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SFG3686 V2

NATIONAL TRANSMISSION AND DESPATCH COMPANY (NTDC), PAKISTAN

National Transmission Modernization I Project (NTMP-I)

Social Management Framework

AS A PART OF CONSOLIDATED ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK (ESMF)

September, 2017

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ABBREVIATIONS AND ACRONYMS

ARAP	Abbreviated Resettlement Action Plan
CAS	Compulsory Acquisition Surcharge
CASA	Central Asia South Asia
CBO	Community Based Organizations
CDA	Capital Development Authority
CE	Chief Engineer
CR	Complaint Register
C&W	Communication & Works
DFO	District Forest Officer
DMS	Detailed Measurement Survey
EPA	Environment Protection Agency
ERP	Enterprise Resource Planning
ESIA	Environmental and Social Impact Assessment
ESIC	Environment and Social Impact Cell
ESMF	Environmental And Social Management Framework
ESMP	Environmental and Social Management Plan
FPAPC	Female PAP Committee
GoP	Government of Pakistan
GIS	Gas Insulated Substation
GRC	Grievance Redress Committee
GRM	Grievance Redress Mechanism
ICT	Information Communication Technology
lESCO	Islamabad Electric Supply Company
IFIs	International Financial Institutions
ILO	International Labour Organization
IMA	Independent Monitoring Agency
IMC	Independent Monitoring Consultants
IPP	Indigenous People Plan
KAA	Katchi Abadis Act 1987
LAA	Land Acquisition Act 1894
LARF	Land Acquisition and Resettlement Framework
LESCO	Lahore Electric Supply Company
LAC	Land Acquisition Collector
LMF	Labour Management Framework
MFPMU	Multi-Function Program Management Unit
M&E	Monitoring and Evaluation
MICS	Multiple Indicator Cluster Survey
NKLP	New Kot LakhPat
NTMP-I	National Transmission Modernization I Project
NTDC	National Transmission and Despatch Company
NGO	Non-governmental Organizations

OP	Operational Policy
OPL	Official Poverty Line
PAPs	Project Affected Persons
PAPC	Project Affected Person Committee
PC-1	Planning Commission-1
PD	Project Director
PDP	Project Design and Procurement Consultant
PHE	Public Health Engineering
PIU	Project Implementation Unit
PMU	Project Management Unit
PSC	Project Supervision Consultant
PU	Punjab University
QESCO	Quetta Electric Supply Company
RAP	Resettlement Action Plan
RAPIC	RAP Implementation Consultants
RU	Resettlement Units
SIA	Social Impact Assessment
SMF	Social Management Framework
SMP	Social Management Plan
TA	Technical Assistance
T/L	Transmission Line
WAPDA	Water and Power Development Authority
WB	World Bank

Measuring Units

MW	Megawatt
kW	Kilowatt
MWh	Mega Watt Hour
kWh	Kilo Watt Hour
kV	Kilo Volt
Ha	Hectare
km	Kilometer
m	Meter
kg	Kilogram

DEFINITIONS OF MAJOR TERMS

Asset Inventory:	A complete count and description of all property that may be affected due to the project.
Baseline:	A set of pre-project conditions used as a basis for project.
Compensation:	Payment made in cash to the project affected persons/households for the assets acquired for the program, which includes the compensation provided in the acquisition and requisition of immovable property and others stipulated in this Social Management Framework.
Consultation:	Defined as a continuous two-way communication process consisting of: "feed-forward" the information on the program's goals, objectives, scope and social impact implications to the program beneficiaries, and their "feed-back" on these issues (and more) to the policymakers and program designers. In addition to seeking feedback on program specific issues, participatory planning approach also serve the following objectives in all development programs: public relations, information dissemination and conflict resolution.
Cultural Heritage:	Attributes of a group or society that are inherited past generations, maintained in the present.
Customary Law:	A law passed down through oral tradition, which has now been adopted by the community as *riwaj* (presently two different types of traditional laws operate in the project area with reference to use rights and management of natural resources).
Cut-off-Date:	The date of start of 'census' survey for all non-land related entitlements and for land, it is the date for announcement of Section 4 notification under the LA Act of 1894. Any person entering the project area after the cut-off date is not eligible to receive the agreed upon entitlements.
Consultation Framework:	In view of their stakes and interests in the program, the framework is prepared to guide the program preparation team about who are to be discussed/ consulted about the overall program and its positive and negative social impact implications and to seek their inputs and feedback in the different stages of the project cycle.
Disclosure:	Openly available for public (website & public libraries and project offices)
Economic Displacement:	A loss of productive assets or usage rights or livelihood capacities because such assets, rights or capacities are located in the directly affected area.
Economic Rehabilitation:	Economic rehabilitation implies the measures taken for income restoration or economic recovery, so that the affected population can improve or at least restore its previous standard of living.
Entitlement:	Range of measures comprising compensation, income restoration, transfer assistance, income substitution, and relocation, which are due to project affected persons, depending on the nature of their losses, to restore their economic and social base.
Eligibility:	The criteria for qualification to receive benefits under a resettlement program.
Encroachers/ squatters:	People who have trespassed onto private/community land to which they are not authorized. If such people arrived before the

	entitlements cut-off date, they are eligible for compensation for any structures, crops or land improvements that they will lose.
Grievance Mechanism:	This is a mechanism by which project-affected persons (PAPs) or general public can raise their concerns to project authority. The processes established under law, local regulations, or administrative decision to enable property owners and other project affected persons to redress issues related to acquisition, compensation, or other aspects of resettlement.
Involuntary Resettlement:	Land and/or asset loss which results in a reduction of livelihood level. These losses have to be compensated for so that no person is worse off than they were before the loss of land and/or assets.
Indigenous Peoples:	Unless they are already recognized, the Indigenous Peoples are identified in particular geographic areas based on these four characteristics: (i) self-identification as members of a distinct indigenous cultural group and recognition of this identity by others; (ii) collective attachment to geographically distinct habitats or ancestral territories in the project area and to the natural resources in these habitats and territories; (iii) customary cultural, economic, social, or political institutions that are separate from those of the dominant society and culture; and (iv) an indigenous language, often different from the official language of the country or region.
Jirga:	Jirga refers to the assembly of local elders to resolve the community concerns.
Kharif:	Summer cropping season of the year (15th April – 15th September)
Katcha:	House or building made of un-burnt bricks and/or mud with wooden/thatched roof. Not made of brick and mortar.
Livelihood restoration:	Specific activities intended at supporting displaced peoples' efforts to restore their livelihoods to pre-project levels. Livelihood restoration is distinguished from compensation. Livelihood restoration measures typically include a combination of cash or other allowances and support activities such as training, agricultural assistance or business enhancement. Livelihood restoration is often referred to as economic rehabilitation.
Market Value:	It is more broadly defined as "the price which a willing vendor would reasonably expect to obtain from a willing purchaser. It is the value to the seller of the property in its actual condition at the time of expropriation with all its existing advantages and with all its possibilities excluding any advantage due to the carrying out of a scheme for which the property is compulsorily acquired".
Mouza (Village):	A demarcated territory, for which separate revenue record (Cadastral map) is maintained by the Revenue Department.
Pacca:	A house/ structure is considered pacca, if both the walls and roof of the house are made of material that includes bricks, cement, sheets, slates, corrugated iron, zinc or other metal sheets, bricks, lime and stone or RBC/RCC concrete. Made of brick and mortar.
Patwari:	Revenue record keeper at village level.
Physical Cultural Property:	Includes monuments, structures, works of art, or sites of "outstanding universal value" from the historical, aesthetic, scientific, ethnological, or anthropological point of view, including unrecorded graveyards

	and burial sites, and unique natural environmental features like canyons, forests and waterfalls. Within this broader definition, cultural property is defined as sites and structures having archaeological, paleontological, historical, architectural, or religious significance, and natural sites with cultural values.
Project Affected Household:	All members of a project affected household residing under one roof and operating as a single economic unit, who are adversely affected by the Project or any of its components; may consist of a single nuclear family or an extended family group.
Project Affected Persons:	Any person or household adversely affected by any project related change or changes in use of land, water or other natural resources, or the person/s who loses his/her/their asset or property movable or fixed, in full or in part including land, with or without displacement, after the commencement and during execution of a project.
Rabi:	Winter cropping season of the year (15 September – 15th April).
Rehabilitation:	Compensatory measures provided under the WB Policy Framework on Involuntary Resettlement other than payment of the replacement cost of acquired assets.
Relocation:	Moving the project-affected households to new locations and providing them with housing, water supply and sanitation facilities, lands, schools and other social and healthcare infrastructure, depending on locations and scale of relocation. (Homestead losers may also relocate on their own in any location they choose.).
Resettlement Allowance:	Cash paid to cover resettlement related expenses other than losses of immoveable assets. For example, tenants can be provided with a cash allowance to support their effort to secure alternative housing. A moving allowance can be paid to people who have to relocate as a result of Project land acquisition. An allowance is distinguished from compensation, which reimburses the loss of an immoveable asset
Resettlement Compensation:	Payment in cash or in kind for an asset or resource acquired or affected by the project.
Replacement Cost:	The World Bank's OP 4.12 on Involuntary Resettlement describes "replacement cost" as the method of valuation of assets that helps determine the amount sufficient to replace lost assets and cover transaction costs. In applying this method of valuation, depreciation of structures and assets are not taken into account. For losses that cannot easily be valued or compensated for in monetary terms (e.g., access to public services, customers, and suppliers; or to fishing, grazing, or forest areas), attempts are made to establish access to equivalent and culturally acceptable resources and earning opportunities. Where domestic law does not meet the standard of compensation at full replacement cost, compensation under domestic law is supplemented by additional measures necessary to meet the replacement cost standard.
Resettlement Strategy:	The approaches used to assist people in their efforts to improve (or at least to restore) their incomes, livelihoods, and standards of living in real terms after resettlement.
Resettlement Action Plan:	A resettlement action plan [RAP] is the planning document that describes what will be done to address the direct social and economic impacts associated with involuntary taking of land.

Resettlement Entitlements:	Resettlement entitlements with respect to a particular eligibility category are the sum total of compensation and other forms of assistance provided to project affected persons in the respective eligibility category.
Resettlement Policy Framework:	Where a project or project is not defined to such a level that a final footprint is available and or detailed data are missing, an RPF defines the principles with which any Resettlement Action Plan will accord and outlines the expected impacts and compensation, physical relocation and livelihood restoration programs.
Semi Pacca:	A house/ structure is considered Semi Pacca, if both the walls and roof of the house are made of material that includes wood, planks, grass, leaves and wall are made of bricks walls with mud masonry or un-burnt brick.
Stakeholders:	A broad term that covers all parties affected by or interested in a project or a specific issue-in other words, all parties who have a stake in a particular issue or initiative. Primary stakeholders are those most directly affected—in resettlement situations, the population that loses property or income because of the project and host communities. Other people who have an interest in the project- such as the project authority itself, the beneficiaries of the project, and interested NGOs are termed secondary stakeholders.
Socioeconomic Survey:	A complete and accurate survey of the project-affected population. The survey focuses on income-earning activities and other socioeconomic indicators.
Shamlat:	Communal land (land owned by the community/ villagers)

EXECUTIVE SUMMARY

Project Background

The National Transmission Modernization I Project (NTMP-I) will be executed by National Transmission and Despatch Company (NTDC). The objective of NTMP-I is to provide an immediate relief to the overall NTDC transmission system under stress due to inadequate transformation capacity and to facilitate evacuation of electricity from new generation facilities and from the regional power trading.

The NTMP-I consists of three components: (i) Component A: Upgrading and Expansion of the Transmission Network; Component B**:** Deployment of Enterprise Resource Planning (ERP) for NTDC; and Component C**:** Project Management, Technical Assistance, and Capacity Building.

Component A has been divided in two groups. Thirty-three sub-projects are included in Group 1, including two new 500 kV substations of Islamabad West and Nowshera; the expansion, augmentation of 27 existing substations at 500 kV and 220 kV; and rehabilitation by converting four existing 220 kV substations to Gas Insulated Substation (GIS). These sub-projects, will add 11,774 MVA transformation capacity to the system and restore reliable operation of additional 2787 MVA. The list of sub-projects in Group 1 has been identified for which specific instruments have been prepared since the location and nature of these sub-projects is available.

NTDC will also undertake a range of sub-projects in Group 2. Three sub-projects have been identified under Group 2 but others are expected to be identified and implemented during the implementation phase. These projects may include a range of infrastructure projects for improvement of transmission sector (Transmission Lines (T/Ls), access roads to Grid Stations, installation of various series compensators at 500 kV lines etc. This Social Management Framework (SMF) covers all projects in Group 2 – both already identified and those that will be identified later.

To provide guidelines to assess social impacts and prepare appropriate mitigation instruments for Group 2 sub-projects, a SMF has been prepared as a part of a consolidated Environmental and Social Management Framework (ESMF).

Social Management Framework

The SMF is proposed as an instrument to identify, assess, mitigate and monitor social risks associated with sub-projects under Group-2. This SMF covers all projects under Group 2 not only those already identified but also the projects which will be identified later during implementation. The major purpose of preparing the SMF is to formulate appropriate social safeguard principles and provide technical guidelines to identify impacts, prepare safeguard plans, and devise mitigation measures to address adverse social impacts of the project. Thus, the SMF has been prepared as a part of consolidated ESMF for the proposed Group-2.

Principles and Methodology

For the preparation of SMF, primary and secondary data has been used. Primary data was collected through site visits, public consultations and interviews with the local communities located within the surrounding of the project area/alignment. Secondary data was obtained from projects PC-I, Google maps, project coordinates, Multiple Indicator Cluster Survey 2015, Economic Survey of Pakistan 2015-16, World Bank Operational Policies (OPs), Land Acquisition Act 1894, Pakistan Telegraphic Act 1885, Labour laws & regulations and other relevant reports/ documents.

Field visits were made from 10 to 22 May, 2017 to all project sites including (i) 220 kV Punjab University (PU) Grid Station along with associated transmission line (4 km) located at Lahore in Punjab province, (ii) 220 kV Zero Point Grid Station at Islamabad (24 km), and (iii) 220 kV Mastung G/S along with 220 kV Sibi-Mastung-Quetta-Loralai Double Circuit Transmission Lines (340 km). Accordingly, 11 community consultations, and 90 socioeconomic interviews were made to supplement the secondary/ published data. In addition, 15 institutional consultations, i.e. consultative meetings with the officials of NTDC and line departments to get their feedback relating to the project preparation, design and implementation were also held. All collected data/information from different sources was tabulated and analysis was undertaken.

Project Description

Group 2 consists of already identified 3 sub-projects, and some other projects which will be identified later. The sub-projects already identified under Group 2 are listed below:

i). 220 kV Punjab University Grid Station along with associated transmission line (4 km) located at Lahore in the Punjab;

ii). 220 kV Zero Point Grid Station, Islamabad and associated transmission line (24 km);

iii). 220 kV Mastung Grid station along with 220 kV Sibi- Mastung- Quetta-Loralai Double Circuit Transmission Lines (340 km).

Below is a brief description of each sub-project.

I. 220 kV Punjab University Grid Station along with Associated Transmission Lines

NTDC plans to build a new 220 kV GIS Grid Stations at Punjab University (PU) to improve the reliability of transmission network and to provide relief to the 132 kV Grid Stations in Lahore Electric Supply Company (LESCO). The scope of work of this sub-project includes: 220 kV GIS Grid Station at PU with three 220/132 kV; 150 MVA transformers along with allied equipment and accessories; and Two 220 kV Double Circuit transmission lines (D/C T/L) on single Rail conductor for In/out of New Kot Lakh Pat (NKLP) Bund Road D/C T/L (2+2 km). The interconnection with associated G/S and T/L will be carried out by LESCO with its own resources.

II. 220 kV Zero Point Grid Station at Islamabad

NTDC plans to build the new 220 kV Zero Point Grid Station to improve the reliability of NTDC network and to provide relief to existing 132 kV Zero Point Grid Stations in Islamabad Electric Supply Company (IESCO) area. The scope of work under this sub-project consists: (a) a new 220 kV GIS substation at Zero Point with three 220/132 kV, 250-MVA transformers along with allied equipment and accessories; (b) 220 kV Double Circuit transmission lines on twin bundle Rail conductor for In/Out of Inter Services Public Relation (ISPR) - Mansehra T/L - 20 km; and (c) 220 kV Double Circuit transmission lines on twin bundle Rail conductor for In/Out of Islamabad University - Rawat T/L (04 km). The Interconnection activity will be carried out by Islamabad Electric Supply Company (IESCO) at its own resources.

III. 220 kV Mastung Substation along with 220 kV Sibi-Mastung-Quetta-Loralai Double Circuit Transmission Lines

NTDC plans to build a new 220 kV Mastung Grid station[1] to improve the power supply system including voltage profile, reliability and un-interrupted power supply to Quetta Electric Supply Company (QESCO) area. The activities to be carried out under this sub-project are: (i) new 220 kV substation at Mastung with three 220/132kv, 250 MVA transformers along with allied equipment and accessories; (ii) 220 kV Double Circuit Transmission Lines on twin bundle Rail conductor from Mastung to Sibi (120 Km); (iii) 220 kV Double Circuit Transmission Lines on twin bundle Rail conductor from Mastung to Quetta (50 km); (iv) 220 kV Double Circuit Transmission Lines on twin bundle Rail conductor from Quetta to Loralai (170 km); (v) Extension at 220 kV Sibi & Loralai for construction of two 220 kV Line Bays at each substation; and (vi) Extension at 220 kV Quetta tor construction of four 220 kV Line Bays.

Social Screening of Sub-projects

Group 2 sub-projects will be screened to evaluate the sub-project's potential social impacts, examine the alternatives to minimize the impacts and compensating for adverse social impacts (i.e., involuntary resettlement, indigenous peoples and physical cultural resources) and enhancing positive impacts. Each subproject will go through the same screening and scoping process to determine the type and detail of the safeguard instrument (s) that are required by both the World Bank safeguard policies and the Pakistani legislation.

Based on the screening data on the extent of likely impacts, the sub-project safeguard requirements will be categorized[2] and accordingly the preparation of the required instrument (s) will be suggested. Other social impacts of sub-projects will be reflected as a part of Social Impact Assessment (SIA) and Social Management Plan (SMP) to be prepared as a part of Environmental and Social Impact Assessment (ESIA) or Environmental and Social Management Plan (ESMP).

Social Baseline

The socioeconomic conditions of the project area have been studied with the prime objective of planning for the proposed project, resource availability and considering people's aspirations. The project alignment belongs to Lahore (Punjab), Islamabad (Federal) and Mastung (Baluchistan). In case of sub-project at Mastung, the socioeconomic conditions of the project areas are different keeping in view the people, their culture & customs, housing conditions, nature of agriculture, availability of social infrastructure and amenities, livelihood opportunities, and economic well-being.

Lahore and Islamabad are characterized by large villages and towns, mostly concrete houses, extensive network of roads including highways and motorways, more urbanized lifestyle, greater and easier access to education and healthcare facilities, and livelihood opportunities.

The third sub-project including route alignment that belongs to district Mastung in Baluchistan province is populated by traditional people having very strong tribal bonding and affiliation, mostly pastoral lifestyle, cultivated areas, very small and scattered villages/settlements and hence a very low population density, mostly earthen/mud houses, difficult road access, limited availability of social infrastructure such as schools and hospitals, and limited livelihood opportunities.

Gender analysis/ issues

[1] Reinforcement of 132 kV System associated with the aforementioned project will be carried out by QESCO at their own cost.

[2] Sub-project that may cause significant of land acquisition, involuntary resettlement, indigenous people and physical cultural resources (Category A) will require a comprehensive social impact assessment including type/ nature and magnitude of impacts and preparation of resettlement action plan (RAP), while in case of minor land acquisition and resettlement impacts (Category B), an abbreviated RAP will be required. In case of Category C, there is no/ or negligible impacts, which are generally mitigated during the project implementation as a part the contractors' contract.

Women and girls comprise nearly half of the population. In the sub-projects located in Lahore and Islamabad, women are better-off regarding decision making, access to education, health, other social amenities; and income generation activities. In addition to domestic work/households' activities, some of the women are involved in jobs, i.e. teaching, nursing, farming labour. Most of the in-house activities like chopping fodder, feeding, milking and poultry, are done by women. Women are also involved in some off-farm jobs like involvement in embroidery & stitching activities.

The concerns due to the implementation of the project will be limited outdoor access especially during project implementation/construction/augmentation activities. The project may provide some alternate arrangements to ensure the mobility/privacy of women outside from their homes for medical treatments, access to school, shopping and attending social events and routine activities.

In case of sub-project located in district Mastung in Baluchistan, women are mostly involved in household activities which include: washing clothes, fetching water and fire wood, cooking, child caring, cleaning and repairs of household items, participation in social obligations/gatherings. Some other activities of the women include looking after livestock and poultry. There is limited access to mobility, healthcare and education facilities. Women's routine activities/privacy will be disturbed as a result of construction/installation of the transmission lines.

The local women need to go outside of their houses for medical treatment, access to school, shopping, attending social events and routine activities. During to the execution of this sub-project, women's access to social amenities, mobility and privacy will be affected. Thus, on the whole, women involvement/participation in the economic activities will be affected due to the construction/installation of the proposed sub-project.

Screening of Social Impacts

Under NTMP-I, NTDC will undertake a range of sub-projects in Group 2. This SMF covers all projects – both already identified and those that will be identified later during project implementation.

The land required for the construction of 220 kV PU Grid Station is 10 acres owned by the PU. However, currently, this land is under cultivation by a farmer (one household consisting 6 family members), who has taken this land for cultivation purpose on lease basis from the PU. Similarly, there will be installation of transmission line (4 km), due to which there will be loss of crops and trees as well as public infrastructure (link roads & utilities).

The 220 kV Zero Point Grid Station involves up-gradation of grid station and stringing of 24 km transmission lines. In this context, the Grid Station occupied 6 acres of land owned by NTDC; some additional land on temporary basis may be required for carrying out up-gradation activities (i.e. access roads, mobility of vehicles, transportation of equipment & other). The stringing of 24 km transmission line will impact on crops and trees as well as other assets including relocation of public utilities like electric & telephone poles, transmission lines, roads.

The 220 kV Mastung substation is located on 5 acres land owned by NTDC. It will also include upgrading and stringing of 220 kV Sibi-Mastung-Quetta-Loralai Double Circuit Transmission Lines totaling 340 km. The proposed T/L route alignment passes through hilly terrain, barren and agricultural land, forest trees, residential & commercial structures and social/public utilities/infrastructure. This sub-project involves use of private land on temporary basis (i.e. access roads, tower erection, stringing of transmission lines, mobility/transportation of equipment), due to which there will be loss of crops, cutting of trees, relocation of public utilities/ infrastructure.

The screening of social impacts reveals that for the implementation of Group 2 there will be land acquisition, due to which, there will be loss of crops, trees, structures and other assets as well

as relocation of public utilities/infrastructure. The appropriate safeguards instruments like Abbreviated Resettlement Action Plan (ARAP) or Resettlement Action Plan (RAP) and others as specified in SMF will be identified and prepared.

There are no indigenous people/or group of indigenous people located in the project area including Grid Station as well as transmission lines route alignments of all three sub-projects or their surroundings. However, there are some tribes located along the transmission lines route alignment in case of Mastung sub-project in Baluchistan.

Gender Impacts

In the project areas, about half of the population is women. Most of them are involved in domestic work/household activities. However, a part of the women are also involved in jobs including teaching, nursing, farming labour especially in case of sub-projects located at Lahore and Islamabad. However, in case of sub-project that belongs to district of Mastung, women outdoor activities especially jobs were quite limited.

During to the execution of sub-projects, the women access to social amenities, mobility and privacy will be affected. The women involvement/participation in the economic activities will also be affected due to the construction/installation of Transmission Line activities of the proposed sub-project. The project management needs to ensure the women mobility for performing their routine tasks and take care their privacy as well as continuity of the economic activities during the project execution period. A gender development framework has been prepared which will be considered during the project implementation (Section 5).

Impact Mitigation Measures

Group 2 sub-projects involve permanent and temporary land acquisition, due to which, there will be loss of land, crops, trees, structures and relocation of public utilities/infrastructure as well as loss of livelihood. The loss incurred because of mobility/transportation of equipment, access roads, towers erection and stringing of transmission lines will be compensated in accordance with the entitlement matrix as provided in the LARF dated March 2014 already prepared and adopted for the project by NTDC as attached at Annex-3.

As per World Bank Operational Policy 4.12, the compensation eligibility will be limited by a 'Cut-off date' for the proposed project on the day of the start of the *"census"* survey for the impact assessment in order to avoid an influx of outsiders. The Project Affected Persons (PAPs) who settled in the vicinity of the sub-project area after the cut-off date will not be eligible for compensation.

Entitlement for Compensation

The entitlements for compensation are applicable for the PAPs losing their land, crops, trees or other assets, relocation of community/public utilities and incurring income losses. The entitlement matrix is provided in the LARF.

Income Restoration and Relocation Strategy

The vulnerable PAPs, including those experiencing indirect or secondary impact, will be eligible for assistance due to loss of employment/wages due to dislocation. NTDC will be required to arrange resettlement & rehabilitation assistance/allowance equivalent to 3 months minimum wage level (OPL[3]) and some vocational training as support for income generation and sustainable income restoration. The vulnerable PAPs will be given preference in the project related jobs.

[3] OPL refers to the Official Poverty Line, which is the minimum wage fixed by the government, i.e. Rs. 15,000/ month.

Public Consultations and Disclosure

The primary objectives of the meaningful consultations/gender inclusive & responsive consultations are to examine whether there is broad community consensus in support of the development and construction activities and to seek their inputs/feedbacks to avoid or minimize the adverse impacts associated with the chosen physical works; identify the impact; mitigation measures; and assess & adopt economic opportunities which proposed project could promote to complement the measures required to mitigate the adverse impacts.

The community consultations were conducted covering the community response social aspects of the project. Total 11 consultations covering 91 participants were conducted. In addition to the community consultations, 15 institutional consultations were carried out with related departments. Accordingly, a Stakeholder's Consultation Framework has also been prepared as presented in Section 6 of the SMF.

A stakeholders' consultative workshop for disclosure of SMF of NTMP-I has been held on 24th August, 2017 by NTDC at Lahore. Thus, SMF has been disclosed and accordingly comments have been incorporated. After receipt of the World Bank clearance, SMF will be disclosed at NTDC website and through the WB.

Labour Working Environment and Labour Management Framework

The social baseline data reveals that in the project area/or its vicinity, the major occupations of surveyed households includes farming, livestock services/private jobs and labour. The proportion of labour (farm & off-farm) among these major occupations is varying from one fourth to two-third in the sub-project areas. Moreover, there was no bounded labour observed.

Generally, labour works for six days in a week, and average working hours in a day range from 8 to 10 hours in all three sub-project areas. There was no child labour reported in the vicinity of the project area, however, females and children were involved to help their male members in farming activities in few cases at all three sub-projects. The working conditions for all 3 sub-projects were found to be satisfactory (i.e. safe and secure), while in case of sub-project in District of Mastung, the deployment of local labour needs to be preferred to minimize labour influx. In general, there was no case of sexual harassment and drug use within the labour working environment in all three sub-projects. None of the present labourers working around sub-project sites have insurance facility; however, local labour encouraged such type of facility for the workers working especially in remote areas like District of Mastung, Baluchistan.

The Labour Management Framework (LMF) has been prepared to: (a) promote fair and equitable labour practices for the fair treatment, non-discrimination and equal opportunity of workers; (b) establish, manage and promote a healthy management-worker relationship; (c) protect workers' rights including migrant and third party workers; and (d) promote healthy, safe, secure and comfortable accommodation that does not impact negatively on the communities in the surrounding area. Further details of LMF are given in Section 7 of the SMF.

The recommended measures include (i) engagement of local labour with the same terms and condition of outside labourers; (ii) putting in place a Grievance Redress Mechanism (GRM) which should be well known to the labourers/workers and accessible; (iii) prohibition of child labor; (iv) no engagement of forced and bonded labour; (v) provision of a safe and healthy working environment to both male and female workers; and (vi) taking steps to prevent accidents, injury, and disease and appropriate treatment for those suffering from occupational injuries/ diseases.

Gender Development Framework

Gender issues such as restricted mobility, eligibility & entitlements of compensation, level of income/livelihood restoration and gaps has been identified as relevant to NTMP-I.

In view of above gender issues, a gender development framework associated with the NTMP-I has been prepared and discussed in Table 6.1 to address the gender related issues during the project implementation.

NTDC has also prepared a Gender Assessment for NTMP-I. The study has focused on institutional capacity of NTDC to assess gender issues in the transmission sub-sector. It has also investigated the existing socio-cultural barriers to women inclusion in NTDC's overall programs and operations and provides a set of key strategies and recommendations for gender supportive planning, design and implementation of transmission project.

The assessment and its findings will be followed to address the gender related issues of the project.

Institutional Arrangements

NTDC is the implementing agency. Two departments, Project Delivery North (PD-North) and South (PD-South) each headed by a General Manager (GM), will be responsible for implementing the safeguards instruments for all subprojects and for maintaining regular contact with local community and authorities. The regional GM PDs will manage responsibilities through its Resettlement Units and is supported by the ESIC under the Multi-Function Program Management Unit (MFPMU). They also get support from two external consultants: Project Supervision Consultant (PSC) for construction supervision and Project Design and Procurement Consultant (PDP) for preparation of safeguards instruments for Group 2.

A Project Implementation Unit (PIU) will be established at sub-project level to coordinate the construction activities. Under the PIU, Resettlement Unit (RU) will be set-up for the implementation of social safeguard instruments (RAP/ARAP and ESMP). The roles and responsibilities are discussed in this SMF (Section 8). Monitoring of the implementation[4] of ESMP and RAP/ARAP will be carried out in two tiers. In the first tier, internal monitoring will be carried out by the PSC and ESIC, whereas in the second tier, external monitoring will be carried out by an Independent Monitoring Consultant (IMC) to be hired by ESIC.

The ESIC will engage IMC to monitor the project activities to ensure compliance with WB social safeguard requirements. The IMC will also be responsible for monitoring the progress of RAP/ARAP's implementation.

Grievance Redress Mechanism

A GRM will be established at sub-project level to facilitate amicable and timely resolution of complaints and grievances of the communities including PAPs regarding resettlement issues (as well as other social issues). For making effectively operational, the set-up of GRM will be at different tiers. First Tier (GRM at Community level): At first step, the GRM will be at Community level[5] (that may be a village or group of villages. This will include (a) representative of PAP Committee (PAPC –male & female members) (b) Social mobilizer (male & female) and (c) Patwari (Revenue record keeper). The minor grievances/ complaints can be resolved/ handled at village/community level (first tier). If a complaint cannot be resolved at this level, it will be formally forwarded to PIU (GRC), i.e. 2nd tier. If grievance/complaint still not resolved, it will be forwarded to the PMU (NTDC) (3rd tier). In case still complainant could not satisfy then the complainant (s) may enter his reference in the Court of law (4th tier).The GRM will be gender responsive, culturally appropriate, and readily accessible to the PAPs at no cost and without retribution. The step-wise grievance process is discussed in section 9 of SMF.

[4] RAP will be prepared on the final design.
[5] Community level refers to village level or group of village PAPC (male & female).

Capacity Development and Training

Capacity building will be needed to ensure that institutions for the implementation of different components of SMF and RAPs/ARAPs (to be prepared later) are in compliance with WB Policies. The key institutions for capacity building include, i) PIU & ESIC implementation team, ii) the contractor, iii) consultants, line-departments/agencies, local Non-Governmental Organizations (NGOs), and other concerned staff who will be involved in the implementation of ESMP and RAP/ARAPs.

Training for the relevant officials will be arranged at project level (i.e. Lahore, Islamabad and Mastung/and or Quetta). Training modules will include social safeguard policy, regulatory requirements, social impact assessment, resettlement policy framework, monitoring & evaluation, development and implementation of RAP/ARAPs, GRM and other modules to be developed based on stakeholders' training need assessment (further details are presented in Section 10 of SMF).

1 INTRODUCTION

1.1 Background

The National Transmission Modernization Project (NTMP-I) will be executed by National Transmission and Despatch Company (NTDC) with the objectives to provide an immediate relief to the overall NTDC transmission system under stress due to inadequate transformation capacity and to facilitate evacuation of electricity from new generation facilities and from the regional power trading. The NTMP-I will involve upgrades and extensions to existing substations, modification to transmissions towers and lines, and the construction of new substation sites across Pakistan. The Project is supported by the World Bank. It will include sub-projects under Group 1 and Group 2. Under Group 1 Project, a list of sub-projects has been identified for which specific instruments have been prepared since the location and nature of these sub-projects is available (Annex-1).

However, under Group 2 sub-projects – to be implemented in subsequent years of the project – some interventions have been identified while others will be identified during implementation. So far, three sub-projects have been identified under Group 2 and their PC-I documents have also been prepared. To provide guidelines to assess social impacts and prepare appropriate mitigation instruments for Group 2 sub-project, a Social Management Framework (SMF) has been prepared as a part of the Consolidated Environmental and Social Management Framework (ESMF). This SMF covers all sub-projects under Group 2 including those that have not been identified yet.

1.2 Social Management Framework

This SMF is proposed as an instrument to identify, assess, mitigate and monitor social risks associated with three already identified sub-projects under Group 2 as well as those that will be identified later during implementation. The major purpose of preparing the SMF is to formulate appropriate social safeguard principles and provide technical guidelines to identify impacts, prepare safeguard plans, and mitigate adverse impacts of the project. SMF spells out strategies and principles for identifying Project Affected Persons (PAPs), families, communities, and to assess potential social impact of sub-projects, and suggests measures to avoid/minimize and manage any adverse impact of the project.

Specifically, the SMF will provide guidance to:

- Ensure compliance and due diligence with World Bank (WB) Operational Policies (OPs) as well as with related Government of Pakistan policies, regulation, guidelines and procedures as applicable to the type of project activities;
- Minimize potential adverse social impacts of the project activities as a result of either individual sub-project or their cumulative effects;
- Ensure that social issues related to the project are thoroughly evaluated and necessary interventions are incorporated in planning, decision making, and implementation of project activities;
- Identify possible measures to enhance positive social outcomes; and
- Provide a mechanism for consultation and disclosure of information.

The following is the scope of work under the social management framework:

- Review of legislation relevant to social safeguards of the Government of Pakistan to define procedures for land acquisition, preparation of social assessment, resettlement plans etc. This includes a review of WB safeguard policies, standards and procedures; gap analysis of the country legislation and WB social safeguards; and measures to bridge these gaps;

- Collect and present the broader socioeconomic baseline of the anticipated sub-project areas;
- Develop a screening methodology for potential specific sub-projects to identify social impacts and risks, develop a social risk classification matrix and criteria and process for the identification of appropriate safeguards instruments;
- Screen all potential impacts of the proposed investments that may arise as a result of the proposed Program and specific investments and recommend effective measures to mitigate the adverse impact;
- Present frameworks related to mitigation of potential social impacts of sub-projects, which include:
    - → Assessment of SMF (already adopted by NTDC) and its application to the resettlement issues expected under the Project. Also, discuss the adequacy of this SMF in light of land needs under the Project.
    - → Gender Framework–provide an assessment of gender impacts under the sub-projects and framework to assess and mitigate gender issues;
    - → Public Consultation Framework
    - → Stakeholders' Participation Plan
    - → Labour Management Framework – child labour, bonded labour, working hours, minimum wage, working condition, sexual harassment, overtime
    - → Physical Cultural Resources and Chance Find Procedures
    - → Grievance Redress Mechanism
    - → Other framework assessed to be required for mitigation of social impacts.
- Review the institutional structure and the Clients capacity for the program implementation throughout project duration; develop a process (including timeline, budget, organizational requirements, required trainer expertise) for building and enhancing the capacity of the institutions responsible for implementing the SMF;
- Establish understanding of the institutional requirements, roles and responsibilities for adopting and implementing the SMF and also consider relevant implications for management procedures and training, staffing, operation and maintenance, budgeting and financial support;
- Carry out consultations with relevant stakeholders;
- Device the Monitoring and Evaluation (M&E) mechanism to be followed - this covers both internal as well as the external monitoring and evaluation including the monitoring objectives, indicators, monitoring responsibilities and M&E framework;
- Disclose the draft SMF to all stakeholders for feedback and prepare draft final for review and input by the WB; and
- Estimate a realistic budget to be allocated for timely implementation of the SMF in the Program execution phase.

1.3 Principles and Methodology

In order to prepare the SMF, primary and secondary/published data was used. Primary data was collected through site visits, public consultations and interviews with the local communities located within the surrounding of the project area/alignment. Secondary data was obtained from projects PC-I, Google maps, project coordinates, Multiple Indicator Cluster Survey 2015, Economic Survey of Pakistan 2015-16, WB OPs, Land Acquisition Act 1894, Pakistan Telegraphic Act 1885, Labour laws & regulations and other relevant reports/documents.

Field visits were undertaken from 10 -22 May, 2017 to all project sites including (i) 220 kV PU Grid Station along with associated transmission line (4 km) located at Lahore in the Punjab province, (ii) 220 kV Zero Point Grid Station at Islamabad, (iii) 220 kV Mastung Grid Station along with 220 kV Sibi-Mastung- Quetta-Loralai Double Circuit Transmission Lines. Accordingly, 11 community consultations (consisting of 91 participants), and 90 socioeconomic interviews have been conducted to supplement the secondary/published data. In addition, 15 consultations were also made with the officials of concerned departments including Revenue, Irrigation, Environment, Agriculture and Forest Departments. A social assessment was undertaken for Grid Stations and associated transmission line route alignments. The screening of social impact has been carried out based on the nature and magnitude of impact including status of land acquisition, land ownership, land use category, impact on other assets, i.e. structures, trees, crops and relocation of public utilities/infrastructure.

All collected data/information from different sources were analyzed to derive results.

2 DESCRIPTION OF THE PROJECT

NTMP-I will support investments in high-priority transmission infrastructure, Information Communication Technology (ICT) and Technical Assistance (TA) for improved management and operations. Infrastructure investments will create new assets or rehabilitate existing parts of the system -- transmission substations, transmission lines, or a combination of the two -- based on NTDC's identification of the highest priority improvements. The ICT investment will establish a robust ICT infrastructure and roll out an Enterprise Resource Planning (ERP) system for enhanced efficiency of management and operations. The TA will help NTDC implement the project and improve the company's capacity for sustainable system operation. NTMP-I consists of three components summarized below.

2.1 Component A: Upgrading and Expansion of the Transmission Network (estimated cost $499.69 million, consisting of a $373.94 million IBRD loan and $125.75 million in NTDC counterpart funds).

This component consists of: (i) expanding, augmenting and upgrading of selected existing 500 and 220 kV power substations and associated lines; and (ii) constructing new 765 kV, 500 and 220 kV substations and transmission lines. The component will have groups of subprojects. Group 1 Subprojects will consist of those that NTDC has designated as having the highest priority. These subprojects have completed feasibility studies and required safeguards documentation. Group 2 Subprojects will consist of potential subprojects that NTDC's PSDP for 2016-2021 has identified but the details are not yet known. For inclusion in NTMP-I, these subprojects will have to meet a set of technical, economic and safeguards criteria[6]. Financing for each subproject will become available when its proposal complies with the eligibility criteria, on a "first come, first approved" basis until the commitment of all funds allocated to the component. This design will create an incentive for timely implementation, allowing the shifting of funds between subprojects and recycling of cost savings.

2.2 Component B: Deployment of the Enterprise Resource Planning (ERP) System (estimated cost $37.5 million, consisting of 30 million IBRD loan and $7.5 million in NTDC counterpart funds).

This component will finance the first stage of an ERP program for NTDC. The component includes implementation of the ICT infrastructure modernization and the development and deployment of an ERP system aimed at strengthening the company's selected management capabilities through using an integrated ICT system. The component includes the procurement of civil infrastructure such as data centers, provision of local area network outlets, software licenses, hardware for office automation; consulting services for implementation support and change management; and ICT capacity building and strategic sourcing to ensure the sustainability of the ERP system.

[6] These criteria include: (i) identification as priority investment in the Public Sector Development Program (PSDP) and contribution to the PDO; (ii) technical and economic justification; (iii) readiness for implementation in terms of environmental, social and resettlement and compensation; and (iv) all necessary clearances/approvals given by relevant authorities. Subproject proposals will include feasibility study, economic analysis, and safeguards plans, prepared according to the proposed project's safeguards frameworks.

2.3 Component C: Project Management, Technical Assistance and Capacity Building (estimated cost $25 million, consisting of $20 million IBRD loan and $5 million in NTDC counterpart funds).

This component consists of project implementation support, other technical assistance and capacity building for NTDC to plan, invest and efficiently operate the upgraded national transmission grid and to modernize its financial and accounting management. The component will support the implementation of components A and B as well as other priority capacity building and technical assistance that NTDC's Strategic Business Plan for 2016-2021 has identified.

Component-A will be implemented in two Groups Group 1 includes 33 sub-projects[7] and Group 2 consists of already identified 3 sub-projects, and some other projects those will be identified later.

Thirty-three sub-projects are included in Group 1, including two new 500 kV substations of Islamabad West and Nowshera; the expansion, augmentation of 27 existing substations at 500 kV and 220 kV; and rehabilitation by converting four existing 220 kV substations to Gas Insulated Substation (GIS). These sub-projects, will add 11,774 MVA transformation capacity to the system and restore reliable operation of additional 2,787 MVA. A list of sub-projects has been identified as reflected in Annex-1 for which specific instruments have been prepared since the location and nature of these sub-projects is available. Under Group II, some sub-projects have been tentatively identified while others will be added during implementation. These are likely to include a range of interventions (like Transmission Lines (T/Ls), access roads to Grid Stations and transmission infrastructure) aimed at improving the transmission infrastructure in the country.

Under Group 2, at present, three sub-projects have been tentatively identified. However, their exact location is not finalized. Other projects will be identified during the implementation stage of the project. These include (i) 220 kV Punjab University (PU) Grid Station along with associated transmission line (4 km) located at Lahore in the Punjab province, (ii) 220 kV Zero Point Grid Station and at Islamabad, (iii) 220 kV Mastung Grid Station along with 220 kV Sibi-Mastung-Quetta-Loralai Double Circuit Transmission Lines. However, more sub-projects can be identified later/or existing can be replaced. A brief description of each sub-project is as below:

I) <u>220 kV Punjab University Grid Station along with associated transmission lines</u>

Lahore is one of the major districts of the Punjab province and it has population of over 10 million. It is also the main hub of commercial and industrial activity. NTDC has planned construction of a new 220kV GIS Grid Stations at PU to improve the reliability of NTDC network and to provide relief to the 132 kV Grid Stations in Lahore Electric Supply Company (LESCO). The scope of work of the project is as follows:

- 220 kV GIS substation at PU with three 220/132 kV; 150 MVA transformers along with allied equipment and accessories.
- Two 220 kV Double Circuit transmission lines (D/C T/L) on single Rail conductor for In/out of New Kot Lakh Pat (NKLP)-Bund Road D/C T/L (2+2 km).

In addition to the above, the scope of work is required to be carried out by LESCO at their own cost includes, (i) 132 kV D/C T/L for In/Out of Shadman to Rehman

[7]As per WB Project Appraisal Document (PAD), Group I includes 33 sub-projects, while the PC-Is of 47 sub-projects are approved.

Park S/C T/L at 220 kV PU Grid Station; (ii) 132 kV D/C T/L for In/out of Saidpur to Johar Town S/C T/L at 220 kV PU Grid Station; (iii) 132 kV D/C T/L for In/Out of Iqbal Town to Model Town S/C T/L at 220kV PU Grid Station. The Interconnection diagram of 220 kV PU Grid Stations Lahore-Punjab is given in Figure 2.1. The location map of the proposed sub-project is presented in Figure 2.2.

Figure 2.1: Interconnection Diagram of 220 kV PU GS Lahore-Punjab

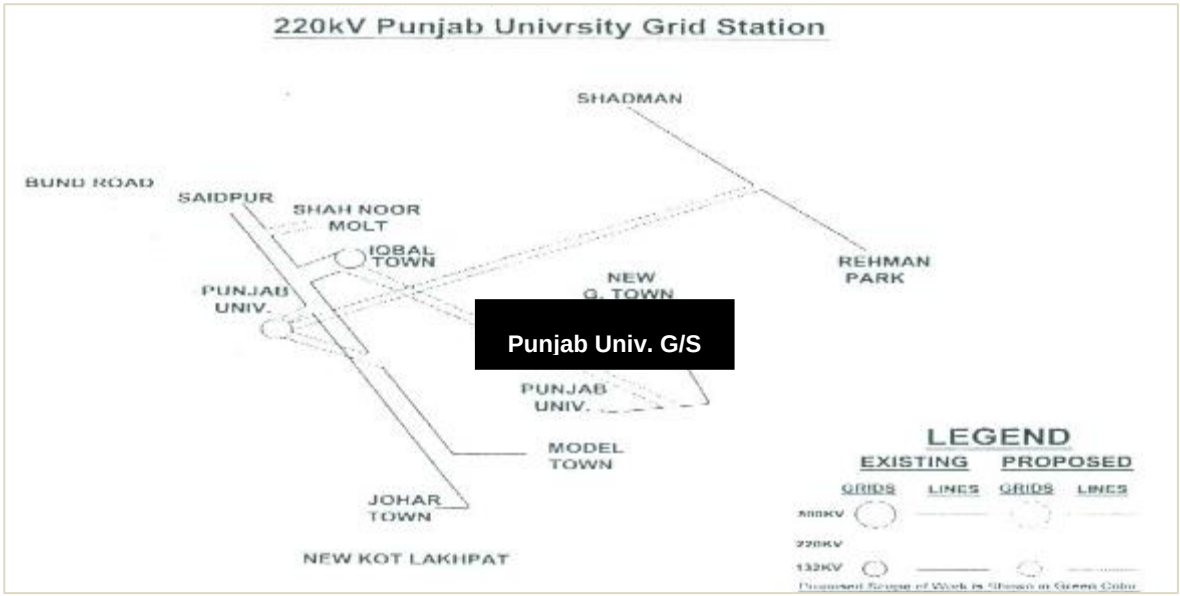


Figure 2.2: Location Map of Proposed 220 kV PU Grid Station at Lahore

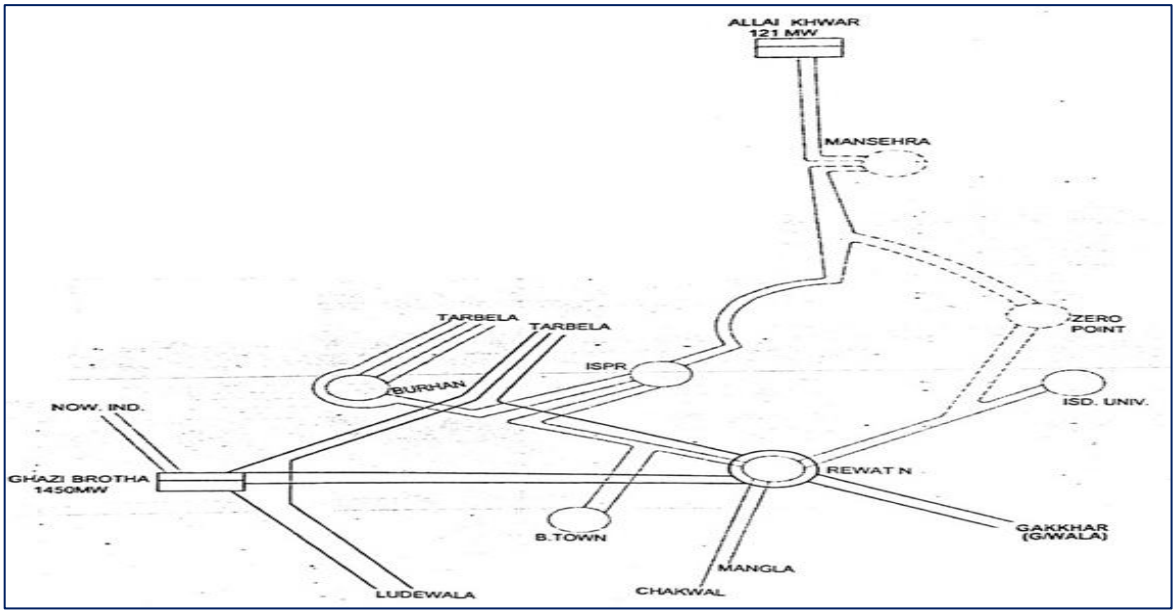
II) 220 kV Zero Point Grid Station at Islamabad

Islamabad is the capital of Pakistan and it has a population of about two million. There are various sensitive installations & Government offices, which require uninterrupted & reliable supply of power. NTDC has planned construction of a new 220 kV Zero Point Gas Insulated (GIS) Grid Station to improve the reliability of NTDC network and to provide relief to 132 kV Grid Stations in Islamabad Electric Supply Company (IESCO) area. Furthermore, this would also provide a second source of supply to existing 220 kV Islamabad University Grid Station. The scope of work of the project[8] is as follows:

- 220 kV GIS substation at Zero Point with three 220/132 kV, 250-MVA transformers along with allied equipment and accessories;
- 220 kV Double Circuit transmission lines on twin bundle Rail conductor for In/Out of Inter services public relation (ISPR - Mansehra T/L (20 km);
- 220 kV Double Circuit transmission lines on twin bundle Rail conductor for In/Out of Islamabad University - Rawat T/L (04 km).

The Interconnection Diagram of 220 kV Zero Point GS Islamabad is given in Figure 2.3. The location map of the proposed sub-project is illustrated through Figure 2.4.

Figure 2.3: Interconnection Diagram of 220 kV Zero Point GS Islamabad



[8] *Reinforcement of 132 kV System associated with the aforementioned project will be carried out by IESCO at their own cost.*

Figure 2.4: Location Map of Proposed 220 kV Zero Point Grid Station Islamabad

III) <u>220 kV Mastung Substation along with 220 kV Sibi-Mastung-Quetta-Loralai Double Circuit Transmission Lines</u>

Mastung district is located in north-west of Baluchistan province. Due to long transmission lines & far flung areas, the voltage profile position of Quetta Electric Supply Company (QESCO) is poor.

NTDC has planned a new 220 kV Mastung Grid station[9] to improve the power supply system including voltage profile, reliability and un interrupted power supply to QESCO area. The sub-project scope of work discussed as below:

- → New 220 kV substation at Mastung with three 220/132kv, 250 MVA transformers along with allied equipment and accessories.
- → 220 kV Double Circuit Transmission Lines on twin bundle Rail conductor from Mastung to Sibi (120 Km)
- → 220 kV Double Circuit transmission lines on twin bundle Rail conductor from Mastung to Quetta (50 km)
- → 220 kV Double Circuit transmission lines on twin bundle Rail conductor from Quetta to Loralai (170 km)
- → Extension at 220 kV Sibi & Loralai for construction of two 220 kV Line Bays at each substation.
- → Extension at 220 kV Quetta tor construction of four 220 kV Line Bays.

The Interconnection Diagram of 220 kV Mastung GS Mastung is given in Figure 2.5, while the location map of the project is presented in Figure 2.6.

[9] Reinforcement of 132 kV System associated with the aforementioned project will be carried out by QESCO at their own cost.

Figure 2.5: Interconnection Diagram of 220 kV Mastung Grid Station Mastung

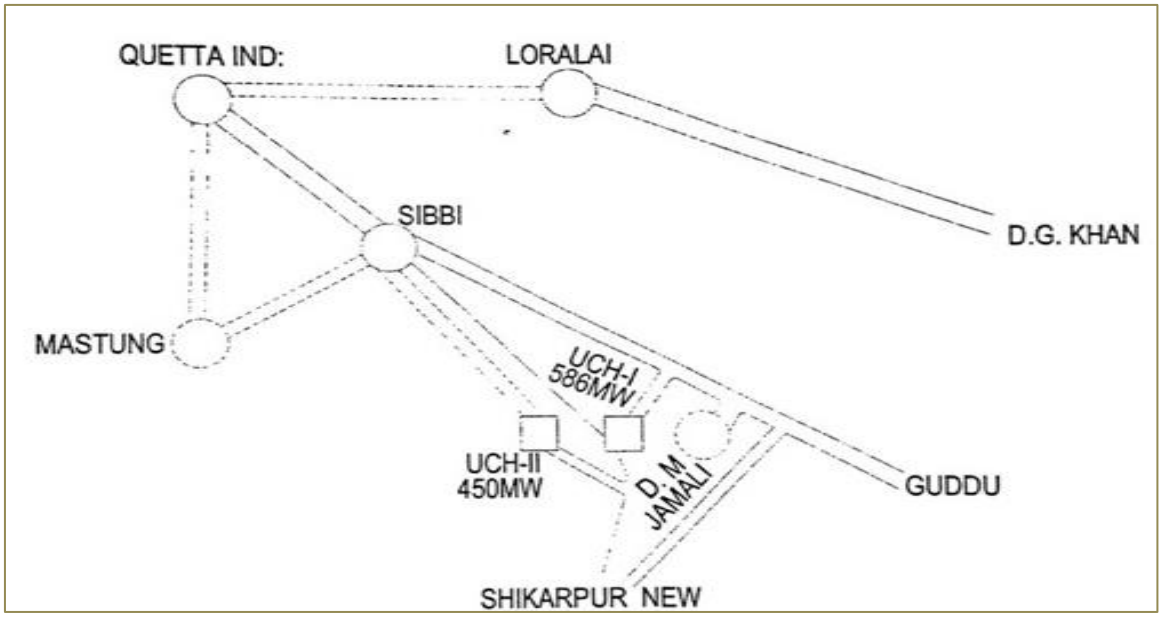
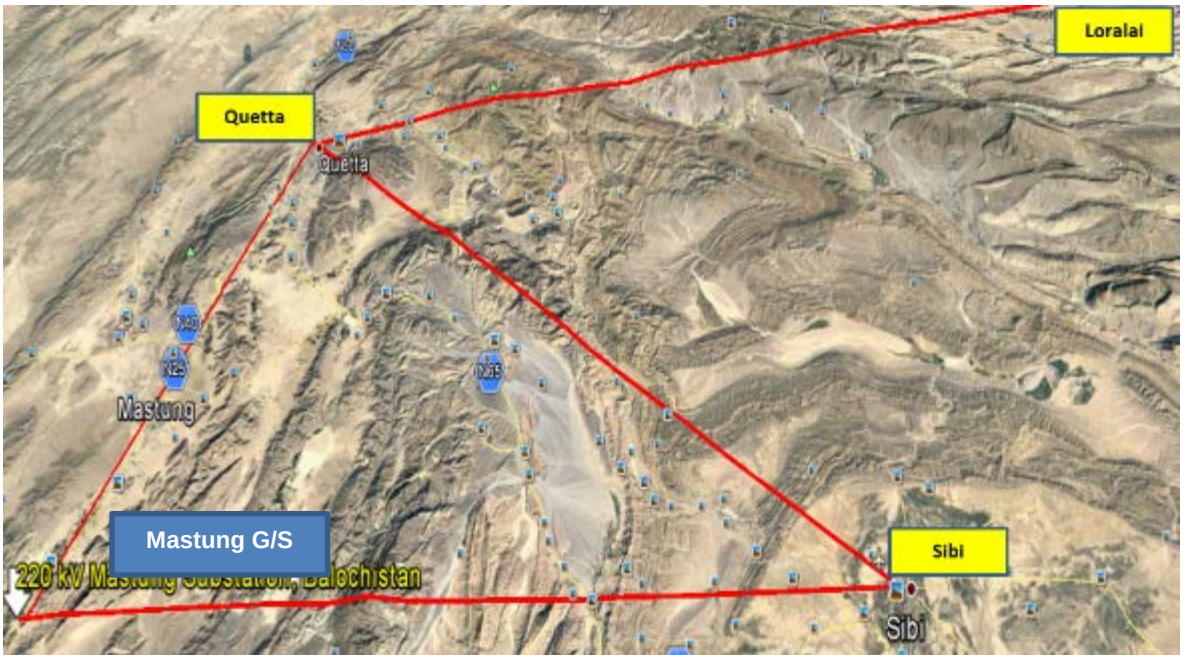


Figure 2.6: Location Map of Proposed 220 kV Mastung Grid Station



A summary table indicating the name and type of sub-project, location and main features/ description is presented in Table 2.1.

Table 2.1: Summary of NTMP-I Group-II Project

Sub-Project	Description of Project	District	Province
220 kV PU Grid Station along with associated transmission lines.	➢ 220 kV GIS SS at PU with three 220/132 kV;150 MVA transformers along with allied equipment and accessories. ➢ Two 220 kV Double Circuit transmission lines (D/C T/L) on single Rail conductor for In/out of NKLP-Bund Road D/C T/L (2+2 km)	Lahore	Punjab
220 kV Zero Point Grid Station at Islamabad.	➢ 220 kV GIS substation at Zero Point with three 220/132 kV, 250-MVA transformers along with allied equipment and accessories; ➢ 220 kV Double Circuit T/Ls on twin bundle Rail conductor for In/Out of Inter services public relation (ISPR - Mansehra T/L (20 km); ➢ 220 kV Double Circuit transmission lines on twin bundle Rail conductor for In/Out of Islamabad University - Rewat T/L (04 km);	Islamabad	Federal
220 kV Mastung Substation along with 220 kV Sibi- Mastung-Quetta-Loralai Double Circuit Transmission Line.	➢ 220 kV substation at Mastung with three 220/132kv, 250 MVA transformers along with allied equipment and accessories. ➢ 220 kV Double Circuit T/Ls on twin bundle Rail conductor from Mastung to Sibi (120 Km); ➢ 220 kV Double Circuit Transmission Lines on twin bundle Rail conductor from Mastung to Quetta (50 km); ➢ 220 kV Double Circuit Transmission Lines on twin bundle Rail conductor from Quetta to Loralai (170 km).	Mastung	Baluchistan

Note: Performa PC-1 has been prepared for all three sub-projects, although not yet approved from Planning Commission.

2.4 Major Components of the Identified Project

The major components of the sub-projects under Group-II are the following:

- Construction of new grid stations of 220 kV
    - Land acquisition (locations have been broadly identified but the exact coordinates are not yet known);
    - Construction building/structures;
    - Installation of transformers and other equipment/ accessories; and
    - Energization of grids.
- Installation of feeding transmission lines
    - Land acquisition on temporary basis;

- Excavation & foundation;
- Erection of towers; and
- Stringing of transmission lines

2.5 Project Cost

The estimated total financing requirement is US$ 549.32 million, which consists of US$425 million that IBRD will finance and the remaining US$124.32 million that NTDC will provide.

3 SOCIOECONOMIC BASELINE CONDITIONS

This Section articulates the project area's social and socioeconomic baseline of presently identified three sub-projects[10] located at Lahore (Punjab), Islamabad and district Mastung (Baluchistan). The social baselines are provided in SMF are focusing only on these three locations, which may increase later. The baselines will be amended/ updated accordingly once more sub-projects are identified and their instruments are prepared. The socioeconomic baseline was established based on the review of secondary data, which was supplemented through conducting community & institutional consultations and interviews with the potential PAPs/local community. The baseline survey has therefore, been carried out covering the socioeconomic condition of the project area with the prime objective of planning for the proposed sub-projects, resource availability and considering people's aspirations.

3.1 Data Collection Approach

The methodology adopted for conducting the survey involved a mix of qualitative and quantitative methods which included: meeting with the stakeholders, review of available data/documents, collection of secondary data, field visits for gathering the views of the potential project affected persons and local community, data analysis and presentation of the findings in the form of tables/crosstabs, maps and photographs.

For the socioeconomic survey, 90 interviews were conducted with persons located in the surrounding of the grid stations and resided along the transmission line route alignment were selected randomly and interviewed. The data collected through this survey was collected and combined with the secondary data to develop the project area's socioeconomic baseline conditions given in the following sections.

3.2 Overview of the Project Area

The project area/alignment belongs to Lahore (Punjab), Islamabad (Federal) and Mastung (Baluchistan). The socioeconomic conditions of two sub-projects (Lahore and Islamabad) are similar to some extent, while different in case of sub-project of district Mastung keeping in view the people, their culture & customs, housing patterns, nature of agriculture, availability of social infrastructure and amenities, livelihood opportunities, and economic well-being.

The sub-project area of Lahore and Islamabad are characterized by large villages and towns, mostly pacca[11] houses, extensive network of roads including highways and motorways, more urbanized lifestyle, greater and easier access to education and healthcare facilities, and much better livelihood opportunities.

The sub-project area/T/L route alignment in Mastung is characterized by traditional people having strong tribal bonding and affiliation, mostly pastoral lifestyle, cultivated areas, small and scattered villages and hence a very low population density, mostly katcha[12] houses, difficult road access, limited availability of social infrastructure such as schools and hospitals, and limited livelihood opportunities.

[10] More sub-projects will be identified and included later.
[11] Pacca: a structure made of concrete, bricks, gravel and cement..
[12] Katcha: a structure made of materials such as mud, stone, wood, and thatch.

3.3 Population

3.3.1 District Population

The population of the districts where the sub-projects are located are depicted in Table 3.1.

Table 3.1: Population of Relevant Cities

District	Year	Population (No.)
Lahore (Punjab)	2017	11,126,000 (11.126 million)
Islamabad (Federal)	2017	1,014,825 (1.014 million)
Mastung (Baluchistan)	2010	192,475 (0.192 million)

Sources: For Lahore and Islamabad: http://www.pbscensus.gov.pk/
For Mastung: Government of Baluchistan (2011), District Mastung Development Profile 2011, P&D Department, Quetta and UNICEF Provincial Office Quetta

3.3.2 Family Size and Gender Composition

Table 3.2 reveals that the average family size of the surveyed households is 7.1 at site of PU Grid Station along with associated transmission line, 11.1 in Zero Point[13] Grid Station at Islamabad and 6.3 in Mastung Grid Station along the transmission line. The proportion of male is to the extent of 52.4% to 63.9%, while in case of female such proportion is 36.1% to 47.6% at proposed sub-projects sites.

Table 3.2: Average Family Size and Gender Composition of the Surveyed Households

Sub-Projects/ Components	Average Family Size (No.)	Gender Composition (Nos.)		Total
		Male	Female	
220 kV Punjab University Grid Station along with TLs	7.1	52.4% (16)	47.6% (14)	100.0% (30)
220 kV Zero Point Grid Station at Islamabad	11.1	63.9% (19)	36.1% (11)	100.0% (30)
220 kV Mastung Substation along with TLs	6.3	54.7% (16)	45.3% (14)	100.0% (30)
	Total	57.0% (51)	43.0% (39)	100.0% (90)

** Relatively larger family size is because of extended family system.*
Note: Figures in parentheses are numbers.

3.3.3 Caste Groups and Tribes

There are number caste groups and tribes located at sub-project sites/surroundings. The survey has shown that there are Kharwa, Mughal, Baloch, Cheema, Chatha, Sahu, Khokhar, Malik, Bhatti, Mayo, Butt and Sheikh in PU Grid Station along with associated T/L, while at Zero Point Grid Station at Islamabad, the major castes/ tribes are Pathan, Gujjar, Mughal, Khokhar, Sandhu, Badanzai, Sheikh, Jadoon and Chohan.

[13] The family size at Zero Point is relatively more because of extended family system as compared with other sites.

The population settled along the proposed T/L route of Mastung Substation belongs to several caste groups/tribes, the main includes Bangulzai, Raisani, Shahwani, Muhammad Shahi, Sarpara, Kurd, Lango and Dehwar. The other tribes in the area are Syed, Dehwar, Rodeni, Mengal, Satakzai, Mashwani, Sumalani, Sarangzai Lehri, Baroozai, Tareen, Rind, Khilji, Khurasani and Durrani.

3.4 Education

3.4.1 Literacy Status

The survey results presented in Table 3.3 show that the average literacy rate is estimated from 27.1% to 39.3% in different sub-project areas (sites of the sub-projects/T/L alignments). It ranged from 38.5% to 59.0% in case of male and 13.0% to 37.4% for female.

Table 3.3: Average Literacy Rate of the Surveyed Households

Project	Overall (%)	Average Literacy Rate (%)	
		Male	Female
220 kV Punjab University Grid Station along with TLs	39.3 (12)	41.0 (12)	37.4 (11)
220 kV Zero Point Grid Station at Islamabad	35.8 (11)	38.5 (12)	20.6 (6)
220 kV Mastung Substation along with TLs	27.1 (8)	59.0 (18)	13.0 (4)
Total	34.1 (31)	46.2 (42)	23.7 (21)

Note: Figures in parentheses are numbers.

3.5 Occupations

It is essential to study the occupations to examine the livelihood dependence of households in the sub-project areas as well as along the T/L route alignment, which will help for better designing and implementing the mitigation measures. A number of income-generating activities are practiced in the sub-project area/surrounding of the sub-projects. These include farming, employment in government and private sector, daily wage labor, operating own business such as running a grocery shop, and working abroad. The livelihood of one-fourth to two-third sample households are depending upon farming, services, livestock enterprise and labour work in different sub-projects areas. District-wise occupations are highlighted below in Table 3.4.

Table 3.4: Occupations of the Surveyed Households

Project Name	Occupation (%)						
	Farming	Service/ Private Job	Business	Labour	Livestock Enterprise	Shop Keeper	Total
220 kV Punjab University Grid Station along with TLs	11.1 (3)	9.3 (3)	3.7 (1)	61.1 (18)	14.8 (5)	-	100 (30)
220 kV Zero Point Grid Station at Islamabad	3.7 (1)	30.2 (9)	-	34.9 (11)	26.5 (8)	4.7 (1)	100 (30)

220 kV Mastung Substation along with TLs	22.5 (7)	27.0 (8)	7.0 (2)	25.0 (7)	12.8 (4)	5.7 (2)	100 (30)
Overall	12.4 (11)	22.2 (20)	3.6 (3)	40.3 (36)	18.0 (17)	3.5 (3)	100 (90)

Note: Figures in parentheses are numbers.

3.6 Income Analysis

Generally, income of the households consists of farming and non-farm activities. The farm income is obtained from crop cultivation and livestock enterprise. The assessment of household income is one of the important indicators to measure the well-being of a household.

According to the survey, the average monthly per capita income of the sample households located in the sub-project area of PU is Rs. 3,745, Rs. 1805 and 1,704 in case of sub-project area of Zero Point Grid Station & T/L and Mastung Grid Station and T/L respectively. Sub-project-wise details of household income are provided in Table 3.5.

Table 3.5: Average Annual Income of Surveyed Households

Sub-project	Average Household Income (Rs.)		Average per Capita Income (Rs.)	
	Annual	Monthly	Annual	Monthly
220 kV PU Grid Station along with T/L	319,111	16,593	44,945	3,745
220 kV Zero Point Grid Station at Islamabad	240,393	20,033	21,657	1,805
220 kV Mastung Substation along with T/L	129,152	10,763	20,446	1,704

3.7 Household Expenditure

The average annual expenditure and pattern of expenditure provides an indication for assessing standard of living. The expenditure on food items include wheat or maize flour, cereals, pulses, sugar, cooking oil, and milk; while the non-food items include fuel, education, health, clothing, shoes, cosmetics, utility charges, and other miscellaneous expenditures.

The data given in Table 3.6 reveals that the average annual expenditure of the surveyed households on both food and non-food items is estimated at Rs. 154,936, 140,066 and 83,916 for the sub-project areas of PU, Zero Point and Mastung respectively. The proportion of food expenditure is ranging from 45.4 to 74.5% on food items and for non food items, it ranges from 25.5% to 54.6% for different sub-projects.

Table 3.6: Average Annual Expenditure of Surveyed Households

Sub-project	Total Expenditure (Food & Non-Food Items) (Rs./ Annum)	Food Expenditure (Rs.)	% on Food Expense	Non- Food Expenditure (Rs.)	% on Non-Food Expense
220 kV PU Grid Station along with T/L	154,936	70,307	45.4	84,629	54.6
220 kV Zero Point Grid Station at Islamabad & associated T/L	140,066	87,935	62.8	52,131	37.2
220 kV Mastung Substation along with T/L	83,916	62,597	74.5	21,319	25.5

3.8 Housing Conditions

The housing condition is one of the important indicators to assess the well-being and living standard of the potential project affected persons belonging to the proposed sub-project area.

Table 3.7 indicates that most of the sample households are living in their own houses with high volume of pacca houses (built-up with brick, cement and gravel) in Lahore (PU) and Islamabad (Zero point) sub-project sites.

However, in case of Mastung sub-project, more than half of the population is living in katcha houses (i.e. made of mud, wood, and or thatched). This indicates that the housing conditions of potential affected households belonging to the sub-project area of Lahore (PU) and Islamabad (Zero point) are better than those of Mastung sub-project.

Table 3.7: Housing Conditions of Surveyed Households

Project	**Housing Conditions (%)**			**Total**
	Pacca (Concrete)	**Semi-pacca**	**Katcha**	
220 kV Punjab University Grid Station along with TLs	69.4 (21)	23.1 (7)	7.4 (2)	100% (30)
220 kV Zero Point Grid Station at Islamabad	97.8 (29)		2.2 (1)	100% (30)
220 kV Mastung Substation along with TLs	23.8 (7)	19.1 (6)	57.1 (17)	100% (30)
Overall	63.7 (57)	14.1 (13)	22.2 (20)	100% (90)

Note: figures in parentheses are the number of surveyed households.

3.9 Availability of Social Amenities

The access to basic infrastructure/social amenities was also assessed to establish the baseline line situation in the areas of proposed sub-projects. The survey results depicted in Table 3.8 reveal that amenities/infrastructure such as roads and electricity and other social amenities are available to almost all surveyed households within the radius of one kilometer at PU Grid Station and Zero Point Grid Station, Islamabad sub-projects.

However, the access to social amenities is ever dwindling in Mastung Grid Station and its associated T/L where the drinking water is available to half of the surveyed households. Healthcare facilities are available to one third of the households and access to/ or availability of other social amenities are also found limited.

Table 3.8: Availability of Social Amenities in the Vicinity of Project Area

(%)

Sub-project	Road	Electricity	School (Primary, Middle, High)	Bank	Mosque	Water filter plant	Water supply	Landline telephone	Mobile phone/ cell	Health care center/ BHU/ Dispensary	Sewage/ drainage system	Sui- gas	Filling station (Fuel-petrol/ diesel)	Filling station (gas)	Fuel Agency	Access to drinking sweet water	Access to internet	Market for inputs	Market for output
220 kV PU GS & T/L, Lahore	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
220 kV Zero Point GS, Islamabad	100	100	100	100	100	-	65	100	100	100	100	72	100	100	100	100	100	100	100
220 kV Mastung SS along with T/L	70	63	26	15	25	17	50	23	30	30	-	40	71	60	58	88	15	20	20

3.10 Agriculture

3.10.1 Cropping Pattern

The cropping pattern presented in Table 3.9 refers to the area sown under various crops during winter and summer season. The major *rabi* (winter) and *kharif* (summer) crops are wheat and maize respectively.

The major crops grown in the vicinity of the sub-project area of PU are wheat (16.8%), Basmati rice (19.3%), millets (23.6%), kharif and rabi fodder is 7.1% and 33.2% respectively. In case of Zero point sub-project area, the major crops are wheat (50.0%) and Maize (50%). In the project area of district Mastung, the major crops grown are wheat (21%), millets (8.9%), kharif fodder (8.9%), rabi fodder (30.1%) and onion (31.1%).

Table 3.9: Cropping Pattern in the Project Area

Sub-project	Cropping Pattern (% of Area Cropped)						
	Wheat	Basmati Rice	Millets (Bajra/ Jowar)	Maize	Kharif Fodder	Rabi Fodder	Onion
220 kV PU Grid Station along with associated TLs	16.8	19.3	23.6	-	7.1	33.2	-
220 kV Zero Point Grid Station at Islamabad	50.0	-	-	50.0	-	-	-
220 kV Mastung Substation along with TLs	21.0	-	8.9	-	8.9	30.1	31.1

3.10.2 Crop Yield

The data on average yield of the major crops in the vicinity of the three sub-project areas shown in table 3.10 indicates that the average yield per acre of wheat, Basmati rice, Millets, Maize, and Fodder is considerably different in all three Project areas. Details are presented in Table 3.10.

Table 3.10: Average Yield of Major Crops in sub-project Area

Sub-project	Unit	Wheat	Basmati Rice	Millets (Bajra/ Jowar)	Maize	Kharif Fodder	Rabi Fodder
220 kV PU Grid Station	Maunds (40 Kg)/ acre	30.37	27.0	-	-	280.0	250.56

along with associated T/Ls	Kg./ acre	1,215	1,065	-	-	25,000	16,000
220 kV Zero Point Grid Station at Islamabad	Maunds (40 Kg)/ acre	10.0	-	-	8.0	-	-
	Kg./ acre	1,100	-	-	1,000	-	-
220 kV Mastung Substation along with TLs.	Maunds (40 Kg)/acre	21.0	-	8.5	-	-	-
	Kg./ acre	850	-	355	-	-	-

3.11 Gender Analysis

3.11.1 Women's Participation

In Lahore and Islamabad, women's involvement in income generation activities is significant including involvement in farming activities, while in case of Mastung, due to tribal norms and traditions, women's involvement in income generation activities, and decision making were found quite limited.

3.11.2 Activities Undertaken by Women

Women are actively involved in farming activities both in Lahore and Islamabad sub-project areas, where most of the in-house activities like chopping fodder, feeding, milking and poultry, are done by women. Some other activities like the collection of farm yard manure, cleaning of animal sheds and disposal, processing animal products, are also undertaken by the women. They sell milk, poultry or eggs at their own discretion. Women's employment as private and government school teachers, lady health visitor, lady health worker and traditional birth attendant are common in the project area of Lahore and Islamabad. Other household chores include washing clothes, cooking, child caring, cleaning and repairs of household items, participation in social obligations/gatherings.

In case of Mastung project area, out-door activities of women were quite limited, however, they were mostly involved in the domestic/household activities including washing clothes, cooking, child caring, cleaning and repairs of household items, participation in social obligations/marriages.

3.11.3 Perception of Problems

In the PU Lahore and Zero Point Islamabad sub-project area, women had access to/water supply, electricity, natural gas, education; healthcare and transport, while in case of Mastung, the access to/or availability of all above social amenities were inadequate or they were inaccessible.

3.11.4 Women Education

In the project area of Lahore and Islamabad, the people are aware of the importance of education, especially for girls. Non-formal education gives them opportunities of learning different skills, so they can earn for their families. They are also aware that education helps in improving livelihoods.

The educational level of the community people in the project areas of Mastung is very low. The reasons are non-availability of schools in or near their villages. Students have to go

far away from their houses to get education. The ratio of education in men is higher than women. Majority of the women are uneducated; however, they are aware about the importance of education for their new generation.

3.11.5 Women's Health

Information on women's health issues has been gathered through discussions with the respondents as well as meetings with health officials in the project areas. According to the field information, In PU Lahore and Zero Point Islamabad project areas, adequate facilities are available for general healthcare in government hospitals. There is good professional service provided by well-qualified medical and paramedical staff.

In the project area of Mastung, healthcare facilities are inadequate. Few women receive treatment, ante-natal and post-natal care from skilled birth attendants, while others consider it unnecessary. Other reasons for inadequate healthcare in the area include high cost of treatment, few health units at long distances from the villages, lack of transport means and limited permission to go outside for treatment. Even inside the few health units, medical equipment is lacking. Moreover, the paramedic staff is limited and have inadequate experience and does not provide adequate level of quality care to patients.

3.11.6 Women and their Routine Activities

In the project areas of Lahore and Islamabad, there is a variety of employment opportunities available for women such as teaching, nursing, etc.; thus they are directly involved in income generation activities. They are also engaged in household activities such as cooking, housekeeping, fetching water, taking care of their children as well as other family members.

However, in Mastung project area, there are few occupational opportunities available for women, and very few of them are employed as teachers or nurses, due to social and cultural barriers. Although, traditionally some women are busy in farming activities along with their male family members, females are mostly engaged in household activities such as cooking, housekeeping, fetching water, taking care of their children as well as other family members. Some of the activities also undertaken by women are embroidery and stitching/sewing of clothes. Some girls are making hand fans; while some make artificial jewelry, decoration items of different designs for selling purposes. A few of these girls are experts in glass painting and making candles, decoration pieces.

3.12 Cultural Resources

A graveyard located in Sector H-8/3 of Islamabad is in the way of T/L from Zero Point to University Grid Station Islamabad and sacred burial of Saeen Marchu in the way of T/L from Zero Point to ISPR Grid Station. However, project activities are not likely to affect these places. Chance Find procedures will be in place to deal with artifacts if found during the construction phase. Chance Find Procedures of Physical and Cultural Resources are presented in Annex-2.

4 LEGAL AND POLICY FRAMEWORK

4.1 Land Acquisition Act

The law that governs land acquisition in Pakistan is the Land Acquisition Act (LAA) of 1894 and its successive amendments. The LAA regulates the land acquisition process and enables the federal and provincial governments to acquire private land for public purposes through the exercise of the right of eminent domain. Land acquisition is a provincial responsibility and each province has its own interpretation of the Act. Some provinces also have their own province specific implementation rules. The LAA and its Implementation Rules require that, following an impact identification and valuation exercise, land and crops are compensated in cash at the current market rate to titled landowners. The LAA mandates that land valuation is to be based on the last 3 to 5 years average registered land sale rates. However, in several recent cases the median rates over the past 1 year, or even the current rates, have been applied with an added 15% compulsory acquisition surcharge according to the provision of the law.

In addition to the provisions of the LAA, rules and regulations setting out the procedure for land acquisition have also been adopted by provinces according to their province specific conditions. For example the „Punjab Land Acquisition Rules 1983, which were published in the Gazette of the Punjab Extraordinary, dated February 22, 1983 and are in practice. These rules are applicable in the Punjab. The LAA lays down definite procedures for acquiring private land for projects and payment of compensation. The rights of people whose land is to be acquired are safeguarded. For entering private land or carrying out surveys and investigations, specified formalities have to be observed and notifications to be issued. Damage to any crops during survey and investigations has to be compensated. The project affected persons, if not satisfied, can go to the Court of Law to contest the compensation award of the Land Acquisition Collector (LAC).

The law deals with matters related to the acquisition of private land and other immovable assets that may exist on it when the land is required for public purpose. A listing of the Sections of the Act and their salient features is given in Table 4.1. The right to acquire land for public purposes is established when Section 4 of the LAA is triggered. The LAA specifies a systematic approach for acquisition and compensation of land and other properties for development projects. It stipulates various sections pertaining to notifications, surveys, acquisition, compensation and apportionment awards, along with disputes resolution, penalties and exemptions. Surveys for land acquisition are to be disclosed to the project affected persons.

Table 4.1: Salient Features of the LAA 1894 and Successive Amendments

Key Sections	Salient Features of the LAA (1894)
Section 4	- Publication of preliminary notification and power for conducting survey.
Section 5	- Formal notification of land needed for a public purpose. Section 5a covering the need for enquiry.
Section 6	- The Government makes a more formal declaration of intent to acquire land.
Section 7	- The Land Commissioner shall direct the Land Acquisition Collector (LAC) to order the acquisition of land.
Section 8	- The LAC has then to direct that the land required to be physically marked out, measured and planned.
Section 9	- The LAC gives notice to all APs that the Government intends to take possession of the land and if they have any claims for compensation then these claims are to be made to him at an appointed time.

Section 10	- Delegates power to the LAC to record statements of PAPs in the area of land to be acquired or any part thereof as co-proprietor, sub-proprietor, mortgagee, and tenant or otherwise.
Section 11	- Enables the Collector to make enquiries into the measurements, value and claim and then to issue the final “award". The award includes the land's marked area and the valuation of compensation.
Section 16	- When the LAC has made an award under Section 11, he will then take possession and the land shall thereupon vest absolutely in the Government, free from all encumbrances.
Section 17	- In cases of urgency, whenever the Government can take possession of any land needed for public purposes or for a Company. Such land shall thereupon vest absolutely in the Government, free from all encumbrances.
Section 18	- In case of dissatisfaction with the award, PAPs may request the LAC to refer the case onward to the court for a decision. This does not affect the Government taking possession of the land.
Section 23	- The award of compensation for the owners for acquired land is determined at its market value plus 15% in view of the compulsory nature of the acquisition for public purposes.
Section 28	- Relates to the determination of compensation values and interest premium for land acquisition.
Section 31	- Section 31 provides that the LAC can, instead of awarding cash compensation in respect of any land, make any arrangement with a person having an interest in such land, including the grant of other lands in exchange.

4.2 Legislation Relevant to Land Classification

In terms of application of this SMF, identifying the type of land affected will be an important step in determining eligibility for compensation for land. Jurisdiction rather than use classifies land. Rural land includes irrigated land and un-irrigated land and is governed by the Land Revenue Act (1967) which must be read in conjunction with the LAA and other legislation that may also apply, including for example the Punjab Alienation of Land Act (1900), Colonization of Government Lands Act (1912) and the various Land Reform Regulations. Rural land falls under the jurisdiction of revenue districts. Federally Administered Tribal Area has its set of legislative acts, some of which are related to land and resettlement. Land, other than rural land, is urban and including all permutations there-under such as residential, commercial, built upon and build-able, and is governed by various regulations and ordinances including the Peoples Local Government Ordinance (1972) for each province, Cantonments Act (1924), and Land Control Act (1952). Urban land falls under the jurisdiction of municipal and local government authorities.

4.3 Katchi Abadis Act

The Katchi Abadis Act 1987 covers the urban squatters’ rehabilitation rights by providing plots in public resettlement areas or cash assistance. Based on the Katchi Abadis Act (KAA), the project will provide rehabilitation compensation to eventual squatters/encroachers affected by the project.

4.4 Involuntary Resettlement (World Bank OP 4.12)

The World Bank’s experience indicates that involuntary resettlement under development projects, if unmitigated, often gives rise to severe economic, social, and environmental risks: production systems are dismantled; people face impoverishment when their productive assets or income sources are lost; people are relocated to environments where

their productive skills may be less applicable and the competition for resources greater; community institutions and social networks are weakened; kin groups are dispersed; and cultural identity, traditional authority, and the potential for mutual help are diminished or lost. This policy includes safeguards to address and mitigate these impoverishments risks.

The overall objectives of the Policy are given below:

"Involuntary resettlement should be avoided where feasible, or minimized, exploring all viable alternative project designs". Where it is not feasible to avoid resettlement, resettlement activities should be conceived and executed as sustainable development programs, providing sufficient investment resources to enable the persons displaced by the project to share in project benefits. PAPs should be meaningfully consulted and should have opportunities to participate in planning and implementing resettlement programs. Project affected persons should be assisted in their efforts to improve their livelihoods and standards of living or at least to restore them, in real terms, to pre-displacement levels or to levels prevailing prior to the beginning of project implementation, whichever is higher.

The Policy defines the requirement of preparing a resettlement plan or a resettlement policy framework, in order to address the involuntary resettlement. For the proposed project, land will need to be acquired for the establishment of the new grid stations. During the site/route selection, settlements are generally avoided, however at some places acquisition of cultivable land cannot be ruled out. Similarly, crops along the proposed transmission lines may be damaged during the construction of the proposed project. This policy includes safeguards to address and mitigate these impoverishment risks.

4.5 Comparison of Key LAA and World Bank OP and Practices

Table 4.2 compares the LAA (1894) and the World Bank OP 4.12 specifically related to land acquisition and resettlement aspects. The object of this exercise is to identify if and where the two sets of procedures are in conformity with each other and more importantly where are differences and gaps. The key principles are

i) Need to screen the project early on in the planning stage;
ii) Carry out meaningful consultation;
iii) At the minimum restore livelihood levels to what they were before the project;
iv) Improve the livelihoods of affected vulnerable groups;
v) Prompt compensation at full replacement cost is to be paid;
vi) Provide displaced people with adequate assistance;
vii) Ensure that displaced people who have no statutory rights to the land that they are working are eligible for resettlement assistance and compensation for the loss of no-land assets; and
viii) Disclose all reports.

Table 4.2: World Bank OP 4.12 IR & Pakistan Land Acquisition Act

World Bank Involuntary Resettlement	Pakistan's Land Acquisition and Telegraphic Acts	Approaches to Address the GAPs
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 PAPs, including a gender analysis, specifically related to resettlement impacts and risks.	No equivalent requirements.	Screened and categorized. Scope defined, social assessment and gender analysis undertaken.
Carry out meaningful consultations with affected persons, host communities, and concerned nongovernment organizations. Inform all	Land Acquisition Collector (LAC) or District Judge (in case	Complaints and grievances are resolved informally

World Bank Involuntary Resettlement	Pakistan's Land Acquisition and Telegraphic Acts	Approaches to Address the GAPs
displaced persons of their entitlements and resettlement options. Ensure their participation in planning, implementation, and monitoring and evaluation of resettlement programs. Pay particular attention to the needs of vulnerable groups, especially those below the poverty line, the landless, the elderly, women and children, and indigenous peoples, and those without legal title to land, and ensure their participation in consultations. Establish a GRM to receive and facilitate resolution of the PAPs'" concerns. Support the social and cultural institutions of project affected persons and their host population. Where involuntary resettlement impacts and risks are highly complex and sensitive, compensation and resettlement decisions should be preceded by a social preparation phase.	of the Telegraph Act) are the final authorities to decide disputes and address complaints regarding quantification and assessment of compensation for the affected lands and other assets.	through project GRM, consultations conducted, vulnerable groups identified and supported as relevant.
Improve, or at least restore, the livelihoods of all displaced persons through (i) land-based resettlement strategies when affected livelihoods are land based where possible or cash compensation at replacement value for land when the loss of land does not undermine livelihoods, (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 where possible.	No equivalent requirements.	Livelihood restoration is required and allowances are provided. Provided as relevant.
Provide physically and economically PAP with needs.	No equivalent requirements.	Support provided commensurate with impacts.
Improve the standards of living of the displaced poor and other vulnerable groups, including women, to at least national minimum standards. In rural areas provide them with legal and affordable access to land and resources, and in urban areas provide them with appropriate income sources and legal and affordable access to adequate housing.	No additional support to vulnerable households	Vulnerable households identified and support provided.
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.	Equivalent, negotiation responds to displaced persons requested price but no clear procedure.	Procedures put in place.
Ensure that PAPs without titles to land or any recognizable legal rights to land are eligible for resettlement assistance and compensation for loss of non-land assets.	Land compensation only for titled landowners or holders of customary rights.	Non-title holders are provided with resettlement and rehabilitation support. Provided with compensation for non-

World Bank Involuntary Resettlement	Pakistan's Land Acquisition and Telegraphic Acts	Approaches to Address the GAPs
		land assets.
Prepare a resettlement plan elaborating on PAPs entitlements, the income and livelihood restoration strategy, institutional arrangements, monitoring and reporting framework, budget, and time-bound implementation schedule.	No resettlement plans prepared.	RPs/ARPs prepared and disclosed.
Disclose a 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.	No plans prepared.	RPs/ ARPs prepared and disclosed.
Conceive and execute involuntary resettlement as part of a development project or program. Include the full costs of resettlement in the presentation of projects costs and benefits. For a project with significant involuntary resettlement impacts, consider implementing the involuntary resettlement component of the project as a stand-alone operation.	No equivalent requirement	Addressed as relevant.
Pay compensation and provide other resettlement entitlements before physical or economic displacement. Implement the resettlement plan under close supervision throughout project implementation.	No equivalent requirement. The Telegraph Act provides that land for Tower construction or under a transmission line is not to be acquired or compensated as long as the land's permanent productive potential is not affected. Under the Telegraph Act therefore only temporary impacts on crops are compensated.	Compensation payments paid before damages occur. Implementation monitored and reported. Based on WB policy all land impacts are to be compensated. The same will happen in the case of rural/agricultural land when the land under a tower is no longer usable or access is restricted.
Monitor and assess resettlement outcomes, their impacts on the standards of living of PAPs, 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.	Monitoring reports not required.	Monitoring reports prepared and disclosed

4.6 Remedial Measures to Reconcile Gaps between the LAA and WB OP

Project specific resettlement issues have been addressed to assist non-titled persons and bridge the gap between existing practice and the guidelines of the World Bank Involuntary Resettlement Policy. To reconcile the inconsistencies between the LAA 1894 and WB OP

4.12, the NTDC has drafted this SMF for the NTMP-I, ensuring that compensations are provided at replacement cost for all direct and indirect losses so that no one is worse off as a result of the project. Provision of subsidies or allowances will need to be given for affected households that may be relocated, suffer business losses, or may be vulnerable.

4.7 Compliance Status with Country Laws and World Bank Policies

The present compliance status of the project with the Country's Laws/ legislation and World Bank Involuntary Resettlement Policies is summarized in table 4.3 as under:

Table 4.3: Compliance of Government of Pakistan Legislation and World Bank IR Policies

Institution	Legislation / Policy	Actions Taken to Comply
Government of Pakistan	Land Acquisition	SMF has been prepared. The RAP/ARAP will be prepared as the project involves acquisition of private land (temporary and permanent), due to which there will be loss of crops, trees and some structures/ community structures. The compensation will be paid to the eligible/ entitled PAPs both titled and non-tilted holders for their affected assets.
	Information Disclosure[14]	The draft SMF will be disclosed on NTDC website. Stakeholder's consultations will be held to disclose the draft SMF and feedback will be incorporated and a final draft will be submitted to World Bank for review and input.
World Bank	Early screening and Scoping	Scoping consultations were held during the month of May 2017.
	Participatory approach	Consultation meetings and focus group discussions were held along the T/L route alignment.
	Alternatives	Alternatives considered to be included during the project design.
	Physical and Cultural Resources	Chance Find Procedures will be included in contract documents (Annex 2).
	Gender	Gender consultations were carried out during the SIA field surveys.
	Consultation and Information Disclosure	Stakeholders 'consultative meetings, focus group discussions and formal public consultations were carried out. Public consultations were carried out from May 2017 throughout the project route alignment. Final SMF will be disclosed in NTDC website. A copy of SMF report will also be submitted to World Bank.

4.8 Telegraph Act, 1885

This law was enacted to define the authority and responsibility of the Telegraph authority. The law covers, among other activities, installation and maintenance of telegraph lines and posts (poles). The Act defines the mechanism to determine and make payment of compensation associated with the installation of these lines and posts. Under this Act, the land required for the poles is not acquired (or purchased) from the owner, nor the title of the land transferred. Compensation is paid to the owner for any structure, crop or tree that exists on the land; cost of the land is not paid to the owner. Water and Power Development Authority (WAPDA) has been installing the transmission lines and their towers, and determining the associated compensation, on the basis of this Act. In addition to LAA (1894

[14] Under section 4: sub section (1) Whenever it appears to the Collector of the District that land in any locality is needed or is likely to be needed for any public purpose or for a Company, a notification to that effect shall be published in the official Gazette, and the Collector shall cause public notice of the substance of such notification to be given at convenient places in the said locality.

with successive amendments), the Telegraphic Act 1885 will also be followed under the proposed project. However, the land under the towers will be acquired, if there is loss of access and productive use of the land resources.

4.9 Provincial Local Government Ordinances, 2001

These ordinances were issued under the devolution process and define the roles of the district governments. These ordinances also address the land use, conservation of natural vegetation, air, water and land pollution, disposal of solid waste and wastewater effluents, as well as matters relating to public health.

4.10 World Bank Operational Policies relevant to the Project

World Bank Operational Policies and their relevance to the Project are briefly described in Table 4.4 below.

Table 4.4: World Bank Operational Policies relevant to the Project

WB Operational Policies (OP)	Policy	Triggered		Justification
		Yes	No	
Environmental Assessment	OP/BP/GP 4.01	✓		Triggered. The project will augment or expand existing substations; and construct new substations and transmission lines throughout the country. These activities may have temporary, small to moderate, site specific, mostly reversible environmental impacts which can be adequately mitigated through good site selection and design and a well-planned environmental management and mitigation plans.
Natural Habitats	OP/BP 4.04	✓		Triggered. No subproject under Group 1 impacts or passes through any natural or critical habitats. Some subprojects in Group 2 may pass through natural or critical habitat. The Environment Management Framework (EMF) provides mechanism for screening impacts on natural habitats of all subprojects in Group 2. Subprojects having significant impacts on natural habitats will not be financed by the project.
Pest Management	OP 4.09		✓	Not triggered. The project does not involve purchase or use of pesticides. NTDC does not use pesticides to maintain Right of Way (RoW) for transmission lines
Indigenous Peoples	OP 4.10		✓	Not triggered. The project will not support any subproject in Chitral District in Khyber Pakhtunkhwa where the only known indigenous people are present.
Physical Cultural Resources	OP 4.11	✓		Triggered. Group 1 subprojects have no impacts on Physical Cultural Resources (PCR). Subprojects in Group 2 may involve construction of new substations or transmission lines which have flexibility in adjusting their locations. Therefore, impacts on PCR can be avoided or minimised during design of new subprojects. The EMF provides a process for screening out projects with significant impacts, or incorporating a PCR management plan into the ESMP or ESIA for minor impacts. All ESMP will contain a chance find procedure.

WB Operational Policies (OP)	Policy	Triggered		Justification
		Yes	No	
Involuntary Resettlement	OP/BP 4.12	✓		Triggered. For the construction of TL and for new grid stations, some land may be required and crop damage is likely to occur for which a Land Acquisition and Resettlement Policy Framework (LARF) is prepared. A RAP will be prepared once the design and exact TL alignment and land requirements are finalized.
Forests	OP/BP 4.36	✓		Triggered. The project does not involve any commercial plantation or its harvesting. None of the subprojects in Group 1 has impacts on forest. However, as some of the transmission lines in Group 2 may pass through forests. The EMF provides process for screening out subproject with significant impacts and mitigation measures on minor impacts.
Safety of Dams	OP/BP 4.37		✓	Not triggered
Projects on International Waterways	OP/BP/GP 7.50		✓	Not triggered
Projects in Disputed Areas	OP/BP/GP 7.60		✓	Not triggered. The Project is not located in or near any disputed area.
Access to Information	BP 17.50	✓		Triggered. Consultations with various stakeholders including affected communities will be carried out during ESIA studies and/or ESMP preparation. The ESIA, ESMP and RAP documents will be disclosed on NTDC website and WB Infoshop. Public consultations will be carried out to disclose the ESIA, ESMP and RAP to general public.

4.11 National and International Labour Laws and Guidelines

The relevant Labour Laws of Pakistan (2015), International Financial Institution (IFI) requirements and International Guidelines are included as below:

National Labour Laws

1. Factories Act, 1934 (applicable in Islamabad and Baluchistan)
2. Factories Act, 1934 (adapted for the Province of Punjab by the Factories (Amendment) Act 2012
3. The Shops and Establishments Ordinance, 1965 (applicable in Islamabad and Baluchistan)
4. The Punjab Shops and Establishments Ordinance, 1965 (amended in 2014)
5. The Industrial and Commercial Employment (Standing Order) Ordinance, 1968 (applicable in Islamabad and Baluchistan)
6. The Industrial and Commercial Employment (Standing Order) Ordinance, 1968 (2012, applicable to Punjab)
7. Mines Act, 1923
8. Road Transport Workers Ordinance, 1961
9. Railways Act, 1890
10. Bonded Labor System (Abolition) Rules, 1995
11. Protection Against Harassment of Women at Workplace Act, 2010

12. The Children (Pledging of Labour) Act 1933 (applicable in all provinces)
13. The Employment of Children Act,1991 (applicable in Baluchistan and Islamabad)
14. The Employment of Children Rules, 1995 (applicable in Baluchistan and Islamabad)
15. Khyber Pakhtunkhwa Prohibition of Employment of Children Act, 2015
16. Punjab Restriction on Employment of Children Act, 2016
17. Sindh Prohibition of Employment of Children Act, 2017
18. Bonded Labour System (Abolition) Act, 1992 (applicable to Islamabad and Baluchistan)
19. Bonded Labour System (Abolition) Act, 1992 (adopted by Punjab in 2012)
20. Khyber Pakhtunkhwa Bonded Labour System (Abolition) Act, 2015
21. Sindh Bonded Labour System (Abolition) Act, 2015
22. Minimum Wages Ordinance 1961
23. Payment of Wages Act, 1936
24. Payment of Wages Rules 1962.

International Finance Institution requirements

The most pertinent requirements are:

1. Labor and Working Conditions (International Finance Corporation, 2006)
2. Workers' accommodation: processes and standards (European Bank for Reconstruction and Development and International Finance Corporation, 2009)
3. Universal Declaration of Human Rights (United Nations, 1948)
4. International Labour Organization Core Conventions.
5. United Nations Human Rights Council: Report of the Special Representative of the Secretary General on the issue of human rights and transnational corporations and other business enterprises – Protect, Respect and Remedy: a Framework for Business and Human Rights (Ruggie, John, 2008).

International standards that will be followed relevant to labour and working conditions include:

1. International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work (International Labour Organization, 1998)
2. Voluntary Principles on Security and Human Rights (Secretariat for the Voluntary Principles on Security and Human Rights, 2000)
3. United Nations Global Compact

5 SCREENING OF SOCIAL IMPACTS AND MITIGATION MEASURES

5.1 General

The screening of potential social impacts (type and magnitude) under Group 2 sub-projects and accordingly their mitigation measures is discussed in this section. The social screening of sub-projects and selection of the appropriate social safeguards instruments is also described.

5.2 Possible Social Impacts

5.2.1 Social Impacts of Sub-projects due to Land Acquisition

Group 2 involves three sub-projects. However, additional projects will be identified during implementation. The impacts of the other projects identified later are expected to be of similar nature. The land required for the construction of 220 kV PU Grid Station is 10 acres owned by the PU. However, currently, this land is under cultivation by a farmer (one household), who has taken this land on lease basis from PU. Similarly, there will be installation of transmission line of 1 km, due to which there will be loss of crops and trees as well as public infrastructure (link roads & utilities).

The second sub-project consists of construction of the new 220 kV Zero Point Grid Station and associated transmission lines. This sub-project involves construction of a 220 kV Grid Station and stringing of 24 km 220 kV transmission lines. In this context, the Grid Station covers 6 acres of land; some additional land on temporary basis may be required for carrying out upgradation activities (i.e. access roads, mobility of vehicles, transportation of equipment & other). The stringing of 24 km transmission line will impact on crops and trees as well as other assets including relocation of public utilities like electric & telephone poles, transmission lines, roads.

The 220 kV Mastung Grid Station is located on 5 acres land owned by NTDC. It also includes stringing of 220 kV Sibi-Mastung-Quetta-Loralai Double Circuit T/L totaling of 340 km. The proposed T/L route alignment passes through hilly terrain, barren and agricultural land, forest trees, residential & commercial structures and social/ public utilities/ infrastructure. This sub-project involves private land on temporary basis (i.e. access roads, tower erection, stringing of transmission lines, mobility/ transportation of equipment), due to which there will be loss of crops, cutting of trees, relocation of public utilities/ infrastructure.

The screening of social impacts reveals that for the implementation of Group 2, there will be permanent[15] as well as temporary land acquisition, due to which, there will be loss of land, crops, trees, structures and other assets as well as relocation of public utilities/ infrastructure. The summary of social impacts is shown in Table 5.1.

Table 5.1: Social Impacts and Land Requirements by Sub-project

Sub-project	Project Impacts	Remarks
220 kV PU Grid Station along with associated transmission lines.	Construction of New GS - Permanent land acquisition of 10 acres due to which there will be loss of crops, trees, structures, Livelihood Installation of Transmission line (4 Km) - Temporary land acquisition, due to which there will be loss of crops, trees, livelihood	RAP/ ARAP is required

[15] 220 kV Punjab University G/S sub-project involve permanent land acquisition (10 acres) for the construction of grid station.

Sub-project	Project Impacts	Remarks
220 kV Zero Point Grid Station at Islamabad.	Construction of new GS - Cutting of some trees Installation of Transmission line (24 Km) - Temporary land acquisition, due to which there will be loss of crops, trees, structures (housing societies), livelihood; - Relocation of Public infrastructure (roads, electric poles, N-5, Islamabad highway), - Graveyards (avoid the impact)	RAP/ ARAP is required
220 kV Mastung Substation along with 220 kV Sibi-Mastung-Quetta-Loralai T/L.	Construction of new GS Installation of Transmission line - Temporary land acquisition due to which there will be loss of crops, trees, structures (housing societies), livelihood; - Relocation of public infrastructure (roads, poles).	RAP/ ARAP is required

In all three sub-project areas, the major crops grown along the T/L route alignments are wheat, mustard/ fodder, vegetables in winter and basmati rice, sugarcane, maize, jowar/ bajra, fodder in summer season. Major wood/timber trees along the route alignment include Shesham, Peepal, Acacia, Neem, Eucalyptus and Sumbal, while there are also Mango and citrus trees.

As per World Bank Operational Policy, the compensation eligibility will be limited by a 'Cut-off date' for the proposed project on the day of the start of the "census" survey for the impact assessment in order to avoid an influx of outsiders. The project affected persons who settled in the vicinity of the sub-project area after the cut-off date will not be eligible for compensation.

5.2.2 Impact on Physical and Cultural Resources

Physical cultural resources are the sites, areas, objects, or artifacts that have archaeological, paleontological, historical, architectural, religious, aesthetic, or other cultural, religious or spiritual significance to a commune, religious group, ethnic group and/or the wider public or nation. They include movable or immovable objects, sites, structures, groups of structures, and natural features and landscapes, such as, Sacred landmarks, Sacred burial sites or human remains, Pilgrimage sites or routes, Fossils, Rock drawings, Ancient structures, Places of worship. OP 4.11 seeks to preserve physical cultural resources and avoid their destruction or damage. It encompasses resources of archaeological, paleontological, historical, architectural and religious (including grave yards and burial sites), aesthetic, or other cultural significance. No cultural heritage/area will be affected due to the project. However, Chance Find Procedures will be in place to deal with such areas if found during the construction phase. Chance Find Procedures of Physical and Cultural Resources are presented in Annex-2.

5.2.3 Impact on Indigenous People

There are no indigenous people/or group of indigenous people are located in the project area including Grid Station as well as T/L route alignment of all three sub-projects or their surroundings. The project will not trigger OP 4.10 on Indigenous Peoples (OP/BP 4.10) because there are no sub-projects planned in Chitral District or Khyber Pakhtunkhwa Province, where the only known indigenous peoples are present. The appraisal of Group-II Subprojects during NTMP-I's implementation will include a review to determine OP 4.10

application. In case, any sub-projects are identified in Chitral (Kalash), an Indigenous People's Plan will be prepared.

5.2.4 Gender Impacts

In the project areas, about half of the population consists of women. Most of them are involved in domestic work/household activities. However, some women are also involved in jobs including teaching, nursing, farming labour especially in case of sub-projects located at Lahore and Islamabad. However, in case of sub-project that belongs to district Mastung, women's outdoor activities especially employment was quite limited. During the execution of this sub-project, the women access to social amenities, mobility and privacy will be affected. On the whole, women's involvement/participation in the economic activities will also be affected due to the construction/ installation of T/L activities of the proposed sub-project. The project management needs to ensure women's mobility for performing their routine tasks, respect their privacy as well as continuity of the economic activities during the project execution period. In this context, a gender development framework has been prepared and presented in Table 5.1 to be considered during the project implementation.

5.2.5 Impact Mitigation Measures

NTDC will mitigate the impacts by screening of sub-projects and preparing and implementing the specific social safeguards instruments including Social Impact Assessment (SIA)/Social Management Plan (SMP)/Resettlement Action Plan (RAP)/Abbreviated Resettlement Action Plan (ARAP)/Indigenous People Plan (IPP). The losses incurred because of mobility/transportation of equipment, access roads, towers erection and stringing of transmission lines will be compensated in accordance with the entitlement matrix developed on the basis of LARF (Table 5.2) of March 2014 attached as Annex-3 and RAP/ARAP to be prepared later.

Moreover, the following guidelines and principles need to be considered during the implementation of the project.

i) Not consider absence of legal title a bar to resettlement assistance, especially for the vulnerable groups of people including squatters, landless, tenants/ leaseholders, people below poverty line, disabled/ handicapped, elderly and women;

ii) Mitigate socioeconomic vulnerability of the PAPs according to the entitlement matrix specified in this SMF and resettlement plan to be prepared later;

iii) Assist persons/households temporarily displaced from public lands to relocate on available public lands nearby the area; and

iv) Mitigate community-wide impacts that may include community facilities, access to common property resources, etc., by rebuilding or providing alternatives in consultation with the local/user communities.

5.3 Key Steps in Social Management

5.3.1 Social Screening of Sub-projects

All sub-projects will be screened for need of land acquisition and resettlement and accordingly, the preparation of the required instrument (s) will be recommended. The executing agency evaluates a project's potential social impacts, examines alternatives to minimize the project impacts and compensating for adverse social impacts (i.e. involuntary

resettlement, indigenous peoples and physical cultural resources) and enhancing positive impacts.

Each subproject will go through the same screening and scoping process to determine the type and detail of the safeguard instrument (s) that are required by both the Bank safeguard policies and the Pakistani legislation. The steps involved are as below:

All sub-projects of NTMP-I will be processed through the screening to determine the

- Eligibility for funding under the project
- Requirements for an SIA and/or SMP and other mitigation measures
- Nature/type and magnitude of sub-project impact (impact assessment)
- Type of safeguard instruments required, i.e. a RAP or ARP and or IPP.

The screening forms and checklists are presented in Annex 4 to 6 The involuntary resettlement screening checklist will be filled to examine the status of land acquisition, ownership, number of owners/ project affected persons, land use category, magnitude of impact on the livelihood and type/ nature and magnitude of resettlement impacts. The involuntary resettlement screening checklist is referred as Annex-6 of this SMF.

5.3.2 Sub-project Category Classification Guidelines

Based on the screening data on the extent of likely impacts, the sub-project safeguard requirements will be categorized as follows:

Significant impact (Category A) – If as a result of the sub-project, about 200 or more people may experience major impacts, that is, being physically moved from housing, or losing 10% or more of their productive (income-generating) assets. A full scale SIA[16] will be prepared as a part of Environmental and Social Impact Assessment (ESIA) and RAP is prepared to commensurate the impacts;

Non-significant impact (Category B) – If as a result of the sub-project, less than 200 people will be physically displaced from housing or lose less than 10% of their productive (income-generating) assets. SMP[17] will be prepared as a part of Environmental and Social Management Plan (ESMP) and ARAP is prepared to commensurate the impacts;

No impact (Category C) – If the sub-project does not require permanent/or temporary land acquisition, and there are no impacts including the loss of land, structures, crops and trees, businesses or income (livelihood). The RAP/ARAP is not prepared. However, this category of impact may include insignificant/temporary social impacts which are generally mitigated as a part of construction activities in consultation with the PAPs.

Thus, any sub-project that may cause significant resettlement impacts (Category A) will require a comprehensive SIA including type/nature and magnitude of impacts and preparation of resettlement action plan (RAP)[18], while in case of above category B, an ARAP and SMP will be required. In case of category C, the temporary/minor impacts are generally mitigated during the project implementation as a part the contractors' contract.

[16] SIA can be prepared as a part of the Environmental and Social Impact Assessment (ESIA)
[17] SMP can be prepared as a part of the Environmental and Social Management Plan (ESMP)
[18] In case of category A sub-projects, preference should be given to avoid such projects or impacts that need to be minimized through alternatives/or adjustment in engineering design.

5.3.3 Social Impact Assessment, Inventory and Evaluation

The social screening and assessment process described above will be integrated with the preparation of safeguards documents including SIA/SMP[19], RAP/ARAP, IPP and other.

If the Social Screening indicates that the project is Category A and B, then the PMU will carry out SIA including 100% census survey of affected households. Following the finalization of the design, the Detail Measurement Survey (DMS) of the affected land and/or non-land assets and census survey of the affected households will be carried out to record the actual impacts and preparing the inventory. As a part of the land acquisition, replacement cost assessment (or asset valuation) will be carried out, which will form the basis for determining the compensation for the affected land and assets. This information will be used for fixing up compensation amounts for the land and assets to be acquired.

The information will also include a profile of the affected households including demographic and socio-economic details including landownership, usage and productivity and income, impacts on vulnerable communities. Additional information can be gathered through Stakeholder Consultations (focus group discussions) with the affected people, and vulnerable community groups, their leaders, Non-Governmental Organizations (NGOs), and Community Based Organizations (CBOs). These discussions should focus on the positive/negative impacts; measures to enhance positive impacts and reduce/mitigate negative impacts.

5.3.4 Eligibility for Entitlement of Compensation

In accordance with the World Bank Operational Policy (Revised April 2013), the project affected persons will be eligible for compensation or rehabilitation assistance as per guidelines below:

i). All land owning affected persons losing land or non-land assets, whether covered by legal title or customary land rights, whether for temporary or permanent acquisition.

ii). Tenants and sharecroppers, whether registered or not; for all non-land assets, based on prevailing tenancy arrangements.

iii). Affected persons/ parties losing the use of structures and utilities, including titled and non-titled owners, registered, unregistered, tenants and lease holders plus encroachers and squatters.

iv). Affected persons losing business, income and salaries of workers, or a person or business suffering temporary effects, such as disturbance to land, crops, and business operations both permanently and also temporarily during construction.

v). Loss of communal property, lands (shamlat) and public infrastructure.

vi). Vulnerable affected persons identified through the social impact assessment survey/ analysis

vii). In the event of relocation, all affected persons will receive transitional and other support to re-establish their livelihoods.

NTDC has prepared a LARF, which the Bank approved under Central Asia South Asia (CASA) 1000 Project. This LARF will be adopted for NTMP-I. The purpose of this LARF is to screen, plan and define management procedures for land acquisition and resettlement tasks for all project or program subprojects. These procedures are in conformity to the IFIs Resettlement Policies. This LARF also conforms to the IFIs policies regulating the

[19] Please see footnote number 23 and 24 above.

procedures and conditions, as well as the applicable laws and regulations of Pakistan and relevant Provincial laws and rules.

The LARF covers the land acquisition and resettlement processing requirements; compensation eligibility and entitlements for displaced persons; valuation and replacement of assets; impact assessment and LARP preparation; gender impacts and mitigation measures; LARP preparation; consultation, participation and disclosure; institutional arrangements; complaints and grievances redress; resettlement budget and financing, monitoring and reporting.

5.3.5 Entitlement for Compensation

The entitlements are applicable for the project affected persons losing their crops, trees or other assets, relocation of community structures/ infrastructures in and incurring income losses as well as relocation of utilities/ infrastructures.

Grid Stations impacts include land loss and resettlement etc., while for Transmission Line (T/L), no land will be acquired but losses of livelihoods and assets will be paid. A copy of the approved LARF is attached as Annex-3. The entitlement matrix presented as Table 5.2 below has been developed on the basis of Table 3 of LARF of March 2014 attached as Annex-3. This table, in addition to the provisions of entitlement matrix of LARF, also presents some additional/updated entitlements. The entitlement matrix will be reviewed during preparation of RAPs/ARAPs and more specific entitlements will be included in the matrix, if needed.

Table 5.2: Entitlement Matrix (Updated from LARF)

Asset	Specification	Affected Persons	Compensation Entitlements[20]
Temporary impacts on arable land	Access is not restricted and existing or current land use will remain unchanged	Farmers/ Titleholders	- No compensation for land provided that the land is rehabilitated/ restored to its former quality following completion of works; - Compensation, in cash, for all damaged crops and trees as per item below.
		Leaseholders *(registered or not)*	- No compensation for land provided that the land is rehabilitated/ restored to its former quality following completion of works; - Compensation, in cash, for all damaged crops and trees as per item below.
		Sharecroppers *(registered or not)*	- Compensation, in cash, for all damaged crops and trees as per item below.
		Agricultural workers	- Compensation, in cash, for all damaged crops and trees as per item below.
		Squatters	- Compensation, in cash, for all damaged crops and trees, where these are owned by the squatters.
Permanent impacts on arable land where access is restricted and/or land use will be affected	All adverse effects on land use independent of severity of impact	Farmers/ Titleholders	- Land for land compensation with plots of equal value and productivity to the plots lost; or; - Cash compensation plus 15% CAS for affected land at replacement cost based on market value free of taxes, registration, and transfer costs.
		Leaseholders *(registered or not)*	- Renewal of lease contract in other plots of equal value/ productivity of plots lost, or - Cash equivalent to market value of gross yield of affected land for the remaining lease years (up to a maximum of 3 years).
		Sharecroppers	- Cash equivalent to market value of the lost

[20] Compensation for all assets will be paid to the owner of the asset.

		(registered or not)	harvest share once (temporary impact) or twice (permanent impact).
		Agricultural workers losing their contract	- Cash indemnity corresponding to their salary (including portions in kind) for the remaining part of the agricultural year.
		Squatters	- 1 rehabilitation allowance equal to market value of 1 gross harvest (in addition to crop compensation) for land use loss.
	Additional provisions for severe impacts (More than 10% of land loss)	Farmers/ Titleholders Leaseholders	- 1 severe impact allowance equal to market value of gross harvest of the affected land for 1 year (inclusive of winter and summer crop and additional to standard crop compensation).
		Sharecroppers *(registered or not)*	- 1 severe impact allowance equal to market value of share of harvest lost (additional to standard crop compensation)
		Squatters	- 1 severe impact allowance equal to market value of gross harvest of the affected land for 1 year (inclusive of winter and summer crops and additional to standard crop compensation)
Residential/ Commercial Land		Titleholders	- Land for land compensation through provision of a plots comparable in value/ location to plot lost or - Cash compensation plus 15% CAS for affected land at full replacement cost free of taxes, registration, and transfer costs.
		Renters/ Leaseholders	- 3 months' rent or a value proportionate to the duration of the remaining lease, including any deposits they may lose.
		Squatters	- Accommodation in available alternate land/ or a self-relocation allowance (Rs.15,000).
Houses/ Structures		All relevant PAPs (including squatters)	- Cash compensation at replacement rates for affected structure and other fixed assets free of salvageable materials, depreciation and transaction costs. - In case of partial permanent impacts full cash assistance to restore remaining structure, in addition to compensation at replacement cost for the affected part of the structure.
Crops	Crops affected	All PAPs owning crops(including squatters)	- Crop compensation in cash at full market rate for one harvest (either winter or summer) by default for impacts caused by grid construction, tower base, stringing and access. - All other crop losses will be compensated at market rates based on actual losses.
Trees	Trees affected	All PAPs owning trees (including squatters)	- For timber/ wood trees, the compensation will be at market value of tree's wood content. - Fruit trees: Cash compensation based on lost production for the entire period needed to re-establish a tree of equal productivity.
Business/ Employment	Temporary or permanent loss of business or employment	All PAPs (including squatters, agriculture workers)	- Business owner: (i) Cash compensation equal to one year income, if loss is permanent; ii) In case of temporary loss, cash compensation equal to the period of the interruption of business up to a maximum of six months or covering the period of income loss based on construction activity. - Workers/ employees: Indemnity for lost wages for the period of business interruption up to a maximum of 3 months (at OPL level Rs. 15,000/ month).
Relocation	Transport and transitional livelihood costs	All PAPs affected by relocation	- Provision of sufficient allowance to cover transport expenses and livelihood expenses for one month (Rs. 15,000 per household).
Community assets	Mosques, foot bridges, roads,	Affected community	- Rehabilitation/ substitution of affected structures/ utilities (i.e. mosques, footbridges,

	schools, health center		roads, schools, health centers).
Vulnerable PAPs livelihood	Households' below poverty line and female headed households, disable persons of HH.	All vulnerable PAPs	- Lump sum one-time livelihood assistance allowance (for three months @ Rs. 3,030/- per adult person per month in a household) on account of livelihood restoration support. - Temporary or permanent employment during construction or operation, where ever feasible.
Unidentified Losses	Unanticipated impacts	All PAPs	- Deal appropriately during project implementation according to the World Bank Operational Policies.

5.3.6 Income Restoration and Relocation Strategy

The vulnerable Project Affected Persons, including those experiencing indirect or secondary impact, will be eligible for assistance due to loss of employment/ wages due to dislocation. NTDC needs to arrange resettlement & rehabilitation assistance/ allowance equivalent to 3 months minimum wage level (OPL[21]) per person per month to people who are dislocated due to the implementation of project. Vulnerable PAPs will be given preference in project related jobs. The RAPs will include provisions to provide assistance to affected livelihood activities to restore the pre-project condition.

All businesses irrespective of titled/non-titled owners of business premises, will receive an assistance/ allowance for loss of access to business premises, plus shifting or moving allowance, and one-time cash assistance for loss of income. This assistance is intended to supplement the income loss during transitional period to re-establish businesses in new locations.

5.3.7 Preparation of Mitigation Instruments:

Based on social safeguard screening and consultations with the local communities and by following above mentioned criteria, one of the following two documents will need to be prepared to comply with the WB safeguard requirements.

1. Resettlement Action Plan (RAP)
2. Abbreviated Resettlement Action Plan (ARAP)

5.3.8 Contents of RAP and ARAP

The contents of RAP and ARAP are given below:

Resettlement Action Plan

- Brief description of the project, location and proposed civil works, and required private and public lands;
- Details of the impacts in terms of, but not limited to, the categories suggested in this SMF;
- Legal Framework;
- Socioeconomic Information and Profile of PAPs which would outline the results of the SIA, the census survey, and other studies, with information and/or data disaggregated by gender, vulnerability, and other social groupings;
- Inventory of Assets of PAPs;
- A census of PAPs with income asset survey;
- Identification of PAPs (with IDs etc.);

[21] OPL refers to the Official Poverty Line, which is the minimum wage fixed by the government, i.e. Rs. 15,000/ month.

- An account of the alternatives that have been considered to avoid and/or minimize the adverse impacts;
- An account of the consultations that have been conducted with the PAPs households about the mitigation measures and implementation procedure;
- An account of the entitlements for different types of losses;
- An account of households, if any, made vulnerable by the acquisition and the special assistance that are to be provided;
- Implementation arrangements;
- M&E and reporting system;
- Grievance redress mechanism;
- Capacity building/ training Plan; and
- Resettlement budget and a RP implementation schedule.

A Brief outline of a standard Resettlement Action Plan is in Annex-7.

Abbreviated Resettlement Action Plan (ARAP)

- Documentation of the private and public lands required on temporarily basis for the project, PAPs, and valuation of the affected assets as per the guidelines;
- Description of compensation and other resettlement assistance that are to be provided;
- A brief account of consultations with the PAPs about acceptable alternatives (e.g. compensation in cash and kind, etc.); and
- A budget and an ARAP implementation schedule.

5.4 RAP Preparation Process

Should the screening process identify any involuntary resettlement, OP 4.12 calls for the preparation of individual RAP/ARAP that must be consistent with this SMF.

To address the impacts under this policy, the RAP must include measures to ensure that the displaced persons are;

- Informed about their options and rights pertaining to resettlement;
- Consulted on, offered choices among, and provided with technically and economically feasible resettlement alternatives; and
- Provided prompt and effective compensation at full replacement cost for losses of assets and access attributable to the sub project.

Following are the major steps to be adopted for preparation of the RAP:

5.4.1 Baseline, Socio-economic Data, and Resettlement Surveys

An important aspect of preparing a RAP is to establish appropriate and accurate baseline socio-economic data and census to identify the persons who will be affected by the project, to determine who will be eligible for compensation and assistance, and to discourage inflow of people who are ineligible for these benefits.

To identify the affected population and the possible adverse impacts, primary information will be collected through detailed resettlement assessment survey. This data will include:

- Inventory of houses, population and other assets will be developed by an inventory Performa and will be filled through resettlement assessment survey by the team;

- Focus Census to enumerate the affected people and to register them according to location including the land holdings;
- Household Income and Living Standard Survey for assessment of lost and affected household, enterprises and community's living standard level;
- Village Level Survey for all affected people as necessary covering the factual position regarding the social amenities, electricity, telephone, water supply, education facilities etc. and other community resources;
- Buildings/Houses Valuation Survey to assess the value of the houses and other infrastructural facilities. In this regard meetings will be held with locals as well as local administration;
- Women Status Survey to establish the baseline data for ascertaining the women status; and
- Consultation with affected population for effective mitigation measures and planning.

5.4.2 Entitlement Matrix and Resettlement and Rehabilitation Strategy

An entitlement matrix consistent with the SMF will be developed. For land acquisition and resettlement, a strategy based on the provisions of SMF and OP 4.12 will be developed. For restoration of the living standards of the PAPs, provision will be made so that people should be provided proper compensation and assistance to restore their livelihoods.

5.4.3 Implementation Arrangements

For effective implementation, RAP will describe the implementation arrangements. Identification of critical path actions, preparation of RAP implementation arrangements, compensation procedures and resettlement process will be described for an efficient and smooth implementation of RAP.

5.4.4 Preparation of Monitoring, Evaluation and Reporting Plan

The mitigation measures are effective only if properly monitored. For this purpose, proper Monitoring, Evaluation and Reporting plan will be prepared.

5.4.5 Grievance and Redress Mechanism (GRM)

Under the Grievance Redress Mechanism (GRM), RAP will describe the options available to affected persons for grievance redressal they may have about the process, the identification of eligible people for compensation, the valuation and compensation and any other complaints they may have against the entire process. The GRM will be consistent with the provisions of SMF.

5.4.6 Cost Estimates

The RAP preparation and implementation costs, including cost of compensation, various eligible allowances, monitoring & evaluation, grievances redress and land acquisition and resettlement administration, as well as contingencies, will be estimated and included in the RAP and will be considered an integral part of Project cost.

Cost estimation will be made during preparation of RAP. The RAP (s) will include a budget section indicating (i) unit compensation rates for all affected items and allowances, (ii) methodology followed for the computation of unit compensation rates, and (iii) a cost table for all compensation expenses including administrative costs and contingencies.

5.4.7 Public Consultation and Participation

Public consultation and participation will afford the PAPs an opportunity to contribute to both the design and implementation of the program activities. In so doing, the likelihood for conflicts between and among the affected and with the management committees will be reduced.

In recognition of this, particular attention will be paid to public consultation with PAPs, households, homesteads (including host communities) as well as NGOs when resettlement and compensation concerns are involved.

During RAP preparation, there must be adequate consultation and involvement of the local communities and the affected persons. Specifically, the affected persons must be informed about the intentions to use the earmarked sites for the project activities, facilities and structures. The affected persons must be made aware of:

- Their options and rights pertaining to resettlement and compensation;
- Specific technically and economically feasible options and alternatives for resettlement sites (if applicable);
- Process of, and proposed dates for, resettlement and compensation;
- Effective compensation rates at full replacement cost for loss of assets and services; and
- Proposed measures to maintain or improve their living standards.

As a matter of strategy, public consultation will be an on-going activity taking place throughout the entire project cycle. Hence, public consultation will take place during the:

- Preparation of project designs
- Resettlement and compensation planning
- Drafting and reading/signing of the compensation contracts.
- Payment of compensations
- Resettlement activities

Public consultation and participation shall take place through local meetings, request for written proposals/comments, completion of questionnaires/application forms, public readings and explanations of the project interventions and requirements.

Public documents shall be made available in appropriate languages at the local levels. RAPs should be translated to local languages and made freely available at a public place accessible to the PAPs to which it is relevant. Public consultation measures shall take into account the low literacy levels prevalent in the rural communities, by allowing enough time for discussions, consultations, questions, and feedback.

5.5 RAP/ARAP Approval Process

NTDC will prepare the social safeguard instruments (SIA/SMP/RAP/ARAP/IPP) through hiring consultants/specialists. After review and appropriate revision of safeguard action plans, the NTDC will submit the safeguard documents for World Bank's review and clearance. NTDC will not commence the construction and implementation of safeguard action plan till the approval/clearance from the World Bank. NTDC will implement the sub-projects in close coordination with the concerned line departments including revenue department, local governments, NGOs/CBOs as well as representatives of local community. The implementation of SIA/SMP/RAP/ARAP/IPP will be in line with procedures specified in this SMF and RAP (to be prepared at final design) and World Bank

operational policies. NTDC will be fully responsible to provide funds on timely basis for the implementation and monitoring and evaluation of RAP.

5.6 Other Social Impact to be reflected in SIA and SMP[22]

Impacts of the sub-projects other than land acquisition, resettlement and livelihood disturbance may include but no limited to the following:

- Noise, dust, vibration on neighboring properties;
- Exposure of community to construction workers (unwanted attention or abuse, disruptive behavior, safety issues from heavy traffic);
- Disturbances to land uses and peoples' access to resources, including Indigenous Peoples;
- Impacts on community health and safety
- Gender related impacts including women privacy, mobility, equality
- Labour related issues;
- Inconvenience to the communities due to access problems, difficulties in pedestrians' movement etc.
- Complaints from the neighbors and local community
- Other social impacts identified during sub-project screening and assessment

The above social impacts will be assessed during the preparation of SIA or SMP as a part of ESIA or ESMP to be prepared for the project. The social team will assess these impacts during the preparation of ESIA and ESMPs, work in close coordination with the environment teams and ensure that these impacts and their mitigations are reflected properly.

The direct impact related to land acquisition, resettlement and livelihood restoration will also be briefly reflected in the SIA and SMP based on the findings of RAPs/ARAPs.

6 GENDER DEVELOPMENT FRAMEWORK

6.1 General

Gender is a key issue in social safeguard management in view of the differential vulnerabilities of affected men and women. In view of their higher vulnerability levels, specific measures are proposed to enable the affected women-especially that are poor and vulnerable, to cope with the R&R process. The process of gender inclusive social management and resettlement planning include the gender analysis, project specific gender considerations and a gender strategy and action plan.

6.2 Gender Consideration and Framework

Gender issues such as restricted mobility, eligibility & entitlements of compensation, level of income/livelihood restoration and gaps has been identified as relevant to NTMP-I.

In view of above gender issues, a gender development framework associated with the NTMP-I has been prepared and discussed in Table 6.1 to address the gender related issues during the project implementation.

[22] To be prepared as a part of ESIA and ESMPs

Table 6.1: Gender Development Framework

Activity	Project Impacts/ Risks (Resettlement & Construction)	Mitigation Measures	Frequency-Time frame	Responsibility
Communication/ Consultations and Information Dissemination	Least or no information regarding eligibility and entitlement of compensation to the PAPs including female members	↳ Formation of Female PAP Committee (FPAPC). ↳ Consultative meetings with PAPs and local community on regular basis. ↳ Information dissemination regarding eligibility and entitlement of compensation to the PAPs including female members through consultative meetings and distribution of brochures and pamphlets.	Continuous activity during the implementation of RAP/ARAP & SMF.	ESIC/ Resettlement Unit (Gender Specialist/ Social Mobilizers)
	Lack of awareness to female PAP regarding completion of requisite documents for the claim of payment compensation	↳ Involvement and facilitation by FPAPC in completing the requisite documents (claims) for receiving payment of compensation.		ESIC/ Resettlement Unit (Gender Specialist/ Social Mobilizers)
Gender Segregated Payment of Compensation	Non-payment or delay in payment of compensation (including trees, crops & allowances/ livelihood restoration) to female PAPs.	↳ Maintaining gender-disaggregated data for all RAPs and SMPs. Progress reports and monitoring data should also be gender segregated. ↳ Review the gender segregated status of payment (trees, crops & allowances/ livelihood restoration) to the male and female PAPs. ↳ Categorization of reasons for non-payments/or delay in payments and accordingly development of action plan in consultation with the RU and PMU/ ESIC as well as revenue authorities for making payments	Continuous activity during the implementation of RAP/ARAP & SMF.	ESIC/ Resettlement Unit (Gender Specialist/ Social Mobilizers)

Activity	Project Impacts/ Risks (Resettlement & Construction)	Mitigation Measures	Frequency-Time frame	Responsibility
		to the female PAPs on top priority basis. PAPC should take lead in this.		
Data Management/ Data Depository	Delay in the implementation of RAP/ARAP that deteriorates the process of eligibility & entitlement for compensation especially for women.	Develop a gender segregated database covering the status of implementation of RAP/ARAP and SMF and periodic updation of database on regular basis.	Continuous activity during the implementation of RAP/ ARAP & SMF.	ESIC/ Resettlement Unit (Database/ MIS experts/ Resettlement specialist)
Gender Sensitive Grievance Redress Mechanism and Complaints Handling	⮑ Complaint about disorder of pressing needs of women/ local community relating to the project that affect the mobility during the construction activities ⮑ Difficulties in having access to social amenities ⮑ Disturbance in privacy during construction activities and installation of transmission lines.	⮑ Awareness about the gender sensitive GRM and complaint handling process through consultative meetings, distribution of pamphlets and mobile penetration. ⮑ Ensure that the existing GRM is accessible to the FPAPC/ local community and is gender sensitive. ⮑ Prepare project specific guidelines for women's participation ⮑ Carrying out the project implementation activities in consultation with the community/ local women to avoid peak hours working activities of women. ⮑ Training – capacity development for gender-inclusive project design and implementation.	Continuous activity during the implementation of RAP/ARAP & SMF.	ESIC/ Resettlement Unit (Gender Specialist/ Social Mobilizers)
Training/ Capacity Building	⮑ Deficiency of knowledge ⮑ Inadequate understanding about the project.	⮑ Design Training Modules with specific focus on women ⮑ Conduction of trainings using female trainers ⮑ Prepare training proceedings ⮑ Encourage stakeholders participation in the	Continuous activity during the implementation of RAP/ ARAP & SMF.	ESIC/ Resettlement Unit (Resettlement Specialist)

Activity	Project Impacts/ Risks (Resettlement & Construction)	Mitigation Measures	Frequency-Time frame	Responsibility
		project implementation		

6.3 Gender Assessment for NTMP-I

Keeping in view the importance of the gender aspects, NTDC has prepared a Gender Assessment for NTMP-I. The study has focused on institutional capacity of NTDC to assess gender issues in transmission sector. It has also investigated the existing socio-cultural barriers to women inclusion in NTDC's overall programs and operations and provides a set of key strategies and recommendations for gender supportive planning, design and implementation of transmission project.

The above assessment and its findings will be followed to address the gender related issues of the project.

7 LABOUR MANAGEMENT FRAMEWORK

7.1 General

This framework describes the requirements for NTMP-I with respect to labour and working conditions applicable during the implementation phase of the project. It ensures that workers in the sub-projects are treated fairly and provided with safe and healthy working conditions. It aims to ensure the management of issues that may arise due to labour-related risks. The Labour Management Framework (LMF) sets out potential impacts; and consequences and describes its appropriate mitigation measures.

7.2 Objectives and scope

The purposes of the LMF are to:

- Promote fair and equitable labour practices for the fair treatment, non-discrimination and equal opportunity of workers;
- Establish, manage and promote a healthy management-worker relationship;
- Protect workers' rights including migrant and third party workers;
- Promote healthy, safe, secure and comfortable accommodation that does not impact negatively on the communities in the surrounding area;
- Establish standards on workers' welfare, working and living environment; and
- To support the principles of freedom of association and collective bargaining of workers.

This framework describes the requirements and expectations in terms of compliance, reporting, roles, supervision and training with respect to labour and working conditions, including working environment, camp management, accommodation and local community interaction.

7.3 Baseline Condition in the Project Area

In the project area of 220 kV Grid Station PU, one-fourth of the working members were involved in labour work, while such proportion of labour is 15% and 45% in case of sub-projects of Zero Point at Islamabad and 220 kV Grid Station & T/Ls in district Mastung respectively. No bonded labour was observed in the project area as well as in the vicinity of all three sub-projects.

Labour force worked 6 days per week, while the average working hours in a day ranged from 8 to 10 hours in all three subproject areas. There was no child labour reported in the vicinity of the project area, however, in case of district Mastung, female & children were involved in helping their male members in farming activities.

As far as working conditions are concerned, the working condition at all 3 projects are satisfactory (i.e. safe and secure), while in case of District Mastung, the deployment of local labour needs to be preferred to minimize labour influx. In general, there was no case of sexual harassment and drug use reported within the labour working environment in the vicinity of the project areas/T/L route alignment. None of the present labourers working have insurance facility; however, local labour encouraged such type of facility for the workers working especially in remote areas like District Mastung, Baluchistan.

7.4 Recommended Measures

The following recommendations are presented for effective labour management:

- Contractors will engage the local labour with the same terms and condition equivalent to the terms and conditions of for salary/wages to labour brought from other areas which may help to mitigate the risk from labour influx;
- Workers accommodation arrangements must not affect the workers' access to social/religious and recreational places;
- Employment will need to be provided on the principle of equal opportunity and fair treatment, and will not discriminate with respect to benefits and compensation including wages, working conditions and terms of employment, access to training, promotion and disciplinary practices. This also includes taking measures to prevent and address harassment, intimidation, and/or exploitation, especially in regard to women;
- In the project, there must be a GRM and all labourers and workers should know about the project GRM and also make it easily accessible to the workers;
- Child labor must be strictly prohibited in all project related activities;
- No bonded or forced labour will be used for any project activity;
- The project should ensure to provide a safe and healthy work environment to both male and female workers; and
- The project may involve gender especially local women on supervisory services along with associated technical and vocational trainings.

7.5 Risk and Impact Mitigation

Mitigation measures are suggested based on the legal standards together with other good practices. The NTMP-I sub-projects are required to implement and comply with the following mitigations as appropriate in order to avoid, minimize and control impacts and risks with regard to labour employment and working conditions. Table 7.1 presents a labour and working conditions management framework including summary of the potential risks and impacts related to labour employment and working conditions, together with mitigation measures to avoid, eliminate or reduce associated impacts. The monitoring requirements to assess the performance of these mitigation measures are also described under this section.

Table 7.1: Labour and Working Conditions Management Framework

Category	Workers Impacts/ Risks	Project Impacts/Risks	Mitigation Measures	Monitoring	Monitoring Frequency	Responsibility
I. Labour Employment and Working Conditions						
Recruitment and selection of workers	- Perception of unfair recruitment and selection practices. - Child labour and school drop-out	Unpleasant work environment, which may affect the project activities.	Recruitment and selection of workers through adopting process including: - Company policy for recruitment - Eligibility - Selection criteria - Method of recruitment - Places of recruitment - Transparency - Preference to local citizens to avoid labour influx - Ensuring the children and minors are not employed directly or indirectly on the project - Communication on hiring criteria, minimum age, and applicable laws - Enforcement of legislation on child labour	Verify	On-going activity (at hiring stage)	NTDC (ESIC)/ Contractor
Terms and conditions of employment (earnings/ benefits).	Perceptions that Wages/salaries and benefits are less for locals relative to outsiders/ foreigners.	Work stoppages/ protest, absenteeism, sit-ins, sabotage.	Company policy needs to follow as below: - Contract arrangements and content - Equal pay for equal work - Process for pay increases - Pay scales and increments as well as other benefits.	Verify	Quarterly	NTDC (ESIC)/ Contractor
Labour relations (Conflict Handling)	Workers feel aggrieved and don't know how to vent their grievances.	- Workers embark on various forms of actions. - Workers take matters into their own hands, which results violence and conflict that affects workplace harmony.	Company policy needs to include the following: - Effective grievance redress process which should be gender sensitive - Disciplinary procedure - Workplace rules and regulations - Demobilization procedure - Effective Information dissemination to workers	Assessment	Monthly	NTDC (ESIC)/ Contractor
Labour communication mechanisms.	- Workers are not informed about activities/ or events that affect them	- Industrial action due to rumours or incorrect perceptions - Poor morale and unproductive workforce	Effective communication mechanisms including: - Regular written communication for all workers about the project operations/activities - Worker committees/organization/unions - Use of notice boards/toolbox	Assessment	Monthly	NTDC (ESIC)/ Contractor

Category	Workers Impacts/ Risks	Project Impacts/Risks	Mitigation Measures	Monitoring	Monitoring Frequency	Responsibility
	- Workers are unable to communicate collective issues that bother them - Rumors/ misinformation spreads					
Labour behavior	Increased risk of illicit behavior and crime (theft)	Offensive work environment, which may affect the project related activities/operations	- Paying salaries into workers' bank accounts rather than in cash - Creation of supervised leisure areas - Cooperation with local law enforcement - Introduction of sanctions (e.g., dismissal) for workers involved in criminal activities - Enforcement of laws on drug abuse - Sensitization campaigns both for workers and local communities	Monitoring to prevent drugs trafficking	On-going	NTDC (ESIC)
Gender-based violence, including sexual harassment	Unlikely working environment that may create restlessness	Fierce behavior of the workers, may affect the project related activities/operations.	Company policy needs to include the following: - Code of conduct - Disciplinary procedure - Workplace rules and regulations - Investigating perpetrators of gender-based violence; - Complaints/reports on gender-based violence or harassment through the GRM; - Provision of opportunities for workers to regularly return to their families; - Information and awareness-raising campaigns	Assessment	Monthly	NTDC (ESIC)/ Contractor
II. Labour Camp Management (The minimum labour camp requirements as per OHSAS are given in Annex-8)						

Category	Workers Impacts/ Risks	Project Impacts/Risks	Mitigation Measures	Monitoring	Monitoring Frequency	Responsibility
Workers accommodation building specifications (Camps)	Accommodation is considered substandard which leads to discomfort amongst the workers; and concerns about perceived health risks.	Workers have low morale which in turn effects the project activities/operations.	A minimum standard of accommodation is proposed as well as other living standards are applied to labour camps[23].	Verify	Quarterly	NTDC
Camp management practices	Workers (residents) do not live in harmony and the potential for conflict rises; so they do not know how to complain or make a grievance in the camp.	Conflict escalates which results discomfort to the workers and ultimately affects the project activities/operations.	The camp management must have the following: - Ensure the space/accommodation to all workers with equal terms and condition (i.e. minimum space, facilities, safety, security). - Set-up for grievances redressal - Ensure the code of conduct	Verify	Prior to appointment	
Camp location	Inappropriate camp site/or difficult access to camp site creates disturbance and un-comfort to the labour/ workers.	- Siting of camps may result in displacement of residents, loss of productive lands and the resources upon these lands. - Camps may also restrict or impede access to areas for the local community. - Construction camps may result in a noticeable increase in traffic, noise and environmental pollution, which could negatively affect the social amenities of nearby	Selection of potential camp locations includes: - Selection based on the consultations with company representatives and affected communities - Approval from concerned local government organization with requisite permit. - Environment & social management plan of the camp location which includes mitigation/avoidance measures.	Verify	Prior to establishing Camp On-going	NTDC/ Contractor/ consultants

[23] https://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=standards&p_id=9791

Category	Workers Impacts/ Risks	Project Impacts/Risks	Mitigation Measures	Monitoring	Monitoring Frequency	Responsibility
		communities and also pose a potential safety issue.				
Maintenance	Equipment breaks down affecting accommodation standards	Workers living conditions are affected, which in turn could affect the motivation and performance of workers	Provide the following to have a proper maintenance: - Regular maintenance - Replacement/repair of damages - Periodic supervision	Verify	Monthly	NTDC (ESIC)/ Contractor
Food and dining	- Food is not appropriate and there are long queues to get food. - Frustrating dining experience leading to some incidents in the dining hall (workers and kitchen staff).	Workers embark on the camp management regarding: - Incidents increase in the dining halls which could escalate towards violence - Morale is low which leads to poor interest and performance towards the project activities/operations.	Camp management ensure to provide: - Balanced food[24] - Potable water, accommodation, dining and recreation areas - Feedback/complaints on food and dining arrangements - Regular meetings with workers nominated representatives - Complaints must be trended and tracked for remedial action - Ensure that dining halls have adequate seating, condiments, cutlery and crockery for efficient service - Dining times need to be fixed and informed to all workers in the camp	Assessment	Monthly	Food Department
Housekeeping	The general appearance of the camp deteriorates making camp life unpleasant.	The overall camp experience is compromised which in turn leaves workers demoralized and demotivated.	- Ensure that camp grounds and common areas are routinely cleaned and organized with appropriate signage - Ensure an access to laundry service to all workers	Verify	Regularly	Contractor/ NTDC (ESIC)
Recreation	Workers spend most of their time in the camp and become bored and disenchanted	Workers are dissatisfied which result as: - Non-initiative attitude - Lack of interest towards work	Access to recreational spots for the workers especially during the weekend	Assessment	Monthly	Contractor/ NTDC (ESIC)

[24] approved by a Nutritionist

Category	Workers Impacts/ Risks	Project Impacts/Risks	Mitigation Measures	Monitoring	Monitoring Frequency	Responsibility
Spiritual/ Religious sites	Workers require to have an access to the spiritual & religious places nearby the camp.	Non-attendance of spiritual and religious events/places, may cause frustration and unhappy attitude/behaviour, which will have an adverse impact towards the performance in the project related activities.	Ensure the access to spiritual & religious places/sites. In addition, facilitate the workers in terms of transport/travelling activities. Provide awareness to workers to take care of social norms and cultural values of the community.	Assessment	Monthly	Contractor/ NTDC (ESIC)
Security	Inconsistent and aggressive behaviour of security personnel towards workers can result in tensions and conflict at workplace and a perception of human rights affected.	Insufficient security and control on security personnel, which may lead towards the inappropriate use of force for protecting project workers and assets, or inappropriate behaviour resulting in human rights claims	Ensure the camp security personnel are: - Adequately trained in appropriate conduct towards workers and community members - Exercising constraint and caution and understand how force may be used.	Assessment	Quarterly	NTDC/ Contractor
III. Labour and Local Community Interaction						
Workers relations/ interaction with community	- Disturbing the nearby communities due to the workers routine activities such as recreation, and travelling etc. - Communities are negatively impacted by some camp activities as well (i.e.	All negative actions on community may cause hindrance in the project construction/operation as well as other project related activities, such as road blockage, community sit-ins resulting prevention of workers, contractors & suppliers from entering the Project/ worksite.	Implement the control measures to avoid/and or minimize the impacts of camp and living conditions of workers on communities. Control measures include: - Encourage to recruit local labour/staff - Limited interaction of outsiders/foreign workers with the local/nearby community of the camp - Provide cultural sensitivity awareness training to facilitate appropriate actions interaction with communities - Limited movement of workers during the peak working hours of community.	Assessment	Quarterly	Contractor/ NTDC (ESIC)

Category	Workers Impacts/ Risks	Project Impacts/Risks	Mitigation Measures	Monitoring	Monitoring Frequency	Responsibility
	lighting, traffic movement).					
Risk of social conflicts	- Difference in cultural norms & ethics disturb the routine life of workers and community as well. - Frequent visit of workers at community places can arise conflict between workers and community	Impact on the project includes: - Strikes by local workers and community which could lead to violence and work stoppage - Absenteeism and sit-ins	- Provision of information regarding workers code of conduct in local language(s) - Organize cultural sensitization/awareness for workers - Consultations with and involvement of local communities in project planning and implementation - Awareness-raising among local community	Assessment	Quarterly	Contractor/ NTDC (ESIC)
Increased traffic and rise in accidents	Use of already existing roads to project and workers' camp sites may cause accidents and increased burden on community	Less organization of commute to work may increase traffic on community road and risks of accidents on roads that may affect mobility of local community and supplies of materials for the project	- Preparation and implementation of traffic management plan which might be covered under the ESMP - Construction of additional/separate access roads to project and workers' camp sites - Organize road safety training and defensive driving training for staff	Assessment	Quarterly	Contractor/ NTDC (ESIC)

7.6 Monitoring

The monitoring for the implementation of LMF will be carried out to (a) document the implementation and effectiveness of management and mitigation measures; (b) assess actual impacts against predicted impacts; (c) demonstrate compliance with applicable legal and other requirements. Monitoring will be carried out based on both desk work and field-based verification to confirm that specified mitigation measures are being implemented effectively and achieving the intended outcomes.

The project will undertake monitoring/assessments to determine the extent to which this framework is being implemented. The assessment will be undertaken by social development consultant deployed by Contractor, who will monitor the implementation and submit report to NTDC. There will also be a third party validation Consultant to be engaged by the NTDC, who will undertake periodic monitoring to determine the compliance of this framework.

7.7 Performance Indicators

Performance indicators[25] are used to measure and track performance against the effectiveness of mitigation and control measures discussed in this framework. Performance indicators are measurable against a specified target. The performance indicators need to be recoded and accordingly suggest the remedial measures to reduce potential risks and to be reported in periodic reports. List of performance key indicators which will need to be derived are as below:

Labour employment and working conditions

- Grievances lodged by type and number
- Disciplinary action by type and number
- Induction training numbers, queries and comments
- Issues raised by workers' committees and action taken
- Workforce numbers by local and outsider/foreign workers
- Actual demobilization numbers against planned targets and the incidents around demobilization
- Project related incidents - stoppages go slows, threats, damage to property, violence (if any)
- Absenteeism, sick leave and late arrivals

Labour camp management

- Grievances lodged by type and number
- Disciplinary action by type and number
- Induction training numbers, queries and comments
- Issues raised by camp committees and action taken
- Camp numbers by local and foreign workers
- Camp incidents
- Food or lodging complaints
- Recreation activities

Labour and local community interaction

- No of community roads used for project purposes.

[25] Indicators: Leading indicators predict actions to be taken to prevent a risk from escalating - such as complaints from workers about, i.e., the quality of camp food. Lagging indicator would be a work stoppage over camp conditions. General performance indicators may also be relevant, such as training and awareness numbers.

- No of community concerns registered
- Grievances lodged by community by type and number
- Disciplinary action against concerned employees by type and number
- Camp sites accidents by type and numbers

7.8 Information Management

Information management system during project implementation stage will need to be developed to manage data including labour employment & working conditions, camp management, labour interaction with community and other. Information tracking system will be used during implementation considering the key performance indicators and tracking will be used for non-compliances identified in the monitoring reports and accordingly corrective action plan will be prepared.

7.9 Reporting

An internal monitoring periodic report will be compiled to address the labour and working conditions aspects as discussed in this framework, while an external monitoring report will be undertaken by third party consultant and quarterly monitoring report will be pared and accordingly submitted to NTDC for onward submission to WB.

7.10 Training and Awareness

Training need assessment will be conducted to analyze the knowledge and skills of project workers and community representatives who will be considered for the training implementation. The training and awareness program will cover but not limited to the following areas as presented in table 7.2 below

Table 7.2: Training areas and timelines

Training areas	Participant	Timeline	Frequency
Mitigation measures including all procedures	Supervisors and senior camp management Personnel who will be involved in training, reporting or monitoring activities.	Prior to commencement of work	Once prior to commencement of work
Workplace induction including: - Pay slips - Disciplinary and grievance procedures - Cultural awareness - Code of conduct	All workers	Prior to commencement of work	Refresher training annually
Camp induction including: - Rules and regulations - Code of conduct - Camp committee system - Camp food complaints system - Interaction with communities and - Security.	All camp residents	Prior to commencement of work	Refresher training annually
Monitoring	Personnel who will be conducting monitoring events	Before monitoring commences	Refresher training annually

Training areas	**Participant**	**Timeline**	**Frequency**
Reporting and performance indicators	Personnel who will be compiling reports relating to labour and working conditions	Before reporting commences	Refresher training annually
Human rights awareness	Senior Management, Supervisors, security personnel (staff and contracted	Prior to commencement of work	As required by changes in training materials or awareness topics

8 CONSULTATIONS AND DISCLOSURE

This section describes the process and outcomes of the most extensive consultations carried out with various groups of stakeholders during preparation of the SMF. It also provides a framework for the consultations to be carried out during project implementation. The framework is part of a far-reaching effort by the World Bank to improve development outcomes and streamline its work. Finally, disclosure requirements for the present SMF are described.

The primary objectives of consultations are to examine whether there is broad community consensus in support of the development and construction activities and to seek their inputs/feedbacks to avoid or minimize the adverse impacts associated with the chosen physical works; identify impact mitigation measures; and assess and adopt economic opportunities which proposed project could promote to complement the measures required to mitigate the adverse impacts. Specific objectives of the consultation process carried out while preparing this SMF are listed below.

- Developing and maintaining communication links between the Project Proponents (NTDC) and stakeholders;
- Provide stakeholders with all relevant information about the nature of development and construction activities, including that potential adverse impacts, organize and conduct these consultations in manners to ensure full coverage of indigenous peoples, gender and vulnerable in the development and construction activities and free expression of their views and preferences;
- Document and share with the World Bank and other departments the details of all community consultation meetings, stakeholders' perceptions of the proposed works and the associated impacts, especially the adverse ones; any inputs/feedbacks offered by them regarding various aspects of the project, including the existing situation, route alignment, construction works;
- Ensuring that views and concerns of the stakeholders are incorporated into the project design and implementation as much as possible with the objectives of reducing or offsetting negative impacts and enhancing benefits of the proposed project;
- Obtaining local and indigenous knowledge about the people living in the nearby areas of project alignment and for the collection of primary and secondary data; and
- Engaging stakeholders for maximization of the project benefits.

8.1 Community Consultations

For the SMF, community consultations were conducted covering social aspects of the project. These comprised 11 consultations covering 91 participants. These consultations were made with community members residing in villages near the project area/project alignment to obtain feedback particularly on social issues.

During the consultations, participants were briefed on the NTMP-I project and its various elements as well as activities, its needs and objectives, and its potential/likely impacts on the people. Subsequently, their concerns and comments regarding the proposed project were recorded in order to identify appropriate alternatives and mitigation measures. Details of these consultations are presented in Table 6.1. List of the participants and other related details have been provided in Annex-9.

Table 6.1: Community Consultations

Date	Location	Concerns/ Feedback	**Remarks** (Concerns Addressal)

May 17, 2017	PU Tehsil, District Lahore	The community showed their concern related to their livestock business as they are tenants and installation of Grid Station might affect their business if no new land or compensation against their business is provided.	Compensation against loss of business will be paid as per provision of the project.
May 18, 2017	PU Tehsil, District Lahore	Tenants grow fodder on the land to be acquired and have concerns regarding their fodder and livestock business.	As per provision of the project, compensation will be paid.
May 19, 2017	Grid Station District Mastung	As this consists of upgrading an existing Grid Station on land owned by NTDC, no additional loss of land-related impacts will be there on the public or community as well as private individuals.	As per provision of the project, compensation will be paid (if there would be any loss or damages to the private assets or livelihood of the people).
May 20, 2017	Rawal Colony, Islamabad	Transmission line route exists in this area where the ownership of the entire colony land belongs to Capital Development Authority (CDA). According to participants, there is lack of basic living facilities and they are of the view that transformers should also be installed in the area in order to benefit the community from proposed project.	Any project activity will be carried out in consultation with the officials of CDA. This is subjected to the provision of the project.
May 20, 2017	Salman Town, H13 Islamabad.	They added that this type of project will decrease the short fall of electricity and improve power voltage.	Overall, people of this area had a positive feedback for the project.
May 20, 2017	Village Sangjani, Islamabad	In this area, no transformer is installed and only 2-Phase electricity is provided. This low voltage leads to the damage of home appliances like refrigerator, television etc. Installation of a transformer will lessen the effect of low voltage.	This is subject to the provision of the project. (It is recommended that NTDC facilitate the installation of the transformers under a benefit-sharing approach).
May 20, 2017	GS Mastung (Quetta)	Existing line and grid station will be upgraded; some impacts will be due to up-gradation of T/L, while, no damage of private assets is expected to take place in case of Grid Station up-gradation.	Compensation for any loss/damages will be paid to the owners.
May 21, 2017	Village Sangjani, Islamabad	There is a problem of low voltage in the area. This problem needs to be overcome by providing full voltage so that other issues related to electricity like tube well water etc. can be solved.	This is subject to the provision of the project. (It is recommended that NTDC facilitate provision of full voltage).
May 21, 2017	G17-Islamabad	There are residential structures within the T/L route as this transmission line is passing through a housing society. The community demanded to avoid residential structures in case of upgradation of existing T/L.	Already existing T/L will be upgraded
May 22, 2017	GS Mastung (Sibi)	There will no significant impact, as existing Grid Station will be upgraded and similarly, existing T/L will be upgraded.	In case of loss of assets, compensation will be paid in accordance with the provision made in this framework as well as in the RAP/ARAP to be prepared.
May 23, 2017	Grid Station Mastung (Loralai)	This comprises of up-gradation of an existing grid station on land owned by NTDC, no additional land loss will take place on the public, community or private individuals.	As per provision of the project, compensation will be paid (if there would be any loss or damages to the private assets or livelihood of the people).

8.2 Consultative Meetings with Officials

In addition to the community consultations discussed in section above, 15 institutional consultations[26] were carried out with related departments. The feedback of these consultation meetings is summarized in Table 6.2 while details of these consultation meetings are given in Annex-10 and 11.

Table 6.2: Institutional Consultations

Date	Department	Feedback/ Concerns	Remarks (Concerns Addressed)
Mar 27, 2017	PMU-NTDC	Discussion on the extensive transmission network of NTMP-I Group II Projects was carried out and related information was assorted.	Comprehensive planning was carried out to draft an inception report to initiate the study of Social Management Framework.
May 10, 2017	PMU-NTDC	Discussion was made in order to carry out the activities as per time line given in draft Inception Report.	This was a discussion to sort out the timeline to prepare SMF.
May 13, 2017	University Grid Station Islamabad	This new upgraded system will support existing system so that end tail user can get full voltage as they are struggling to survive on ever dwelling voltage with repeated cuts in power supply imposed due to short fall. It will help to reduce line losses as well.	The proposed project components were discussed with the participants. Overall, it was a positive feedback.
May 13, 2017	Zero Point Grid Station Islamabad	Zero Point Grid Station is 132kV grid station that needs to be upgraded in order to overcome future power load. Land is already available for 220 kV grid station adjacent to already 132kV Zero Point Grid Station, so no new land is needed to be acquired for installation of new equipment.	There is need to involve CDA Islamabad in order to carry out any project activities especially T/L installation.
May 13, 2017	Rawal Grid Station Islamabad	Rawal Grid Station is halfway house between University Grid Station and Zero Point Grid Station. Future demand will also be met by adding upgraded system in this loop.	This proposed project will prove itself vital in the way of reducing load on Rawal Grid Station.
May 20, 2017	Zero Point Grid Station Islamabad	Staff was happy because IESCO is shifting in NTDC, so they showed positive attitude while getting more facilities and benefits.	• No Issue related to upgradation of GS was observed.
May 20, 2017	ISPR grid Station Sangjani Islamabad	According to participants, 132 kV system is manual, not operated by remote, out dated and dangerous as well, so they requested to upgrade the system. There is need to elevate the staff accommodation as the staff is deprived of the basic accommodation facilities including playground, water filtration plant and public transport.	• According to participants, this project will give relief regarding electricity flow and voltage.
May 20, 2017	220 kV University Grid Station, Islamabad	The officials expressed that this project will help to reduce load on already existing Grid Station. Consequently, the quality of power supply will be enhanced. Control switches are not working properly, so there is need to renovate the existing equipment.	• This is subjected to the provision in the project
May 20, 2017	220 kV Quetta Grid Station	The officials expressed that this project will help to reduce load on already existing Grid	• This is subject to the provision in the project

[26] Institutional consultations – consultations with officials of concerned lined Departments.

Date	Department	Feedback/ Concerns	Remarks (Concerns Addressed)
		Station. Consequently, the quality of power supply will be enhanced.	
May 20, 2017	220 kV Sibi Grid Station	Future demand will also be met by adding upgraded system in this loop.	• This was a positive feedback.
May 23, 2017	220 kV Loralai Grid Station	It will help to reduce line losses.	This is subjected to the provision in the project
Jun 1, 2017	Environment Protection Agency Punjab, Lahore	Impact due to the proposed project and mitigation measures should assessed in a way to keep clean and healthy environment as per international standards.	EIA/ ESIA will be prepared keeping in view the EPA Act 1997 Section 12.
Jun 1, 2017	Punjab Health Foundation Poonch House, Lahore	Proposed GS seems to be away from dense population, there is no effect recounted on the community. However, during construction activities precautionary measures should be adopted. Water sprinkling to reduce dust, steps to avoid Dengue, adopting the international health and safety measures, controlling of labour working condition, all steps will save the community and help to maintain a better health of construction workers.	International Health Standards are normally followed and Contractor is circumscribed to follow ISH standards narrated in EIA.
Jun 1, 2017	Agriculture House, Davis road, Lahore	As small land is going to be acquired for proposed Grid Station, so there is no impact likely to be engendered on crops. For future projects, vertical expansion should be carried out instead of horizontal expansion so that the agricultural land can be avoided.	Grid Station is proposed to be built in government land so no new acquisition is going to be held for the proposed Grid Station.
Jun 1, 2017	Allama Iqbal Grid Station, Lahore	220kV Grid Station will provide relief to existing 132kV Grid Station ultimately improving the reliability of T/L networks under LESCO. The project seems to be feasible and will help in controlling the transmission system losses.	The team presented the scope of proposed project to the concerned officer.

8.3 Stakeholder's Consultation Framework

The project related impacts, issues and accordingly their mitigation/resettlement measures as well as the implementation process and procedures will require extensive consultations. Thus, the stakeholder consultation and participation during various stages of the project will help to improve decision making and ultimately lead to reduced social conflicts and other risks that can impact the successful implementation of the project.

The civil works activities for the construction of grid stations and up-gradation/replacement of transmission lines will have an impact on crops and trees as well as other assets. Consultations can serve as one avenue to identify ownership, type and magnitude of impact, eligibility, entitlements of compensation. This will require consultations with PAPs and local community as well as consultation with line departments/agencies. Consultations also include disclosure of information through distribution of brochures/leaflets, print and electronic media, and placement of banners at conspicuous places. The information includes eligibility, compensation of payment, project GRM and documents requirement for submitting claims for compensation.

Depending on the actual situation, stakeholder's consultations will continue throughout the project period, i.e. design, preparation and implementation to obtain stakeholders feedback to minimize the adverse impacts of the project. Project stakeholder include but are not limited to PAPs, concerned government departments, local administration and the community representatives from the proposed project area. The Stakeholder Consultation Framework for NTMP-I sub-projects is presented in Table 6.3 below:

Table 6.3: Stakeholder's Consultation Framework

Activity	Target Stakeholders	Timeline	Responsibility
➢ Public awareness campaigns/scoping sessions to share the RAP with PAPs/communities; and other stakeholders through holding consultations/ consultative meetings. Information disclosure includes distribution of brochures/ leaflets, publications in print and electronic media, and placement of banners at conspicuous places along the project alignment Location: various places along the project alignment.	Potential PAPs/communities along route, general public.	Once RUs are established	PMU/ PIU/ Project Consultants.
➢ Consultations and participation during verification of resettlement impacts and PAP list Location: various places in project area.	Potential PAPs; PAP committees; and communities along the route.	After contractor mobilization and initial field survey.	PIU and Project Consultants.
➢ Consultations with PAPs/communities during formation of PAP Committees (PAPCs). Location: various places in project area	PAPs/Communities along the route.	Before commencement of construction activities.	PIU/Project Consultants
➢ Establishment of GRM and GRCs Location: various places in project area	PAPs/Communities along the route.	Before commencement of construction activities.	PIU/Project Consultants
➢ Grievance redress Location: various places in project area	PIU staff; ESIC; Contractors; Consultants; relevant line departments; and PAP Committees (as needed).	Construction Stage	PIU/Project Consultants
➢ Informal consultations and discussions. Location: various places in project area	PAPs/Communities along the route.	Construction Stage	PIU/Project Consultants
➢ Consultations with PAPs/ communities during internal monitoring Location: various places in project area	PAPs/ Communities along the route.	Construction Stage	PIU/Project Consultants
➢ Fortnightly meetings at project sites with PAPs Location: Site offices	PIU staff; ESIC; contractors; consultants; and PAPCs (as needed).	Construction Stage	PIU and ESIC
➢ Consultations with the PAPs/ Communities during the Independent Monitoring	PAPs/ Communities along the route.	Construction Stage	Independent monitoring consultant

Location: various places in project area			
➢ Consultation workshops to review RAP implementation, any outstanding issues and grievances, views and concerns of PAPs; and actions needed to address them. ➢ Location: site offices within project area.	PAPs/ Communities along the route; relevant line department; relevant NGOs	Six-monthly during construction phase	PIU, ESIC, Project Consultants
➢ Consultations with the PAPs/ Communities relating to the leftover tasks Location: various places in project area	PAPs/ Communities along the route alignment	Operation Stage	NTDC
➢ Consultations with PAPs/ Communities during site visits by the World Bank Review Missions. Location: various places in project area	PMU; PIU; project consultants; contractors; PAPs; and PAPCs	Construction / Operation Stage	PMU/PIU/RU; WB Mission

8.4 Disclosure

A stakeholders' consultative workshop for disclosure of SMF of NTMP-I has been held on 24th August, 2017 by NTDC at Lahore. Thus, SMF has been disclosed and accordingly comments have been incorporated. The workshop minutes of meeting and comment response matrix for SMF is attached as Annex-12. After receipt of the World Bank clearance, SMF will be disclosed at NTDC website and through the WB.

8.5 Documentation

The RAP/ARAP will present a summary of the impacts, eligibility, and entitlement of compensation and livelihood restoration of PAPs. NTDC will place a copy of RAP/ARAP at PMU, PIU and Revenue Department and other concerned Departments for ready reference. The major documents include:

- SMF/RAP/ARAP
- Minutes of stakeholder consultations regarding project impact (temporary land acquisition), social safeguard screening; alternatives options of land; as well as mitigation measures suggested in this SMF; compensation process and procedure; etc.;
- Legal records – land documents, ownership, land use category, market price, extent of impact on the land owners/PAPs, willingness of land owners, and evidence of disbursement of payment of compensation;
- Inventory of PAPs, type and magnitude of impact, census of PAPs, socioeconomic conditions of the PAPs, impact location profile, PAPs/community feedback about the project; extent of impact, household assets, market price/replacement cost. Information obtained from consultations with the PAPs/local community as well as concerned departments;

- Records of compensation payment to individual PAPs – including details of vouchers/evidence and photographs;
- Records of complaints and grievances and the decisions given by the grievance redress committee; and
- Records of all agreements with PAPs/ community and executing agency relating to use of resources/ access to social amenities and restoration similar to the pre-project conditions.

8.6 Monitoring and Reporting

The following information will need to be provided for review the performance, and compliance with the OP 4.12. Monitoring tools will include interviews with PAPs including women, focus group discussions/ community consultations, physical verifications, visual observations will be applied. Details regarding monitoring (internal and external), monitoring indicators are explained in Section 12 of this SMF.

- Social safeguard screening: As and when requested, filled-out screening form for all three sub-projects of Group 2 included contract packages, implementation schedule;
- Details regarding contract award, procurement of consultants and execution of work;
- Legal documents – impact assessment/ measurement, eligibility & entitlement of compensation, disbursement of compensation, prices/ price negotiations, identification of project affected persons (name of owners, address, evidence of land or other assets);
- Internal monitoring reports – status of land acquisition (if any), quarterly/ bi-annual reports indicating the progress of land acquisition and resettlement activities/ impact mitigation plans, including payment of compensation, status of community complaints/ concerns;
- Updates for formal review missions of WB; and
- Independent review will be carried out by third party to assess how effectively and efficiently the different procedural tasks have been carried out; status of land acquisition & resettlement, impact mitigation activities; and efficacy of the provisions adopted in this SMF.

Thus, entire process of land acquisition and resettlement activities will need to be properly documented. This will include loss of inventories, list of PAPs, compensation payments, consultation records, GRM record, and minutes of site meetings. The EA will prepare quarterly reports covering the land acquisition and resettlement implementation progress. Similarly, separate reports titled, external monitoring will be prepared as presented in Table 6.4.

Table 6.4: Reporting Milestones and Timelines

Deliverables	Main Responsibility	Assisted by	Timeline
Inception report including detailed work plan	RU/ Project Consultants	-	Thirty days after mobilization
Monthly Progress Report of RAP Implementation	RU/ Project Consultants	ESIC	Second week of the subsequent month
Quarterly Progress Report for the Implementation of RAP.	RU/ Project Consultants	ESIC/ PIU	Second week of the subsequent quarter

Updation/ implementation of RAP/ ARAP- up to date list of project affected persons based on compensation, inventory of losses	RU/ Project Consultants	M&E/MIS, Social Mobilizers	After three months of mobilization
Quarterly Internal Monitoring Report	PMU/ ESIC/ RU	PIU and ESIC	Second week of the subsequent quarter
Six-monthly External Monitoring Report	IMC	-	Two weeks after completion of reporting period
Project Completion: Evaluation report of RAP/ ARAP Implementation including recommendations for future projects.	RU/ Project Consultants	PIU and ESIC	One month before contract closing.

9 INSTITUTIONAL ARRANGEMENTS

9.1 General

This section presents the institutional arrangements for the implementation of social safeguard aspects.

9.2 NTDC

NTDC is the implementing agency. Two departments, Project Delivery North (PD-North) and South (PD-South) each headed by a General Manager (GM), will be responsible for implementing the safeguards instruments for all subprojects and for maintaining regular contact with local community and authorities. The regional GM PDs will manage responsibilities through its Resettlement Units and be supported by the ESIC under the Multi-Function Program Management Unit (MFPMU). The GM PDs will also get support from two external consultants: Project Supervision Consultant (PSC) for construction supervision and Project Design and Procurement Consultant (PDP) for preparation of safeguards instruments for Group 2.

A Project Implementation Unit (PIU) will be established at sub-project level to coordinate the construction activities. The PIU is responsible to ensure compliance with the national as well as WB environmental and social safeguard requirements including preparation of SMF, RAP/ARAPs and other management plans.

For the implementation of social safeguard aspects, different entities will be involved including the PIU itself, ESIC already existing within NTDC. Roles and responsibilities of these entities are described below. Figure 9.1 presents organizational set-up for the overall project as well as for RAP/ARAP and SMF implementation.

ESIC

The ESIC is already in place in NTDC and is mandated to ensure compliance with the national regulatory as well as WB safeguard policy requirements pertaining to environment, social, and resettlement aspects.

The ESIC is headed by Manager. Other staff includes a Deputy Manager Environment, Assistant Manager Environment and Assistant Manager Social Safeguards.

During the NTMP-I implementation, the ESIC will need to be strengthened through training/capacity building. The RAP will be prepared by PDP consultant and will be submitted to WB for approval.

For the preparation and implementation of RAP/ ARAP, the ESIC will have the following specific functions:

- Assist and supervise the PDP consultant for the preparation/update of RAP/ARAPs at the final design stage, including additional inventory surveys, measurements, assessment, and valuation in coordination with concerned departments;
- Assist and supervise the PSC consultant for the implementation of the approved RAPs/ARAPs in accordance with the procedure given in this SMF and through the assistance of Resettlement Unit (RU) under the PIU at Sub-project level;
- The ESIC will hold monthly meetings with the PSC consultant and PIU to review the progress, to identify related gaps and issues, and to determine corrective actions needed;

- Maintaining close liaison and coordination with various project entities including PIU, PSC, PAPC for male and female, and Grievance Redress Committee (GRC) (discussed later in the following section);
- Maintaining liaison with regulatory agencies/authorities and WB, as needed; and
- Preparation and dissemination of periodic reports (internal & independent monitoring reports) in coordination with the PSC.

9.3 Project Implementation Unit

The PIU will be established at project level (field level) and will be notified by the GM PDs. The major functions of the PIU will be to coordinate and supervise the construction activities in the field. For the purpose of RAP/ARAP implementation, PIU will include a Resettlement Unit (RU). The RU will have the following members, in addition to its own technical staff including an Executive Engineer:

- District Officer (Revenue)/LAC
- Representative of ESIC
- Representatives of Contractor
- RAP Implementation Consultant
- Patwari (Revenue Clerk)
- Representative of PAPC (male & female)

With respect to RAP/ARAP implementation, the major responsibilities of RU will include:

- Distribute the notices to the entitled PAPs regarding payment of compensation;
- Facilitate the PAPs for completing the necessary documentation to receive their entitled payments;
- Maintain liaison and interaction with the PAPs and local communities to address their concerns;
- Provide proper guidance to PAPs for the submission of their requests for compensation as per eligibility and entitlement;
- Help the PAPs to forward their complaints, if any, to the GRC;
- Help the PAPs in any other related activities; and
- Maintain close liaison with PMU, ESIC, contractor, and relevant government departments for RAP implementation.

9.4 RAP Preparation and Implementation Consultants

The PDP will be responsible for RAP/ARAP preparation, update (if any) and implementation; their key responsibilities in this context will include:

- Preparing RAP/ ARAP in accordance with LARF and will be submitted to World Bank for review and clearance;

The PSC will be responsible for RAP/ARAP update (if any) and implementation; their key responsibilities in this context will include:

- Updating RAP/ARAPs (if required), at the final design stage, including additional inventory surveys, measurements, assessment, and valuation in coordination with concerned departments, PIU, and ESIC;

- Establish and maintain a database for inventory of losses, details of various categories of PAPs, compensation amount for each PAP, details of compensation payment made to PAPs, grievances received, grievances resolved, consultations, and details of vulnerable PAPs
- Implementation of the approved RAPs/ARAPs in accordance with the procedure and schedule given in this document and in coordination with the RU;
- Maintain an up-to-date record of RAP/ARAP implementation;
- Hold regular meetings with ESIC and RU regarding the RAP/ARAP implementation progress, to identify related gaps and issues, and to determine corrective actions needed;
- Facilitate timely payment of compensation to the PAPs;
- Support PMU, PIU and RU in establishing and functioning of an effective GRM for the project (GRM is discussed later);
- Maintaining close liaison and coordination with various project entities including PIU, RU, ESIC, and GRC;
- Maintaining close liaison and coordination with various government departments including Revenue, Forest, Communication and Works (C&W), and Agriculture;
- Develop a framework for community consultations and information disclosure to ensure PAPs are well aware of the project impacts, eligibility, entitlements, compensation and allowances, schedule of compensation disbursement, complaints and grievance redress procedure, and all relevant project related information;
- Facilitate formation of PAPCs at the village level;
- Maintaining close liaison and coordination with local communities particularly with PAPs and PAPC;
- Inform PAPs about the process of compensation disbursement and facilitate them in preparation of required documents for compensation payments;
- Maintaining liaison with regulatory agencies/authorities and WB specialists, as needed;
- Support PMU and PIU for dissemination of information pertaining to RAP and its implementation;
- Preparation and dissemination of RAP/ARAP implementation progress reports in coordination with the ESIC; and
- Disclosure and dissemination of project information booklet prepared based on the final RAP.

The RAP implementation consultants will ensure effective implementation of RAP/ ARAP.

9.5 Government Departments

Various line departments that are relevant for RAP/ARAPs implementation include the Revenue Department for valuation of land and other assets and any land acquisition if needed; Forest Department in case of damage to any forest trees; Agriculture Department for valuation of crop damages; Public Health Engineering Department in case of any government-owned tube-wells are affected; National Highway Authority in case of crossing of any national highway/motorway; WAPDA; C&W Department in case of any damage to local roads as well as valuation of affected buildings and structures. The PIU will be responsible to contact the concerned department in a timely manner and maintain liaison during the construction works.

9.6 Project Affected Persons' Committee

The PAPC will be formed at the field level with participation from each village. The PAPC will have a chairperson, a secretary and members. The PAPC will be responsible for the following activities:

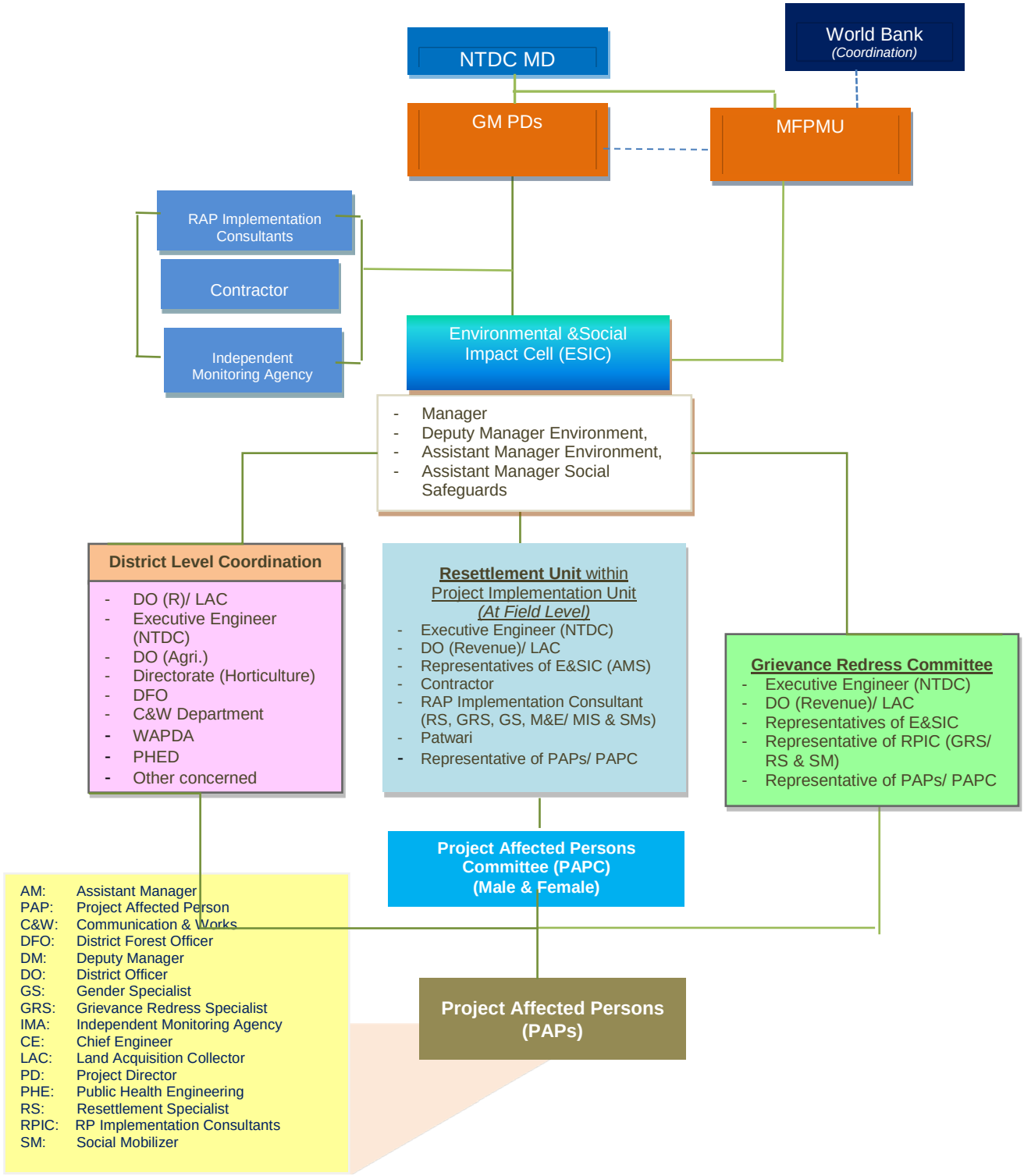
- Interaction between the community particularly PAPs and the PIU, RAPIC and ESIC;
- Participate in the survey of the affected communities and PAPs;
- Participate in the consultations to be varied out by PIU, ESIC, RAPIC, and monitoring consultants;
- Disclosure of project and RAP/ARAP information among the communities particularly the PAPs;
- Help and facilitate the PAPs in completing the requisite documents for compensation payments;
- Ensuring payment of compensation in accordance with the entitlement matrix given in the approved RAP; and
- Facilitate early resolution of grievances and complaints raised by the communities particularly PAPs.

9.7 Independent Monitoring Consultants

The ESIC will engage IMC to periodically monitor project activities to ensure compliance with the design and other requirements such as social safeguards. The IMC will also be responsible to monitor the RAP/ARAPs implementation. For this purpose, they will periodically visit the site, hold meetings with the PIU, RU, ESIC, RAPIC, and most importantly, the PAPs. They will review the documentation related to RAP/ARAPs implementation and particularly review the GRM record.

The institutional arrangements for the implementation of RAPs ARAPs and GRM are presented in Figure 8.1.

Figure 8.1 Institutional Set-up for the Implementation of RAP/ ARAP



10 GRIEVANCE REDRESS MECHANISM

A GRM will be established at each sub-project level to facilitate amicable and timely resolution of complaints and grievances of the communities including PAPs (male and female) regarding all social issues including land acquisition, resettlement/relocation, and livelihood restoration. Under the GRM, GRC will be formed comprising of PIU's (Executive Engineer), District Officer (Revenue), representative of ESIC, representative of RAPIC[27] (RS/SM), member of PAP Committee (male and female) and Patwari (Revenue record keeper). Owing to the linear nature of the project, a GRC will be formed at each sub-project level (that may also be at District level).

Under the GRM, community Complaint Register (CR) will be maintained by the PIU kept at each sub-project level. All complaints and grievances will be logged in the register along with details including date of complaint, name, address of complainant, location, and description of complaint. The GRC will then fill additional details in the register including the corrective action needed, timeframe for corrective action to be taken, and person/project entity responsible for corrective action. Once the corrective action is implemented, the GRC will document the associated details in the register including the description of action take, date of action completion, views of the complainant regarding the corrective action, and any residual grievance. GRM procedures will be disseminated particularly among the local communities and PAPs. GRM will be gender responsive, culturally appropriate, and readily accessible to the PAPs at no cost and without retribution.

For making effectively operational, the set-up of GRM will be at different tiers. First Tier (GRM at Community level): At first step, the GRM will be at Community level[28] (that may be a village or group of villages. This will include (a) representative of PAP Committee (PAPC –male & female members) (b) Social mobilizer (male & female) and (c) Patwari (Revenue record keeper). The minor grievances/complaints can be resolved/ handled at village/ community level (first tier). If a complaint cannot be resolved at this level, it will be formally forwarded to PIU (GRC), i.e. 2nd tier. If grievance/complaint still not resolved, it will be forwarded to the PMU (NTDC) (3rd tier). In case, complainant could not be satisfied then the complainant (s) may enter his reference in the Court of law (4th tier).

For effective operation of GRM, the following steps/ tiers will be followed:

- **Tier 1 (Village/ Community level):** When a grievance arises, the PAP (male or female) may contact directly with the PAPC (male or female) as well as PIU (or Resettlement Unit). PAPC and RAPIC (Social mobilizer) may resolve the concern at their door step. If the issue is successfully resolved, no further follow-up is required.

- **Tier 2 (GRC at PIU level):** If no solution can be found at Tier 1, the PAP (male & female) may enter concern/grievance to the GRC (PIU). The GRC will log the complaint along with relevant details in the community CR. For each complaint, the GRC will investigate and prepare Fact-Finding Report and assess its eligibility, and identify an appropriate solution. Accordingly, the concerns will be redressed/appropriately responded within fifteen days. Thus, the GRC will, as appropriate, instruct the responsible entity to take corrective actions. The GRC will review the responsible entity's response and undertake additional monitoring as needed. During the complaint investigation, the GRC will work in close consultation with the Contractors, the Project Consultants, PIU/ RU, ESIC and PMU.

[27] RAP Implementation Consultant.
[28] Community level refers to village level or group of village PAPC (male & female).

- **Tier 3 (PMU level):** If still, the complainant is not satisfied/issue not resolved, then GRC will forward the complaint to PMU for remedial measures and decisions accordingly. The committee at PMU level will consist of ESIC and PMU level staff from NTDC as well as PAPC/PAP representative in order to resolve the issue/grievance within three weeks.

- **Tier 4:** If the PAPs are still not satisfied with the decision of PMU, then the complainant (s) may entered the reference in the Court of law.

10.1 Grievance Redress System and Procedure

- Any grievance in written, verbal or digital form shall be recorded by the receiving office in its Grievances Record System which will be maintained at PIU;
- A serial number will be assigned to it together with the date of receipt;
- A written acknowledgement to a complainant shall be sent promptly and in any case not more than 3 working days;
- The acknowledgement shall contain the name and designation of the officer who will deal with the grievance; information that necessary action will be taken within the specified working days from the date of receipt of the grievance by the officer concerned; name, address, email-id and phone number of the authority which the complainant could approach if the matter is not redressed within the specified timeframe or if he is not satisfied with the action taken;
- If the office receiving the grievance/complaint is not the one designated to consider and dispose it, the receiving office shall forward it to the designated office, but after having complied with the requirements at 1 to 3 above; and
- The office designated to consider the matter shall make every effort to ensure that grievances/appeals are considered and disposed of within the stipulated period of fifteen days.
- If the grievance redress mechanism fails to satisfy the aggrieved affected person at all levels, he can submit the case to the appropriate court of law.

10.2 Closure of Grievance

The complaint shall be considered as disposed of and closed when:

- The designated GRO/authority has acceded to the request of the complainant fully;
- Where the complainant has indicated acceptance of the response in writing;
- Where the complainant has not responded to the Grievance Redress Officer within one month of being intimated about the final decision of the grievance officer on his grievance/complaint;
- Where the complainant fails to attend the proceedings of the Grievance Redress Officer with in the stipulated period of the disposal of the complaint; and
- Where the complainant withdraws his/her complaint.

10.3 Exclusions

The following allegations/complaints shall not be construed or taken up for consideration and disposal as ‘Grievances’:

- Anonymous complaints or Frivolous cases in respect of which inadequate supporting details are provided;
- Cases involving decisions/policy matters in which the complainant has not been affected directly/indirectly;
- Cases where quasi-judicial procedures are prescribed for deciding matters or cases that are sub-judice;
- A Grievance which has already been disposed of by the higher level Grievance Cell; and
- Complaints of corruption which should be lodged and dealt with separately from this system.

11 CAPACITY DEVELOPMENT AND TRAINING

Capacity building will be needed to ensure that institutions involved in the implementing of different components of SMF have the technical, management and other skills to perform their role and responsibilities efficiently and in a timely manner.

The key institutions for capacity building includes, i) PIU & ESIC implementation team, ii) the Contractor, iii) Consultants, line-departments/agencies, local NGOs, and other concerned who will be involved in the implementation of SMF and RAP/ARAPs and other social safeguards instruments.

The technical officials/engineers of NTDC, Contractor staff has limited experience regarding the social safeguard and management. As discussed above, PIU (NTDC) will be responsible for implementation of the SMF, RAP/ ARAP, therefore basic training on regulatory requirements, social impacts, and social impact assessment and management would greatly improve the capability of relevant technical staff in carrying out their responsibilities under the proposed NTMP-I. Training for the relevant officials may be arranged at project level.

The following Table 10.1 summarizes the training requirements of all the relevant staff who will be involved in the implementation of SMF, RAP/ ARAPs, basic training for key personnel on regulatory requirements, social impacts/ =assessment and SMF, RAP/ARAPs in home or abroad. An indicative cost of training/capacity building is presented in Table 10.1 as below.

Table 10.1: An Indicative Cost of Training/ Capacity Development

Training activity	Participants	Schedule	Indicative Cost (Rs. in M.)
➢ World Bank Involuntary Resettlement OP/ BP (4.12), access to information, SIA/impact assessment, SMP, RAP, eligibility and entitlement matrix, monitoring & evaluation, GRM, consultation & information disclosure and lessons learnt from previous projects	PMU, project engineers, Contactors, Consultants, representative of line-departments, revenue department and other concerned officials/staff. (10-20 participants)	Prior to commencement of project activities	3.00
➢ Advanced training on assessment, management (SMP, RAP), monitoring, including details on SIA	PMU, project engineers, Contactors, Consultants, representative of line-departments, revenue department and other concerned officials/staff. (10-20 participants)	Immediately after project commencement	1.50
➢ Training on participatory development through participatory practices	PMU, project engineers, Contactors, Consultants, representative of line-departments, revenue department and other concerned officials/staff. (10-20 participants)	On-going during the project implementation	1.25

Training activity	Participants	Schedule	Indicative Cost (Rs. in M.)
➢ Gender and Development (GAD)/ gender analysis/ issues	PMU, project engineers, Contactors, Consultants, representative of line-departments, revenue department and other concerned officials/staff. (10-20 participants)	On-going during project implementation stage	1.50
➢ Need based skill enhancement training program	PMU, project engineers, Contactors, Consultants, representative of line-departments, revenue department and other concerned officials/ staff. (10-20 participants)	On-going basis, during implementation stage	1.50
		Total Cost (M. Rs.)	8.75 ($0.083 M.)

12 LAND ACQUISITION AND RESETTLEMENT BUDGET

The detailed cost estimation will be carried out in line with this SMF. RAP/ARAP preparation and implementation costs, including cost of compensation, various eligible allowances, monitoring, evaluation, grievances redress and contingencies, will be estimated and included in the RAP/ARAP and will be considered an integral part of Project cost. RAP/ARAP will include a budget section indicating (i) unit compensation rates for all affected items and allowances, (ii) methodology followed for the computation of unit compensation rates, and (iii) a cost table for all compensation expenses including administrative costs and contingencies.

Funds for RAP/ARAP budget, including compensation, allowances, and RAP preparation and implementation, will be provided by the NTDC. Costs for external monitoring tasks can be allocated to funds by WB. In order to ensure that sufficient funds are available for land acquisition and resettlement tasks, the local governments will have to allocate 100% of the cost of compensation at replacement cost and expected allowances estimated in each RAP/ARAP plus 5% of contingencies before RAP implementation. NTDC will be responsible for the timely allocation of the funds needed to implement the RAP/ARAP. Allocations will be reviewed twice a year based on the budget requirements indicated in RAP.

The budget for land and crop compensation will be disbursed by NTDC to the District Collector Office which in turn, through the LAC will disburse the compensation to the PAPs. For compensation funds for other items such as documented structures (houses, shops, etc.), house restoration, shops, employment, income loss, etc. will be paid to PAPs by PMU (NTDC) through the ESIC with the assistance of RU at PIU.

To comply with the Operational Policy 4.12 of the World Bank, the payment of land acquisition and resettlement will need to be paid prior to commencement of civil works. These costs are expected to vary depending on type and magnitude of impacts. It is proposed that the NTDC will ensure the timely availability of funds to implement the RAPs/ ARAPs that are to be prepared later (i.e. at final design). Detailed budgets for land acquisition and resettlement will be estimated and presented in RAPs or ARAPs.

13 MONITORING AND EVALUATION MECHANISM

13.1 Monitoring and Evaluation

Monitoring of the implementation of SMF and RAP/ARAP implementation[29] will be carried out in two tiers. In the first tier, internal monitoring will be carried out by PMU (ESIC), whereas in the second tier, external monitoring will be carried out by the IMC. The purpose of these monitoring activities is to ensure that the implementation of safeguard documents (RAP/ARAP & SMF) in a timely manner, in accordance with the procedures described in the SMF, and in compliance with the national as well as WB safeguard policies. These monitoring tiers are described below.

13.2 Internal Monitoring

Internal monitoring will be carried out by the PMU through ESIC. The PMU-based staff of the ESIC will make regular field visits to monitor the RAP/ARAP implementation activities in line with the procedures and guidelines given in this SMF. ESIC will hold meetings with the PIU and RU as well as RAP implementation consultants, PAPs/ project affected person committees, project engineers, revenue staff, in order to review the disbursement of payment of compensation, social mobilization, GRM record, progress reports, and also hold meetings with the local community particularly the PAPs.

ESIC will also assess the compliance status with respect to the national regulatory and WB safeguard policy requirements. The monitoring results will be compiled in the form of monitoring reports. A summary of these reports will be included in the quarterly project implementation reports, which will be disseminated within NTDC and will also be shared with the WB.

The monthly progress reports will be consolidated on quarterly basis and will be submitted to World Bank. Specific monitoring indicators will be as follows:

- Information campaign and consultation with PAPs;
- Status of land acquisition and payments on land compensation;
- Compensation for affected structures and other assets;
- Relocation of PAPs;
- Payments for loss of income/ livelihood;
- Selection and distribution of replacement land areas; and
- Income restoration activities
- Gender segregated analysis of RAP implementation
- Progress on the gender sensitive grievance redress mechanism

13.3 Independent Monitoring/Third Party Validation

The independent monitoring will be carried out by IMC, which will be engaged by PMU. The IMC will develop monitoring and evaluation indicators for the study on the basis of the RAP/ARAP and SMF and the underlying objectives of the national regulations as well as WB policies on involuntary resettlement.

Independent monitoring will be carried out on quarterly and bi-annual basis. The key objectives of this process are to ensure that the provisions of the RAP/ARAP and SMF are effectively implemented, compensation payments are paid in a timely manner to the entitled PAPs, public consultations are carried out, GRM is functional and grievances are

[29] RAP will be prepared later on the finalized design.

addressed effectively as well as in a timely manner, and the PMU (ESIC) is maintaining an up-to-date record of the monitoring reports.

The IMC will review the status of the RAP/ARAP in the light of the policy, principles, targets, budget and duration that has been laid down in this SMF and RAP/ARAP (to be prepared at final design stage). Monitoring protocols will be both quantitative and qualitative. The quantitative will include interviews with PAPs including women, while in case of qualitative, focus group discussions/community consultations, physical verifications will be taken in account. Quantitative information will be collected by using well-structured data collection tools and semi-structured format/checklist will be used in case of qualitative information.

The key tasks during monitoring include:

- Develop specific monitoring indicators for undertaking monitoring and evaluation for RAP/ARAP implementation including the compensation payments, community participation, consultation, and disclosure;
- Review results of internal monitoring and verify claims through random checks (minimum 25% sample size) at the field level to assess whether resettlement objectives have been achieved;
- Involve the PAPs and community groups in assessing the impacts of resettlement for monitoring and evaluation purposes;
- Review and verify the progress of RAP/ARAP implementation and prepare quarterly and bi -annual reports for the PMU;
- Evaluate and assess the adequacy of compensation given to the PAPs and the livelihood opportunities and incomes as well as the quality of life of PAPs especially women and vulnerable groups;
- Evaluate and assess the adequacy and effectiveness of the consultative process with the PAPs, particularly with vulnerable PAPs & women, including the adequacy and effectiveness of grievance procedures and legal redress available to the affected parties, and dissemination of information;
- Assess socioeconomic conditions of the PAPs at the post implementation period of RAP/ ARAP;
- Capture reactions from PAPs on entitlements and compensation;
- Assess changes in housing/business restoration, income restoration, and income levels;
- Analyze and compare the livelihood and living standard of PAPs for pre- and post-project scenarios;
- Evaluate and assess the adequacy and effectiveness of GRM; its recording, reporting and processing time and its redressal;
- Evaluate and assess the adequacy and effectiveness of the institutional arrangements, PMU, ESIC and RAP implementation consultants;
- Assessment of the resettlement efficiency, effectiveness, impact and sustainability for drawing lessons for future resettlement policy formulation and planning;

The IMC will also assess the status of project affected vulnerable groups such as female-headed households, disabled/elderly and families below the poverty line.

The following will be considered as the basis for monitoring and evaluation of the project:

- Socio-economic conditions of the PAPs in the post-resettlement period;

- Communications and reactions from PAPs on entitlements, compensation, options, alternative developments and relocation timetables etc.;
- Changes in housing and income levels;
- Rehabilitation of squatters;
- Valuation of property;
- Grievance procedures/mechanism;
- Disbursement of compensation; and
- Level of satisfaction of the PAPs in the post resettlement period.

The external monitoring agency/consultant will carry out a post-implementation evaluation of the RAP implementation about a year after completion of its implementation. The compelling reason for this study is to find out if the objectives of the RAP have been attained or not. The benchmark data of socioeconomic survey of severe impacts/severely affected PAPs conducted during the preparation of the RAP will be used to compare the pre and post project conditions. The external monitoring agency/consultant will recommend appropriate supplemental assistance/or corrective action plan for the PAPs to ensure the accomplishment of objectives of the RAP.

PHOTOLOG

Stakeholders' Consultations

Photograph 1: Consultation with the project proponents (NTDC)

Photograph 2: Meeting with NTDC for the proposed 220 kV Punjab University GS at NTDC Lahore.

Photograph 3: Official consultation with EPA Punjab Lahore for proposed 220 kV Punjab University Grid Station Lahore

Photograph 4: Consultation meeting with the Health Department (Punjab Health Foundation) Lahore

Photograph 5: Meeting with the Additional Secretary Planning Department of Agriculture Lahore

Photograph 6: Meeting with the Officials of Allama Iqbal Grid Station Lahore for 220 kV Punjab University Grid Station Lahore.

220 kV Punjab University GS along with associated TLs

Photograph 1: A view of land for proposed 220 kV Punjab University Grid Station, Lahore.

Photograph 2: Data collection for socio economic survey adjacent to proposed 220 kV Punjab University Grid Station at Dera Ranjha , Lahore.

Photograph 3: Community consultation adjacent to proposed 220 kV Punjab University Grid Station at Dera Chatha, Lahore

Photograph 4: In/Out point of 220 kV NKLP-Bund Road D/C T/L, Lahore.

Photograph 5: A view of structure (kacha) owned by the tenants adjacent to proposed 220 kV Punjab University Grid Station.

Photograph 6: Baseline data collection with the community at Dera Ranjha near proposed 220 kV Punjab University Grid Station .

220 kV Zero Point Grid Station, Islamabad

Photograph 7: Meeting with the officials of Zero Point Grid Station Islamabad.

Photograph 8: Land adjacent to existing grid station at Zero Point Islamabad.

Photograph 9: 132 kV existing TL crossing through a Grave Yard in H-8/3 Islamabad.

Photograph 10: 132 kV existing TL passing through Forest Land owned by CDA.

Photograph 11: Briefing on Single Line Diagram given by the officials of Zero Point Grid Station Islamabad

Photograph 12: 132 kV existing TL crossing the Zero Point near Islamabad Highway.

Photograph 13: In/Out point of 220 kV proposed TL at Kashmir Square Islamabad.

Photograph 14: Official consultation at 220 kV Islamabad University Grid Station at Barakahu Islamabad.

Photograph 15: Baseline data collection in Rawal Colony Islamabad.

Photograph 16: Meeting with the officials of 132 kV Rawal Grid Station Islamabad.

Photograph 17: Primary data collection from community of existing 132 kV TL.

Photograph 18: Community consultation at Rawal Colony Islamabad.

Photograph 19: Meeting with official of 220 kV ISPR Grid Station at Sangjani Islamabad.

Photograph 20: External view of 220 kV ISPR Grid Station at Sangjani Islamabad.

Photograph 21: Socio economic baseline information collection at Sangjani Islamabad.

Photograph 22: Community consultation at Sangjani Islamabad.

Photograph 23: 132 kV existing TL passing G-17 Housing Society Islamabad.

Photograph 24: Consultation with local community at Salman Town, Islamabad.

220 kV Mastung Substation along with D/C TLs

Photograph 25: A view of official consultative meeting at NTDC District Sibi.

Photograph 26: A view of consultative meeting with Agriculture Officer at Agriculture Office District Sibi.

Photograph 27: Socio economic baseline information collection.

Photograph 28: A view of consultative meeting with officials of 220 kV Loralai Grid Station, District Loralai, Baluchistan

Photograph 29: A view of barren land adjacent to the boundary wall of 220 kV Loralai Grid Station, District Loralai, Baluchistan.

Photograph 30: Another view of agricultural land at District Sibi.

Photograph 31: A view of public consultations at District Quetta.

Photograph 32: Socio economic baseline information collection at District Quetta.

Photograph 33: A view of 220 kV transformer at Quetta Industrial Grid Station, Quetta, Baluchistan.

Photograph 34: Community consultation at District Loralai.

Photograph 35: Consultation with local community at District Loralai.

Photograph 36: Consultation with local community at District Loralai.

ANNEXES

Annex-1: List of Sub-projects under NTMP-I Group I and Group II

Sr. No.	Sub-project	Est Cost ($ million)	Description/ Notes	Transformer	
				Auto TF 250 MVA, 220 kV	Auto T/F 500 kV
A	**COMPONENT A - Upgrading and Expansion of the Transmission Network**	**512.84**			
	GROUP I	**345.84**			
I	**500 kV Islamabad West substation**	79.36			
	Interest during construction				
II	**Extension /Augmentation of Existing 500 and 220/132 kV substations**	154.75			
	Zone 1				
1	500 kV Lahore (Sheikhupura) Substation	10.01	Augmentation 3x160 to 3x250 MVA, 220/132 kV; and extension 1x250 MVA, 220/132 kV	4	
2	220 kV New Kotlakhpat (NKLP) Substation	3.61	Extension 1x 250 MVA, 220/132 kV	1	
3	220 kV Wapda Town Substation	6.51	Augmentation from 3x160 to 3x250 MVA, 220/132 kV	3	
	Zone 2				
4	220 kV Bannu Substation	6.51	Augmentation from 3x160 to 3x250 MVA, 220/132 kV	3	
5	220 kV Daud Khel Substation	0.97	Extension 1x160 MVA, 220/132 kV		
6	500 kV Sheikh Muhammadi Substation	9.58	Extension 1x450 MVA, 500/220 kV		1x450 MVA
7	220 kV Islamabad University Substation	3.51	Extension 1x 250 MVA, 220/132 kV	1	
8	20- 220kV Sangjani Substation	6.51	Zone 2		
	Zone 3				
9	220 kV Ludewala Substation	6.51	Augmentation from 3x160 to 3x250 MVA, 220/132 kV	3	
10	500 kV Nokhar (Gujanwala) Substation	18.66	Extension 1x600 MVA, 500/220 kV	3	1x600 MVA
11	220kV Ghakar Substation	4.36	Zone 3		
12	220kV Sumandari Road Substation	6.51	Zone 3		
	Zone 4				
13	220 kV Piranghaib Substation (NGPS Multan)	6.45	Augmentation from 4x63.5 to 2x250 MVA, 220/132 kV with allied equipment and accessories for the extension of the transformer bay.		
14	220 kV Bahawalpur Substation	2.21	Augmentation from 1x160 to 1x250 MVA, 220/132 kV	1	
15	500 kV Multan New Substation	6.51	Zone 4		
16	220kV Vehari Substation	6.51	Zone 4		
	Zone 5				
17	220 kV Loralai Substation	3.64	Extension 1x 250 MVA, 220/132 kV	1	
18	220 kV Sibbi Substation	1.08		0	
19	220 kV Quetta Industrial Substation	2.21	Augmentation from 1x160 to 1x250 MVA, 220/132 kV	1	
	Zone 6				
20	220kV Shikarpur New Substation	6.51		3	
21	220 kV Rohri Substation	3.51	Extension 1x 250 MVA, 220/132 kV	1	
22	220 kV Khuzdar Substation	1.54	Extension 1x160 MVA, 220/132 kV	0	
23	500 kV Guddu Substation	2.21	Augmentation from 1x160 to 1x250 MVA, 220/132 kV	1	
24	220 kV Daharki	2.21			
	Zone 7				
25	220 kV Jamshoro Substation	1.08		0	

26	220kV TM Khan Road Substation	4.36		2	
27	220kV Hala Road Substation	6.51		3	
	Interest during construction			20	2
III	**Rehabilitation of 500 kV and 220 kV grid to enhance system reliability**	**60.43**			
3.1	Conversion of 220kV AIS Bund Road to GIS substation	17.14			
3.2	Conversion of 220kV Nishatabad AIS substations to GIS	6.39			
3.3	Conversion of 220kV Kala Shah Kaku AIS substation to GIS	17.95	Conversion to GIS		
	220kV Kala Shah Kaku Substation	6.51	Augmentation from 3x160 to 3x250 MVA, 220/132 kV		
3.4	Conversion of 220kV Ravi Road AIS substation to GIS	6.41			
IV	**500 kV Nowshera**	51.29	500kV substation with 2x750MVA 500/220 kV T/Fs and allied equipment. 500kV D/C T/L for In/out of existing 500 kV Tarbela – Peshawar S/C at Peshawar New (15km)Two 220kV D/C T/Ls for In/out of Peshawar – Shahibagh D/C at Peshawar New (1+1km)		
4.1	500 kV Nowshera grid station				
4.2	500 kV D/C T/L for In/Out of Terbela - Peshawar T/L (15km)				
4.3	Two 220 kV D/C T/Ls for In/Out of Nowshehra Industrial-Shahibagh D/C T/L at 500/220 kV Nowshehra (3+3) km				

	GROUP II	**167.00**			
I	220 kV PU Station	**30.00**	PC1 is prepared		
II	**220 kV Zero Point Grid Station**	**37.00**	PC1 is prepared		
III	**220kV Mastung G/S alongwith allied T/Ls**	**100.00**	220 kV substation with 2x250 MVA transformers and 120 km 220 kV transmission line (PC1 prepared)		
VI	Series Compensation on 500 KV lines	50.00			

Annex-2: Chance Find Procedures of Physical and Cultural Resources

Chance find procedures which will be used during this Project are as follows:

- Stop the construction activities in the area of the chance find;
- Delineate the discovered site or area;
- Secure the site to prevent any damage or loss of removable objects. In cases of removable antiquities or sensitive remains, a night guard shall be present until the responsible local authorities and relevant Department of Archaeology take over;
- Notify the supervisory Engineer who in turn will notify the responsible local authorities and relevant Department of Archaeology immediately (within 24 hours or less);
- Responsible local authorities and relevant Department of Archaeology would be in charge of protecting and preserving the site before deciding on subsequent appropriate procedures. This would require a preliminary evaluation of the findings to be performed by the archeologists (within 72 hours). The significance and importance of the findings should be assessed according to the various criteria relevant to cultural heritage; those include the aesthetic, historic, scientific or research, social and economic values;
- Decisions on how to handle the finding shall be taken by the local authorities and relevant Department of Archaeology. This could include changes in the layout (such as when finding an irremovable remain of cultural or archeological importance) conservation, preservation, restoration and salvage;
- Implementation for the authority decision concerning the management of the finding shall be communicated in writing by the relevant Department of Archaeology; and
- Construction work could resume only after permission is given from the local authorities and relevant Department of Archaeology concerning safeguard of the heritage.

These procedures must be referred to as standard provisions in construction contracts, when applicable. During project supervision, the Site Engineer shall monitor the above regulations relating to the treatment of any chance find encountered are observed.

The contact details of the relevant institutions should be mentioned in the chance find procedures of sub-project instrument.

Annex-3: LARF March 2014 prepared by NTDC

Annex-4: Screening for Eligibility Criteria

SCREENING CRITERIA	**APPLIES, Yes or No (Tick ✓)**		**Remarks** (Funding Eligibility**)**
Involuntary Resettlement *Involuntary resettlement includes those situations involving involuntary taking of land and involuntary restrictions of access to legally designated parks and protected areas. The policy aims to avoid involuntary resettlement to the extent feasible, or to minimize and mitigate its adverse social and economic impacts.*			
1. Is any land used by people/organizations likely to be acquired as a result of the sub-project?	Yes □	No □	If yes, a Resettlement Action Plan (RAP)/ abbreviated RAP will be prepared in accordance with the Resettlement Policy Framework (RPF)/ and SMF.
2. Will any subproject activity involve restrictions of use on adjoining land?	Yes □	No □	
3. Is land ownership affected by the subproject?	Yes □	No □	
4. Will there be a loss of housing or assets or incomes of local people/organizations?	Yes □	No □	
5. Will any social or economic activities be affected by land use related changes?	Yes □	No □	
Indigenous Peoples *The objective is to identify indigenous peoples (or ethnic minorities) in the project area of influence, consult with them, ensure that they participate in the sub-project and that benefit from it, all in a culturally appropriate way and that adverse impacts are avoided, minimized or mitigated.*			
1. Are Indigenous People present or do they reside in the sub-project area?	Yes □	No □	If yes, refer to the Indigenous Peoples' Plan.
Physical Cultural Resources *Physical cultural resources include movable or immovable objects, sites, structures, groups of structures, natural features and landscapes that have archaeological, paleontological, historical, architectural, religious, aesthetic or other cultural significance.*			
1. Will the impacts on physical cultural resources contravene Pak government legislation, or obligations under relevant international treaties and agreements?	Yes □	No □	If yes, sub-project is ineligible as the IFIs' can't finance projects with this type of impact.
2. Will the sub-project cause **significant** damage, relocation or any other type of impact on physical cultural resources known to be of local, regional or national significance based on national or Provincial lists, proposed national or Provincial lists and/or identified during public consultations with local affected groups?	Yes □	No □	If yes, sub-project is ineligible as it would be classified Category A (significant impacts). If no. then the sub-project classified as moderate (non-significant) for which RAP/ abbreviated RAP will need to be prepared; while the minor (insignificant) impacts can be mitigated through the contractors/ consultants/ EA during the construction activities and no RAP is required. Chance find

SCREENING CRITERIA	**APPLIES, Yes or No (Tick ✓)**		**Remarks** (Funding Eligibility**)**
			procedures will be followed.

Annex-5: Screening Checklist for Social Safeguards

Safeguard Screening Criteria	**APPLIES, Yes or No (Tick ✓)**		**Remarks (Safeguard Instrument)**
Is the sub-project a new site with one or more potentially significant social impacts in accordance with the involuntary resettlement screening checklist?	Yes □	No □	If yes, a sub-project-specific safeguard instruments are required (SIA, RAP).
Is the sub-project a new site with no more than moderate or minor potential social impacts?	Yes □	No □	If yes, a sub-project-specific safeguard instruments are required (ARAP) or minor impact may be mitigated during the construction activities by developing SMP as a part of ESMP.
Does the sub-project require land acquisition, involuntary resettlement and/ or compensation for lost assets?	Yes □	No □	If yes, RAP or ARAP
Are there indigenous peoples in the project area of influence?	Yes □	No □	If yes, IPF and IPP.

Annex-6: Screening Checklist for Involuntary Resettlement

Date _____

I. Identification

Name of specialist_____ Name of project _____

Location: Province_____District_____ Sub-district _____

Project categorization (A, B or C)[30]: _____

II. Checklist

Potential Impacts	Yes (Tick)	No (Tick)	Expected	Remarks
Does the sub-project involve any physical construction work, i.e. rehabilitation/ augmentation, reconstruction or new construction? Also specify in "remarks" column.				
Does the sub-project involve impacts on land, crops, trees, assets and people, if "Yes" try to quantify the impacts and check following items. If "No" impacts, explain the situation in "remarks" and move to section 2.				
Potential impacts				
- Land (quantify and describe types of land & in "remarks column".				
- Government or state owned land free of occupation (agriculture or settlement)				
Private land				
- Residential				
- Commercial				
- Agriculture				
- Communal				
- Others (specify in "remarks").				
Land-based assets:				
- Residential structures				
- Commercial structures (specify in "remarks")				
- Agri./farm structures (specify in "remarks")				
- Community structures (specify)				
- Public utilities (specify in "remarks")				
- Others (specify in "remarks")				
Agriculture related impacts				
- Crops and vegetables (specify types and cropping area in "remarks)				
- Trees (specify number and types in "remarks")				
- Others (specify in "remarks")				
Project Affected Persons (PAPs)				
- Number of PAPs				
o Males				
o Females				
- Titled land owners/				
- Customary rights				
- Tenants and sharecroppers				
- Leaseholders				

[30] Category A (significant impacts): 200 or more people physically displaced from housing or losing more than 10% of their productive assets (income generating). Category B: Impacts not significant, resettlement plan required. Category C: No impact, no further action required.

Potential Impacts	Yes (Tick)	No (Tick)	Expected	Remarks
- Agriculture wage labourers				
- Encroachers and squatters (specify in remarks column)				
- Vulnerable PAPs (e.g. women headed households, minors and aged, orphans, disabled persons and those below the poverty line). Specify the number and vulnerability in "remarks".				
Others (specify in "remarks")				
Section 2				
Are there any tribal people, indigenous or other minority groups affected by land acquisition or project activities; If "Yes" check the following items				
- Indigenous groups (specify groups in "remarks").				
- Describe nature of impacts				
- Tribal People (specify tribes in "remarks" Describe nature of impact				
- Minority groups (specify in "remarks"). Describe nature of impacts				
- Other (specify….)				

Annex-7: Outline of a Resettlement Action Plan

The substantive aspects of the outline will guide the preparation of the resettlement plans, although not necessarily in the order shown.

i. Executive Summary

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

ii. Project Description

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

iii. Scope of Land Acquisition and Resettlement

This section:

(i) discuss the project's potential impacts, and includes maps of the areas or zone of
(ii) impact of project components or activities;
(iii) describes the scope of land acquisition (provide maps) and explains why it is necessary for the main investment project;
(iv) summarizes the key effects in terms of assets acquired and displaced persons; and
(v) provides details of any common property resources that will be acquired.

iv. Socioeconomic Information and Profile

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

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

v. Information Disclosure, Consultation, and Participation

This section:

(i) identifies project stakeholders, especially primary stakeholders;
(ii) describes the consultation and participation mechanisms to be used during the different stages of the project cycle;
(iii) describes the activities undertaken to disseminate project and resettlement information during project design and preparation for engaging stakeholders;
(iv) summarizes the results of consultations with affected persons (including host

communities), and discusses how concerns raised and recommendations made were addressed in the resettlement plan;
(v) confirms disclosure of the draft resettlement plan to affected persons and includes arrangements to disclose any subsequent plans; and
(vi) describes the planned information disclosure measures (including the type of information to be disseminated and the method of dissemination) and the process for consultation with affected persons during project implementation.

vi. Grievance Redress Mechanisms

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

vii. Legal Framework

This section:

(i) describes national and local laws and regulations that apply to the project and identify gaps between local laws and WB policy requirements; and discuss how any gaps will be addressed;
(ii) describes the legal and policy commitments from the executing agency for all types of displaced persons;
(iii) outlines the principles and methodologies used for determining valuations and compensation rates at replacement cost for assets, incomes, and livelihoods; and set out the compensation and assistance eligibility criteria and how and when compensation and assistance will be provided.
(iv) describes the land acquisition process and prepare a schedule for meeting key procedural requirements.

viii. Entitlements, Assistance and Benefits

This section:

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

ix. Relocation of Housing and Settlements

This section:

(iv) describes options for relocating housing and other structures, including replacement housing, replacement cash compensation, and/or self-selection (ensure that gender concerns and support to vulnerable groups are identified);
(v) describes alternative relocation sites considered; community consultations conducted; and justification for selected sites, including details about location, environmental assessment of sites, and development needs;
(vi) provides timetables for site preparation and transfer;
(vii) describes the legal arrangements to regularize tenure and transfer titles to resettled persons;

(viii) outlines measures to assist displaced persons with their transfer and establishment at new sites;
(ix) describes plans to provide civic infrastructure; and
(x) explains how integration with host populations will be carried out.

x. Income Restoration and Rehabilitation

This section:

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

xi. Resettlement Budget and Financing Plan

This section:

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

xii. Institutional Arrangements

This section:

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

xiii. Implementation Schedule

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

xiv Monitoring and Reporting

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

Annex-8: Minimum Accommodation and Living Standards of Labour Camp

As per OSHA standards, the minimum accommodation and livening standards applied to a labour camp are follow:

Title: Temporary labor camps[31.]
GPO Source: e-CFR

i. Site: All sites used for camps shall be adequately drained. They shall not be subject to periodic flooding, nor located within 200 feet of swamps, pools, sink holes, or other surface collections of water unless such quiescent water surfaces can be subjected to mosquito control measures. The camp shall be located so the drainage from and through the camp will not endanger any domestic or public water supply. All sites shall be graded, ditched, and rendered free from depressions in which water may become a nuisance.

All sites shall be adequate in size to prevent overcrowding of necessary structures. The principal camp area in which food is prepared and served and where sleeping quarters are located shall be at least 500 feet from any area in which livestock is kept. The grounds and open areas surrounding the shelters shall be maintained in a clean and sanitary condition free from rubbish, debris, waste paper, garbage, or other refuse.

ii. Shelter: Every shelter in the camp shall be constructed in a manner which will provide protection against the elements. Each room used for sleeping purposes shall contain at least 50 square feet of floor space for each occupant. At least a 7-foot ceiling shall be provided. Beds, cots, or bunks, and suitable storage facilities such as wall lockers for clothing and personal articles shall be provided in every room used for sleeping purposes. Such beds or similar facilities shall be spaced not closer than 36 inches both laterally and end to end, and shall be elevated at least 12 inches from the floor. If double-deck bunks are used, they shall be spaced not less than 48 inches both laterally and end to end. The minimum clear space between the lower and upper bunk shall be not less than 27 inches. Triple-deck bunks are prohibited. The floors of each shelter shall be constructed of wood, asphalt, or concrete. Wooden floors shall be of smooth and tight construction. The floors shall be kept in good repair. All wooden floors shall be elevated not less than 1 foot above the ground level at all points to prevent dampness and to permit free circulation of air beneath. Nothing in this section shall be construed to prohibit "banking" with earth or other suitable material around the outside walls in areas subject to extreme low temperatures.

All living quarters shall be provided with windows the total of which shall be not less than one-tenth of the floor area. At least one-half of each window shall be so constructed that it can be opened for purposes of ventilation. All exterior openings shall be effectively screened with 16-mesh material. All screen doors shall be equipped with self-closing devices.

In a room where workers cook, live, and sleep a minimum of 100 square feet per person shall be provided. Sanitary facilities shall be provided for storing and preparing food. In camps where cooking facilities are used in common, stoves (in ratio of one stove to 10 persons or one stove to two families) shall be provided in an enclosed and screened shelter. Sanitary facilities shall be provided for storing and preparing food. All heating, cooking, and water heating equipment shall be installed in accordance with State and local

[31] *https://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=standards&p_id=9791*

ordinances, codes, and regulations governing such installations. If a camp is used during cold weather, adequate heating equipment shall be provided.

iii. Water supply: An adequate and convenient water supply, approved by the appropriate health authority, shall be provided in each camp for drinking, cooking, bathing, and laundry purposes. A water supply shall be deemed adequate if it is capable of delivering 35 gallons per person per day to the campsite at a peak rate of 2 1/2 times the average hourly demand. The distribution lines shall be capable of supplying water at normal operating pressures to all fixtures for simultaneous operation. Water outlets shall be distributed throughout the camp in such a manner that no shelter is more than 100 feet from a yard hydrant if water is not piped to the shelters.

Where water under pressure is available, one or more drinking fountains shall be provided for each 100 occupants or fraction thereof. Common drinking cups are prohibited.

iv. Toilet facilities: Toilet facilities adequate for the capacity of the camp shall be provided. Each toilet room shall be located so as to be accessible without any individual passing through any sleeping room. Toilet rooms shall have a window not less than 6 square feet in area opening directly to the outside area or otherwise be satisfactorily ventilated. All outside openings shall be screened with 16-mesh material. No fixture, water closet, chemical toilet, or urinal shall be located in a room used for other than toilet purposes. A toilet room shall be located within 200 feet of the door of each sleeping room. No privy shall be closer than 100 feet to any sleeping room, dining room, lunch area, or kitchen.

Where the toilet rooms are shared, such as in multifamily shelters and in barracks type facilities, separate toilet rooms shall be provided for each sex. These rooms shall be distinctly marked "for men" and "for women" by signs printed in English and in the native language of the persons occupying the camp, or marked with easily understood pictures or symbols. If the facilities for each sex are in the same building, they shall be separated by solid walls or partitions extending from the floor to the roof or ceiling.

Where toilet facilities are shared, the number of water closets or privy seats provided for each sex shall be based on the maximum number of persons of that sex which the camp is designed to house at any one time, in the ratio of one such unit to each 15 persons, with a minimum of two units for any shared facility. Urinals shall be provided on the basis of one unit or 2 linear feet of urinal trough for each 25 men. The floor from the wall and for a distance not less than 15 inches measured from the outward edge of the urinals shall be constructed of materials impervious to moisture. Where water under pressure is available, urinals shall be provided with adequate water flush. Urinal troughs in privies shall drain freely into the pit or vault and the construction of this drain shall be such as to exclude flies and rodents from the pit. Every water closet installed on or after August 31, 1971, shall be located in a toilet room. Each toilet room shall be lighted naturally or artificially by a safe type of lighting at all hours of the day and night. An adequate supply of toilet paper shall be provided in each privy, water closet, or chemical toilet compartment. Privies and toilet rooms shall be kept in a sanitary condition. They shall be cleaned at least daily.

v. Sewage disposal facilities: In camps where public sewers are available, all sewer lines and floor drains from buildings shall be connected thereto.

vi. Laundry, hand washing, and bathing facilities: Laundry, hand washing, and bathing facilities shall be provided in the following ratio: Hand wash basin per family shelter or per six persons in shared facilities.
Shower head for every 10 persons. Laundry tray or tub for every 30 persons. Slop sink in each building used for laundry, hand washing, and bathing. Floors shall be of smooth finish

but not slippery materials; they shall be impervious to moisture. Floor drains shall be provided in all shower baths, shower rooms, or laundry rooms to remove waste water and facilitate cleaning.

All junctions of the curbing and the floor shall be coved. The walls and partitions of shower rooms shall be smooth and impervious to the height of splash. An adequate supply of hot and cold running water shall be provided for bathing and laundry purposes. Facilities for heating water shall be provided. Every service building shall be provided with equipment capable of maintaining a temperature of at least 70 deg. F. during cold weather. Facilities for drying clothes shall be provided. All service buildings shall be kept clean.

vii. Lighting: Where electric service is available, each habitable room in a camp shall be provided with at least one ceiling-type light fixture and at least one separate floor- or wall-type convenience outlet. Laundry and toilet rooms and rooms where people congregate shall contain at least one ceiling- or wall-type fixture. Light levels in toilet and storage rooms shall be at least 20 foot-candles 30 inches from the floor. Other rooms, including kitchens and living quarters, shall be at least 30 foot-candles 30 inches from the floor.

viii. Refuse disposal: Fly-tight, rodent-tight, impervious, cleanable or single service containers, approved by the appropriate health authority shall be provided for the storage of garbage. At least one such container shall be provided for each family shelter and shall be located within 100 feet of each shelter on a wooden, metal, or concrete stand. Garbage containers shall be kept clean. Garbage containers shall be emptied when full, but not less than twice a week.

xiv. Construction and operation of kitchens, dining hall, and feeding facilities: In all camps where central dining or multiple family feeding operations are permitted or provided.

x. Food Service Sanitation Manual: A properly constructed kitchen and dining hall adequate in size, separate from the sleeping quarters of any of the workers or their families, shall be provided in connection with all food handling facilities. There shall be no direct opening from living or sleeping quarters into a kitchen or dining hall. No person with any communicable disease shall be employed or permitted to work in the preparation, cooking, serving, or other handling of food, foodstuffs, or materials used therein, in any kitchen or dining room operated in connection with a camp or regularly used by persons living in a camp.

xi. Insect and rodent control: Effective measures shall be taken to prevent infestation by and harborage of animal or insect vectors or pests.

xii. First aid: Adequate first aid facilities approved by a health authority shall be maintained and made available in every labor camp for the emergency treatment of injured persons.

Such facilities shall be in charge of a person trained to administer first aid and shall be readily accessible for use at all times.

xiii. Reporting communicable disease: It shall be the duty of the camp superintendent to report immediately to the local health officer the name and address of any individual in the camp known to have or suspected of having a communicable disease. Whenever there shall occur in any camp a case of suspected food poisoning or an unusual prevalence of any illness in which fever, diarrhea, sore throat, vomiting, or jaundice is a prominent symptom, it shall be the duty of the camp superintendent to report immediately the

existence of the outbreak to the health authority by telegram, telephone, electronic mail or any method that is equally fast.

Annex-9: Detail of Community Consultations

Public consultation No.	Date	Location/ Venue	Category of participants	Name of Main Participants	Main concerns of participants and their feedback
1	17th May 2017	Punjab University Tehsil, District Lahore	PAPs/ Local Community	- Mr. M. Sharif S/o Lal Din - Mr. Qasim Ali S/o M. Sharif - Mr. Khadim Husain S/o M. Hashim - Mr. Shahid Ali S/o Khadim Husain - Mr. M. Shahzad S/o Khadim Husain - Mr. M. Yaseen S/o M. Gulzar - Mr. Gulam Murtiza S/o M.Rafiq - Mr. M.Talib S/o Khan Muhammad - Mr. Bashir Ahmad S/o Shah M. - Mr. Rehmat Ali S/o Allah Bakhsh - Mr. Allah Ditta S/o Qasim Ali - Mr. Shrafat Ali S/o Muhammad Ali - Mr. M. Awais S/o Shrafat Ali - Mr. M. Idrees S/o M. Ashraf - Mr. M. Usman S/o M. Yaseen - Mr. M. Adullah S/o Mushtaq Ali - Mr. Zahid Mehmood S/o Khalid Mehmood - Mr. Nabi Bakhsh S/o Nawab Din	- The community showed their concern related to their livestock business as they are tenant and installation of GS might affect their business if no new land or compensation against their business will be provided. - Compensation against loss business will be paid as per provision of the project
2	18 May 2017	Punjab University Tehsil, District Lahore	PAPs/ Local Community	- Mr. M. Rafiq S/o M. Ali - Mr. Gulam Murtiza S/o M. Sharif - Mr. Gulam Fareed S/o M. Hafeez - Mr. M. Tufail S/o M. Iqbal - Mr. Abdul Rasheed S/o M . Naseer - Haji Iftkhar S/o Gakhar Ali - Mr. Ahmad Ali S/o Allah Ditta - Mr. M. Yaseen S/o Ramzan Ali - Mr. M. Yaseen S/o Sher M. - Mr. M. Shamsher S/o M. Ali - Mr. Abdul Hameed S/o M. Tufail - Mr. M. Arshad S/o Khan M.	- Tenants grow fodder in the land and have concerns regarding their fodder and livestock business - As per provision of the project, compensation will be paid
3	19th May, 2017	Grid Station District Mastung	PAPs/ Local Community	- Mr. Aziz Ullah Barani S/o Mola Dad - Mr. Abdul Majeed S/o Mola Dad - Mr. M. Amin S/o Mola Dad - Mr. Panjal Khan S/o Sher M. - Mr. Safar Khan S/o M. Rahim - Mr. M. Aleem S/o M. Esa - Mr.M. Sarwar S/o Sher M. - Mr. M. Ahsan S/o Elahi Bakhsh	- As per provision of the project, compensation will be paid (if there would be any loss or damages to the private assets or livelihood of the people).
4	20th May, 2017	Rawal Colony, Islamabad	Local community	- Mr. Mr. Shan S/o Haroon - Mr. M. Bakka S/o M. Bota - Mr. M. Bota S/o Jalal Din - Mr. Nadeem Latif S/o Latif - Mr. Amir Masih S/o Sharif	- Transmission line route exists in this area and the ownership of whole colony land is CDA. Any project activity will be

Public consultation No.	Date	Location/ Venue	Category of participants	Name of Main Participants	Main concerns of participants and their feedback
				- Mr. Pervaiz Masih S/o Sharif Hussain - Mr. M. Hafeez S/o Nishan Ali - Mr. David Masih S/o Hadayat - Mr. Asif Masih S/o Hadayat - Mr. Yousaf S/o Kartar Masih - Mr. Yaqoob Masih S/o Shera Masih - Mr. Amjad S/o Kartar Masih	carried out in consultation with the officials of CDA. - According to participants, there is lack of basic living facilities and they are of the view that transformers will also be installed in the area in order to benefit the community from proposed project.
5	20th May, 2017	Salman Town, H13 Islamabad.	Local Community	- Mr. M. Irfan S/o Elahi Bakhsh - Mr. M. Waqas S/o M. Amjad - Mr. Zia Ullah S/o M. Mustafa - Mr. M.Arif S/o M. Zaman	- People of this area showed positive response for the project. They added that this type of project will decrease the shortfall of electricity and improve power voltage.
6	20th May, 2017	Village Sangjani, Islamabad	Land Owners/ local community	- Mr. M. Akram S/o Feroz Din - Mr. Abdul Basit S/o M. Bilal - Sardar Asad S/o Sardar Farooq - Mr. M. Khalid S/o M. Sharif - Mr. Ghulam Mustafa S/o Safdar Ali - Mr. M. Saleem S/o M. Sharif - Mr. M. Hassan S/o M. Sadiq - Mr. M. Zubair S/o M. Ali	- In this area, no transformer is installed and only 2 phase electricity is provided. This low voltage leads to the damage of home appliances like fridge, TV etc. installation of a transformer will lessen the effect of low voltage.
7	20th May, 2017	Grid Station Mastung (Quetta)	PAPs/ Local Community	- Mr. Ghulam Sarwar S/o Rahees Taj M. - Mr. Abdul Hakim S/o M. Hashim - Mr. Baig M. S/o Inayat Ullah - Mr. Naqeeb Ullah S/o Rana Khan - Mr. Riaz Ahmad S/o M. Hashim	- Compensation on loss/damages will be paid to the owners.
8	21st May, 2017	Village Sangjani, Islamabad	Land Owners/ local community	- Mr. Fiaz Khan S/o Mian Khan - Mr. Mushtaq Ali S/o Gulzar Ali - Mr. Wajid Khan S/o Manawar Khan - Mr. Asghar Ali S/o Makhdoom Khan - Mr. Azhar Khan S/o Mian Khan - Mr. Asfa Khan S/o Yaqoob Khan	- There is low voltage problem in the area. This problem needs to be overcome by giving full voltage so that other issues related to electricity like tube well water etc. could be solved.
9	21st May, 2017	G17-Islamabad	Local Community	- Mr. M. Ali S/o M. Sadiq - Mr. M. Arif S/o Yaqoob Ali - Mr. Waqar Hussain S/o Manzoor Hussain - Mr. Wakil S/o Zia Ull Haq	- There are residential structures as this transmission line is passing through a society. The community demanded to avoid residential structures in case of up-gradation of existing transmission line.
10	22nd May, 2017	Grid Station Mastung (Sibi)	PAPs/Local Community	- Mr. Shamman S/o M. Sula - Mr. Din M. S/o Ghous Bakhsh - Mr. Mangla S/o Hazar Khan - Mr. Ganwar S/o Wazir Khan	- Compensation on loss/ damages will be paid to the owners.

Public consultation No.	Date	Location/ Venue	Category of participants	Name of Main Participants	Main concerns of participants and their feedback
				- Mr. M. Sarwar S/o Rostum Khan	
11	23rd May, 2017	Grid Station Mastung (Loralai)	APs/ Local Community	- Mr. Gahous Bakhsh S/o M. Amin - Mr. Naseer Ahmad S/o Muhammad - Mr. M. Jamal S/o M. Kamal - Mr. M. Sharbat S/o M. Akbar - Mr. M. Anwar S/o Rasool Bakhsh - Mr. Bashir Ahmad S/o Hussain Bakhsh - Mr. M. Mubarak S/o M. Hayat - Mr. Mukhtiar S/o M. Anwar - Mr. Nasurullah S/o M. Akbar	- As per provision of the project, compensation will be paid (if there would be any loss or damages to the private assets or livelihood of the people).

Annex-10: Official Consultations

Sr. No.	Date	Location/Venue	Participants	Designation
1	Mar, 27 2017	PMU-NTDC	- Mr. M. Afzal Khan - Mr. M.H Shahid - Mr. M. Atif Raza - Mr. Fawad Ahmad - Ms. Misbah Amanat	Chief Engg./PD Specialist DM. Manager Asst. Manager Asst. Manager
2	May 10, 2017	PMU-NTDC	- Mr. M. Afzal Khan - Mr. M. Atif Raza - Ms. Misbah Amanat	PD DM. Manager Asst. Manager
3	May 13, 2017	Zero Point Grid Station Islamabad	- Mr. M. Mukhtar - Mr. Shahid Abbasi - Mr. Qaiser Manzoor	SSO II SSO II SSO II
4	May 13, 2017	Rawal Grid Station Islamabad	- Mr. Farooq Abbasi - Mr. Zeeshan Sarwer	SSO I Assit. SSA
5	May 13, 2017	University Grid Station Islamabad	- Mr. Nazir Awan - Mr. Adeel Shehzad - Mr. Muhammad Arif - Mr. Saqib Ali	AE Shift SSA SSO I Asst. SSA
6	May 20, 2017	Zero Point Grid Station Islamabad	- Mr. Mukhtar - Mr. M. Jamil - Mr.Yasir	SSO II ASS ASS
7	May 20, 2017	ISPR Grid Station Sungjani Islamabad	- Mr. Waqar Ahmad - Mr. Taimoor Yousuf - Mr. Naveed Azmat - Mr. Saeed Ahmed	SSA SSO II ASSA SSO
8	May 20, 2017	University Grid Station Islamabad	- Mr. Shahzad Ahmad - Mr. Bahar Ahmad	SSO II ACC
9	May 20, 2017	220 kV Quetta Grid Station	- Mr. Rashid Raisani - Mr. Amir M. Jogezai - Major Munir Ahmad	SDO XEN DMS
10	May 22, 2017	220 kV Sibi Grid Station	- Mr. Maqsood Ali. - Mr. Raza Muhammad - Mr. Muhammad Aslam - Mr. Khamissa Khan - Mr. Jhangir Khan Mr. Nasrullah	SSO-I SSO-I SSO-II SSA ASSA ASSA
11	May 23, 2017	220 kV Loralai Grid Station, Loralai	- Mr. Hameed Ullah - Mr. Wasim Raja - Mr. Irfan Ullah - Mr. Hamayun Khan - Mr. Sattad Haider - Mr. Inayat Ullah - Mr. Rehman Ullah	AEM AE(S) AE(T/D) AE(T/L) J-Clerk Lab. Assistant SSO-II
12	Jun1,2017	Environment Protection Agency Punjab Lahore	- Mr.Tauqeer Ahmed	Director Environmental Protection Agency (EPA) Punjab Lahore
13	Jun1,2017	Punjab Health Foundation Poonch House Lahore	- Dr. Altaf Ahmed	Assistant Director PHF Lahore
14	Jun 1,2017	Agriculture Office Lahore	- Dr. Ghazanfer Ali Khan - Aijaz Ahmed	Additional Secretary Planning Agriculture
15	Jun1,2017	Allama Iqbal Grid station Lahore	- Muhammad Babar	SSO I

Annex-11: Detail of Official Consultations

Public consultation No.	Date	Location/ Venue	Category of participants	Name of Participants	Main concerns of participants and their feedback
1	Mar, 27 2017	PMU-NTDC	Officials	- Mr. Muhammad Afzal Khan (Chief Engineer/PD) - Mr. M.H Shahid (Reconstruction Mgnt. Specialist) - Mr. M. Atif Raza (DM. Manager - Mr. Fawad Ahmad (Asst. Manager) - Ms. Misbah Amanat (Asst. Manger(E)	Discussion on the extensive transmission network of NTMP-I Group-II Project was carried out and related information was assorted. Comprehensive planning was carried out to draft an inception report to initiate the study of Social Management Framework.
2	May 10, 2017	PMU-NTDC	Officials	- Mr. M Afzal Khan (Chief Engineer/PD) - Mr. M. Atif Raza (DM. Manager - Ms. Misbah Amanat (Asst. Manger(E)	Discussion was made in order to carry out the activities as per time line given in draft Inception Report. Social benefit of the project was highlighted.
3	May 13, 2017	University Grid Station Islamabad	Officials	- Mr. Nazir Awan - Mr. Adeel Shehzad - Mr. Muhammad Arif - Mr. Saqib Ali	This new upgraded system will support existing system so that end tail user can get full voltage as they are struggling to survive on ever dwelling voltage with repeated cuts in power supply imposed due to short fall. It will help to reduce line losses as well.
4	May 13, 2017	Zero Point Grid Station Islamabad	Officials	- Mr. M. Mukhtar (SSO II) - /Mr. Shahid Abbasi (SSO II) - Mr. Qaiser Manzoor (SSO II)	Zero Point Grid Station is 132kV grid station that needs to be upgraded in order to overcome future power load. Land is already available for 220 kV grid station adjacent to already existing 132kV zero point grid station, so no new land is needed to be acquired for installation of new equipment. However, there is need to involve CDA Islamabad in order to carry out any project activities especially Transmission line installation.
5	May 13, 2017	Rawal Grid Station Islamabad	Officials	- Mr. Farooq Abbasi (SSO I) - Mr. Zeeshan Sarwer	Rawal Grid Station is halfway house between University Grid Station and Zero Point Grid Station. This proposed project will prove itself vital in the way of reducing load on Rawal Grid Station. Future demand will also be met by adding upgraded system in this loop.

Public consultation No.	Date	Location/ Venue	Category of participants	Name of Participants	Main concerns of participants and their feedback
6	May 20, 2017	Zero Point Grid Station Islamabad	Officials	- Mr. Mukhtar (SSOII) - Mr. M. Jamil (ASS) - Mr.Yasir (ASS)	No Issue related to up-gradation of Grid Station was observed. Staff was happy because IESCO is shifting in NTDC, so they showed positive attitude while getting more facilities and benefits.
7	May 20, 2017	ISPR grid Station Sangjani Islamabad	Officials	- Mr. Waqar Ahmad (SSA) - Mr. Taimoor Yousuf (SSO II) - Mr. Naveed Azmat (ASSA) - Mr. Saeed(SSO In-charge Grid)	According to participants, this project will give relief regarding electricity flow and voltage. However, 132 kV system is manual, not operated on Remote, out dated and dangerous as well, so they requested to upgrade the system on remote (Digital). There is need to elevate the staff accommodation as the staff is deprived of the basic accommodation facilities including playground, water filtration plant and public transport.
8	May 20, 2017	220 kV University Grid Station, Islamabad	Officials	- Mr. Shahzad Ahmad (SSO-II) - Mr. Bahar Ahmad (ACC)	The officials express that this project will help to reduce load on already existing Grid Station. Consequently, the power supply will be enhanced. Control switches are not working properly, so there is need to renovate the existing equipment.
9	May 20, 2017	220 kV Quetta GS	Officials	- Mr. Rashid Raisani (SDO) - Mr. Amir M. Jogezai (XEN) - Major Munir Ahmad (Deputy Manager Security)	The project seems to be feasible and will help in controlling the transmission system losses.
10	May 22, 2017	220 kV Sibi GS	Officials	- Mr. Maqsood Ali. (SSO-I) - Mr. Raza Muhammad (SSO-I) - Mr. Muhammad Aslam (SSO-II) - Mr. Khamissa Khan (SSA) - Mr. Jhangir Khan (ASSA) - Mr. Nasrullah (ASSA)	The officials express that this project will help to reduce load on already existing Grid Station. Consequently, the power supply will enhance.
11	May 23, 2017	220 kV Loralai GS.	Officials	- Mr. Hameed Ullah (AEM) - Mr. Wasim Raja (AE(S)) - Mr. Irfan Ullah (AE(T/D)) - Mr. Hamayun Khan (AE(T/L)) - Mr. Sattad Haider (J-Clerk) - Mr. Inayat Ullah (Lab. Assistant) - Mr. Rehman Ullah (SSO-II)	Future demand will also be met by adding upgraded system in this loop

Public consultation No.	Date	Location/ Venue	Category of participants	Name of Participants	Main concerns of participants and their feedback
12	Jun1,2017	Environment Protection Agency Punjab Lahore	Officials	- Mr. Tauqeer Ahmed (Director EPA Punjab Lahore)	Impact due to the proposed project and mitigation measures should assessed in a way to keep clean and healthy environment as per international standards.
13	Jun1,2017	Punjab Health Foundation Poonch House Lahore	Officials	- Dr. Altaf Ahmed (Assistant Director PHF Lahore)	Proposed Grid Station seems to be away from dense population, there is no effect recounted on the community. However, during construction activities precautionary measures should be adopted including water sprinkling to reduce dust, steps to avoid Dengue, adaptation of international health and safety measures, controlling of labour working condition and all steps to provide the community and construction workers a better health.
14	Jun 1,2017	Agriculture Office Lahore	Officials	- Dr. Ghazanfer Ali Khan (Additional Secretary Planning Agriculture) - Aijaz Ahmed (Section Officer General)	As small land is going to be acquired for proposed Grid Station, so there is no impact likely to damage the crops. For future projects, vertical expansion should be carried out instead of horizontal expansion so that the agricultural land can be avoided.
15	Jun1,2017	Allama Iqbal Grid station Lahore	Officials	- Muhammad Babar (SSO I)	220kV Grid Station will provide relief to existing 132kV Grid Station ultimately improving the reliability of T/L networks under LESCO. The project seems to be feasible and will help in controlling the transmission system losses.

Annex-12: Stakeholder Consultation Workshop Minutes of Meeting and Comment Response Matrix Related to SMF

Stakeholders' Consultative Workshop

for the disclosure of

Environmental and Social Management Framework (ESMF)

August 24, 2017

PROGRAM

Venue: Hotel Ambassador, 7-Davis Road, Lahore

Inaugural Session

1100 – 1130: Registration

1130 – 1145: Recitation from the Holy Quran

1145 – 1200: Welcome Address & Overview of the Project

1200 – 1215: Speech by the Chief Guest

1215 – 1230: Tea/ Coffee Break

Technical Session

1230 – 1330: Presentation on ESMF by Mr. Shaukat Ali Shahid (The Consultant)

1330 – 1345: Open Discussion

1345 – 1400: Comments

1400 – 1430: Lunch/Refreshment

Minutes of Meeting of the Stakeholders' Consultative Workshop

Engr. Zafar Iqbal Khan Niazi (CE/PD DTLP and CE EHV 1) chaired the meeting, which was attended by more than 50 participants (List attached). The meeting started at 1100 hours and closed at 1430 hours.

Mr. Sohail Bajwa (Manager Design) in his opening remarks welcomed the participants and introduced the project. He gave overview and technical details regarding the NTMP-I project. He explained that the main objective of NTMP-I development is to assist the Government of Pakistan to increase the availability and improve reliability and efficiency of selected segments of the national transmission system in Pakistan. It will achieve this objective by investing in high-priority transmission infrastructure, information technology and technical assistance to the NTDC.

He further added that the project is envisaged to categorize as Group 1 and Group 2.

The Group 1 Subprojects include:

(a) 765 kV/500 kV Islamabad West Substation

(b) 27 Nos of Extension/Augmentation of selected Existing 500 kV and 220 kV/132 kV Substations and associated lines;

(c) 04 Nos of Rehabilitation of 500 kV and 200 kV Grid to enhance system reliability

(d) 500 kV Peshawar New with associated transmission line

The tentative Group 2 Subprojects include but not limited to the following new substations whose locations are not yet finalized;

a) 220 kV Punjab University Substation with associated transmission lines

b) 220 kV Zero Point Substation with associated transmission lines

c) 220 kV Mastung substation with three 220/132kv, 250 MVA transformers along with allied equipment and accessories. It also includes 220 kV Double Circuit Transmission Lines on twin bundle Rail conductor from Mastung to Sibbi (120 Km), 220 kV Double Circuit Transmission Lines on twin bundle Rail conductor from Mastung to Quetta (50 km) and 220 kV Double Circuit Transmission Lines on twin bundle Rail conductor from Quetta to Loralai (170 km). Two extensions are also in the scope including Extension at 220 kV Sibbi & Loralai for construction of two 220 kV Line Bays at each substation and Extension at 220 kV Quetta tor construction of four 220 kV Line Bays.

The safeguards aspects of subprojects in Group 1 are covered by an Environmental and Social Management Plan (ESMP). Group 2 includes all the remaining subprojects which will be implemented from the second year of the project onward. Subprojects under Group 2 are preliminarily identified but may change. Changing priorities mean that some subprojects may be dropped and others substituted. Subprojects in Group 2 would be subject to Bank appraisal in accordance with a set of eligibility criteria, including the safeguards criteria within this Environment and Social Management Framework (ESMF). The subprojects that meet the eligibility criteria will be financed on a first-come, first-appraised basis until all allocated funds are committed. He also shared the list of all subprojects involved in NTMP-I.

Engr. Zafar Iqbal Khan Niazi explained the importance of Environment and Social safeguards and stakeholders' consultations. He said that consultation provides the interactive forum amongst the proponent, stakeholders and the public. He further explained the basic function of the NTDC and importance of this project.

Mr. Shaukat Ali Shahid (The consultant) gave presentation on ESMF. In his presentation, he explained the objective of ESMF, principles and methodologies adopted for the study, subproject categories and map locations of the project, legal and policy framework, World Bank operational policies relevant to the project, project impacts and mitigation measures, eligibility and entitlements for compensation, stakeholders' consultation framework, Gender development framework, Labor management framework, institutional arrangements for safeguard documents implementation, capacity building, monitoring and evaluation of the project.

COMMENTS AND DISCUSION

Mr. Asif Riaz, Deputy Manager (Environment & Social), GEPCO asked Mr. Bajwa that if sufficient space is available in the grid stations then why we are switching towards GIS from AIS? Mr. Bajwa explained that GIS grid stations are more feasible in sense of maintenance, weather conditions, less operational personnel and is more protective as compared to AIS from external factors.

Mr. Hafiz Muhammad Abid Saleem (Environmental Engineer, NESPAK) asked that World Bank New guidelines for preparation of Environment and Social framework have been disclosed so why that is not followed. On this, **Mr. Ahmed Imran Aslam (WB)** clarified that those guidelines will be made applicable in 2019. Mr. Abid further asked that if locations of the projects are known then why an ESMF has been prepared instead of an ESMP? **Mr. Mahr Khalid (ESIC NTDC)** clarified this by saying that the projects (covered in ESMF) are still in pipeline and their exact locations are not confirmed yet. Mr. Abid also inquired about the reference to the standards mention in operation mitigation about the Electromagnetic Field. **Mr. Fawad Ahmed (AM Social ESIC-DTLP)** replied that these are the WHO standards on electric and magnetic fields. Furthermore Mr. Abid suggested to include Resettlement Policy Framework, Change Management Plan, Health and Safety Plan, Site restoration Plan, Traffic Management Plan and Waste Management Plan in the document. He further pointed out that some laws are now superseded, so those should be updated.

Mr. Muhammad Ashraf Bodla, Chief Environmentalist, MMP, commented that project categorization criteria stated is of World Bank, EPA criteria should also be given, Independent Monitoring/ Environmental Audit/ Third party validation should be included, the existing settlement under the transmission lines may have problem of electromagnetic flux. This issue should be addressed.

Dr. Rab Nawaz, Assistant Professor, University of Lahore commented that stakeholders' consultative workshop was a good experience. It's a good initiative by NTDC and should be continued in the future.

Mr. Mudassar Hassan, Assistant Director Wildlife, from Punjab Wildlife and Parks Department showed his reservation that the effects on wildlife were not discussed.

Ms. Iman Meer, Senior Environment Scientist, NESPAK said that impacts in construction phase should be considered comprehensively. She further asked to add solid waste management plan and camp waste management plan.

Attendance Sheet

ESMF Stakeholders' Consultative Workshop

August 24, 2017

Sr. No.	Name	Designation	Organization	Email	Contact No.	Signature
1.	Engr. Zafar Iqbal Niazi	CE/PD DTLP & EHV-1	NTDC			
2.	Mr. Sohail Bajwa	Addl. D.G	NTDC			
3.	Mr. Khalid Mehmood	Addl. D.G ESIC	NTDC			
4.	Ms. Memona	Deputy Manager (Tech)	NTDC			
5.	Mr. Muhammad Atif Raza	Deputy Manager (S&E)	PMU DTLP, NTDC			
6.	Mr. Muhammad Irfan Rehmani	Deputy Manager ESIC	NTDC			
7.	Mr. Muhammad Shahid Saleem	Asst. Manager ESIC	NTDC			
8.	Mr. Fawad Ahmed	Asst. Manager (Social)	PMU DTLP, NTDC			
9.	Ms. Misbah Ammanat	Asst. Manager (Env)	PMU DTLP, NTDC			
10.	Ms. Farhana Mazhar	Gender/Social Expert	WAPDA			
11.	Ms. Samina Bilal	Asst. Manager	NTDC			
12.	Dr. Asim Mahmood	Environment Specialist	ECO, Lahore			
13.	Dr. Saamia Saif	Environment Specialist	ECO, Lahore			
14.	Mr. Abdul Aleem Ch	Ex DG Wildlife, member scientific committee	WWF Pakistan, Lahore			
15.	Mr. Shaukat Ali Shahid	Social Expert	IDC (Consultant)			
16.	Ms. Samira Nazir	Environmentalist	IDC (Consultant)			
17.	Mr. Mudassar	Coordinator	IDC (Consultant)			
18.	Ms. Hadia Aslam	Coordinator	IDC (Consultant)			
19.	Dr. Rab Nawaz	Professor Environmental Sciences	University of Lahore			

Attendance Sheet

ESMF Stakeholders' Consultative Workshop

August 24, 2017

Sr. No.	Name	Designation	Organization	Email	Contact No.	Signature
20.	Ms. Nusrat Ehsan	Lecturer Environment Sciences	University of Lahore	nusrat-ehsan@imbb.uol.edu.pk	0335-5772333	
21.	Ms. Fozia Khan	Director, Environment Wing	CDA, Islamabad			
22.	Mr. Muzaffar Iqbal	Social Expert	NTDC/ADB, Lahore	muzafforiqbalrana@gmail.com	0321-7999963	
23.	Mr. Qaiser Imran	Environment Specialist	Health Department Lahore			
24.	Mr. Ahmad Imran Aslam	Environment Specialist	World Bank	aaslam2@worldbank.org	03008454617	
25.	Ms. Salma Omer	Social Specialist	World Bank			
26.	Prof. Dr. Muhammad Nawaz Chaudhry	Professor	Punjab University Lahore			
27.	Prof. Dr. Abdul Qadir	Professor	Punjab University Lahore			
28.	Mr. Rana Muhammad Sarwar	Social Expert	NTDC/ADB			
29.	Mr. Muhammad Amir	Sociologist	Global Waste Management			
30.	Dr. Muhammad Ashraf Bodla	Environmentalist	MMP			
31.	Mr. Tariq	Director EIA	Environment Protection Agency			
32.	Ms. Pakiza Bukhari	Assistant Director EIA	Environment Protection Agency			
33.	Mr. Usman Cheema	Deputy Manager (E&S)	LESCO	usmancheema@yahoo.com	0347 8810219	
34.	Mr. Tehseen Yousaf	Assistant Manager (Social)	LESCO		0347/8810223	
35.	Mr. Asif Riaz	Deputy Manager (E&S)	GEPCO	ENVSCO@YAHOO.COM	0340-8001117	
36.	Ms. Zunaira Latif	Assistant Manager (Social)	GEPCO			

Attendance Sheet

ESMF Stakeholders' Consultative Workshop

August 24, 2017

Sr. No.	Name	Designation	Organization	Email	Contact No.	Signature
37.	Mr. Fahim Khan	Assistant Manager (Env)	GEPCO			
38.	Mr. Sharif Malik	Manager (E&S)	FESCO			
39.	Mr. Muazzam Mukhtar	Sociologist	SMEC		0334-7672	
40.	Ms. Umul Baneen	Environmentalist	SMEC	Umul.zafar@smec.com	0342-5541356	
41.	Mr. Kashif Afzal	Sociologist	Urban Unit, Lahore	Kashif_afz@hotmail	0345-4755825	
42.	Mr. Syed Muhammad Asif Gillani	Environment Specialist	Urban Unit, Faisalabad		0333-6775731	
43.	Ms. Ghulam Sughra	Environment Specialist	Urban Unit, Lahore		03234470434	
44.	Mr. Hafiz Abdul Ghafoor	Environment Specialist	Urban Unit, Gujranwala	mohazib@gmail.com	03004337453	
45.	Mr. Waseem Ullah Khokhar	Environment Specialist	Consultant HSE		0334-9798899	
46.	Mr. Talha Naseem	HSE Officer	US Denim			
47.	Ms. Huma Sajid	Assistant Manager	Albayrak		03334611582	
48.	Mr. Muhammad Umer Aslam	Lecturer	UMT Lahore		03324905766	
49.	Ms. Kanize Fatima	Sub Divisional Forest Officer	Forest Department Lahore		0321-3924984	
50.	Ms. Naila Baqir	General Manager EALS	NHA Lahore			
51.	Mr. Sadaf Iqbal	~~Deputy~~ Manager / Advisor	MoCC / Energy Dept Punjab		0333-4060664	
52.	Mr. Muhammad Anwar	Director Agriculture	Punjab Agriculture Lahore			
53.	Ms. Iman Meer	Environmentalist	NESPAK		03[illegible]	
54.	Mr. Atif Hassan	Social Expert	Individual Consultant			

Attendance Sheet

ESMF Stakeholders' Consultative Workshop

August 24, 2017

Sr. No.	Name	Designation	Organization	Email	Contact No.	Signature
55.	Mr. Mudassar Hassan	Assistant Director (Wildlife)	Wild Life and Parks Lahore	mudasserhasan75@gmail.com	03004559937	
56.		Electrical Inspector	Energy Department			
57.	Abid Salam	Engineer	NESPAK	abid.gfou72@gmail.com	0322 4997553	
58.	Dr. M. Ashraf Bodla	Chief Environmentalist	M/o Power	bodla99@hotmail.com	03004719866	
59.	Sehrish Gulzar	Financial Analyst	SMEC	Sehrish.gulzi@yahoo.com	0334.4119918	
60.	FAIZA ASHRAF	A.M (Design)	Design NTDC	faizamir141@gmail.com	0342-5384296	
61.	Noman Ashraf	Environmental Sp.	SEAL. LHR	noman@environmentalist@gmail.com	0321-6227834	
62.	Mifra Sanaullah	DM (Tech)	(EHV-I), NTDC	sana_mifra@hotmail.com	0323-44 37644	
63.	SYED IMRAN	ENVIRONMENTALIST	NCBAE	NABWI@NCBAE.EDU.PK	0333-5752413	
64.	Zartashia Mazhar	A.M (Social)	LESCO PMU	zartashia2010@yahoo.com	03470010233	
65.	M. Maqsoom	ESE Intern	NTDC	m.maqsoom50@yahoo.com	0322-4454277	
66.	M Farhan Tahir	Inspector Environment Health	Health	greenvillage47@gmail.com	0345-7849692	
67.	Junaid Amin	Junior Consultant	Elite Envt'l Solution	littledevil031@gmail.com	0312-4308064	
68.	Abdul Qadoos	Addl. Manager (C&S)	Dasu T/L Proj	aqadoos59@yahoo.com	0300-4220483	
69.	Hafiz Abdul Majeed	AM (HR&SC)	-do-	amajeed.ntdc	0335-7402467	
70.	YAQOOB HANIF	Asstt. Admin.	-do-	jubhanif@gmail.com	0321-4345120	
71.	M. Usman Khan	P.A. CE Dasu	-do-		03224563813	

Deputy Manager (S & E)
PMU-DTLP, NTDC, Lahore
Dated: August 24, 2017

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NATIONAL TRANSMISSION MODERNIZATION PROJECT I (NTMP-I)

Comment Response Matrix for Revision of SMF

Comment By	Comment	Response and Relevance of Comment to SMF
Mr. Asif Riaz, Deputy Manager (Environment & Social), GEPCO	If sufficient space is available in the grid stations then why we are switching towards GIS from AIS?	This was just a clarification. It was explained that GIS grid stations are more feasible in sense of maintenance, weather conditions, less operational personnel and is more protective as compared to AIS from external factors.
Mr. Hafiz Muhammad Abid Saleem (Environmental Engineer, NESPAK)	World Bank New Environment and Social Framework (ESF) have been disclosed so why that is not followed.	This was just a clarification related to applicability of the New ESF of World Bank. It was clarified that ESF will be applicable in 2019.
	If locations of the projects are known then why an ESMF has been prepared instead of an ESMP?	It was clarified this by saying that the projects (covered in ESMF) are still in pipeline and their exact locations are not confirmed yet. This has already been reflected in Section 2.3 of SMF.
	What is the reference to the standards mentioned in operation mitigation about the Electromagnetic Field.	This comment is related to the environmental aspects.
	It was suggested to include Resettlement Policy Framework, Change Management Plan, Health and Safety Plan, Site restoration Plan, Traffic Management Plan and Waste Management Plan in the document.	It has been mentioned in section 5.3.4 of the SMF that the NTDC has prepared a LARF, which the Bank approved under Central Asia South Asia (CASA) 1000 Project. This LARF will serve as the RPF for NTMP-I. Further section 5.3, 5.4 and 5.5 of updated SMF are related to this aspect. The other plans are more related to the environmental aspects.
	He further pointed out that some laws are now superseded, so those should be updated.	The relevant section has been updated.
Mr. Muhammad Ashraf Bodla, Chief Environmentalist, MMP	Project categorization criteria stated is of World Bank, EPA criteria should also be given, Independent Monitoring/ Environmental Audit/Third party validation should be included, the existing settlement under the transmission lines may have problem of electromagnetic flux. This issue should be addressed.	Most of the comments are related to the environmental aspects. The Independent Monitoring/Third Party Validation of social aspects is already included in Section 13.3 of SMF.
Dr. Rab Nawaz, Assistant Professor, University of Lahore	Stakeholders' consultative workshop was a good experience. It's a good initiative by NTDC and should be continued in the future.	This is just a comment appreciating the efforts of NTDC to conduct consultative workshops.

Mr. Mudassar Hassan, Assistant Director Wildlife, from Punjab Wildlife and Parks Department	Effects on wildlife were not discussed.	This comment is related to the environmental aspects.
Ms. Iman Meer, Senior Environment Scientist, NESPAK	Impacts in construction phase should be considered comprehensively.	The comment has been addressed in section 5.6 of SMF.
	Solid waste management plan and camp waste management plan should be added.	This comment is related to the environmental aspects.