Arable, residential and	All types of structures	All PAPs titled/untitled	➤ Additional cash compensation of 15% as solarium over and above the BOR compensation price as compulsory land acquisition charges.

Type of Loss	Specification	Eligibility	Entitlements
commercial land and structures		losing land & structures	➤ Payment of any price differential or top-up based on replacement cost study.
4. INCOME RESTORATION			
Businesses	Temporary business loss due to Resettlement or construction activities by Project	Owner of business (registered, informal)	➤ Cash compensation is equal to lost income during the period of business interruption up to 3 months based on tax record or, in its absence, comparable rates from registered businesses of the same type with tax records, or at least inflation-adjusted OPL.
	Permanent business loss due to Resettlement without the possibility of establishing alternative business	Owner of business (registered, informal)	➤ Cash compensation equal to lost income for one 3 months based on tax record or, in its absence, comparable rates from registered businesses of the same type with tax records, or at least inflation-adjusted OPL ➤ And ➤ Provision of re-training, job-placement, additional financial grants and micro-credit for equipment and buildings, as well as organizational/logistical support to establish PAPs in alternative income generation activity
Employment	Temporary employment loss due to Resettlement or construction activities	All laid-off employees of affected businesses	➤ Cash compensation equal to lost wages during the period of employment interruption up to 3 months based on tax record or registered wage, or, in its absence, comparable rates for employment of the same type, or at least inflation-adjusted OPL. ➤ If required by Pakistan's labour laws and regulations/codes, the compensation will be paid to the employer to enable him/her to fulfill legal obligations to provide compensation payments to laid-off employees, to be verified by EA/relevant government officials.
	Permanent employment loss due to Resettlement without the possibility of re-employment in similar sector and position in or near the area of lost employment	All laid-off employees of affected businesses	➤ Cash compensation is equal to lost wages for 3-6 months, based on tax record or registered wage, or, in its absence, comparable rates for employment of the same type, or at least inflation-adjusted OPL. ➤ If required by the applicable labor code, compensation will be paid to the employer to enable him/her to fulfill legal obligations to provide severance payments to laid-off employees, to be verified by a government labor inspector
			➤ Provision of re-training, job-placement, additional financial grants and micro-credit for equipment and buildings, as well as organizational/logistical support to establish PAPs in alternative income generation activity
5. PUBLIC SERVICES AND FACILITIES			
Loss of public services and facilities	Schools, health centers, administrative services, infrastructure services, graveyards etc.	Service provider	➤ Full restoration at the original site or re-establishment at relocation site of lost public services and facilities, including replacement of related land and relocation of structures according to provisions under sections 1 and 2 of this entitlement matrix
6. SPECIAL PROVISIONS			
Vulnerable PAPs	Livelihood improvement	All vulnerable PAPs including	➤ Provision of training, job placement, additional financial grants and micro-credit for organizational/logistical

Type of Loss	Specification	Eligibility	Entitlements
		those below the poverty line, the landless, the elderly, women and children, and indigenous peoples	<p>support to establish PAPs in alternative income generation activity.</p> <ul style="list-style-type: none"> ➤ Subsistence allowance equal to 3 months of the official poverty line, and other appropriate rehabilitation to be defined in the RAPs based on income analysis and consultations with PAPs. ➤ Preferential selection for project- related employment.
	Loss of land	All vulnerable PAPs	<ul style="list-style-type: none"> ➤ Assistance in identification and purchase or rental of new plot
	Loss of structure	All vulnerable PAPs	<ul style="list-style-type: none"> ➤ Assistance with the administrative process of land transfer, property title, cadastral mapping and preparation of compensation agreements ➤ Assistance in the construction of the new structure ➤ Assistance in identification and purchase or rental of the new structure ➤ Assistance with the administrative process of registration of property and preparation of compensation agreements ➤ Assistance with transition to the relocation site
	Temporary land acquisition	All vulnerable PAPs	<ul style="list-style-type: none"> ➤ Preferential treatment to avoid or mitigate as quickly as possible ➤ Provision of access to land and residence suitable to disabled and elderly PAPs
Women	Loss of land and structures	Titled or recognized female owners of land and structures	<ul style="list-style-type: none"> ➤ Titling of replacement land and structures in female owner's name ➤ Cash compensation at full replacement cost paid directly to female owners
	Loss of livelihood	Female livelihood losers directly affected	<ul style="list-style-type: none"> ➤ Compensation paid directly to female livelihood loser
Updating of RF	Unanticipated impacts and negotiated changes to entitlements	All PAPs	<ul style="list-style-type: none"> ➤ To be determined following the Involuntary Resettlement requirements of the World Bank's ESS5 and local legal framework ➤ RF and specific subproject RAPs to be updated and disclosed on the World Bank website ➤ Standards of this RF not to be lowered

7.8 Provisions for Women PAPs

Acquisition of household assets can impact women disproportionately due to their fragile socio-economic status and it could be difficult for them to re-establish their socio-economic activities because of restricted mobility or illiteracy. Although the female household heads or the female having the title of the acquired assets are eligible and entitled to compensation and benefits for their lost assets similar to their male counterparts, they may need special attention because of lack of resources, educational qualifications, skills, and work experience. To safeguard women's needs and interests, the following measures will be considered during impact assessment, census of affected persons, designing rehabilitation/resettlement provisions and preparation of the RAP for each subproject under the GRADES.

- Gender segregated socio-economic baseline and impact inventory linked to the entitled PAPs will be developed and women shall be compensated for assets in their name, meanwhile identified female-headed households (if vulnerable) will be entitled to additional compensation as provided in the subproject RAP.
- During census and socio-economic assessment, meaningful consultations will be conducted with displaced women through focus group discussions and individual meetings to identify the concerns and mitigation required in resettlement planning, and accordingly the subproject RAP will detail the scope of resettlement impact on women and wherever required separate gender action plan will be developed.
- In case of compensation for household assets, efforts will be ensured to pay compensation in the joint accounts (if possible) and in case of provision of the replacement asset, i.e., residential unit at resettlement/relocation site, it will be ensured that the provided asset is transferred in the joint ownership of the male and female counterparts of the displaced households; and

A gender-sensitive grievance redress system with women's participation will be ensured to facilitate the aggrieved women (if any) to lodge complaints and get their concerns resolved.

8. ORGANIZATIONAL PROCEDURES FOR COMPENSATION AND R&R

8.1 Institutional Roles and Responsibilities

The following primary institutions will be involved in resettlement activities.

SED will be the responsible agency for the implementation of the project. SED will execute the project through PMIU. The project will be coordinated by a Project Steering Committee chaired by the Chairman Punjab Planning & Development Board. The Government of Punjab, with Bank support, created the Punjab Education Sector Reform Program (PESRP) through its PMIU to coordinate the overall reform effort in the education sector which reports to the same Steering Committee. Donor projects are implemented by an experienced PMIU which reports to the Secretary of the School SED.

The following institutional arrangement will have oversight or supportive functions limited to implementation of RAP and:

8.2 Project Monitoring & Implementation Unit (PMIU)

At the Project level, SED will exercise its functions through a PMIU. The PMIU will be responsible for the general project execution of the project and streamline the safeguards-related tasks of different subprojects headed by the PD. The PMIU is responsible to ensure compliance with the national as well as WB environmental and social safeguard requirements including preparation of RAPs and other management plans.

The Project Director (PD) will be responsible for implementing the safeguards instruments for all subprojects and for maintaining regular contact with the local community and authorities (Table 4).

For this Project, the PMIU was established to serve as a central unit for providing technical backstopping with regards to safeguards management for all subprojects and has the overall responsibility for planning, implementation, and supervision of safeguard functions described in this RF of the investment program.

The PMIU will keep a close liaison with the World Bank safeguards team to seek clarity and guidance on the safeguards requirements of the program and will oversee the supervisory consultants for the preparation of safeguard documents. PMIU will ensure the quality of safeguards documents prepared by the consultants and shall endorse all safeguards-related documents to World Bank for review, clearance and disclosure. The role of PMIU will include.

- Coordinate with the provincial governments, Planning & Development Department, Board of Revenue;
- Coordinate with the supervisory consultants and keep an oversight to facilitate them during impact assessment, census and socio-economic surveys and consultations with PAPs during RAP preparation. This is to ensure consistency of approach and avoid variation in information obtained and given and to address issues immediately as they arise on-site;
- Ensure that the RAP preparation consultants should in conformity with the RF provisions and the impacted assets be accurately assessed and linked to the respective PAPs.
- Coordinate with supervisory consultants, Board of Revenue and other line departments and SED to streamline resettlement planning activities
- Internally review the RF and RAPs (draft/updated), coordinate with World Bank in review and approval process, and ensure timely disclosure of approved RAPs on PMIU Website and translation of Summary RAPs in local language for disclosure to PAPs;
- Review of RAP implementation progress and ensure timely preparation of quality monitoring reports. The monitoring reports will be internally reviewed to ensure quality final reports are shared with World Bank for review and acceptance and shall ensure timely disclosure of approved monitoring reports on PMIU Website.

- Ensure timely disclosure of design and resettlement-related information to the PAPs which may include information on project alignment and design, ROW land acquisition process and publication of notices under LAA provisions by the LAC in a format and language easily understood by PAPs and at easily accessible places.

Table 4: Implementation Responsibilities

	Position	Responsibilities
1.	Programme Director (PD)	<ul style="list-style-type: none"> - PD will be overall responsible for ensuring the RF (and RAPs/ARAPs) compliance throughout the project - PD will ensure transparent and cost-effective implementation and monitoring of RF, RAPs, and ARAPs. - PD can engage other specialists and/or firms to carry out external monitoring if deemed necessary at any stage
2.	Social Development Specialist	<p>He/She will assist the Resettlement Specialist in all aspects of RAP implementation. He/She will also be responsible for social aspects/mitigation under ESMPs. Responsibilities will include:</p> <ul style="list-style-type: none"> - Participate in the screening of each subproject, preparation of ToRs for RAPs and ARAPs of each subproject, selecting consultants for RAP/ARAP preparation, reviewing draft RAPs and ARAPs particularly the baseline data, social/resettlement impacts; and approving final RAPs and ARAPs - supervising PSCMC for RAP/ARAP implementation, - Participate in monthly meetings to review the progress regarding RAP implementation as per the schedule given in this resettlement plan. - Participate in meaningful/ informed consultations participation with PAPs - Supervise the GRM functioning, facilitate resolution of grievances. - Supervise RAP/ARAP monitoring activities - Carry out capacity building and training on the resettlement process.
3.	Communication Specialist	<p>The Communication Specialist will be overall responsible for the project's communication and outreach activities. The key responsibilities will include:</p> <ul style="list-style-type: none"> - Preparation and translation of RAPs into local languages of relevant and clear information and dissemination material; - Distribution of easily understood information to all PAPs; - Communication through locally relevant channels; - Liaison with relevant local government departments and other agencies; and - Participate in NGO meetings to inform them about the work and explore possible areas of synergy with the community level work
4.	Gender Specialist	<p>The key responsibilities will include:</p> <ul style="list-style-type: none"> - Collection of gender-disaggregated socio-economic baseline information for each sub-project. - Explore ways in which women participate in decisions related to the sub-project designing, implementation and monitoring and resettlement planning - Undertaking consultation with the female community members in the sub-project areas. - To establish measurable gender-related targets and indicators for sub-projects - To design, capacity building, education and training in a gender-sensitive manner - To ensure that gender issues are integrated into RAPs and ESMPs - Ensure that women-headed households have received their compensation payment including the support assistance (through allowance) - Establish a method for gender-focused and disaggregated monitoring and evaluation of the sub-projects
5.	Project Supervision Consultants	<ul style="list-style-type: none"> - Assist the PMIU in project screening in terms of involuntary resettlement; - Implement the RAPs or ARAPs of each subproject - Updating the census of PAPs linked with subproject impacts by type, category and severance and preparing the compensation packages on an individual basis;

	Position	Responsibilities
		<ul style="list-style-type: none"> - Distribute the notices to the entitled PAPs regarding their payment of compensation - Provide proper guidance to PAPs for the submission of their requests for compensation as per eligibility and entitlement - Facilitate the PAPs in compensation payment through the completion of the necessary documentation to receive their entitled payments like payment vouchers, the opening of bank account and formation of CNIC, etc.; - Facilitate the PAPs in terms of resolving the legal and administrative impediments for the compensation payment; - Help the PAPs to put their complaints (if any) in front of GRCs; - Conduct the community consultation and disclosure process throughout the project cycle; - Assist PMIU in the preparation of progress reports for the project.
6.	Monitoring & Evaluation Consultants	<ul style="list-style-type: none"> - Monitor and assess the RAP/ARAP preparation as per the approved RF; - Monitor and assess the RAP/ARAP implementation as per the approved RAP/ARAP and RF; - Monitor and assess the placement of funds at District Collector and PMIU for land acquisition and resettlement (where relevant) - Monitor and assess the disbursement of compensation payments to PAPs. - Monitor and assess the implementation of livelihood restoration measures - Monitor the consultations with PAPs for information disclosure; - Monitor and assess the process of PAP identification for compensation; - Review the institutional setup for the RAP preparation and implementation - Monitor and assess the level of public awareness on RAP policy and provisions - Review the grievance redress mechanism in terms of complaint registration, resolution and level of PAPs satisfaction; and - Identification of issue for non-compliance followed by the proposed mitigation measures - Prepare the monthly progress report and quarterly monitoring report - Issuance of certificate of complete RAP implementation for the commencement of civil work to the contractor.

8.3 Environment and Social Cell (ESC)

A dedicated ESC will be nested in PMIU. PMIU has recruited a full-time Environmental Management Specialist (EMS) and Social Development Specialist (SDS) with the relevant experience of handling social safeguards issues for planning, implementation and monitoring subprojects. The Team will also be responsible for grievance redress and organizing training programs on social management aspects and the successful implementation of the RF activities

To achieve this, the role and responsibilities of the ESC will be as follows.

- Screens proposals/studies for the subprojects related to safeguards issues in compliance with safeguards requirements specified in this RF
- Maintains records of all proposals and screening decisions.
- Ensure that the supervisory consultants will implement the TOR consistently, particularly for safeguards mainstreaming in terms of process and outputs;
- Provide general oversight of activities with resettlement impacts to ensure compliance with this RF;
- Help PMIU in relocated PAPs and ensure compensation payment promptly;
- Function as grievance redress office on resettlement-related matters/concerns raised by the PAPs during RAP preparation or the complaints forwarded by the project GRC or by the PAPs unsatisfied with the decision of the project GRC. The complaints will be registered and acknowledged to PAPs and addressed after investigating the facts and hearing the complainants.

- Facilitate information dissemination and consultation with PAPs including men, women and vulnerable groups in subproject towns on all matters affecting PAPs to ensure compliance with the requirements of the RF, World Bank's ESF and GoPb policies.
- Keep the social management framework updated, based on the project's operational experience.

8.4 Grievance Redress Mechanism

The Grievance Redress Mechanism (GRM) has proposed for all subprojects to address grievances arising from social and environmental impacts. The GRM has one tier at the subproject level and another at PMIU level, enabling immediate local responses to grievances. The formation of GRC and its functions will be commensurate with subproject needs and requirements and will be elaborated in each subproject RAP. Further details of the GRM are provided in the relative section.

8.5 Supervisory Consultants

Environment and Social (E&S) supervisory consultants having adequate human resources for project implementation will be engaged. Supervisory consultants will also assist the IA in planning and preparation for E&S management, and implementation and monitoring of the project RF. The Supervisory consultants will mobilize a team of qualified Social Development Specialist with experienced enumerators and surveyors for impact assessment, census, SES surveys and conducting meaningful consultations during the project design stage who will facilitate the PMIU in updating the RF (if required) or draft RAPs prepared based on feasibility level design for subprojects. Overall social management responsibilities of the ESC include:

- Undertake the screening of each subproject and identify main social impacts and prepare project descriptions;
- Undertake adequate consultations with affected people and other stakeholders of the subproject area to identify baseline conditions and impacts;
- Ensure timely disclosure of information to all PAPs about project design alignment, land acquisition notifications issued by the LAC and facilitate information dissemination and consultation with PAPs on all matters and disclosure of RAP provisions and information about the GRM and compensation payment mechanism;
- Monitor day to implementation progress and prepare monthly progress reports and periodic social monitoring reports including consolidated progress of RAP implementation and social management achieved during monitoring period;
- Provide technical assistance in orientation and training to the line departments and contractors, and advice on appropriate modifications to improve their effectiveness; and
- Assist PMIU in preparing bi-annual subproject reports on the RF implementation, to be submitted to the Steering Committee and the World Bank.

8.6 Independent Monitoring Agency (IMA)

PMIU will hire an agency or an individual expert (with the team) to conduct independent monitoring and evaluation (the IMA) for the implementation of RAP. The IMA shall review the implementation progress throughout the RAP implementation and evaluate the level of achievement of RAP objectives, identify gaps, if any, and propose remedial measures for implementation. The IMA shall be a firm hired either for all Projects under the investment or for individual subprojects.

9. IMPLEMENTATION OF CIVIL WORKS

Compensation payments for affected assets and resettlement of households must be completed as a condition for clearing of public land before the commencement of the civil works under the project.

PAPs must confirm that resettlement plans contain acceptable measures that link resettlement activity to civil works, in compliance with this document. Timing and coordination of civil works shall ensure that no affected persons will be displaced either economically or physically due to civil works activity, before compensation is paid and before any project activity can begin.

The following are key considerations regarding linking resettlement implementation to civil works:

- RAPs need to be cleared by the Bank and disclosed before issuing bids for associated construction works
- Civil works shall commence only after implementation of RAPs and the PMIU taking over the sites after compensation payment for lost land, assets and receiving relocation support.

10. GRIEVANCE REDRESS MECHANISM

This section lays out the existing grievance redress mechanisms (GRM) in place in PMIU for project implementation, in addition to delineating proposed GRM procedures for the project itself. As per World Bank requirements, GRM systems are an integral component of the project administration. Paragraph 26 of ESS 10. The Borrower will respond to concerns and grievances of project-affected parties related to the environmental and social performance of the project promptly. For this purpose, the Borrower will propose and implement a grievance mechanism to receive and facilitate resolution of such concerns and grievances.”

10.1 Existing Mechanisms

Grievance redress mechanisms are now a fundamental element in all service delivery departments of the GoPb. In the case of GRADES, the PMIU Web Portal where citizens can log in suggestions and complaints on all school-related issues. Complaints are automatically forwarded to the concerned Deputy Director for appropriate remedial actions. Citizens can file or even handwritten text files in support of their complaints. The portal also enables the PMIU to communicate directly with citizens to make routine and urgent announcements.

Under this system the citizens can complain about three methods:

- Citizens can call on dedicated number 042-99260124-25
- Citizens can also walk project civil works locations, and complain by filling out a form or in the grievance register.
- The complaints can also be lodged through the online portal, where basic information like the nature of complaints, departments, CNICs and phone number is required to complain www.pesrp.edu.pk

Once a complaint is recorded in the system, they are all logged into a central database. The complaints from the central database are then sent to the relevant departments and officials, and the status of the complaint is monitored through the system.

10.2 GRM System

As a first step, an online complaint registration system will be set up for the project, which will also link with the PESRP-PMIU. Thus, it will pick up relevant complaints from the Portal, as well as complaints registered on it directly. Complaint registration will be structured such that complaints can be entered directly on the website (in English or Urdu); can be posted to a designated address as letters or written messages, or can be narrated to operators on a helpline. All complaints, however, made, will be consolidated into a database daily, and separated by location as well as subject.

As a second step, grievances/complaints will be screened and classified into three categories by order of priority, with those requiring instant action being classified as a high priority. A set of criteria will be made to determine what sort of grievances/complaints fall into which category. All registered grievances/complaints will be acknowledged through a text message or phone call. If no telephone number is supplied by the complainant, he or she will be asked through a letter to check back with the PMIU. This acknowledgment will be issued within one day of receipt of the grievance/complaint. Each complainant will be given an estimated timeframe for the resolution of the grievance/complaint.

Grievances will be investigated and resolved within the timeframe specified, which will not be longer than ten days. If resolution demands longer than this timeframe, the complainant will be informed and will be contacted by staff from the PMIU to explain the details of the issue. Grievances that require the cooperation of several departments, or which are otherwise complicated, will be referred to the GRC will specify how the resolution is to take place.

Records of all grievances/complaints will be maintained in a database, including details of actions taken to resolve the issue, and dates on which resolution was affected. After action to solve grievances, the complainants will be informed of the outcome. Two days after the action is closed

and complainants informed, they will be contacted again to ensure that they are satisfied with the work done. The system will include a system for Appeals. If a complainant remains unsatisfied, he/she will be able to lodge an appeal, which will be escalated to the Head of the GRC or the Director.

11. ARRANGEMENT OF RESETTLEMENT FUNDING

11.1 Preparation of Cost Estimates

World Bank ESS5 provisions under this RF require that no physical or economic displacement for subproject construction will occur until (i) the RAPs prepared in line with the RF have been implemented and compensation and any other entitlements, in line with the RF and specified in the RAPs, has been provided to PAPs; and, if required (ii) a comprehensive income and livelihood rehabilitation program, supported by an adequate budget, is in place to help PAPs improve, or at least restore, their incomes and livelihoods.

Ensuring that compensation and associated resettlement activities are provided in advance of development works requires a degree of certainty around sources of funding and mechanisms for ensuring the efficient flow of funding. The procedures spelled out in this section offer guidance to ensure compliance with the World Bank's ESF. This RF offers guidance to ensure that resettlement plans associated with projects include the preparation of budgets and work plans that comply with ESS5. This RF does not make provision for compensation or resettlement associated with land acquired by private interests for private purposes, which is not the project's requirement.

In case the RAP implementation would delay by more than one year, the unit costs will be updated to include the annual inflation rate.

11.2 Flow of funds

The allocation and provision of the financial resource is responsibility of the IA for effective management of project resettlement requirements including clearance of public land specified for civil works/construction free from encumbrances, the establishment of relocation/resettlement sites, payment of compensation for acquired assets, entitled relocation and resettlement costs and implementation of income restoration measures etc. Hence, compensation, assistance, relocation and rehabilitation of income and livelihood will be considered as an integral component of project costs and will be accordingly estimated and included in the project documents to ensure adequate funds are made available.

Funds for structure compensation and resettlement will be budgeted for in advance of the commencement of project works. A budget to cover associated compensation for lost assets and resettlement of PAPs will come from PMIU. The IA will fund resettlement costs through the establishment of a compensation fund. This fund will be established in advance of the project activities. Where appropriate, these costs will be identified as part of an environmental and social impact assessment prepared in advance of development approval. A project involuntary resettlement budget will be prepared to include a component for the cost of compensation of lost assets to be acquired from PAPs. Consistent with procedures laid out in RF, the budget shall include compensation for loss of residential structures and the budget for implementation of resettlement activities shall be the responsibility of PMIU and in consultation with PAPs.

11.3 Contingency arrangement

The resettlement costs will be precisely assessed and reflected in the itemized RAP budget including compensation costs for construction of adequate housing and applicable relocation, resettlement and income restoration costs as well as administrative costs including costs for RAP implementation institutional arrangement, monitoring and evaluation and the sufficient contingencies allocation for unforeseen expenses. Any unanticipated losses that would occur during the projects' implementation will be documented, impacts will be assessed and an addendum to the RAPs will be prepared to systematically compensate the losses. The addendums including budgetary provisions will be reviewed and cleared by the World Bank.

11.4 RAP Implementation Schedule and Commencement of Works

The RAP preparation and implementation schedule will vary stage wise based on the readiness level of subproject design and resettlement requirements (Outline of a Resettlement Action Plan are presented in Annexure-II). In terms of resettlement planning, the project implementation will consist of the three major phases, namely project preparation, clearance of ROW and final/updated RAPs preparation and implementation of RAPs, i.e., relocation of PAPs to resettlement sites, full payment of compensation for cleared assets and entitled resettlement and rehabilitation cost to PAPs with income restoration measure in place. In line with the principles laid down in this RF, IA will prepare a detailed implementation schedule as an integral part of each RAP indicating the sequence and timeframe of activities for acquisition of land, preparation of draft and implementation ready RAPs for each subproject under different phases and RAP implementation timelines synchronized with the construction schedule for each subproject.

The commencement of civil works for any subproject or any of its sections with resettlement impacts will be conditional upon full implementation of the PMIU endorsed and World Bank cleared RAPs, which will be spelled out in the project/ loan covenants to ensure ESS5 requirements are fully complied with.

A detailed implementation schedule will be prepared for each RAP indicating the sequence and time frame of activities, including (i) clearance of the sites; (ii) release of funds to the acquiring agency; (iii) disbursement of compensation for various categories of assets and income losses; (iv) relocation and livelihood restoration/substitution measures; (v) demolition of structures and transfer of public land free from encumbrances; and (vi) grievance redress and monitoring & evaluation (M&E).

The step-wise procedure for the implementation of the present RF is described in Table 5 below:

Table 5: Implementation Procedure

	Description	Responsibility	Timings
Step 1	Screening of each subproject for resettlement impacts	PMIU	As soon as a subproject is identified.
Step 2	Determining the appropriate safeguard instrument (RAP or ARAP) to be prepared	PMIU	Once the subproject design is in the advanced stage
Step 3	Preparation of ToRs for RAP or ARAP	PMIU	Once the subproject design is finalized
Step 4	Engaging consultants for the preparation of RAP or ARAP	PMIU	After the approval of the subproject
Step 5	Preparation RAP or ARAP (activities involved: initial survey of the subproject area; assessing the resettlement impacts; identification of PAPs; census survey; valuation of assets/livelihoods to be impacted; determination of compensation for each PAP; estimation of total resettlement budget; consultations with stakeholders particularly PAPs; and compilation of draft RAP/ARAP).	RAP/ARAP consultants	After contract award for ARP/ARAP preparation
Step 6	Review of draft RAP or ARAP	PMIU	Within one week of the availability of draft RAP or ARAP
Step 7	Finalization of RAP or ARAP	RAP/ARAP consultants	Within one week of comments provided by PMIU
Step 8	Approval of RAP or ARAP	PMIU	Within one week of receiving the final document.

	Description	Responsibility	Timings
Step 9	RAP or ARAP implementation (steps involved: confirmation of PAPs and the associated resettlement impacts; finalization of compensation amount; completing documentation requirements for making the payments; payment of compensation; addressing and resolving grievances; continued consultations and liaison with PAPs and other key stakeholders; complete documentation and reporting)	PSC	Before the physical implementation of the subproject
Step 10	Land clearance and issuance of certificate for civil works commencement	PMIU and PSC	After RAP implementation
Step 11	Consultation with PAPs and other stakeholders	PMIU and PSC	Throughout the project duration
Step 12	Engaging M&EC	PMIU	Before implementation of first RAP/ARAP
Step 13	Monitoring of RPA/ARAP implementation	M&EC	During RAP/ARAP implementation
Step 14	Third-Party Monitoring (TPM)	TPM Consultants	On six monthly basis
Step 15	Evaluation of post-project impacts on PAPs	M&EC	Three months after implementation of each subproject.
Step 16	RF Completion Report	PMIU	Within three months of implementation of last RAP or ARAP.

12. STAKEHOLDERS CONSULTATION

12.1 Consultation with Key Stakeholders

Consultations have been conducted with the stakeholders, during the process of updating this RF, to solicit their views, identify their needs and preferences for compensation and rehabilitation measures and relocation. As the project proceeds and if COVID-19 restrictions continue, the reliance on communication through meeting apps and mobile phones, and the dissemination of information through electronic and social media will be continued. If required, face-to-face community interaction will be conducted in small groups in suitable locations (allowing for light, air, and for participants to sit a reasonable distance apart). In densely populated communities where following physical distancing SOPs may be difficult to follow, FGDs will be discarded in favor of key informant interviews. As COVID restrictions are relaxed, some forms of electronic communication will be replaced in communities with face-to-face contact through social organizers or community-based workers, and workshops or roundtables/people's assemblies will be organized.

Meaningful consultations will be carried out particularly with PAPs, communities and other key stakeholders during preparation and implementation of RAP of each subproject to solicit their views, identify their needs and preferences for compensation and rehabilitation measures and relocation. The nature and timing of these consultations will vary depending upon the implementation stage of the project. Subproject-specific stakeholders will be identified through the initial social assessment of each subproject. Stakeholder consultations and information dissemination will be carried out over the preparation of the subproject through community meetings, focus group discussions and interviews of key informants so that they can share their views and recommendations for the subproject preparation and implementation. These recommendations will be included in the subproject RAP and with the description of actions defined to address them.

The ESC team will retain a close liaison with the PAPs and other stakeholders. The PAP and other stakeholders will be informed of their rights, eligibility, compensation entitlements, payment procedures and requirements. The project-based grievance redress system with grievance handling mechanism will be explained and the PAPs will be kept informed during the resolution of grievances. The information related to the land acquisition process and status, processing of claims, payment of compensation timelines for acquired assets and delivery of resettlement, rehabilitation and income restoration costs/measures will be provided repeatedly.

The consultation meetings with all stakeholders will be recorded and documented comprehensively, including signed attendance lists, photographs and minutes of the key issues addressed and agreements reached observations made in the field, and outstanding issues in need of being addressed. The consultations will be documented in the RAP with consultation records appended. This information will be updated for each RAP update and will also be continued in the LAR monitoring reports.

12.2 Concerns/Feedback

During the consultations, participants were briefed on the proposed GRADES project and its various elements as well as activities, its need and objectives, and its potential/likely impacts on the headteachers, teachers, PST and local community. Subsequently, their concerns and comments regarding the proposed project were recorded to identify appropriate alternatives and mitigation measures. Details of these consultations are presented in Table 6.

Table 6: Community Consultations for Proposed GRADES Project

Concerns/Feedback	Redress Strategy
Expansion of School facilities involving new construction of class rooms, boundary wall and toilet in already existing school. New building structure should be constructed in "L" shape.	SED/PMIU needs to get involved in order to facilitate and expedite the process of building construction, where necessary. This will be taken into consideration in the construction guideline.

Concerns/Feedback	Redress Strategy
Refurbishment / renovation of school building, earthen made playground, and WASH facilities. These are important to improve the participation of girls and boys in schools.	A sustainable approach and recurrent fund allocation for maintenance is required.
Lack of a plan at school level leading to environmental and social compliance issues such as inappropriate, building shape / structure, positioning of toilets and septic pits leading to water and soil pollution.	Ensure a robust master plan is in place before any development activity is commenced in any school.
Lack of good housekeeping practices at school sites. Liquid and solid wastes generated by students and staff members dump haphazardly-no effective waste management.	An adequate and effective liquid as well as solid waste management practices should be introduced/ followed.
Water quality is deteriorated and safe water supply is a challenge for most of the schools in Punjab in general, and particularly schools located in the underground brackish water zones in southern Punjab. Students and teachers are facing health risks due to contaminated water supplies in schools.	Ensure the availability of safe drinking water by installing water filtration system.
Need Solar Panel facility in most of the school due to load shedding in summer season.	Facilitate will be considered under this project.
Projector, Multimedia and LEDs should be provided which is useful in the improvement of learning and training sessions for student and teachers.	Facilitate will be considered under this project.
Health and safety related impacts will impose on communities, school children, staff and surrounding environment during construction phase of school building/structure.	Ensure health and safety related mitigation measures should be taken during all project phases. The risks will be mitigated by incorporating suitable provision in contract documents and subproject design.
During disposal and recycling of the existing obsolete e-waste. Some of the environmental and health and safety issues associated.	Ensure environmental, health and safety related mitigation measures should be taken during recycling and disposal of e-waste. SOPs and administrative measures should implement.
First Aid facility unavailable in some of schools. Need adequate facility.	Facilitate will be considered under this project.
Especially Girls are in home after completing their primary school. In some areas need school up gradation.	Facilitate and expedite the process of up gradation of school, where necessary.
Furniture facility provided as per students strength	School furniture facilitate will be considered under this project.

12.3 Consultation Meetings with Departments (Institutional Consultations)

In addition to the community consultations discussed in Section above, the institutional consultations were carried out with related departments. The feedback of these consultation meetings is summarized in Table 7.

Table 7: Institutional Consultations

Concerns/Feedback	Redress Strategy
Building more classrooms, increase access to water, sanitation and hygiene (WASH) facility, rural community education identified as key concerns. Somewhere school boundary wall and sanitary situation is meagre.	Extensive consultations have been carried out with the districts wise CEOs, DEOs, AEOs and head teachers. RF will be implemented in a participatory manner involving all stakeholders. Liaison will be maintained with all relevant stakeholders and departments during RF implementation as needed.

Concerns/Feedback	Redress Strategy
Budgetary Provisions/allocation is not ground reality based in all district of the Punjab. NSB Budget is only for paying to temporary teachers. More budgetary requirements are felt especially in care of any pandemic like COVID-19, dengue, etc. No rapid response from head offices in emergency situation.	Provision of budget in response to emergency and pandemic situation should add in project at school level. Develop and mitigation measure include in the Emergency Response Plan.
Overall situation reflect the shortage of teachers. Single teacher schools exist in rural areas of Punjab. Recruitment of Quran education teacher is not yet hired yet.	New and trained teacher staff should recruit in this project.
3-5% permanent drop outs in 5th class due to early marriages in village areas especially.	Awareness session about education importance and early age marriages complication should be held.
Schools information system (SIS) and IT related teacher training need more mandatory considerations.	This will be taken care-off during the project implementation.

12.4 Consultations and Communication Guidelines

In accordance with World Bank Guidelines & E&SF, the consultations were carried out keeping in view the following major objectives:

- Sharing of information with stakeholders on the GRADES project activities and provide key project information to the stakeholders, and to solicit their views on the project and its potential or perceived social and environmental impacts;
- Identification of likely social and environmental impacts,
- Developing and maintaining communication links between the project proponents (SED) and stakeholders;
- Ascertaining the most acceptable solutions and mitigation measures for possible issues that could arise during the implementation of RF.
- Possible Redress of specific issues associated with the implementation of RF.
- Understanding the stakeholders' concerns regarding various aspects of the project, including the existing situation, construction works and the potential social and environmental impacts of the construction-related activities and operation of the project;
- Receiving feedback on social and environmental impacts and verifying their significance;
- Ensuring that views and concerns of the stakeholders are incorporated into the GRADES project design and implementation as much as possible with the objectives of reducing or offsetting negative impacts and enhancing benefits of the proposed project.
- Managing expectations and misconceptions related to the project;
- Interaction with the stakeholders, teachers and local community for the collection of primary and secondary data on social and environmental;
- Engaging stakeholders for maximization of the project benefits.

Stakeholder engagement plays a vital role in studying project effects and their successful mitigation. This provides an opportunity for the stakeholders to share their views associated with the project and propose possible solutions. Stakeholder engagement is an essential element of RF preparation, leading to a better and more acceptable RF implementation.

12.5 Community Engagement and Stakeholders Participation

12.5.1 Consultations with Government Officials

A total of 12 stakeholders' consultations were carried out with the district and tehsil level officials to ensure their participation and cooperation while preparing the RF but also during the project implementation. Lists of consultations with these officials are given in Table 8. The pictorial presentation of officials' consultation events is provided at the end of this RF (Annexure III).

Table 8: Consultations with Government Officials

SC #.	Date	Location/ Venue	No. of Participants
1	22-Dec-2021	Office of the Chief Executive Officer, District Kasur	4
2	23-Dec-2021	Office of the Chief Executive Officer, District Gujranwala	4
3	23-Dec-2021	Office of the Executive District Officer(EDO), District Narowal	1
4	24-Dec-2021	Office of the Chief Executive Officer, District Sheikhpura	6
5	27-Dec-2021	Office of the Assistant Director (Education), District Nankana Shahib	3
6	28-Dec-2021	Office of the Chief Executive Officer, District Faisalabad	3
7	28-Dec-2021	Office of the Chief Executive Officer, District Sargodha	4
8	28-Dec-2021	Office of the Chief Executive Officer, District Rawalpindi	6
9	29-Dec-2021	Office of the Chief Executive Officer, District Jehlum	2
10	30-Dec-2021	Office of the Punjab Education Foundation, District Lahore	5
11	30-Dec-2021	Office of the Punjab Examination Commission, District Lahore	6
12	30-Dec-2021	Office of the Quaid-e-Azam Academy for Education Development, District Lahore.	8

12.5.2 Consultations with Teachers and local Community

The study team conducted a series of 27 consultations/FGDs covering 73 participants. These consultations were carried out in different districts belonging to province Punjab (see Table 9) for a summary; details including dates, venues and number of participants. The pictorial presentation of consultation events is provided at the end of the RF (Annexure III).

Table 9: Consultations with the Teachers/ Local Communities

PC #.	Date	Location/ Venue	No. of Participants
1	23-Dec-2021	GPS (Boys) Siran Wali, Tehsil Daska , District Sialkot, Province Punjab	5
2	23-Dec-2021	GMPS (Girls) Marhana, Tehsil Daska ,District Sialkot	5
3	23-Dec-2021	GPS Satuwal, Tehsil Shakargher, District Narowal	2
4	23-Dec-2021	GGPS Mandran Wala, Tehsil Narowal, District Narowal	2
5	23-Dec-2021	GPS Manshi Wala No.2, Tehsil Jalalpur Pirwala, District Multan	2
6	23-Dec-2021	GPS Kalar Wala, Tehsil Tunsia, District D.G. Khan	1
7	23-Dec-2021	GPS Basti Nau Dakhli , Tehsil Saddar, District Multan	1
8	23-Dec-2021	GGPS Jungle Bhera No.1, Tehsil Multan City, District Multan	8
9	24-Dec-2021	GGPS Bakhari Taunsa, Tehsil Taunsa Shrif , District D.G Khan	5
10	24-Dec-2021	GPS Sheikh Jivenda, Tehsil Taunsa Shrif , District D.G. Khan	5
11	24-Dec-2021	GPS Kareem Abad, Tehsil & District D.G. Khan	2
12	24-Dec-2021	GPS Basti Bhai, Tehsil & District D.G. Khan	1
13	25-Dec-2021	GPS Basti Wadera Abdul Razzaq, Tehsil Rojan, District Rajanpur	4
14	25-Dec-2021	GPS Basti Bhora, Tehsil Rojan, District Rajanpur	2
15	25-Dec-2021	GPS Thairi, Tehsil & District Rajanpur	2

PC #.	Date	Location/ Venue	No. of Participants
16	25-Dec-2021	GPS Muhammad Horra, Tehsil Jampur, District Rajanpur	2
17	25-Dec-2021	GPS Sadiq Abad, Tehsil Jampur, District Rajanpur	2
18	25-Dec-2021	GPS Haji Abad, Tehsil Jampur, District Rajanpur	2
19	25-Dec-2021	GPS Chak Chhina, Tehsil Jampur, District Rajanpur	2
20	27-Dec-2021	GPS Abdul Rehman, Tehsil Khanpur, District Rahim Yar Khan	2
21	27-Dec-2021	GPS Ghaleeja, Tehsil Khanpur, District Rahim Yar Khan	3
22	27-Dec-2021	GPS Ahmed Yar, Tehsil Khanpur, District Rahim Yar Khan	4
23	27-Dec-2021	GPS Kolyaran, Tehsil Khanpur, District Rahim Yar Khan	4
24	27-Dec-2021	GPS Ghulam Mustafa Lolai, Tehsil Khanpur, District Rahim Yar Khan	3
25	27-Dec-2021	GGPS School Mian Irshad Ahmed ,Tehsil Khanpur, District Rahim Yar Khan	1
26	27-Dec-2021	GPS Ghulam Sarwar Shah, Tehsil Khanpur, District Rahim Yar Khan	1
27	27-Dec-2021	GPS Abdul Ghani Lar, Tehsil Khanpur, District Rahim Yar Khan	1
		Total	73

12.6 Consultations Framework during Project Implementation

The PMIU will be responsible for managing and conducting meaningful consultation with directly affected persons and other affected groups throughout the project lifecycle. The most commonly used approaches to the consultation including information sharing and engagement with stakeholders are outlined as follows:

- Wider community consultations include a broad representation of the communities through mass public meetings;
- One-to-one consultations with the people that will be directly affected by the Project;
- Targeted stakeholders' consultations include specific groups of affected persons such as PAPs losing agricultural land, communities losing common lands and forest trees under customary rights, communities losing access, etc.
- Workshops including representatives of local authorities and representatives of the affected persons and communities;
- Focus group discussions including representatives of local authorities, communities, women's groups, youth groups, and any other third parties to discuss specific project-related issues and gather participants' opinions, suggestions and concerns;
- Key informant interviews are conducted mostly during the project preparation phase to generate information and ideas about the Project. The key informants may include community leaders, public representatives, heads of the AHs, women heads of the AHs, community organizations, NGO, officials of relevant institutions, experts from academia and civil society;
- Face-to-face meetings with the PAPs will be held to clarify confidential information on the compensation amount, particular entitlements related to the PAPs affected lands and other assets, complaints or concerns related to the project, as needed;

Consultation proceedings will be properly documented. The essential documents will include: date, location, a list of the key issues raised by the participants, agreed actions, photographic records, and list(s) of participants. The minutes of the consultations, together with scanned sign-in sheets of the participants will be included in the monthly and quarterly reports and the RAPs. The data should be disaggregated by gender, with the key information recorded at the top of the minutes, stating the number of participants, the number of men, and the number of female participants. A stand-alone Stakeholder Engagement Plan (SEP) has been prepared for providing details on stakeholder consultations.

12.7 RAP Disclosure and Dissemination

The RF for GRADES and RAPs prepared for each subproject to be implemented under the Project and periodic social monitoring reports prepared will be subject to disclosure. This preliminary RF will be disclosed on World Bank and PMIU websites before the appraisal of the project, and the updated RF will be disclosed on the Bank and IA websites within 60 days of project effectiveness. Any subsequent subproject RAPs will also be disclosed on the IA and Bank websites before the implementation of the RAPs. RF and RAPs will also be made available to PAPs and other stakeholders by placing the copies at accessible including the relevant PMIU and District and Town offices along the Project corridor.

PMIU will prepare an Information Brochure in Urdu Language including summary information on the key aspects of the resettlement process of a subproject including but not limited to subproject summary and social impacts, grievance redress mechanism with institutional set-up, general eligibility and entitlement provisions. Such brochures will be disseminated to the PAPs during the preparation and updating of the RAPs. In addition, the cut-off date and other information on relevant issues will be disclosed to PAPs and other stakeholders in the project area through leaflets in Urdu made available at project and relevant government offices. For illiterate people, other suitable communication methods will be used.

13. MONITORING AND EVALUATION

13.1 Overview

The major objectives of monitoring and evaluation are to (i) ascertain whether activities are progressing as per the schedule and the specified timelines are being met; (ii) assess if compensation, rehabilitation measures are sufficient; (iii) identify problems or potential issues; (iv) identify methods and corrective actions to rapidly mitigate any problems and (v) ensure that RAP objectives are met with and the standards of living of PAPs are restored or improved; (vi) collect gender-disaggregated information to monitor the day-to-day resettlement activities of the project through the following (a) Review of project information for all PAPs; (b) Consultation and informal interviews with PAPs; (c) Key informant interviews; and, (d) Community public meetings.

The resettlement tasks will be monitored internally and externally. The PMIU will provide World Bank with an effective basis for assessing resettlement progress and identifying potential difficulties and problems related to the scope and the subproject's risks and impacts.

13.2 Internal Monitoring

Internal monitoring will be the responsibility of the ESC of the PMIU. The internal monitoring will include the following: (i) Administrative monitoring: daily planning, implementation, feedback and troubleshooting, individual displaced person database maintenance, and progress reports; (ii) Socio-economic monitoring: case studies, using baseline information for comparing affected persons' socio-economic conditions, evacuation, demolition, salvaging materials, community relationships, dates for consultations, and the number of appeals placed; and (iii) Impact evaluation monitoring: Income standards restored/improved, and socioeconomic conditions of the affected persons.

The indicators for internal monitoring will be subject related to immediate activities for RAP implementation and its outputs and results. This information will be collected directly from the field. It will be used to assess the progress and results of RAP implementation, and to adjust the work program, if necessary. These monitoring activities will continue until resettlement is completed.

The consultant will monitor and verify RAP implementation to determine whether resettlement goals have been achieved, livelihood and living standards have been restored, and provide recommendations for improvement. To ensure that all displaced households are compensated before the commencement of civil work. Potential monitoring indicators from which specific indicators can be developed and refined according to the census for each subproject are set out in Table 10 below.

Table 10: Potential indicators for internal monitoring

Monitoring Aspects	Potential Indicators
Institutional set-up and resource allocation	RAP implementation, monitoring institutional set-up and budget in place. The grievance redress mechanism established and explained to the PAPs and affected communities.
Delivery of Entitlements	Compensation entitlements disbursed, compared with the number and category of losses set out in the entitlement matrix. Relocation and rehabilitation costs and income restoration support provided as per entitlements and schedule Income and livelihood restoration activities are being implemented as set out in the income restoration plan.
Restoration of living a standard and income	Affected residential structures reconstructed/restored at relocation sites Number and percentage of affected persons covered under livelihood restoration and rehabilitation programs (women, men, and vulnerable groups). The number of affected persons who have restored their income and livelihood patterns (women, men, and vulnerable groups). No. PAPs (especially vulnerable) provided opportunities in project-related employment. Percentage of affected persons who improved their income and living standard (women, men, and vulnerable groups).

Monitoring Aspects	Potential Indicators
Consultation and Grievances	<p>Consultations organized as scheduled including meetings, groups, and community activities.</p> <p>Community awareness about grievance redresses mechanism and its use.</p> <p>Progress on grievances recorded and resolved including information dissemination to affected families on the resolution of the grievances.</p> <p>Information on the implementation of the social preparation phase and implementation of special measures for vulnerable groups.</p>
Communications and Participation	<p>The number of meetings held with PAPs (male and female) to explain RAP provisions, grievance redress mechanism and compensation disbursement mechanism.</p> <p>Number of PAPs (male-female) participated in the meetings.</p> <p>The number of meetings and consultations held with vulnerable people.</p>

13.3 External Monitoring

External monitoring will be undertaken for the implementation of RF and RAP/s by an Independent Monitoring Agency (IMA), based on which a Compliance Report will be submitted to the PMIU and the World Bank. The Monitoring/Compliance report will be used by WB and EA as a basis to issue notice to proceed with civil work activities to the contractor for site preparation. The report will be published on the website of the EA, PMIU, and the WB. Independent monitoring will continue beyond the implementation periods of RAP. The extent of monitoring activities, including their scope and periodicity, will be commensurate with the project's risks and impacts.

An Independent or Third-Party Monitoring Agency or an individual with a team will carry out external monitoring of RAP and report monitoring results to PMIU and World Bank through semi-annual monitoring reports or with a frequency as agreed with WB. The external monitor will monitor and verify RAP implementation progress and assess the achievement of RAP objectives and compliance with World Bank's safeguards requirements through review of RAP implementation progress reports, periodic internal monitoring reports and, consultations with the PAPs and other stakeholders and impact assessment based on field surveys. The key tasks of the external monitor will include:

Table 11 below presents a set of suggested indicators for verification of the monitoring information of the PMIU by qualified and experienced external monitor. TOR for external monitor agency/consultant is presented in Annexure VI.

Table 11: Potential Indicators for External Monitor

Monitoring Indicator	Basis for Indicator
Basic information on affected persons' households (Gender disaggregated data essential for all aspects)	<p>Project location including a description of project intervention and IR impacts.</p> <p>Composition and structure, ages, educational, and skill levels with the gender of household Head</p> <p>Vulnerable households</p> <p>Land and other resource-owning and resource-using patterns</p> <p>Occupations and employment patterns and income sources and levels</p> <p>Participation in neighborhood or community groups and access to cultural sites and events.</p>
Compensation payment and Restoration of living standards	<p>Compensation for acquired assets including structures and other assets delivered.</p> <p>Are compensation payments sufficient to replace lost assets?</p> <p>Replacement of affected assets particularly residential, productive assets, and key social and cultural elements?</p>
Restoration of livelihoods (Disaggregate data for affected persons moving to group resettlement sites, self-relocating)	<p>Have affected enterprises received sufficient assistance to re-establish themselves?</p> <p>Have vulnerable groups been provided income-earning opportunities?</p> <p>Are these opportunities effective and sustainable?</p>

Monitoring Indicator	Basis for Indicator
affected persons, affected persons with enterprises affected.)	Do jobs provided restore pre-project income levels and living standards?
Information and satisfaction levels of affected persons.	How much do the affected persons know about resettlement procedures and entitlements? Do the affected persons know their entitlements and are aware of whether these have been met? What is the perception of affected persons about the extent and level to which their living standards and livelihoods have been restored? How much do the affected persons know about grievance procedures and conflict resolution procedures?
Effectiveness of resettlement planning	Were the affected persons and their assets correctly enumerated? Was the time frame and budget sufficient to meet objectives, were there institutional constraints? Were entitlements based on replacement costs adequate for rehabilitation and restoration of the PAPs? Were vulnerable groups identified and assisted adequately? How did resettlement implementers deal with unforeseen problems?

Based on the independent monitor's report, if significant issues are identified, a corrective action plan will be prepared, reviewed and approved by World Bank and disclosed to affected persons. In addition to the above-defined monitoring mechanism, the World Bank will also keep a close oversight on the subprojects implemented under the GRADES and will keep monitoring subprojects on an ongoing basis by launching safeguards review missions until a subproject completion report is issued.

13.4 Reporting and Disclosure Requirements

The PMIU will prepare and submit quarterly (if not agreed otherwise in the RAPs) social safeguards monitoring reports to the World Bank as part of project implementation performance monitoring. Such periodic monitoring reports documenting progress on resettlement implementation and resettlement plan completion reports will be provided through PMIU to World Bank for review and disclosure. In case of a subproject with significant IR impacts, the monitoring reports will be prepared by an independent monitor who will prepare and submit bi-annual monitoring reports to IA and World Bank's review and disclosures. IA will also submit subproject completion reports to World Bank for each site when compensation has been paid. In addition to the routine monitoring reports, in cases wherever required and agreed between IA and World Bank during the execution of the project the PMIU will prepare supplementary monitoring reports and share these with World Bank. All monitoring reports will be subject to disclosure and will be disclosed on World Bank and IA websites as and when cleared by World Bank.

Annexures

Annexure I: Social Screening Checklist

BRIEF DESCRIPTION OF SUB-PROJECT	
District:	Location:
Date:	Time:
GIS coordinate (Starting Point) :	GIS coordinate (End Point):

PREPARED WITH THE FOLLOWING OFFICIALS REPRESENTATIVES				
Questions	Yes	No	Status	Mitigation Required
A. PROJECT SITING: ARE THESE OF THE FOLLOWING STRUCTURES OR RESOURCES IN THE SUB-PROJECT CONSTRUCTION AREA?				
Private Households				
Private small businesses/shops				
Roads, footpaths or other access routes				
Informal businesses				
Hawkers				
Natural resources shared by community members				
Significant sites: a) Any site of cultural heritage and religious importance, b) hospital and educational institutes				
Other:				
Additional Information:				
B. POTENTIAL SOCIAL IMPACTS: WILL THE SUBPROJECT CAUSE				
	Yes	No	Status	Mitigation Required

Temporary loss of land or resources of any family?				
Conflicts in water supply rights and related social conflicts?				
Impediments to movements of people and or animals?				
Dislocation or involuntary resettlement of people?				
Dislocation of any squatters, hawkers?				
Deterioration of livelihood or living conditions of any family?				
<p>C. Involuntary Resettlement Category (ESS-5) After reviewing the answers above, the PMIU agree, sub-project to confirmation, that the project is a:</p> <p>[] The people are not physically displaced and less than 200 individuals/40 households are affected, an Abbreviated Resettlement Action Plan (ARAP) is Required.</p> <p>[] The proposed sub-project may result in more significant impacts, i.e. displacement of livelihood are more than 200 individuals/40 a RAP will be prepared.</p> <p>[] No anticipated displacement and loss of assets are negligible</p>				
<p>D. POTENTIAL SOCIAL IMPACTS ON VULNERABLE GROUPS, IF ANY: Will the sub-project:</p> <ul style="list-style-type: none"> • Affect the poverty group? • Affect women-headed households? • Affect ethnic groups or indigenous people? • Affect other vulnerable groups? 				
<p>E. REQUIRED SAFEGUARDS DOCUMENTS:</p> <ul style="list-style-type: none"> • Resettlement Action Plan (RAP) • Abbreviated Resettlement Action Plan (ARAP) • IPDP 				
OTHER REMARKS:				
CONCLUSIONS/RECOMMENDATIONS:				

Social Screening by:

Name	Position	Date	Signature

Social Screening by:

Name: _____

Designation: _____

Annexure II: An Outline of a Resettlement Action Plan

A resettlement plan is required for all projects with involuntary resettlement impacts. Its level of detail and comprehensiveness is commensurate with the significance of potential involuntary resettlement impacts and risks. The substantive aspects of the outline will guide the preparation of the resettlement plans, although not necessarily in the order shown.

A. Executive Summary

This section provides a concise statement of project scope, key survey findings, entitlements and recommended actions.

B. Project Description

This section provides a general description of the project, discusses project components that result in land acquisition, involuntary resettlement, or both and identify the project area. It also describes the alternatives considered to avoid or minimize resettlement. Include a table with quantified data and provide a rationale for the final decision.

C. Information Disclosure, Consultation, and Participation This section:

- i) Identifies project stakeholders, especially primary stakeholders; ii). describes the consultation and participation mechanisms to be used during the different stages of the project cycle;
- ii) Describes the activities undertaken to disseminate project and resettlement information during project design and preparation for engaging stakeholders;
- iii) Summarizes the results of consultations with affected persons (including host communities), and discusses how concerns raised and recommendations made were addressed in the resettlement plan;
- iv) Confirms disclosure of the draft resettlement plan to affected persons and includes arrangements to disclose any subsequent plans; and
- v) Describes the planned information disclosure measures (including the type of information to be disseminated and the method of dissemination) and the process for consultation with affected persons during project implementation.

D. Socioeconomic Baseline and Profile of Sub-project Area

This section outlines the results of the social impact assessment, the census survey, and other studies, with information and/or data disaggregated by gender, vulnerability, and other social groupings, including:

- i) Define, identify, and enumerate the people and communities to be affected;
- ii) Describe the likely impacts of land and asset acquisition on the people and communities affected taking social, cultural, and economic parameters into account;
- iii) Discuss the project's impacts on the poor, indigenous and/or ethnic minorities, and other vulnerable groups; and
- iv) Identify gender and resettlement impacts, and the socioeconomic situation, impacts, needs, and priorities of women.

E. Grievance Redress Mechanisms

This section describes mechanisms to receive and facilitate the resolution of affected persons' concerns and grievances. It explains how the procedures are accessible to affected persons and gender sensitive.

F. Legal Framework

This section:

- i) Describes national and local laws and regulations that apply to the project and identify gaps between local laws and World Bank's policy requirements; and discuss how any gaps will be

addressed. ii). describes the legal and policy commitments from the executing agency for all types of displaced persons;

- ii) Outlines the principles and methodologies used for determining valuations and compensation rates at replacement cost for assets, incomes, and livelihoods; and set out the compensation and assistance eligibility criteria and how and when compensation and assistance will be provided.
- iii) Describes the land acquisition process and prepare a schedule for meeting key procedural requirements.

G. Entitlements, Assistance and Benefits This section:

- i) Defines displaced persons' entitlements and eligibility, and describes all resettlement assistance measures (includes an entitlement matrix);
- ii) Specifies all assistance to vulnerable groups, including women, and other special groups; and.
- iii) Outlines opportunities for affected persons to derive appropriate development benefits from the project.

H. Impact of the Sub-Projects and Proposed Mitigation Measures This section:

- i) Discusses the project's potential impacts, and includes maps of the areas or zone of impact of project components or activities;
- ii) describes the scope of land acquisition (provide maps) and explains why it is necessary for the main investment project;
- iii) Summarizes the key effects in terms of assets acquired and displaced persons;
- iv) Project Impact on gender and vulnerable groups
- v) Provides details of any common property resources that will be acquired.
- vi) Proposed Mitigation Measures to minimize the impacts

I. Relocation of Housing and Settlements

This section:

- i) Describes options for relocating housing and other structures, including replacement housing, replacement cash compensation, and/or self-selection (ensure that gender concerns and support to vulnerable groups are identified);
- ii) describes alternative relocation sites considered; community consultations conducted; and justification for selected sites, including details about location, environmental assessment of sites, and development needs;
- iii) Provides timetables for site preparation and transfer;
- iv) Outlines measures to assist displaced persons with their transfer and establishment at new sites;

J. Describes plans to provide civic infrastructure;

K. Income Restoration and Rehabilitation This section:

- i) Identifies livelihood risks and prepare disaggregated tables based on demographic data and livelihood sources;
- ii) Describes income restoration programs, including multiple options for restoring all types of livelihoods (examples include project benefit sharing, revenue sharing arrangements, joint stock for equity contributions such as land, discuss sustainability and safety nets);
- iii) Outlines measures to provide social safety net through social insurance and/or project special funds;
- iv) Describes special measures to support vulnerable groups; v). explains gender considerations; and

v) Describes training programs.

L. Resettlement Budget and Financing Plan

This section:

- i) Provides an itemized budget for all resettlement activities, including for the resettlement unit, staff training, monitoring and evaluation, and preparation of resettlement plans during loan implementation.
- ii) Describes the flow of funds (the annual resettlement budget should show the budget scheduled expenditure for key items).
- iii) Includes a justification for all assumptions made in calculating compensation rates and other cost estimates (taking into account both physical and cost contingencies), plus replacement costs.
- iv) Includes information about the source of funding for the resettlement plan budget.

M. Institutional Arrangements This section:

- i) Describes institutional arrangement responsibilities and mechanisms for carrying out the measures of the resettlement plan;
- ii) Includes institutional capacity building program, including technical assistance, if required;
- iii) Describes role of NGOs, if involved, and organizations of affected persons in resettlement planning and management; and
- iv) Describes how women's groups will be involved in resettlement planning and management,

N. Implementation Schedule

This section includes a detailed, time bound, implementation schedule for all key resettlement and rehabilitation activities. The implementation schedule should cover all aspects of resettlement activities synchronized with the project schedule of civil works construction, and provide land acquisition process and timeline.

O. Monitoring and Reporting

This section describes the mechanisms and benchmarks appropriate to the project for monitoring and evaluating the implementation of the resettlement plan. It specifies arrangements for participation of affected persons in the monitoring process. This section will also describe reporting procedures.

Annexure III: Pictorial evidence of stakeholder's consultations meetings and selected school visits



A view of meeting at PMIU Office Lahore.



A view of meeting at District Education Authority Gujranwa.



A view of meeting at District Education Authority Sheikhpura



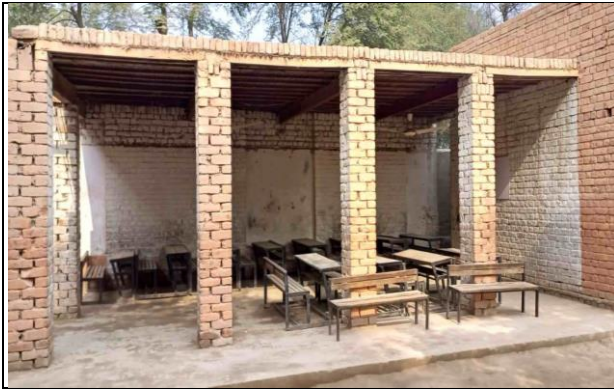
A view of meeting at PEC Office Lahore.



A view of meeting at QAED / SED Office Lahore



A view of meeting at Punjab Education Foundation Office Lahore.



A view of Repairing Required at GPS Basti Nau Dakhli Multan Sadar, District Multan.



A view of consultation at GPS Basti Nau Dakhli Multan Sadar, District Multan.



A view of Repairing Required at GPS Basti Nau Dakhli Multan Sadar, District Multan.



A view of Repairing Required at GPS Bakhari Tehsil Taunsa, District D.G Khan.



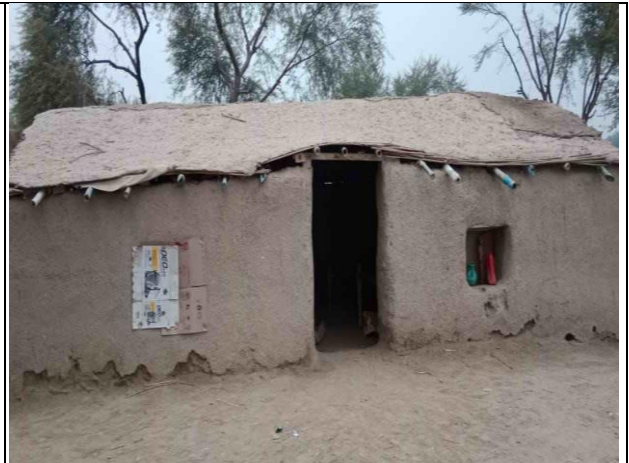
A view of Repairing Required at GPS Sadiq Abad Tehsil Jampur, District Rajanpur



A view of Repairing Required at GPS Basti Bohra Tehsil Rojhan, District Rajanpur



A view of Repairing Required at GPS Chak Chhina Tehsil Jampur, District Rajanpur.



A view of Repairing Required at GPS Basti Wadera Abdul Razzaq Dullani Tehsil Rojhan, District Rajanpur



A view of Repairing Required at GPS Sheikh Jivenda Tehsil Taunsa, District D.G Khan



A view of Consultation at GPS Siran Wali Tehsil Daska, District Sialkot.



A view of Repairing Required at GPS Ghulam Mustafa Lolai Tehsil Khanpur, District Rahim Yar Khan



A view of Consultation at GPS Thairi Tehsil & District Rajanpur.

Annexure IV: Socio Economic and Resettlement Survey Form

Date: _____

ID No. _____

1. Identification

- 1.1 Name of Respondent _____ 1.2 Father's Name _____
 1.3 Respondent CNIC No: _____ 1.4 Tribe _____
 1.5 Address:
 Village: _____ Town: _____
 Tehsil: _____ District: _____
 Province: _____

1.6 Demographic Profile of Respondent(Children up to 10 yrs (#): M____,FM ____=T____)

Sr. No.	Relationship with Respondent (See codes)	Sex Male=1 Female=2	Age (Yrs.)	Education (See Codes)	Name of Business/ Occupation (See Codes)		Income From Business/ Occupation (Rs./ Annum)		Diseases During Last Year (See codes)
					Main	Secondary	Main	Secondary	
1	SELF								
2									
3									
4									
5									
6									
7									
8									
9									
10									

*Other: Rent from property, remittances, net sale of items during a year, net income from agriculture etc.
 Demographic Codes:

Relationship: 1=Self, 2=Wife, 3=Son, 4=Daughter, 5=Father, 6=Mother, 7=Brother, 8=Sister, 9=Grand Father, 10=Grand Mother, 11=Bhabhi, 12=Nephew, 13=Father-in-Law, 14=Mother- in- Law, 15=Others

Sex: 1=Male, 2=Female

Education: 1= Primary 2= Middle 3= Matric, 4= Intermediate, 5= BA/BSc, 6= MA/MSc, 7=LLB, 8=Engineer, 9=MBBS, 10=Technical Diploma, 11=Dars-e-Nizami, 12=CanRead Quran, 13= Can Insert Signatures, 14= Illiterate,

Occupations: 1=Agriculturist, 2=Shopkeeper, 3= Trader, 4= Govt. Servant, 5=Private Servant, 6=Timber Labor, 7=General Labour, 8=Livestock, 9=Fishing, 10= 8=Driver, 11=Health Related, 12=Educator/Teacher, 13=House-Maid, 14= House Wife, 15=Gone Abroad, 16=Gone out City within Pakistan

Diseases: 1=Diarrhea, 2=Measles, 3=Hepatitis, 4=Typhoid, 5=HIV/AIDS, 6=Polio, 7=Cholera, 8=Tuberculosis, 9=Heart Disease, 10=No Disease,

1.7 Are you member of any village Community organization ____ 1. Yes 2. No

1.8 If yes, which of the following organizations?

- i. Religious _____ ii. Political _____ iii. Law & Order _____
- iv. Educational (formal/informal) _____
- v. Community Organization _____ vi. Local Jirga _____
- vii. Youth Organization _____ viii. Any other _____

2. Land Utilization

Land	Acre	Kanal	Marla
Total Area owned			
Total Cultivated Area			
Area Under Rabi(winter) Crops			
Area Under Kharif (summer) Crops			
Uncultivated Area			
Waste land			
Area Under Farm Houses			
Barren Land			

2.1 Cropping Pattern, Yield and Cost

Sr. No.	Major Crops	Area Sown		Av. Production (Kgs)	Price/40 kgs (Rs.)	Total Cost Incurred (Rs.)
		Acre	Kanal			
1	Wheat					
2	Maize					
3	Cotton					
4	Rice					
5	Sugarcane					
6	Orchards					
7	Other (_____)					
8	Grand Total:					

2.2 Land Tenure Status

Owner _____ Tenant _____ Share Cropper _____ Leaser _____

2.3 Land Rent (Rs. / acre) _____

3. Possession of Household Goods

Item	No.	Value (Rs.)	Item	No.	Value (Rs.)
Television			Car		
Washing machine			Van/Pickup		
Geyser			Gas Cylinder		
Electric fan			VCR/DVD Player		
Electric iron			Dish Antenna/Cable Connection		
Sewing machine			Telephone/Mobile		
Radio/tape recorder			Electric Water Pump		
Motor cycle/ scooter			Computer		
Other _____			Other _____		
Total:			Total:		

4. Average Monthly Expenditure on Food and Non-Food Items

4.1 Monthly Expenditure on Food & Non-Food Items (Rs.)

Expenditures on Food Items

Sr. No.	Item	Qty. / Month	Expenditure (Rs.)
1.	Wheat / Atta (Flour)		
2.	Maize Flour		
3.	Ghee		
4.	Sugar		
5.	Legumes		
6.	Vegetables		
7.	Tea Leaves		
8.	Milk		
9.	Other Specify		
10.	Total:		

b) Exp. On Non-Food Items:

1.	Fire wood		
2.	Gas Cylinder		
3.	Kerosene Oil		
4.	Washing Material		
5.	Other Specify		
6.	Total:		

- 4.2 Expenditure on clothes and shoes during last year: _____ Rs.
- 4.3 Occasional expenses during last year (such as meeting social obligation expenditure) _____ Rs.
- 4.4 Av. Monthly utility bills for: Electricity (Rs.) _____
 Communication (Rs.) _____ Water (Rs.) _____
- 4.5 Annual Expenditure on Health Care (Rs.): _____

5. Social Organizations

5.1 Specify the existing village/social organizations in your area and state their functional status?

Sr. No.	Name of Organization	Category	Registered/ Unregistered	Functions
1		Religious		
2		Educational		
3		Skill Development		
4		Social Welfare		
5		Women Organization		
6		Other		

6. Leadership Pattern

6.1 Which type of people is influential in village matters and how they decide these matters?

Sr. No.	Person / Status	Decision Pattern
1	MPA / MNAs	
2	Head of Tribe	
3	Spiritual / Religious Leader	
4	Land Lord / Lumber Dar	
5	School Teacher	
6	Community Leader	
7	Government Official	
8	Retd. Government Official	
9	Any other (specify)	

6.2 Were their decisions considered final and implemented successfully? 1. Yes 2. No

i) Level of acceptability (%) _____ ii) Successful implementation (%) _____

6.3 Are the general relationship among people in the locality essentially based upon?

1. Competition _____ 2. Conflict _____
 3. Co-operation _____ 4. Don't Know _____

6.4 Were you involved in any dispute in the past 5 years? 1. Yes 2. No

6.5 If yes, what was the nature of dispute and how was it resolved

Nature of Dispute	Method of Resolution
1. _____	_____
2. _____	_____
3. _____	_____

7. Credit

7.1 Have you obtained credit during last year? Yes [], No. [], if yes, source of credit: Formal [], Informal []

7.2 Please write the name of relevant source

Formal source (s) _____

Informal source (s) _____

Percentage of interest _____

7.3 Purpose of Loan (Tick)

- Purchase House Rs. _____
- Business Rs. _____
- Repair of House Rs. _____
- Medicare of Family Member Rs. _____
- Family/ Social matters Rs. _____
- Farm inputs Rs. _____
- Livestock Rs. _____
- Other (specify) Rs. _____

7.4 Mode of repayment (Tick the relevant)

- 1) One time [] 2) Through installments [],
- i) Quarterly installments [] ii) Six monthly [],
- iii) Annual [] iv) Other (specify) _____

7.5 How much repayment has been made so far? a) 100% [], b) 75% [], c) 50% [], d) 25% [], Less than 25 % []

8. Housing Conditions

8.1 Do you have your own house?

- 1) Yes _____ 2) No. _____

If yes then

8.2 Total Area of the house: square ft. Present Value (Rs)_____.

Type of Room	No. of Room	Katcha (tick)	Pacca (tick)	Semi Pacca (tick)
Living rooms				
Animal shed				
Other shed				
Bathroom				
Latrine				
- Open				
- Flush				
- Other				

8.3 Other Assets Area (Ft.)

- Shop (Sq. ft.): L _____ W _____
- Khokha: _____
- Electric Pump / Hand Pump (No.): _____
- Hydropower Generator: _____
- Other (_____) (No.): _____

8.4 Trees

- Mature Fruit Trees (No.): _____
- Mature Shade Trees (No.): _____

9. Access to Social Amenities (Tick)

Social Amenities	Available	Satisfactory	Non-Satisfactory	No Access
Electricity				
Sui Gas				
Water Supply				
Telephone				
Sewerage/Drainage				
BHU				
School				
Others				

10. Livestock Inventory

Livestock:	No.	Present Value (Rs.)
Buffaloes	<input type="text"/>	<input type="text"/>
Cows	<input type="text"/>	<input type="text"/>
Horse	<input type="text"/>	<input type="text"/>
Donkey	<input type="text"/>	<input type="text"/>
Mule	<input type="text"/>	<input type="text"/>
Sheep	<input type="text"/>	<input type="text"/>
Goat	<input type="text"/>	<input type="text"/>
Poultry	<input type="text"/>	<input type="text"/>
Other	<input type="text"/>	<input type="text"/>

11. Women's Participation and Decision Making in Different Activities

11.1 Women participation in different household activities:

Activities	Participation (%)	Decision Making (%)
Household activities	<input type="text"/>	<input type="text"/>
Child caring	<input type="text"/>	<input type="text"/>
Farm/Crop activities	<input type="text"/>	<input type="text"/>
Livestock rearing	<input type="text"/>	<input type="text"/>
Sale & Purchase of properties	<input type="text"/>	<input type="text"/>
Social obligations (marriage, birthday & other functions)	<input type="text"/>	<input type="text"/>
Local representation (councillor/political gathering)	<input type="text"/>	<input type="text"/>
Others	<input type="text"/>	<input type="text"/>

11.2 Women issues in the project area

11.3 Women views about the project

12. Perceptions of Respondents for Action Associated with the Project

	Increase	Decrease
Employment opportunities	<input type="text"/>	<input type="text"/>
Marketing facilities opportunities	<input type="text"/>	<input type="text"/>
Living standard	<input type="text"/>	<input type="text"/>
Unemployment	<input type="text"/>	<input type="text"/>
Income generating activities	<input type="text"/>	<input type="text"/>
Mobility (Access to Resources)	<input type="text"/>	<input type="text"/>
Quality of drinking water	<input type="text"/>	<input type="text"/>
Agriculture water	<input type="text"/>	<input type="text"/>
Trend of fish farm	<input type="text"/>	<input type="text"/>
Other specify _____		

13. General Remarks of the Respondents

14. Resettlement Part

14.1 Do you feel any resettlement impact?

Yes _____ No _____

If yes then

Category	Area		Value of Land (Rs.)	Remarks
	Acre	Kanal		
Cultivated				
Uncultivated				
Grazing				
Barren Land				
Waste Land				
Other				
Total				

14.2 Affected Cropping Area

Yes _____ No _____

If yes then

Name of Crop	Acre	Kanal	Value (Rs.)
Rabi			
Kharif			
Total:			

14.3 Affected residential structures

Name of Structure	Types of Structures			Area		Value of Structure
	Kacha	Pacca	Semi Pacca	Sq. ft.	Rft.	
Houses						
Boundary Wall						
Other						

14.4 Impact on Farm House

Yes _____ No _____

If yes then

Name	Type of Farm House			Area		Value (Rs.)
	Kacha	Pacca	Semi Pacca	Sq.ft	Rft.	
Rooms						
Cattle Shed						
Boundary Wall						
Other						

14.5 Impact of Tube wells

Yes _____ No _____
If yes then

Types of Tubewells	No.	Value (Rs.)
Electric		
Diesel		
Turbine		
Other		
Total:		

14.6 Impact on Utility

Yes _____ No _____
If yes then

Types	Nos. / Area
Electric poles	
Transformer	
Transmission line	
Telephone	
Other	
Total:	

14.7 Impact on Community Structure

Name	Yes	No	Value (Rs.)
Schools			
Mosque			
Graveyard			
Health Centre			
Shrine			
Others			
Total:			

14.8 How to shift shrines / graveyards?

14.9 Miscellaneous Impacts of the Project

14.10 Do you have any alternate residence place?

Yes No

If yes then (tick the relevant)

Own Land / House	Yes/No	Location	Distance from current residence (km)
Tenancy			
Relative			
Other			

14.11 Mode of Payment

Land for land _____
Cash compensation _____
Kind _____
Other _____

15. People concern about GRADES?

16. Views / Comments of Interviewers

Name & Signature of Interviewer: _____ Date: _____

Annexure V: Resettlement and/or Relocation tasks

No.	LAR Tasks	Responsibility
A: Program Preparation		
1	Proposal to Revenue Department with brief description of subproject including LAR	PMIU
2	Nominal funds transfer to BOR	PMIU
3	Publication of notice expressing intent to acquire land for the project under Section 4 of the LAA	Revenue Department
4	Feasibility study completed for the project	PMIU/Consultant
5	Detailed design completed for the project	PMIU/Consultant
B: Preparation-Safeguards Documentation		
6	Prepare impact survey/census/socioeconomic survey forms, train impact assessment and valuation teams, and establish coordination with relevant local government agencies.	PMIU/Consultant
7	Updating of revenue records <ul style="list-style-type: none"> • Land Use • Ownership • Cadastral Maps Update 	Revenue Dept and PMIU
8	Inventory of losses, census, socioeconomic survey, social/gender analysis	PMIU/Consultant
9	Land valuation <ul style="list-style-type: none"> • Private negotiation committee determined rate 	Revenue Dept and PMIU
10	Non-land asset valuation <ul style="list-style-type: none"> • Structure • Crops • Fruit trees • Wood trees 	Revenue Dept. assisted by PMIU, and Dept. of Forestry and Agriculture
11	Budget deposited with Project Director for LAR	PMIU
12	Publication of Section 5	Revenue Department
13	Section 5A issued	Revenue Department
14	PMIU social mobilizers to facilitate disclosure to PAPs of survey / census findings and private negotiation committee.	PMIU/Consultant
15	Conduct public consultations on the survey findings and recommended rates and compensation/resettlement/rehabilitation options	PMIU/Consultant
16	Integrate baseline impacts and results of consultations into the RAP	PMIU/Consultant
17	Section 6 notification	Revenue Department
18	Section 9 & 10 Notices and inquiry	Revenue Department
19	Section 11 announcement of Award	Revenue Department
20	Finalize RAP	PMIU/Consultant
21	Disclose draft RAP to PAPs	PMIU/Consultant

21	RAP submitted to WB for review and approval	PMIU
C: Implementation Arrangements/Capacity		
23	Establishment of LAR steering committee	PMIU
26	Setting up grievance redress committee and appeals management	PMIU
27	Mobilization of the EMA <ul style="list-style-type: none"> • Inception mission • Baseline survey • Quarterly monitoring 	PMIU
28	Internal monitoring and reporting	PMIU
29	Implement consultation plan Document consultations	PMIU
30	Compensation disbursement for the loss of land and other assets	Revenue, PMIU
31	Rehabilitation and livelihood assistance (including technical training) for loss of livelihood of: <ul style="list-style-type: none"> • Vulnerable groups • Small/marginal farmers • Small businesses 	PMIU
D: External Monitor Confirmation of Complete and Satisfactory Implementation of RAP		EMA
32	Issue civil works contractor notice to proceed	PMIU-SDS
33	Commencement of civil works	PMIU

Annexure VI: Terms of Reference for External Monitor Agency/Consultant

Objective

An External Monitor Agency/consultant will be hired for the monitoring of implementation of the Resettlement Action Plan/s (RAP/s) Resettlement Action Plan for GRADES.

Scope of the Work

- Review of the quarterly internal monitoring reports on RAP/s implementation including, other aspects of project implementation that has relevance for effective RAP/s implementation
- Review community complaints, grievance redress methods and system of the project;
- Review of the consultations with the PAPs, community and other stakeholders;
- Review the implementation status of land acquisition and resettlement activities including payments of compensation, entitlements to different eligible groups, adequacy of budget, timeliness and institutional arrangements
- Conduct field surveys including interviews of PAPs, physical verifications/ spot checking, public consultations/ focus group discussion for review and propose recommendations on the efforts involved in training, capacity building of concerned officials/staff regarding the implementation of land acquisition and resettlement plan;

The following indicators will be monitored during RAP/s implementation:

- No. of acres of land acquired by land use category and the process adopted;
- Number of land owners (PAPs), provided land, trees crop and non-land based compensation;
- Number of PAPs resettled/ relocated and provided livelihood assistance;
- PAPs shifted to the agreed location and vulnerable PAPs compensated as per the Entitlement Matrix;
- Assess PAPs progress in income restoration and re-establishment of livelihoods,
- Consultations with local communities and targeted stakeholders;
- Number of grievances/ community complaints recorded and redressed;
- Identification of key issues/ conflicts that arise during the implementation of the project;
- Identification of constraints faced during the implementation of RAP/s by the project management, contractor, land revenue officials and other concerned staff and accordingly suggests remedial measures for corrective action, if required, support the resettlement specialist in preparing a corrective action plan (CAP).