



Document Name	Indigenous Peoples Policy Framework
Document Number	EIRH1UP020/002
Project Name	Uttar Pradesh Core Road Network Development Program Part – A: Project Preparation including Detailed Engineering Design and Contract Documentation
Project Number	EIRH1UP020

Document Authentication

	Name	Designation
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History of Revisions

Version	Date	Description of Change(s)
R0	29/09/2014	First Submission
R1	19/11/2014	Compliance to PWD and WB Comments
R2	11/10/2014	Final Compliance



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0 INTRODUCTION

0.1 Project Background

Uttar Pradesh has a road network of 299,604 km, out of which 174,451 km is under Uttar Pradesh Public Works Department (PWD). The roads under PWD comprise 7,550 km of National Highways (NHs), 7,530 km of State Highways (SHs), 5,761 km of Major District Roads (MDRs), 3,254 km of Other District Roads (ODRs) and 138,702 km of Village Roads (VRs). Only about 60% of SHs are two-lane (7 m). In the entire state 62% of MDRs and 83% of ODRs have widths less than 7 m.

With a view to improve the transport network system, UP PWD has identified 24,095 km of Core Road Network (CRN) for the development. This network comprise NH, SH, MDR, ODR and the details are presented in the table below.

Table 0-1: Road Network in Uttar Pradesh

Road Category	Length (km)
National Highway (NH)	7,550
State Highway (SH)	7,530
Major District Road (MDR)	5,761
Other District Road (ODR)	3,254
Total	24,095

Although National Highways are an integral and significant part of Core Roads Network of the State, but their widening/strengthening and maintenance activities are carried out through the resources of Government of India and their ownership also lies with central government. The Government of Uttar Pradesh has a long-term program to improve the Core Road Network (CRN) and, as part of this program, has applied for a financial assistance from the World Bank for developing the Uttar Pradesh Core Road Network Development Project (UPCRNDP). The State Government has proposed improvement of about 3650.0 Kms of roads out of entire core network of 24,095 Kms, which has to be implemented in three phases as part of its ambitious programme.

The Core road development works will consist of raising the formation level, widening to a full two lanes from the existing single and intermediate lane widths, and/or pavement rehabilitation/strengthening. Road sections with high volumes of non-motorised traffic will be widened to 2-lane black top carriageway of 7.0 m width with 1.5m full paved shoulders on either side covering a total carriageway width of 10 m. Road stretches crossing urban areas may also require upgrading to a four lane cross section, and/or provision for drains, sidewalks and parking where required. In some cases, new alignments (by-passes and/or re-alignments) may also be required.

The UPCRNDP will have three Components:

- Upgrading/reconstruction/widening as well as rehabilitation of selected roads from the Core Road Network (CRN) including construction of a new Sharda Bridge at Pachpheri Ghat in Lakhimpur district.



- Road Safety Component: A comprehensive and coordinated package of road safety sub-components to be delivered by the Transport, Home, Public Works and Health Departments.
- Road Sector and Institutional Reform Component: This component is likely to include a program to strengthen PWD asset management of SHs, MDRs and ODRs, to support the application of IT systems for human resource management and works budgeting and management across the PWD organization.

The GoUP through the PWD will be the executing agency for the project.

The road development projects can have potentially negative social impacts at different stages in the project cycle. Management of social impacts is a very important component of such developmental activities and, rightly therefore, it has been emphasized to take care of social issues relevant to the projects under UPCRNDP.

0.1.1 Phase I Roads

Four roads have been selected for phase I as shown below:

Table 0-2: List of Phase-I Roads

S. No.	Road Name	SH No.	District
1	Hamirpur-Rath-Gursarai-Chirgaon (Jhansi)	SH-42	1. Hamirpur 2. Jhansi
2	Utraula-Faizabad	SH-9	1. Balrampur 2. Gonda
3	Bhajoi- Gajraula (Badaun- Bilsa- Bijnaour Road)	SH-51	1. Badaun
4	Gola- Shahjahapur	SH-93	1. Lakhimpur Khiri 2. Shahjahanpur

0.2 Indigenous People in Uttar Pradesh

In Uttar Pradesh tribes are less than 1% of the total population. The peripheral regions of Uttar Pradesh, are home to a number of tribal communities such as Agaria, Baiga, Bhar, Bhoksa, Bind, Chero, Gond, Kol and Korwa. Five of these tribal communities have been recognized by the Government of India as disadvantaged scheduled tribes, viz. Tharus, Boksas, Bhotias, Jaunswaris and Rajis. Districts with substantial tribal population includes Sonbhadra; Kheri; Agra; Lucknow; Allahabad; Kanpur; Deoria; and Jaunpur. None of the project districts have substantial tribal population

0.3 Key Laws and Regulations

Table 3.1 presents key Legislations relevant to IPs.

Table 0-3: Summary of Relevant Environmental and Social Legislations

Acts/Rule/Policy	Year	Objective	Applicability to this Project	Responsible Agency
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Acts/Rule/Policy	Year	Objective	Applicability to this Project	Responsible Agency
Right to fair compensation and transparency in land acquisition, rehabilitation and Resettlement Act	2013	Fair compensation for acquisition of immovable assets; Resettlement of displaced population due to LA and economic rehabilitation of all those who are affected due to land acquisition.	Yes. In case of acquisition of land	Revenue Department. Govt. of U.P.
Seventy Third Constitution Amendment Act,	1992	The Act enables participation of Panchayat level institutions in decision-making by broadening the village level functions, supporting implementation of development schemes. The Act provides for involvement of the PRIs especially, the Gram Sabha/ Panchayat during project preparation and implementation. The Panchayats at the village level will be involved for preparation and implementation of the project.	Yes, especially for any sub project located in panchayat area	Department of Panchayati Raj, Government of Uttar Pradesh
The Scheduled Tribes and other Traditional Forest Dwellers (Recognition of Forest Rights) Act	2006	Grants legal recognition to the rights of traditional forest dwelling communities, partially correcting the injustice caused by the forest laws. Makes a beginning towards giving communities and the public a voice in forest and wildlife conservation	Yes, if project road passes through customary forest land including reserved and protected forests; protected areas and also community forest.	Ministry of Tribal Affairs, GOI and Department of Tribal Welfare, GoUP

0.4 World Bank Safeguard Policies

Projects financed with World Bank assistance should comply with World Bank Operational Policies on indigenous peoples as described in **Table 3.3**.

Table 0-4: World Bank Policies on IPs

World Bank Safe Guard Policies	Objective	Applicability	Safeguard Requirements
OP 4.10 Indigenous People	This policy aims to protect the dignity, right and cultural uniqueness of indigenous people; to ensure that they do not suffer due to development; that they receive social and economic benefits	This policy may be triggered if there are indigenous people in the project area; when potential adverse impacts on indigenous people are anticipated; and if indigenous people are among the intended beneficiaries.	Indigenous people development Plan



0.5 Indigenous Peoples Development Framework (IPMF)

0.5.1 Introduction

The guiding principles enshrined in the constitution of independent India as also various plans and policies for safeguarding the interests of scheduled tribes notwithstanding, the benefits of development of free and shining India have by and large by-passed the scheduled tribes. This issue is source of anxiety and worry for the administrators, implementers and researchers of the country. This anxiety and worry has to be understood in the context of all kinds of development projects that have been/are being carried out across the Uttar Pradesh State Road Project.

The Indigenous People (IPs) in India are categorized as tribal who often become vulnerable in development projects because of their cultural autonomy which is usually undermined and also because this group endure specific disadvantages in terms of social indicators of quality of life, economic status and usually as subject of social exclusion. In Uttar Pradesh tribes are less than 1% of the total population. The peripheral regions of Uttar Pradesh, are home to a number of tribal communities such as Agaria, Baiga, Bhar, Bhoksa, Bind, Chero, Gond, Kol and Korwa. Five of these tribal communities have been recognized by the Government of India as disadvantaged scheduled tribes, viz. Tharus, Boksas, Bhotias, Jaunswaris and Rajis. Districts with substantial tribal population includes Sonbhadra; Kheri; Agra; Lucknow; Allahabad; Kanpur; Deoria; and Jaunpur.

0.5.2 Objective

The objective is to design and implement projects in a way that fosters full respect for Indigenous Peoples' dignity, human rights, and cultural uniqueness and so that they: (a) receive culturally compatible, gender and inter-generationally inclusive social and economic benefits; and (b) avoid adverse effects during the development process, or if not feasible ensure that these are minimized, mitigated or compensated.

The term "Indigenous Peoples¹" is used in a generic sense to refer to a distinct, vulnerable, social and cultural group possessing the following characteristics in varying degrees:

- (a) self-identification as members of a distinct indigenous cultural group and recognition of this identity by others;
- (b) collective attachment to geographically distinct habitats or ancestral territories in the project area and to the natural resources in these habitats and territories⁷
- (c) customary cultural, economic, social, or political institutions that are separate from those of the dominant society and culture; and
- (d) an indigenous language, often different from the official language of the country or region.

The Constitution of India, Fifth Schedule (Article 244) provides for the administration and control of Scheduled Areas² and Scheduled Tribes (areas and tribes needing special protection due to disadvantageous conditions).

The provisions of the Panchayats (Extension to the Scheduled Areas) Act, 1996 lays down process

¹As per Operational Policy 4.10 on Indigenous Peoples, World Bank.

²Article 244 (1) and 244 (2) of the constitution of India enables the government to enact separate laws for the governance and administration of the tribal areas. In pursuance of these articles, the President of India had asked each of the states in the country to identify tribal dominated areas. Areas thus identified by the states were declared as Fifth Schedule areas.



to be followed for acquisition of land in Scheduled V Areas. The Act under sub-section (1) of Section 4 provides for mandatory consultation with the Gram Sabha before any land acquisition proceedings can be undertaken. It further states that all Gram Sabhas in which even if one person is affected by the proposed project would have to be consulted before acquisition proceedings are initiated, by the procedure prescribed. Every Gram Sabha shall be competent to safeguard and preserve the traditions and customs of the people, their cultural identity, community resources and the customary mode of dispute resolution. The World Bank OP 4.10 emphasizes "a process of free, prior, and informed consultation with the affected Indigenous People's communities at each stage of the project, and particularly during project preparation, to fully identify their views and ascertain their broad community support for the project.

Project shall avoid adverse impact on such areas to the extent possible. Where unavoidable, it will consult the concerned Gram Sabha / Panchayat for obtaining their broad support and resolution for initiating land acquisition as per the provisions of the Act and OP 4.10.

As mentioned earlier, the social screening survey will identify presence of IPs and any adverse impacts on tribal people (Indigenous Peoples). In case such cases are found provisions of World Bank OP 4.10, and government regulations will be applicable. A Tribal Development Plan (TDP) will be prepared, to provide specific benefits to the tribal people, as applicable.

0.5.3 Generic Issues / Concerns of Tribal Communities

Though no tribal settlement was identified during rapid assessment, tribal issues were identified through review of secondary information. In order to have a more focused tribal development strategy, these issues have been grouped into (i) issues that are directly related to the project development for which measures will have to be taken up under the project to address them and (ii) issues which are outside the scope of the project but institutional collaboration could help the tribal in their development. These have been listed below:

Issues related directly to the development of the project

- Loss of agriculture income
- Loss of employment of daily wagers in shops and eating places along the road
- Loss of shelter
- Lack of effective consultation
- Loss of community facilities
- Poor access to project information and benefits
- Seek employment opportunities through project
- Physical displacement

Other Issues:

- Low level of agriculture productivity
- Lack of employment opportunities
- Low income levels
- Poor health
- Low level of education
- High levels of debt

0.5.4 Procedure for Preparing an Indigenous Peoples Development Plan (IPDP)

In order to prepare an IPDP the following steps will be taken:



- Social screening to establish the presence of tribes in the project area or have collective attachment to the project area
- based on a detailed social assessments establish baseline data on the tribal people (subsistence, employment, community networks) in the project area;
- review Acts / policy guidelines applicable in the respective states regarding tribal groups and also the central Acts / Policies;
- identify the impacts (both positive and negative) and prepare an IPDP;
- disclose the draft IPDP

Screening

During the planning and design phase of the sub project, screening survey will be carried out based on group discussion with the communities in the sub project area in order to identify presence of any tribal group or any such group that have collective attachment to the project area. Apart from the consultation with the community members, consultations / in depth interviews will also be carried out with the NGOs working in the area and representative of local self government. The screening will look into the details of tribal households, assessing the number of such households along the zone of influence of the proposed sub project. If the result shows that there are tribal households, the issues related to the community will be included in the social impact assessment (SIA) survey.

Social Impact Assessment

The PWD will be responsible for conducting SIA and the development of an action plan with the help of indigenous community and organizations working for them. The SIA will gather relevant information on demographic, social, cultural; economic and networking aspects of each household and needs of the community as a whole. The information on individual household will be collected through household survey whereas community based needs will be assessed through group discussions with the community as a whole as well as in discussion with the community leaders and government and non-governmental officials working in the area on tribal issues. The discussion will focus on both positive and negative impacts of the sub project. The suggestion and feedback of the community on the design and planning of the sub project will also be documented.

Entitlement: Based on the Operational Policy 4.10 of the World Bank and as one of its significant R&R requirements; special provisions for the Scheduled Tribes (ST) has been made in the project R&R Policy (apart from the general compensation and assistance to be received as Project Affected Persons (PAPs)/Project Affected Households (PAHs)) of this project for loss of assets. Apart from compensation at replacement value and R&R assistance for any adverse impact, each IP family will be entitled for additional INR 50,000 as one time grant. PIU and NGO will counsel every family to ensure that compensation and R&R assistances are used for productive assets.

0.6 Indigenous Peoples Development Framework (IPMF)

0.6.1 Consultation, Disclosure and Institutional Framework

The PWD will prepare the IPDP and finance, implement and monitor it. The IPDP will be implemented along with the Resettlement Action Plan (RAP). A local NGO with the relevant experience will be hired to assist the PWD in planning and implementing the IPDP. The NGO will



be fully briefed on World Bank’s policy on indigenous people. IPDP committees will be formed at State and District level to implement and monitor the plan.

The tribal groups will be consulted in preparing the IPDP. They will be informed of the mitigation measures proposed and their views will be taken into account in finalizing the plan. The plan will be translated in the local language and made available to the affected people before implementation.

The tribal institutions and organizations in the affected area will also be involved in implementing the IPDP and in resolving any disputes that may arise. PWD will ensure that adequate funds are made available for the plan.

0.6.2 Monitoring and Evaluation

PWD will set up an internal monitoring system comprising its own staff, NGOs, tribal people and their institutions to monitor plan implementation. Monitoring indicators will be established. In addition, an external independent monitoring agency will be employed by PWD. Reporting formats will be prepared for both internal and external monitoring.

Monitoring indicators:

Monitoring will cover both physical and financial progress of the project. This will include acquisition of land, provision of infrastructure, disbursement of compensation and assistances and other necessities. The physical and financial performances will be assessed by third party monitors. The indicators for physical and financial progress of the project have been presented in Table 5-2.

Table 5-2: Monitoring indicators for IPDP implementation

Sl. No.	Monitoring Indicators	Methods to asses and measure
A.	Indicators for Physical Progress	
1	No. of PAPs issued ID cards	Through concurrent monitoring and independent evaluation. Evaluation and monitoring will specifically look into: Number of grievance received from ST PAPs. Number of grievances addressed by DLC. Number of grievances passed on to SLC. Number of consultation held with PAPs regarding the disbursement of compensation and assistance. No. of ST PAPs attended the meetings
2	No. of PAP selected for Training	
3	No. of PAPs Joined for the programmes	
4	No. of PAPs benefited	
5	No. of PAH benefited	
6	No. of PAPs in the benefited	
7	No. of ST Villages benefited	
8	No. of PAPs used training programme for their livelihood after completion of the training programme	
9	No. of villages benefited through community centers	
10	The population covered by each community centers	
11	No. of PAPS Received compensation	Concurrent monitoring
12	No. of PAPs received Rehabilitation assistance	Concurrent monitoring
13	No. of PAPs informed about Entitlements	Concurrent monitoring
14	No. of PAPs informed about the valuation process and agreed for the compensation fixed for land and buildings	Concurrent monitoring
15	No. of community facilities constructed in villages with ST PAPs	Concurrent monitoring
B.	Indicators for Financial Progress	
1	Total amount spent	Review of PWD documents and concurrent monitoring
2	Amount spent on training programmes	Review of PWD documents and concurrent monitoring



Sl. No.	Monitoring Indicators	Methods to asses and measure
3	Amount spent on construction of community centers	Review of PWD documents and concurrent monitoring
4	Amount spent for payment of compensation to PAPS	Review of PWD documents and concurrent monitoring
5	Amount spent for payment of assistance to PAPS	Review of PWD documents and concurrent monitoring
6	Amount spent for rehabilitation of PAPS	Review of PWD documents and concurrent monitoring
7	Amount spent under each eligible entitlement for PAPS	Review of PWD documents and concurrent monitoring
8	Amount spent by PAPS on productive assets	Concurrent monitoring and independent evaluation

0.6.3 Suggested Format for IPDP

The suggested format for the IPDP is as follows

- Description of sub projects and implications for the indigenous community
- Gender disaggregated data on number of tribal households by impact category
- Social, cultural and economic profile of affected households
- Land tenure information
- Documentation of consultations with the community to ascertain their views about the project design and mitigation measures
- Findings of need assessment of the community
- Community development plan based on the results of need assessment
- Modalities to ensure regular and meaningful consultation with the community
- Institutional arrangement and linkage with other national or state level programmes
- Institutional mechanism for monitoring and evaluation of IPDP implementation and grievance redress
- Implementation Schedule and cost estimate for implementation

0.6.4 Key Elements of IPDP and Participatory Approach

The key elements in an IPDP include:

- All development plans for indigenous people should be based on full consideration of the options and approaches that best meet the interests of the communities.
- Scope and impact be assessed and appropriate mitigation measures are identified
- Project should take into account the social and cultural context of affected peoples, and their skills and knowledge relating to local resource management
- During project preparation, formation and strengthening of indigenous peoples organization; communication to facilitate their participation in project identification, planning, execution and evaluation should be promoted.
- In case PWD is not capable of preparing and implementing IPDP, experienced community organizations / NGOs can be involved as intermediaries.

0.6.5 Participatory Approach for Preparation of IPDP

The main thrust of IPDP is to address the developmental issues of the project taking into consideration the marginality status of tribal community. The IPDP will offer developmental options addressing community based needs of indigenous people while respecting their socio-



cultural distinctiveness. The IPDP aims at strengthening the existing capacity of the affected tribal community. The strategy of IPDP therefore would be to promote participation of the tribal people, initiating and identifying people's need, priorities and preferences through participatory approaches. Therefore, the action plan for a particular village will be prepared by the community themselves. These plans would be prepared on yearly basis.

Participatory Rural Appraisal (PRA) initiates the process of people's participation, facilitating decision-making through mutual discussion and direct consultation. Participatory approach is intended to promote participation of all stakeholders creating development opportunities for the affected community. It is therefore, mandatory that appropriate PRA tools along with Focus Group Discussion (FGD) is employed to initiate participation in IPDP for collection of qualitative data. The areas of enquiry would mainly include:

- Identification of tribal groups
- Access to natural resources, likely impact on land ownership and land distribution, share cropping and lease holder
- Participation in the livelihood security component of the project
- Employment and income generating opportunities in agriculture, trade and business and services
- Poverty
- Women and Gender relation
- Felt needs and community organization

With a view to assess the life patterns of the affected indigenous population and to prepare IPDP in consistent with community and region specific background, pertinent baseline information shall be collected, compiled and analyzed. The baseline information on socio-economic characteristics including land tenure, land holding categories, occupational pattern, usual activity status, income – expenditure pattern, access to natural resources, health status, literacy level, age structure, gender, marital status, etc shall be collected in order to facilitate the planning process. The baseline data shall be collected through pre-tested structured schedules.

The most important component of IPDP is to assess the type and magnitude of impacts, both positive and negative on the tribal communities. The assessment of impacts on tribal population in the projects shall focus on the probable consequences of the project according to specific criteria / indicators.

The indicators may include:

- Access to natural resources (such as forest, grazing land, weekly markets, etc.)
- Job opportunities through wage labour within or outside agriculture
- Employment and income generating opportunities in agriculture, trades, services and business
- Tribal community rights, institutions, values and way of life
- Social infrastructure and public services such as sources of water, health facilities, schools, etc
- Reduction in political power, marginalisation and social disarticulation



- Changes in farming methods, cropping pattern, crop yield, income, expenditure pattern, etc.

One major activity during the course of the survey would be to identify, various community specific developmental needs linked to their socio-economic and cultural life. The needs shall be identified for infrastructure development and community service facilities such as weekly markets, drinking water facility, sanitation, health facility, schools, community halls, post office, watershed structure, drainage, etc;

0.6.6 Implementation Issues and Strategy

It is envisaged that proper implementation of IPDP is possible only through community participation. The participatory approach will ensure:

- Promotion of community concern and involvement
- Proper organization and management of resources
- Setting up of criteria and fixing criteria and procedures for project execution are done at the grass root level
- Identification, selection and strengthening of implementing agency at the grass roots level

Steps will be taken to ensure that (i) tribal community participates in the project, (ii) is fully aware of their rights and responsibilities; and (iii) are able to voice their needs during IPDP preparation. The community would be encouraged to prepare their own plan that caters to the needs of the community.

Appropriate people's organization and forum need to be built up and strengthened to ensure effective peoples representation and empowerment in the process of selection of specific community development activities and their execution. The conventional top down approach to project implementation through prevailing bureaucratic framework, need to be reoriented for the framework of participative administrative structure to respond to bottom up initiatives based on participatory process for informed community participation and empowerment.

IPDP as a means of sustainable development is based on the strategy of using culturally appropriate, socially acceptable and economically viable opportunities for livelihood of the tribal community including farmers, agriculture and non-agriculture labour, women and wage earners.

The strategy includes:

- Participation of tribal community in plan preparation, formulation and implementation by strengthening their existing tribal social, political and community organizations through required legislative measures, positive administrative responses and people's mobilization.
- Strengthening women's traditional role in subsistence economy through organization, capacity building for leadership and skills improvement, access to non timber forest produce (NTFP), while bringing about greater sharing of household responsibilities between men and women.
- Keeping in view the strong bondage of the tribal community with land and forest, subsistence practices, traditional culture and ways of life, the strategy may create space for innovative policy measures through appropriate legislation / executive actions. Such innovative policy responses may cover any aspect of their needs from food security,



income generating activities, right over forest produce, community health measures or any such issue as generated by the community in course of their participation in the plan process.

- Involvement of non-governmental organization (NGO) as an interface between the government and the tribal community to “bind” and strengthen their organizations, develop a mechanism for redress of grievances and facilitate their being a “stakeholder” in the institutional arrangements for IPDP.
- To ensure the right institutional mechanism for this strategy, IPDP will be integrated with the existing structures of ITDP/DRDA wherever necessary.

Non- governmental organizations (NGO) are “secondary stakeholders” who can facilitate the participation of “primary stakeholders”-the tribal community. The NGOs must have a clear understanding of the socio-economic, cultural and environmental context of the project.

The social and community organizations of tribal population will be identified to strengthen and involve them in participatory process of IPDP. The IPDP will develop a linkage with the structure and the process of tribal development administration so that the tribal communities can enjoy more benefits. The NGOs will also provide the important interface between tribal administration and the community.

Grievance Redress Mechanism: Apart from project GRM, a specific grievance mechanism will be established for indigenous people. A district level grievance redressal cell will be constituted to address the grievances of the PAPs related to disbursement of compensation and resettlement. The space for the functioning of the cell will be provided in the concerned PIU office.

Members of GRC: The cell will be constituted by the PMU in the concerned project districts. The GRC will be represented by the representatives of tribal PAPs and also non-tribal, the village head, NGOs contracted for the implementation of RAP and any other opinion leader from the concerned village. It will be chaired by a retired officer, who served as principal/judges/ Deputy commissioner/Additional DC, etc. Apart from the nominated persons, the concerned executive engineer of PWD will attend the meetings.

Functions of the Cell: The district grievance cell will conduct a meeting in the first week of every month to hear the grievances from the PAPs. All the complaints will be forwarded to the concerned department/officials within 15 days from the date of receiving the complaints. The issues resolved/addressed by concerned officials within 45 days from the receipt of the complaints. All the grievances received shall be discussed by the Chairman of the cell with executive engineer of the concerned PIU for the necessary action.

The committee shall submit a monthly report to the PIU for the reference regarding the issues received and the cases disposed and forwarded to PMU. In case PAP is not satisfied by the verdict given by GRC, he or she is entitled for approaching the judiciary. The NGO responsible for implementing the RAP, will assist such PAP to approach the judiciary.

0.6.7 Gender Issues among Tribes

The tribal women play an important role in the community and family. Women normally constitute half of the total population in any project area and for survival tied themselves to land and forest. These women work as farm servants and attached labourers. Even in agricultural household, women share with men the burden of agricultural operations like transplanting, weeding, harvesting, threshing, winnowing, etc. The concentration of women in agricultural and



allied activities is due to the decline of rural industries leading to large-scale reduction of labour force within non-agricultural sector.

In IPDP, therefore, efforts will be made to (i) create an institutional framework to make gender sensitive decisions. PWD in consultation with SRCA and Women and Child Welfare Department shall constitute Women Interest Groups (WIGs) within a village and Gender Advisor Committee at district and state level, (ii) women members would be trained for upgradation of skills to initiate viable irrigation related income generation activities for their economic empowerment. In addition women members will be trained in fisheries, animal husbandry, value addition to NTFP, development of kitchen garden, home orchards; production of mushroom, rice-cum-fish culture, etc to generate additional income, (iii) through training, women members will be provided information to make them an active participant in various activities of WUAs. The activities include (a) provide information on developing a WIG sub plan, (b) linking with other women's development programs of line department, and (iv) NGO will focus on women's need for social development