



Government of Nepal  
Ministry of Physical Infrastructure and Transport  
Department of Roads

Development Corporation Implementation Division (DCID)  
Babarmahal Kathmandu, Nepal

Strategic Road Connectivity and Trade Improvement Project (SRCTIP)

## FINAL REPORT

on

# Indigenous Peoples Development Plan (IPDP) of Kamala-Dhalkebar-Pathlaiya (KDP) Road

*Submitted by : CEG-CIAS JV*

JOINT-VENTURE WITH



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**June 2024**



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(SRCTIP)

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**Final IPDP Report**

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(KDP) Road**

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## ABBREVIATIONS

|       |   |
|-------|---|
| AH    | Asian Highway   |
| AIDS  | Acquired Immune Deficiency Syndrome                             |
| BOQ   | Bill -of- Quantity  |
| BS    | Bikram Samvat   |
| CDC   | Compensation Determination Committee                            |
| CDO   | Chief District Officer  |
| CSC   | Construction Supervision Consultant                             |
| DCID  | Development Cooperation Implementation Division                 |
| DDC   | District Development Committee                                  |
| DIA   | Direct Impact Area  |
| DoR   | Department of Road  |
| ESMP  | Environmental Social Management Plan                            |
| ESF   | Environmental and Social Framework                              |
| ESIA  | Environmental and Social Impact Assessment                      |
| ESMF  | Environmental and Social Management Framework                   |
| ESS   | Environmental and Social Standard                               |
| FGD   | Focus Group Discussion  |
| FPIC  | Free, Prior and Informed Consent                                |
| GBV   | Gender Based Violence   |
| GESU  | Geo-Environment and Social Unit                                 |
| GoN   | Government of Nepal.  |
| GRC   | Grievance Redress Committee                                     |
| GRM   | Grievance Redress Mechanism                                     |
| HHs   | Households  |
| HIV   | Human Immune Deficiency Virus                                   |
| IIA   | Indirect Impact Area  |
| IPDP  | Indigenous People Development Plan                              |
| IPs   | Indigenous Peoples  |
| IPPF  | Indegenious Peoples Palnning Framework                          |
| KDP   | Kamala Dhalkebar Pathalaiya                                     |
| KIIs  | Key Informant Interviews  |
| Km    | Kilometer   |
| LEST  | Livelihood Enhancement Skill Training                           |
| M &E  | Monitoring and Evaluation                                       |
| M     | Municipality  |
| NEFIN | National Federation of Indigenous Nationalities                 |
| NFDIN | National Foundation for Development of Indigenous Nationalities |

|        |   |
|--------|---|
| NGOs   | Non-Governmental Organizations                            |
| PAH    | Project Affected Households                               |
| PAPs   | Project Affected Peoples                                  |
| PIC    | Project-In-Charge   |
| PIU    | Project Implementation Unit                               |
| PLI    | Poverty Line Income                                       |
| PMU    | Project Management Unit                                   |
| RA     | Rapid Appraisal   |
| RAP    | Resettlement Action Plan                                  |
| RE     | Resident Engineer   |
| RM     | Rural Municipality  |
| ROW    | Right -of -Way  |
| SDRS   | Social Development and Resettlement Specialist            |
| SEA    | Sexual Exploitation and Abuse                             |
| SH     | Sexual Harassment   |
| SLC    | School Living Certificate                                 |
| SRCTIP | Strategic Road Connectivity and Trade Improvement Project |
| STDs   | Sexually Transmitted Diseases                             |
| VCs    | Vulnerable Communities                                    |
| Viz    | Namely  |
| WB     | World Bank  |

## EXECUTIVE SUMMARY

### 1. Project Background and Description

The Government of Nepal (GoN) has requested financial support from the World Bank (WB) to prepare and implement the Strategic Road Connectivity and Trade Improvement Project (SRCTIP). The KDP Road is part of the Mahendra Highway, the longest highway in Nepal, running across the flat Terai region (lowland that lies south of the outer foothills of the Himalayas). The GoN considers the Mahendra Highway as a strategic corridor and is firmly committed to upgrading the 130 km KDP Road from 2-lane to a 4-lane within the 366-km Kakarbhitta–Pathlaiya (KP) corridor of the Mahendra Highway. The KDP road section passes through the districts of Dhanusa, Mahottari, Sarlahi, Rautahat, and Bara of Province 2. It passes through more than 72 settlements and 11 indigenous communities identified as residing along the 500 meters to 2-kilometer periphery of the KDP project corridors.

The road upgrading work may impact the structures of 14 IP households along the roadside within the RoW. The Indigenous People's Development Plan (IPDP) has therefore been prepared in accordance with the provisions of GoN legislation and the World Bank's Environmental and Social Standard (ESS7) under the Strategic Road Connectivity and Trade Improvement Project (SRCTIP).

### 2. Objectives and Scope of IPDP

The Indigenous Peoples Development Plan (IPDP) was prepared based on national policies/strategies specified in the National Foundation for Upliftment of Adivasi/Janajati - Act, 2058 (2002) as well as the World Bank's ESS 7. The specific objectives of the IPDP are:

- To enhance the participation of IPs in project planning, implementation, and monitoring ensuring project activities are culturally acceptable and effective.
- To ensure that project benefits are accessible to IP communities living in the project areas in a culturally appropriate way.
- To mitigate any potential adverse impacts of the project on IPs.
- To develop appropriate training/health camps/income generation activities to enhance their livelihood and income in accordance with their own defined needs and priorities.

### 3. Key Impacts on Project-Affected IPs

The key project impacts on IPs due to the KDP road project are only at the household level, not at the community level. The KDP road will directly affect the 14 IP households living dispersedly along the road corridor but will not affect an entire IP community. Out of the project-affected 14 IPs households, 12 are from marginalized groups and 2 are from disadvantaged groups. Among these project-affected IPs households, 7 are female-headed households also falling in the vulnerable category. The project-affected 14 IP households will lose both residential structures and businesses (small tea and snack shops), including livelihoods due to KDP road upgrading works.

The total 14 project-affected IP households will receive compensation and displacement assistance for their lost structures and business distributions. They will also get livelihood restoration training as provisioned in RAP. During the community consultation for IPDP, it is known that some IP households are residing along the road corridor for business purposes; once they receive compensation payments, some of them plan to move into their village, while others still want to run businesses nearby this area.

Besides this, there may be indirect impacts like traffic congestion, influx of migrant laborers, disturbance in local access, damage to access to river and cremation sites, and risks related to GBV/CSEA/SH during the project implementation phase. These risks and issues may also increase pressure on the social and economic life of IP communities. However, the project activities are not expected to cause any adverse impacts to IP land, natural resources, cultural heritage, or cause relocation from land of traditional ownership or under customary use or occupation by IPs. Therefore, regarding the KDP road project, the scope and consultation are proportionate to the scale of impact and do not require Free Prior Informed Consent (FPIC).

The project has some positive benefits such as employment opportunities to work on the KDP road project with priority given to IPs, transport-related skill training, income-generating training, and awareness-raising training for livelihood restoration.

#### **4. Legal Framework**

The project needs to comply with the laws, policies, and procedures established by the Government of Nepal (GoN). In addition, the project is also expected to comply with a set of international standards as well as the World Bank ESS 7. This section provides a brief overview of requirements under the applicable legal and policy framework which provide guidance for this IPDP.

The Constitution of Nepal (2015), National Foundation for Upliftment of Adivasi/Janjati Act (2002), Local Government Operation Act (2017), Forest Act (1993), and Forest Regulation (1995), and periodic Five-Year Plans have placed significant emphasis on delivering basic services to indigenous people and protection and promotion of their traditional knowledge and cultural heritage. The National Foundation for Development of Indigenous Nationalities (NFDIN) Act (2002) is a key policy initiative for the welfare and advancement of IPs (Adivasi/Janajati). The Act aims to conserve and develop the social, economic, and cultural aspects of indigenous peoples and to enhance their equal participation in the mainstream of national development.

This IPDP has been prepared based on the National Foundation for Upliftment of Adivasi/Janajati Act (2002) and the World Bank's ESS 7 of ESF and other norms regarding Indigenous Peoples (IPs). ESS 7 of the WB's ESF applies to a distinct social and cultural group identified to possess certain characteristics as per ESS 7. IPs may be particularly vulnerable to the loss of, alienation from, or exploitation of their land and access to natural and cultural resources and will require Free Prior Informed Consent (FPIC). However, in the KDP road project, assessing against the four criteria under ESS 7, such impacts are not envisaged; the impact is only at the IP households' level, so FPIC is not required. Consultations, however, will be enhanced commensurate with the scale of impact.

#### **5. Community Consultation**

Community consultation has been an integral part of the scoping and ESIA preparation stages, as well as the proposed project design, and will be carried out as a continuous process throughout the project cycle. Community and stakeholder consultation during the design and project planning stages are an open and transparent information exchange about the project and means of sharing information about the project objectives and scope. The residing IPs and their organizations were pre-informed of the consultation and time through local authority. IPs were consulted in group discussions and meetings to understand and collect their views on needs, priorities, and preferences regarding the project design and implementation. A total of 9 Focus Group Discussions were conducted to prepare IPDP in which a total of 136 (72 males and 64 females) participated in the consultations. The methods adopted for the

consultation with affected parties included individual interviews, group discussions, focus group discussions, and key informant interviews. The key issues discussed are included in Annex-I.

## 6. Development of IPs' Action Plan

Altogether, 14 project-affected Indigenous households were identified in RAP and discussed about 11 Indigenous Communities residing along the 500 meters to 2-kilometer periphery of the KDP in ESIA. The IPDP aims to address project-affected IP households as well as IP communities residing nearby the project area in terms of economic and social opportunities from the project. During the consultations, they requested a few basic enhancements in cultural structures such as Than (the deities' place), Gumba, and ponds. They also wanted to promote local indigenous products, preserve indigenous knowledge and practices respecting their cultures and values. Additionally, they requested further training to develop products like musical instruments Domphu and Chyabrung as souvenirs of local products through cottage industries representing their culture. This plan aims to accommodate these demands through a comprehensive action plan for IPs or as part of project benefits.

Besides this, the improvement of community structures like market sheds (Hat bazar at three locations: Birendra Bazar-243+200, Lalbandi-290+930, and Bagmati-313+320), and access to riverside approach roads for usage as cremation centers and religious activities at Kamala and Bagmati Bridge. As part of inclusive design, three public toilets in Badahari Bazar-Ch. 260+355, Sukha Pokhari-Ch. 267+005 of Hariwon, and Nijgadh Bazar Ch 345+900 need to be constructed with universal access standards. Along with health outreach programs like Eyes Treatment Camps (Ankha Shibir) targeting women and children of the communities in the project area.

## 7. Implementation Arrangement of IPDP

8. The Ministry of Physical Infrastructure and Transport (MoPIT) is the Executing Agency (EA), and the Development Cooperation Implementation Division (DCID) under the Department of Roads (DoR) will be responsible for the overall planning, budgeting, approval, and overseeing the implementation of IPDP with the help of a Social Development Specialist at PCU. The Project Office headed by a Project In-Charge (PIC) established at the project level will support IPDP implementation with the help of a Social Development Specialist of CSC. The contractor will be responsible for coordination and effective implementation of IPDP with the assistance of safeguard persons coordinating with the Social Development Specialist at PCU and CSC. The Geo-Environment and Social Unit (DoR-GESU) is responsible for compliance monitoring of IPDP implementation. **The Brief Description on Socio-economic Baseline and Ethnography**

This project road starts at the Kamala River in the east and ends at Pathlaiya in the west. Out of a total of 858 baseline surveyed households, 222 (24.4%) households were found to be indigenous groups (Janjati) along the project section. They were followed by caste groups: Brahmin (19.7%), Chhetri (13.5%), Dalits (16.5%), Madhesi/Terai Castes (24.5%), and Muslims (1.3%). Out of the 222 Janjati or IPs groups residing along the Direct Impact Area, were Magar, Tamang, Tharu, Rai, Limbu, Gurung, Gharti/Bhujel, Sunuwar, Newar, Bote/Majhi, and Danuwar. In addition to that, 14 project-affected IPs households will be directly impacted by the project. They are categorized as Janjati or Indigenous Peoples by the National Foundation for Upliftment of Aadijati/Janajati Act (2002) and also fulfill the definition of IPs by the World Bank's Environmental and Social Standard (ESS7).

The proposed project areas are culturally and ethnically diverse and rich in cultural heritage. The 11 IPs groups like Tamang, Magar, Newar, Bhujel/Gharti, Tharu/Chaudhary, Rai, Gurung, Bote/Majhi, Limbu, Sunuwar, and Danuwar are found living in and around the proposed road corridor after the construction of the East-West Highway since 1962. However, IPs like Tharu, Bote, and Majhi, who are the ancient inhabitants of that locality, whereas some IPs communities Rai, Gurung, Tamang, Magar, Newar, and Bhujel/Gharti, have migrated from the hillside of Nepal. These IPs groups do not come under a single socio-economic level or category, and there exist numbers of socio-economic disparities among them. For example, Majhi/Bote and Dunuwar are ‘highly marginalized’, Tamang are categorized as ‘marginalized’, Magar categorized as ‘disadvantaged’, and Newar is categorized as ‘advanced’ groups (NEFIN, 2004). The Nepal Federation of Indigenous Nationalities (NEFIN) classified 59 IPs groups recognized by the government into five categories as Endangered (10), Highly Marginalized (12), Marginalized (20), Disadvantaged (15), and Advanced (2). The literacy and education, income, wealth, land holding, and ownership of other assets have been found differently among the surveyed IPs groups. However, the average literacy rate among the surveyed households is 92%, which is higher than the national average of 76.2%.

### **9. Monitoring, Evaluation, and Reporting**

The PCU-DCID safeguards experts and social development specialists of the supervision consultant will be responsible for internal monitoring, thereby ensuring timely implementation of IPDP-based activities by overseeing and supervising the target beneficiaries and activities being implemented and providing on-the-spot feedback. Social Development Specialist of Supervision Consultant will be responsible for monitoring the IPDP activities and submit monthly progress reports to DCID. The evaluation of the plan and reporting will also be carried out at mid-term and at the end of the project. Each type of evaluation works, and reporting will be followed by the safeguard expert. Both mid-term and end-term evaluation reports will be prepared and submitted to the PCU-DCID by the CSC safeguards expert. DOR-DCID will submit the progress report of IPDP implementation to WB with the help of Social Development Specialist. Internal monitoring will concentrate on indicators, such as the number of families affected, compensation and assistance received, and other benefits and opportunities accessed from the project. The internal monitoring and evaluation (must be simultaneously conducted with the implementation of the Resettlement Action Plan (RAP)).

### **10. Grievance Redress Mechanism**

The Land Acquisition Act, 1977, has provisions by which any person unsatisfied with the decision of acquiring their land & assets can appeal to the Ministry of Home Affairs within 7 days of the publication of the land & assets acquisition notice. The act also allows that unsatisfied land & asset loser to appeal to the district court within 35 days of the decision date of land & asset acquisition. This process, however, may be bureaucratic and slow at grievance resolution. Hence, consistent with the project Stakeholder Engagement Plan, a grievance redress mechanism (GRM) has been established to allow project-affected persons (PAPs), including IPs, to raise their concerns about the IPDP and any project-related concerns. The GRM will be readily accessible to address complaints promptly and in a culturally appropriate manner and at no cost to complainants. It will guarantee anonymity with no retribution for people



who lodge complaints on project activities. Furthermore, the grievance mechanism will not impede access to judicial and administrative remedies. However, efforts will be made to effectively address grievances before resorting to judicial processes or they escalate into larger disputes.

A two-tiered grievance redress committee will be formed - one at the project level and next at the central (DoR-DCID) level - to address project-related grievances, including incoming grievances from IPs about the project in general and the IPDP related in particular.

All grievances from IPs and local communities related to the project, including IPDP issues, will be referred to the Project Level Grievances Redress Mechanism (GRM). The project Level GRM consists of a Project Level Grievance Redress Committee (GRC). The first layer is called the Local Grievance Committee (also referred to as the Project Level Grievance Committee) consists of the Project In-Charge (PIC), Social Safeguard Specialist from CSC, Construction Contractor representatives, representatives of the Project Affected People or Indigenous People and representatives of Ward/Municipality authorities.

The project-level GRC will review all recorded grievances at the project site, screen and analyze the grievances laid by PIC Chair of GRC). The GRC will initiate a hearing process to resolve the incoming grievance at the site level and inform the decision accordingly to the complainants. If the grievance fails to settle at the project level GRC, then the project Level GRM will forward the grievance to the central level GRM with recommendations for further action to Central Level Grievances Redress Committee (GRC). The central level GRC will take a decision and inform the complaining party.

### **11. Budget and Financing of IPDP**

The estimated cost for IPDP is an integral part of the project cost (included in BoQ) and laid by contractor close coordination with project (PIC office) and CSC. The estimated cost for the implementation of the IPDP for health outreach program-Eye Checking Camp for IP communities, training for musical instruments development like Chabrung and Damphu to the Tamang community, Orientation programs on school drop-out issues in students of Majhi community in Nijgadh-7, and Installation of hoarding boards, with a message to promote local/indigenous products with radio jingle, is NRs. 2,185,000. Some other physical infrastructures development like Hat Bazar improvement, Construction/maintenance of public toilets as proposed in the report as part of IPDP and project cost that is also included in BOQ items with a separate heading.

## आदिवाशी/जनजाती विकास योजना

### कार्यकारी सारांश

#### १. आयोजनाको पृष्ठभूमि र विवरण

नेपाल सरकारद्वारा बिश्व बैंकको आर्थिक सहायतामा नेपाल रणनीतिक सडक संजाल तथा व्यापार प्रबर्धन आयोजना (एस.आर.सि. टि.आइ.पी.) तर्जुमा र कार्यान्वयन गर्न अनुरोध गरे अनुरूपका क्रियाकलाप मध्ये हालको कमला-ढल्केबर-पथलैया (केडिपी) सडक खण्ड जुन महेन्द्र राजमार्ग जुन सबैभन्दा लामो राजमार्ग समतल तराई एवं चुरे-भावर प्रदेशको काखमा रहेको छ। नेपाल सरकारले महेन्द्र राजमार्गलाई अत्यन्त महत्वपूर्ण रणनीतिक सडक रहेको स्वीकार्दै ३६६ कि.मि. काकडभिट्टा-पथलैया खण्ड अन्तर्गतको १३० कि.मि. के.डी.पी. सडक खण्डलाई हालको २ लेन बाट ४ लेनमा विकासगर्ने दृढता जनाएको छ। यो कमला-ढल्केबर-पथलैया सडक खण्ड मधेश प्रदेश अन्तर्गतका सिरहा, धनुषा, महोत्तरी, सर्लाही, रौतहट र बारा जिल्ला अन्तर्गतका ७२ भन्दा बढी बस्तीका ११ आदिवाशी-जनजातिहरु जो ५०० मिटर देखि २ किलोमिटर आसपास भित्र बसोबास गरेका पाइन्छन्।

यस सडक सुधार आयोजनाले सडक अधिकार क्षेत्र भित्र बसेका १४ जनजाति घरधुरीका संरचनालाई बिस्थापित गर्नेछ। आदिवाशी जनजाती बिकास योजना, नेपाल रणनीतिक सडक संजाल तथा व्यापार प्रबर्धन आयोजना (एस.आर.सि. टि.आइ.पी.) अन्तर्गत नेपाल सरकारको नीति, नियम साथै विश्व बैंकको वातावरण तथा सामाजिक मापदण्ड (ईएसएस ७) को आधारमा जनजाति समुदायलाई आयोजनाले पार्ने प्रभावको सम्बोधन गर्न गरिएको हो।

#### २. आदिवाशी/जनजाती विकास योजनाका उद्देश्यहरु

यो आदिवाशी-जनजाती विकास योजना आदिवासी जनजाति उत्थान राष्ट्रिय प्रतिष्ठानको एन. २०५८ को नीति/रणनीति साथै विश्व बैंकको वातावरणीय तथा सामाजिक रुपरेखा एवं वातावरणीय तथा सामाजिक मापदण्ड-७ (ईएसएस-७) अनुरूप तयार गरिएको छ। यसका विशिष्ट उद्देश्यहरु देहाय बमोजिम रहेकाछन्: १) आयोजना तर्जुमा, कार्यान्वयन र अनुगमनमा आदिवाशी/जनजातिको स्वीकार्य एवं प्रभावकारी ढंगले सहभागिता अभिवृद्धि गर्नु २) आयोजनाको आसपास बसोबास गर्ने आदिवाशी/जनजातिलाई आयोजनाको लाभ माथिको पहुँच उनीहरुको उपयुक्त सांस्कृतिक पद्धति मार्फत सुनिश्चित गर्नु ३) आदिवाशी/जनजातिहरुमा पर्न जाने संभावित प्रतिकूल प्रभावलाई निषेध वा न्यूनिकरण गर्ने ४) आदिवासी/जनजातिहरुको जिविकोपार्जनमा सुधार ल्याउन उपयुक्त तालिम, स्वास्थ्य शिविर तथा आय आर्जन सम्बन्धि क्रियाकलापहरु उनीहरुको आवश्यकता र प्राथमिकताको आधारमा तर्जुमा गर्नु।

#### ३. आदिवाशी/जनजातिमा पर्ने आयोजनाको मुख्य प्रभाव

यस कमला-ढल्केबर-पथलैया सडक आयोजनाले सडक अधिकार क्षेत्र भित्र बसे १४ आदिवाशी-जनजाती घरधुरीलाई प्रत्यक्ष असर पर्नेछ न कि यस भन्दा बाहिर रहेका सबै समुदायलाई। यी १४ परिवार मध्येमा ७ घरधुरी महिला रहेको देखिन्छ भने १२ घरधुरी सिमान्तकृत, २ परिवार विपन्न घरधुरी अन्तर्गत पर्दछन्। आयोजना प्रभावित परिवारमध्ये ७ जना महिला घरमुली विपन्न परिवार अन्तर्गत पर्दछन्। यस सडक सुधार आयोजनाले उनीहरुको बसोबास गर्ने घरको साथै सानोतिनो चिया तथा खाजा सम्बन्धि व्यापार एवं जिविकोपार्जन समेतमा असर पर्नेछ। आयोजनाले प्रभाव पार्ने घर परिवारले प्रभावित संरचना र व्यापार-व्यावसायको क्षतिपूर्ति तथा विस्थापन भत्ता पाउनेछन्। पुनर्वास योजनामा व्यवस्था गरे अनुसार पुनर्स्थापन तालिम पनि पाउनेछन् “समुह छलफल बाट जानकारी भए अनुसार मुआब्जा पाएका मध्ये केहि उनीहरुको आफ्नो गाउँ फर्कनेछन भने केहि सडकको पछाडी सरेर व्यापार गर्नेछन” यस बाहेक, यस आयोजनाले अप्रत्यक्ष रुपमा आवागमनमा कठिनाई, बाह्य कामदारको उपस्थितिबाट हुने प्रभाव, लैंगिक हिंसा आदि आसपासका समुदायमाथि आयोजना कार्यान्वयन चरणमा पर्नेछ। यस्ता सवालहरुले आदिवासी/जनजाति समुदायको सामाजिक तथा आर्थिक जीवनमा समेत प्रभाव पर्ने देखिन्छ। यसरी आयोजनाले अप्रत्यक्ष रुपमा केहि असर पार्ने देखिए पनि उनीहरुको जग्गा, प्राकृतिक श्रोत, सांस्कृतिक संपदा एवं कुनै पनि प्राकृतिक

श्रोतमाथिको उनीहरुको परम्परागत स्वामित्व र पेशामा भने कुनैपनि असर पर्ने छैन । त्यसैले कमला-ढल्केबर-पथलैया आयोजनाबाट जनजाती समुदायमा पर्ने प्रभावको सापेक्षमा अध्ययन गर्दा पुर्व जानकारी र सहमति लिईरहनु पर्ने देखिदैन ।

यस सडक आयोजनाका केहि सकारात्मक फाइदाहरु मध्ये जनजातिलाई रोजगारीको अवसर, यातायातसंग सम्बन्धित सिप मुलक तालिम, आय-आर्जन सम्बन्धि तालिम, जागरण सम्बन्धि तालिम साथै जीविकोपार्जन पुनर्स्थापन सम्बन्धि तालिम आदिले आदिवासी-जनजाती समुदाय बिशेष लाभान्वित हुनेछन ।

#### ४. कानूनी व्यवस्था खाका

आदिवासी/जनजाती समुदायको हक अधिकार सुनिश्चित गर्न थुप्रै कानूनी आधारहरु रहेकाछन् । नेपालको संविधान, नेपाल आदिवासी/जनजाती उत्थान तथा प्रबर्धन ऐन २००२, स्थानीय सरकार संचालन ऐन २०१७, वन ऐन १९९३, वन नियामावली १९९५, र आवधिक पन्च बर्षिय योजनाले आदिबासी/जनजाती तथा उनीहरुको सांस्कृतिक सम्पदाको संरक्षणको लागि महत्वपूर्ण आधार तय गरेको छ । नेपाल आदिवासी/जनजाती उत्थान तथा प्रबर्धन ऐन, २००२ मुख्य रूपमा आदिबासी/जनजाती समुदायको उत्थान तथा प्रबर्धनको लागि निर्देशित छ । यसको मुख्य उद्देश्य आदिबासी/जनजातीको सामाजिक, आर्थिक तथा साँस्कृतिक पक्षको जगेर्ना गर्ने र त्यसलाई राष्ट्रको मुलधारमा ल्याउनु रहेको हो । यस आदिवासी/जनजाती विकास योजना नेपाल आदिवासी जनजाती उत्थान तथा प्रबर्धन ऐन २००२ लगायत नेपाल सरकारको प्रचलित कानून र विश्व बैंकको वातावरणीय तथा सामाजिक ढाँचा (ई.एस.एफ.) र वातावरणीय तथा सामाजिक मापदण्ड ९ (ईएसएस-७) अनुसार तयार गरिएको छ ।

#### ५. समुदायसंग छलफल

समुदायसंग छलफल क्षेत्र निर्धारण, वातावरण तथा सामाजिक प्रभाव मुल्यांकन अध्ययनका साथै प्रस्तावित आयोजना डिजाइन, कार्यान्वयन र संचालन चरण सम्म एक निरन्तर प्रक्रिया हो । समुदाय तथा सरोकारवालाहरु बीच डिजाइन र योजना निर्माण चरणमा आयोजना संग सम्बन्धित सुचनाहरु खुला रूपमा आदन प्रदान गर्न गरिने छलफल यसका उद्देश्य र दायराका बारे जानकारी गराउने उद्देश्यले गरिएका हुन्छन । स्थानीय निकायका पदाधिकारीहरुको सहयोगमा आदिबासी जनजाति प्रतिनिधि र तिनका सम्बन्धित संस्थालाई पुर्व जानकारी दिएर उनीहरुको अनुकूल समयमा छलफल कार्यक्रम गरिएको थियो । समुह छलफलमा उनीहरुका आवश्यकता, प्राथमिकता, आयोजना डिजाइन र कार्यक्रम बारे जानकारी गर्ने उद्देश्यले गरीएको थियो । यसकालागी जम्मा ९ वटा छलफल कार्यक्रम गरिएको थियो । छलफलका लागि आयोजना प्रभावित मध्ये समुह छलफल साथै जानिफकार संगको अन्तर्वार्ता विधिको प्रयोग गरिएको थियो । छलफल गरिएका मुख्य सवालहरु अनुसूची-१ मा दिईएकाछन् ।

#### ६. आदिवासी/जनजाती विकास कार्य योजना

यस आदिवासी/जनजाती विकास कार्य योजना निर्माणमा आयोजनाबाट प्रभावित १४ आदिबासी जनजाती घरधुरी साथै ११ जनजाती समुदाय आयोजनाको ५०० मि. देखि २ किलोमीटर सम्मको स्थानमा बसोबास गर्ने गरेको पाइन्छ । यस आदिवासी/जनजाती विकास कार्य योजनाको उद्देश्य भनेको प्रभावित घरधुरीको पुनर्वास सम्बन्धिको चुनौतीको सम्बोधन गर्नु र सामाजिक तथा आर्थिक अवसरहरुमा पहुँच बृद्धि गर्नु रहेको छ । छलफलका क्रममा उनीहरुले केहि भौतिक पूर्वाधार सम्बन्धि संरचना जस्तैः पाहुना घर, थान, हाट बजार निर्माण तथा व्यवस्थापन सम्बन्धि माग गरेका छन् । यसका अलावा, उनीहरुले स्थानीय उत्पादनको प्रबर्धन, आदिवासीका ज्ञान, सिपको प्रयोग तथा साँस्कृतिक मुल्य मान्यताको संरक्षण गर्न रहेको छ । साथै, सांगीतिक बाध्य बादनका सामग्रीहरु जस्तै डम्फु, च्याब्रुङ्ग आदि कोशेली सामाग्रीहरुको उत्पादन र बिकास समेत रहेका छन ।

यस बाहेक सामुदायिक संरचनाहरु जस्तैः हाट बजार टहराहरु ( बिरेन्द्र बजार, लालबन्दी र बागमती) रहेकाछन । नदी किनारका पहुँच मार्ग (कमला र बागमती) जहाँ मसानघाट तथा धार्मिक प्रयोजनका बेला प्रयोग गर्न आवश्यक मानिन्छ । सार्वजनिक शौचालय (बढहरी बजार, सुखा पोखरी र निजगढमा गरी ३ स्थानमा चर्पी निर्माण साथै समुदायका महिला तथा बालबालिकाहरुको लागि आँखा उपचार शिविर संचालन गर्ने रहेका छन ।

## ७. आदिवासी/जनजाती विकास योजना कार्यान्वयन तथा व्यवस्थापन

केन्द्रिय स्तरमा यस आयोजना कार्यान्वयन व्यवस्थापनको लागि भौतिक योजना तथा निर्माण मन्त्रालय कार्यकारी निकाय हुनेछ र सडक विभागको विकास सहायता कार्यान्वयन महाशाखा (डी.सी.आइ.डी.) ले आयोजनाको योजना तर्जुमा कार्यान्वयन तथा समन्वयको सम्पूर्ण कामका लागि जिम्मेवार हुनेछ। आयोजना समन्वय शाखा (पी.सी.यु.) आयोजना सम्बन्धि समन्वय गर्ने, योजना तयार गर्ने, बजेटिंग गर्ने, स्वीकृति गर्ने र सम्पूर्ण सेफगार्ड प्लान र यस आदिवासी जनजाती विकास योजना कार्यान्वयन गर्न पूर्णरूपमा जिम्मेवार हुनेछ। स्थानीय आयोजना कार्यालयले आदिवासी/जनजाती विकास योजना कार्यान्वयनको जिम्मेवारी बहन गर्नेछ र सो कार्यकोलागी परामर्शदाताको तर्फबाट सामाजिक विकास तथा आदिवासी/जनजाती विशेषज्ञ र सामाजिक परिचालकले सडक विभाग अन्तर्गत, विकास सहायता कार्यान्वयन महाशाखाले भू.वातावरण तथा सामाजिक विकास शाखा तथा आदिवासी जनजाती विशेषज्ञसंग सामान्जस्य गरि आदिवासी/जनजाती विकास योजना कार्यान्वयन गर्नुपर्ने छ। आदिवासी जनजाती विकास योजना कार्यान्वयनमा बहन गर्नु पर्ने सम्पूर्ण दायित्व आयोजना प्रमुखले बहन गर्नेछन। यी सबै क्रियाकलापहरु आयोजना संचालन अगाडी गरिनेछ।

## ७. संक्षिप्त सामाजिक आर्थिक अवस्था र इथ्नोग्राफिक विवरण

यो सडक आयोजना पूर्वमा कमला नदी देखि शुरु भएर पश्चिममा पथलैयामा समाप्त हुन्छ। ८५८ घरधुरी आधार रेखा सर्भेक्षणको आधारमा, आयोजनाको प्रत्यक्ष प्रभाव क्षेत्रमा २२२ (२४.४%) घरधुरी आदिवासी जनजाती पर्दछन जसमा ब्राह्मण (१९.७%), क्षेत्री (१३.५%), आदिवासी/जनजाती (२४.४%), दलित (१६.५%), मधेसी/तराई जातीहरु (२४.५%) र मुस्लिम (१.३%) रहेको पाइन्छ। आदिवासी/जनजाती मध्येका २४.४% अन्तर्गत, मगर, तामांग, थारु, राई, घर्ति/भुजेल, गुरुङ, सुनुवार र नेवार रहेकाछन। यसका अलावा आयोजनाबाट १४ आदिवासी/जनजाती घरधुरी प्रत्यक्ष रूपमा प्रभावित हुनेछन जुन आदिवासी/जनजाति उत्थान राष्ट्रिय प्रतिष्ठान ऐन-२०५८ को बर्गिकरण साथै विश्व बैंकको वातावरण तथा सामाजिक मापदण्ड ७ समेतको आधारमा गरिएको छ। उक्त आयोजना वरिपरी विशेष गरेर ११ जनजाती समुदायहरु जस्तै तामाङ, मगर, भुजेल, नेवार, राई, सुनुवार, गुरुङको बसोबास रहेको पाइन्छ जो सन १९६२ भन्दा पछि पुर्व-पश्चिम राजमार्ग बनेपछि बसोबास गरेका पाइन्छन भने थारु, बोटे, माझि यहाँका आदिम बसोबासी सताब्दिओं देखि बसोबास गरी आएका पाइन्छन। यी आदिवासी जनजाती समुदाय एउटै सामाजिक, आर्थिक अवस्थाको नभएर विभिन्न सामाजिक आर्थिक अबस्थामा रहेको पाइन्छ जस्तै बोटे/माझी तथा दनुवार उत्पीडित अति सिमान्तकृत वर्गमा पर्दछन भने तामांग भुजेल सिमान्तकृत विपन्न समुहमा पर्दछन। मगर र गुरुङ विपन्न समुहमा र नेवार सक्षम जनजाती समुह अन्तर्गत पर्दछ।

## ८. अनुगमन, मूल्यांकन तथा प्रतिवेदन

आदिवासी/जनजाती विकास योजना कार्यान्वयनको लागि आन्तरिक मूल्यांकन, सुपरिवेक्षण गर्ने कार्य, आयोजना समन्वय एकाईका (पी.सी.यु.) सामाजिक तथा आदिवासी/जनजाती विशेषज्ञ विज्ञको जिम्मेवारी रहनेछ। योजनाको बाह्य अनुगमन परामर्श सेवा दाताबाट बार्षिक रूपमा गरिनेछ भने बाह्य परामर्शदाता बाट नै योजना अबधिको मध्य र अन्तिम समयमा मूल्यांकन गरिनेछ। हरेक प्रकारका अनुगमन र मूल्यांकन बेग्ला बेग्लै प्रतिवेदनहरु तयार पारिने छन्। परामर्श सेवा दाताका सामाजिक विकास तथा आदिवासी/जनजाती विशेषज्ञले आदिवासी/जनजाती विकास योजना कार्यान्वयन वारे मासिक रूपमा आन्तरिक अनुगमनका प्रतिवेदन तयार परि सडक बिभाग अन्तर्गत आयोजना समन्वय एकाई (पी सी यु) मा पेश गर्नेछन भने सडक बिभाग अन्तर्गत आयोजना आयोजना समन्वय एकाई (पीसीयु) को सामाजिक तथा आदिवासी/जनजाती बिज्ञको सहयोगमा चौमासिक रूपमा बिश्व बैंकलाई आदिवासी/जनजाती योजना सम्बन्धि प्रतिवेदन पेश गर्नेछ। आन्तरिक मूल्यांकन सुचकमा केन्द्रित हुनेछ जसमा प्रभावित परिवार संख्या, मुआब्जा तथा अन्य सहायता प्राप्त गरे नगरेको साथै अक्सोक्स माथिको पहुँचको मूल्यांकन गरिने छ। आन्तरिक अनुगमन तथा मूल्यांकन पुनर्वास योजना कार्यान्वयन संगै गरिनेछ।

## ९. गुनासो सुनुवाई सम्बन्धि संयन्त्र

जग्गा प्राप्ति ऐन, २०३४ को प्रावधान अनुसार यदी कुनै व्यक्ति जग्गा अधिग्रहण सम्बन्धि चित्त नबुझेमा सो को सुचना निस्किएको ७ दिन भित्र गृह मन्त्रालयमा निवेदन दिन सक्नेछन। यस ऐनको व्यवस्था अनुसार आयोजनाबाट प्रभाव पर्ने पक्षलाई ३५ दिन भित्र अदालतमा उजुरी दिन सक्ने अधिकार प्रदान गरेको छ। आयोजनाको पुनर्वास योजना प्रारूप र सरोकारवाला आबद्ध योजना अनुसार गुनासो सुनुवाई सम्बन्धि संयन्त्रको निर्माण र त्यसमा जनजाती लगायत आयोजना प्रभावित व्यक्तिहरु समावेश गरिनेछ।

यसले दुई तहको गुनासो सुनुवाई संयन्त्र हुनेछ एउटा आयोजना तहमा र अर्को केन्द्रिय तहमा जसमा आयोजनाका गुनासी हरुको सामान्यतया र जनजातिहरुको विशेष रूपले सम्बोधन गरिन्छ। आयोजना तहमा आयोजना तहको गुनासो समाधान समिति रहन्छ जसमा आयोजना प्रमुख, निर्माण व्यवसायीका प्रतिनिधि, आयोजनाका वातावरण तथा सामाजिक विशेषज्ञ र स्थानीय वार्ड तथा नगरपालिकाका प्रतिनिधि रहन्छन भने केन्द्रमा केन्द्रिय तहको गुनासो सुनुवाई समिति रहनेछ।

आयोजना तहको गुनासो निदान समितिले आयोजना तहका सबै गुनासाहरुलाई आयोजना स्थलमा जांच गर्ने, केलाउने र त्विश्लेषण गर्ने अधिकार राख्दछ। गुनासो निदान समितिले सुनुवाई प्रक्रिया गरी गुनासोकर्ता लाई जानकारी गराउछ। यदी गुनासो समाधान गर्न नसकेमा केन्द्रिय तहमा आफ्ना सुझाव सहित पठाउनेछ। केन्द्रिय तहको गुनासो सुनुवाई समितिले आवश्यक निर्णय लिई गुनासो कर्तालाई जानकारी गराउनेछ।

## १०. आदिवाशी/जनजाती विकास योजना लागत एवं आर्थिक योजना

आदिवाशी/जनजाती विकास योजनाकोलागि आवश्यक रकम सडक विभागको आयोजना कार्यालय (पी.आइ.सि.) मार्फत गरिनेछ। आदिवाशी/जनजाती विकास योजनाकोलागि आँखा शिबिर, सचेतना सम्बन्धि तालिम, होर्डिंग बोर्ड जडान गर्ने काममा अनुमानित लागत रु. २,१८५,००० प्रस्ताव गरिएको छ। आदिवाशी/जनजाती विकास योजना अन्तर्गत केहि भौतिक पूर्वाधार विकास जस्तै हाट बजारको सुधार, सार्वजनिक शौचालय निर्माण तथा मर्मत जुन आदिवासी जनजाति विकास योजनाको रिपोर्टमा उल्लेख भएकाछन त्यसकोलागि आवश्यक पर्ने रकम बि.ओ.क्यू अन्तर्गत अर्कै शिर्षकमा राखिएकोछ।

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## CHAPTER-1: PROJECT DESCRIPTION

### 1 Project Background

The Government of Nepal (GoN) has requested financial support from the World Bank (WB) to prepare and implement the Strategic Road Connectivity and Trade Improvement Project (SRCTIP). Among other activities, the proposed project will support the upgrading of the 130 km Kamala-Dhalkebar-Pathlaiya (KDP) road and will include periodic maintenance within the Strategic Road Network (SRN). The KDP road forms a part of the Mahendra Highway, the longest highway in Nepal, traversing through the flat Terai region, south of the outer foothills of the Himalayas. The GoN considers the Mahendra Highway a strategic corridor and is committed to upgrading the 130 km KDP Road from a 2-lane to a 4-lane configuration within the 366-km Kakarbhitta–Pathlaiya (KP) corridor of the Mahendra Highway. The KDP road section passes through districts such as Dhanusha, Mahottari, Sarlahi, Rautahat, and Bara of Province 2.

### 1.1 Project Description

The KDP road section is situated in the middle-eastern part of the East-West Highway of Nepal. This section of the project road starts on the east bank of the Kamala River and extends to Pathlaiya Junction in the west. The project area further extends to touch Karjanha Rural Municipality in Siraha district to the east of the Kamala River. Other municipalities along the route include Ganeshman Charnath, Dhanushadham, Mithilain in Dhanusha district, Bardibas, Gaushala in Mahottari district, Ishworpur, Lalbandi, Hariwon, Bagmati in Sarlahi district, and Brindaban, Chandrapur, Gujara in Rautahat district. Additionally, Nijgadh, Kohlbi, and Jitpur Simara Sub-Metropolitan City in Bara district fall within the project alignment section. Various caste groups populate this project section, as outlined in the baseline report, including Brahmin (19.7%), Chhetri (13.5%), Janajati (24.4%), Dalits (16.5%), Madhesi/Terai Castes (24.5%), and Muslims (1.3%).

**Figure 1: Location Map of KDP project**





The rationale for the Indigenous Peoples' Development Plan (IPDP) is informed by the findings and recommendations of the Environmental and Social Impact Assessment (ESIA). The IPDP was developed concurrently with the ESIA preparation as outlined in the Kamala-Dhalkebar-Pathlaiya (KDP) Infrastructure Project Framework (IPPF). This plan has been formulated in accordance with the provisions of Government of Nepal (GoN) legislation and the World Bank's Environmental and Social Standard (ESS7) to assess the impacts of the KDP road expansion project on Indigenous Peoples (IPs) and to propose appropriate measures to mitigate these impacts.

Within the Direct Impact Area (DIA) of the project, 24.4% of the population comprises Indigenous Peoples, specifically belonging to 11 distinct groups recognized as Aadibashi/Janajati by the National Foundation of Indigenous Nationalities (NEFIN) and in accordance with the World Bank's ESS7. According to NEFIN's classification, IPs in the project area are categorized into Highly Marginalized groups such as Bote/Majhi and Danuwar, Marginalized groups including Tharu/Chaudhary, Tamang, and Bhujel/Gharti, and Disadvantaged groups like Gurung, Magar, Rai, Limbu, and Sunuwar, while Newar are considered an advanced group based on caste/ethnic composition. Among these 11 indigenous communities identified, Focused Group Discussions (FGDs) were conducted specifically with 6 communities: Bote/Majhi, Danuwar, Magar, Tamang, Bhujel/Gharti, and Rai.

The Tamang, Magar, Bote, and Majhi communities reside approximately 500 meters away from the KDP road alignment, whereas Gurung, Tharu, Bhujel/Gharti, Rai, Limbu, Danuwar, and Newar communities are situated directly along the KDP road alignment. According to the household survey conducted, endangered categories of indigenous peoples were not found within the KDP road corridor. The Indigenous Peoples identified in the project area predominantly belong to the highly marginalized, marginalized, and advanced categories. Out of the 858 households surveyed, 222 households comprising 1,205 individuals belonged to the IPs category. Specifically, one household with six persons was reported as belonging to the highly marginalized category (Danuwar) among the surveyed households. Additionally, 117 households comprising 651 individuals were categorized as marginalized IPs, while 45 households comprising 235 individuals were classified as disadvantaged IPs in the project area, including Gurung, Magar, Rai, and Limbu as detailed in **Table 1.1**.

**TABLE 1.1: CLASSIFICATION OF IPs BY NEFIN & IP GROUPS PRESENT IN KDP BY THEIR HHS & POPULATION**

| SN | Classification of IPs by NEFIN <sup>2</sup>  | IPs KDP | HHS | Population |
|----|--|---------|-----|------------|
| 1  | <b>Endangered-10</b> (Bankariya, Hayu, Kisan, Kusbadiya, Kusunda, Lepcha, Meche, Raji, Raute, Surel) | --      | --  | --         |

<sup>2</sup> This category was proposed in 2004 by the Nepal Federation of Indigenous Nationalities (NEFIN), which is an umbrella organization of the 59 indigenous nationalities or peoples, recognized by the government of Nepal. Later on, this category has been acceptable for all entities and commonly used in government documents. But it is not defined by any National law including NEFDIN Act - 2002

| SN | Classification of IPs by NEFIN <sup>2</sup>   | IPs KDP                               | HHs        | Population  |
|----|---|---------------------------------------|------------|-------------|
| 2  | <b>Highly Marginalized-12</b> (Bote, Baramu, Chepang, Danuwar, Dhanuk, Jhagar, Majhi, Santhal, Shiyar, Shingsawa, Thami, Thudam)  | Danuwar,                              | 1          | 6           |
| 3  | <b>Marginalized-20</b> Bhote, Bhujel, Darai, Dhimal, Dolpo, Dura, Gangai, Kumal, Larke, Lhopa, Mugal, Pahari, Phree, Rajbansi, Sunuwar, Tajpuriya, Tamang, Tharu, Topkegola, Walung | Tharu, Bhujel, Gharti, Tamang, Sunwar | 117        | 651         |
| 4  | <b>Disadvantaged-15</b> (Baragaule Thakali, Byansi, Chhantyal, Chhaintan, Gurung, Jirel, Limbu, Magar, Marphali Thakali, Rai, Sherpa, Tangbe, Tingaule Thakali, Yakkha, Yolmo)      | Gurung, Magar, Rai, Limbu             | 45         | 235         |
| 5  | <b>Advanced-2</b> (Thakali, Newar)  | Newar                                 | 59         | 313         |
|    | <b>Total</b>  |                                       | <b>222</b> | <b>1205</b> |

Source: Baseline report of KDP road project, 2022

### 1.1 Project affected IPs Households

As per the KDP RAP, there are a total of 14 project-affected IP households (e.g., 12 marginalized, 2 disadvantaged) who are going to lose their structures due to the upgrading of the KDP road project.

**TABLE 1.2 CATEGORIZATION OF AFFECTED INDIGENOUS PEOPLES IN KDP BY THEIR LEVEL OF MARGINALIZATION**

| Level of Marginalization | Name of IPs Group with no. of HHs in parentheses | Remarks |
|--------------------------|--|---------|
| Marginalized             | Tharu (2),<br>Tamang (10)                        |         |
| Disadvantaged            | Mahgar (2)                                       |         |

Source: Nepal Federation of Indigenous Nationalities (NEFIN), 2004

Most of the project-affected households do not have sufficient land for agricultural purposes and depend on business, wage labor, and remittances, etc. Details of IPs households are given in **Table-1.3**.

**TABLE 1.3 PROJECT AFFECTED INDIGENOUS HHS AND BUSINESS**

| S.N. | Household Head       | District  | Municipality              | Wards | Settlements       | Lost Assts          |
|------|----------------------|-----------|---------------------------|-------|-------------------|---------------------|
| 1    | Mandira Lama         | Dhanusha  | Dhanusha D. Municipality. | 9     | Bhiman            | Structure/Business  |
| 2    | Ludra Bdr. Ale-magar | Dhanusha  | Mithila Municipality      | 4     | Pushplpur         | Structure/Business  |
| 3    | Suraj Kumar Ghising  | Mahottari | Bardibas Municipality     | 10    | Lachumaniya chowk | Structure/Business  |
| 4    | Bina Devi Moktan     | Dhanusha  | Bardibas Municipality     | 5     | Gaushala chowk    | Structure/Business  |
| 5    | Akabar Tamang        | Mahottari | Gaushala Municipality     | 11    | Lachumaniya chowk | Structure/Business  |
| 6    | Abita Bal            | Mahottari | Gaushala Municipality     | 11    | Lachumaniya chowk | Structure/ Business |

| S.N. | Household Head                  | District  | Municipality           | Wards | Settlements             | Lost Assts         |
|------|---------------------------------|-----------|------------------------|-------|-------------------------|--------------------|
| 7    | Shyam Kumari Bal                | Mahottari | Gaushala Municipality  | 11    | Lachumaniya chowk       | Structure/Business |
| 8    | Kumari Lama                     | Sarlahi   | Ishworpur Municipality | 13    | Bande chowk(shreenagar) | Structure/Business |
| 9    | Kumari Moktan                   | Sarlahi   | Ishworpur Municipality | 5     | Fuljor                  | Structure/Business |
| 10   | Rameshwor Pd. Chaudhary (Tharu) | Mahottari | Bardibas Municipality  | 5     | Gausala                 | Structure/Business |
| 11   | Sonam Tamang                    | Sarlahi   | Bagmati Municipality   | 12    | Ashworya nagar          | Structure/Business |
| 12   | Lal Babu Chaudhary (Tharu)      | Sarlahi   | Hariyon Municipality   | 11    | Basha tol               | Structure/Business |
| 13   | Lamu Maya Syangtan              | Sarlahi   | Hariyon Na. Pa.        | 4     | Tnghare lachka          | Structure/Business |
| 14   | Jit Bd. Balampakhi Magar        | Sarlahi   | Bagmati Municipality   | 1     | Paanityanki chowk       | Structure/Business |

Source: Census Survey, September, 2022

## 1.2 IPs Communities in Nepal

The indigenous (Adivasi/Janajati) groups in Nepal are defined as social groups with a distinct social and cultural identity separate from the dominant society. The National Foundation for the Upliftment of Adivasi/Janajati Act (2002) defines IPs as ethnic groups and communities that possess their own mother language, traditional rites and customs, distinct cultural identity, unique social structure, and written or unwritten history. The Act has recognized 59 indigenous communities in Nepal.

These indigenous communities are referred to as Adivasi/Janajati in Nepali and Indigenous Nationalities in English as per the Act. As a whole, these groups are generally considered marginalized segments of the population engaging in economic activities ranging from hunting/gathering and shifting agriculture in or near forests to wage labor or small-scale market-oriented activities. However, Adivasi/Janajati groups themselves comprise diverse groups that do not fit into a single economic system.

There are disparities among different Adivasi Janajati groups in Nepal. While some Adivasi Janajati groups like Rautes are still engaged in hunting and gathering, Chepangs and Kusundas practice slash-and-burn farming and rely mainly on natural resources. Conversely, Newars, Thakalis, and Gurungs are more exposed to modernity and participate in foreign employment, government and non-government services, industry, and commerce.

Considering their diverse socio-economic statuses, the Nepal Federation of Indigenous Nationalities (Adivasi Janajati) (NEFIN) 2004, an umbrella organization of Adivasi Janajati groups, has classified them into five categories (Table 1.4). Of the total 59 Adivasi Janajati groups, 10 groups are categorized as "endangered", 12 groups as "highly marginalized", 20 groups as "marginalized", 15 groups as "dis-advantaged", and 2 groups as "advanced" or better off, based on a composite index consisting of literacy, housing, land holdings, occupation, language, education, and population size.

**TABLE 1.4: CLASSIFICATION OF ADIVASI/JANAJATIES IN NEPAL**

| Region          | Classification of Adivasi/Janajaties                          |  |   |  |                |
|-----------------|---|--|---|--|----------------|
|                 | Endangered (10)   | Highly Marginalized (12)                               | Marginalized (20)   | Disadvantaged (15)   | Advantaged (2) |
| Mountain (18)   |   | <i>Shiyar, Shingsawa (Lhomi), and Thudam</i>           | <i>Bote, Dolpo, Larke, Lhopa, Mugali, Tokpegola, and Walung</i> | <i>Bara Gaule, Byansi (Sauka), Chhairotan, Maparphali Thakali, Sherpa, Tangbe, and Tingaunle Thakali</i> | <i>Thakali</i> |
| Hill (24)       | <i>Bankariya, Hayu, Kusbadiya, Kusunda, Lepcha, and Surel</i> | <i>Baramu, Thami (Thangmi), and Chepang</i>            | <i>Bhujel, Dura, Pahari, Phree, Sunuwar, and Tamang</i>         | <i>Chhantyal, Gurung (Tamu), Jirel, Limbu (Yakthumba), Magar, Rai, Yakkha, &amp; Hyolmo</i>              | <i>Newar</i>   |
| Inner Terai (7) | <i>Raji, and Raute</i>  | <i>Bote, Danuwar, and Majhi</i>                        | <i>Darai, and Kumal</i>   |  |                |
| Terai (10)      | <i>Kisan, and Meche (Bodo)</i>                                | <i>Dhanuk (Rajbansi), Jhangad, and Santhal (Satar)</i> | <i>Dhimal, Gangai, Rajbansi (Koch), Tajpuriya, and Tharu</i>    |  |                |

Source: NEFIN, 2004

### 1.3 Objectives and Scope of IPDP

The Indigenous Peoples Development Plan (IPDP) was prepared based on national policies/strategies outlined in the National Foundation for Upliftment of Adivasi/Janajati Act, 2058 (2002), as well as the World Bank's Environmental and Social Standard 7 (ESS7). The specific objectives of the IPDP are:

- Enhancing the participation of IPs in project planning, implementation, and monitoring to ensure that project activities are culturally acceptable and effective.
- Ensuring that project benefits are accessible to IP communities residing in the project areas in a culturally appropriate manner.
- Mitigating potential adverse impacts of the project on IPs.
- Developing appropriate training, health camps, and income generation activities to enhance their livelihoods and income according to their defined needs and priorities.

The scope of the IPDP includes identifying issues faced by IPs and meeting their demands, along with cultural enhancement programs for IPs living around the project corridor. A total of 14 project-affected households, categorized as marginalized (12) and advanced (2) groups, have been prioritized to address their vulnerabilities in accordance with ESS7 and ESS-1. During Focused Group Discussions (FGD), consultants gathered their demands for physical infrastructure development within their communities, as proposed within the scope and limitations of the plan. Additionally, cultural enhancement and awareness-raising programs were also proposed. The IPDP is also focused on mitigating any adverse impacts that may occur during the implementation of the KDP project for communities residing along the project alignment section.

## **CHAPTER-2: SUMMARY OF PROJECT IMPACT**

### **2.1 Targeted Social Assessments**

The potential risks and impacts related to IPs due to the proposed upgrade of the existing KDP road have been primarily assessed based on available information and knowledge of the existing corridor. The feasibility study and detailed design have been reviewed, and impacts have been assessed based on project interventions. Following community group consultations, it is observed that the project will not cause adverse impacts on the land of IP communities. The possible impacts on IPs are discussed in the following sections.

### **2.2 Summary of Project Impacts**

The KDP road project directly affects IP households living within the Right of Way (RoW) only, but not at the community level, and it will not impact customary lands or practices. A total of 14 IP households listed in the previous chapter will lose their business structures, including operating businesses such as tea and snacks shops. Consequently, they will receive compensation for their lost structures and business losses due to the KDP road improvement project. The cost of affected assets has been calculated based on findings from inventory surveys and allocated allowances according to entitlements specified in the Resettlement Action Plan (RAP). Mitigation measures for these 14 project-affected IP households are detailed in the RAP report.

In addition to direct impacts, the KDP road project may have indirect effects such as traffic congestion, disruption of local access, disturbance to cultural and ritual sites or river access points, influx of labor, gender-based violence (GBV), child sexual exploitation and abuse (CSEA), environmental dust, and increased pressure on resources during project implementation in surrounding communities. Issues associated with labor influx include the spread of communicable diseases like conjunctivitis, common colds, and diarrhea, as well as potential increases in GBV and CSEA, which could disproportionately affect vulnerable groups within IP communities. Consequently, project activities are not expected to adversely impact IP customary lands, natural resources, cultural heritage, or necessitate the relocation of IPs from lands traditionally owned or under customary use or occupation. Therefore, the KDP road project does not require compliance with the free, prior, and informed consent (FPIC) procedure.

The project also brings positive benefits such as employment opportunities, skill training related to transportation, income generation training, and awareness-raising programs aimed at restoring livelihoods for IPs, in addition to cash compensation for the 14 IP households losing structures and businesses.

### **2.3 Considerations for Avoidance and Minimization of Impacts**

The proposed project aims to avoid negative social impacts on agricultural lands, culturally significant sites, communal properties of IPs, or, where unavoidable, to minimize these impacts through exploration of project design alternatives and improved implementation plans. An analysis of alternatives was conducted for road improvement in line with the mitigation hierarchy principle for managing environmental and social risks and impacts. The project will cover almost the entire RoW area where these IP

households reside and conduct businesses. As design structures will cover the RoW, compensation is proposed for affected residential and business structures, including assistance for business displacement, shifting, and dismantling costs. Additionally, livelihood restoration programs and health outreach initiatives, such as eye-checking campaigns and promotion of local musical instruments like Chabrung and Damphu, are proposed to maximize livelihoods and promote indigenous products and knowledge as part of cultural enhancement. Adequate compensation and livelihood restoration for project-affected persons (PAFs) align with project policies, alongside proposed mitigation measures to avoid and minimize impacts considering construction norms and practices. Therefore, no alternatives beyond the scope have been proposed.

## **2.4 Communities in the Project Area**

The project area comprises a diverse mix of communities without homogeneous settlements for any specific group. Indigenous (Adivasi Janajati) communities in the project area, although diverse in ethnicity and group, share common approaches to economic and livelihood activities. These groups will experience similar impacts from the project as part of a mosaic community. Baseline and census data indicate the presence of various IP communities in the project area, making ESS7 relevant to this component. Major IP communities residing outside the KDP project corridor include Tamang, Magar, Gurung, Rai, Limbu, Bhujel/Garti, Sunuwar, and Newar, who migrated from hills and other parts of Nepal. Meanwhile, Tharu/Chaudhary, Danuwar, and Bote/Majhi are recognized as indigenous communities long-established in the project area.

## **CHAPTER-3: LEGAL POLICY AND REGULATORY FRAMEWORKS**

### **3.1 National and International Laws and Policies**

There are numerous legal provisions relevant to the protection of Indigenous Peoples' rights and interests in Nepal. The Constitution of Nepal (2015), National Foundation for Upliftment of Aadibasi /Janajati Act, (2002, Local Government Operation Act (2017), Forest Act (1993) and Forest Regulation (1995) and periodic Five-Year Plans have been placed significant emphasis on delivering basic services to the indigenous people and protection and promotion of their traditional knowledge and cultural heritage.

The National Foundation for Development of Indigenous Nationalities (NFDIN) Act (2002) is a key policy initiative for the welfare and advancement of IPs (Adivasi/ Janajati). The Act was enacted with a view to develop social, economic and cultural aspects of indigenous peoples, and to improve their equal participation in the mainstream of national development. Fifty-nine indigenous communities have been officially and legally recognized by Government of Nepal under this Act. NFDIN established the first comprehensive policy and institutional framework regarding indigenous peoples with overall goal of preservation of the languages, cultures, and empowerment of the marginalized ethnic nationalities.

The GoN has developed the Land Acquisition, Resettlement and Rehabilitation Policy (LARRP) for infrastructure project development in 2015. The policy has prescribed the following key provisions for project affected indigenous peoples and vulnerable groups (Section 7.2.7); ESS7 of the WB's ESF applies to a distinct social and cultural group identified the term "Indigenous Peoples, Historically Underserved Traditional Local Communities Indigenous ethnic minorities," "aboriginals," "hill tribes," "vulnerable and marginalized groups," "minority nationalities," "scheduled tribes," "first nations" or "tribal groups." The term Indigenous Peoples is used in a generic sense to refer exclusively to a distinct social and cultural group possessing the following characteristics in varying degrees:

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

ESS7 applies the procedures to all such groups (indigenous peoples or historically underserved traditional local communities, exploitation of their land and access to natural and cultural resources trigger Free Prior Informed Consent (FPIC) but in this KDP road project, such kind of impact is not envisaged, the impact is only at IP households' level, so the FPIC is not required.

## CHAPTER-4: COMMUNITY CONSULTATIONS

Community consultation has been integral throughout the stages of ESIA, RAP, and IPDP preparation, following a continuous process consistent with the project's Stakeholder Engagement Plan (SEP). These consultations during the design and planning phases facilitated the exchange of information about project objectives, scope, alternative design options, and stakeholder perceptions.

The development of the IPDP adopted a participatory approach to ensure that indigenous peoples played a role in the project planning and development process. Before consultation meetings, IP households, communities, and their organizations were informed and scheduled consultations via phone, letters, and coordination with their respective municipalities and wards. Local authorities actively encouraged their participation to ensure the consultations were meaningful and inclusive.

Focused Group Discussions (FGDs) were held separately with project-affected IP households, totaling nine meetings with 136 participants (72 males and 64 females). The aim was to assess project impacts, understand their views, needs, priorities, and preferences regarding project design and implementation. Discussions covered potential impacts such as loss of structures and livelihoods, along with appropriate mitigation measures. Issues like labor influx, communicable diseases (conjunctivitis, common cold, diarrhea), and specific concerns such as school dropout rates among the Majhi community were highlighted and discussed.

Other key concerns raised by IPs included the promotion of indigenous knowledge and practices, health outreach programs (e.g., Eye Treatment Camps), and awareness-raising programs on issues like labor influx, gender-based violence (GBV), and child sexual exploitation and abuse (SEA/SH).

The consultations also focused on project benefits such as promoting local indigenous products, employment opportunities, transport-related skill training, income generation, and support for community infrastructures like temples, monasteries (Gumba), deity places (Thaan), public toilets, and access to riversides for cremation and religious activities at Kamala and Bagmati Bridge.

IP participation in project preparation, implementation, and monitoring was a key topic. It was noted that some indigenous groups lacked detailed knowledge about the KDP project design and status, making the consultation vital for sharing information, addressing their queries, and collecting feedback. Suggestions from the consultations, including preventive measures for adverse impacts, infrastructure needs, and training requirements for socio-economic upliftment, were incorporated into the IPDP and other Environmental and Social documents.

Overall, the public consultations demonstrated broad support from each IP community, emphasizing their eagerness to commence the KDP road project promptly to enhance the quality of the existing infrastructure.

**IPDP implementation will maintain this participatory approach to ensure meaningful consultation and effective IP participation. A summary of major issues raised in the consultations includes:**

- Representation of indigenous people in the project's implementation phase and priority for employment opportunities.
- Community safety concerns during project implementation.
- Organization of health outreach programs like Eye Treatment Camps (Ankha Shibir) at two sections of the road.



- Enhancement, rehabilitation, and maintenance of community infrastructures such as temples, monasteries (Gumba), deity places (Thaan), and water ponds/taal at various locations.
- Support through skill training and seed money for developing local products like Damphu, Chabrung, and fishing nets for respective communities such as Tamang and Majhi.
- Construction of water ponds/taal near Murgiya Khola, Dhanushadham-9.
- Orientation and training to promote indigenous knowledge, culture, practices, and the economic upliftment of local indigenous products.

Chapter 6 will delve into the detailed IP development plan, with the final implementation schedule being decided through further consultations with indigenous communities.

## **CHAPTER-5: DESCRIPTION ON SOCIO-ECONOMIC BASELINE AND ETHNOGRAPHY**

A socio-economic assessment was undertaken in September 2022 using tools like household survey (using hard copy questionnaires), focus group discussions, and interviews with key informants (KII). The proposed project area is culturally and ethnically diverse and rich in cultural heritage. Six indigenous groups out of 11 IPs groups—Tamang, Magar, Newar, Danuwar, Bote, Majhi—who live in different locations of the project section have been chosen for FGD consultation. The hill Janajati like Tamang, Magar, and Newar are migrant settlers across the project section who started living there after the eradication of Malaria and the dawn of democracy in Nepal in 1950. However, the Adibasi/Janajati like Danuwar, Bote, and Majhi are ancient inhabitants along the project section. The Tamang and Tharu are categorized under marginalized groups. The distributed settlements along the KDP road gradually increased after the construction of the East-West Highway (Mahendra Highway) in 1962. Agriculture, business, foreign employment, and services are the major occupations of these hill Janajati groups, while agriculture, fishing, and hunting were the major occupations of the Terai Adibasi/Janajati groups. Agricultural productions are dominated by rice, wheat, maize, and seasonal vegetables. Domestic animals commonly include cows, buffalo, poultry, pigs, and goats. The nature of subsistence agriculture is changing into commercial agriculture, and animal husbandry and poultry are also done for business purposes on a commercial basis. However, along the highway, they also have other businesses such as tea shops, vegetable and fruit shops, small grocery shops, hotels, and restaurants. Poverty is higher among these people as nearly one-fourth of the hill indigenous are living below the poverty line. A brief ethnographic description of each IPs group along the KDP road alignment is discussed below.

### **5.1 Ethnographic Description**

**Tamang:** Tamang is one of the main hilly ethnic groups of Nepal. Traditionally Buddhist by religion, they constitute 5.62% of the Nepalese population, totaling 1,639,866 as of the 2021 census. Their language is the fifth most spoken in Nepal. In Tamang society, four types of specialists namely Lama (Priest of Tamang and other few ethnic groups following Tibetan Buddhism), Tamba, Ganba, and Bonbo. The Lama acquires knowledge from Lamaist Buddhism and its texts, while Tamba is an antiquarian of Tamang ancestral history, and Ganba helps complete any ceremony with his knowledge of rites and customs of the community. Most Tamangs are farmers engaged in agriculture. Due to the lack of irrigation at higher altitudes, their crops are often limited to corn, millet, wheat, barley, and potatoes. This situation is similar between the Chure-Bhawar and upper Terai belt where Tamang populations are concentrated. They are concentrated mainly on the north side of the Mahendra Highway. They often supplement their farming income with manual labor. Due to the discrimination experienced by Tamang people in the past, they have remained poorly educated overall, with the majority limited to working as farmers, mountain trekking, pottering, and driving in Kathmandu. According to the classification of the Nepal Federation of Indigenous Nationalities (NEFIN) in 2005, Tamang people had been categorized as a "Marginalized group" based on indicators such as literacy and education, income, wealth, landholding, and ownership of other assets. Tamang people have a mixed religion of animism and Tibetan Buddhism. Tamang culture is characterized by various traditional social institutions such as Nangkhori, Gedung, Chokpa, and Ghyang. Tamang communities are organized, maintained, and regulated through these social institutions.

**Newar:** Newars are the historical inhabitants of the Kathmandu Valley and its surrounding areas in Nepal, and the creators of its historic civilization. They comprise 4.60% of the total population, totaling 1,341,363 in the project section. They are involved in business occupations and reside in the business centers of Nepal. Newars form a linguistic and cultural community of primarily Indo-Aryan and Tibeto-Burman ethnicities with Nepal Bhasa as their common language. They have developed a division of labor and a sophisticated urban civilization not seen elsewhere in the Himalayan foothills. Newars have continued their age-old traditions and practices and pride themselves as the true custodians of the religion, culture, and civilization of Nepal. Unlike other common-origin ethnic or caste groups of Nepal, Newars are regarded as an example of a national community with a relict identity derived from an ethnically diverse, previously existing polity. The Newar community within it consists of various strands of ethnic, racial, caste, and religious heterogeneity, as they are the descendants of the diverse group of people that have lived in Nepal Mandala since prehistoric times. Newars are known for their contributions to culture, art, and literature, trade, agriculture, and cuisine. Today, they consistently rank as the most economically, politically, and socially advanced community in Nepal. According to the classification of the Nepal Federation of Indigenous Nationalities (NEFIN) in 2005, Newar people are categorized as an "advanced group" based on indicators such as literacy and education, income, wealth, landholding, and ownership of other assets.

**Magar:** The Magar, also spelled as Mangar and Mongar, are the third largest ethno-linguistic group of Nepal, representing 6.90% of Nepal's total population, totaling 2,013,498 according to the 2021 Nepal census. The original home of the Magar people was west of the Gandaki River, roughly consisting of the portion of Nepal which lies between and around Gulmi, Argha Khanchi, and Palpa. This region was divided into twelve districts known as Barha Magarat (Confederation of Twelve Magar Kingdoms) which included Satung, Pyung, Bhirkot, Dhor, Garhung, Rising, Ghiring, Gulmi, Argha Khanchi, Musikot, and Isma. During the medieval period, the entire area from Palpa to Gorkha was called Magarat as it was inhabited by Magars. A second Confederation of Eighteen Magar Kingdoms known as Athara Magarat also existed, primarily inhabited by Kham Magars. Magars are divided into the following six tribes (clans) listed alphabetically: Ale, Bura/Burathoki, Gharti, Pun, Rana, and Thapa. These tribes intermarry, have the same customs, and are equal in social standing. Each tribe is subdivided into many sub-clans. According to the classification of the Nepal Federation of Indigenous Nationalities (NEFIN) in 2005, Magar people are categorized as a "Disadvantaged group" based on indicators such as literacy and education, income, wealth, landholding, and ownership of other assets.

**Gurung:** The Gurung people, also called Tamu, are an ethnic group from different parts of Nepal. They are one of the main Gurkha tribes. They believe that until the 15th century they were ruled by a Gurung king. When the British Empire came to South Asia, the Gurung people began serving the British in Army regiments of Gurkhas. At the time of the 2021 Nepal census, 543,790 people (1.86% of Nepal's population) identified as Gurung. Priestly practitioners of Gurung Dharma include Ghyabri (Klehpri), Pachyu (Paju), and Bon Lamas. Shamanistic elements among the Gurungs remain strong, and most Gurungs often embrace Buddhist and Bön rituals in communal activities. Most Gurungs live along with other ethnic groups in the middle hills and valleys along the southern slope of Annapurna Himalaya in mid-western Nepal. Gurungs use Tamukwiyi, their mother tongue, to communicate with each other and

use Nepali to communicate with other ethnic groups. They perform Sorathi, Ghado, Ghatu, and other forms of traditional dance. The social structure of Gurung includes "Char Jat" which is further divided into several clans. The Char Jat categories are: Ghale (King), Ghotane (Minister), Lama (Priest), and Lamichhane (Councillor). The Char Jat as a whole is endogamous, while each of the four categories is exogamous. According to the classification of the Nepal Federation of Indigenous Nationalities (NEFIN) in 2005, Gurung people were categorized as a "disadvantaged group" based on indicators such as literacy and education, income, wealth, landholding, and ownership of other assets. Gurungs are connected to other religious groups. Forests play a key role in Gurung lifestyle, traditions, and culture. They have a long tradition of practicing natural healing arts. Gurungs have a rich tradition of music and culture. They practice a social tradition called "Rodi" to socialize, share music, dance, and find marriage partners. They have their own local deities believed to have considerable power over nature and influence on human life. The total Gurung population is 2922.

**Bhujel/Gharti:** Bhujel is a caste group in Nepal. As per Janajati socio-economic categories, Bhujel belongs to a marginalized group comprising a population of 120,245, which is 0.41% of Nepal's population (CBS 2021). The Bhuji and Nishi areas in Baglung are considered the ancestral places of the Bhujels. Nowadays, they are scattered all over the country. Some are known as Bhujel and some as Ghartis

**Rai:** Rai is one of the important ethnic groups of Kirati people. Rais are also well known for their roles in the Gurkha army, Indian Army, and British Army. Their bravery has made them famous around the world. Rais are also known as honest people with great courage. We cannot certainly say the exact migration routes of Rai people, but one plausible history is that Kirati migrated from Tibet and a few from the Indian region in Kathmandu valley. Then, it is believed they slowly migrated to the eastern part of Nepal. For this reason, out of the 10 main castes in Rai, three (3) are Lhasa gotra and seven (7) are Kashi gotra. Today, there are more than 32 casts of Rai ethnicity. They also have more than 28 different dialects that are still in practice in Rai communities. The Rai population comprises 640,674 people, which is 2.2 percent of the country's population (CBS 2021).

Generally, Rai houses are simple but beautiful two-story buildings made of mud and bricks, similar to other traditional village houses of Nepal. The upper story usually has a veranda, and they have a wooden step called Aaglo to climb up. Agriculture was Rai's main occupation. They grew maize, millet, wheat, rice, and mustard seeds. Their staple foods are dal, bhat, tihun, khole, dhindo, etc. Rai people are experts in cooking pork. One of the main uses of grains for Rai people is to make jaad (millet beer) or rakshi (spirit).

Rai people have unique traditions and costumes as well. Women Rais typically wear Chaubandi Cholo (blouse or top) and Fariya (saree) with Patuki on their waist. Rai men wear Daura-Surwal with an Ashcoat and Patuki on the waist, along with a Khukuri. Similarly, women wear ornaments such as Muga Mala, Reji Haari mala, Chaadi ko Kangan, Authi, Naakma Phuli ra Jhamke Bulaki, Dhungri, etc. Rai culture, as part of Kirati in general, gives great importance to nature as their god. Bhumi puja (earth praying) or henkama is something they practice religiously. Also, remembering ancestors' souls is an important part of their rituals. Their home has one corner dedicated to ancestors called "Macha-kuma". Twice a year, during Udhauli and Ubhauli, Rai perform special rituals offering Hen neat, Rakshi (spirit),

Acheeta (grains), Ginger (aduwa), etc., to ancestors' souls (Pitri), remembering them for their blessings. However, the project area is different from their original place, where few Rai people have migrated to some settlements for economic reasons.

**Tharu/Chaudhary:** The Tharu is a prevalent ethnic group living in the Western Terai districts and residing in most of the Terai districts of Nepal traditionally. The Tharu/Chaudhary comprises 1,807,124 people (6.20%) in Nepal (CBS 2021). After the eradication of malaria and some development initiatives, there was an influx of hill people into these areas. In the process of migration from the hills to the Terai, many Tharus lost their land. Consequently, they had to take loans, which they hadn't needed before, forcing them to work their whole lives in the houses of so-called high-class people without wages or for very minimal wages to repay the loans and meet their daily expenses, leading to a miserable life. This brought about socio-economic consequences with unequal inter-caste and class relations negatively affecting the Tharus. Exploitation, poor health, unclaimed rights to natural resources, weak voice in government decisions, poor access to markets, lack of credit for their work, and many other associated factors increased poverty among the Tharus and other deprived communities in western Nepal as well. So-called high-class people blamed and did not accept to uplift the economic growth of Tharus and addressed their views on the reasons for Tharus being backward. They blamed social and cultural factors, which they claimed made the Tharus less clever and incapable of managing their lives in a standard way. These perceptions and discriminations from other community people weakened the Tharus, making it difficult for them to raise their representative voice in government for their entitlement.

The Terai region was covered by a thick malarial jungle that kept away outsiders and guaranteed freedom to the Tharus. Their relative isolation led them to develop a distinct and self-sufficient society with their own language, religion, and culture differing from the hill people. The plains or Terai are the rice basket of Nepal. The Western Terai region of Nepal was very productive where the total Tharu population in six districts (Dang, Banke, Bardiya, Surkhet, Kailali, and Kanchanpur) is 909,743. Half of the Tharu population lives in these districts. The lands in these districts were cultivated by the indigenous Tharu people and are the most productive and sought-after agricultural lands. During that time, only Tharus resided in the area, while non-Tharu people came to the area during the winter season and fled during the summer season, due to the jungle's malaria and wild animals. This was a time that senior Tharu citizens still talk about, when a family entering a new settlement could have as much land as they could clear from the jungle. In this environment, the Tharus developed largely self-sufficient communities in and around the jungle, with distinctive building styles, settlement patterns, religion, and agricultural practices. The Tharu people are distributed almost east to west in the Terai region, with a higher population found in Bara, Rautahat, Sarlahi, and Mahottari districts along the southern part of the municipalities.

**Sunuwar:** The Sunuwar or Koinch (Sunuwār Jāti) is a Kirati tribe native to Nepal, parts of India (West Bengal and Sikkim), and southern Bhutan. They speak the Sunuwar language. According to the 2021 census of Nepal, the Sunuwar population numbers 78,910, comprising 0.27 percent of Nepal's population (CBS 2021). The term 'Koinch' also refers to their mother tongue. Other terms like Mukhiya or Mukhia are exonyms for the tribe. Sunuwar have their distinct language, religion, culture, and social customs. They inhabit the eastern hills of Nepal and the Himalayas, concentrated along the Molung Khola, Likhu Khola, and Khimti Khola regions. By administrative division, they reside in Okhaldhunga,

Ramechhap, and Dolakha districts of Nepal. Politically known as Wallo Kirat ('Near/Hither'), Kirant (in the past and also currently in use among the Kirantis) following the fall of the Kiran dynasty, the Kirant dynasty ruled for approximately 1903 years and 8 months in the ancient Nepal valley. Wallo Kirant was their communal land in the past.

Most Sunuwar practice agriculture (approximately 55%), primarily cultivating crops such as rice, millet, wheat, soybean, potato, and maize throughout the eastern hills of present-day Nepal. Sunuwar people also participated in the Second World War and were known as Gorkhali fighters, recognized for their honesty. Some Sunuwar still join the Nepal Army, Indian Army, Singapore Police Force, and British Army. Sunuwar are rich in culture and traditions, celebrating hundreds of traditional feasts and festivals with complex rituals and rules. Each festival has its own objectives, characteristics, and system of celebration. Some festivals like Chandi Dance during Baisakh Purnima, Sakela (Shyadar-Puidar), Gilpuja (Gil-Pidar), and Meseranpuja (Meserani-Pidar) hold greater importance. They celebrate the Shyadar-pidar festival on Buddha Purnima Day or five days after Buddha Purnima (Panchami) according to the Nepali calendar. Sunuwar New Year is celebrated on Basanta Panchami. As a community, they observe Meserani Pidar twice a year based on the Lunar Calendar. Very few Sunuwar people who have migrated from their traditional areas are found residing along the project section.

**Limbu:** Limbu, the second most numerous tribe of the indigenous Kiranti people, mainly resides in Eastern Nepal, east of the Arun River in Nepal's easternmost Himalayan region. The Limbu population comprises 414,704 individuals, accounting for 1.42 percent of the total population.

The Limbu people are of Mongolian descent and speak a language belonging to the Kiranti group of Tibeto-Burman languages. They have their own alphabet, the Kirat-Sirijonga script, believed to have been invented in the 9th century. Limbu villages are typically found between 2,500 to 4,000 feet (800 to 1,200 meters) above sea level, consisting of 30–100 stone houses surrounded by dry-cultivated fields. Divided into patrilineal clans, Limbu families are led by a headman, or subba, who often is a returned Gurkha soldier.

The Limbu are one of the largest tribal groups in Nepal and are a sub-group of the Kirant people. The Limbu are known as "des limbu" (ten Limbu), although there are actually thirteen Limbu sub-groups including the Yakthumba. Legend states that five of these groups came from Banaras, India (now Varanasi), and the other eight from Lhasa, Tibet. There is no social discrimination among the Limbu sub-groups, though there are numerous clans and sects.

The Yakthumba Limbu predominantly reside in eastern Nepal between the Arun River and the Sikkim district border in India, with a small population also in Bhutan. They speak a dialect of Kiranti, which is a Tibeto-Burman language. Agriculture is the primary source of income for the Yakthumba Limbu, with rice and maize being their principal crops. Despite abundant arable land, they lack farming technology to fully exploit it, often trading their agricultural surplus for food they cannot grow locally or for essential items.

Men typically plow the fields, while women plant the seeds. During harvest time, both men and women work together to bring in the crops. Extended families often unite to assist each other during harvest

seasons. Economic hardships among the Yakthumba Limbu have driven many men to join the army, both in Nepal and India, which earns them respect, especially those who achieve high ranks.

Limbu people marry within their ethnic community but do not marry within their own clans or to their cousins. Marriages are arranged by parents, where the young man's family proposes to the young woman's family, followed by an elaborate ceremony where she may request certain assurances to gauge her future happiness. Women hold significant influence within Limbu families, particularly when husbands are away for extended military deployments. A woman gains recognition after bearing her first child.

Yakthumba Limbu society is patrilineal, tracing descent through males, with related families forming clans. When a clan member passes away, the entire group undergoes a period of ritual purification.

Drinking, dancing, and music hold great cultural importance for the Limbu people. Festivals, weddings, mourning ceremonies, gift exchanges, and conflict resolutions often involve extensive consumption of liquor. When visitors arrive in Limbu villages, dances are held providing opportunities for young people to meet, enjoy dancing, and socialize over drinks. They have several musical forms, including Domke Akma Palam, which might also be adapted for worship music. Yakthumba Limbu people also enjoy archery, with competitions sometimes holding religious significance or simply being contests where the loser buys drinks for the winner.

The Yakthumba Limbu are predominantly Buddhists but participate in many Hindu festivals. They also engage in worship practices involving blood sacrifices and believe that a woman inherits her mother's deities upon marriage. Yuma, an important goddess, holds significance in Limbu culture.

**Danuwar:** Among the Adivasi/Janajatis listed by the Government of Nepal, Danuwar, belonging to the group of the most marginalized Adivasi/Janajati, resides in 62 districts of Nepal, including Terai, Inner Madhes, and Hills. The Danuwar population comprises 82,784 individuals, accounting for 0.28 percent of Nepal's population (CBS 2021). Historically, this caste has been present in Nepal since the inception of Nepal Mandal. Historical documents mention the Danuwar caste in connection with the Simraungadh state government during the satsang period. Various records indicate that Danuwaris have lived in Nepal for over 2,000 years. Among the existing records, the oldest mention of the Danuwar caste dates back to a red seal given by Prithvinarayan Shah to Siddha Bhagwant Nath in 1827 BS.

There are different interpretations of the origin of the term "Danuwar." According to some, it derives from "Doniwar" where "Dan" is derived from "Don." Others mention it originated from "Donacharya" or "Dalwar" (combatant).

The language of the Danuwar caste is called "Danuwari," developed from the Magadhi Prakrit language. It is named Danuwari because it is spoken by Danuwaris. Among the Magadheli languages in the Nepali class, Danuwaris are considered closely related. Danuwari is spoken by Danuwaris residing in the Inner Madhes of Nepal from east to west and along the Mahabharata range.

According to the National Census 2068, there are 45,821 Danuwari speakers in Nepal. The Danuwari language is mentioned on page 631 of the Nepali Comprehensive Dictionary of Nepal State Intellectual

Foundation, Kamaladi, Kathmandu. Despite having their own customs, rites, culture, and language, Danuwars are influenced by neighboring communities where they reside geographically. Danuwars in the Terai are influenced by the Maithili language, while those in the hills are influenced by hill languages. The original form of Danuwari language is preserved among Danuwars living in Sindhuli, Udaypur, Sarlahi, Siraha, and Dhanusha districts. Historically, Danuwari was the official language of the Tirhut region but lost prominence to Maithili Brahmins during the Durbaria Rajgaj period, a trend that continues today.

**Bote/Majhi:** Today, Nepal is attempting to preserve the environment in areas where Bote/Majhi people have traditionally hunted and fished for centuries. This situation has made it increasingly difficult for them to sustain themselves. The Nepali government is endeavoring to involve Bote people in conservation efforts and eco-tourism to provide alternative livelihoods, though these jobs are insufficient to meet the demand. People who speak Bote languages like Majhi are gradually transitioning to Nepali. The Majhi population comprises 111,352 individuals (0.38%) (CBS 2021), covering 0.07% of the ethnic population across the project section municipalities.

More than 99 percent of Bote/Majhi people in Nepal are Hindus, with less than one percent identifying as Christians. Bote speakers need to acquire new livelihoods as traditional ways of life are increasingly impacted by external influences. Prayers are requested for believers to train these communities in new marketable skills to help them adapt to changing circumstances.

## 5.2 Cultural Heritage

The WB's ESS8 on cultural heritage recognizes the need to protect the tangible and intangible cultural heritage of indigenous peoples (IPs). IPs identify cultural heritage as a reflection and expression of their constantly evolving values, beliefs, knowledge, and traditions. Cultural heritage, in its many indicators, is important as a source of valuable scientific and historical information, as an economic and social asset for development, and as an integral part of people's cultural identity and practice. The WB has a policy of avoidance if a project significantly impacts cultural heritage that is material to the identity and/or cultural, ceremonial, or spiritual aspects of the affected IPs' lives.

The inventory of tangible and intangible religious and cultural sites was made through a consultation process along the KDP road alignment. Locals celebrate their deities (demons, gods, natural powers) on open land close to the stream and forest near the villages. In the FGD process, it did not identify any known critical tangible cultural heritage sites such as built shrine structures, sacred places, monasteries, or crematory sites that would be significantly affected by the project.

Regarding intangible cultural heritage, a significant majority of the population within the zone of influence is composed of various indigenous peoples like Tamang, Newar, Magar, Gurung, Tharu, Rai, Limbu, Sunuwar, Bhujel/Gharti, Danuwar, and Bote/Majhi along the road alignment section. However, the homogeneous communities of the IPs are gradually changing into mixed societies these days. They have their own religions, social and cultural practices blended with different religious ideologies. Their culture is characterized by various traditional social institutions influenced by changing socio-economic and political situations. These IP communities are organized, maintained, and regulated through these social institutions.



## **CHAPTER-6: DEVELOPMENT OF IP'S ACTION PLAN**

The IP's development action plan was prepared with the help of community consultation using FGD along the project section. The consultation captured information about their cultural artifacts, indigenous knowledge, and practices along with their cultural value-added objects in a participatory way. Understanding their needs and demands, the action plan has been developed to strengthen their socio-economic and cultural conditions despite budget limitations. Altogether, 14 project-affected Indigenous households mentioned in RAP and 11 Indigenous Communities are found residing within the 500-meter periphery area of the KDP project, which is the reason for preparing the IPDP in the KDP project. Moreover, potential impacts that will occur during project implementation have mitigation measures proposed wherever possible.

### **6.1 Development of Infrastructures**

The development of the IPDP followed a participatory approach to enable indigenous peoples to have a role in the project planning and development process. IPs households, communities, and their organizations were informed beforehand and scheduled for consultation via phone, following which their respective municipalities and wards corresponded through request letters for consultation. Separate discussions were carried out with project-affected IPs households through FGD.

The action plan has been developed based on needs expressed and issues raised by the IPs community during the consultations. The plan will address small physical infrastructure, socio-cultural, economic, and capacity-building needs of the IPs. Some specific activities mentioned include:

- Eye Treatment Campaign (Ankha Shibir package wise) targeting women and children of the project-affected communities,
- Orientation and sensitization programs against school dropout among the Majhi community,
- Promotion of local indigenous products through radio jingles, hoarding boards, and establishment of local gift shops promoting and linking cultural values, knowledge, and practices such as handbags, Tungna, and fishing nets,
- Facilitation and conducting necessary trainings for developing musical instruments such as damphu and Chayabrun,
- Enhancement of Jhyan Chhub Chhyoling Gumba in Pathalaiya Jitpur-Simra Sub-metropolitan ward no-1,
- Enhancement and fencing of existing Than (the deities Place) in Bagmati Municipality ward No. 12,
- Construction of ponds near Murgiya Khola with fencing in Dhanusadham-ward-9,
- Enhancement of water ponds at Ganeshman-Charnath Municipality ward-6,
- Improvement of community structures such as market sheds (Hatbazar at three locations: Birendra Bazar-243+200, Lalbandi-290+930, and Bagmati-313+320),
- Access road along the riverside for religious activities at Bagmati River Bridge and access to cremation site & at Kamala River Bridge,
- Construction of three public toilets (Badahari Bazar-Ch. 260 + 355, Sukha Pokhari-Ch. 267+005 of Hariwon, and Nijgadh Bazar Ch 345+900) with universal access.

The above-mentioned public infrastructures like access roads, maintenance of Hat Bazars, and toilets, etc., will be constructed according to the DoR's standard drawings after consultations with respective local communities during the construction phase. The estimated cost of construction of market sheds, public toilets, along with enhancement costs for community structures, has been incorporated in the bill of quantity (BOQ) under "provisional sum of public utilities and social safeguard measures.

**Table 6-1 Proposed Public Service Infrastructures under IPDP**

| Proposed Activities   | Quantity | Chainage  | Total amount (L/S)                      |
|---|----------|---|---|
| Access to riverside roads for cremation sites at Kamala Bridge and other religious activities at, Bagmati .                           | 2        | O+000 & 330+000   | Included in BoQ                         |
| Enhancement of weekly market "Haat bazar at Labandi, Birendra Bazar and Bagmati-  | 3        | 294 +930, 243+200<br>320+ 330   |   |
| Public Toilets at Badahari Bazar, Sukha Pokhari and Nijgadh   | 3        | 260+355<br>267+005<br>345+ 900  |   |
| Enhancement of Water ponds<br>Construction of ponds near Murgiya Khola" with fencing<br>Enhancement of Than,<br>Enhancement of Gumba, | 4        | Ganesh Man Charnath-6<br>Dhanusadham-9<br>Bagmati Municipality 11<br>Jitpur-Simara Ward no.-1 | Tentative estimations also given in BoQ |

Based on community consultation and their demands, health outreach programs like Eye Shibir (campaign) and promotion of local musical instruments development training like Chabrung and Damphu to the Tamang community, orientations, and training programs for awareness (on drop-out school students of Majhi community in Nijgadh-7), and skill development trainings (i.e., musical instruments making training and fishing-net weaving) have been planned for the IPs communities in a selective way as per the scope of IPDP. Table 6-2 presents the proposed other programs and activities as determined for different communities.

**Table 6-2: Proposed Activities in the Desiged Plan of IPDP**

| S.N. | Agreed Activities  | Time (Tentative) | Responsibility             |
|------|--|------------------|----------------------------|
| 1    | Organizing health outreach program for Eye Treatment Camps ( <i>Ankha Shibir</i> ) in two sections of road | March, 2025      | Contractor/Resource person |
| 2    | Enhancement, rehabilitation and maintenance of community   | January, 2027    | Contractor/Resource Person |

| S.N. | Agreed Activities  | Time (Tentative) | Responsibility             |
|------|--|------------------|----------------------------|
|      | infrastructures like Temple, <i>Gumba</i> , <i>Than</i> (the Deities Place) and water ponds/taal at different locations as mentioned   |                  |                            |
| 3    | Support (skill training and seed money) to develop Local products like <i>Damphu</i> , <i>Chabrung</i> and fishing Net to respective communities like Tamang and Majhi respectively. | March, 2025      | Contractor/Resource person |
| 4    | Construction of water Ponds/Taal near Murgiya Khola Dhanusadham-9  | May, 2025        | Contractor/ Person         |
| 5    | Orientation and training to promote indigenous Knowledge, culture, practices, and promotion of local indigenous products for economic upliftment                                     | March, 2025      | Contractor/ Person         |

## 6.2 Organizing of the Eye Treatment Camps

A majority of women and children along the project area are suffering from eyesight problems and diseases. The traditional usage of firewood for cooking and inferior condition of lightning facilities are the major hindrances of occurring eye-sight problems to the residing population in the project area. Likewise, lack of awareness about balance diet and health consciousness are the pushing factors to create such a situation... Many women and children suffering from eyesight problems along the KDP road section will benefit from the Eye Shibir. This issue was highlighted during consultations with IPs communities at various locations. In response, two Eye Treatment Camps (Ankha Shibir) have been planned to be conducted in coordination with central or regional hospitals. Detailed operational plans for the ETC (Eye Shibir) will be prepared in coordination with relevant health experts/agencies before organizing the camps. The budget requirements are detailed in **Table 6.3**

**Table 6-3: Detailed of the cost of Eye Treatment Camp**

| Proposed Activities                        | Unit                      | Rate/Unit (NRs) | Total Amount (NPR) |
|--|---------------------------|-----------------|--------------------|
| Eye Treatment Camp ( <i>Ankha Shibir</i> ) | 3 (50 person in one unit) | 300000          | 900000             |
| Medicine and other logistic supports       | Lump sum                  | 150000          | 150000             |
| <b>Total</b>                               |                           |                 | <b>1050000</b>     |

### 6.3 Trainings for Production and Marketing of local Products

The cumulative impacts will occur during the operation of various projects along the KDP project section, creating a positive environment for tourism and marketing promotion. The IPs communities possess traditional skills in making typical local products like *Damphu*, *Chabrung*, and fishing nets, which are cultural hallmarks of these communities. Indigenous knowledge and skills will be promoted through necessary trainings and support. Along the KDP road section, different indigenous groups residing along the project alignment are interested in producing items such as bags, traditional dresses, musical instruments, wood crafts, and baskets as souvenir products from the project communities. These products will be promoted through skill trainings and advertising under the project.

A total of 9 orientation trainings are planned to enhance their traditional skills, conducted by experienced trainers (resource persons). Participants will be selected based on their expressed interest from various groups across the project section. Additionally, there are many school drop-out students among the Majhi children/communities, so an orientation and support program will be specifically focused on IPs community children. The estimated cost for the skill enhancement trainings is detailed in **Table 6-4**.

**Table 6-4: Detail Cost for the Proposed Activities**

| Proposed Activities  | Quantity | Rate/Unit (NRs) | Total amount    |
|--|----------|-----------------|-----------------|
| Support (skill training and seed money) to develop Local products like <i>Damphu</i> , <i>Chabrung</i> and fishing Net to respective communities like Tamang and Majhi respectively. | 9        | 50000           | 450000          |
| Promotion of the Local products marketing through radio, hoarding boards and establishment local gift shops.   | 6        | 20000           | 160000          |
| Orientation program to prevent school drop-out children of Majhi communities in Nijgadh-7.   | 5        | 25000           | 125000          |
| Enhancement of cultural structures like Than, Gumba and construction of water Ponds/Taal near Murgiya Khola  | 4        | 100000          | 400000          |
| <b>Total</b>   |          |                 | <b>1135,000</b> |

### 6.4 Action Plan for IPDP Implementation

The activities of IPDP have been planned to be implemented as per the following schedule.

**Table 6-5: Action Plan for IPDP Activities**

| SN | Proposed Community Level Activities   | I Year (2024) |    |     |    | II Year (2025) |    |     |    | III Year (2026) |    |     |    |
|----|---|---------------|----|-----|----|----------------|----|-----|----|-----------------|----|-----|----|
|    |   | Trimesters    |    |     |    |                |    |     |    |                 |    |     |    |
|    |   | I             | II | III | IV | I              | II | III | IV | I               | II | III | IV |
| 1  | Community Orientations on Impacts of project and Consultation and coordination meeting with concerned authority and community for IPDP implementation |               |    |     |    |                |    |     |    |                 |    |     |    |

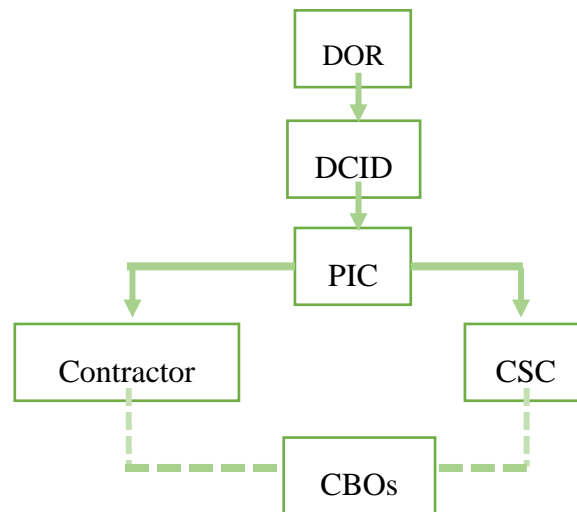
The Indigenous Peoples Development Plan of the Kamala-Dhalkebar-Pathlaiya (KDP) Road

| SN | Proposed Community Level Activities  | I Year (2024) |    |     |    | II Year (2025) |    |     |    | III Year (2026) |    |     |    |
|----|--|---------------|----|-----|----|----------------|----|-----|----|-----------------|----|-----|----|
|    |  | Trimesters    |    |     |    |                |    |     |    |                 |    |     |    |
|    |  | I             | II | III | IV | I              | II | III | IV | I               | II | III | IV |
| 2  | Construction of public structures (public toilets) with universal access and improvement weekly market centers (Haat Bazar) and Access to river (Kamala & Bagmati) sites for religious rituals |               |    |     |    |                |    |     |    |                 |    |     |    |
| 3  | Enhancement of different Community Infrastructures (Than, Gumba, Ponds & crimation sites)  |               |    |     |    |                |    |     |    |                 |    |     |    |
| 4  | Organizing Eye Treatment Camps   |               |    |     |    |                |    |     |    |                 |    |     |    |
| 5  | Orientation program to prevent school drop-out children of Majhi communities   |               |    |     |    |                |    |     |    |                 |    |     |    |
| 6  | Support to promote Local products like <i>Damphu</i> , <i>Chabrun</i> and fishing Net making trainings   |               |    |     |    |                |    |     |    |                 |    |     |    |
| 7  | Promotion of the Local products marketing through radio jingle, hoarding boards and establishment local gift shops. and  |               |    |     |    |                |    |     |    |                 |    |     |    |

## CHAPTER-7: ORGANIZATIONAL FRAMEWORK AND COST

An organizational setup for IPDP implementation is necessary for effective coordination to ensure compliance with policies and procedures and implementation of mitigation measures. To perform these activities, organization set up will be established for IPDP implementation and management at Central and State level.

### Organizational Framework for IPDP Implementation



**Figure 7.1: Organization Framework for IPDP**

### 7.1 Central Level Arrangement

The Ministry of Physical Infrastructures and Transport (MoPIT) is the Executing Agency (EA), and MoPIT will execute the project through a Project Coordination Unit (PCU) established in the Development Cooperation Implementation Division (DCID) under the Department of Roads (DoR). The PCU in the DCID will be responsible for overall project coordination and implementation of IPDP. The budget required for implementing IPDP goes to the DCID/PCU through the DoR. The project coordinator and his/her safeguard team based at DCID/PCU will be responsible for overall coordination, planning, budgeting, approval, and overseeing of implementation of IPDP.

### 7.2 Project Level Arrangement

While central-level arrangements are necessary for coordinating IPDP activities, project-level arrangements are required for effective implementation. A Project Office headed by a Project In-Charge (PIC) will be established at the project site. The PIC will have a road section support team, and other relevant district officials will be deputed to the project team as required. A Construction Supervision Consultant (CSC) will also be procured to review designs and supervise construction activities according to the project design. As the project authority, the PIC will be responsible for implementing IPDP at the project

level. The contractor and their team will implement IPDP with the assistance of safeguard experts from the CSC and in coordination with the PIC and the safeguards team of DCID.

### 7.3 Cost estimation for IPDP Implementation

The summary of estimated cost for the implementation of the IPDP is NRs. 2,185,000. All the cost will be borne by the BOQ provision.

**Table 7-1: Summary of Estimated Cost for IPDP**

| <b>Activities</b>  | <b>Total Amount (NPR)</b>   |
|--|---|
| <b>Community Level Activities</b>  |   |
| Development of proposed Community Infrastructures (waiting sheds, marketing sheds and public toilets) and Access on river sides for ritual activities  | The proposed quantity of budget for the infra-structures will be included in BOQ items. |
| Organizing Eye Campaign (as <i>Ankha Shibir</i> )  | 1,050,000   |
| Support (skill training and seed money) to develop Local products like <i>Damphu</i> , <i>Chabrung</i> and fishing Net to respective communities like Tamang and Majhi respectively. Promotion and Marketing of Local Products through radio, hoarding boards and managing local gift shop. along with enhancement cultural structures and ponds. Orientation program to control school drop-out children of the Majhi communities | 1,135,000   |
| <b>Total</b>   | <b>2,185,000</b>  |
|  |   |

## **CHAPTER-8: GRIEVANCE REDRESS MECHANISM**

This section details the grievance redress mechanism (GRM) that will be used to identify, track, and manage grievances raised by project stakeholders.

### **8.1 Objectives of GRM**

The main objectives of the grievance mechanism are:

- To address grievances promptly and effectively, in a transparent manner resulting in outcomes that are seen as fair, effective, and lasting.
- To provide a grievance management process that is culturally appropriate and readily accessible to all Project-affected parties.
- To build trust as an integral component of the Project community relations activities.
- To enable a systematic identification of emerging issues, facilitating corrective actions and pre-emptive engagement.

### **8.2 Grievance Redress Mechanism**

The Land Acquisition Act, 1977, has a provision by which any person unsatisfied with the decision of acquiring their land and assets can appeal to the Ministry of Home Affairs within 7 days of the publication of the land and assets acquisition notice. The act also allows an unsatisfied land and asset owner to appeal to the district court within 35 days of the decision date of land and asset acquisition. This process, however, may be bureaucratic and slow in resolving grievances. Hence, consistent with the project's Stakeholder Engagement Plan, a grievance redress mechanism (GRM) has been established to allow project-affected persons (PAPs), including IPs, to raise their concerns about the IPDP and any project-related issues. The GRM will be readily accessible to address complaints promptly and in a culturally appropriate manner and at no cost to complainants. It will guarantee anonymity with no retribution for people who lodge complaints about project activities. Furthermore, the grievance mechanism will not impede access to judicial and administrative remedies. However, efforts will be made to effectively address grievances before resorting to judicial processes or escalating into larger disputes.

The GRM comprises two tiers: one at the local level and the next at the central (DoR-DCID) level, to address the project-related grievances, including grievances from IPs about the project in general and the IPDP in particular.

All grievances from IPs and local communities related to the project, including IPDP issues, will be referred to the local level GRM as it is closest to the communities. The local level Grievance Redress Committee (GRC) will consist of the Project In-Charge (PIC), a Social Safeguard Specialist from CSC, Construction Contractor representatives, representatives of the Ward/Municipality, and representative from PAPs and including affected IPs

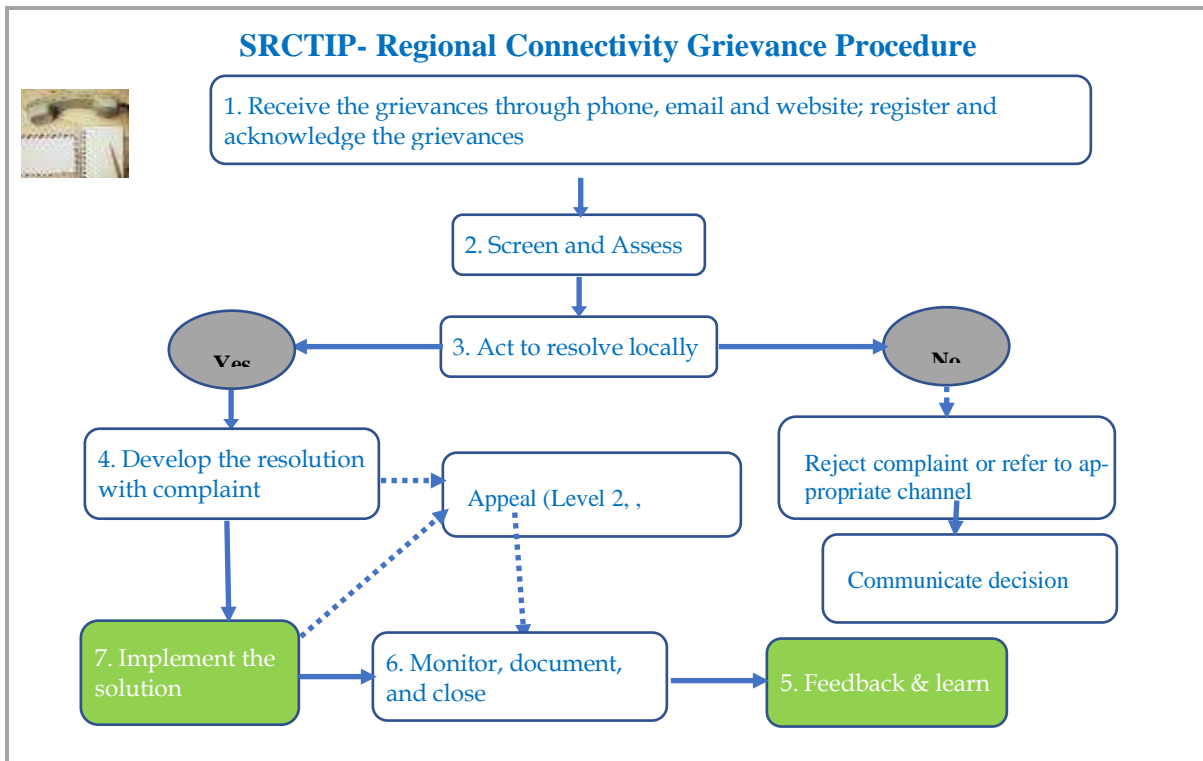
The local level GRC will review all recorded grievances at the project site, screen and analyze the grievances laid by the PIC (Chair of GRC). The GRC will initiate the hearing process to resolve the incoming grievances at the site level and inform the decision accordingly to the complainants. If the grievance fails to be settled at the local level GRC, it will be escalated to the central level GRC with recommendations for further action. The Central Level Grievance Redress Committee (GRC) will take a decision and inform the complaining party.



### 8.3 The Grievance Procedure

All grievances shall be managed in accordance with the project’s Grievance Procedure (**Figure-1**). All grievances must be handled in a discreet and objective manner. The CSC and the Contractor’s E & S field team must take into consideration the sensitive nature of the needs and concerns of the affected communities and be responsive to the grievances made by the Project-Affected Parties, especially during the peak of the construction period.

All grievances and how they are managed will be recorded in the Stakeholder Engagement Management System, including complaint details that exist at the project level, a summary of the grievance, the resolution or agreement on proposed actions (between the Project and the complainant), and monitoring actions taken in response to the grievance.



**FIGURE 1: SRCTIP- GRIEVANCE PROCEDUR**

## CHAPTER-9: MONITORING AND EVALUATION MECHANISM

Monitoring and Evaluation (M&E) procedures for the IPDP are designed to assess the performance and establish the effectiveness of the IPDP implementation. The project will employ a precise monitoring and evaluation mechanism to maintain and/or improve the socio-economic and cultural conditions of affected communities. This regular monitoring will be internal and external, covering all proposed activities. The M&E mechanism aims to offer valuable feedback, detect issues early, and maintain consistent communication with the impacted households about the monitoring results. Coordinating by the DCID to implement the KDP project, the proposed monitoring works will also be done by the inhouse Social Safeguard Expert or designated expert as RAP.

### 9.1 Internal Monitoring

Internal monitoring is the responsibility of CSC and PCU-DCID on a regular basis, with the help of a Social Development Expert of DCID. A Social Development Specialist will oversee the Indigenous enhancement activities and provide monthly and trimester reports to DoR-DCID. The PIC office will maintain records of all transactions. Periodic compliance monitoring will be done by GESU. The major internal monitoring indicators and frameworks are presented in **Tables 9.1**.

**Table 9.1: Internal Monitoring indicators with Framework**

| S.N | Activities   | Indicators  | Target | Means of Verification   | Monitoring Framework |                               |
|-----|--|---|--------|---|----------------------|-------------------------------|
|     |  |   |        |   | Frequency            | Responsibility                |
| 1   | Development of Community Infra-structures::like Weekly Market sheds Public toilets and Access on river sides for ritual activities | Design E&S screening, ESIACESMP contract award  | 8      | Number of consultations and meeting minute<br>Monthly progress report | Monthly              | CSC,<br>DoR-DCID-Pro-<br>ject |
| 2   | Organizing Eye Campions (as <i>Ankha Shibir</i> )  | Identification of service providers<br>Cost estimation<br>Approved Quotation proposal<br>Event organization | 3      | Number of Consultation and minutes<br>Completion report               | Monthly              | CSC,<br>DoR-DCID-<br>Project  |

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| S.N | Activities   | Indicators  | Target | Means of Verification  | Monitoring Framework |                       |
|-----|--|---|--------|--|----------------------|-----------------------|
|     |  |   |        |  | Frequency            | Responsibility        |
| 3   | Enhancement of cultural structures (Than, Gumba, creates Ponds)  | Identification of location<br>Cost estimation<br>Consultation with concerned management team<br>Consent of concern authority      | 4      | Number of consultations and minutes<br><br>Monthly progress report | Monthly              | CSC, DoR-DCID-Project |
| 4   | Marketing of Local Products through radio, hoarding boards and managing local gift shop.   | Identification of location and communication center<br>Cost estimation<br>Consultation with local community                       | 4      | consultations and minutes<br><br>Monthly progress report           | Monthly              | CSC, DoR-DCID-Project |
| 5   | Orientation program to control school drop-out children of the Majhi communities   | Identification of location<br>Cost estimation<br>Consultation with local community  | 5      | consultations and minutes<br><br>Monthly progress report           | Monthly              | CSC, DoR-DCID-Project |
| 6   | Support (skill training and seed money) to develop Local products like <i>Dampfu</i> , <i>Chabrung</i> and fishing Net to respective communities like Tamang and Bote/Majhi respectively | Identification of location/community<br>Local resources<br>Availability<br>Cost estimation<br>Consultation/consent with community | 3      | Number of consultations and minutes<br><br>Monthly progress report | Monthly              | CSC, DoR-DCID-Project |

## 9.2 External Monitoring

External monitoring will be conducted by an independent consultant to complement the internal monitoring efforts. This consultant, familiar with infrastructure development and resettlement aspects, will assess the social and economic consequences for the project-affected communities. In particular, the external monitor will review the status of the disclosure of information and compliance redress mechanisms. The major external monitoring indicators and frameworks are presented in **Tables 9-2**.

**Table 9-2: External Monitoring indicators Framework**

| S.N | Activities  | Indicators   | Target | Means of Verification  | Monitoring Framework |                        |
|-----|---|--|--------|--|----------------------|------------------------|
|     |   |  |        |  | Frequency            | Responsibility         |
| 1   | Development of Community Infra-structures:like Weekly Market sheds Public toilets and Access on river sides for ritual activities | Design E&S screening, ESIACESMP contract award   | 8      | Number of consultations and meeting minute Project completion report | Once in Bio-Annually | Independent Consultant |
| 2   | Organizing Eye Campions (as <i>Ankha Shibir</i> )   | Identification of service providers<br>Cost estimation<br>Approved Quotation proposal<br>Event organization                  | 3      | Number of Consultation and minutes<br>Completion report              | Once in Bio-Annually | Independent Consultant |
| 3   | Enhancement of cultural structures (Than, Gumba, creats Ponds   | Identification of location<br>Cost estimation<br>Consultation with concerned management team<br>Consent of concern authority | 4      | Number of consultations and minutes<br><br>Monthly progress report   | Once in Bio-Annually | Independent Consultant |
| 4   | Marketing of Local Products through radio, hoarding boards and managing local gift shop.  | Identification of location and communication center<br>Cost estimation<br>Consultation with local community                  | 4      | consultations and minutes<br><br>Monthly progress report             | Once in Bio-Annually | Independent Consultant |
| 5   | Orientation program to control school drop-out children of the Majhi communities  | Identification of location<br>Cost estimation<br>Consultation with local community   | 5      | consultations and minutes<br><br>Monthly progress report             | Once in Bio-Annually | Independent Consultant |
|     |   |  |        |  |                      |                        |

| S.N | Activities   | Indicators  | Target | Means of Verification  | Monitoring Framework |                        |
|-----|--|---|--------|--|----------------------|------------------------|
|     |  |   |        |  | Frequency            | Responsibility         |
| 6   | Support (skill training and seed money) to develop Local products like <i>Damphu</i> , <i>Chabrung</i> and fishing Net to respective communities like Tamang and Bote/Majhi respectively | Identification of location/community<br>Local resources<br>Availability<br>Cost estimation<br>Consultation/consent with community | 3      | Number of consultations and minutes<br><br>Monthly progress report | Once in Bio-Annualy  | Independent Consultant |

## 9.2 Monitoring Mechanism

The project will have a close monitoring and supervision mechanism to ensure that the socio-economic condition of the identified Indigenous Peoples (IPs) communities will not worsen compared to their situation prior to the project intervention. Regular monitoring is essential as it serves as an instrument to understand the improvement in their socio-economic conditions. Two types of monitoring, internal and external, will be carried out, and indicators of monitoring will assess benefits before and after the project implementation for the IPs.

Monitoring is envisaged to be instrumental in providing feedback to management on implementation and to identify problems encountered as early as possible. The identified IPs will be duly consulted throughout the monitoring process, which will be followed by the disclosure of monitoring results. The IPDP-based activities will be monitored internally by the DCID/PCU of DOR, and external evaluation will be conducted through an independently appointed agency, to provide feedback to management on implementation and to identify problems and successes as early as possible.

## 9.3 Evaluation Mechanism

As stated earlier, the evaluation of the project will be carried out during midterm and at the end of the project. Each type of evaluation works will be followed by the reporting. Both mid-term and end term evaluation reports will be prepared and submitted to the PCU by the evaluation agency.

### Annex-1: FGD Consultation Matrix (Also the translation of the meeting minutes as below)

| Date and Place   | Raised Issues   | Response  | Responsibility                           |
|--|---|---|--|
| Jitpur Simara-1 Pathlaiya (Tamang Tole) (2079/10/17) 1/31/2023 | 1. Design Structures have not been presented yet. They should be presented before implementing the project. | 1. The design of the KDP road has been formally presented. The project will develop 4 lanes of carriageways in rural and forest areas, and 4 lanes plus 2 service lanes in urban settlements. This project is also proposed to meet Asian Highway Standard Road criteria with corresponding facilities. | Project, CSC Contractor, Local Community |

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| Date and Place  | Raised Issues  | Response   | Responsibility                                  |
|---|--|--|---|
|   | <p>2. What mechanism should be applied to involve the community in feedback? The negative impacts on business and other social dimensions should be mitigated.</p>   | <p>2. Feedback mechanisms will include the Mayor, Deputy Mayor ward chairperson, and knowledgeable persons from the municipality. The positive impacts on business and tourism are expected to outweigh the negative impacts. However, possible negative impacts like gender violence and sexual abuse will be controlled through joint coordination with local bodies, security personnel, and the contractor. Child labor will be prohibited. To preserve culture, Jhyan Chhub Chhyoling Gumba should be maintained.</p> |   |
|   | <p>3. How to mitigate the negative impacts on the local culture and values of the Tamang community?</p>  | <p>3. Awareness programs for indigenous people will be conducted to preserve their culture and dignity. Maintenance of community structures and motivational programs will also be held. Traditional musical instruments like Damphu and Chyabrung making training and selling systems will be developed</p>   |   |
|   | <p>4 What facilities are designed in this road?</p>  | <p>4. The project prioritizes safety measures considering vehicle movement near schools and settlement areas. With a school near the road, necessary safety design structures like zebra crossings, footpaths, railings, and bus stops will be established.</p>  |   |
|   | <p>5. Occupations of the communities that rely on agriculture and small business in the area</p>   | <p>5. To promote agricultural production, an irrigation system will be established as a means of production. Urgent transportation facilities will be provided to promote business, though it requires significant time and investment.</p>  |   |
|   | <p>6. what types of training will be provided to enhance the capacity of the needy people?</p>   | <p>6. o enhance the socio-economic condition of the communities, training in driving, hotel business management, fishery, poultry farming, and off-season vegetable farming will be conducted based on the needs and demands of the concerned groups. Considering the proximity to Parsa National Park, rules and regulations regarding wildlife-human conflict will be periodically oriented.</p>   |   |
| <p>(2079/10/17)<br/>Nijgadh- 7,<br/>Majhi tole<br/>1/31/2023</p>  | <p>1. Though the general understanding of design structures has been known, it should be presented before implementing the project.</p>  | <p>1. The design of the KDP road has been formally presented. The project will develop 4 lanes of carriageways in rural and forest areas, and 4 lanes plus 2 service lanes in urban settlements.</p>   | <p>Project, CSC Contractor, Local Community</p> |
| <p>2. The negative impacts on business and other social dimensions should be mitigated. School drop-out rates in the Majhi Community should be addressed.</p> | <p>2. To reduce school drop-out rates among Majhi community children, orientation programs and tuition classes will be conducted.</p>  |  |   |
| <p>3. How to mitigate the negative impacts on the local culture and values of the Tamang community?</p>   | <p>3. Awareness programs for indigenous groups will be held to preserve their culture and dignity. Maintenance of shrines and motivational programs will also be conducted to preserve community culture.</p>    |  |   |
| <p>4 What facilities are designed in this road?</p>   | <p>4. High priority is given to safety measures regarding vehicle movement in these areas. Necessary safety design structures, such as zebra crossings, proper bus stops, and flyovers, will be established.</p> |  |   |

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| Date and Place  | Raised Issues   | Response  | Responsibility                           |
|---|---|---|--|
|   | 5. Occupations of the communities that rely on agriculture and small business in the area. Is it possible to install deep boring for irrigation?            | 5. The Majhi community practices traditional agriculture in their locality. To promote agricultural production, deep boring and modern animal farming will be implemented as possible means of economic development. Establishing physical infrastructures like deep boring for irrigation and enhancing transportation facilities to promote business will require significant time and investment.  |  |
|   | 6. What types of training will be provided to enhance the capacity of the needy people?   | 6. To enhance socio-economic condition of the communities, training like vegetable farming, Sewing and cutting, wiring and plumbing will be conducted based on the needs and demands of concerned groups. Local people should be given priority to be involved in project work as possible.   |  |
| (2079/10/17)<br>Chandrapur-1<br>Danda Tole<br>1/31/2023 | 1. Design structures have not been fully presented yet. They should be presented before implementing the project.   | 1. The design of the KDP road has been formally presented. The project will develop 4 lanes of carriageways in rural and forest areas, and 4 lanes plus 2 service lanes in urban settlements. This project is also proposed to meet Asian Highway Standard Road criteria with similar facilities  | Project, CSC Contractor, Local Community |
|   | 2. What mechanism should be applied to involve the community in feedback? The negative impacts on business and other social dimensions should be mitigated. | 2. The project should involve the Mayor, Deputy Mayor, ward chairperson, and knowledgeable persons from the municipality regularly. The positive impacts on business and tourism are expected to outweigh the minimal negative impacts. However, any possible negative impacts on different community groups during the construction phase will be controlled by applying strict rules and regulations in coordination with concerned stakeholders. |  |
|   | 3. How to mitigate the negative impacts on the local culture and values of the Magar community?   | 3. Awareness programs for vulnerable groups will be held to preserve their culture and dignity. Homestay facilities will be developed to enhance their culture and economy. Motivational programs and traditional musical programs will also be held to preserve community culture.   |  |
|   | 4. What facilities are designed for this road considering safety measures?  | 4. The project prioritizes safety measures considering vehicle movement in the areas. Necessary safety design structures will be established accordingly.   |  |
|   | 5. Occupations of the communities that rely on agriculture and small business in the area. Is it possible to install deep boring for irrigation?            | 5. To promote agricultural production, small tractors will be provided as a means of agricultural promotion. Urgent physical infrastructures like deep boring for irrigation and enhancing transportation facilities to promote business will also be established. However, significant time and investment will be required for these initiatives.   |  |
|   | 6. What types of training will be provided to enhance the capacity of needy people regarding indigenous knowledge?  | 6. To enhance the socio-economic condition of the communities, training in soap making, sewing, and cutting will be conducted based on the needs and demands of concerned groups.   |  |
| 2079/10/18)<br>Bagmati-11,<br>Bote Tole<br>2/01/2023    | 1. Design structures have not been fully presented yet. They should be presented before implementing the project.   | 1. The design of the KDP road has been formally presented. The project will develop 4 lanes of carriageways in rural and forest areas, and 4 lanes plus 2 service lanes in urban settlements. This project is also proposed to meet Asian Highway Standard Road criteria with similar facilities. Additionally, access to riverside approach roads for religious activities and the preservation of Hat   |  |

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| Date and Place  | Raised Issues   | Response   | Responsibility                              |
|---|---|--|---|
|   |   | Bazar will be made.  |   |
|   | 2. What mechanism should be applied to involve the community in feedback? The negative impacts on business and other social dimensions should be mitigated  | 2. The project should involve the Mayor, Deputy Mayor, ward chairperson, and knowledgeable persons from the municipality regularly. The positive impacts on business and tourism are expected to outweigh the negative impacts. However, any possible negative impacts on different community groups during the construction phase will be controlled by applying strict rules and regulations in coordination with all concerned stakeholders.  |   |
|   | 3. How to mitigate the negative impacts on the local culture and values of the Bote community?  | 3. Awareness programs for vulnerable groups will be held to preserve their culture and dignity. Joint coordination with local bodies, security personnel, and the contractor will address possible negative impacts like gender violence. Child labor will be prohibited. Proper mechanisms will be applied to control dust and smoke. An eye camp (Eye Shibir) will be launched to address eye problems in the community.                       |   |
|   | 4. What facilities are designed in this road?   | 4. The project prioritizes safety measures considering vehicle movement in sensitive areas. Various required design standards will be established accordingly.   |   |
|   | 5. Occupations of the communities that rely on agriculture and small business in the area.  | 5. To promote agricultural production, such as vegetable farming, hand tractors will be provided for irrigation. However, significant time and investment will be required for this initiative. Local people will be given priority in project work.   |   |
|   | 6. What types of training will be provided to enhance the capacity of needy people?   | 6. To enhance the socio-economic condition of the communities, training in masonry, doll making, and vegetable farming will be conducted based on the needs and demands of concerned groups. Awareness will be raised by publishing notices on hoarding boards to promote the marketing of their local products.   |   |
| (2079/10/18)<br>Bagmati-12,<br>Danuwar<br>Tole<br>2/01/2023 | 1. Design structures have not been fully presented yet. They should be presented before implementing the project  | 1. The design of the KDP road has been formally presented. The project will develop 4 lanes of carriageways in rural and forest areas, and 4 lanes plus 2 service lanes in urban settlements. This project is also proposed to meet Asian Highway Standard Road criteria with similar facilities.  | Project, CSC Contractor,<br>Local Community |
|   | 2. What mechanism should be applied to involve the community in feedback? The negative impacts on business and other social dimensions should be mitigated. | 2. The project should involve the Mayor, Deputy Mayor, ward chairperson, and knowledgeable persons from the municipality regularly. The positive impacts on business and tourism are expected to outweigh the negative impacts. However, any possible negative impacts on different community groups during the construction phase will be controlled by applying strict rules and regulations in coordination with all concerned stakeholders.. |   |



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| Date and Place   | Raised Issues  | Response  | Responsibility |
|--|--|---|----------------|
|  | 3. How to mitigate the negative impacts on the local culture and values of the Magar community?  | 3. Awareness programs for vulnerable groups within the Magar community will be held to preserve their culture and dignity. Joint coordination with local bodies, security personnel, and the contractor will address possible negative impacts such as gender violence and sexual abuse. Child labor will be prohibited. An eye camp (Eye Shibir) will be launched to address eye problems in the area. Proper mitigation measures will be implemented to control dust and smoke during the construction phase. |                |
|  | 4. What facilities are designed in this road?  | 4. The project prioritizes safety measures considering vehicle movement in sensitive areas. Various required design standards will be established accordingly.  |                |
|  | 5. To promote economic and cultural activities, what measures should be applied by the project?  | 5. To promote cultural aspects, maintaining the Pahu-na Ghar is important. Additionally, maintaining the Than (the deities' place) in Bagmati Municipality Ward No. 12 is necessary. Local people should be involved in project work.   |                |
|  | 6. What types of training will be provided to enhance the capacity of the needy people?  | 6. To enhance the socio-economic condition of the communities, training in soap making, sewing and cutting, and vegetable farming will be conducted based on the needs and demands of concerned groups.   |                |
| 2079/10/18)<br>Bagmati - 9,<br>Newar Tole<br>2/01/2023 | 1. Design structures have not been fully presented yet. They should be presented before implementing the project.  | 1. The design of the KDP road has been formally presented. The project will develop 4 lanes of carriageways in rural and forest areas, and 4 lanes plus 2 service lanes in urban settlements.   |                |
|  | 2. What mechanism should be applied to involve the community in feedback? The negative impacts on business and other social dimensions such as management Hat bazar should be mitigated. | 2. The project should involve the Mayor, Deputy Mayor, ward chairperson, and knowledgeable persons from the municipality regularly. The positive impacts on business and tourism are expected to outweigh the negative impacts. However, any possible negative impacts on different community groups during the construction phase will be controlled by applying strict rules and regulations in coordination with all concerned stakeholders.   |                |
|  | 3. How to mitigate the negative impacts on the local culture and values of the Magar community??   | 3. Awareness programs for vulnerable groups will be held to preserve their culture and dignity. Joint coordination with local bodies, security personnel, and the contractor will address possible negative impacts such as gender violence and sexual abuse. Child labor will be prohibited. An eye camp (Eye Shibir) will be launched to address eye problems in the area. Proper mitigation measures will be implemented to control dust and smoke during the construction phase.                            |                |
|  | 4. What facilities are designed in this road?  | 4. The project prioritizes safety measures considering vehicle movement in sensitive areas. Various required design standards will be established accordingly.  |                |
|  | 5. Occupations of the communities that rely on agriculture and small business in the area.   | 5. To promote agricultural production, hand tractors will be provided for irrigation. However, significant time and investment will be required for this initiative. Local people will be given priority in project work.   |                |
|  | 6. What types of trainings will be provided to enhance the capacity of the needy people?   | 6. To enhance the socio-economic condition of the communities, training in poultry farming, animal husbandry, and vegetable farming will be conducted based on the needs and demands of concerned groups..  |                |

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| Date and Place  | Raised Issues   | Response   | Responsibility |
|---|---|--|----------------|
| 2079/10/19)<br>Lalbandhi- 6,<br>Tamang Tole<br>2/02/2023        | 1. Design Structures have not been fully presented yet. They should be presented before implementing the project.   | 1. The design of the KDP road has been formally presented. The project will develop 4 lanes of carriageways in rural and forest areas, and 4 lanes plus 2 service lanes in urban settlements. This project is also proposed to meet Asian Highway Standard Road criteria with corresponding facilities. Pedestrian crossings will be maintained.   |                |
|   | 2. What mechanism should be applied to involve the community in feedback? The negative impacts on business and other social dimensions should be mitigated. | 2. The project should involve the Mayor, Deputy Mayor, ward chairperson, and knowledgeable persons from the municipality regularly. The positive impacts on business and tourism are expected to outweigh the negative impacts. However, possible negative impacts such as gender violence and sexual abuse will be controlled through joint coordination with local bodies, security personnel, and the contractor. Child labor will be prohibited. An eye camp (Eye Shibir) will be launched to address eye problems in the community. Proper mitigation measures will be implemented to control dust and smoke during the construction phase. Any potential negative impacts on different community groups during the construction phase will be controlled by applying strict rules and regulations in coordination with all concerned stakeholders. |                |
|   | 3. How to mitigate the negative impacts on the local culture and values of the Tamang community?  | 3. Awareness programs for vulnerable groups will be held to preserve their culture and dignity. Maintenance of shrines and motivational programs will also be conducted to preserve their community culture. Specifically, Shanti Gumba will be maintained to preserve the local culture.  |                |
|   | 4. What facilities are designed in this road?   | 4. The project prioritizes safety measures considering vehicle movement in sensitive areas. Various required design standards will be established accordingly.   |                |
|   | 5. Occupations of the communities that rely on agriculture and small business in the area.  | 5. To promote agricultural production, urgent physical infrastructures such as deep boring for irrigation and enhanced transportation facilities will be provided to promote business. However, significant time and investment will be required for this initiative.  |                |
|   | 6. What types of training will be provided to enhance the capacity of the needy people?   | 6. To enhance the socio-economic condition of the communities, training in sewing and cutting, soap making, wiring, doll making, and orientation for foreign employment will be conducted based on the needs and demands of concerned groups. Awareness will be raised by publishing notices on hoarding boards to promote the marketing of their products.  |                |
| 2079/10/19)<br>Mithila M- 9,<br>Pushpalpur<br>Tole<br>2/02/2023 | 1. Design structures have not been fully presented yet. They should be presented before implementing the project.   | 1. The design of the KDP road has been formally presented. The project will develop 4 lanes of carriageways in rural and forest areas, and 4 lanes plus 2 service lanes in urban settlements. Additionally, universal public toilets and park preservation will be included.   |                |
|   | 2. What mechanism should be applied to involve the community in feedback? The negative impacts on business and other social                                 | 2. The project should involve the Mayor, Deputy Mayor, ward chairperson, and knowledgeable persons from the municipality regularly. The positive impacts on business and tourism are expected to outweigh the negative impacts. However, possible negative impacts such as   |                |

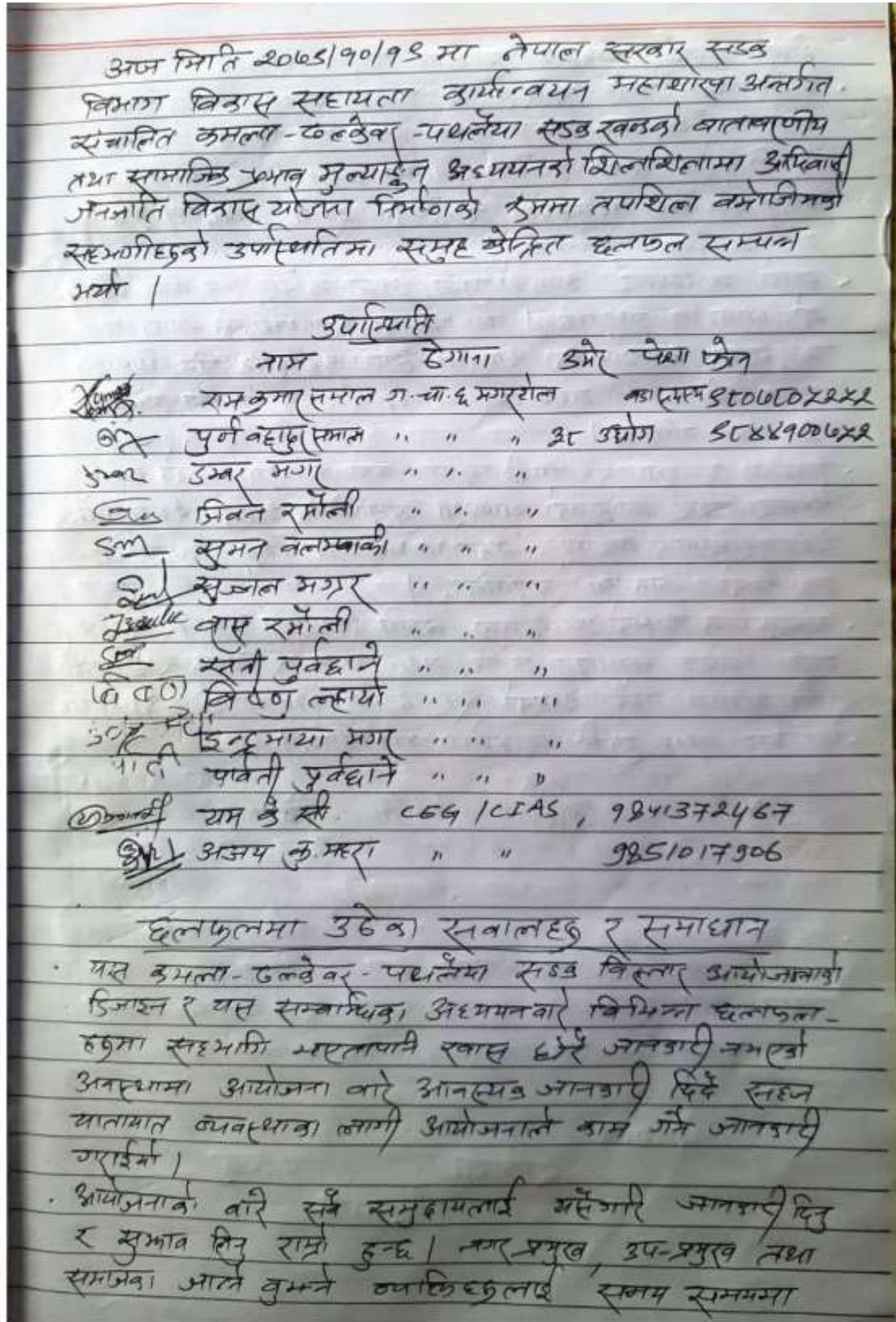
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| Date and Place   | Raised Issues   | Response  | Responsibility |
|--|---|---|----------------|
|  | <p>dimensions should be mitigated.</p>  | <p>gender violence will be controlled through joint coordination with local bodies, security personnel, and the contractor. Child labor will be prohibited. Proper mitigation measures will be implemented to control dust and smoke during the construction phase. Any potential negative impacts on different community groups during the construction phase will be controlled by applying strict rules and regulations in coordination with all concerned stakeholders.</p> |                |
|  | <p>3. How to mitigate the negative impacts on the local culture and values of the Tamang community?</p>   | <p>3. Awareness programs for vulnerable groups will be held to preserve their culture and dignity. Maintenance of shrines (mandir) and motivational programs will also be conducted to preserve their community culture. To preserve the local culture, traditional musical instruments should be developed. An eye camp (Eye Shibir) will be launched to address eye problems in the area.</p>   |                |
|  | <p>4 What facilities are designed in this road?</p>   | <p>4. The project prioritizes safety measures considering vehicle movement in sensitive areas. Zebra crossings, flyovers, and bus stands will be developed. Various required design standards will be established.</p>  |                |
|  | <p>5. Occupations of the communities that rely on agriculture and small business in the area. Is it possible to install deep boring there?</p>    | <p>5. To promote agricultural production, deep boring for irrigation will be possible. Urgent physical infrastructures such as deep boring for irrigation and enhanced transportation facilities will be provided to promote business. However, significant time and investment will be required for this initiative.</p>   |                |
|  | <p>6. What types of training will be provided to enhance the capacity of the needy people?</p>  | <p>6. To enhance the socio-economic condition of the communities, training will be conducted based on the needs and demands of concerned groups. Local people should be given employment opportunities.</p>   |                |
| <p>2079/10/19)<br/>Ganeshman<br/>Charnath-6<br/>Magar Tole<br/>2/02/2023</p> | <p>1. Design structures have not been fully presented yet. They should be presented before implementing the project.</p>                          | <p>1. The design of the KDP road has been formally presented. The project will develop 4 lanes of carriageways in rural and forest areas, and 4 lanes plus 2 service lanes in urban settlements.</p>  |                |
|  | <p>2. What mechanism should be applied to involve feedback? The negative impacts on business and other social dimensions should be mitigated.</p> | <p>2. The project should engage the Mayor, Deputy Mayor, ward chairperson, and knowledgeable individuals from the municipality periodically. The positive impacts on business and tourism will outweigh the negative impacts in this project.</p>   |                |
|  | <p>3. How to mitigate the negative impacts on the local culture and values of the Magar community?</p>  | <p>3. Awareness programs for vulnerable groups should be conducted to preserve their culture and dignity. Traditional musical instruments of the local community should be developed to preserve their culture.</p>   |                |
|  | <p>4 What facilities are designed in this road?</p>   | <p>4. Priority has been given to vehicle movement in sensitive areas. The design will include flyovers, zebra crossings, bus stops, public toilets, and the management of Hat bazaars. Various design standards will be established.</p>  |                |
|  | <p>5. Occupations of the communities that rely on agriculture and small business in the area. Is it possible to install a deep boring there?</p>  | <p>5. To promote agricultural production, deep boring will be a feasible means of irrigation. Urgently required physical infrastructures like deep boring for irrigation and enhanced transportation facilities to promote business will be established. However, significant time and financial investment will be necessary.</p>  |                |

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| Date and Place                          | Raised Issues   | Response  | Responsibility |
|---|---|---|----------------|
|   | 6. What types of training will be provided to enhance the capacity of the needy people? | 6. To enhance the socio-economic condition of the communities, training in electrician wiring, bakery making, and plumbing will be conducted as per the necessity and demand of concerned groups. |                |
| Dhanusha Dham municipality<br>8/22/2023 | 7. Demand from Bhujel/Bote community  | To enhance "Murgiya Khola" (previous borrow area) with fencing and develop it as a pond or lake in Dhanusadham-9.   |                |

## Annex- 2: FGD Consultation Meeting Minutes



भेला गार्ड बसलाह सुभाव लिन सदिन्द।

- भगर समुदायको सांस्कृतिक मुल्य मान्यताहरूलाई प्रवर्द्धन गर्ने परम्परागत बाजा तथा अन्य वस्तुहरूको संरक्षण र विकासका लागि तालिम, निर्माण तथा बिक्री वितरण गर्ने स्थानिय वस्तुहरूको प्रवर्द्धनका साथै आयदानी बृद्धि गर्ने व्यवस्था हुनुपर्नेछ।
- खासै काष्ठलाइ आकाश पुल जेब्रा हाथि, र वस बिसौनी-को व्यवस्था गर्नुपर्नेछ। यातायातका साधनहरूको चाप र थानुहरूको आवश्यकताको अवस्था हेरि आवश्यक पर्ने डिजाइन रघात विशेषतया मध्यतजा राखेर सडक विस्तार योजना अन्तर्गत गरिनेछ।
- स्थानिय स्तरमा रोजगारी सृजना गर्न स्याबुन बनाउने तथा सिलाई करण तालिमको व्यवस्था हुनुपर्नेछ यसका साथसाथै इलेक्ट्रिफिकेशन, वाइरिङ, खेडरी तथा प्लाम्बिङ सम्बन्धि तालिमको व्यवस्था हुनुपर्नेछ।
- सांस्कृतिक पसलको प्रवर्द्धनका लागि महादेव मन्दिर संरक्षण गर्ने परिकल्पना लगाउनु पर्नेछ तथा भग्ना र अन्य समुदायले पनि प्रयोग गर्दै आएका सामुदायिक भवनलाई आवश्यक फर्किचर तथा कुरि सहयोग गर्नु पर्नेछ।

SW CA वि००७  
 पाता

अज मिति २०७९/१०/१९ मा नेपाल सरकार सडक विभाग विकास सहायता कार्यालयन महाशाखा अन्तर्गत सञ्चालित कमला-ढल्डेवा-पथलैया सडक रकडको वसन्तर्णीय तथा सामाजिक प्रभाव मन्याडन अध्ययनको शिलशिलामा अधिवासी अन्तर्गत विकास योजना निर्माणको क्रमको सिधिल्ला न्याणिका वडा. नं. ४ डांडाटोलमा लफेयल वमोजिमको स्थभणिकुन उपस्थितमा समुह डैफ्रित छलफल सम्पन्न भयो।

उपस्थित

| नाम                        | हेगात              | उमे | पेडा  | फोन        |
|----------------------------|--------------------|-----|-------|------------|
| श्याम जोसे                 | मि. नं. १५ डुसलपुर | ४७  | डाँडा | ९८४९६८७३८  |
| कृशिलामा                   | " " "              | ४०  | "     | ९८४५५०२५७  |
| पुनलालकुम्भेन बुन          | " " "              | ७५  | "     |            |
| मनुमाया मोरान              | " " "              |     | "     | ९८०९६१५५७१ |
| जीवन लामा                  | " " "              | ४०  | "     |            |
| सिता लामा                  | " " "              |     | "     |            |
| अनु लामा                   | " " "              |     | "     |            |
| अमृता लामा                 | " " "              |     | "     |            |
| कृष्णामा थिसिडु            | " " "              |     | "     |            |
| डुम्मीमा बुन               | " " "              |     | "     |            |
| पुल्लामा बुन               | " " "              |     | "     |            |
| रविता रावता लामा           |                    |     |       |            |
| पुष्पिका पिथी माया वि. व.  |                    |     |       |            |
| विजयानिजल। तिवारी          |                    |     |       |            |
| सिद्धु विष्णुव कुमारी थाले |                    |     |       |            |
| यम डे. सी.                 | ८६१/८५९            |     |       | ९८५१३७२५६७ |
| अजय कु. महरा               | " "                |     |       | ९८५१०१७९०६ |

छलफलमा उठेका सनलह र समाधान

यस कमला-ढल्डेवा-पथलैया सडक विस्तार आयोजनाको डिजाइन र अस्त सम्बन्धिका अध्ययन वारे भएका निम्न छलफलहरूको सहभागी भएतापनि खास धेरै जानकारी नभएता मन्त्रे अवस्थामा आयोजनाको वारे आवस्यत जानकारी दिई सहज भावनात व्यवस्थाको लागि आभारना

काम गर्ने जानकारी गराइयो ।

• आयोजनाका बारे सबै समुदायलाई गर्ने गरे जानकारी गराउनु र सुभाव लिन बाध्य हुन्छ । नगर प्रमुख, नगर उप-प्रमुख, तथा समजदा जस्ता वृद्धले व्यक्तिहरूलाई समय समयमा भेला गराइ सल्लाह सुभाव लिन सकिन्छ ।

• स्थापित स्तरमा रोजगारी सृजना गर्ने सावुन बनाउने, खेलौना बनाउने तथा सिलाई कटाई तालिमको व्यवस्था हुनुपर्नेछ । यस्तो साथ साथै इलेक्ट्रिसियत, वाईरिङ तथा प्लम्बिङ सम्बन्धि तालिमको व्यवस्था हुनुपर्नेछ ।

• आयोजना निर्माण चरणमा हुने अस्थायी र स्थाय विरोधका धुलो धुवाँ तथा आवागमन सम्बन्धि समस्यालाई उपयुक्त हिसाबले हल गरिने बारे जानकारी दिइयो । कामकाहुको हुना संरक्षार्थ उपरिखिती हुने लैंगिक हिंसा तथा यौनजन्य क्रियाकलाप जस्ता समस्या सृजना गरिमा स्थापित विनाय, सुरक्षा विनाय र डेढया पक्ष समेतको सहभागितामा क्रियाकला तथा सुव्यवस्था कायम गरिनेछ । धुलो धुवाँको असर कम गर्ने हेतुका स्वास्थ्य शिविर संचालन गर्नु पर्नेछ ।

• बाटो काटनलाई आठरो पुल, जेब्रा क्रसिङ र बस विद्योतीको पनि व्यवस्था गर्नु पर्छ । यातायातका साधनहरूको चाप र यात्रुहरूको आवागमनको असुविधा हेरि आवश्यक पर्ने डिजाइन स्थाय निर्देशनलाई मध्यनजर गर्दै सडक विस्तार योजना अन्तर्गत गरिन्छ ।

• यहाँका मासिक परम्परागत बैकेतीपती, धमापा, सुकरी तथा विजि जगिमा लगायतका धन तर पनि बैकेतीपती राउट हुना समस्याको रूपमा रहँदै छ । यसका लागि आयोजनाले स्थानिय बासिन्दालाई काममा प्राथमिकता दिनु पर्छ ।

पंचमाला

रविना

अनसु

नाथना



अस मिति २०७५।१०।१५ मा नेपाल सरकार सडक विभाग विकास सहायता कार्यालयन महाशाखा अन्तर्गत कुमला-ढलकेबर-पथलैया सडक खण्डको वातावरणीय तथा सामाजिक प्रभाव अध्ययनको शिलशिलामा अफिवाची जनजाती विकास योजना निर्माणको क्रममा तयारिल वसोजिम सहभागिहरुको उपस्थितिमा सासुहेड छलफल सम्पन्न भयो।

|                |                      | उपस्थिति       |      |             |            |
|----------------|----------------------|----------------|------|-------------|------------|
|                | नाम                  | हेगना          | उमेर | पेसा        | फोन        |
| <del>सुन</del> | लाल बहादुर योजना     | ला.न.पा.६      |      | वडा अध्यक्ष |            |
| <del>सुन</del> | कुदिमाया वडवा        | " "            | ५०   | स्थानिय     |            |
| <del>सुन</del> | सुनमति श्रेष्ठ तामाङ | " "            | ४९   | "           |            |
| <del>सुन</del> | गंगा माडवा           | जंगमाथा पश्चिम | " "  | "           |            |
| <del>सुन</del> | राम बहादुर चिखिङ     | " "            | ४३   | "           | ९८६२३४८०६४ |
| <del>सुन</del> | संसयी योजना          | " "            | ३५   | "           |            |
| <del>सुन</del> | मंगला योजना          | " "            | ३०   | "           |            |
| <del>सुन</del> | रमल शि योजना         | " "            | ४९   | "           |            |
| <del>सुन</del> | जोपी लाल बलोन        | " "            | ६०   | "           |            |
| <del>सुन</del> | रवि प्राखिन          | " "            | २९   | "           |            |
| <del>सुन</del> | अजय बलोन             | " "            | २५   | "           |            |
| <del>सुन</del> | कौमल योजना           | " "            | १९   | "           |            |
| <del>सुन</del> | लाल बहादुर जमवा      | " "            | ३५   | "           |            |
| <del>सुन</del> | यम कुँसी             | LEK/CIAS       |      |             | ९८५१३७२५६७ |
| <del>सुन</del> | अजय कुँसरा           | " "            |      |             | ९८५१०१७९०६ |

छलफलमा उठेका सवालहरु र समाधान

- यस कुमला-ढलकेबर-पथलैया सडक विभाग आयोजनाको डिप्लान र यस सम्बन्धि आध्ययनकारे विभिन्न छलफलहरुमा सहणी भारतपत्र रनास धरे जानकारी नभएता अत्रधामा आयोजनाको को आतस्यउ जानकारी दिने सहज वातामात वाक्छावा लगी आयोजनाले काम गर्ने जानकारी गरायो।
- आयोजना निर्माण चरणमा हुने आस्थामी र स्थान विशेषता धुवा धुलो तथा अवगमन सम्बन्धि समस्याले उपयुक्त तरिकाले हल गरिने को जानकारी दिइयो। कामदारहरुको इला

संस्थाको उपस्थितिको कुरो लैगिबि हिसा तथा यौनजन्य क्रियाकलाप जस्ता समस्या सृजना भएमा स्थानिय विवाध, सुरक्षा विवाध र हेडवा पक्ष समेतको सहभागितामा त्रिचक्रा तथा सुव्यवस्था कायम गरिनेछ। खुलो धुवाको फलु वन बार्न अंगला स्वस्थ शिविर संचालन गरिनेछ। स्थानिय सारमा रोजगारी सृजना गर्न सावन क्राइने, खैलोना क्राइने तथा शिलाई क्राइ तालिमको व्यवस्था हुनु पर्नेछ। यसको साथसाथै इलेक्ट्रिसियन, कडुइड तथा प्लम्बिङ सम्बन्धि तालिमको व्यवस्था हुनु पर्नेछ। वैदेशिक रोजगारीको जागेहरुलाई अभिमुखिकरणको व्यवस्था हुनु पर्नेछ। यहाँको मानिसहरु परम्परागत रक्तीपाती, भापा, सरडाटी तथा पिजे जागिरमा लागेको छन तर पनि बैलेजगारी एउटा इन्ते समस्याको रूपमा रहेको छ। यसका लागि आयोजनाले स्थानिय व्यक्तिहरूलाई काममा प्राथमिकता दिनु पर्छ।

संस्थानिक पक्षको प्रवर्द्धनका लागि विजय शाहनी गुम्बको मर्मत तथा संरक्षण गर्नु पर्नेछ।

बुद्ध

Kamal

सन्त

Magali

आज मिति २०७५/१०/१०मा नेपाल सरकार सडक  
विभाग विकास आयोजना मार्गन्वयन महाशाखा  
अन्तर्गत हरिवन नगरपालिका वडा नं. ९ दनुवारी वस्तीमा  
वातावरणीय तथा सामाजिक प्रभाव मुल्याङ्कन अध्ययन  
कम्पनी शोक्विवासी जनजाती विकास योजना निर्माण अन्तर्गत  
तयारित कमेजिम सहभागीहरूको उपस्थितिमा सामुहिक  
द्वलफल सन्धन भयो।

उपस्थिति

| नाम     | ठेगाना                     | उमेर     | पेशा      | फोन        |
|---------|----------------------------|----------|-----------|------------|
| नौदु    | बुकिता रायण दनुवार हरिवन-९ | ४०       | वडा सदस्य | ९८४४००४४९३ |
| बिजु    | नारायण कुमार दनुवार        | " "      | कृषक      | ९८४४०७८३११ |
| सुभा    | सुभा कुमारी दनुवार         | " "      | कृषक      |            |
| जय      | बहादुर दनुवार              | " "      | "         |            |
| जय      | गणेश                       | " "      | २०        | "          |
| सौमित्र | सौमित्र कुमारी दनुवार      | " "      | ३०        | गृहिणी     |
| सौमि    | सौमि दनुवार                | " "      | ३७        | "          |
| सौमि    | सौमि दनुवार                | " "      | ३०        | "          |
| सुभा    | सुभा दनुवार                | " "      | ३०        | "          |
| सिता    | सिता दनुवार                | " "      | ३२        | "          |
| सुधा    | सुधा दनुवार                | " "      | ४२        | "          |
| यम      | यम के.सी.                  | CEG/CIAS |           | ९८५१३७२५६७ |
| अमर     | अमर कु. महरा               | " "      |           | ९८५१०१९९०६ |

द्वलफलमा उठेका सवालहरू र समाधान

- यस कमला-छल्डिक-पथलैया सडक बिल्टार आयोजनाको डिजाइन र यस सम्बन्धित अध्ययनका लागि विभिन्न द्वलफलहरूमा सहभागी भएतापनि खास धेरै जानकारी नभएता अवस्थामा आयोजना नगरे आवश्यक जानकारी दिई सडक यातायात व्यवस्थाको लागि आयोजनाको काम गर्ने जानकारी गराइयो।
- आयोजनाको बारे सबै समझमलाई गह्रौं जानकारी दिनु र सुभाय लिन राम्रो हुन्छ। नगरपालिका प्रमुख, उप-प्रमुख तथा समाजका आफ्नै कुम्जे व्यक्तित्वलाई समय समयमा भेट्नु गरी सक्ताह सुभाव लिन सकिन्छ।

• आयोजना निर्माण चरणमा हुने अस्थायी र स्थान विशेषता धुवो धुलो तथा आवगमन सम्बन्धि समस्यालाई उपयुक्त हिसाबले हल गरिने वारे जानकारी दिइयो । कामदारको हुलो संख्याको उपस्थिति हुने लेखि हिंसा तथा यौनजन्य क्रियाकलाप जस्ता समस्या खजना भएमा स्थानिय विनाय, सुरक्षा विनाय र ठेकदार पक्ष समेतको सहभागितामा नियन्त्रण तथा सुव्यवस्था कायम गरिनेछ । धुलो धुवाँको असार कम गर्न अर्पण स्वास्थ्य शिनिर संचालन गर्नुपर्नेछ ।

• यहाँका मातृसह पारम्परागत खेतीपाती, व्यापार, सरकारी तथा विभिन्न जागिरमा लागेका हुन तर पनि बेरोजगारी रहर हुलो समस्याको रूपमा रहेको छ । यसको लागि आयोजनाको स्थायित्व वासिकाबाई काममा प्राथमिकता दिनु पर्छ । मेसन, रेवेलाँना बनाउने तथा केम्पेसमी तरकारी रबेली सम्बन्धि उन्नत तालिमको व्यवस्था हुनु पर्नेछ र हाबुन बनाउने तालिम पनि दिनु पर्नेछ ।

• सांस्कृतिक पक्षको प्रवर्धनका लागि ढुवुवा बहलीमा पाहुना घर र वन धान संरक्षण गर्न चर्कान लगाउनु राम्रो हुन्छ ।

मिता

सुधा

मिता

आज मिति २०७३/१०/१८ मा नेपाल सरकार सडक विभाग विद्यालय आयोजना कार्यालयन इन्डोई अन्तर्गत कमला-छल्लेवा-पथलैया सडक अन्तर्गत वागमति नगरपालिका वडा नं. ११ को वोट रोल्मा वातावरणिय तथा सामाजिक प्रभाव अध्ययन रुमको आदिवासी जनजाति विद्यालय योजना निर्माण अन्तर्गत तपशिल बमोजिम सहभागीहरूको उपस्थितिमा सामुहिक छलफल सम्पन्न भयो।

उपस्थिति

| नाम               | हेगाना             | उमेर | पेशा              | फोन                   |
|-------------------|--------------------|------|-------------------|-----------------------|
| दिपु              | अष्टनकोट वागमति-११ |      | वडा सदस्य         | ९८४४१०३२२९            |
| दिपु              | दिपु कोट           | " ४६ | उपाध्यक्षको सहायक | ९८४४०८६९४६            |
| आसमान             | आसमानकोट           | " ४२ | किसान             |                       |
| सुकमी             | सुकमीकोट           | " ४५ | "                 |                       |
| <del>चन्द्र</del> | चन्द्र वहाणकोट     | " ३७ | "                 |                       |
| उमा               | उमा कोट            | " २९ | "                 |                       |
| सरस्वती           | सरस्वती कोट        | " ४५ | ग्यापारी          |                       |
| तुलसा             | तुलसा कोट          | " २२ | त्रिदायी          |                       |
| सुर्यमाया         | सुर्यमाया कोट      | " ४० | गृहिणी            | <del>९८४४०८६९४६</del> |
| जिता              | जिता कोट           | " ३५ | "                 |                       |
| गौमा              | गौमा कोट           | " २६ | "                 |                       |
| जानुका            | जानुका कोट         | " ३७ | "                 |                       |
| कञ्चन             | कञ्चन कोट          | " ३९ | "                 |                       |
| सिता              | सिता कोट           | " २९ | "                 |                       |
| सुमित्रा          | सुमित्रा कोट       | " ३२ | "                 |                       |
| यम डे.सि.         | CEG/CIAS           |      |                   | ९८५१३७२५६७            |
| असय कुमहरा        | "                  | "    |                   | ९८५१०१७९०६            |

छलफलमा उठेका खवालहरू र समाधान

- यस कमलाछल्लेवा-पथलैया सडक विस्तार आयोजनाको डिजाइन र यस सम्बन्धी अध्ययन गरे निमित्त छलफलहरूमा सहभागी भएता पनि खास धेरै जानकारी नभएको अवस्थामा आयोजनाको आवश्यक जानकारी दिई सधैं बालामात व्यवस्था गर्न लागी

आयोजनाले काम गर्ने जानकारी गराइयो ।  
• आयोजनाका बारे सँगै समुदायलाई यसैगरी जानकारी दिनु  
र सुझाव लिनु राम्रो हुन्छ । नगाजाति, प्रमुख, उप-प्रमुख  
तथा समजका आफ्नै बुझ्ने व्यक्तिलाई समयसमयमा भेला  
गरी सल्लाह सुझाव लिनु सकिन्छ ।  
• यहाँका मानिसहरू परम्परागत खेतीपाती व्यापार, सडारी तथा  
मिठ्ठी जागिरमा लागेका छन् तर पनि वैदेशिकी एउटा हुला  
समस्याको रूपमा रहेको छ । यसका लागि आयोजनाले स्थानिय  
बासिन्दालाई काममा प्राथमिकता दिनु पर्छ । मेसन तथा  
वेमोसमी तरकारी खेती सम्बन्धि उन्नत तालिमका व्यवस्था  
हुनु पर्नेछ र शान्त बजारको खानिम पनि दिनु पर्नेछ ।

कान्छा  
सुमित्रा  
पिता  
जानुना

आज मिति २०७५/१०/१८ मा नेपाल सरकार विकास  
सहायता कार्यक्रम अन्तर्गत वीरगंज  
कापालिका वडा नं. १२ को नेवार टोलमा वातावरणीय  
तथा सामाजिक अध्ययन कुमला-छल्लेबर-पथलैया सडक  
सडको आदिवासी जनजाती विकास योजना निर्माणको  
क्रममा तयारिल वन्यजन्तु सहभागीहरूको उपस्थितिमा  
सामूहिक छलफल सम्पन्न भयो।

उपस्थित

| नाम                     | हेजाग       | उमेर | पेशा        | छात्र |
|-------------------------|-------------|------|-------------|-------|
| लिला मोरदान             | वा.नं.पा.११ |      | उप-प्रमुख   |       |
| ओम बहादुर क्षेत्र       | " १२        |      | वडा अध्यक्ष |       |
| मुवन क्षेत्र            | " "         |      | कृषि        |       |
| रेशम क्षेत्र            | " "         |      | "           |       |
| सुनी व. क्षेत्र         | " "         |      | "           |       |
| बुजगत क्षेत्र           | " "         |      | "           |       |
| राम कृष्ण प्रधान        | " "         |      | "           |       |
| उत्तम क्षेत्र           | " "         |      | "           |       |
| निवास क्षेत्र           | " "         |      | "           |       |
| जित बहादुर क्षेत्र      | " "         |      | "           |       |
| तातादेवी क्षेत्र        | " "         |      | "           |       |
| दुर्गा राज क्षेत्र      | " "         |      | "           |       |
| मनिष व क्षेत्र          | " "         |      | "           |       |
| बालकुमारी क्षेत्र       | " "         |      | "           |       |
| मन कुमारी क्षेत्र       | " "         |      | "           |       |
| लक्ष्मी लक्ष्मि क्षेत्र | " "         |      | "           |       |
| पुजा क्षेत्र            | " "         |      | "           |       |
| शिला क्षेत्र            | " "         |      | "           |       |
| आदिके। क्षेत्र          | " "         |      | "           |       |
| यम कु.सी.               | CEA/CIAS    |      | ९८५७३५६७    |       |
| अजय कुमर                | " "         |      | ९८५७३५६७    |       |

छलफलमा उठेका सवालहरू र समाधान

यस कुमला-छल्लेबर-पथलैया सडक विस्तार आयोजनाको  
डिजाइन र यस सम्बन्धित अध्ययन कार्य आवश्यक जातकारी

ने भएको अवस्थामा आयोजनाको बारे आवश्यक जानकारी दिई सहज यातायात व्यवस्थाको लागि आयोजनाको काम गर्ने जानकारी दिइयो।

आयोजनाको बारे सबै समुदायलाई यसैगरी जानकारी दिनु र सुझाव लिनु राम्रो हुन्छ। लगायतका प्रमुख, उप-प्रमुख तथा समाजका आदी बुम्बे उपल्लिहरूलाई समय समयमा भेला गरि सल्लाह सुझाव लिन सकिन्छ।

परम्परागत खेतीलाई आधुनिकीकरण गर्ने सिलसिलामा हुनु पर्नेछ साथै निम्नलाई किसानहरूको पहिचान गरि हाते ट्याक्टर जस्ता कृषि उत्पादन सम्बन्धि उपकरण उपलब्ध गराउनु पर्नेछ।

स्थानिय स्तरमा रोजगारी सृजना गरि सावुन बनाउने तथा सिलाई डराई तानिमडा व्यवस्था हुनुपर्नेछ साथसाथै कुखुरापालन, पशुपालन तथा बैमोसमी तरकारी खेती सम्बन्धि उन्नत तालिमडा व्यवस्था हुनु पर्नेछ।

यहाँका मानिसहरू परम्परागत खेतीपाती व्यापार, सरकारी तथा निजी आगिरमा लागेका हुन तर पनि वैदेशिक रोजगारी र उदा हुने समस्याको रुपमा रहेको छ। यसको समाधानको लागि आयोजनाले स्थानिय कालिन्दालाई काममा प्राथमिकता दिनु पर्नेछ।

आयोजना निर्माण चरणमा हुने अवस्थामा र स्थान विशेषका धुलो धुवां तथा आवागमन सम्बन्धि समस्यालाई उपयुक्त तरिकाले हल गरिने करि जानकारी दिइयो। कामदाहरूको हुने संरचनाको उपस्थितिले जुन नैगिड हिसा तथा यौक्तिय क्षिप्राकलाप जस्ता समस्या सृजना भएमा स्थानिय निवास, सुरक्षा निवास र ठेकदा पक्ष समेतको सहभागितामा नियन्त्रण तथा सुव्यवस्था कायम गरिनेछ। धुलो धुवांको असर कम गर्न आँखा स्वास्थ्य शिविर संचालन गर्नुपर्नेछ।

अग्रिम कुर्जा पुजा मठ



आज मिति २०७३/१०/१६ मा नेपाल सरकार सडक विभाग  
 विकास आयोजना कार्यालयन महाराजा अर्कात कमला-  
 डलकेबर-पथलैया सडक अर्कात चक्रपुर नगरपालिका वडा  
 नं. १ डाँडाटोलमा वातावरणिय तथा सामाजिक प्रभाव अध्ययन  
 कम्डा आब्लासी जनजाती विकास योजना निर्माण अर्कात  
 तपशिल नमोजिम सहभागीहरूको उपस्थितिमा सासुहिक  
 छलफल सम्पन्न भयो ।

उपस्थिति

| संख्या | नाम                    | हेगाना     | उमेर | पेशा   | फोन        |
|--------|------------------------|------------|------|--------|------------|
| १      | नेत्र सिजाली           | चक्रपुर-१  | १२०  | ६५     | ५२२८       |
| २      | कुर्ण कुर्मली          | " "        | ४५   | किसान  |            |
| ३      | धनव राना               | " "        | ५१   | "      |            |
| ४      | निर्मला दलीम           | " "        | ३५   | गृहिणी |            |
| ५      | भोक व. राना            | " "        | ६५   | किसान  |            |
| ६      | संगिता खिनाली          | " "        | ३५   | गृहिणी |            |
| ७      | पविता दलीम             | " "        | ५०   | "      |            |
| ८      | पुष्पिमा दलीम          | " "        | १६   | "      |            |
| ९      | सुनु सुनुमाया राना     | " "        | ५५   | "      |            |
| १०     | काली दलीमाया थापा      | " "        | ६०   | "      |            |
| ११     | कालिमाया दलीमाया धर्ती | " "        | ५५   | "      |            |
| १२     | चण्डिका चण्डिका राना   | " "        | २९   | "      |            |
| १३     | शर्मिला सिजाली         | " "        | ३६   | "      |            |
| १४     | रुकमीती राना           | " "        | ३५   | "      |            |
| १५     | यम कु. सी.             | CEG / CIAS |      |        | ९८५१३७२५६७ |
| १६     | अजयकु. महारा           | " "        |      |        | ९८५१०१७२०६ |

छलफलमा उठेका सवालहरू र समाधान

- यस कम्ला-डलकेबर-पथलैया सडक विस्तार आयोजनाको डिजाइन र यस सम्बन्धि अध्ययन वारे विभिन्न छलफलहरूमा सहभागी भएता पनि स्वास्थ्य क्षेत्र (जनडापी) नमहडा अस्थामा आयोजना वारे जानकारी दिई सहज यातायात व्यवस्थान ल्यागे आयोजनाले काम गर्ने जानकारी गरईयो ।
- श्रम जिल्लाहरूको अनुभव तथा सिडईडो माध्यमकाट यस सडक

- समुदाय लगायतडा डाउंहरुमा हीमस्टेडा माध्यमबाट रोजगारी  
सृजना गरि स्थानियवासीको जिवन स्तरिय बनाउन सहयोग  
पुरने हुनाले हीमस्टेडा प्रमोशनका लागि सहयोग गर्नु पर्नेछ।
- आयोजनाको बारे सार्व समुदायलाई चर्चे गरि जानकारी दिनु  
र सुभाब । हिन रात्रा हुन्छ । नगापालेडा प्रमुख, उप-प्रमुख  
तथा सम्पन्नका आफ्ने वृद्धे उपस्थीछुलाई समय समयमा  
भैलागरे सक्ताह सुभाब लिन सकिन्छ।
- परम्परागत रीतिलाई आधुनिकीकरण गर्ने सिनाईको अवस्था हुनुपर्नेछ  
साथै निम्नस्तरका विज्ञानहरुको पहिचान गरि हाते ट्याक्टर जस्ता  
कृषि उत्पादन सम्बन्धि उपकरण उपलब्ध गराउन पर्नेछ।
- मगर समुदायको सांस्कृतिक मुल्य मान्यतालाई प्रवर्धन गर्ने  
परम्परागत वस्त्र तथा अन्य वस्तुहरुको संरक्षण र वितासका  
लागि तालिम, निर्माण तथा बिक्रि बितरण गरि स्थानिय  
वस्तुहरुको प्रवर्धनका साथै आयकारी कृषि हुने अवस्था गर्नु  
पर्नेछ।
- यहाँका मानिसहरु परम्परागत रीतिपाती, व्यापार, सारकारी तथा  
प्रिमी जागिरमा लागेका छन तर प्रायै बेरोजगारी समस्या विकरान  
हुपमा रहेको छ । यसको लागि आयोजनाले स्थानिय वासिन्दालाई  
बाममा प्राथमिकता दिन पर्छ । स्थानिय स्तरमा रोजगारी सृजना  
गर्न सामन बनाउने तथा सिलाई कटाई तालिमका अवस्था  
हुनुपर्नेछ । कुखुरापालन, पशुपालन तथा केमीसमी तरकारी  
रीति सम्बन्धि उन्नत तालिमका पनि अवस्था हुनुपर्नेछ।

कर्मिना

मधिया

ब्यामिना

पिंजारा

हुनव

आज मिति २०७९/१०/१७ मा नेपाल सरकार सडक विभाग विकास आयोजना कार्यान्वयन इकाई अन्तर्गत कुमला उपलेखा ठुलेवा खोड अन्तर्गत निम्नगठ नगरपालिका वडा नं. ७ साम्कीटोलमा वातावरणिय तथा सामाजिक भाव अध्ययनको क्रममा आदिवासी जनजाती विकास योजना निर्माण अन्तर्गत त्र्यपशिम वामेजिमका सडकभागिहरुको उपर्याप्ततामा सुझावितु छलफल सम्पन्न भयो।

उपर्याप्तता

| नाम                  | हेगाना       | उमेर | पेशा      | फोन          |
|----------------------|--------------|------|-----------|--------------|
| डेबु वहादुर लामा     | नि. न. पा. ७ |      | काठमाडौं  |              |
| राम बहादुर माझी      | " "          | ५८   | ५८६५९९५६५ | (५८६५९९५६५)  |
| वासुदेव लिम्बु       | " "          |      |           | वासुदेव      |
| डेबु बहादुर माझी     | " "          | ५४   |           | डेबु         |
| रोहिणी प्रश्रैनाली   | " "          | ६९   |           | रोहिणी       |
| चन्द्र बहादुर पात्रो | " "          | ६२   |           | चन्द्र       |
| विमेश माझी           | " "          | ३५   |           | विमेश        |
| सरोज माझी            | " "          | ३५   |           | सरोज         |
| सोम व. माझी          | " "          | २६   |           | सोम          |
| राम माझी             | " "          | २५   |           | राम          |
| रोहित माझी           | " "          | २०   |           | रोहित        |
| रिता माझी            | " "          | ३३   |           | रिता         |
| प्रकाश माझी          | " "          | ३३   |           | प्रकाश       |
| पुनती माझी           | " "          | ६९   |           | पुनती        |
| एकल कुशवट            | " "          | ४०   |           | एकल          |
| जगेश ध्यावा          | " "          | ५५   |           | जगेश         |
| आइते माझी            | " "          | ५६   |           | आइते         |
| विष्णु माझी          | " "          | ५०   |           | विष्णु       |
| सुनिता माझी          | " "          | ३९   |           | सुनिता       |
| सुमन माझी            | " "          | २६   |           | सुमन         |
| दिव्य माझी           | " "          | २२   |           | दिव्य        |
| स्वास्त्रिका माझी    | " "          | २४   |           | स्वास्त्रिका |
| सुनिता माझी          | " "          | २४   |           | सुनिता       |
| सोम डे. मा.          |              |      |           | सोम          |

CEG/CLAS ९८४३६२४६६७

दलदलमा उठेना स्वभावहक र समाधान

- यस दुमला-दलदल-पधनेया सडु निस्तर आयोजनाको डिजाइन र यहा सम्बन्धि अध्यापनको विभिन्न दलदलहरूमा सहभागी भएता पनि खास गरेर जानकारी नभएको अवस्थामा आयोजनाको आवश्यक जानकारी दिई सडु यातायात व्यवस्थाको लागि आयोजनाको काम गर्ने जानकारी भयो।
- माथी समुदायको विद्यार्थीहरूले शिक्षा प्राप्त गर्ने भएता अरु विषयमा ध्यान दिएर अध्ययन विचारको उठेना अवस्था भएकोले उनिहरूको लागि कोषिङ कक्षाको व्यवस्था हुनुपर्नेछ।
- माथी समुदायमा धेरैसम्म किसानहरूले परम्परागत रूपमा पशुपालन गरिरहेका छन्। परम्परागत पशुपालनलाई आधुनिकीकरण गर्न गोठसुधाको व्यवस्था हुनुपर्नेछ। साथै कुकुरापालन, परापालन तथा खेतीसमी कुराको खेती सम्बन्धि उन्नत तालिमको व्यवस्था हुनुपर्नेछ। परम्परागत खेती-लाई आधुनिकीकरण गर्न सिचर्डको लागि डिप वीटिउको व्यवस्था हुनु-पर्नेछ। स्थानिय स्तरमा रोजगारी बृद्धि गर्न मेसिन तथा सिन्लाई कुराको तालिमको व्यवस्था गर्नु पर्नेछ।
- आयोजना निर्माण चरणमा हुने अवस्थामा रक्षात विशेषता धुले कुवाँ तथा अवागमन सम्बन्धि समस्यालाई उपयुक्त हिसावले हल गरिने गरे जानकारी गराइयो। कामदारको हलो संरक्षणको उपलब्धताले कुनै क्षति हुने हिँसा तथा घोरतय क्रियाकलाप जस्ता समस्या घुम्ना भएमा स्थानिय विभाग, सुरक्षा विभाग तथा डेउदए पहा रानेतको सहभागितामा नियन्त्रण तथा सुव्यवस्था काम गरिनेछ। धुले कुवाँको अरु काम गर्न अर्का छिट्टै संचालन गर्नु पर्नेछ।
- बाहो कामलाई आकारो पुनः जेवा कृषि र वन विहानीको पनि व्यवस्था गर्नु पर्नेछ। यातायातको सुधारको साथ र यात्राहरूको अवागमनको अवस्था हेरेर आवश्यक पर्ने डिजाइन रक्षात विशेषतालाई मध्यम-स्तर तर्फ सडु निस्तर योजना अन्तर्गत गरिनेछ।
- यहाँको मानिसहरू परम्परागत खेतीपाती, व्यापार, कुराको तथा विनी-जगिर्मा लागेका छन् तर पनि वैदेशीकरणको समस्या निडरान छ। यसको समाधानको लागि आयोजनाले स्थानिय बाहोलाई काममा प्राथमिकता दिनु पर्नेछ।

प्रकाश

सामिमाता

पुतली

निता

आज मिति २०७५/१०/१७ मा नेपाल सरकार सडक विभाग विकास आयोजना कुमला-जलवेर-पथलैया सडक खण्ड अन्तर्गत बालावणिय तथा सामन्ति प्रभाव मुल्याङ्कन अध्ययनको शिलशिलामा आफ्निवासी जनजाति विकास योजना निर्माणको क्रममा तपशिल बमोजिमका सहाजीहरूको उपस्थितिमा भएको छलफल सम्पन्न भयो।

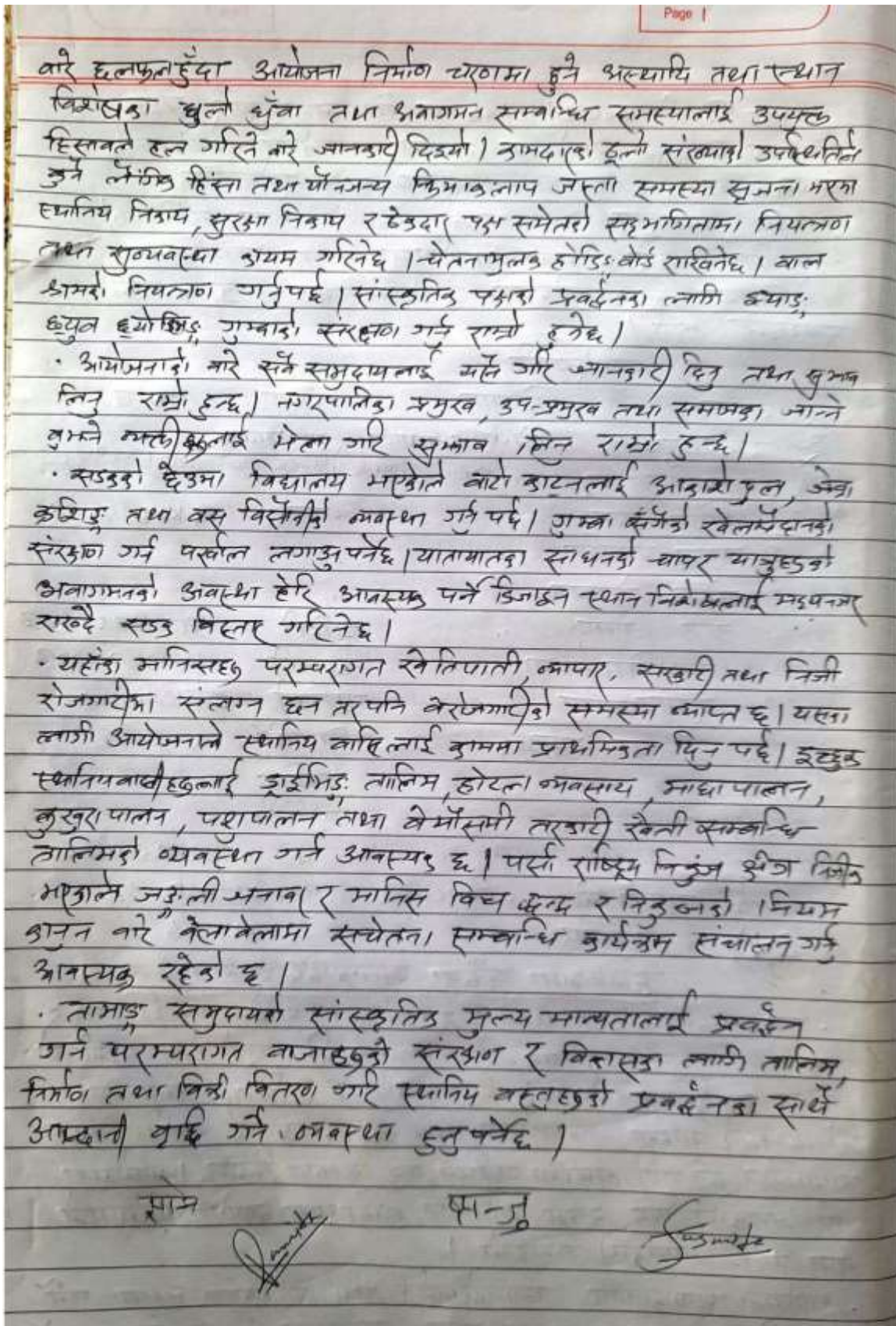
उपस्थिति

| नाम             | हेगना          | पेशा               | फोन        |
|-----------------|----------------|--------------------|------------|
| राजेश सुब्बा    | जि.सि.उ.न.पा.१ | वडा अध्यक्ष        |            |
| राजकुमार तामाङ  | "              | गाउँपालिका अध्यक्ष | ९७४६९६९५८३ |
| अमित तामाङ      | "              | जनस                | ९८४५६२९०९३ |
| सन्जु मौक्तान   | "              | "                  | "          |
| रोम लोप्चन      | "              | "                  | "          |
| हेतु तामाङ      | "              | गृहिणी             | ९८९४६८२५८३ |
| नरुणजित तामाङ   | "              | व्यापारी           | ९८९९८०७००३ |
| रमीता तामाङ     | "              | गृहिणी             | ९८९४२९४५२९ |
| अनिषा तामाङ     | "              | विद्यार्थी         |            |
| निमा तामाङ      | "              | शिक्षिका           |            |
| सीता मिना तामाङ | "              | गृहिणी             |            |
| रुस्मिता तामाङ  | "              | "                  | ९८९५२६०७४८ |
| यम डे.सी.       | CEBA/CEAS      |                    | ९८५१३२५७७  |
| अजय कुमरा       | "              | "                  | ९८५१०१७९०६ |

छलफलमा उठेका मुद्दाहरू र समाधान

यस कुमला-जलवेर-पथलैया सडक विभाग आयोजनाको डिजाइन र कल सम्बन्धि कुनै अध्ययन गरे खास जानकारी पाएको छैन। तथापि बाटोमा स्वारी चापरेटा किनेर विभाग गर्नुपर्ने देखिन्छ। यात्रायात संचालनका लागि महिला, बालबालिका तथा बृद्ध बृद्धाहरूलाई सुरक्षित यात्रा सुनिश्चित हुनेगरी व्यवस्था गर्नुपर्ने बारे सुझाव दिइन्छ। आयोजना गरे जानकारी दिई सहज यात्रायात व्यवस्था गर्न सक्ने बमोजिम काम गर्ने जानकारी गराइयो।

• आयोजना संचालनका लागि निजीकरण तथा संस्कृतिक पक्षमा पर्ने कुनै पनि नकारात्मक प्रभावलाई हटाई सडकयात प्रभाव विभाग गर्ने



Annex-3: Photographs of the FGD Meetings



The Indigenous Peoples Development Plan of the Kamala-Dhalkebar-Pathlaiya (KDP) Road

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## **Annex- 4: FGD Checklist**

### **Kamala- Dhalkebar-Pathlaiya (KDP) Road**

#### **Project Design**

#### **Consent Statement for Focus Group Discussion**

Namaste!

Thank you for meeting with us today. We are contacting you on behalf of DCID/WB/CIAS, Chakupat, Lalitpur. As a part of the project design CIAS has invited us to facilitate focus group discussion (FGD). We appreciate your participation in the discussion.

We aim to understand your experiences with the KDP Road Improvement project and how it has contributed to socio-economic empowerment and community protection amidst changing environmental conditions in the project locality. We are keen to hear how the KDP road project has impacted your livelihood. Your insights will help us assess the project's design benefits and ensure smooth implementation.

Your participation is voluntary, and you are entitled to decline to participate at any point before or during the discussion. We will write one report for DCID/WB on this study, for which your answers will be combined with those of other people and presented in a summary format. The report may be shared after it is finalized. Your comments will not be attached to your name, so your responses will be held confidential—although, we will be taking notes (and recording your voice) so that we can remember later what you tell us. Any information you provide that might identify you will be kept confidential.

Feel free to ask any questions during our conversation. Your feedback will be used to understand the results of KDP project better, and will be used to improve the project design. We encourage you to be honest with us in your responses.

This discussion is expected to take approximately 1 hour, although this may vary based on the group's dynamics. Do you have any questions before we begin?

By saying “yes”, you are indicating that you voluntarily agree to participate and have had an opportunity to ask any questions about your participation.

Will you participate in this research study? You may answer yes or no. [Note: consent will be obtained orally].

Yes, I am willing to participate.

No, I am not willing to participate

FGD Checklist for Local Community

DATE:.....

NUMBER OF PARTICIPANTS:

| S.N. | NAME | AGE | GENDER | CASTE/ETHNICITY | JOB TITLE | PWD |
|------|------|-----|--------|-----------------|-----------|-----|
|------|------|-----|--------|-----------------|-----------|-----|

YES, NO

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.
- 11.
- 12.

FACILITATOR:

NOTE TAKER:.....

Participant's response to introductory consent request:

Will you participate in this research study?       Yes     No

Do you agree for the discussion to be recorded?     Yes     No

**1. Do you have heard about the KDP road improvement project?**

- If yes, what do you know about it? And how?
- Are you familiar with the design and standards of the KDP Road?
- Do you have any knowledge of different assessment like ESIA and RAP etc.?
- Have you been involved in other projects with similar designs and constructions? If so, could you share your experiences?
- What were the limitations or problems with the existing road before the KDP project?
- Are you aware of accident-prone zones along the project section?
- Do you know the causes of accidents in these areas? Are there any mitigation measures currently in place?
- Which transporatation services do local people primarily use for travel?
- What specific challenges do women, children, elderly, and disabled people face while traveling? What suggestions do you have for improving services, infrastructure, and management to ensure safe travel for these groups?

**2. What could be the potential impacts by the project on your livelihood and culture?**

- What are the likely impacts (positive & negative) due to the Project implementation?
- In what ways will the project impact the livelihood of the local community?

- In what ways will the Project impact local culture, values, and norms?
- What will be the potential socio-economic (population/demography, education, income, occupation, etc.) impacts of the Project?
- Do you think the proposed road improvement project will create any specific changes in society?
- Do you think any negative impacts will occur from this project?
- What are the positive impacts, and how will the positive impacts be promoted/enhanced?
- What Mitigation Measures do you suggest for managing the adverse impacts?
- Do you think any religious/cultural sites will be affected by this KDP project? If yes, what are they?
- How will such religious sites/structures be protected?
- Do you think the influxes/arrivals of labor force can lead to depletion of forest and linked resources? How can this be resolved?
- How can the negative impacts of labor influx be controlled?
- How can we prevent the likely occurrence of Gender-Based Violence incidents?
- How can we control Sexual Exploitation and Abuse (SEA) in the possible changing environment due to construction activities along the road?
- Do you perceive any cultural and religious norms and values will be affected by the changing environment due to the implementation of the project?
- What is the current daily wage rate for males and females in the following works?

For Males: a. Agriculture work, Rs....., b. Construction, Rs....., c. Pottery/ Loder, Rs.....

For Females: a. Agriculture work, Rs....., b. Construction, Rs....., c. Pottery/ Loder, Rs.....

- Is there a child labor practice prevalent in the community? If so, how much do they get per day?
- How can we protect children from being exploited and restrict them from working as labor in the construction of the road?
- How can we protect young women from being exploited by the outsiders?

**3. What could be the appropriate mechanisms to participate in the project planning, implementation and monitoring to this project by the community?**

- Which are the best groups to give feedback on the design, construction, and operation stages?
- What kinds of physical design structures (footpaths, road crossings for people & cattle, underpass/overhead, culverts, etc.) for access would you suggest to place in the major urban areas and rural areas? Where (locations) and why?
- What are your suggestions to involve communities in the monitoring of the construction activities?

**4. What socio-economic and cultural practices are prevailing in the community to enhance economic condition and settle social issues and conflicts?**

- What kinds of income-generating activities are being operated in the community? What type of such activities are necessary to improve the economic status of the community?

- Whether the elder group of people will do it in this community?
- Can the local authority or police be important to resolve issues? Why do people depend on them?
- What types of social issues are prevalent frequently in this community? How are they solved (by the elder/community leaders or by the ward/municipality's judicial council or the police administration)?
- Do you have any experience with such project interventions before?
- What are the existing Grievance Redress Mechanisms (GRM) and practices in your society? How are they addressed?
- What types of activities play a vital role in the economic situation of the community?
- What is the role and dimension of migrant and foreign work and remittances to the households and society?

**5. Do you see any appropriate training that is required for the community/society?**

- Which awareness trainings are required for the specific groups?
- Have you been involved in any trainings before?
- What further training programs are needed for the society.

**6. What are the prime necessities to develop any physical infrastructures in the community?**

Do you think any physical infrastructures are required for the community? If yes, what are they and why? Why has the Hat Bazar become a tradition and lifeline of the society? How do this preserve and enhance?

**7. Do you want to provide any suggestions for better implementation of the project?**

- To protect religious sites and structures in your area (which one, where it is, location, importance, need to relocated or repair, etc.)
  - .....
  - Access to the river, for religious activities and cremation site
  - .....
  - Religious trees and waiting sheds across the project section.....
  - The issue related to Heritage site protection.....
  - About road safety.....
  - Rehabilitation of Waiting Sheds.....
  - About Road Crossing.....
  - Protection of drinking water sources .....
  - Irrigation and Sewerage Management.....
  - Any other kinds of suggestions would you like to provide to the Project?

**FGD Checklist for the people potentially displaced by the road**

**8. Potential Impacts:**

- o What are the likely positive impacts of the Project for the potentially displaced community?
- o What are the likely adverse impacts of the Project for the potentially displaced community?

**9. Compensation and mitigation measures:**

- o What would be the compensation and mitigation measure for the adverse impacts listed above?

**10. Livelihood restoration:**

- o What would be the best solution for restoration of lost livelihood listed above?

**THANK YOU FOR YOUR TIME!**

**Annex-5: Grievance Log Form and Close-Out Template (Both)**

|  |
|--|
| <p>Grievance Form PART 1</p> <p>Contact and Details</p>              |
| Complaint number :   |
| Recorded by:   |
| Complainant details (Tick the box for anonymity )                    |
| Name:  |
| Category [community/ contract worker/ supplier/ contractor]:         |
| Telephone number:  |
| Address:   |
| Perferred method of contact:   |
| <p>Grievance Log PART 2</p> <p>Description of grievance (s)</p>      |
| Describe the grievance below.  |
| Mode of communication (written/ verbal/ meetings/ mediator):         |
| Date of grievance:   |
| Date of acknowledgement:   |
| Signature  |
| Recorder:  |
| Claimant:  |
| Date:  |
| <p>Grievance Closed Out PART 3</p> <p>Resolution</p>                 |
| Describe the steps taken to resolve the grievance and the outcome.   |
| Department:  |
| Mode of communication for reply (meeting/ written/ verbal/ display): |
| Date closed:   |
| Signatures   |
| Complainant:   |
| Project representative:  |
| Date:  |