

# Resettlement Framework

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## BAN: MFF Skills for Employment Investment Program (SEIP)

Prepared by the Finance Division under the Ministry of Finance for the Asian Development Bank.

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## ABBREVIATIONS

ADB	Asian Development Bank
AP	affected person
ARIPO	Acquisition and Requisition of Immovable Property Ordinance
CCL	cash compensation under law
CHT	Chittagong hill tracts
DC	deputy commissioner
DD	detail design
EA	executing agency
EM	ethnic minority
EP	entitled person
ESSU	environmental & social safeguard unit
FGD	focus group discussion
GAP	Gender Action Plan
GoB	Government of Bangladesh
GRC	Grievance Redress Committee
GRM	Grievance Redress Mechanism
HH	household
IA	implementing agency
ID	identification
IGA	income generation activities
IGP	income generation program
INGO	implementing nongovernment organization
IR	involuntary resettlement
JVT	joint verification team
JVS	joint verification survey
LAO	district land administration officer
LMS	land market survey
MARV	maximum allowable replacement value
MIS	management information system
M & E	monitoring and evaluation
MOE	Ministry of Education
MOL	Ministry of Land
MV	market value
NGO	nongovernment organization
NPRR	National Policy on Resettlement and Rehabilitation
PAP	project affected persons
PD	project director
PIA	project implementing agency
PIC	project implementation consultants
PCU	project coordination unit
PMU	project management unit
PVAT	property valuation assessment team
PSC	project steering committee
RB	requiring body
RF	resettlement framework
RO	resettlement officer
RP	resettlement plan
RS	resettlement specialist
RV	replacement value

SAP	severely affected person
SC	steering committee
SDCMU	skills development coordination and monitoring unit
SDIC	skill development implementation unit
SES	socioeconomic survey
SPS	safeguards policy statement
SSO	social safeguard officer
TA	technical assistance
TBD	to be determined
TVS	tree valuation survey
TOR	terms of reference

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## GLOSSARY

<b>Affected Person (AP)</b>	Any juridical person, be it an individual, a household, a firm or a private or public, who on account of the execution of a project, or any of its components or subprojects or parts would have their (i) right, title or interest in any house, land (including residential, agricultural, and grazing land) or any other fixed or moveable asset acquired or possessed, in full or in part, permanently or temporarily; or (ii) business, occupation, work, place of residence or habitat adversely affected; or (iii) standard of living adversely affected.
<b>Cash Compensation under Law (CCL)</b>	CCL comprises all land acquisition compensation under The Acquisition and Requisition of Immovable Property Ordinance 1982. The Project, to meet the Asian Development Bank's (ADB's) Policy on Involuntary Resettlement, also provides Project resettlement grants in addition to CCL.
<b>Compensation</b>	Payment in cash or in kind to replace losses of land, housing, income, and other assets caused by a project
<b>Entitled Person</b>	An entitled person (EP) is one who has lost his/her assets or income directly/indirectly due to the Project intervention and is eligible to receive compensation from the DC office and/or cash grant from Directorate of Secondary and Higher Education (EA)
<b>Household (HH)</b>	A household includes all persons living and eating together (sharing the same kitchen and cooking food together as a single-family unit).
<b>Informal Settlers</b>	Also called <i>Uthulies</i> , i.e., HHs living on others' land with permission.
<b>Land Acquisition</b>	The process whereby a person is compelled by a public agency to alienate all or part of the land he/she owns or possesses, to the ownership and possession of that agency, for public purpose in return for fair compensation.
<b>Resettlement Framework (RF)</b>	Adopted at the time of the Loan Agreement, the RF lays out the policy, principles, procedures and entitlements, as well as the institutional responsibilities to be followed in preparing subproject RPs under the Loan.
<b>Resettlement Plan (RP)</b>	A time-bound action plan with budget setting out resettlement strategy, objectives, entitlements, actions, responsibilities, monitoring and evaluation.
<b>Rehabilitation</b>	The process to restore income earning capacity, production levels, and living standards in a longer term. Rehabilitation measures are provided in the Entitlement Matrix as an integral part of the entitlements.
<b>Relocation</b>	The physical relocation of an affected person from his/her pre project place of residence.
<b>Replacement Cost</b>	The cost of replacing lost assets and incomes, including cost of transactions.

**Severely  
Affected Person  
(SAP)**

A person who will (i) lose more than 10% of total agriculture/aquaculture land holding, and/or (ii) relocate, and/or (iii) lose more than 10% of total income sources due to a project.

**Vulnerable  
Households**

For this Project, vulnerable groups are defined as APs who suffer more - economically and socially - from relocation than other affected population. Based on past experiences from similar Projects, the vulnerable groups include (i) women-headed HHs; (ii) landless HHs (those without agricultural land, and depend largely on day labor for survival); (iii) disabled HHs heads; (iv) HHs having residual agricultural land less than 1 acre or losing more than 10% of their income from agriculture due to acquisition; and those APs who have gone below the poverty line due to the subproject.

## I. INTRODUCTION

### A. Project Description

1. The Skill for Employment Program or SEIP (the project) will support the Bangladesh Government's plan to arrange a system for supplying sufficient skilled manpower to priority economic growth sectors by 2021. While the ultimate aim is to ensure increased income and productivity of the working age population 15 years and above, the project will pursue comprehensive policy, institutional, and structural developments required for sustainable process of skill development facilities all over Bangladesh. The project endeavors to achieve four outputs: (i) market responsive inclusive skills training; (ii) strengthened quality assurance system; (iii) strengthened skills development systems and institutions; and (iv) effective program management.

2. The project will support implementation of agreed policies; upgrading the training facilities selected public training institutions; upgrading equipment of selected public and private training institutions; strengthening quality assurance system including strengthening assessment and certification system and capacity development measures of the public and private organization as well as to help establish a National Human Resource Development Fund to engage public and private training institutions.

### B. Purpose of this Resettlement Framework

3. This is the Resettlement Framework (RF) prepared for the approval of the above Multitranche Financial Facility (MFF), and to guide resettlement planning activities for the unanticipated civil works interventions, to be finalized after ADB's Board approval of the project. The RF will also facilitate compliance with the Safeguard Requirements 2 and 4 of ADB's Safeguards Policy Statement (SPS) 2009.

### C. Categorization: Involuntary Resettlement (IR) Impacts

4. Tranche 1 of the project has been classified as Category C for Involuntary Resettlement. Some infrastructure development activities may take place in Tranche 2 and Tranche 3. However, as the specific locations of such infrastructure development are not expected to be finalized by the Board consideration date, this RF has been prepared to guide the subproject selection, screening and categorization, social impact assessment, and preparation and implementation of resettlement plans of subprojects (if ADB's IR policy is triggered), and to facilitate compliance with the requirements specified in Safeguard Requirements 2 and 4 of SPS. The classification is an ongoing process to be confirmed by ADB during detailed design and implementation. As this project is going to upgrade some existing public training institution in different areas of Bangladesh and for disadvantaged groups, including ethnic minorities in different parts of the country, it is understood that some indigenous people from different parts of the country will be the stakeholders of this project. To meet the safeguards requirement of the bank (SPS 2009) a Small Ethnic Communities' Planning Framework (SECPF) has also been prepared in addition to this document.

### D. Potential Land Acquisition and Resettlement Impacts

5. Although Project 1 under the MFF does not have any IR impact due to minor civil works activities, Table 1 provides an overview of the project components covered under this RF and the potential land acquisition and resettlement impacts for the following tranches. The

application of this RF shall be specific to the small scale renovation/development works on the existing public training institutions which would be finalized during the detailed design (DD) and implementation stage of the project.

**Table 1: Description of Component**

SI No	Name of the component	Impact on Land Acquisition	Impacts on non-titleholders	Description
01	Small scale renovation works during tranches 2 and 3.	Expected to be minimum. To be determined (TBD)	TBD	This component will include small scale renovation and development works in existing public training institutions including (i) training rooms, (ii) workshops; (iii) accommodation facilities, (iv) storage, and (v) others

## II. OBJECTIVES, POLICY FRAMEWORK AND ENTITLEMENTS

### A. Objective

6. The basic objectives of the RF are to: (i) guide the Executing Agency (EA), at the first stage Finance Division, and at the later stage, the Implementing Agency (IA), in properly compensating Project Affected Persons (PAPs); (ii) serve as the binding document to ensure that APs will be assisted and paid compensation; and (iii) provide direction in preparing, implementing and monitoring of the Resettlement Plans (RP)<sup>1</sup>. The EA and the IA will be responsible for ensuring the preparation and implementation of RPs consistent with this RF. The RF is a formally agreed document between the Government of Bangladesh (GoB) and ADB. No changes shall be made to the RF without prior consent from ADB.

7. The Involuntary Resettlement Framework (IRF) is prepared based on applicable legal and policy frameworks of the GoB namely Acquisition and Requisition of Immovable Property Ordinance (ARIPO) 1982, and ADB's Safeguards Policy Statement (SPS, 2009).

### B. GoB Legal Framework for Land Acquisition

8. The current legislations governing land acquisition for Bangladesh is the ARIPO of 1982 and its subsequent amendments during 1993-1994. The Ordinance requires that compensation be paid for: (i) land and assets permanently acquired (including standing crops, trees, houses); and (ii) any other damages caused by such acquisition.

9. The Deputy Commissioner (DC) determines the market price of assets based on the approved procedure and in addition to that pays an additional 50 percent on the assessed value as the market price established by Land Acquisition Officer (LAO). This total cash compensation package generally remains much below the replacement value at market price. The Ordinance, however, does not cover project-affected persons without titles of ownership record, such as informal settler/squatters, occupiers, and informal tenants and lease-holders, and does not ensure replacement value of the property acquired. The act has no provision of resettlement

<sup>1</sup> RP would be prepared if any of the subprojects includes IR impacts that are not deemed significant. The IR impacts of an ADB-supported project are considered significant if 200 or more persons will experience major impacts, which are defined as (i) being physically displaced from housing, or (ii) losing 10% or more of their productive assets (income generating).



assistance and transitional allowances for restoration of livelihoods of the non-titled affected persons. The ARIPO (1982) will be applied for this project including its subsequent amendments.

### C. ADB's Involuntary Resettlement Policy

10. The ADB's SPS 2009 summarizes Involuntary Resettlement Safeguards, as follows:

11. **Objectives:** To avoid involuntary resettlement wherever possible; to minimize involuntary resettlement by exploring project and design alternatives; to enhance, or at least restore, the livelihoods of all displaced persons in real terms relative to pre-project levels; and to improve the standards of living of the displaced poor and other vulnerable groups.

12. **Scope and Triggers:** The involuntary resettlement safeguards covers physical displacement (relocation, loss of residential land, or loss of shelter) and economic displacement (loss of land, assets, access to assets, income sources, or means of livelihoods) as a result of (i) Involuntary acquisition of land, or (ii) Involuntary restrictions on land use or on access to legally designated parks and protected areas. It covers them whether such losses and involuntary restrictions are full or partial, permanent or temporary.

#### 13. Policy Principles:

- Screen the project early on to identify past, present, and future involuntary resettlement impacts and risks. Determine the scope of resettlement planning through a survey and/or census of displaced persons, including a gender analysis, specifically related to resettlement impacts and risks.
- Carry out meaningful consultations with affected persons, host communities, and concerned non-government organizations.
- Improve, or at least restore, the livelihoods of all displaced persons through: (i) Land-based resettlement strategies where possible or cash compensation at replacement value for land, (ii) Prompt replacement of assets with access to assets of equal or higher value, (iii) Prompt compensation at full replacement cost for assets that cannot be restored, and (iv) additional revenues and services through benefit sharing schemes.
- Provide physically and economically displaced persons with needed assistance, including : (i) secured tenure to relocation land, better housing at resettlement sites, integration of resettled persons economically and socially into their host communities, and extension of project benefits to host communities, (ii) Transitional support and development assistance; and (iii) Civic infrastructure and community services, as required.
- Improve the standards of living of the displaced poor and other vulnerable groups, including women, to at least national minimum standards.
- Develop procedures in a transparent, consistent, and equitable manner if land acquisition is through negotiated settlement to ensure that those people who enter into negotiated settlements will maintain the same or better income and livelihood status.

- Ensure that displaced persons without titles to land or any recognizable legal rights to land are eligible for resettlement assistance and compensation for loss of non-land assets.
- Prepare a resettlement plan elaborating on displaced persons' entitlements, the income and livelihood restoration strategy, institutional arrangements, monitoring and reporting framework, budget, and time-bound implementation schedule.
- Disclose the draft resettlement plan, including documentation of the consultation process in a timely manner, before project appraisal, in an accessible place and a form and language(s) understandable to affected persons and other stakeholders. Disclose the final resettlement plan and its updates to affected persons and other stakeholders.
- Conceive and execute involuntary resettlement as part of a development project or program. Include the full costs of resettlement in the presentation of project's costs and benefits.
- Pay compensation and provide other resettlement entitlements before physical or economic displacement. Implement the resettlement plan under close supervision throughout project implementation.
- Monitor and assess resettlement outcomes, their impacts on the standards of living of displaced persons, and whether the objectives of the resettlement plan have been achieved by taking into account the baseline conditions and the results of resettlement monitoring. Disclose monitoring reports

#### **1. Project's Policy for RF**

14. In the absence of an approved Government policy consistent with the ADB's 2009 SPS, this Project-specific RF has been prepared, which would be applied to all subprojects/ civil works components under the Project triggering IR safeguards to be prepared and approved. This will ensure that APs impacted by land acquisition, whether it is owned land or occupied through formal or informal agreement or without any title or agreement, will be eligible for appropriate compensation covering replacement value of their assets.

16. The RF reflects the Government land acquisition laws/regulations as well as the ADB's involuntary resettlement safeguards policy. The RF stipulates eligibility and provisions for all types of losses, including land (Land in this Project, IP Common Land), crops, trees, fisheries and fish ponds, structures, business, employment (workdays and wages) and social infrastructure. Table 2 illustrates types of losses usually identified in any project and eligibility for compensation to the PAP under the 2 policies namely GoB, and ADB, and the policy gaps minimized under the Project.

**Table 2: Types of Losses Eligible for Compensation under ARIPO/GoB Ordinance (1982), ADB Policy, and Applicable in SEIP**

SI No	Types of Losses/Assistance Eligible for Compensation	GOB Ordinance	ADB Policy	SEIP
1	Loss of land by titled owners, replacement value (RV)/ cash compensation under law (CCL)	Yes (CCL)	Yes (RV)	Yes (RV)
2	Loss of land by customary land owners (EMP)	No	Yes (RV)	Yes (RV)
3	Loss of property on titled land	Yes (CCL)	Yes (RV)	Yes (RV)
4	Loss of house or other build structures on owned land	Yes (CCL)	Yes (RV)	Yes (RV)
5	Loss of crops	Yes (CCL)	Yes (RV)	Yes (RV)
6	Loss of trees, perennials and ponds	Yes (CCL)	Yes (RV)	Yes (RV)
7	Loss of house or other build structures on others land	No	Yes	Yes
8	Loss of property on land without title	No	Yes	Yes
9	Taking out salvage materials free of cost	No	Yes	Yes
10	Shifting cost for relocation	No	Yes	Yes
11	Loss of workdays, income, employment (i.e. wage, labor) due to dislocation and relocation, loss of access to work	No	Yes	Yes
12	Assistance to improve or at least restore former living standards, income and productive level	No	Yes	Yes
13	Especially income restoration assistance to women/vulnerable people	No	Yes	Yes
14	Assistance for restoration of community land/forest/facilities	No	Yes	Yes

17. ADB policy requires that PAPs and affected communities will be compensated and assisted through replacement of acquired land, property, housing, infrastructure, resources, income sources, and services, in cash or kind, so that their economic and social circumstances will be at least restored to the pre-project level. All compensation is based on the principle of replacement cost as guided by the ADB's SPS.

18. This RF not only ensures the compensation of persons affected by land acquisition as mentioned in para 14, but also covers the persons having no legal title but using the land for compensation and resettlement benefits for structures. Compensation will also be extended to all APs for loss of any asset including structures, trees, plants or crops. The RF also endorses an income restoration strategy for Vulnerable APs. In addition to cash assistance, the RF will include opportunities for Income Generation Activities (IGAs) for Severely Affected Persons' income restoration.

19. If any of the subprojects anticipate significant IR impacts, the subproject's resettlement planning and implementation will be carried out in full consultation with the APs, and all efforts will be made to minimize disruption during Project implementation. AP's preferences will be

taken into account in the selection of alternative relocation sites (if any). Once the details of subproject works have been identified, a census will be conducted keeping strict adherence with the cut-off date as described in para 20.

## **2. Eligibility and Entitlements**

### **a. Eligibility**

20. All APs who are identified in the project-impacted areas on the cut-off date will be entitled to compensation for their affected asset, and rehabilitation measures sufficient to assist them to improve or at least maintain their pre-project living standards, income-earning capacity and production levels. Those who would encroach into the subproject area after the cut-off date will not be entitled for compensation or any other assistance. The Skill Development and Coordination Unit (SDCMU) will take video and photographs to ensure documentation of entitled persons on or before the cut-off date. The cut-off date shall be as follows:

(i) Titleholders, the cut-off date for compensation under law (Ordinance II of 1982 with amendments) is the date of service of public notice under section 3, or the date of joint verification by the Joint Verification Team (JVT) comprising Deputy Commissioner (DC) of respective district and representative of the EA, whichever is earlier (the legal cut-off date).

(ii) Non-titleholders, the date of census survey and inventory of losses conducted by the INGO<sup>2</sup> or SDCMU on completion of the detailed designs will be considered “cut-off” date for eligibility for any non-titled persons impacted.

### **b. Entitlements**

21. An Entitlement Matrix has been prepared on the basis of experience in other ADB assisted projects in district headquarters, currently known impacts (Table 3). If new impacts are identified later during preparation of RPs for future subprojects then such losses will be included in the entitlement matrix and the RP will be the revised appropriately.

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<sup>2</sup> Implementing NGO, engagement is subject to provision in the scope of the project.

**Table 3: Compensation and Entitlement Matrix Covering All Types of Losses**

Item No.	Type of loss	Entitled Persons (Beneficiaries)	Entitlement (Compensation Package)	Implementation issues/Guidelines	Organization Responsible
1	Loss of agricultural land, pond, ditches and orchards etc.	Legal owner(s) of land	<ul style="list-style-type: none"> <li>i. Replacement value of land [Cash Compensation under Law (CCL) and additional grant to cover the market value of land as MARV] at market price to be determined by Property Valuation Assessment Team (PVAT).</li> <li>ii. Refund of stamp duty &amp; registration cost incurred for replacement land purchase at the replacement value.</li> </ul>	<ul style="list-style-type: none"> <li>a. Assessment of quantity and quality of land by Joint Verification Survey (JVS)</li> <li>b. Assessment of CCL</li> <li>c. Assessment of Market Value by Land Market Survey (LMS)</li> <li>d. Updating of title of the affected persons</li> <li>e. Payment of CCL</li> <li>f. PAPs will be fully informed of the entitlements and procedures regarding payments</li> <li>g. Additional cash grant to be paid to cover the current market price of land compensation based on average annual value collected from Sub-register office.</li> <li>h. Stamp duty and registration fees will be due to an Entitled Person (EP) in case of land is purchased within one year from the date of receiving full compensation for land.</li> </ul>	<ul style="list-style-type: none"> <li>a. DC/JVT</li> <li>b. PVAT</li> <li>c. DC</li> <li>d. PVAT</li> <li>e. DC/LAO/PIA</li> <li>f. DC/PIA</li> <li>g. DC/PIA</li> <li>h. EA/PIA</li> </ul>
2	Loss of access to cultivable land by owner cultivator/ tenant/ share cropper	Tenants/share cropper/ Legal owner/socially recognized owner/ lessee/ unauthorized occupant of land	<ul style="list-style-type: none"> <li>i. Compensation for standing crops to owner cultivator/ sharecroppers or lessees as determined by PVAT.</li> <li>ii. Cash grant equivalent to 1 year income from land for titled/ non-titled lease holders or users as determined by PVAT.</li> <li>iii. Owner to take away the crop</li> </ul>	<ul style="list-style-type: none"> <li>a. All the individuals identified by the JVS as tenants of sharecroppers of land</li> <li>b. Grant to be paid after taking possession of land and the legal/socially recognized owner is paid CCL for land and on certification of receipt by legal/socially recognized owner</li> <li>c. Additional cash grant to cover current market value of crop compensation as prescribed by PVAT in case of private owner himself cultivating crop</li> <li>d. Crop compensation and the crop will be shared between owner and sharecropper as per terms of sharecropping in case of privately owned land/socially recognized owner</li> </ul>	<ul style="list-style-type: none"> <li>a. DC/ JVT/PVAT</li> <li>b. DC</li> <li>c. EA/INGO</li> <li>d. EA/ INGO</li> <li>e. EA/ GRC/ INGO</li> </ul>

Item No.	Type of loss	Entitled Persons (Beneficiaries)	Entitlement (Compensation Package)	Implementation issues/Guidelines	Organization Responsible
				e. In case of dispute over verbal agreement on sharecropping, certification from the elected representative will be considered as legal document	
3	Loss of homestead/residential/commercial/CPR plots by owners/Authorities	Legal owner(s) of the land	<ul style="list-style-type: none"> <li>i. Replacement value of land (CCL plus 50% premium as per law and additional grant to cover the market value of land as MARV) at market price to be determined by PVAT.</li> <li>ii. Refund of stamp duty &amp; registration cost incurred for replacement land purchase at the replacement value</li> <li>iii. Relocation facilities at Resettlement Village to be provided by EA</li> <li>iv. 25 % above the MARV for developing the land at the place of new establishment</li> </ul>	<ul style="list-style-type: none"> <li>a. Assessment of quantity and quality of land by JVS</li> <li>b. Assessment of Cash Compensation under Law (CCL)</li> <li>c. Assessment of Market Value by Land Market Survey (LMS)</li> <li>d. Updating of title of the affected persons</li> <li>e. Payment of CCL plus 50% premium</li> <li>f. PAPs will be fully informed of the entitlements and procedures regarding payments</li> <li>g. Additional cash grant to be paid to authorized member of the management committee cover the current market price of land/crop compensation based on average annual value as approved by Ministry</li> <li>h. Stamp duty and registration fees will be due to an EP in case of land is purchased within one year from the date of receiving full compensation money against land</li> </ul>	<ul style="list-style-type: none"> <li>a. DC/JVT/PVAT</li> <li>b. DC</li> <li>c. PVAT</li> <li>d. DC/LAO/SDCMU</li> <li>e. DC/PIA</li> <li>f. DC/PIA</li> <li>g. EA/NGO</li> <li>h. EA/SDCMU</li> </ul>
4	Loss of Trees/Perennials/fish stocks	<ul style="list-style-type: none"> <li>i. Person with legal ownership of the land</li> <li>ii. Socially recognized owner/unauthorized occupant of the trees/ fishes</li> </ul>	<ul style="list-style-type: none"> <li>i. Cash compensation at market rates for replacement of trees/perennials/ fish stocks value</li> <li>ii. For fruit bearing trees- compensation for fruits @ 30% of timber value X 1 year, and for perennials- compensation for fruits @ 30% of timber value X 3 years</li> <li>iii. Compensation for fish stocks as determined by PVAT</li> <li>iv. 5 saplings will be distributed</li> </ul>	<ul style="list-style-type: none"> <li>a. Assessment of loss and market value of affected trees</li> <li>b. Payment of CCL for trees</li> <li>c. Adequate compensation will be paid and the owner will be allowed to fell and take the tree free of cost.</li> <li>d. Cost of seedlings and value of yearly production of fruits will be determined by PVAT</li> </ul>	<ul style="list-style-type: none"> <li>a. DC/ JVT/PVAT</li> <li>b. DC</li> <li>c. EA/SDCMU</li> <li>d. EA/SDCMU</li> </ul>

Item No.	Type of loss	Entitled Persons (Beneficiaries)	Entitlement (Compensation Package)	Implementation issues/Guidelines	Organization Responsible
			<p>among each affected household</p> <p>v. Owners will be allowed to cut and take away their trees, perennial crops/ fishes etc. free of cost without delaying the project works.</p>		
5	Loss of residential /commercial structure by owner(s)	Legal Title holder(s) of structures	<p>i. Replacement value of structure at market price determined by PVAT.</p> <p>ii. Transfer grant @ Tk.12.50% of the replacement value of structure assessed by PVAT.</p> <p>iii. Reconstruction grant @ Tk.12.50 % of the replacement value of structure assessed by PVAT.</p> <p>iv. Utility services loss grant @ 5% of PVAT amount (electricity, gas, water supply etc.).</p> <p>v. Owners to take away all salvage materials free of cost.</p>	<p>a. Verification of Joint Verification Survey (JVS) and other records</p> <p>b. PAPs will be fully informed about their entitlements and assisted to obtaining it</p> <p>c. The affected households will be relocated in resettlement site, if at all provided by EA</p> <p>d. Payment of Structure Transfer and Reconstruction Grant</p> <p>e. For any new construction electricity, gas, water supply etc. to be develop</p>	<p>a. DC/JVT</p> <p>b. EA/PIA</p> <p>c. EA/PIA</p> <p>d. EA/PIA</p> <p>e. EA/PIA</p>
6	Loss of residential /commercial structure by squatters and unauthorized occupants	Informal settlers / squatters / non-tilted PAPs occupying public land without title/ or squatting on Govt land	<p>i. Replacement value of structure at market price determined by PVAT.</p> <p>ii. Transfer grant @ Tk.12.50% of the replacement value of structure assessed by PVAT.</p> <p>iii. Reconstruction grant @ Tk.12.50% of the replacement value of structure assessed by PVAT.</p> <p>iv. Owners to take away all salvage materials free of cost without delaying the project work</p> <p>v. Relocation of the affected households in resettlement sites</p>	<p>a. Verification of JVS and PVAT data.</p> <p>b. Option of relocation of the affected households in resettlement site to be provided by EA @ gross 2.5 decimal plot per Households in the name of husband and wife where applicable (if resettlement site is developed).</p> <p>c. They will be treated as Vulnerable PAPs, and will be given a grant of an amount of Tk. 10,000 to each PAH.</p> <p>d. For any new construction electricity, gas, water supply etc. to be developed.</p>	<p>a. EA/PIA</p> <p>b. EA/PIA</p> <p>c. EA/PIA</p> <p>d. EA/PIA</p>

Item No.	Type of loss	Entitled Persons (Beneficiaries)	Entitlement (Compensation Package)	Implementation issues/Guidelines	Organization Responsible
			if at all provided by EA vi. Utility services loss grant @ 5% of PVAT amount (electricity, gas, water supply etc.).		
7	Loss of access to Residential houses/ commercial structures (Owners/rented or r leased)	Owners of rented out and tenants of rented in properties	i. One time cash grant to owners for facilitating alternative housing/CBEs equivalent of two month rent value with minimum Tk 5,000 per household or entity ii. Shifting allowance per household based on family members @ Tk. 500 per member with minimum Tk. 2,000 and maximum Tk. 4,000 per household: for tenants	a. Verification of JVS and records. b. Shifting allowance will be paid on relocation from project site.	a. EA/PIA b. EA/PIA
8	Loss of business by CBEs due to dislocation	Owner/operator of the business as recorded by JVS	i. Business restoration grant to be determined by JVT/PVAT subject to minimum of Tk. 50,000 and maximum of Tk. 2,00,000 per unit for medium BEs and Tk. 25,000 to Tk. 50,000.00 per unit for small BEs. Other parameters will be determined by JVT/PVAT to define medium and small BEs	a. All persons recorded by the JVS b. Cash grant to be paid while taking possession of land	a. EA/PIA b. EA/PIA
9	Loss of Income and work days due to displacement	Employees/Daily wage earners identified by the Joint Verification Team (JVT)	i. Cash grant to the affected employees/wage earners equivalent to 90 days wage @ Tk. 300 for unskilled and Tk. 500 for skilled laborers ii. Preferential employment in the project construction work, if available	a. All persons recorded by the JVS b. Cash grant to be paid while taking possession c. Involvement of the incumbents in project civil works d. Involvement in job/ fish culture / livestock and poultry/ horticulture/ welding/ mechanics/ plant cultivation/ social forestry on road side land	a. EA/PIA b. EA/PIA c. EA/PIA d. EA/PIA
10	Poor and vulnerable households	Poor and vulnerable households including informal settler,	i. Additional cash grant of Tk. 15,000 for affected women headed households and Tk. 10,000 for other	a. Identification of Vulnerable households as per guide line b. Income restoration schemes as outlined	a. PIA b. PIA c. EA/PIA



Item No.	Type of loss	Entitled Persons (Beneficiaries)	Entitlement (Compensation Package)	Implementation issues/Guidelines	Organization Responsible
		squatters /women headed household without elderly son/ non-titled PAPs identified by JVT	vulnerable households ii. For training Tk.10,000 per PAP nominated by PAH for income generation activity	separately for vulnerable households c. Arrange training on income generating activities	
11	Displacement of community structure (CPR)	Community structure representative as identified by the JVT	i. Replacement value of structure at market price determined by PVAT. ii. Replacement value of structure at market price determined by PVAT iii. Transfer grant @ Tk.12.50% of the replacement value of structure assessed by PVAT iv. Reconstruction grant @ Tk.12.50% of the replacement value of structure assessed by PVAT v. Utility services loss grant @ 5% of PVAT amount (electricity, gas, water supply etc.). vi. Cash grant @ of 25% of MARV per CPR for facilitating establishment of a better one vii Owners to take away all salvage materials free of cost viii New CPR will be established by the project in new location provided by TQI II	a. Assessment of CCL b. Replacement value of structure assessed by PVAT c. Payment of additional cash grant for reconstruction or improvement to match the replacement value of CPR and transfer/ shifting grant d. For any new construction electricity, gas, water supply etc. net to be developed e. Demolition of CPR to be avoided as far as possible f. New CPR will be established with a better quality	a. DC/JVT b. DC/EA/SDCMU c. EA/PIA d. EA/SDCMU e. EA/SDCMU f. EA/SDCMU
12	Access to community/ civic facilities at resettlement sites	Households Identified by Joint verification team	Community infrastructure facilities, access roads, plantation, tube-wells, sanitary latrines and drainage.	a. Conduct a need based survey among the affected households to be relocated b. Keep provision in the agreement with Civil Contractor for providing civic facilities in resettlement sites	a. PIA b. EA/PIA
13	Temporary impact during	Community / Individual	i. The contractor shall bear the cost of any impact on structure or land	a. Community people should be consulted before starting of construction regarding	a. Contractor b. Contractor

Item No.	Type of loss	Entitled Persons (Beneficiaries)	Entitlement (Compensation Package)	Implementation issues/Guidelines	Organization Responsible
	construction		<p>due to movement of machinery and in connection with collection and transportation of materials.</p> <p>ii. All temporary use of lands outside proposed RoW to be through written approval of the landowner and contractor.</p> <p>iii. Land will be returned to owner, rehabilitated to original or preferably to better standard.</p>	<p>air pollution, noise pollution and other environmental impact</p> <p>b. The laborers in the camp would be trained about safety measures during construction, aware of health safety, STDs, safe sex etc. The contractor shall ensure first aid box and other safety measures like condoms at construction site.</p>	
14	Adverse impact mitigation on the host community due to relocation of PAPs	The host community/host people where displaced people to be relocated	<p>iv. Provision for tube well for drinking water, sanitary latrine, school building</p> <p>v. Digging of pit, rain / surface water pond for all purpose water use</p>	<p>a. Conduct a need based survey in the host community regarding availability of such community facility</p> <p>b. Project should keep provision to construct common resource properties in the host community</p>	<p>a. PIA</p> <p>b. EA/PIA</p>
15	Unforeseen impact	Concerned impacted	i. Determined as per policy on unique Findings at detailed design stage	a. It should be mitigated in the light of others related issues	a. EA/PIA

22. By adopting the Project's land acquisition and resettlement policy all the affected people irrespective of their legal status will be compensated for any kind of loss caused due to project implementation. The losses will cover loss of property (land, structure, trees, crops, common property resources and others), livelihood and other unanticipated losses. The EPs will receive compensation at replacement rate as assessed by the census and Socio Economic Survey (SES), Land Market Survey (LMS), Structure Replacement Value Survey (SRVS) and Tree Valuation Survey (TVS). Based on these survey data and through own assessment, the Property Valuation Assessment Team (PVAT) will determine the Maximum Allowable Replacement Value (MARV) of the lost property.

23 The DC will compensate CCL according to the GoB's regulations for loss of property on registered land; and an additional grant will be paid by EA through the INGO or SDCMU to cover the MARV. The EA will also provide grants through the INGO to APs who are tenant or lease holders but do not own any land. The EA will also provide grants to squatters/informal settlers/encroachers or APs without any legal status according to GoB ordinances if they are confirmed by Project census as users of the acquired land.

24. The Entitlement Matrix also addressed loss of access to income, livelihood and common property resources or any utility services by the APs. The EA will take appropriate measures to restore lost livelihood through providing training or other appropriate support for the APs. Special attention has been given in the Entitlement Matrix for the vulnerable APs, including female headed households, families with disable members, and others. Vulnerable HHs will qualify for additional assistance/grant, as specified in the Entitlement Matrix.

### **III. SOCIOECONOMIC INFORMATION**

#### **A. Census Survey**

25. The SDCMU, with assistance from the Project Implementation Consultant (PIC) and the RP Implementing NGO (INGO) will conduct a detailed census and inventory of all losses based on detailed engineering design.

#### **B. Gender Consideration**

26. During disbursement of assistance and compensation, priority will be given to female-headed households. In addition to the measures provided for addressing the gender concerns of the affected households, the RP will be implemented in consonance with the Gender Action Plan (GAP) for the project. In the consultation and focus group discussions with the PAPs at least 30% of the PAPs will be women. Additional assistance will be provided for all the female-headed households who will be considered as vulnerable group.

#### **C. Methods of Determining Compensation and Replacement Costs**

27. Replacement value of land. All lands proposed to be acquired under this project will be compensated as per Government and ADB policies (i.e. replacement cost). The calculation of full replacement cost will be based on the following elements: (i) fair market value; (ii) transaction costs; (iii) interest occurred; (iv) transitional and restoration costs; and (v) other applicable payments. Project Implementation Consultant (PIC) or SDCMU will prepare site plan overlays on the cadastral map to define the area to be acquired. This will form a part of the application to the Ministry of Land (MOL). The MOL will then assign the task to the concern

Deputy Commissioner (DC) in the sub-project area. The DC will then decide the cost of land in consultation with the displaced person. The land valuation process will consist of two different values: (i) the *sale deed records*, and (ii) the *expected price*. The DC will generate the sale deed record based on past 12 months' transactions in the area or in the vicinity of the mouza. The DC will also attempt to consult with willing buyers or sellers in the area to collect the expected price of the land. The findings of these processes are to be fully disclosed to the displaced persons. Based on these rates the DC will derive a price which will be mouza rate of the land. The DC will also add a 50% premium to mouza rate as per provisions of ARIPO. By combining these two values Cash Compensation under Law (CCL) for the land will be determined and will be paid by the project through the DC. On the other hand, the SDCMU and INGO will conduct a land market survey to assess the existing market price in the locality by collecting information from potential seller, buyer, local elites as well as the land registration office. After having both prices the land prices will be placed to the Property Valuation Assessment Team (PVAT) headed by the representative from the SDCMU, DC office, and INGO. The PVAT will review the prices and will finalize the replacement value (RV), also called Maximum Allowable Replacement Value (MARV). The CCL will be paid by DC and the additional money to fill up the gap between the MARV and CCL will be paid by the project through SDCMU and/ or INGO. If the displaced person is not satisfied with this rate, he/she can place his/her grievance to Grievance Redress Committee (GRC) through the INGO, or other mechanism developed in the project.

28. Replacement value of structure. The compensation for immovable properties will be determined on the basis of replacement cost as on date without depreciation, based on the most updated Schedule of Rates by the Public Works Department (PWD), GoB. The replacement costs of structure for RP budget will be arrived based on the latest schedule of rates for civil works by the PWD. Updating to current rates will be done through an annual increase of 5% on the base rate.

29. Trees and Crops: The SDCMU in coordination with the DC will conduct the survey on unit prices of trees and crops in consultation with agriculture/horticulture/forest department. The compensation for crops will be calculated based on the projected yield and current market rate. The unit prices for compensation of different species of fruit trees will be based on the market values of their fruits, and for tree producing timber. This will be based according to their species, age and quality and the cost will be collected after consultation with the forest divisional office.

30. Livelihood and sources of income: The detail information on livelihood and monthly/yearly income of the displaced/affected persons (APs) will be collected through census. These can be verified through Focus Group Discussion (FGD) and stakeholders meetings followed by a verification of their income data based on the tax payment. In the absence of authentic income statements as proof, the unit price will be decided during the survey based on co-relation of income, expenditure and savings data rates of comparable livelihoods/businesses.

#### **IV. CONSULTATION, PARTICIPATION AND DISCLOSURE**

31. The SDCMU will conduct meaningful consultation with APs, their host communities and civil society for every subproject identified as having involuntary resettlement impacts. Meaningful consultation will take place through a series of consultation all through the project cycle from inception to post project period that (i) begins early in the project preparation stage and is carried out in an ongoing basis thought the project cycle; (ii) provides timely disclosure of relevant and adequate information that is understandable and readily accessible to APs; (iii) is undertaken in an atmosphere free of intimidation or coercion; (iv) is gender inclusive and

responsive, and tailored to the need of disadvantaged and vulnerable groups; and (v) enables the incorporation of all relevant views of APs and others stakeholders into decision making; such as, project design, mitigation measures, the sharing of development benefits and opportunities, and implementation issues. Consultation will be carried out in a manner commensurate with the impacts on affected communities. With assistance from the implementing NGO and PIC resettlement specialist the SDCMU will continue to arrange public consultations, and take the following steps:

- (i) SDCMU will organize public meetings and will appraise the communities about the progress in the implementation of resettlement, social, environmental and Indigenous People (IP) development activities (if applicable);
- (ii) SDCMU will organize public meetings to inform the community about the compensation and assistance to be paid;

All monitoring and evaluation reports of the resettlement components of the project will be disclosed in the same manner as that of the RP; and

Attempts will be made to ensure that vulnerable groups and APs understand the process and to take their specific needs into account.

32. To provide for more transparency in planning and for further active involvement of affected persons and other stakeholders the project information will be disseminated through disclosure of resettlement planning documents. A summary RP will be translated and disclosed in publicly accessible locations shortly after government's endorsement of the draft RP. During implementation, a resettlement information leaflet will be made available in local language (Bangla) and the same will be distributed to APs. The leaflet will be of 2-3 pages document in Bangla containing information on the cut-off date, compensation, entitlement and resettlement management adopted for the project. The SDCMU and project coordination units (PCUs) will keep the displaced persons informed about the impacts, the compensation and assistances proposed for them and facilitate grievance redressed. The RP will also be made available at a convenient place especially, the district offices of EA and at other key accessible locations (as secondary and higher schools of respective districts) convenient to the APs. A copy of the RP will be disclosed on the ADB website.

33. The EA will submit the following documents to ADB for disclosure on ADB's website:

- (i) The RP endorsed by the EA after the census of APs has been completed;
- (ii) A new RP or an updated RP, and a corrective action plan prepared during project implementation, if any; and
- (iii) The resettlement monitoring reports.

## **V. INCOME RESTORATION AND RELOCATION**

34. Income restoration assistance to the displaced persons includes both short and medium term strategies. The entitlement matrix contains provisions for alternative income generation/skill development and other enabling strategies through which APs can either continue their previous occupation or can start new venture or undertake an alternative occupation. The basic objective behind the income and livelihood restoration activities and schemes is to restore the economic status of the APs enjoyed prior to the project, in line with the requirements of SPS, 2009. As a result, in addition to providing compensation and resettlement benefits, appropriate support measures will be included for income and livelihood restoration of those affected.

### Income and Livelihood Restoration Measures

35. All persons losing their livelihood or places of generating income as a result of the Project will be supported with short-term income and livelihood restoration assistance for subsistence and include the following measures:

Compensation for land and other lost assets is paid in full prior to relocation.

Temporary or short-term employment in construction activities at the resettlement project construction site; and

Special assistance, appropriate to vulnerable groups such as women, the elderly and disabled.

36. In addition to the above, the RP will provide the short-term assistance for income and livelihood restoration with assistance from the INGO.

### Cash Allowance to Support Lost Income

37. APs will be eligible for assistance for loss of employment/workdays (wage earners) owing to dislocation and relocation. Assistance for lost income based on three months minimum wage rates to displaced vendors/wage earner/agriculture labor/others (if any) will be paid. For temporary disruption to income during the demolition and reconstruction of the partially affected commercial structure, the owners as well as the workers will receive one time cash assistance for lost income for the actual period of disruption at income/tax statement, minimum wage rates, or based on actual income (whichever is higher) verified through incomes of comparable businesses in the area

### Assistance for Restoration of Business

38. The Small and medium entrepreneurs will get cash compensation for loss of business for dislocation assessed by JVT/PVAT. Commercial spaces will be allotted to vendors/small shop owners in project sponsored market/vendor relocation sites on rental basis to be established affected businesses. The rent for the relocation site shall be worked out considering the affordability levels of the vendors by the INGO.

### Additional Assistance to Vulnerable Groups

39. The following categories of APs have been identified as vulnerable groups in the project: female-headed, elderly-headed, and disable-headed. In addition to cash grant like other APs the vulnerable household will get additional cash grant as mentioned in the entitlement matrix towards enabling improvement of their socio-economic status. Vulnerable persons will be given priority in unskilled labor opportunity under the project. ID cards will verify vulnerability and the INGO will present the list of vulnerable persons to contractors.

### Capacity Building and Skill Development

40. The EA will work out a Memorandum of Understanding (MoU) with concerned agencies including appropriate local organization/NGO towards vocational/skill development training and access to micro-credit support to the APs or any member of the HH nominated by AP in the project. The identification of the skill-sets and the selection of training programs appropriate to each of the APs shall be done through needs assessment study carried out by the INGO at the time of detailed census.

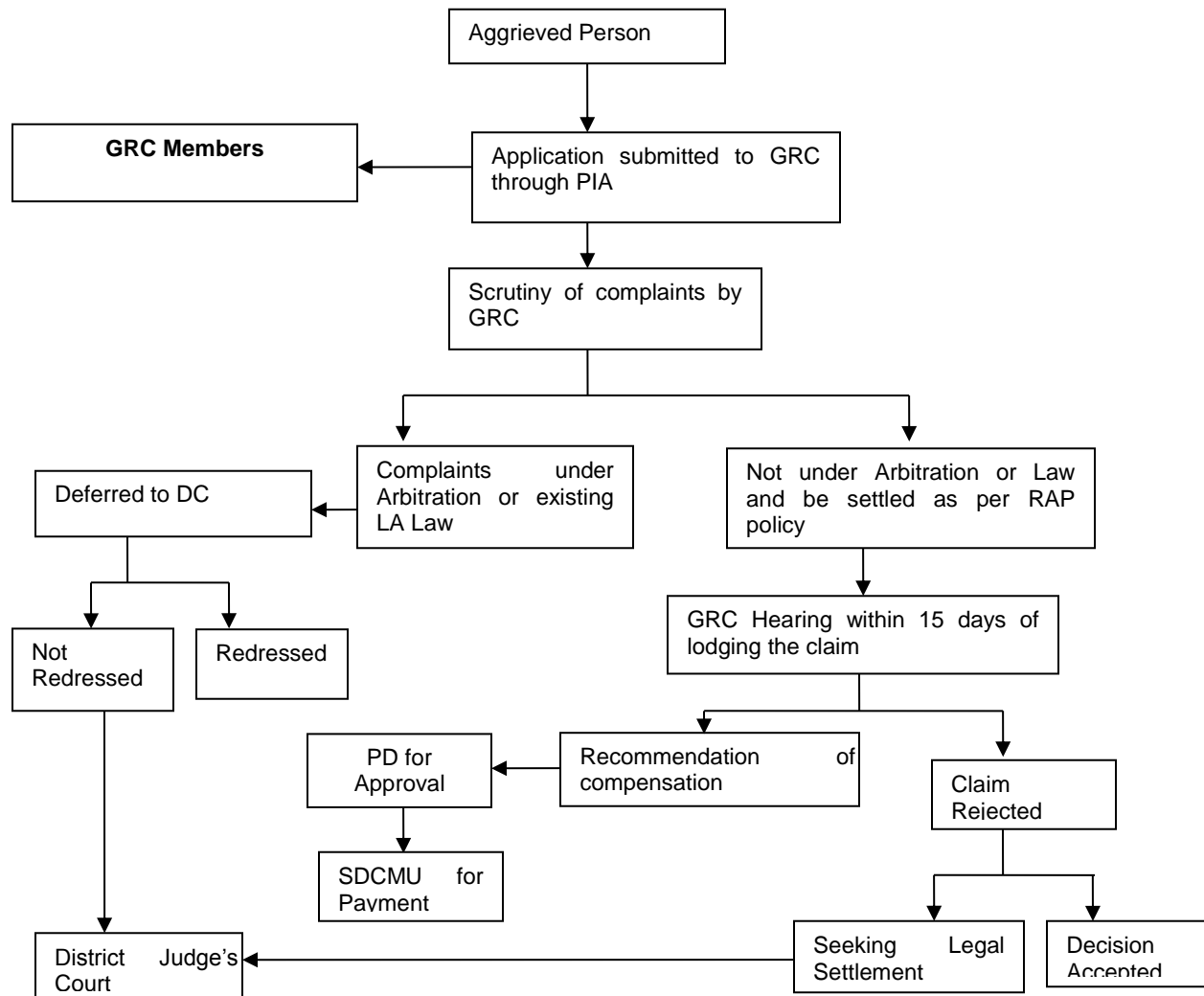
## VI. GRIEVANCE REDRESS MECHANISM

41. The project's grievance redress mechanism (GRM) will be established to receive, evaluate and facilitate the resolution of affected people's concern, complaints and grievances about the social and environmental performances at the level of the project. The GRM will aim to provide a time-bound and transparent mechanism to voice and resolve social environmental and personal concerns linked to the project. The grievance redress mechanism and procedure is depicted in Figure 1.

42. Grievance Redress Committee (GRCs) will be formed at each district level for any grievances involving resettlement benefits, relocation, and other assistance. A gazette notification on the formation and scope of the GRCs will be required from the EA/Finance Division. The GRC for each district will be comprised of the followings:

- (i) Representative of EA – convener;
- (ii) Ward Councilor (ward contains the infrastructure)– member;
- (iii) One representative of male PAPs – member;
- (iv) One representative of female PAPs;
- (v) Legal Advisor as Observer to extend legal support to the committee to be deployed by SDCMU; and
- (vi) Area Manager, INGO, or Resettlement Officer of SDCMU, member secretary.

43. The SDCMU and PCUs shall make the public aware of the GRM through public awareness campaigns. INGO will extend cooperation to the APs to express their grievance by submitting complaints in writing to SDCMU. In addition to that the contact phone number of the respective PCUs will serve as a hotline for complaints and shall publicize through the media and placed on notice boards outside their offices and at construction sites. The project information brochure will include information on the GRM and shall widely disseminate throughout the project area by the safeguard officer in the SDCMU and PCUs with support from the INGO.

**Figure 1: Grievance Redress Mechanism**

## VII. INSTITUTIONAL ARRANGEMENTS AND IMPLEMENTATION MECHANISM

### A. Institutional Arrangements

44. Project Steering Committee (PSC) chaired by the Secretary of Finance Division (FD) of Ministry of Finance (MOF) will be established after approval of DPP for project policy and strategic guidance and inter-ministerial and interagency coordination. The committee will provide guidance on any issues related to safeguard, particularly in delays in the land acquisition and resettlement process.

45. Skills Development Coordination and Monitoring Unit (SDCMU) which will serve as the Project Management Unit (PMU) will be established at EA by February 2014, headed by an additional secretary and other staff recruited competitively will be responsible for project management. The EA will also set up a Skills Development Implementation Committee (SDIC) headed by the Project Director to coordinate among the GoB and non-GoB agencies (public and private) of the project. The SDCMU will receive support from the Consultants on procurement, financial management and technical aspects.



46. **Skill Development Implementation Committee (SDIC).** A SDIC headed by the Project Director and with representatives from the partner agencies, including public and private, will provide guidance on implementation and technical matters. The SDIC may meet once a month or as required to (i) discuss implementation challenges and identify solutions, (ii) share emerging good practices, and (iii) discuss any other priorities associated with implementation.

47. As there is no major infrastructural development to be carried out during tranche 1, this framework may serve the purpose of ensuring Safeguard Requirements during TAPP and Tranche-1 stage. However, an officer can be identified within the PMU as a focal point for monitoring Safeguard Issues.

48. To be prepared for the next tranches a small Environmental and Social Safeguard Unit (ESSU) may be established inside PMU at a later stage to look after the safeguard issues. The ESSU will consist of an Environment and a Social Safeguard Officer (SSO) to oversee safeguards implementation covering environment, resettlement and IP issues. The SSO will prepare and submit RP (if necessary), update IPP (if necessary) and provide semiannual monitoring reports to ADB and other concerned development partners for review during implementation of other stages of the project or during Tranche-2 onwards. The PMU will have a deputed staff for serving as a Resettlement Officer (RO) to ensure effective implementation of land acquisition and resettlement impacts if outlined in the RP. All will receive training and capacity support from the competent resettlement specialists to ensure learning and development, as well as smooth and effective implementation of the safeguard plans.

## **B. Consultation Support for Resettlement and Safeguard Issues**

49. A Safeguard Consultant can be engaged at a later stage of tranche-1 to carry out detail design, supervision and management of the safeguard issues of the next tranches of the project along with the possible establishment of ESSU. Safeguard Specialist (1 national) outsourced for PMU will prepare RPs or other Safeguard plans, if triggered based on detail design of the project and ensure that sound methodologies and practices are to be followed in designing and implementation of SPs. The consultants apart from capacity building and training on resettlement and safeguard related issues of the project, will advise the PMU/ESSU on resettlement implementation, participate in meetings with the contractor, PIC, and monitor the work of the INGO in the field. The consultants will also help the PMU/ESSU to prepare quarterly progress reports and also to consolidate and send semiannual progress reports to ADB for review.

50. INGO for SP Implementation. INGO would be required if impact of IR is significant in any subproject, to implement the RP in large scale in the absence of capacity of ESSU in addressing social safeguard at the filed level. The role for the INGO will center around three activities (i) baseline information collection and survey of displaced persons based on detailed design and final layout; (ii) implementation of the RPs including determination of entitlements based on the RP entitlement matrix, distribution of ID cards to displaced/affected persons, disbursement of entitlements including compensation, and other assistances and allowances to eligible persons as per the RP during the pre-construction stage; and (iii) awareness raising including ongoing consultations with the displaced/affected persons, dissemination of information relating to resettlement planning, such as the impact on the people and corresponding entitlements. INGO will also facilitate the aggrieved AP to submit the grievance application (if any) to be resolved within the framework of project's Grievance Redress Mechanism (GRM).

### **C. Training and Capacity Building**

51. For effective execution of all IR tasks, capacity development at both the EA and IA level is needed. All concerned staff will undergo orientation and training in ADB's safeguards policy and management by the Resettlement Specialist (if recruited) at the SDIC at the very beginning of project implementation. Training will cover major issues such as: (i) principles and procedures of land acquisition; (ii) Public consultation and participation; (iii) Entitlements and compensations and assistance disbursement mechanisms including livelihood restoration and relocation; (iv) Grievance redress; (v) implementation of RP; and (vi) Monitoring of resettlement operations and its reporting.

### **D. Implementation Schedule**

52. As any safeguard issue is not pertinent and cannot be predicted at this stage therefore implementation schedule for the complying safeguard requirement is not provided here. This can be done at the later stage of tranche-1 implementation, if any safeguard issue will be triggered during detail project design.

## **VIII. BUDGET AND FINANCING**

53. All land acquisition and resettlement funds will be provided by the Government of Bangladesh and compensation to APs has to be paid before displacement take place. The EA will be responsible for the timely allocation of the funds needed to implement the RP. All land acquisition, compensation, relocation and rehabilitation, administrative expenses, monitoring and consultation cost, income and livelihood restoration cost will be considered as integral component of the project costs.

## **IX. MONITORING AND REPORTING**

### **A. Internal Monitoring**

54. The Project Director will carry out internal monitoring through the SDCMU/ESSU with the support the focal point at the SDCMU at the initial stage. Internal monitoring will comprise of monitoring the process indicators and the output indicators. If significant IR impact occurs in any subproject during the detail design of the project and after setting up ESSU at SDCMU the safeguard specialists will assist the SDCMU/ESSU in monitoring the activities of the INGO who will submit monthly progress reports to SDCMU/ESSU. If any safeguard issues triggered during detail design stage of the project then SDCMU/ESSU would produce a semiannual monitoring report.

55. The SDCMU/ESSU will develop a progress and performance-monitoring database to get monitoring output on a regular basis. The database on resettlement planning and implementation will be established and updated periodically for monitoring various activities of RP implementation. In case of full resettlement plan, the RP database generated through land acquisition plan, census, baseline socio-economic survey, land market survey and consultation, CCL payment and resettlement benefit payment database will become essential input of the Management and Information System (MIS). Progress monitoring and evaluation of intended outcomes of RP implementation shall be carried out.

56. The internal monitoring by SDCMU/ESSU will include (i) administrative monitoring to ensure that all compensation as per RP are paid and implementation is on schedule and

problems/grievances are dealt with on a timely basis; (ii) socio-economic monitoring during and after the relocation process to ensure that people are settled and are better off at the relocated locations, and (iii) overall monitoring whether recovery has taken place successfully and on time.

## **B. External monitoring**

57. ADB requires that the Borrower retain qualified and experience external experts to verify monitoring information for projects with significant impacts and risks. If any significant IR impact is envisaged during Tranche 2 to 4, to qualify any project component as Category A for IR safeguards, an External Resettlement Monitoring Expert will be engaged by the PMU to undertake resettlement monitoring and evaluation during RP implementation. The key responsibilities of the independent monitoring shall include the following: (i) verify resettlement monitoring information for the project; (ii) monitor the resettlement safeguard compliance issues in implementation; and (iii) assess the overall implementation approach, process and outcome of the RP, and provide inputs to the SDCMU for taking corrective actions to resolve any issues

## **C. Reporting**

58. While providing regular update on safeguards in the program's quarterly progress reports, the SDCMU will periodically review all resettlement activities and related safeguard compliances, and send annual monitoring reports to ADB during the project implementation period. The annual monitoring report will contain (i) accomplishment to-date; (ii) objectives attained and not attained during the period; (iii) problems encountered and (iv) suggested options for corrective measures. If significant IR impact occurs in any subproject, the internal monitoring reports submitted by the INGO will be monitored by the SDCMU resettlement officer and the frequency of monitoring report will be semiannual. ESSU will assist the SDCMU in preparing the overall resettlement status in consultation with the national resettlement specialist, based on the information furnished in the monthly reports by INGO.