

Detailed Livelihood Restoration and CSR Plan

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Gulpur Hydropower Project (Pakistan)

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DETAILED LIVELIHOOD RESTORATION AND CSR PLAN

Gulpur Hydropower Plant, Kotli, Azad and Jammu Kashmir



Restoring livelihoods and promoting community welfare in those areas physically impacted by the presence of the project.

February 2017

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2 INTRODUCTION

“Gulpur” was one of the potential sites for a dam identified by GTZ/HEPO-WAPDA in 1992 and also by Korean General Company for South Co-operation under the External Economic Committee (1997). In July 2014, the project was transferred to Mira Power Limited (MPL).

The project site is administratively located in the Kotli district of AJK, approximately 5 km south of Kotli Town on Poonch River, a tributary of the Jehlum River, and 28 km upstream of the Mangla reservoir. The site is approximately 167 km from Islamabad and 285 km from Lahore. Due to the construction and the eventual operation of the power plant, the living conditions, livelihoods and expectations of the people living in the vicinity of the project are affected. MPL is committed to the wellbeing of the communities it is working near and has commissioned this Livelihood Restoration Plan (LRP) to restore the livelihoods of the affected persons (APs) to the levels that they were accustomed to before the project and, where possible, to attempt to improve the living conditions and levels of livelihoods within the affected area generally through corporate social responsibility initiatives and philanthropic contributions.

2.1 IMPACT ASSESSMENT OF THE PROJECT

The impact assessment on the land was conducted prior to the LRP and formed a part of the Land Acquisition and Resettlement Plan (LARP). The construction and operations of the project will necessarily affect the livelihoods of the people in the area in multiple ways. In 2016, a preliminary audit of the LARP implementation was undertaken and a full audit will be undertaken before Q4 2017 and the LRP will be revised as required. The pertinent findings of the LARP which were considered in preparing this LRP are as follows:

- 10 villages (Baang, Barali, Bhanera, Dhera Nawab Khan, Dheri, Gulhar Sharif, Hill Kalan, Mandi, Naruch and Seher Mandi) will be directly and indirectly impacted by the project. 2 villages (Barali, Seher Mandi) have been directly impacted by the project while the other 8 will be indirectly impacted by the project. Affected persons (APs) reside within 9 of these villages (Naruch does not have any private holdings and therefore, APs will not be found in survey data involving the APs). Of the total 835.41 acres land required, 781.48 acres will be submerged area, of which 742.33 acres are government land, 45.99 acres is privately owned and 47.19 acres is Shimalat (Communal) land. The livelihoods of the APs are attached to the privately owned area and the Shimalat land. This LRP will also concern itself with those affected by these lands as well.
- Out of the 45.99 acres of private land acquired for the project, a total of 23.32 acres was productive land planted to wheat and maize was acquired. In most cases, the produce from these lands is not used for commercial gain but is used to supplement household consumption.

- At the time of the LARP preparation, 277 APs or 76 households were identified to be physically and/or economically impacted by the project. Out of these, only 27 households will be severely impacted and considered vulnerable on the following basis: (a) 24 AHs are losing their agri-based livelihood; (b) 2 AHs are headed by women and (c) 1 is head of an elderly HH. While the rest of the AHs will lose more than 10% of their productive assets, none of these households are below the poverty line in Pakistan, which is \$2/day, or Rs. 6000 per month and does not qualify as severely impacted per definition stated.
- 4 houses were displaced as a result of the project. These houses have since been relocated to a new location and reconstructed with the help of the project.
- 2 businesses involving 4 households will be impacted by the project (a water flour mill and a crusher plant).
 - Local businesses serve as a source of jobs to the unskilled labour. A negative impact on these businesses will potentially hurt this segment. However, the scale of employment is minute as very few people are employed by these businesses.
 - Stone crushing is an illegal activity since the area that the plant is operating in is a declared national park. Direct compensation to the owners of an illegal business is therefore, inappropriate. Irrespective of that, provisions will be made to ensure that this type of livelihood will be managed in the long run as part of the Sustainable Sediment Mining Plan which is under preparation.
- Community structures are likely to be affected during the construction and operation phase of the project. These could affect access to local facilities and can put some pressure on the income of the APs. Due to reduced access to existing facilities, APs will have to either pay more to achieve access to the same facilities or find an alternative, both of which will add to the expenses of the households. This impact has been accounted for while formulating the LRP.

2.2 STATUS OF LARP IMPLEMENTATION

MPL is making efforts to ensure payment of compensation at the earliest. The compensation for the loss of assets covered under the Revenue Department (RD) award (lands, structures and trees) is being paid through the RD of the Kotli District. MPL has provided all the funds covered under the RD award to the District Collector. The payment of allowances is the responsibility of MPL.

- As of November 2016, 75% of affected private lands acquired have been compensated while paid amount is 93%; 49% affected Shamilat lands have been compensated while paid amount is 56%; 93% of compensation have been paid to for affected structures; and 100% of compensation have been paid to the owners of relocated households.
- While funds have been transferred by MPL to the District Collector, no payment has been made for crop loss involving 19 APs so far. There has been a change in the institutional setup in the DC office and MPL is closely coordinating with them to orient the new management about the project and the need to facilitate payment for compensation.
- . For affected trees, 31 out of 41 APs (76%) have been paid in full.

- The four relocated households have been paid for affected assets including other allowances. Replacement houses have also been constructed. One displaced household was able to construct a lodging area within the project site which is presently rented out to MPL to accommodate guests and staff.
- The vulnerability allowance for the 27 APs is currently on hold until the finalization of the DLRP. MPL targets to start disbursement 6 weeks after DLRP has been finalized. Data/information will be validated against the LARP Audit come 3rd Quarter of 2017 and necessary adjustments will be made (in case additional vulnerable HHs will be identified by the Audit).
- Only 18% amount of the resettlement allowances has been paid as MPL is still in the process of establishing a transparent payment mechanism. Soon after its establishment, payment of allowances will be started.

2.3 THE NEED FOR LIVELIHOOD RESTORATION PLAN (LRP)

MPL adopted a Land Acquisition and Livelihood Restoration Framework (LALRF) and prepared a Land Acquisition and Resettlement Plan following the requirements of the International Finance Corporation (IFC) Performance Standard 5 (PS5): Land Acquisition and Involuntary Resettlement (2012) and reviewed against ADB's Safeguard Policy Statement Safeguard Requirement 2 on Involuntary Resettlement. To date MPL has been awarded the lands, 4 households have relocated, compensation payments have been provided to the Revenue Department, workers camps have been set up, access roads improved and construction activities has started. Private and shamilat lands awarded to the project in the area to be submerged (in 8 villages namely Bang, Bhanera, Dera Nawab Khan, Dheri, Gulhar Sharif, Hill Kallan, Mandi, Naruch) continue to be in the possession of the titleholders. MPL says they are not preventing the use of these lands until such time they are given notice on the timing of the reservoir filling. .

Since this project is being implemented with the support of IFC and ADB, the project must be compliant with the following standards:

- IFC Performance Standard 5 – Land Acquisition and Involuntary Resettlement (IFC PS5, 2012)
- ADB SPS (2009), Safeguard Requirement 2 – Involuntary Resettlement (ADB SR2)

The objectives and salient features of the LRP are as follows:

- The primary objective of the LRP is to ensure that the local population is not negatively impacted by the presence and activities of the project vis-à-vis the level of livelihood of each household of Affected Persons. The minimum acceptable scenario is to ensure that (i) the net effect of the project on the livelihoods of the affected population is neutral; and (ii) the status of vulnerable affected people are brought up to at least national minimum living standards.
- A supplementary aim of MPL is to improve the state of wellbeing of the community such that the Affected Persons and residents of the area are better off than they were previously.
- All of the proposed livelihood restoration activities, interventions and initiatives within the LRP have been developed in consultation with the APs. Implementation of each of these will also be carried out with full transparency and disclosure. Therefore,

while formulating the methodology of the LRP, there was a two-fold engagement with the Affected Persons, beginning with a household level baseline survey to identify needs and expectations followed by a set of focus group discussions for feedback from the communities about the efficacy of the proposed interventions and activities and prioritization of the same. These suggestions were integrated into the final plan.

- The first priority would naturally be given to the severely affected or in the case of the project considered as vulnerable groups within the APs classified on the basis of the following: (a) AHs that are losing their agri-based livelihood; (b) AHs headed by women and (c) elderly headed HH. Interventions deemed to significantly impact on these AHs will be prioritized in terms of funds and timeframe.
- The implementation and impact of the activities done under the LRP will be tracked through a monitoring and evaluation component included as part of the LRP. The household level baseline survey will serve as a comparison point for future evaluators to assess progress.
- The concerns of the APs must be heard and addressed, and a mechanism should be in place to assuage these concerns. MPL has a functional Grievance Redress Committee in place, whose members from affected villages were elected by the APs to represent them in case of a complaint or dispute. The committee is already in place Barali where construction activities are in place and meets on a quarterly basis. In addition to this, MPL also engaged a Community Liaison Officer (CLO) to whom complaints and concerns can be communicated. These village representatives in turn communicate them to the plant office where they are dealt with in accordance with their nature.

3 METHODOLOGY TO FORMULATE LIVELIHOOD RESTORATION PLAN (LRP)

The planning and formulation of the Livelihood Restoration Plan (LRP) was broken down into distinct phases to follow the optimal critical path to the eventual LRP. A phase-wise explanation follows.

3.1 DESK ANALYSIS

The existing documents including IFC Performance Standard 5, ADB Safeguard Policy Statement, and the October 2014 Gulpur Hydroelectric Power Plant Updated Land Acquisition and Resettlement Plan (Updated LARP) were studied and salient points extracted to feed into the process of devising the LRP.

3.2 SURVEY DESIGN AND PREPARATION

Upon discussion and agreement with MPL, it was decided that a baseline survey would be conducted in the area of the project that would be affected by the changes in the flow of the river. The area considered within 50 km of either side of the river for the length of the river that the project would be eventually affected.

As determined previously in the Environmental Impact Assessment and the Updated LARP, the impact on the local population, due to the change in flow, will leave a marginal impact in all probability. Despite this finding, the baseline survey aimed to include all the households of affected persons (APs) based on the 'asaamivaar' list¹. A village profiling of the 8 villages that fell within the area marked out was also included to provide an overview of the conditions and desires of the local population other than the APs.

The survey was designed with 124 questions, divided among 3 major sections:

- Basic profile
 - Basic information
 - Family structure
 - Existing educational attainment
 - Assets
- Livelihood Profile
 - Professions and businesses existing within the area
 - River Dependence
 - Institutional and infrastructural support
- Expectations and aspirations
 - Aspirations for future generations
 - Expectations from the plant
 - Needs Assessment

¹ The 'asaamivaar' list contains all those people who were compensated for their land. The list may undergo minute changes after the findings of the full LARP Audit by Q3 of 2017. This LRP will be updated if required after findings of the LARP Audit has been made available.

The survey form has been included in the report as Annex-I.

The design phase lasted a week where potential questions were deliberated on and, after the finalization of the survey form, it was translated into Urdu for the benefit of the surveyors who had to take the form to the field.

In consultation with MPL, a team of 4 surveyors was finalized, consisting of 2 men and 2 women who would conduct the survey for the APs and all the villages that fell within the designated area. The surveyors were selected from the area keeping the following criteria in sight:

- Familiarity with region
- Ability to speak local dialect

The consultants conducted a training session with the surveyors where they were briefed about the nature and design of the form and what information was required.

3.3 SURVEY CONDUCTION & DATA COLLATION

The survey was conducted over a period of four weeks [which months?] in 2016 and was intended to cover 277 APs (76 affected households) in all villages concerned. The initial estimated time for the survey was two weeks which did not take into account on ground factors such as the difficulty of access to certain AP households and the relocation and/or migration of AP households in the interim between payments for land by MPL and the survey.

However, due to consultation fatigue, surveyors were only able to cover 49 AHs, 27 of which were significantly impacted. The detailed data from the survey has been collated in Microsoft Excel format and has been made available to MPL for future use.

The surveyors individually profiled the villages by means of focus group discussions with non-AP households to ascertain the potential needs and benefits of CSR initiatives (the tool is attached in this report as Annex-II).

Summarized village profiles are provided in this report.

The consultants then prepared a list of livelihood restoration interventions based on the needs of the surveyed population, suggestions of the people surveyed and the knowledge and experience of the consultants in areas with a similar socio-economic profile.

Due to low turnout of respondents during the survey, this document utilized the survey data from the Updated LARP. Additional FGD was also conducted in February 2017 to cover women from affected households of Barali and Sehar Mandi and additional AHs in the same villages.

3.4 DISCUSSION OF RESULTS WITH MIRA POWER LIMITED (MPL)

After all the available information has been gathered and analyzed, the consultant team met with MPL to explain the conditions and desires of the APs and the infrastructural profile of the villages mentioned in the survey. The team proposed interventions, based on the needs assessment done, to MPL and the members of the meeting agreed upon a mutually beneficial strategy.

This was done to ensure that MPL does not over step the mandate that it has been given by the government of AJK and other stakeholders within the area and that it can serve the interests of the APs to the best of its capabilities.

3.5 FOCUS GROUP DISCUSSIONS – PHASE I

The proposed plan was taken to the field through field group discussions for a final consultative process, where the proposed LRP was shared with groups of 6-12 APs in the homes of a respected member of the community where their views and concerns were heard on the proposed plan. In this phase, the best possible path was decided upon that addressed the concerns of the affected people and the limitations of the mandate of MPL as a private company.

The process was in a consultative environment. APs acknowledged that all interventions proposed would be useful in restoring livelihoods and they helped the consultants prioritize them according to their importance. The LRP was explained to them and they were satisfied with the final shape of the LRP interventions.

3.6 LRP PLAN REVIEW PROCESS

The consultants, along with MPL and other stakeholders, deliberated over the outcomes of the focus groups and came to the following conclusions:

- The survey conducted as part of the LRP methodology, while comprehensive in its scope and detail, was not sufficient for the purposes of the LRP due to low response from APs. For the purposes of the LRP, the data from the Updated LARP was used.
- A second phase of FGDs was conducted so that the missing affected HHs could be covered and a comprehensive picture of the livelihoods within the APs be taken.

3.7 FOCUS GROUP DISCUSSIONS (FGDs) – PHASE II

A second round of FGDs was conducted in order to cover two missing groups from the first phase of discussions:

- Women had not attended the FGDs in the first phase in large numbers. The affected female APs were called to a separate FGD which solely focused on their livelihood needs.
- FGDs were held for households that had not been represented by a member of the household in Phase – I of the FGDs. All households were asked to send at least one member in order to make their concerns heard.

The second round of FGDs were held for the most affected villages of Sehar Mandi and Barali to cover additional members of the remaining AHs and women. Three FGDs were conducted in February 2017 involving: (i) additional AHs; and women representatives from affected HHs in (ii) Barali and (iii) Sehar Mandi.

3.8 FORMULATION OF LRP

After approval from MPL, the final LRP, in its present form, was made available to those concerned with the project, which included MPL, stakeholders and APs.

4 SOCIO-ECONOMIC PROFILE OF THE AFFECTED HOUSEHOLDS (AHs)

4.1 FINDINGS OF THE SURVEYS UNDER THE LARP AND LRP

Under the auspices of the LARP, a socio-economic profile was done of the APs. This included the details of the land that the AHs had given to the project. The profile consists of basic indicators such as household incomes and size. The findings of this survey are stated in the section below.

The survey under the auspices of the LRP was conducted for 277 APs across all villages concerned with the survey questionnaire reproduced in this document as Annex-I. The LRP survey was a more in-depth socio-economic profile than the one done under the LARP which surveyed the APs in the following areas:

- i. Socioeconomic profile of the affected persons
- ii. Livelihood profile of the area and impact of the project on livelihood
- iii. Expectations of the impacted population

The survey data proved to be a valuable source of information and the results of the data have been added to the report as Appendix II. However, due to the low response of the survey, data from the Updated LARP data was used to present the pictures of livelihoods in the area affected.

4.1.1 Context

The topography of the AJK region is representative of where hydroelectric plants are normally situated, in mountainous regions on top of flowing rivers. The population typical to such topography is usually spread out, low in number and variable in density. As is the case for Gulpur and its surroundings, small villages exist which range from 10 houses to 1,500 houses, depending on location and access to nearby facilities. The key development indicators in the region are strong, and above the national average, which will be stated with evidence from government and privately funded research.

4.1.2 Socioeconomic profile of the affected persons

During the LARP, it was determined that 277 affected persons belonging to 76 households had given land to the project. They reside in 7 of the 10 villages in which land has been acquired by the project. Of these 7, 2 villages (Barali and Seher Mandi) are the ones that are in the immediate surroundings of the project site. The rest of the land acquired is further along the river.

Out of the 76 AHs, there were 44 AHs that had cropped land which was to be acquired by the project (this was the land being utilized for a purpose). 31 AHs out of the 44 AHs gave more than 10% of their productive land and were therefore classified as significantly affected by the LARP report.

As per the findings of the LARP, the following is the detail of the people affected by the project:

	Village	No of original surveyed (LARP)		No who lost cropped land (LARP)		No of significantly impacted (LARP)	
		APs	AHs	APs	AHs	APs	AHs
1	Baang	4	2	0	0	0	0
2	Barali	147	34	124	33	38	20
3	Dhera Nawab	29	9	0	0	0	0
4	Gulhar Sharif	28	5	10	1	0	1
5	Hill Kalan	22	10	7	5	7	5
6	Mandi	21	8	2	2	2	2
7	Seher Mandi	26	5	23	3	23	3
	Misc*		(3)				
	Total	277	76	166	44	70	31

*Miscellaneous indicates the 3 businesses/organizations that were compensated but did not have any APs. (The Police, the cow shed and the water mill)

The villages of Barali and Seher Mandi were the most affected, with the highest number of significantly impacted APs amongst them. This is due to proximity of the villages to the project site where most of the structures will be constructed.

4.1.3 Household Size

Of the 76 AHs, information on household sizes was provided for 70 AHs. The average size of the household is 12 members, which signifies the fact that the household sizes are large in the area.

Village	10 or less	Between 11 and 20	More than 20	No Information	Total
Baang	2	-	-	-	2
Barali	15	13	3	3	34
Dhera Nawab	5	4	-	-	9
Gulhar Sharif	1	3	1	-	5
Hill Kalan	1	7	2	-	10
Mandi	1	6	-	1	8
Seher Mandi	1	2	1	1	5
Total	26	35	7	5	73

4.1.4 Sources of Livelihood

The major sources of income within the APs are listed as follows:

1. Remittances from abroad: Most AHs have a member of the family working outside the Kotli district, with most remittances coming from UK and the Middle East. Remittances tend to be high as compared to local salary scales and families depending on remittances tend to have a higher income than the average.
2. Agriculture: Agriculture is a source of livelihood within the AH population. While there is limited commercial value for the crops grown (mostly a two crop rotation between wheat and maize), households subsist on the produce that they themselves grow.
3. Labour: Manual labour is a source of income for some AHs. This is a low paying and volatile source of income. AHs depending on this source of income tend to have a lower monthly income than the average.
4. Business: Some APs are self-employed. Most of these businesses are on a small scale, such as tuck shops. A few APs are engaged in bigger businesses such as construction.

Most AHs depend on multiple sources of livelihood, as a single source of livelihood would be insufficient to run a household. The table below shows the sources of livelihood for each AH:

Village	Remittances from abroad	Labour	Agriculture	Employment or Business	No Information
Baang (Total: 2)	2	-	-	-	-
Barali (Total: 34)	14	17	11	5	3
Dhera Nawab (Total: 9)	9	-	-	2	-
Gulhar Sharif (Total: 5)	2	3	-	1	-
Hill Kalan (Total: 10)	7	4	4	-	-
Mandi (Total: 8)	2	4	5	1	1
Seher Mandi (Total: 5)	1	2	4	-	1
Total (N=73)	37	30	24	9	5

For 24 out of 73 HHs, it was indicated that agriculture is a source of livelihood. However, for the remaining affected HHs, cultivation of land for agriculture production is for their own consumption, while others have land which are not cultivable due to the difficult terrain and quality of land.

4.1.5 Monetary Income

The monetary income, based on the Updated LARP, for 68 AHs is available out of the 76 AHs. The average monthly income for the AHs is Rs. 79,191 per month. This figure is high compared to the national average (Rs. 1,504/month), and much above the poverty line (US\$2/day or Rs. 6,000/month). This is an indication of the strong financial background of a majority of the AHs.

Village	Less than Rs. 30,000	Rs. 30,000 - 99,000	More than Rs. 100,000	No Information	Total
Baang	-	-	2	-	2
Barali	8	16	7	3	34
Dhera Nawab	1	8	-	-	9
Gulhar Sharif	-	4	1	-	5
Hill Kalan	1	5	4	-	10
Mandi	2	4	1	1	10
Seher Mandi	1	1	2	1	5
Total	13	38	17	5	73

4.2 VILLAGE PROFILES AND THE NEEDS OF THE INDIVIDUAL VILLAGES

An existing Poverty Profile of Pakistan by G. M. Arif of the Pakistan Institute of Development Economics based on data from 2000 shows that the overall mean poverty score, which may vary between 0 and 100, is highest for Punjab (27.7), and lowest for Sindh (20.3). Islamabad Capital Territory and Azad Jammu and Kashmir have a score higher than the mean poverty scores of all provinces and regions. The same report categorizes all districts of the country into five categories: 'least poor', 'vulnerable', 'poor', 'very poor' and 'extremely poor' and Kotli district falls in the least poor category due to the influx of remittances and despite the limited presence of industry and low levels of urbanization.²

Nevertheless, after the household surveys were completed, the surveyors produced a village profile based on focus group discussions conducted in each village. The salient features of all the villages, especially with regards to livelihoods and river dependence, are produced below as follows:

Village	Main Source of Livelihood	Impact of change in river flow to livelihood	Remarks
Barali	Remittances sent by relatives, govt employment, shop keeping	marginal	River used mainly for recreational purposes
Bhanera	Agriculture, remittances, manual labor	marginal	The river is used mainly for providing drinking water to livestock and washing
Dheri	Agriculture, remittances, manual labor	No impact	There is no dependence for any purpose on the river
Dhera Nawab	Agriculture, remittances, shop keeping	livelihoods will be affected in case of a change in river flow	There is complete dependence for all domestic purposes on the river

² Poverty Profile available at <http://www.bisp.gov.pk/PIDEReports/poverty.pdf>

Village	Main Source of Livelihood	Impact of change in river flow to livelihood	Remarks
Hill Kalan	Manual labor, agriculture, shop keeping	marginal	The river is used mainly for providing drinking water to livestock and washing.
Gulhar Sharif	Agriculture, private business, govt service	No impact	There is no dependence for any purpose on the river
Mandi	Manual labor, remittances, govt employment	livelihoods will be affected in case of a change in river flow	There is substantial dependence for all domestic purposes on the river
Seher Mandi	Agriculture, remittances, shop keeping The village's main source of income is through remittances. There is limited income generating activity within the village. APs primarily engage in subsistence agriculture and livestock rearing which is used for household purposes only (FGD, p22)	livelihoods will be affected in case of a change in river flow	There is complete dependence for all domestic purposes on the river Details of impact to livelihood not indicated in the document

4.2.1 Barali

Barali is located in Kotli district of Azad Jammu and Kashmir. Barali Village comprises of 5000 individuals, over an approximate number of 500 households. The river is used mainly for recreational purposes and livelihoods will be affected marginally in case of a change in river flow. The main source of livelihoods is remittances sent by relatives working outside the village, followed by government employment and shop keeping. Among the project affected people, only 11 out of 34 AH have identified agriculture as one of their sources of livelihood.

4.2.2 Bhanera

Bhanera is located in Kotli district of Azad Jammu and Kashmir. Bhanera Village comprises of 1500 individuals, over an approximate number of 150 households. The river is used mainly for providing drinking water to livestock and washing. Livelihoods will be affected marginally in case of a change in river flow. The main source of livelihoods is agriculture, followed by remittances from relatives working outside the village and manual labour. None of the AH in this village have identified agriculture as a source of livelihood.

4.2.3 Dheri

Dheri is located in Kotli district of Azad Jammu and Kashmir. Dheri Village comprises of 300 individuals, over an approximate number of 50 households. There is no dependence for any purpose on the river and livelihoods will not be affected in case of a change in river flow. The main source of livelihoods is agriculture, followed by remittances from

relatives working outside the village and manual labour. None of the AH in this village have identified agriculture as a source of livelihood.

4.2.4 Dhera Nawab

Dhera Nawab is located in Kotli district of Azad Jammu and Kashmir. Dhera Nawab Village comprises of 80 individuals, over an approximate number of 11 households. There is complete dependence for all domestic purposes on the river and livelihoods will be affected in case of a change in river flow. The main source of livelihoods is agriculture, followed by remittances from relatives working outside the village, shop keeping and manual labour. None of the AH in this village have identified agriculture as a source of livelihood.

4.2.5 Hill Kalan

Hill Kalan is located in Kotli district of Azad Jammu and Kashmir. Hill Kalan comprises of 10000 individuals, over an approximate number of 1500 households. The river is used mainly for providing drinking water to livestock and washing. Livelihoods will be affected marginally in case of a change in river flow. The main source of livelihoods is manual labour, followed by agriculture, shop keeping and government employment. Among the project affected people, only 4 out of 10 AH have identified agriculture as one of their sources of livelihood.

4.2.6 Gulhar Sharif

Gulhar Sharif is located in Kotli district of Azad Jammu and Kashmir. It comprises of 4500 individuals, over an approximate number of 50 households. There is no dependence for any purpose on the river and livelihoods will not be affected in case of a change in river flow. The main source of livelihoods is agriculture, followed by private businesses and government service. None of the AH in this village have identified agriculture as a source of livelihood.

4.2.7 Mandi

Mandi is located in Kotli district of Azad Jammu and Kashmir. Mandi comprises of 400 individuals, over an approximate number of 60 households. There is substantial dependence for all domestic purposes on the river and livelihoods will be affected in case of a change in river flow. The main source of livelihoods is manual labour, followed by remittances from relatives working outside the village, and government employment. Among the project affected people, only 5 out of 8 AHs have identified agriculture as one of their sources of livelihood.

4.2.8 Seher Mandi

Seher Mandi is located in Kotli district of Azad Jammu and Kashmir. Seher Mandi comprises of 200 individuals, over an approximate number of 40 households. There is complete dependence for all domestic purposes on the river and livelihoods will be affected in case of a change in river flow. The main source of livelihoods is agriculture, followed by remittances from relatives working outside the village and shop keeping. Among the project affected people, only 4 out of 5 AH have identified agriculture as one of their sources of livelihood.

Access to facilities

The baseline survey for APs had covered the perceived access to basic facilities. That data reflects on the general state of the communities in the area. 24.5% of the respondents had

hurdles in accessing medical facilities which were located at an average distance of 4.105 km as compared 16.4% of the respondents that had no problems accessing the medical facilities. This lead to a satisfaction rate of 38.5% for the health facilities provided to them. Mobile phones were the most available facility to the respondents (66%) as compared to recreation (40.5%), which was the lowest³. Only half (47%) of the respondents had access to Police while 61% of the respondents had trouble accessing the transportation facilities. The majority (79.9%) of the respondents had either tap water (53%) or ground water (27.2%). 41% of the respondents had trouble with water with 31% respondents experiencing the problems due to summers or rains. 31% of the respondents use pit latrines for solid waste while 69% use septic tanks.



³ Only 3.6% of the respondents had access to these facilities of whom only 1.6% of the respondents found them enough.

5 FOCUS GROUP DISCUSSIONS (FGD)

5.1 OVERVIEW

After the team finalized a menu of activities based on the findings of the survey, it was decided that a consultation with the community should take place on the proposed plan so that their feedback could be incorporated into the LRP.

For this purpose, 4 focus group discussions in phase I and 2 focus group discussions in phase II were conducted in various locations to ensure that the APs had their opinions and views represented in the report. The FGDs took place over two days, and a general guideline was followed during all the discussions.

- FGDs were conducted in the field, with the consultant team going to the villages to conduct the sessions.
- All sessions were attended by the consultant team, the community liaison officer from MPL and the participants invited from the village in which the discussion was taking place.
- All FGDs were recorded in order to maintain transparency and for formal record. A redacted version of the transcripts – translated and shortened - has been attached as Annex-IV.
- Effort was made to make the participants representative of the village’s demographic and socio-economic profile while ensuring that the more influential and/or respected members of the community were present.

The focus groups were conducted as follows:

Phase – I:

1. **Grievance Redress Committee:** A group of 6 APs were invited to be a part of this discussion, all of whom are members of the Grievance Redress Committee. The Grievance Redress Committee is a representative body of the APs, selected by the APs to represent the needs and wishes of the community to Mira Power. An FGD was planned with the committee so that the wishes of the APs across all affected villages could be heard.
2. **Barali:** A group of 10 APs residing in Barali were selected to be a part of this discussion, which took place in Rehmani Muhallah, Barali. Barali is the village with the highest number of APs residing within its boundaries; it is also one of two villages, the other being Seher Mandi, which will be affected during the construction phase of the project due to their proximity to the construction site. The population in Barali is the one most affected by the construction of the project and therefore, it was imperative that a FGD be conducted in this village. Ten (10) out of 20 members of the significantly affected HHs participated in the FGD.
3. **Seher Mandi:** A group of 10 APs were selected to be a part of this discussion, which took place in Komeli, Seher Mandi. Seher Mandi is the closest to the construction site of the project, being located across the river from the site of the project. This village is one of the most affected by the project during the construction phase. All of the members of significantly affected HHs (3 out of 3 or 100%) participated in the FGD.
4. **Gulhar Sharif:** A group of 10 APs were invited to be part of this discussion that took place in the main bazaar in Gulhar Sharif. After Barali and Seher Mandi, Gulhar Sharif has the highest number of APs in the village. Gulhar Sharif is one of the 8 villages that

will be affected once the project is operational. It is representative of the villages that are marginally affected by the project and therefore, it was a vital inclusion in our FGD phase.

Phase – II: Three (3) additional FGDs were conducted last February 12, 2017.

1. **Women in Barali and Seher Mandi:** Two FGDs were undertaken to cover the women of affected HHs in Barali and Sehar Mandi. Each focus group consisted of 10 female APs who were invited to share their views and issues specific to women in the area. Additional FGD was necessary after the discussions in phase I were attended predominantly by males. The gender component was missing and output of discussion was incorporated in the final document presented to MPL.
2. **Barali and Seher Mandi:** A second round of discussions was held in Barali with residents of Barali and Seher Mandi so that most of the AHs could be covered in the FGDs. Those not able to attend the first phase were asked to send one person to represent them so that maximum representation could be achieved.

5.2 CONSULTATION FINDINGS

Phase – I:

5.2.1 FGD 1: Grievance Redress Committee

The Grievance Redress Committee identified what they believed to be the primary needs of the area.

5.2.1.1 Employment

The livelihoods of the majority of the people of the area are dependent on 5 major avenues:

- Remittances from relatives working outside the region
- Government employment, which is of a limited scale
- Self-employment, mostly as small shopkeepers
- Unskilled labour
- Subsistence Agriculture

Unemployment amongst the youth is high, which was described by the participants as the result of lack of skills and education. The expectation is that once a skill is acquired, opportunities within and outside the community open up for young and able workers, primarily through employment outside AJK – in Pakistan or abroad.

There is a desire within the community to engage in self-employment but there are restrictions primarily those of access to capital. There is a lack of easily obtained credit and the interest rates are seen as prohibitively high. High failure rates of businesses within the area existed and the organizations providing credit did so with great restrictions, which make entrepreneurship and private enterprise unattractive to most of the locals.

5.2.1.2 Education

The biggest source of concern for the Committee was the state of schools in their own village and the villages in the area. The schools currently existing in the village do not

have the necessary infrastructure to function in a proper manner. This included a lack of sufficient furniture, inadequate built space, lack of boundary walls and limited or no washrooms. The village would benefit with help from physical improvements to the existing schools.

5.2.1.3 Health

There are health concerns within the community, with a rise in incidents of Blood Pressure, Diabetes and Hepatitis. A lack of awareness regarding these diseases was felt. Lack of access to health facilities was thought to be a major reason behind the prevalence of these diseases. The lack of access to health facilities posed a major issue.

5.2.1.4 Water

Water, for domestic and drinking purposes, was another problem that locals faced. Many turned to drilling into the underground water table, which was only a partially successful strategy. Water borne diseases were spreading and concerned the Committee.

5.2.1.5 Recreation

The lack of recreational facilities was a gap that the community would want to have filled. Children had no place to play within the area.

5.2.2 FGD 2: Barali

A summary of the FGD can be covered in the following points:

5.2.2.1 Employment

The participants suggested that trainings, such as pipe fitting training and mechanical or electrical trainings, would be most beneficial for the young people currently unemployed. The expectation is that once a skill is acquired, opportunities within and outside the community open up for the young and able workers. Women would also be amenable to learning tailoring or embroidery, which would help them utilize their time for monetary gain while taking care of the household.

There is a desire within the community to engage in self-employment but there were restrictions; especially a lack of credit access. If interest-free loans were available in the community, the community would access them.

5.2.2.2 Education

The state of schools in the village was a concern here as well. As in the last discussion, the schools currently existent in the village do not have the necessary infrastructure to function in a proper manner. This included a lack of sufficient furniture, inadequate space and lack of covered area to mention a few. The village would benefit from an improvement in school infrastructure.

5.2.2.3 Health

There are health concerns within the community, with a rise in blood pressure, diabetes and Hepatitis. There was an issue of absenteeism with the local doctor assigned to the Basic Health Unit. Medical camps, access to medical facilities, medical laboratories and ambulance services were all seen as potentially helpful.

5.2.2.4 Water

Water, for domestic and drinking purposes, was another problem that locals faced, especially in Rehmani Muhallah where the meeting was taking place.

5.2.3 FGD 3: Gulhar Sharif

A summary of the FGD can be covered in the following points:

5.2.3.1 Employment

Despite the village being relatively better in terms of education than the surrounding villages, there is significant unemployment within the community. The participants suggested that vocational trainings, provided they were certified would be most beneficial for the young people currently unemployed. The expectation is that once a skill is acquired, opportunities within and outside the community open up for the young and able workers. Women do not seek employment outside the home but could benefit from tailoring or embroidery trainings, which they could use in the household.

There is a desire within the community to engage in self-employment but there were restrictions; especially a lack of credit access. Interest free loans are not available in the community and the community would prefer any extension of such a scheme.

5.2.3.2 Education

The participants explained that this was the only city with a university and college in the area. The youth were better educated than the rest. The state of schools in the village, however, was a major concern. The schools currently existent in the village do not have the necessary infrastructure to function in a proper manner – lacking boundary walls, sanitation facilities, furniture, amongst other gaps.

5.2.3.3 Health

There are health concerns within the community, with a rise in blood pressure, diabetes and hepatitis concerns. There was an issue of absenteeism from the local doctor in the nearest BHU and the people felt that at least a dispensary should be available within the vicinity to cater to local needs.

5.2.3.4 Social needs

The participants also felt that the community needed a communal space for a graveyard. Currently, people are burying deceased family members along the boundaries of their personal land holdings, which is problematic as people do not have large tracts of land and some have no land.

5.2.4 FGD 4: Seher Mandi

A summary of the FGD can be covered in the following points:

5.2.4.1 Access

The biggest problem that made livelihood particularly difficult to sustain was the lack of physical access. Link roads leading to the village are unpaved and the time needed to travel back and forth is prohibitive. An old lift was installed previously that enabled people to go to Barali but the lift was swept away in flooding. Physical access also has led to lower enrollment of children in schools due to the strenuous daily journey.

5.2.4.2 Employment

The village's main source of income was through remittances by members of household working abroad. There is no income generating activity within the village. APs primarily engage in subsistence agriculture and livestock rearing which is used for household purposes only.

The majority of the youth in this village was unskilled. The participants agreed that skill trainings would be beneficial but the assumption remained that once a young man acquired a skill he would leave the village for employment elsewhere.

5.2.4.3 Education

There is no school in the locality. Children walk to the nearest school that is about 40 minutes away by walking. According to the participants, physical access to Barali would solve this problem.

5.2.4.4 Health

There are no health facilities in the village. The nearest health facility of any sort was in Barali, which was hard to reach physically.

Phase – II

In order to study the impact on the livelihoods of people who had sold out their land for the construction of the project, two focal group discussions were conducted. First group consisted of females of the households that were affected by the project and the second discussion was with the AHs in Barali and Seher Mandi that had not been covered in phase I of the FGDs.

5.2.5 FGD 1: Women APs

A summary of the FGD can be covered in the following points:

5.2.5.1 Agriculture

According to the females the sale of the land has adversely affected their livelihoods because it resulted in increase in their household expenses. They used to grow wheat, corn and fodder for the cattle. Now, they need to buy everything and the cost of buying from market is higher than growing it on their own farmland. This was not in keeping with the consultations with the men who conduct the hiring of labour, purchasing of inputs and subsequent sale of any excess produce. The women said that they could use the byproducts of the crops and milk for additional household goods – they were not able to quantify the difference.

They showed limited interest in learning kitchen gardening techniques to grow vegetables vertically within the household spaces, honey bee farming and techniques for improving milk yield of cattle.

The respondents were more concerned with the gradual decrease in water availability as there is limited and sporadic government supply of water. They purchase water for both drinking and household use. There was little understanding of climate change and the impact on water supply through reduction in ground water. Some women proposed getting access to water through the project site which could significantly reduce the household expenses and would also encourage them to do kitchen gardening.

5.2.5.2 Employment

Moreover, some of the respondents said the project had impacted their families in a positive ways as their relatives had got jobs at the project. Others complained that

despite having skills and education most jobs were given to people from other areas and not members of the community. Others identified an increase in household income due to the purchases made by the company at their shops while some complained that products such as cement and other construction goods were not purchased from their businesses.

5.2.5.3 Vocational Trainings

The participants said they had got access to efficient mobile services and the internet due to the project and their younger generation (both boys and girls) wanted to learn how to use computers. Boys were also interested in learning plumbing and welding.

The women suggested that the girls be taught sewing and embroidery because this would reduce the staple cost of getting clothes stitched by tailors, give the young women a skill as they were not allowed frequent access to markets due to cultural restrictions. Furthermore, they said that the girls can supplement increasing household income by selling handmade garments at the local market.

5.2.5.4 Health and education

In addition to this, they told that many male members of the majority of the households are living outside the district or are abroad for work and the women face difficulties in accessing health and education services available in Kotli because they do not know how to drive. They suggested that driving lessons be offered to young women so that they are mobile even when there is no man available to drive them. Other women in the group, however, said few households would allow girls to drive although they may be willing to let them learn.

5.2.5.5 Cultural issues

Lastly, they also expressed some concerns over privacy and requested the installation of metal partitions so that the workers at the site are not able to look into the housing compounds overlooking the project.

5.2.6 FGD 2: Barali and Seher Mandi

A summary of the FGD can be covered in the following points:

5.2.6.1 Agriculture

The male respondents said that they used to grow wheat and corn on the land and used the wood for fire. Now, they buy everything from the market. This has resulted in an increase in household expenses particularly for those who used to work on the land themselves. However, for those who used to hire labourers for growing crops there has been no significant change in expenses due to buying food from market because they had to pay the cost of labour. They also showed limited interest in learning alternative, less land intensive forms of agriculture.

5.2.6.2 Employment

They suggested that the qualified and skilled individuals of these households should be given jobs in the project and some percentage of all jobs, similar to a quota system, should be reserved for them.

5.2.6.3 Vocational Trainings

Like their female counterparts they also felt that the young girls should be taught sewing and embroidery. However, they did not like the idea of teaching women driving as they felt there was no need and it was against the acceptable cultural mores. They

proposed that various courses for females (e.g. sewing, embroidery, and computer training) should be offered so that the girls are able to select what appeals to them.

5.2.6.4 Education

They expressed distrust on the seriousness of the company in providing services for the residents as focus group discussions and meetings have been held repeatedly and they felt little had been done in practicality. They did appreciate the efforts of the company in uplifting the condition of existing girls' schools and requested that similar initiatives be taken in the more remote areas particularly in Seher Mandi where there was no school.

5.2.6.5 Access

The respondents from Seher Mandi reported that the villagers have started to face more trouble in travelling due to the construction of the Dam and they repeated the need for the chairlift and that the road to the village be improved.

5.3 OBSERVATIONS

After the conclusion of the survey and the FGDs, certain points rose to the fore, which are critical to the success of the LRP.

- Most of the impact on livelihoods by the project was on unskilled labour and agriculture. The impact was not substantial due to some specific reasons:
 - Except for 24 affected households who indicated that agricultural production serves as one of their income sources, agricultural production in the area is used for household consumption rather than commercial activity due to unreliable water sources and the mountainous terrain. Most of the land lost to the project was used by APs for cultivating maize and wheat, and as grazing land for livestock. It is also acknowledged that additional costs are incurred by households whose productive lands were acquired as they need to purchase agricultural goods that they used to produce.
 - The agricultural produce, while it was able to provide for household needs, was produced at high costs. Livestock is primarily the one use (i.e. affected land used for grazing livestock) that has been truly affected and the land management trainings will seek to help people find alternate sources to keep their livestock within existing infrastructure and resources.
- There is little awareness amongst APs as to how they can adapt to the new conditions that they are facing in the area. The reduced land holdings have not been put to better use.
- Most of the APs are more interested in diversifying and changing their current form of livelihoods rather than preserving their way of life. This was a theme that showed up both in the FGDs and the surveys. The need for vocational trainings is indicated precisely due to the APs' inclination for diversifying livelihoods.
- Unskilled labour is usually engaged on an hourly rate, and the need for labour fluctuates from time to time. The closing down of 2 businesses (the water mill and the crusher plant) has had minimal effect on an already limited and unreliable income source.
- There is discontent amongst the villages with regard to the level of livelihood that existed even before the project started and it persists due to the socio-economic and political environment. The list of perceived problems is long and some of the proposed measures lie well beyond the mandate or capacity of MPL or any private entity.
- Livelihoods can be improved in three major ways:

- Generating additional revenue sources for the APs by providing access to credit to engage in other business activities, improved skills through training for better chances of employment and dependency on external sources of income (remittances from relatives abroad etc.)
- Reducing core expenditures that are essential for a household such as reducing the need to purchase daily consumption goods through kitchen gardening;
- Helping lift the communal socio-economic profile by providing infrastructural support especially access and improved water source
- Certain aspects can be dealt with directly by MPL while in other cases, State or para-state institutions with the necessary mandate have to be engaged with to facilitate their activities in the area.
- Social uplift, in the form of social programs and community infrastructure, is critical in providing an enabling environment where APs have the necessary resources to engage in livelihood enhancing activities. These activities are beyond the scope of the LRP, which is centered on the APs. The CSR budget could be channeled in this direction to improve the infrastructure and facilities available in the area. These could include the following elements:
 - Education is a critical need of the APs, with the state of schools being the most concerning aspect.
 - Health facilities are difficult to access. An effort to ensure that health services reach the areas with limited physical access should be made.
 - Physical access through infrastructure improvements such as link roads and bridges needs to be enhanced to alleviate the concerns of the most vulnerable groups in the area.

6 THE DETAILED LIVELIHOOD RESTORATION PLAN (LRP)

6.1 AIMS

The aims of the detailed Livelihood Restoration Plan are:

- To make sure that the livelihoods of the APs are restored to pre-project levels
- To do activities that will enable APs to enhance their livelihood portfolio
- To work out an implementable strategy and roll out schedule

The DLRP is going to cater to the need of the people, who were physically and economically displaced due to the operations of the project. Any activity done by MPL above and beyond this mandate will be covered separately as Corporate Social Responsibility (CSR) activities. The nature of interventions proposed may be similar, or possible extension of activities proposed in one plan. However, it is essential to note here that the DLRP and the CSR plan are separate with different target segments of population and different mandates and agendas.

6.2 CONCEPTUAL FRAMEWORK

The detailed LRP has been developed based on the understanding that MPL is concerned with the welfare of the APs and the community within which the plant will operate. The welfare of the community, based on the consultations with them, revolves around education, medical and health services, physical infrastructure, employment and income maintenance. ADB's SPS requires (i) that land based livelihoods are replaced and income from affected assets are restored to pre-project levels; and (ii) status of vulnerable households affected households be improved upto national minimum standards.

The fact that, except for 24AH who have indicated that agriculture is a source of livelihood, livelihoods have not been largely impacted by land acquisition for the project and in some cases, MPL has been a source of economic engagement for members of AP households, (21 APs belonging to Barali and Seher Mandi), has created the space for the Livelihood Restoration Plan to explore avenues beyond restoration to social welfare through enhancement of capacity, improvement of infrastructure and creating linkages with service providers to facilitate access. Some of these activities will be limited to APs while other, particularly infrastructural improvements will benefit the area.

Source	Involved APs (Total = 21)
Employment	17
Rented land and building	2
Shopkeepers (on site)	2

Table: Economic interaction of APs with the project During peak of construction, the Project will require about 900-1000 workers. Due to lack of space inside the project facility the expected future workers will be hired from Gulpur and Barali and nearby Kotli areas. Qualified applicants from among the people affected by land acquisition will be given priority for construction related jobs.

Social services, nonfinancial and financial and physical infrastructure cumulatively contribute to the wellbeing of a household and alleviating poverty and creating jobs are at the heart of the socioeconomic development. Skill development, technical and vocational trainings and support to education will all contribute to the capacity of individuals to find employment. Better infrastructure will over time lead to a greater sense of satisfaction and wellbeing. Access to health facilities is critically important for a sense of security, while early detection and awareness reduces medical expenses in the long term.

6.3 ELIGIBILITY CRITERIA

The Livelihood Restoration Plan has been planned with all APs whose livelihoods have been affected by the plant. Since there are two levels of interventions that will be proposed, there are two different eligibility criteria to be determined.

The priority of MPL is to take care of the people directly affected by the land acquisition for the construction of the project. These people will be taken care of under the auspices of the LRP. The budget designated for the LRP by MPL will be allocated for this purpose. The eligibility criteria for the interventions proposed by the LRP are to be an AP, which will be determined by the following criteria:

- The person must be residing in the area that has been previously determined by the Environmental Impact Report to be impacted by the construction of the dam; and
- The person must be on the 'asaamivaar' list, to whom compensation has been paid by the project in lieu of their land.

There is a provision for LRP assistance for additional affected people, should such a situation arise if they are able to rightfully claim and prove that:

- The claimant must be living within the vicinity of the project and should be a resident of one of the 10 villages that could be possibly impacted by the project; and- The claimant can prove that he has been economically displaced (loss of land, assets, access to assets, income sources, or means of livelihoods) as a result of (i) involuntary acquisition of land, or (ii) involuntary restrictions on land use or on access to legally designated parks and protected areas for the Project. The prioritization of the APs will be done as follows:

- AP households with the following attributes with regards to income will be given priority
 - The households that depend on agriculture as a primary source of income
- AP households with following family attributes will be prioritized:
 - Female headed households, all of which are dependent on remittances from abroad
 - Households where no member is earning a dependable source of income (living on remittances, land rent etc.) such as the elderly household in the case of the water mill operator
 - Households which cannot opt for any of the livelihood interventions mentioned in the DLRP (i.e. the families that cannot nominate a person to participate in the interventions proposed by the DLRP, due to the lack of a family member that can be nominated for the LRP activity).

- o Four (4) affected households who were physically displaced by the project
- o 166 APs who were significantly affected (losing 10% or more productive assets) by land acquisition for the project .

6.4 LIVELIHOOD RESTORATION PLAN INTERVENTIONS

The LRP interventions are designed with the following impacted segments within the AP population in mind:

- Agriculture: Agriculture is mainly used in the area for household use and produced at high costs. During the FGDs, it was mentioned that this was done more due to tradition than necessity. This LRP recognizes that although agriculture is done by 44 AHs (166 APs) on subsistence level except for the 24 affected HHs who reportedly identify agriculture as income source, impact of acquisition of productive land is on the potential increase in household expenditure due to the reduced produce from the land.
 - o As mentioned, 24 AHs indicated that agriculture is a source of livelihood. This would mean an increase in household expenditures after a portion of productive land was acquired due to reduced volume of produce
 - o Another segment that will require attention on a smaller scale is the one that keeps livestock in their homes and used the river previously for up keep of the livestock. They will require some assistance in maintaining their livestock in their new conditions.

The LRP interventions are designed with the following impacted segments within the AP population in mind:

1. Agriculture: The biggest livelihood impact due to the project is the loss of agriculture income and the potential increase in household expenditure due to the reduced produce from the land (the evidence for this second factor has been minimal as stated in the data but it must still be accounted for in the auspices of the DLRP). The particularly vulnerable in this regard are the 24 households who list agriculture as a primary and sole source of income. Another segment that will require attention on a smaller scale is the one that keeps livestock in their homes and used the river previously for upkeep of the livestock. They will require some assistance in maintaining their livestock in their new conditions.
2. Businesses & employment dependent on the river: The businesses working within the acquired area of the project (sand mining, water mill) can no longer operate in their current locations. This will affect both the owners of the businesses and any kind of employees attached to these businesses. Capacity building measures need to be prioritized for these households so that they can engage in a profitable profession or trade. As sand mining is illegal, MPL will ensure that these illegal operators will be given sufficient time to move or transport their equipment. Employment opportunities during construction and operation of the project are open to qualified local communities, hence, interested sediment mining workers may apply. This will be dealt with through the Sustainable Sediment Mining Plan which is under the Biodiversity Action Plan. No impacts on these businesses are expected until reservoir filling begins.

With these people in mind, there are three kinds of interventions that need to be implemented:

- Capacity Building: adaptive training to the new conditions
- Livelihood Diversification
- Asset Transfers

The interventions have been devised keeping the primary objective of livelihood restoration in view and as far as possible implementation is through existing bodies/entities who could continue to provide the services post-livelihood restoration, thereby bringing the element of sustainability when the local population perceives the intervention to have sufficient independent value.

One member of every AP household will be given the option of nominating ONE member of their household to choose from the menu of capacity building interventions, skills trainings and asset transfers offered. The selection will be left up to the AHs so as to ensure they receive a training that will be of optimum utility for them.

All 277 APs will be given the option to select a particular training from the menu of trainings offered in Adaptive Strategies and Livelihoods Diversification. In those rare cases where there is no adult other than the primary breadwinner available to take an additional training, asset transfer options (i.e. providing assets such as livestock , equipment or any asset which can be used to start a new business or expand an existing economic activity) will be offered.

Trainings may be repeated if a particular training is considered more popular than others. MPL will provide the training venue and pay for the cost of the training which will be approximately PKR 12,000 per participant. All trainings will be conducted by either private institutes that specialize in rural management trainings and/or the government agency for technical and vocational trainings, TEVTA.

6.4.1 Capacity Building: Adaptive Strategies to the new conditions

The simplest intervention and prudent first step is to ensure that the current land and livestock resources are being utilized in an efficient and effective manner. This enables them to increase their livelihoods without additional resources or assets and protects them from future degradation of resources. Improving agricultural productivity and resilience will also increase the food security in the region which is a growing concern across Pakistan. While there is less awareness about the potential of adaptive strategies and hence less willingness to opt for them, nonetheless it is an essential component for the LRP.

6.4.1.1 Land Management Capacity Building

The primary effect of the LARP activities has been the loss of land that was in the private ownership of AP households. The availability of land is low within the area which could be used for agriculture; therefore it is imperative for livelihood restoration that agricultural based households make the best use of their existing land resources.

The interventions⁴ under Land Management Capacity Building will be support and training in:

Agriculture Sloping Agriculture land Technologies (SALT)

- Soil and water conservation for sustainable land use
- Land use to conserve fragile mountain resources
- Establishment & Management of Hedgerows
- Establishment & Management of Low Cost Nurseries
- Introduction and Establishment of protein fodder crop
- Integration of Fruits and Vegetables in SALT

Soil and Water Management Techniques

- Introduction to Land Leveling
- Understanding Water Conservation
- Irrigation Systems and Techniques
- Moisture Conservation Methods

Livestock Community

- Livestock Extension workers (CLEWs)
- Livestock management and fodder selection

Introduction to Poultry

- Production and Egg Selection

Apiculture: Honey Bee Keeping

- Introduction to Bee Keeping

Subject Specific Workshops

- Goat Fattening
- Soil Sampling Methodology
- Environment and Poverty

The purpose of the intervention is to introduce the best land and water management practices for the variety of sustenance crops that can be grown in limited spaces to enable residents to make best use of existing land resources.

The interventions will have a lifelong impact on APs still interested in subsistence agriculture to supplement household consumption, and will provide those interested in alternative agrarian livelihoods.

6.4.1.2 Water Management Capacity Building

While water access to the river due to the project is not a major issue within the area, some households still depend on river water for washing or livestock upkeep. Water, at large, is a problem for AP households and there should be practices introduced so that they can further reduce their dependency on the river.

⁴ Trainings are listed on the IRM website (www.irm.edu.pk/wp-content/uploads/2012/05/ENRM1.pdf)

As explained by the IRM, the trainings would focus on the following key points⁵:

- Water supply system installation and management
- Water resources management
- Facilitation for increased access to safe water and basic sanitation that results in the provision of universally accessible facilities
- Capacity building to bring about sustainable behavior change in rural communities

The interventions under Water Management Capacity Building will provide support and training in:⁶

Agriculture Sloping Agriculture land Technologies (SALT)

- Soil and water conservation for sustainable land use

Soil and Water Management Techniques

- Understanding Water Conservation
- Irrigation Systems and Techniques
- Moisture Conservation Methods
- Soil erosion & Water Course Maintenance

On Farm Water Course Improvement

- Measurement of Flowing Water
- Irrigation Techniques: Sprinkler, Trickle/Drip and Cultivation of Crops on Ridges
- Irrigation and Water and Soil Erosion

Subject Specific Workshops

- Water Purification Training

The purpose of the intervention is to introduce the best water management practices in order to secure their water supply and further reduce the already low dependency on the river. The training will have a lifelong impact on APs still interested in agricultural livelihoods; additional environment externality can be expected if best practices are implemented.

6.4.2 Livelihood Diversification

The second avenue for livelihood restoration is to introduce alternate avenues of livelihood so that any source of livelihood that has been affected by the project can be made a less critical element of the livelihood portfolio of AP households.

6.4.2.1 Vocational Trainings

Apart from agricultural income, the most affected livelihood source due to the construction of the project in the area has been the businesses that made use of the river (sand mining, water mill) and the unskilled labour employment attached to these businesses. Within the affected area, the primary concern is a lack of profitable skill sets that could gain its master a sustainable livelihood. Therefore, vocational trainings will be given across all APs, where MPL will cover the costs of the training, and each AP

⁵ This has been selectively taken from the Institute of Rural Management's website.

⁶ Trainings are listed on the IRM website (www.irm.edu.pk/wp-content/uploads/2012/05/ENRM1.pdf)

household will be given a choice to select any one of the following vocations for one member of the household:

- a. Vocational Training for women
 - Embroidery & tailoring for women and girls
 - Driver's Education/training for young girls
 - Computer Course
 - Livestock and home produce courses
- b. Vocational Training for Men
 - Plumber training
 - Pipe-fitter training
 - Electrician training
 - Computer Course

This will directly impact the lowest denomination of APs and therefore generate the greatest impact. The demand of the local community was that these trainings be certified and a certificate of repute be provided to them at the end of the trainings. Therefore, MPL will create linkages with TEVTA institutes that work directly under the Technical Boards of the Government of AJK. This would be a marketable skill and would certainly enhance the livelihoods of the APs.

The purpose of the intervention is to provide the unskilled population with an employable skill set. Those APs who are affected by involuntary resettlement (physical and/or economic displacement) as a result of the project will be given the option to nominate one member of their household to learn a new economically viable skill. The identified AP clusters are:

- AP households dependent on agriculture and who wish to diversify income sources
- AP households losing 10% or more of their productive assets (significantly affected)
- AP households who are falling into the vulnerable category
- AP households where income is derived from providing unskilled labour
- AP households who were previously deriving income from business activities dependent on the river

Linkages with the TEVTA in AJK will be developed and a formal Memorandum of Understanding will be signed to facilitate the trainings.

6.4.3 Asset Transfers

There are certain eligible individuals or households within the AP/AH population who might not be able to opt for any of the training interventions due to the following reasons:

- Female headed households - where women heads of the household are engaged predominantly in running the household and have limited mobility outside the household; and/or
- Family sizes are small and there is no one who can hand over household responsibilities during the training (nuclear families with no social support lie within this group).

In these cases, small asset transfer can be made so that there can be livelihood restoration within the confines of the household. This could be done in the following ways:

- Providing livestock
- Providing small equipment for household work
- Providing input for household-level commercial use

The purpose of the intervention is to restore livelihoods in a home environment to those who cannot opt for other interventions. As one-time interventions, a productive asset to be transferred once eligibility is determined. This will positively impact the isolated or more remote households and would prevent the exclusion of these households due to limited human resources. AP Households who are unable to avail themselves of adaptive or vocational trainings but have had their livelihoods impacted will be eligible for the asset transfers.

6.5 IMPLEMENTATION

The implementation strategy of the interventions will be done over a five-year period. The LRP will be implemented immediately and will take a 2 year timeframe to complete. However, the CSR plan will be done in phases which will aim to complete over the next 5 years. A full audit of the LARP implementation will be completed by end of Q3 2017, and necessary adjustments will be made in the DLRP to accommodate the findings of the audit.

Corporate Social Responsibility is a vital component of the project, as MPL has committed with the Government of Azad & Jammu Kashmir to spending a minimum of Rs. 20 million during the project, with an additional minimum of Rs. 3 million for each year that the project is in operation. From the point of view of the Government of AJK, these livelihood programs form part of the CSR plan.

6.5.1 Stages of Implementation

The livelihood restoration activities, specifically the capacity building and linkages development will be done under the auspices of the detailed LRP as provided here. They will be done with the APs in mind, and will be financed from the provided LRP budget. These activities aim to meet the requirements of ADB and IFC, details of which will be done over a period of 5 years. The CSR wing of MPL will cover any activities beyond this timeframe.

The capacity building activities are open to all APs in the affected villages. Therefore there is a two-phase rollout for each intervention.

- The vulnerable APs will be prioritized in the roll-out with the vulnerable receiving first right to enroll for any training offered;
- All other APs will follow in the second phase.

There will be specific courses offered that are of special interest for women in the training courses, specifically driver's education, computer courses and sewing and embroidery courses. Moreover in the Adaptive Strategies, the livestock and home produce courses will be specifically of interest of women as they manage the kitchen gardens and tend the

household livestock. Different training and livelihood opportunities will be provided to women and budget will be allotted. However, There is no target for women AP enrolment as this will depend on women’s interest and acceptability to their respective households. Women in the Kotli area do not leave their homes for employment in general.

6.5.2 Timeline of the LRP activities

The timeline of the rollout of each activity is given in the table below.

Training Activity	2017									2018				2019 - 2021		
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Q1	Q2	Q3	Q4	2019	2020	2021
1. Land Management Capacity Building and Water Management (253 pax)																
a. Identification of participants (by batch) ^{-1/}																
b. Coordination with IRM and finalization of training design																
c. Conduct of Training (by batch)																
d. Training effectiveness evaluation and monitoring ^{-2/}																
2. Vocational Trainings																
a. Identification of participants (by batch) ^{-1/}																
b. Coordination with TEVTA AJK and finalization of training design																
c. Conduct of Training (by batch) estimated at 3-6 months																
d. Training effectiveness evaluation and monitoring ^{-2/}																
3. Asset Transfer																
a. Identification of eligible beneficiaries																
b. Asset transfer activities of MPL through provision of: <ul style="list-style-type: none"> • livestock • small equipment for household work • input for household-level commercial use 																
c. Asset monitoring																
4. MPL monitoring and annual assessment of training and asset transfer results																

Each AP Household will be able to opt for a capacity building activity whether it is an adaptive strategy or a new skill for one member of the household.

^{-1/}Training needs assessment will also be conducted to determine the appropriate training needs of participants; total number of participants will be less than the total APs depending on the number of APs or AHs eligible for asset transfer

^{-2/} Result will serve as basis in training design adjustment, changes in courses offered and effectiveness of training or intervention

6.5.3 Stakeholders and their Roles

MPL will act as the executor of this implementation schedule of the LRP. For each intervention proposed, MPL will act along with stakeholders in order to ensure the plan is implemented.

Vocational trainings: MPL will engage the government of AJK, who have a TEVTA institute running within Kotli city. MPL will try to utilize TEVTA's existing resources in providing vocational trainings to the population. The modalities will be decided by TEVTA while the facilitation and logistical support to the APs will be provided by MPL.

Land & water management: The Institute of Rural Management, which works in collaboration with Rural Support Programmes, will be approached by MPL in order to provide a best practices training to the APs who maintain agricultural lands and livestock, as well as conduct trainings for water conservation (which will consist of best practices for water use specific to the area). The institute is a technical partner of the National Agricultural Research Council of Pakistan; it will provide the technical assistance while MPL will facilitate and support the APs in obtaining this training.

Asset Transfers: Once the LARP audit has been done, MPL will identify the eligible households who cannot opt for any of the interventions proposed. The asset transfers will be made as soon as the eligible households are determined.

MPL Internship Program. In order to tap into the potential talent of the area, MPL will launch an internship programme, in which the local people with the necessary qualifications will be working for the project for a period of 6 months. It is hoped that some of them will also be able to join the project full time, if they meet the requirements of the job. The priority would be given to younger members of AP households.

6.6 BUDGET

The budget for the DLRP is given as follows:

Activity	Management	Beneficiaries	Units	Per unit cost	Total
Land/Water Management Capacity Building	IRM	253 APs	253	Rs. 12,000	Rs. 3,036,000
Vocational Trainings	AJK TEVTA				
Asset Transfers	MPL	24 HHs*	24	Rs. 12,000	Rs. 288,000
Logistics**					Rs. 500,000
Total		277 APs			Rs. 3,824,000

* These are all households that do not have an adult to nominate for any other DLRP intervention (i.e. family size is 3 or less members). Teaching an alternative skill to the only working member of a HH will increase income as they would have to forgo the existing source of income to avail the new one.

** The participation of some APs might be dependent on access. Transportation will be given for these special cases.

7 CORPORATE SOCIAL RESPONSIBILITY (CSR)

The second category of interventions will focus on social indicators which affect livelihoods in the long run. The long-term effects of these indicators make it essential that something be done to take of these critical features. Since the LRP activities will only affect those who have been directly impacted by the presence and operations of the project, the interventions with a broader mandate and agenda will have to be done as Corporate Social Responsibility (CSR) activities.

7.1 PREVIOUS CSR ACTIVITIES

MPL has already engaged in the following CSR activities in the area:

- Construction of the damaged Talalar Bridge
- The participation of KOEN volunteer delegation from South Korea and the donation of dress materials
- Contribution towards the Plantation movement
- Local cultural events
- Emergency response trainings within local communities and schools
- Donation of non-hazardous materials from the site (wood, dirt etc)
- Construction of local school facilities (toilets) and donation of furniture
- Monthly gathering of the local Grievance Committee

These activities have been important in emphasizing the project's commitment to the local committee. However, these activities were determined at an ad-hoc basis and the need for a planned CSR rollout was deemed necessary. Therefore, a list of interventions is proposed that would benefit the local community at large.

7.2 INTERVENTIONS

These interventions will be open up for the other people residing in the area and will contribute towards the general uplift of the area, which will over time improve living conditions, causing livelihood avenues to expand and diversify within the area at large.

By default, the beneficiaries of the general interventions, particularly the infrastructure improvements, will be:

- All people residing in the area that has been previously determined by the Environmental Impact Report to be impacted by the construction of the dam; and
- Residents of the villages in which at least a single AP resides, which will be in turn decided by the 'asaamivaar' list.

Since a majority of the activities required for general social uplift lie outside the expertise and mandate of MPL, the most effective step that MPL can take is to create linkages with partner organizations, government and concerned authorities. These organizations can be engaged to step in and perform their duties within the region to the benefit of the region.

One of the major impediments to the diversification and enhancement of livelihoods is the infrastructural capacity of the community that resides within the impacted region. As discussed above, the prerogative of general uplift of the community lies with the government of AJK. MPL, as a private entity, is bound by the mandate and budget limitations. MPL cannot take on major infrastructural projects, as it is not the appropriate authority to initiate such projects. Even if MPL puts up the initial capital for the project, the project must eventually be handed over to government organizations for the duration of the project's lifetime.

In these cases, MPL must ensure that the community develops and maintains a direct link with the government and its subsidiary organizations. In particular, MPL can arrange this linkage development with the Government of Azad & Jammu Kashmir.

MPL has planned multiple interventions under the auspices of the CSR plan for the general population. However, it cannot operate them under its own name due to various reasons. These include:

- Insufficient expertise to run such a venture
- In terms of trainings, certification of trainings was considered important, which MPL cannot issue
- Outside the mandate of a private enterprise focusing on hydroelectric power
- Expensive venture for MPL to engage in on its own

MPL will instead plan to engage other organizations to carry out the proposed interventions within the impacted region for the APs.

The interventions are clustered in the following categories as identified by the affected communities:

- Employment Enhancement
- Social Services
- Infrastructure
- Linkages with State, parastatal and private entities

Similar to the LRP interventions, CSR interventions have been devised keeping the following criteria in mind:

- Purpose of the intervention
- Duration of intervention
- Impact of intervention
- Scale of intervention
- Inputs required
- Stakeholders in the intervention

7.2.1 Employment Enhancement

7.2.1.1 MPL Internship Programme

In order to tap into the potential talent of the area, MPL will launch an internship programme, in which the local people with the necessary qualifications will be working for the project for a period of 6 months. It is hoped that some of them will also be able to join the project full time, if they meet the requirements of the job. The priority would be

given to younger members of AP households and a stipend will be paid for the duration of the internship.

Purpose of the intervention: To give locals exposure to the working of the project and to build capacity within the local youth who could potentially seek employment with MPL or other power projects.

Duration of intervention: Running basis

Impact of intervention: Long term for the internees

Scale of intervention: Limited, only few people can intern at a time

Inputs required: Requirement at offices and site of MPL

Stakeholders in the intervention: MPL, qualified APs

7.2.1.2 Employment Agency

The next logical step to take after providing a vocation to the APs would be to provide them access to a market where they can employ their new skills for a sustainable livelihood. The survey data has suggested that there are a few hurdles in that aspect; a lack of jobs in the local area and a lack of information regarding jobs are the biggest hurdles in this case. Therefore, MPL will facilitate the inception of a franchise of an established employment agency, which will open up internal and external opportunities for the population.

A franchise model will be preferred due to the following reasons:

- The USP of an employment agency is the corporate linkages that it possesses which can be used to place clients in various firms. Creating these linkages for MPL would be far and beyond the call of its mandate as a private firm operating within the area.
- An established agency will possess the manpower and expertise to run this venture in a sustainable way and can take responsibility for it.

Purpose of the intervention: Any kind of employment avenues can be supported APs and an effort can be made to bridge the information gap, linkages can be developed

Duration of intervention: Short term, 3-6 months

Impact of intervention: There can be a lifelong impact, if linkages are developed and/or the agency is designed to become self-sustaining

Scale of intervention: It will have to be developed for all in the locality

Inputs required: Employees, staff, logistical support, linkages

Stakeholders in the intervention: MPL (short term), office staff, participants (APs included)

7.2.2 Social Services

These interventions will affect the socio-economic indicators of the region which will affect the areas where the AP population resides at large.

7.2.2.1 Medical Camps

Health concerns were a concern according to respondents during the survey. Some villages do not have easy access to the facilities and must travel inconvenient distances to the nearest hospital or Basic Health Unit (BHU). Therefore, MPL will arrange regular medical camps so that providing medical care nearer to the concerned villages can make diagnosis of diseases faster.

Purpose of the intervention: To deliver basic health services closer to the villages where access is difficult due to the location

Duration of intervention: Short term

Impact of intervention: Immediate

Scale of intervention: Small – camps can be restricted to two a year and focus on a single specialization.

Inputs required: Medical staff, logistical support

Stakeholders in the intervention: MPL, medical staff, APs, participants

7.2.2.2 Expansion of on-site clinic

MPL can expand its own medical facilities on site, currently available only to employees, to cater to the needs of the AP or general population.

Purpose of the intervention: To deliver basic health services closer to the villages where access is difficult due to the location

Duration of intervention: Ongoing

Impact of intervention: Long term

Scale of intervention: Small

Inputs required: Medical staff, logistical support

Stakeholders in the intervention: MPL, trainers, APs, participants

7.2.2.3 Ambulance

For urgent medical attention, an ambulance is lacking within the community. An ambulance service would help them take care of this issue. MPL currently has an ambulance at the site office and could give access to the ambulance in case of emergencies.

Purpose of the intervention: To deliver emergency health services closer to the villages lacking in access to facilities

Duration of intervention: Short term

Impact of intervention: Long term

Scale of intervention: Small

Inputs required: Medical staff, logistical support

Stakeholders in the intervention: MPL, trainers, APs, participants

7.2.2.4 School improvement initiative

A major concern amongst the APs regarding the education sector was the quality of education being provided by the public and private sector schools within the community. The buildings and furniture provided within the schools were insufficient for the needs of the students, which affected enrolment and quality. MPL would therefore attempt to bridge the need gap of local schools.

Purpose of the intervention: To improve school standards to extract the potential of the younger generation so that a progression and upward mobility can be achieved

Duration of intervention: Medium term

Impact of intervention: Long term

Scale of intervention: as per budget

Inputs required: Trainers, logistical support

Stakeholders in the intervention: MPL, trainers, APs, participants

7.2.2.5 Health awareness campaigns

Health awareness was being singled out by the community as one of the reasons of the spread of diseases within the area. Therefore, MPL will look to create linkages with an organization willing to create health awareness within the area and bring in their expertise for the benefit of the community

Purpose of the intervention: To create awareness regarding health issues within the affected population

Duration of intervention: Short

Impact of intervention: Long term

Scale of intervention: Small

Inputs required: Office, logistical support, staff

Stakeholders in the intervention: MPL, partner organization and participants

7.2.2.6 Disaster preparedness

It is critical to the wellbeing of the community that there is a contingency plan for the community. People need to have the necessary level of preparedness to deal with events of this nature. The National Disaster Management Authority (NDMA) operates within the AJK region, with District Disaster Management Authorities (DDMA) operating throughout the region. MPL can provide stronger links to the community with DDMA, who in turn can better prepare the community in case of disaster. Land sliding is already a major issue during the rainy season and AJK has been affected by seismic activity over the past few years. It would be beneficial for the community to improve their disaster preparedness.

Purpose of the intervention: Awareness over how to cope with the changes in environment can be spread. This will prepare the community for possible disasters and for the future in general.

Duration of intervention: Short term to medium term

Impact of intervention: Long term

Scale of intervention: All people within the impacted villages

Inputs required: Trainers, technical and logistical support

Stakeholders in the intervention: MPL, technical trainers, logistical setup, all within impacted villages

7.2.3 Infrastructure

Infrastructural support is lacking within the local area, which is a major reason for why long-term development and constrained livelihoods exist within the area.

7.2.3.1 Link roads

The topography of the area has an impact on the density and spread of the population in the area. Along the river, the population is spread out and lives in small villages and the project has affected these kinds of villages the most in its construction. Under the agreement previously done with stakeholders, MPL will make roads and bridges for the purpose of the project which will also provide easy access to nearby areas for the local population.

Purpose of the intervention: To improve the road infrastructure and connect the local population

Duration of intervention: Medium term

Impact of intervention: Long term

Scale of intervention: Depends on needs and viability

Inputs required: suitable location, logistical support

Stakeholders in the intervention: MPL, logistical and technical support, and participants

7.2.3.2 Bridge

Bridges are essential to provide access to people from across the river and in some cases, it is critical to do so, since all the facilities lie on the other side of the river. Small villages could be isolated and stranded without a bridge to link them. MPL is currently rebuilding a key bridge that was washed away during floods.

Purpose of the intervention: To improve access and connect the local population

Duration of intervention: Medium term

Impact of intervention: Long term

Scale of intervention: Depends on needs and viability

Inputs required: suitable location, logistical support

Stakeholders in the intervention: MPL, logistical and technical support, and participants

7.2.3.3 Lift

The livelihoods of the people in Seher Mandi are constrained by their lack of physical access to other facilities. The village is too small and the area does not allow for facilities to be provided on site. The best step in this case would be to link the village with Barali, the nearest village with all facilities available, so that they can sustain themselves and access essential resources. A lift to Barali will improve the lives of the denizens immensely.

Purpose of the intervention: To connect the locals of Seher Mandi with Barali

Duration of intervention: Medium term

Impact of intervention: Long term; school enrollment will rise; employment and social needs will be accessible.

Scale of intervention: Small

Inputs required: Suitable location, logistical support

Stakeholders in the intervention: MPL, logistical and technical support, and participants

7.3 IMPLEMENTATION

The CSR wing of MPL will cover any activities beyond this timeframe.

Corporate Social Responsibility is a vital component of the project, as MPL is committed with the Government of Azad & Jammu Kashmir to spending a minimum of Rs. 20 million during the project, with an additional minimum of Rs. 3 million for each year that the project is in operation.

7.3.1 Stages of Implementation

The infrastructural measures and social services will be taken under the Corporate Social Responsibility umbrella and will supplement the LRP budget. These activities will cater to the local population; APs included, and will be financed for the CSR budget. These activities will be over and above the requirements of the LRP and will extend beyond the LRP's timeframe of 5 years.

The detailed LRP includes the implementation strategy of the interventions, which will be done over a period of 5 years. The CSR wing of MPL will cover any activities beyond this timeframe.

The majority of the activities are open to all APs and affected villages.

7.3.2 Timeline of the CSR activities

The timeline of the rollout of each activity is given in the table below.

Time	Intervention	Proposed Schedule
Year 1	Medical Camps	First camp to be scheduled for 2017
	School infrastructure improvement	During Summer vacations each year as a phase-wise project
	Internship programme	Beginning in 2017
	Lift	Immediate
Year 2	Employment agency	Beginning networking/negotiations once one batch of TEVTA courses has been completed
	Expansion of on-site clinic	Late 2017
	Access to Ambulance	Late 2017
Year 3	Link roads & bridges	Additional construction to begin after bridge is complete and as needed

There are certain points that need to be noted while interpreting this table.

- The timelines signify the year in which the programmes will be initiated. The final rollout of these plans could possibly lie after the year they were initiated.
- The programmes have been prioritized according to the needs of the community. An immediate simultaneous roll out of all plans is not possible due to limited human resources and budget constraints.

7.3.3 Stakeholders and their Roles

MPL will act as the executor of this implementation schedule of the LRP. For each intervention proposed, MPL will act along with stakeholders in order to ensure the plan is implemented.

Medical camps: MPL will use its existing linkages to run regular medical camps in the villages that do not have easy physical access to medical facilities. The cost will be borne by MPL and it will engage the doctors and necessary staff to operate within the region.

Expansion of on-site clinic: MPL will try to expand its clinic at first so that it has the capacity to handle more patients. Once that is achieved, it will be available to APs.

Ambulance: The ambulance would be a service available on the site as per need of the community. This can only be made available once

Health awareness: MPL will collaborate with an organization specializing in public health awareness to launch this campaign within the community.

School Infrastructural support: MPL already has experience with school infrastructural support, having made washrooms for schools in its last project in Sindh. MPL can use the same implementation model and schedule while working together with local partners to meet this demand of the APs.

Employment agency: An employment agency will be approached by MPL to start a franchise in the area. They will be responsible for the information about jobs and will provide customer services in helping APs understand the hiring processes. MPL will provide the agency communications support by helping them disseminate the information to all concerned villages.

Infrastructural interventions: These will be pursued with the sub-contractors MPL has on the project site. The construction activities are already taking place and will be extended as per the needs and budget of the LRP.

7.4 BUDGET

The budget for the CSR activities is as follows:

CSR Activity	Management	Beneficiaries	Units	Frequency	Per unit cost	Total
Lift	MPL	APs in Seher Mandi	1	1	500,000	Rs 500,000
Medical camps	Medical affiliates	Villages with AHs	3	4	20,000	Rs 240,000
Expansion of on-site clinic	MPL	Villages with AHs	1	1	150,000	Rs 150,000
Ambulance	MPL	Villages with AHs	1	1	400,000	Rs 400,000
School improvements	MPL	Villages with AHs	10	1	50,000	Rs 500,000
Teachers' trainings	Trainers	Villages with AHs	1	5	40,000	Rs 200,000
Link roads	MPL	Villages with AHs	1	1	To be estimated	
Bridge	MPL	Villages with AHs	1	1	80,600,000	Rs 80,600,000
Employment agency	Agency	Villages with AHs	1	1	To be estimated	
Health awareness campaigns	Medical affiliates	Villages with AHs	1	10	100,000	Rs 1,000,000
Resource & Disaster preparedness	NDMA, DDMA	Villages with AHs	1	10	100,000	Rs 1,000,000
Total					Total	Rs 84,590,000

8 CHALLENGES TO MIRA POWER LIMITED (MPL)

MPL faces challenges while rolling out any form of intervention in the region of operations. MPL is a private company, with both the privileges and limitations. While MPL places significant value on the principles of social development and livelihoods restoration, MPL must operate within the legal parameters set for a private company, adhering to the edicts of the Government of Azad & Jammu Kashmir.

Some of the challenges to MPL while rolling out the LRP are:

- The APs are suffering from survey apathy as they have been interviewed repeatedly. The result of the numerous meetings has had two effects – one, the interviewee is resentful of spending more time answering questions and engaging in discussions which seem to have no results and two, the expectations of the APs are fairly high as they expect the project to fulfill all the societal needs of the area.
- In the experience of development professionals working within the region, and by the data of our survey, there seems to be widespread dissatisfaction within the local population with regard to their current living standards, despite the fact that they are better off than people in surrounding regions. This presents companies dealing within the region with a few challenges:
 - The interventions designed within the LRP are aimed at people who are left the most vulnerable due to the project. These interventions might not be able to appease the affected population within the region due to their greater status.
 - There could be cases where the affected population tries to gain undeserved benefits from interventions that are not meant for them. This form of aggrandizement is a problem within the region.
 - Azad & Jammu Kashmir has an established network of transnational linkages, particularly with the established Kashmiris in the UK. Many of the APs on the 'asaamivaar' list immigrated to the UK upon receiving their compensation. Any kind of intervention designed for AJK where there is a transfer of asset could lead to a change in demographics of the region. While it is not substantial in most cases, it has to be taken care of while formulating an LRP.
- MPL has to be involved in some form of expectations management for the APs; Individual APs have expressed that they expect the company to provide them with everything from employment to electricity, including the sum total of the services and facilities that are typically offered by a State to its citizens. It should be made clear how MPL is a single company and is limited by external parameters; and
- MPL cannot become a substitute for the State. Therefore, MPL's engagement should be short to medium term with sustainability of longer-term interventions built into the design.

9 MONITORING AND EVALUATION

M&E activities will be monitored once the livelihoods interventions are initiated. The implementation and impact of the activities done under the LRP will be tracked through a monitoring and evaluation component included as part of the LRP. Data collected at the time of registration of AP HH for one of the interventions proposed will serve as a comparison point for future evaluators to assess progress.

The aims of the Monitoring and Evaluation cell for the purposes of the LRP are:

- Considering the scale of interventions being proposed, and over the timeline it is being proposed, it would be beneficial to have a monitoring and evaluation component to the LRP in order to keep the opinions of the intended beneficiaries on board while rolling out all the intervention.
- This could be advantageous to both the APs and MPL as it will create a communication channel that hopefully is a two-way street for the stakeholders involved in the LRP.

The Monitoring and Evaluation cell would consist of the following:

1. An external organization, or an external team, comprising of trained individuals who will undertake the monitoring and evaluation exercise
2. A logistical setup, temporary or permanent, that will work as the head of operations

The schedule the Monitoring and Evaluation cell should ideally follow a biannual reporting system, with monitoring visits and community consultations taking place every six months.

As set out in para 157 of the LARP, the objective of the DLRP is to restore the long term income generating capacity of affected households, to improve livelihoods of vulnerable households and to mitigate short term income losses that may be experienced through subsistence support measures. M&E will evaluate the DLRP on the LARP goals were achieved at the timeframe set out by the intended interventions of the DLRP. At the end of the second and fifth year, implementation, the DLRP will be reviewed and a socio-economic survey conducted to see resulted if there are improvements on incomes and evaluate extent to which DLRP interventions are helping to meet LARP objectives. Based on outcomes, the DLRP will be enhanced to ensure that the LARP objectives are achieved.

9.1 MONITORING MECHANISM

The following monitoring and evaluation indicators will be collected:

DLRP Commitments	Inputs/Processes/Outputs (data collected monthly)	Outcomes/Impacts (data collected every two years)
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<p>Agriculture Interventions</p> <ul style="list-style-type: none"> - Agriculture Sloping Agriculture land Technologies (SALT) - Soil and Water Management Techniques - Livestock Community - Introduction to Poultry - Apiculture: Honey Bee Keeping - Subject Specific Workshops 	<p>Financial resources spent for agricultural development</p> <ul style="list-style-type: none"> # of months of expert support for sector capacity building # of men/women trained in sector # of any agricultural input (tools, seeds, starter kits etc) distributed # of agricultural activities started as a result of interventions Production and dissemination of training or relevant information materials 	<p>Crop productivity for selected indicator/staple crop</p> <p>Household participation in agricultural activities</p> <p>Household agriculture production and incomes</p> <p>Status of food security for relocated families</p> <p>Incomes from agriculture and horticulture</p> <p>Cash income from agriculture goods sold</p> <p>Cash value of agricultural products domestically consumed</p>
<p>Employment in the Project and Training</p>	<p>#s trained by gender, skills and community</p> <p>#s employed by MPL, contractors, subcontractors, subcontractors and suppliers of services - by gender, skills and community (from 10 affected villages, from AJK, from rest of Pakistan)</p>	<p>Income from employment</p> <p>Savings from employment</p>

<p>Skills Development</p> <p>Each AP HH will be given the option to register for one of the trainings offered – either in the adaptive strategies or create an alternative supplementary income stream, which will reduce consumption expenditures and/or increase income.</p>	<ul style="list-style-type: none"> - MPL will track the recipients of the trainings to measure the following: <ul style="list-style-type: none"> • Percentage of participants of trainings to gain employment • Percentage of participants of trainings to utilize the trainings to reduce household expenses • Percentage of participants of trainings to utilize the trainings to increase household income • Percentage of participants of trainings to continue to access further learning opportunities in the subject <p>The minimal acceptable measure will be that 20% of trainees should fall in one of the above categories within 6 months of having completed the training.</p> <ul style="list-style-type: none"> - #s Non agricultural business set up as a result of the training 	<ul style="list-style-type: none"> - #s of trainees who have been employed by the Project - #s of trainees who have been employed elsewhere - Income from non agricultural business set up as a result of the training
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10 APPENDICES

10.1 APPENDIX I: LIVELIHOOD RESTORATION PLAN HOUSEHOLD SURVEY

Survey Code/AP Number: _____

I. Profile

1. Name _____

2. Address _____

3. CNIC # _____

4. Age _____

5. **Gender**

- Male
 - Female
-

6. **Ethnicity**

What biraderi would you associate yourself with?

7. **Marital status**

Are you:

- Married
 - Divorced
 - Widowed
 - Never been married
 - Other
-

8. **Education completed**

What is the highest grade or year of school you completed?

- Never attended school or only attended for a short time
- Elementary
- Secondary
- High school graduate
- Vocational school
- College graduate
- Graduate School (Advance Degree)

9. What is the educational level of the other members of your household?

Educational Level	No. of people	Relationship
Never attended school/only for a limited time		
Elementary school		
Secondary school		
High School		
Vocational degree		
College graduate		
Advanced degree		

Religion

10. What religion do you ascribe your views to?

- Islam
- Hinduism
- Christianity
- Other

Family description

11. What family setup do you have?

- Joint family
- Nuclear family

12. What is the number of people within the household?

13. How many people are independent within the household?

14. How many people have their own sources of income within the family?

15. How many dependents (male and female) are there in the household...

- Under the age of 5?
- Between the age of 5 and 18?
- Between the age of 19 and 59?

- Above the age of 60?

Social Status

16. The construction of the house (adobe or masonry):
17. How would you describe your standing within the community you reside in?
18. Do you have access to the village elders?

Household Assets

19. How would you value the assets that the household has and what category they would fall under in:
- Agricultural land
 - Livestock
 - Business assets
 - Jewelry and other valuables
 - Trees (fruit)
 - Standing crops and/or Harvested crops

Head of Household

20. Who is the head of your household?
- Age
 - Gender
 - Profession

II. Livelihood Profile

Employment status

21. Are you currently
- Employed for wages

- Self-employed
 - Out of work for less than 1 year
 - Out of work for more than 1 year
 - A homemaker
 - A student
 - Occasionally employed/productive (e.g. handicrafts at home)
 - Retired
 - Unable to work
-

Employment nature

22. If employed or self employed, in which area are you employed?
- Agriculture and livestock
 - Education
 - Health
 - Administration
 - Government employment
 - Manufacturing
 - NGO/LSO
 - Other
23. Are other members of the household employed in the same area as you? If not, then which area are they employed in?
- Agriculture and livestock
 - Services (Education, Health, etc)
 - Manufacturing
 - Other
-

Vocational training

24. Have you ever received vocational training? If so, which one?
- Electrical services
 - Plumbing services
 - Other
25. How many people do you think have vocational training?
- More than required in the community
 - Less than required
26. Do you think there exist some vocations that are redundant to the community, or are no longer needed as much as before?
-

Income

27. What are the sources of your monthly household income? Can you provide a breakdown of your household monthly income? List the sources

28. How volatile is the monthly household income?

- Stable
- Slightly volatile
- Highly volatile

29. What factor do you think influences your monthly household income the most?

30. How much do your household spend on the following items?

- Food
- Energy usage
- Transport
- Education
- Health
- Utilities
- Miscellaneous

31. How much do you spend on clothes? How frequently do you buy new clothes?

32. How often do you eat meat/chicken/fish?

33. How often do you spend on things other than your regular monthly expenditures?

34. When was the last time you went on a vacation and where did you go?

35. Do you have many religious expenses like qurbani, sadqa, zakat, charity, contributions to the local religious center? How often do these happen?

Energy and utilities

36. Do you face a problem with the following utilities? If so, what?

- Electricity
- Gas
- Potable water
- Telecommunications
- Other

37. Does your profession depend on the provision of these services?

38. Does your monthly household income vary according to the availability to these resources?

39. How many people in the household have mobile phones? Do they use them for work?

Education facilities

40. Are there any educational facilities in the area? If so, how many?
- Primary school
 - Secondary school
 - High school
 - College
 - University
 - Madrassa
41. Is any member of the household currently receiving education?
42. What are their school fees?
43. Is there any hurdle in accessing educational facilities in the area? (Distance, transportation, expenses)
44. How far are the nearest school and the nearest college? Can you access it easily? If not, why?
45. Are you satisfied with the educational facilities in your area?
46. Is education a priority for your household? Why?
-

Medical facilities

47. What are the most prevalent diseases in your area?
48. Are there any medical facilities in the area? If so, how many?
- Clinic
 - Hospital
 - Dispensary
 - Other
49. Which of these facilities have you used, if ever, in the past year?
50. Is there any hurdle in accessing medical facilities in the area?
51. How far is the nearest medical facility from your home? Can you access it easily?

52. Are you satisfied with the medical facilities in your area?

Transport and infrastructure

53. Do you have access to the following facilities?

- Telephone
- Mobile phone
- Post office
- Police station
- Security check post
- Transport
- Hotels
- Market
- Bank
- Recreational
- Other

54. What are the major ways of transport in your area?

55. Is there any hurdle in accessing transport facilities in the area?

56. What kind of fuel is used in the house for heating, transport, lighting, and cooking?
Where do you acquire the fuel – do you buy it?

Recreational activity

57. Do you have any recreational space/facility in the area?

58. Do you have access to it? Is it sufficient for the needs of the community?

River Dependence

59. What purposes do you use the river and its water for?

- Drinking
- Washing (Laundry)

- Hygiene
- Food source
- Recreation
- Other

60. Does your profession/business involve resources from or around the river? If so, what role does the river play?

- Fishing (in case of fishing, ask for frequency of fishing & qty. caught)
- Agriculture
- Stone crushing
- Transportation (prior to the dam)
- Other

61. Is your business profession affected by a seasonal change in the flow of the river?

62. Do you use the sand from the river? If yes, what are its uses?

63. Do you use gravel/boulder from the river? If yes, what are its uses?

64. What is the source of household water supply?

- Central storage tank
- Tap water
- Groundwater well
- Directly from river
- Directly from mountain springs and streams

65. Have there been any issues with the water being used for domestic use? If so, under what circumstances did they occur?

66. Have you planned for any contingency plan in case you cannot use the resources of the river?

Sanitation

67. What sanitation system do you use?

- Pit Latrines
 - Septic tanks
 - Other
-

Opportunities

68. How would you describe your outlook on the number of employment opportunities available?
- Positive
 - Negative
 - Neutral
69. What do you think is the major reason in not finding suitable employment within the community?
- Lack of sufficient jobs
 - Lack of adequate skills or training
 - Lack of access to markets
 - Other
70. Has your family been in the same profession for the past three generations?
71. Has anybody in your biraderi been in another profession other than your own?
72. What other businesses do you think are possible in your land but do not yet exist in the area?
73. Would you like to set up your own business if you could? What would it be and what would you need to make it happen?
74. Do you have access to credit? (Bank loans, microfinance or credit extensions in sales)
75. What sort of role are NGOs playing in your area? Have you benefitted from their work? What else could they do for the community?
76. What kind of cultural support do you have if someone wishes to start a business within the community?
-

Cultural issues

77. How would you describe your relationship with your biraderi?
78. What issues do you consider when considering a proposal of marriage within the family?
79. Is the biraderi an important factor to consider for a marriage proposal? Is it compulsory to marry within the biraderi?

80. Which side, groom or bride, is usually more at risk in a marriage (marriage costs, reputation, responsibility etc)?
 81. How do you decide to vote for a candidate in the local/national elections?
 82. What are the avenues do you look towards when looking for a job/support for a business?
 83. Do you think that a person from another biraderi would support/refer you for a job?
 84. Do you believe in the principle of merit? Do you think it is fair?
 85. Do you believe that merit can exist within your community? Why do you think so?
-

Life Cycle expenses

86. What are the biggest expenses that you anticipate within your lifetime?
 87. How do you prepare to meet those expenses within your income?
 88. What external organizations/institutions exist that provide help for these expenditures?
 89. How much do you spend on a wedding? How are expenses on a wedding divided between the groom's and the bride's family?
 90. Do you take out a loan to meet the expenses of a wedding?
 91. How much expenditure does a newborn baby incur?
 92. Are you satisfied with the infant medical facilities around your area?
 93. How much do you spend on a funeral? What is the cultural custom that is mandatory for a funeral in your village?
 94. Are you insured against any kind of emergency?
 95. Is there a fund within the community that can be accessed for any purpose within the family? If so, how much amount can be taken and for what purpose?
-

Peace and Conflict Resolution

96. Would you say that your area is peaceful?
97. In case of a conflict, who is most likely to represent the aggrieved party?
98. Is there a grievance redressal system within the community?
99. How do you resolve conflicts in case they should arise? (Ask for different types of conflict)
100. Do you have a Jirga or a communal committee, which sits and decides on issues?
101. Is the most prevalent method of conflict resolution acceptable to most members of the community?
102. Does the community seek the help of formal institutions to solve a conflict? If so, which ones are used?
-

III. Expectations and aspirations

Needs assessment

103. What do you think are the immediate needs of the community?
104. What do you think are the long-term needs of the community?
-

Aspirations for employment

105. How satisfied are you with your current employment?
- Very satisfied
 - Satisfied
 - Neutral
 - Not satisfied
106. What profession do you envision for the future members of the household?
- Same profession as yourself
 - Different profession than yourself
107. If different, what is the ideal profession in your opinion?

108. What are the requirements to join your ideal profession?

109. What employment/vocation opportunities do you wish were available to you near your place of residence?

Aspirations for education

110. How satisfied are you with your current educational facilities?

- Very satisfied
- Satisfied
- Neutral
- Not satisfied

111. Do you think education plays a role in the future of your household? How important is it for the future of your household?

112. How would you describe your attitude towards education for

- Youth
 - Women
-

Aspirations for health

113. How satisfied are you with your current health facilities?

- Very satisfied
- Satisfied
- Neutral
- Not satisfied

114. Do you think health plays a role in the future of your household? How important is it for the future of your household?

Perception of the project

115. How would you describe the effect that the power plant will have on the income of your household?

- Positive
- Neutral
- Negative

116. In case of positive or negative, can you describe in what ways will it affect the income of your household?

Expectations from the project

117. Do you expect a change in your daily routine from the creation of the power project? If yes, then what change?
118. Do you expect a cultural change within the community after the construction of the project?
119. What additional changes, if any, do you think will occur within the area after the project becomes operational?
-

Role of the plant within the community

120. Do you think that the plant holds an important place within the community? If so, why?
121. Do you view the power plant as a source of employment within the area or for your community?
-

Wish list

122. What do you see as the biggest gap/lack in your community?
123. If you could build any one thing for the community, what would it be?
124. If you could do any one thing for the community, what would it be?

10.2 APPENDIX II: VILLAGE PROFILE SURVEY

The village profile survey should be conducted for each of the 9 villages that have APs residing within them.

A team of 2 surveyors, one man and one woman, should conduct each village survey. This should be conducted in a public space with 4-5 participants as a group

1. **Name of village:**
2. **Location (GPS Coordinates):**
3. **Participants:**

Name	Village	Contact no.	NIC	Comments

4. Ethnicity of population
Approximate % of each ethnicity

5. Religion
Approximate % of each religion

6. Total number of residential buildings
Approximate number of buildings that have been made for residential use should be counted. This can be answered by giving a range.

7. Total number Inhabitants
Approximate number of inhabitants should be listed here. This can be answered by giving a range.

8. Total number of Households
Households are counted as the people who share a single kitchen. This can be answered by giving a range.

9. Total number of Single-headed Households

Approximate number of single-headed households should be counted. This can be answered by giving a range if exact number cannot be given.

10. Change in households in the past five years

11. Reasons for change in households in the past five years

12. Infrastructural profile

- Telephone
- Mobile phone
- Post office
- Police station
- Security checkpost
- Transport
- Hotels
- Market
- Bank
- Recreational
 - a. Other

13. Recent constructions within the community

Any new communal building made in the last 10 years should be listed.

14. Existing government/donor activities

Any projects undertaken by the government or NGOs should be listed here.

15. Livelihood profile of the community

List all existing professions within the community %-wise

16. Vocational profile of the community

List the available vocations in the community.

Are they enough for the communal needs?

17. Prosperity of the community

How do people of the community view themselves in terms of prosperity?

18. Market for the community

If not, what is the nearest market for the community?

19. Type of housing within the village

- a. Permanent
- b. Temporary
 - i. Condition of temporary housing

20. Access to safe drinking water

Is there safe drinking water within the village? If not, where is drinking water obtained?

21. Access to sanitation

Is there a sanitary system in place within the village?

22. River uses

- Drinking
- Washing
- Hygiene
- Other

23. Effect of seasonal change in river flow on community

- Effect on lifestyle
- Effect on culture
- Effect on routine
- Other

24. River dependence

How much do you depend on the river for professional and personal purposes?

25. Household water supply source

- Central storage tank
- Tap water
- Groundwater well
- Directly from river
- Directly from mountain springs and streams

26. Access to health facilities

- a. Health care facilities within the community
- b. Nearest healthcare facility
 - i. Staffing of the facility
 - ii. Performance of the facility

27. Access to educational facilities

- a. Educational facilities within the community
- b. Highest form of education available
- c. Nearest educational facility
- d. Enrolment of children in the village

28. Opportunities for livelihoods

- a. Number of unemployed people in the village
- b. What is their biggest source for jobs?
- c. What ways do people look for jobs within the village?

29. Cultural practices within the community

- a. Weddings
 - i. Ceremonies
 - ii. Who bears the cost?
 - iii. Biraderi considerations
- b. Funerals
 - i. Length of mourning
 - ii. Cost of funeral
 - iii. Social support for bereaved families
- c. Biraderi ties
 - i. Importance of biraderi
 - ii. How important are ties for jobs?
- d. Grievance redressal
 - i. Method of grievance redressal
 - ii. Dependence on formal institutions
 - iii. Presence of communal committee or jirga

30. Security situation

- a. What is the security situation in the area?
- b. Are there any existing threats?

31. Rank the following from 1-5 for health, education, water, sanitation, shelter

	Health	Education	Water	Sanitation	Shelter
Needs of the community					
Priority of the community					
Priority of the authorities					
Access to facilities					

32. Organizations working within the community

Government organizations, private organizations and NGOs should be listed separately.

33. List 3 skills insufficiently developed within the community in order of importance

- a. First priority:
- b. Second priority:
- c. Third priority:

34. Name 3 things that, if built, would be most beneficial for the community

- a. First:
- b. Second:
- c. Third:

35. Name 3 services that need to be improved within the community

- a. First:
- b. Second:
- c. Third:



10.3 APPENDIX III: FOCUS GROUP DISCUSSION TOOL

Vocational trainings

Mira Power will conduct vocational trainings for all those who want to gain a vocation for livelihood purposes.

1. What vocational trainings would you like to have in your area?
2. Do you think you will benefit from these trainings?
3. Where and how will you use your vocation in the future? How do you expect it to function as a livelihood in the future?

Agricultural practices

Mira Power wants to help the local population who are maintaining agricultural practices in two different ways: by providing dirt for terracing purposes and by encouraging crop diversification.

1. What kind of crops would you like to grow that you cannot do currently? Please suggest possibilities that can be implemented.
2. Do you think terracing can add to the agricultural value of your land?
3. Do you think there are better ways to manage land and livestock? Would you like trainings that can help you improve in this aspect.

Disaster management

1. Do you think you have sufficient preparation in case of natural disasters?
2. Would you like to know the best practices in case of a disaster?
3. What do you feel are the natural disasters that you are most vulnerable to?

EDCs, MFOs and employment agencies

Mira Power wants to help set up an EDC or an employment agency.

1. Do you think that there is a need of an employment agency in your community?
2. Will the community avail access to credit for business if it is provided within the community?

Education

In the area of education, what Mira is planning on doing is three things: one, to improve the state of local schools through their CSR initiatives; two, to offer scholarships for students in need in the local areas; three, by providing teachers' training to the local schools.

1. Are you satisfied with the quality of education in your area?
2. Are you satisfied with the teaching staff in your schools?
3. Would you like to have scholarships for kids in your area? Do you think that would be beneficial to the community?
4. What do you think is the state of schools in your area? Mira would like to upgrade some services for the community schools.

Health

In the area of health, Mira Power will be conducting medical camps in areas of need with regular intervals so that those who do not have access to medical facilities can gain easy access to them from time to time.

1. How do you feel about the state of health issues in the area?
2. Will you benefit from regular medical camps in the area? This can help diagnose diseases at an earlier stage in some cases.
3. What other services do you think you want in the health sector that Mira can ask the government to do?

Role of the plant within the community

1. How else can the plant help the community build itself?
2. How much is the community willing to take responsibility for its own well being?

Suggestions

1. What other activities/projects would you like to suggest that make more sense for your community?
2. How would you prioritize the current projects?

10.4 APPENDIX IV: SURVEY FINDINGS FROM THE SURVEY AND RESEARCH PHASE OF THE LIVELIHOOD RESTORATION PLAN (LRP)

The survey was conducted for 277 APs across all villages concerned with the survey questionnaire reproduced in this document as Annex-I. The findings of the form will be described according to the subsections below.

- i. Socioeconomic profile of the affected persons
- ii. Livelihood profile of the area
- iii. Expectations of the impacted population

10.4.1 Socioeconomic profile of the affected persons

- The survey was conducted for all of the 277 APs, as was determined by the 'asaamivaar' list. Out of the 277 APs, 253 APs were surveyed, with 24 APs unable to be reached due to the following reasons: The AP listed on the asaamivaar list had passed away and the next of kin was not available within the area to answer the survey
- The AP had emigrated to an area outside the Kotli district and therefore could not be reached for the purposes of the survey

The AP refused to cooperate fully with the survey and therefore did not want to be part of the survey process. Each survey has a designated respondent, who either was an AP himself, a part of the concerned AP's household or somebody with information of the AP's household. Out of the respondents, 194 of them were male and 59 of them were female, thus representing a 77-23 split in the responses of the APs. The average age of the respondents was 54 years, with a minimum of 17 years and a maximum of 103 years.

Gender	Responses	Percentage
Male	194	70.04
Female	59	21.30
Absent	24	8.66
	277	100

As far as the marital status is concerned, the concern was to identify APs who are supporting their households on their own. Out of the respondents, 18 reported to be widowed, with 14 women and 4 men reporting themselves to be widowed. The vulnerability for women in a single lead household is higher due to reduced access to opportunities and cultural deterrence against stepping outside the house.

Gender	Widowed	Percentage
Male	4	22.22
Female	14	77.78
Total	18	100

The educational profile of the respondents is higher than the national average, with only 19.86% of the APs having received no formal education (this might not exclude them from the definition of literacy in Pakistan by both government and independent estimates).⁷

Education	Responses	Percentage
Never attended school	55	19.86
Primary	48	17.39
Secondary	47	16.97
High School	31	11.19
College Graduate	19	6.86
Advanced Degree	9	3.25
No Response	44	15.88
Absent	24	8.66
Total	277	100

Households are fairly split between joint families and nuclear families, with a 60-40 split between the people who responded. This is in line with areas where urbanization is on the rise, and financial benefits in living together are superseded by household heads running only their own families.

Family type	Responses	Percentage
Joint	125	45.13
Nuclear	80	28.88
No response	48	17.33
Absent	24	8.66
Total	277	100

The size of individual households tends to veer toward the larger side, with an average closer to 9 members per household, with a maximum reported household of 40 people.

Out of 253 APs that responded, 201 answered whether they would designate their households as headed by a man or a woman. 52 respondents did not answer. The categorization of a household as male or female headed is through self-definition. For the AP households this meant either that the eldest person in the household was a widow (in this case 6 households) or the woman was directly receiving remittances from a relative and therefore the main decision maker for the household. One woman had her own business. The households within the area are overwhelmingly male headed, with 92% households (of those that answered) being headed by men and 8% of households being headed by women. There are 14 HHs where the women are widowed. This is gender of head of household by self-perceived identification.

HH head's gender	Responses	Percentage
Male	185	66.79
Female	16	5.78
No Response	52	18.77
Absent	24	8.66
Total	277	100

⁷ The definition has been taken from the Annual Status of Education Report (ASER), which is the broadest and most credible source on the state of education in Pakistan

The household head's profession, as reported by the respondents, show that the head of the households tend to be the eldest male of the household, who hold the decision making power within the family.

HH Profession	Responses	Percentage
Working abroad	20	7.22
Services	36	13
Agriculture	6	2.17
Business	36	13
Government Job	11	3.97
Unemployed	65	23.47
Labour	16	5.78
No response	63	22.74
Absent	24	8.66
Total	277	100

When asked about the need for vocational training as a possible alternate source of livelihood, more people thought there was a need to have vocational training than those who thought otherwise. Most people either did not know whether there was a need for vocational training or thought that the community needs were being met in the area.

Req. of vocational training	Responses	Percentage
More than requirement	19	6.86
Meeting requirement	65	23.47
Less than requirement	41	14.80
No idea	42	15.16
No response	86	31.05
Absent	24	8.66
Total	277	100

When asked about redundant vocations⁸, most respondents felt that there were no such professions or vocations. Amongst those named, being a blacksmith or a farmer as a profession that did not make economic sense in current circumstances.

Redundant vocations	Responses	Percentage
Blacksmith	20	7.22
Farming	9	3.25
Veterinarian	2	0.72
Barber	4	1.44
Carpenter	3	1.08
Knitting	3	1.08
Plumber	1	0.36
No redundancy	51	18.41
No idea	66	23.83
No response	95	34.30
Absent	24	8.66
Total	277	100

⁸ A 'redundant vocation' is any vocation or skill that the respondent thought was either outdated or could not be a source of sustainable livelihood within the area

The income sources indicate that the financial background of the respondents is strong, with 7 of them listing multiple income sources.

Income Source	Responses	Percentage
Business income	33	11.91
Remittances from abroad	61	22.02
Agriculture	11	3.97
Services	20	7.22
Government	12	4.33
Labour	17	6.14
Return on assets	7	2.53
Pension	2	0.72
Support from others	2	0.72
No response	88	31.77
Absent	24	8.66
Total	277	100

The income for most of the respondents is stable, suggesting financial security within the area. Those respondents who reported volatility in their income were usually involved in seasonal activities (agriculture or sand mining), exaggerated the volatility (government employees reported volatility while government job incomes are stable) or misunderstood what volatility meant.

Income stability	Responses	Percentage
Stable	96	34.66
Highly volatile	47	16.97
Slightly volatile	21	7.58
No response	89	32.13
Absent	24	8.66
Total	277	100

Most households are supported by a sole income earner while 82 % of the households are supported by 3 income earners or less (this figure excludes the households where there are no income earners).

incomee rs1	Freq.	Percent	Cum.
0	10	5.05	5.05
1	108	54.55	59.60
2	35	17.68	77.27
3	24	12.12	89.39
4	13	6.57	95.96
5	6	3.03	98.99
6	2	1.01	100.00
Total	198	100.00	

The conditions of the houses of the region are of a stable nature, with almost all of the houses being pakka houses, with only 4 being katcha houses.

House type	Responses	Percentage
Pakka	195	70.40
Katcha	4	1.44
Homeless	2	0.72
No Response	52	18.77
Absent	24	8.66
Total	277	100

The household assets declared by the respondents paint a picture about the average holding of assets in the household. Most households possess the following:

- Some amount of gold (most households possessing around 10 tolas⁹ of gold, priced at approximately PKR 500,000 currently)
- Household appliances (Televisions, refrigerators and washing machines being the most common amongst these)

20 respondents claimed to own no assets, which cannot be taken on face value since the income sources for most of them imply some asset holdings (4 of these respondents state having their own business as a source of income).

While the mean expenditure on religious activities is around PKR 48,000, 30% of the respondents who answered this question pay less than PKR 1,000. This shows that those who pay high sums of money are generally well off.

Of all the respondents who answered, only 3 reported that they did not possess a mobile phone within the household, which did not fit in with the other information that they have given in the survey.

The project's effect on the APs was measured in three distinct ways:

- On income
- On routine

⁹ A tola is equivalent to 11.66 grams.

- On culture

When asked about the effect the project has had on income, the APs were mostly indifferent to the effect of the project on their income. When asked about the effect of the project on their incomes, 140 respondents replied either directly or to a subsequent probe. 26 had a positive perception, 75 thought there would be no effect on income, 39 said there would be a negative effect and 113 did not know or refrained from answering. There were some entirely unrealistic perceptions where some respondents believed that their land would be taken away or it would sink due to the rising water level. Some said they would experience loss in business, others that their crushing machines and water mills would stop working and eliminate their income source. Some said that they are better off after getting compensation from the project while others saw an increase in employment opportunities. Still others believed that there would be a reduction in load shedding.

Project effect on income	Responses	Percentage
No effect	75	27.08
Negative	39	14.08
Positive	26	9.39
No response	113	40.79
Absent	24	8.66
Total	277	100

The majority of the people expected a change in the culture of the area after the project is completed and that the plant holds an important place within the community. Many believe that the project would generate electricity for the area and create employment.

197 respondents replied to the question that whether the project would lead to a change in their daily routines. 10 said that they don't know, 30 said there would be no effect on their routines while 157 said that their routines would be affected by the project. 116 actually elaborated on what the effect would be. 36 of them said that either more electricity would be available to them that will reduce load shedding or cheaper electricity would be available to them. 27 expect to see an increase in employment or that it would generally reduce poverty in the area. Many of the remaining respondents repeated their earlier concerns.

River dependency in the region is quite low, with only 2 households of the 167 respondents who answered using the river for drinking water – as the river water is unsuitable for drinking this is an unlikely statement. Subsequently, other respondents, when asked about specific uses of river water added washing and livestock care to the uses.

River Use	Responses	Percentage
Drinking	2/167	1.20
Washing	38/162	23.46
Hygiene	2/159	1.26
Food	15/160	9.38
Recreation	5/159	3.15
Livestock care	31/157	19.75
Business	7/157	2.53

Sand and gravel is extracted out of the river and used for construction. The raw material will still be available from extraction sites further upstream.

The central water supply lines cater to a majority of the respondents, with mountain springs and underground water tables also providing the water for domestic uses.

Water Supply Source	Responses	Percentage
Central storage tank	105	37.91
Mountain springs	9	3.25
Groundwater well	42	15.16
Private (tankers)	5	1.81
No response	92	33.21
Absent	24	8.66
Total	277	100

The biggest hindrance in acquiring employment according to the respondents was the lack of appropriate jobs and the lack of appropriate skills to look for those jobs.

Hindrance in getting employment	Responses	Percentage
Access to markets	5	1.81
Lack of skills	64	23.11
Lack of jobs	68	24.55
Don't know	19	6.86
Other	10	3.61
No response	87	31.41
Absent	24	8.66
Total	277	100

The data showed that people were willing to get involved in business and entrepreneurial activities, given that they have some support. The biggest factor that they felt was a hindrance was the lack of access to credit. However, when they thought of setting up a business, this was generally on larger scales, which would require a large amount of capital.

	Responses	Percentage
Willingness to start a business	77/162	47.53
Access to credit	15/164	9.15

10.4.2 Expectations of the impacted population

The survey tried to see what were the aspirations and expectations of the surveyed population. While aspirations refer to what the surveyed population felt was an ideal life, expectations discussed here are the expectations of the people from the project.

1. The aspirations of the people within the area were uniform across the villages and can be summarized as a financially secure urbanized lifestyle.
2. The expectations of the people differed across villages, with Barali and Seher Mandi respondents more demanding than the respondents from the other villages.

The expectations of the affected persons can be summarized in a few critical points.

- Most people said that the project had a neutral effect on their livelihoods. Some felt that the effect was positive since they have been able to sustain their livelihoods on the compensation paid at the acquisition phase. A few looked at it negatively, due to the loss of agricultural land and grazing area for the livestock. The community saw the closure of the two businesses as a loss of a source of livelihood.
- The people have a lot of expectations from the project, including employment and free electricity. APs may have been prone to overstating their case in expectation of favourable response from the project. The role of the project and the limitations within which it operates has to be communicated to the APs.
- The APs felt that interventions in education, health, physical access and infrastructure could create linkages with larger markets and create an enabling environment for them to enhance their livelihoods. CSR activities could be used to complement the LRP since the LRP activities are specific to the APs only and CSR will have the scope to create an enabling environment for the area.

There are certain responses throughout the survey data that are illuminating towards the attitude of the people towards their perception of livelihoods.

- When asked about the ideal profession he would like to be in, he said that he would like the finances to move to a foreign country. This is consistent with the findings of the survey that people are aspiring to move out of the area.
- There is a dearth of jobs within the area. A few people felt that they were overqualified compared to the type of jobs that they had available.
- There is an information asymmetry when it comes to finding opportunities within the area. People end up relying on their social networks to find out about new opportunities.

10.4.3 Vulnerable segments of the surveyed population

For the definition of vulnerability, MPL considered those households that require assistance either in a greater magnitude or at an earlier time than the other APs. Vulnerability in this case would not refer to APs facing crises of livelihoods on an absolute scale (e.g. not in terms of absolute poverty, which does not exist in the AP population) but instead, vulnerability will refer here to the relatively less well-to-do households within the 277 APs.

The first task was to analyze what part of the perceived impact that the respondents had described was a direct result of the project. The responses to the survey questions were then checked against the preexisting conditions of the area. The following table shows per village what the direct impact of the project was on these villages:

Village	Impact on income	Impact on routine	Impact on culture
Barali	None to mild – due to the majority of agriculture dependent households present here (5 out of 11)	Mild	None
Seher Mandi	None	Mild	None
Gulhar Sharif	None	None	None
Hill Kalan	None	None	None

Dhera Nawab Khan	None	None	None
Baang	None	None	None
Mandi	None	None	None

While there was limited impact on livelihoods due to the project, there are certain groups that seem to be more at risk from the project's activities than the rest. These groups will be given preference in the DLRP activities and if needed, in the CSR activities. The groups are as follows:

- While all households who lost agricultural income have been affected by the LARP activities, there are 11 households who list agriculture as their main source of income. They have a much greater need to diversify and improve their livelihoods, and therefore should be given preference in DLRP activities.
- Small nuclear families, with 3 members or less, do not have the opportunity to diversify their livelihood avenues, since the man of the household is the sole income earner while the woman is taking care of the kids and other household responsibilities. They might not be able to nominate a person who can do any kind of trainings since they do not have anyone else to take up their responsibilities within the household. 24 households could fall under this problem and they must be accounted for in case they do not opt for any of the other interventions.
- The data has suggested that the people in the area are strong financially, generally do well compared to the national average and have not been impacted much by the project. There are some indicators that would indicate that those households are more vulnerable than others:

All households report that they live in their own house, except 2 respondents who claimed that they did not have a house of their own and have no income source of their own listed, as they depend on others for livelihood.

- Those who depend on the river for drinking purposes or hygiene purposes would indicate that they have limited options, since the people of the area do not generally use the river water for that purpose.
- While dependence on the river for any purpose is low, the river is still a major source of sand and gravel, which is used as construction material within the area. The project will affect the supply of the materials only within its own area, since sand and gravel extraction will be possible further upstream. Those involved in commercial activities with sand and gravel would be preferred in all DLRP activities that involve income diversification. 38 households fall under this category.
- 16 women headed households need to be given preferential treatment due to the fact that most of the women household heads do not possess their own source of income and rely on other members of the family to provide for them.
- In terms of geography, the people living across the project site in Seher Mandi seem to have the most issues amongst the respondents of the survey. However, their issues of access have pre-existed and hence, they cannot be a part of the DLRP activities. Therefore, preference will be given to them in the CSR activities.

10.5 APPENDIX V: TRANSCRIPTS (REDACTED) FOR FOCUS GROUP DISCUSSIONS (FGDs)

10.5.1 FGD 1: Grievance Redressal Committee (Redacted)

Q: How much is water an issue for this area in your estimate? If there are some people in every village who complain about not getting clean water, then do we need to fix it or do we need to look at our own community? Because if there is a filtration plant installed, but isn't operational, then nobody else can operate it.

A: The thing is that people in these villages live quite far apart from one another, so sometimes not everyone can access the filtration plant. Even though this is an issue, however, there are other bigger issues, like education and health, and they need to be strengthened more. The water issue is somewhat important, but these are more vital for their wellbeing. Most people have water of their own.

See, people need to be educated about how clean water gets rid of a lot of health issues. Like in Islamabad, people do come from far to get water because they realize that it is important to drink clean water.

A: You see, houses have small tube wells, which have small filters. At least in our villages.

Q: How many health issues are related to the unavailability of clean water?

A: Very few.

(Redacted)

Q: Has a study been conducted in your area as to why these 3 diseases are increasing?

A: Not really. But whenever someone goes personally to the doctor, that's when they get aware.

Q: A lot of people talked about health facilities, but nobody has said there are no hospitals in Kashmir. So, if we hold a medical camp, would it be beneficial?

A: Absolutely!

(Redacted)

Q: What sort of building is the girls' high school? What's its condition?

A: It only has 3-4 rooms, the rest of the girls have to sit outside when they can't fit inside. This was a primary school, which has been transformed into a high school. The boys' school is like that, too. The new rooms that were added to them were built by the locals. There is no direct access to the schools either. The lift that was there has also collapsed, so it is hard for the children to make it to school. A lot of children dropped out after that happened.

For our project, we need to have 2 bridges and 2 lifts, we have already started construction on 1 bridge, about 6 years before we actually planned to start, which cost us 8 crore 22 lakh. So our whole annual budget was consumed in that so we couldn't build a lift. The biggest sufferers of this are the children, from across the river, can't go to school now.

(Redacted)

Q: Do you want motivational or vocational training at every school or after high school?

A: Vocational should be after high school.

(Comment) There are a lot of AP kids who have done certain diplomas, and we have a list of which houses have such kids, we can start an internship program involving those kids. And it was our idea to train these kids by letting them work on our projects. They will get a small stipend and they'd be able to learn various skills, too. Also, they will prove useful to the project workers, and might even be employed after their internships.

Q: Do the young people find employment here? Or are all hopes pinned on the project with regards to employment?

A: Usually people are only interested in government jobs. There are no industries here, there is a small private sector like private schools, and otherwise no jobs are available. Because of the project there is hope that people will find employment. The problem is that the project has certain requirements for people it is willing to hire. There are some opportunities, but because there is no vocational or other professional education available, they can't be trained properly for jobs.

Q: Is there a need for other vocational training? Since there are people in AP homes who've done some vocational training, like electric or tailoring work, then is there need for more work to be done in this regard?

A: It is really needed. If there is a proper diploma that they get after they train, then they can find a job anywhere, but if they've learnt through apprenticeship then they don't get any employment elsewhere.

(Comment) the thing is that the courses that they've done and the requirements of the project have a large gap.

Q: If there are a 100 people who know plumbing work, then are more people needed to learn that work here?

A: Not really. Yes, but see, they can go to another city or country if they have a diploma.

(comment) The thing is that with these courses they can enhance their already learnt skills and improve them. For instance, in our project we have people employed from Chitral because they're properly trained to do work for us. We won't have hired them if there were people here who were trained to do this work. So we have to induct them to make them learn the skills and then employ them. Then later on they can move on to other employers and find other jobs, they'd also have experience.

Q: Tell me what kind of vocational trainings are beneficial.

A: Electrician, pipe fitters, motor mechanics, air conditioning work, etc. There should be school where the kids can go and learn it. When we talk about health, we can hire our own people as dispensers so that the medicine is available locally.

Q: These are all jobs that males get involved in, do the local women work?

A: Very rarely.

Q: Would it be beneficial at all if we offer training for work that normally women do? Like teacher training? Or livestock work? Or sewing or stitching?

A: Sewing and stitching is fine, but when it comes to teacher training, it becomes political. She can only get training if she's educated. Though it is important, because even the private sector needs more teachers.

(Redacted)

Q: So you were talking about going abroad after learning some skill. How easy is it for people there to go abroad? Do they find work easily even outside this area?

A: Yes, both in Pakistan and in abroad. As long as they know their work, it is easy to find a job.

Q: How do they get these jobs?

A: through agencies that operate in other cities. Also, if they have relatives who are already working abroad, they also send for them by talking to the management. Most of our people are abroad.

Q: So the agencies operating work in Pindi?

A: No, there are some in Kotli as well.

Q: Is there an advantage to opening an agency here? Or are they finding jobs easily already?

A: There's no advantage to it, because all embassies are in Islamabad any way. So they have to get here anyway.

Q: Are people here interested in starting their own businesses?

A: Yes, there are a few who are running their own businesses, and there are others who want to. But money is needed for that.

Q: What kind of business?

A: A lot of them, within the bazaar/market. Most people conduct business in the Kotli marketplace.

Q: So are economic constraints the only reason why people don't start their own business?

A: Yes.

Q: Do you get micro-loans here?

A: Yes, through banks, but they've got a very high rate of interest, so it isn't feasible.

Q: Are there any micro-finance organisations working here?

A: No, only banks.

Q: Did the interest free loan started by the Prime Minister ever get offered here?

A: Not really, they had certain specifics to it, but we didn't get any as far as I can recall.

Q: So how many people are involved in agriculture here? And what kind?

A: Yes, but not as a profession. We don't have enough land for that, and we are dependent on rain for it. Even the ones with small parcels of land grow crops like wheat etc.

Q: So now after the loss of arable land, what exactly are you doing? I mean before you were engaged in agricultural activities, but now you are not, so what do you do with the spare/extra time that you have left as a consequence?

A: Business mostly. We never really engaged in agriculture ourselves; we had people working on our land. But they're engaged in business otherwise like cement agencies and marble work, etc.

Q: Did you invest the money you got (as a consequence of loss of land) into your business then? And did that improve your business?

A: Yes, but this is only applicable for people who had a business already. People who lost their houses put all that money into rebuilding their houses.

Q: This is applicable only to people who lost their houses, what about people who lost land only?

A: They got about 14 to 16 lakh per kanaal. But you can't buy land because in Kotli it is too expensive and the other areas are not up for sale. Also, the land is not enough to sell or buy.

(comments) If you find land that can be filled, let us know, so that we can help the people after surveying it and then filling it. This would be advantageous.

(Redacted)

Q: How many people took the money for their land and then spent it? Didn't save it, or put it into business or just spent it?

A: Only a few of them saved it, the rest spent it all, whether to buy a car, or just spent it away. It is only people who already had a running business who invested it. Also, since they were illiterate, they got defrauded quite a bit by the bank workers as well.

Q: So, the income that they've lost due to the land decrease, how will they recover it?

A: Right now, they're spending the money, it is only after some time that they'll realize that they've wasted it and not spent it wisely. So they're not really feeling any loss right now.

Q: You were saying that people who grow crops here have biannual crops? Which are those?

A: Wheat and maize/corn.

Q: Does anyone grow other crops like chilies or flower? Crops that have a higher return?

A: No, they usually only grow crops for their own needs. There isn't enough water anyway, and it is really hard to grow crops in summer. We could really benefit by having a tube well or two somewhere in our area.

Q: It is easy to set it up, but the maintenance would be a huge problem, and would require a lot of local involvement. If you need us to recommend us, what options do we have? Will the community operate it itself during the summer? We can even get a generator, but would the community agree to pay for the gas as well as the maintenance?

A: No, that can't be guaranteed. Because people don't take the responsibility, and nobody maintains them. Nobody would be ready to pay for it, or take responsibility. There have been many schemes, really expensive ones too, for access to water, but they all fell apart because nobody from the local populace agreed to manage it. In fact, as it broke down, the infrastructure was pulled apart and sold.

(Redacted)

Q: Do you have an idea about which link roads would be better? Or where they're needed?

A: A lot of roads are needed. Wherever there is no road we can make one, and where there is one already we can make it better. We can sit and discuss it with the locals so that we can get the involved, and not make them feel left out from the process.

(Redacted)

Q: My last question: What, in your opinion, is the most important out of all of the needs that you've listed as needs?

A: Building and furniture of school, education.

Q: So you think it is more important than a clinic? Is healthcare more important or education? We need to know what your individual opinions are.

A: Education: Building the school. X 2

Education: Teacher training

Education: Computer diploma training.

10.5.2 FGD 2: Barali

(Redacted)

A: There are three important issues for us: 1. Because our land was taken over by the building of the dam, we require a community graveyard. As, right now, people are burying their relatives/family members on their own land. This creates problems for people who own no land whatsoever. 2. Even though we've worked on building a road, we still require help with that. 3. Our primary school. There is no boundary wall of the school. During monsoon we have to close down the school because the pond beside it overflows. These are the three most important issues for our village.

(Redacted)

Moreover, we have about 4 to 5 villages here. We have one grid-station here which was built smack in the middle of the populated area. The wires are everywhere. If it is possible, it would be good to remove all the high-voltage lines from the populated area, as they cause a lot of hindrance. A few kids died due to these lines just last week.

Also, the girls' school here, established during the 70s, was built on land that was donated by a citizen. The building has not been expanded. Our girls have to go 7km away to sit in their exams, because this school cannot be made into an examination centre in its current condition. We would like it if the school's building was expanded, and it had an examination hall as well as furniture.

(Redacted)

Q: What about agricultural activities?

A: 70 to 80% people are involved in agricultural activities.

Q: Do people grow crops for their own use or to sell?

A: For themselves.

Q: Is it due to lack of land, or are there any other reasons?

A: Due to lack of land.

Q: What do they grow for their own consumption?

A: Mostly wheat and maize as well as vegetables.

(Redacted)

Q: If there is training conducted in the land whereby the locals are taught how to grow valuable crops, or how to grow more crops with scarce water or less land, would anyone be interested?

A: Definitely.

Q: What people would be interested? Do the people themselves grow the crops, or have they hired someone?

A: Usually people do it themselves.

(Redacted)

Q: Are there any medical camps that are held here?

A: No. There were certain eye camps a few years ago, but other than that, no.

Q: Do you see any advantages of these camps? It is up to the government to make hospitals, we have realised that education is a problem for you; other than that, what is it that the company can help you with? Is there anything in healthcare? Or are you making do?

A: If there are medical camps, they'd be very beneficial. If there can be a dispensary established here, it would be very good as well.

Q: Is there any ambulance service here?

A: There are certain small NGOs that do have ambulances. However, not everyone can afford them as they're quite expensive.

Q: What kind of jobs are available locally?

A: Our youth is educated, but there are no jobs. If there are any jobs available, they're given to people from the city. Unemployment is very high locally.

Q: So what kind of problems do the locals face when it comes to getting employment? One problem being "lack of approach", are there any other problems?

A: No, there are competent people here, but since they don't have approach, they can't get a job. If the company offers jobs to the locals, that would help a lot.

Q: You see, when it comes to the company, the sort of skills that they require are not present in the locals.

A: Yes, but you see we are not even told that a job is available. If the company advertises or announces it locally before they go out to look for employees, that would benefit us a lot.

Q: You mean the locals are qualified here?

A: Yes.

Q: Is the lack of employment related to not having diplomas, training, or certificates?

A: No. We're educated.

Q: So if the company starts an internship program, with a stipend, whereby the company trains them and the internees gain experience, would the locals benefit?

A: Yes, it would be an excellent step.

Q: In this area, what is the usual qualification of the locals? College? University?

A: Most of them have done their Masters, but haven't found a job. Everyone has done their bachelors. Our literacy rate is quite high.

Q: Do they not find a job locally? Or do they face problems even when they go outside to look for a job?

A: Since they're not allowed to look for a job within Pakistan, most of them end up going abroad like Dubai and Saudi Arabia. It's slightly off topic, but when it comes to our NTN, even though we're paying taxes to Pakistan, they don't accept it for employment.

Q: If you're not able to approach the jobs, that's another problem. If you are not aware of the jobs being there (lack of announcements) that's another issue. Do you have an employment agency here? Or a recruitment agency?

A: By the time they announce for a job (on a governmental level), they've already employed someone or decided who to employ.

Q: I'm asking about the private sector. Are there any recruitment or employment agencies here?

A: No.

Q: If we ask for such an agency to start their operations here, whether to recruit or to announce jobs here, would that be beneficial?

A: Yes.

Q: Would the locals go to other areas for jobs?

A: People from our area are working all over Pakistan, so, of course, they will be willing to. It's just that there is a lack of opportunity.

Q: You mean there's a lack of opportunity because there is lack of awareness, or they can't apply. So if the company talks to an agency and convinces them to start their operations here, would that be beneficial?

A: Yes.

Q: So you're sure that the locals are qualified?

A: Yes. We also have a university here now. And just in our village there are MBAs who are sitting jobless.

Q: Is there any vocational/skill training in the area?

A: We have a vocational institute, though it is operating on a small scale.

Q: Is there a lack of vocational personnel here? Like a lack of plumbers, electricians and the like? Or do you have enough?

A: There aren't enough people, but there are training programs.

Q: Would it benefit people if the vocational training is certified?

A: Yes, definitely.

Q: For instance, like TEVTA, if there is an institute here, would that increase the rate or chance of employment for the locals? I mean if they're unable to find a job, would a certificate or diploma from that institute help them in getting jobs?

A: There won't be any advantage locally, as there are no firms operating here locally. However, a certificate from an authorised/registered institute does help them in finding jobs across Pakistan.

(Redacted)

Q: You talked about unemployment, do the locals start their own business?

A: Mostly, yes.

Q: What kind of businesses?

A: Like setting up a shop, however, the financial position of most does not allow them to do that. A few people are able to set up shops. And even those who set up shops can't make ends meet easily as the locals are not well to do.

Q: So, if it's a financial issue, then are there any organisations here who give loans?

A: Yes, but their requirements are very high.

Q: How much money is required to set up a small business here?

A: 2 to 2.5 lakh.

Q: Are there any micro-finance schemes here who give out loans of 30 to 50 thousand?

A: Yes, but that's not beneficial.

Q: But these schemes are for very small businesses, like getting supplies for street vending, or buying two goats and the like. Do the locals get involved with such businesses?

A: No, because the locals are quite poor, so they won't be making much profit if they start such a business.

Q: So, do you think the basic need that you require help with is education?

A: Yes, and healthcare.

Q: What's the first thing you need when it comes to healthcare?

A: The sewerage problem is the first need as that causes a lot of diseases. Then clean water.

Q: Do you have clean water here?

A: We have tube well water, but the lines are leaking, so the sewerage water gets into it. You can't call it clean.

Q: Do you have a filtration plant?

A: No. The locals drink tap water.

Q: Don't they have small filters in their own house?

A: Only those who can afford to set them up.

Q: What about awareness? Would an awareness campaign help in this regard?

A: No such campaign has been held here.

Q: So, if there is a campaign like that which, for instance, tells the people to boil the water before drinking it, would that be beneficial?

A: It would be beneficial. There is no awareness locally. If people are properly taught or made aware about this issue, it would prove to be beneficial.

Q: Would people be willing to listen and then heed the advice given to them through such awareness campaigns/camps?

A: Yes. We had a hepatitis campaign a few years back, whereby people were even tested for it. It benefited quite a few people and about 15 people were diagnosed with Hepatitis due to the testing, otherwise they would've gone undiagnosed.

(Redacted)

A: No, but the company can help us with building more rooms at the primary school. We don't need to acquire land, because we already have government allotted land for the school, just no building. Moreover, we don't have a common graveyard, which is causing problems now. Thirdly, we need link roads. As for the vocational institute, that would be beneficial as well because that way our youth can find jobs easily.

10.5.3 FGD 3: Gulhar Sharif

(Redacted)

A: The schools are average at best. There are quite a few problems, for instance there are about 400 girls in the high school, and they have no toilet. The school has no walls, which is a security risk as well as creates problems related to *purdah*. Most girls have to sit outside, as there isn't enough room. There are no chairs. The teachers don't get increments, so they're not motivated.

Q: Are there enough teachers?

A: No. But this is something that the government needs to settle, because they're the ones who employ teachers. The problems we can work on is the condition (or lack) of rooms, boundary walls and furniture. We have built a little bit on our own but it is not enough. There are a few committees, like the Parent Teacher Committees, for the school, and it is because of them that there has been some construction, but it is still not enough, as their resources are limited. Also, these are government run, so they are not considered to be the responsibility of the people. But again, there aren't enough rooms, and the building is inadequate.

There's a girls primary school, the locals have bought the land for it, and we've spent 10 lakh rupees to build the structure on it. There is no furniture, though.

(Redacted)

Q: We talked about vocational training for the local boys yesterday. What sort of vocational training is needed? What sort of training is lacking? Whether plumbing, pipe fitting, or something else, what sort of training would be the most beneficial?

A: Electric work is needed, as is engineering related work. If they have a diploma, they can go outside the village and work as well. Moreover, boys who have learnt their work through apprenticeship should be given internships within the program so that they can gain experience.

Q: Is it necessary to have a diploma to be able to work outside, be it outside the city or country? Is apprenticeship enough?

A: Within Pakistan maybe, but for working abroad a diploma is necessary.

Q: The thing is that we cannot give you diplomas, even if we provide you the training. We are not a registered educational authority nor are affiliated with one, so we cannot hand

out diplomas. In that case, would you want your people to learn the work and get trained for it, or get the diploma?

A: Both. If you get us trainers, we can arrange for the training to be recognized by the technical schools in order to be able to issue diplomas to the trainees.

Q: Are there any TEVTA offices here? What are they doing here, if they are present?

A: Yes. They run a few schools.

Q: What are they teaching? And do they issue certificates?

A: Yes, they do. They teach various things like wiring, mechanical.

Q: Is their certificate recognized everywhere?

A: Yes.

Q: Do they have a fee? Is it subsidized by the government?

A: They do have a fee, but it is nominal. The private institutes do have higher fees.

Q: Can we get the trainings done through them? We can send trainers, and it would be easy for us, but as I said, we can't issue diplomas.

A: Yes, we can get it done.

Q: Is there any training we can arrange without issuing diplomas, like plumbing for instance?

A: Not really, because when they go looking for work their prospective employers would require a diploma.

Q: What sort of jobs are undermanned, whether in the village or in Kotli? Like are there enough electricians, pipe fitters, or plumbers?

A: No, they're not enough. They will be able to find work within the village even. Right now we have people from outside working at these jobs because the locals are not trained for them.

Q: Do you have any idea how long the courses at TEVTA are?

A: From 3 months to a year.

Q: Are there enough youngsters in the area who would want to study for that long? Or who would have that commitment?

A: Absolutely.

Q: Are there a lot of people in TEVTA classes?

A: Yes.

Q: How easy is it to go to Kotli from the village every day for training?

A: It would be quite hard for them as it would cost them quite a bit.

Q: That's precisely why I asked, because if someone is going for training, for those 3 months to a year they will not be able to do anything else. Even if the course is free, they would still have to pay for their transport and other expenses. Would they be willing to do that?

A: Yes, absolutely.

(Comment) We cannot have local schools, because we can't arrange for vocational schools for all villages. It needs to be somewhere accessible for all the villages we are working with. If you need a TEF\VTA certificate, then the training needs to be done there.

(Response) It is easy for other village people to come to our village, so if we have a training school here, it would be good for all. It would be nearer than Kotli, so people would rather come here.

Q: Is there a TEVTA college for women here as well?

A: They have a sewing school for girls. If we have a sewing school here, there would be a lot of girls who would attend it.

Q: What else can girls be taught? Other than sewing, would they be interested in other sort of training?

A: Not really, because they can do sewing from their own houses, and that's more convenient for them.

Q: Okay, so how easy is it to find jobs here?

A: Very hard. Jobs are hard to come by. For each government job there are at least 200 applicants.

Q: Other than the government sector, what other job opportunities are available to the local people?

A: Not much. There are no industries. Mostly people work with the government. Agriculture is all personal. Maybe a few private schools are operating, but other than that, there are no job opportunities.

Q: Aren't people engaged in their own businesses?

A: There are a few shops and such things, but even they employ their workers from within their houses because they don't require a lot of manpower. People don't even have enough capital to start their own businesses.

Q: How big are the loans required to start a business here? Especially if the business is to be successful in the long run.

A: If someone is interested in starting a milk selling business, then a buffalo costs about 2 lakh rupees. There is already a scheme that loans about 7.5 lakh rupees. What we require is that loans be given as per the requirements of the person who comes to take the loan.

Q: If you get a 10 lakh rupees loan, what kind of work is feasible to start here?

A: All kind of work is good. But livestock is usually good. But mostly people who borrowed from the bank for their business have had to give up their property to the bank because they couldn't afford the interest. So interest free loans are necessary, as well as flexible payback schemes.

Q: From what I gather, you're not using your resources well enough. For instance, your land is arable, can you grow roses there instead of having them brought from the other parts of the country? Can such innovative businesses be started here?

A: For agriculture, we have water shortages. Even for goats, we'd need water and what not. But that requires a lot of work, and only hardworking people would be interested in that. You should include this in the program and then deal with cases individually.

Q: Those schemes are only for agriculture and livestock. If there are water problems, and shortage of land, are people growing crops to sell?

A: Not really, they only grow crops for their own home. And people who grow crops are about 25%, because there isn't enough land. Most people have to buy vegetables and other food as they don't have land to grow it.

Q: If there are training programs based around how to grow profitable crops on small parcels of land with very little water, would they be beneficial?

A: Absolutely.

Q: Would people attend it?

A: People would definitely come. This would benefit them.

Q: Would someone from almost every household want to attend, even if the training is about how to increase yield for their own personal use only?

A: Yes. There's a water shortage and they would be interested in increasing their own yield.

(Redacted)

10.5.4 FGD 4: Seher Mandi

(Redacted)

A: We need a road, first of all. Survey teams have been coming for the past two years, but nothing has happened so far. We have not even been compensated for all the land that we had to give up for this MIRA project.

(Redacted)

We need school, roads, and water. If they're willing to give it, then why haven't they done it already?

Q: How many children of school-going age are there in this area? Give me an estimate.

A: About 40 or 50.

Q: There is no government school here?

A: No.

Q: Which is the nearest government school?

A: The one in Barali, and then another that is about 6 to 7 km away.

(Redacted)

A: We need to have a road, hospital and school. But the thing is that unless you can give us a hospital, or school, or a lake, which is impossible, this is just a waste of time.

(Redacted)

Q: What else are your needs?

A: We don't need a pulley bridge, as that causes deaths. We need to have an access to a road or pathway, we need a hospital, we need a school, and then all our roads should be plain and smoothed out.

(Redacted)

Q: What if the company gives you transportation instead of the bridge? Like a pickup van that goes around 4 or more times a day, would that be beneficial? Because it takes longer to construct a bridge, and not much to rent/buy a pick up van.

A: Yes, that can also be good. This would be good for the school kids, too. But this can't be a permanent solution, we still need that bridge.

Q: What jobs do usually people have here?

A: Agriculture, and a few have shops, and very few are abroad.

Q: Those who engage in agriculture, do they grow crops for personal use? Or do they sell their crops?

A: For personal use, because there isn't enough land. Most households here have someone living abroad who sends them money.

Q: Is joblessness rampant here?

A: Yes.

Q: So what sort of work can be started here or taught here so that people can get jobs?

A: We want our youngsters to be involved with the project and be given jobs like surveyors or guards etc. with the project.

Q: Yes, but you have to keep in mind that the project cannot employ everyone. Maybe 10 to 15 people will be employed, but then what about the rest? Which is why I asked my question.

A: That may be true, but right now you should at least employ 4-5 of our boys at least. And then once the project is completed, then you can employ more.

Q: The plan we make is going to be followed for years to come, if I write down 4-5 jobs only as your requirement, what about the others who will graduate or want jobs later? Also, once the project ends, most of the work will end with it. Employment won't be a possibility then.

A: Yes, but it is our right to be employed, and it is MIRA power's responsibility to adjust us.

Q: Yes, but even for that your children/youngsters need to be trained to get those jobs. For instance, MIRA power requires welders, do the young people here know how to weld? And if they don't know how to weld, then would it be beneficial for them to be taught welding? Would they be able to find jobs? Would they be willing to go out and look for jobs?

A: Yes, we want our kids to be adjusted and to be given jobs.

Q: I get that, but my point is that unless they're trained, they won't be able to do these jobs. If the company provides such trainings for your children (welding, plumbing,

surveyor courses, or the like), would your children enroll? Also, I can tell you that we can ask the company to have 6 month long internships for the local youth from among those who apply for it, where they can also get hands on training for a trade, however, after they are done with it, they might not be employed by the company, some will be, but not all. So my question is what course can we teach your children that will benefit them the most in the long run? The company cannot employ everyone.

A: These are all things to talk about later, right now we need 2 things: road, and bringing the electricity to us from below. Because our bridges below and the transformers would all be flooded once the dam is built. Also, tell us what will happen to our land once you've bored into it and there's water all around, and how should be go about filling the land?

Q: As per the first report, there is going to be no such issue with the land due to the dam. Also, the company is going to do yearly surveys and all the owners whose property will be affected by it will be compensated by the company. So that's not an issue, however, are we correct in understanding that right now your basic concern is to be linked by Barali through some way so that you can have access to education and healthcare?

A: Yes, but we need a foot bridge and not a bridge pulley. Also, this is a small village, so if a tube well is installed here, the locals can run it themselves. Also, if some funds are given to them for a school, they can arrange for a teacher on their own.

10.6 APPENDIX VI: MAP SHOWING LAYOUT

100MW GULPUR HYDROPOWER PROJECT DETAIL OF GOVT. & PRIVATE LAND WITH 534 M CONTOUR

