

INDIGENOUS PEOPLES PLANNING FRAMEWORK (IPPF)

(FINAL DRAFT)

Meghalaya Logistics and Connectivity
Improvement Plan

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Meghalaya
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Corporation

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1 INTRODUCTION

1.1 Overview

Meghalaya, a hilly state located in the northeastern region of India, has an estimated population of approximately 2.9 million. Based on projected growth trends, the state's population is expected to reach around 3.9 million by the year 2025. The state is predominantly inhabited by tribal communities comprising of nearly 86% (2,555,861 as per 2011 census) of the total population. The Khasis, Garos and Jaintias are the three principal tribal groups, representing about 40-45%, 30-35% and 10-15% respectively of the state's Tribe population. Smaller tribal communities such as the Hajong, Koch, and Rabha collectively constitute around 2% of the tribal population. Additionally, minor tribes including the Kukis, Mizos, Hmars, and others each represent approximately 0.1% or less of Meghalaya's tribal population.

The Sixth Schedule of the Constitution provides for the administration of tribal areas to safeguard the rights of the tribal population in the state of Meghalaya. This special provision is provided under Article 244(2) and Article 275(1) of the Constitution, creating Autonomous District Councils (ADCs) i.e. Garo Hills ADC, Khasi Hills ADC, and Jaintia Hills ADC. The land tenure systems in the Sixth Schedule areas¹ are markedly different as large tracts of land in these regions are held by the community and managed through customary norms. For a development project, customary norms and practices for customary land are followed for transferring such land for projects.

Given the requirement of road improvement and enabling logistics support for movement of the agricultural produce from farms to markets so that the people can market their produce, the Government of Meghalaya (GoM) is developing the Meghalaya Logistics & Connectivity Improvement Project (MLCIP). The project is being implemented by Meghalaya Infrastructure Development Finance Corporation (MIDFC), with Public Works Department, Government of Meghalaya as the major implementing partner.

The objective of the MLCIP is to enhance the climate and disaster resilience of public infrastructure, particularly roads and bridges, improve road safety, strengthen agro-logistics infrastructure, and build institutional capacity for effective emergency preparedness, including a Contingent Emergency Response Component (CERC).

Under Component 1, approximately 300 km of state roads, Major District Roads and bridges will be rehabilitated or upgraded with climate-resilient features, including improved drainage, slope protection, and resurfacing of damaged sections, verified through engineering reports. Road safety will be strengthened through audits, monitoring systems, public awareness campaigns, accident data

¹ The Sixth Schedule was adopted as a part of the Constitution of India in the year 1949. "The Sixth Schedule was also suitably amended to permit the District Council to continue with their existing powers within the Autonomous state of Meghalaya" (Phira: 2014: X)

management, and establishment of emergency response posts equipped with paramedics, ambulances, and tow trucks, with a target of reducing accidents by 20% on project roads.

Component 2 will develop the Regional and Rural Logistics Ecosystem. This component will support the selected Blocks of Chokpot, Shella, Mawshynrut, Kharkutta, Saipung, Mawkyrwat, and Purakhasia² in developing and upgrading integrated climate-resilient agri-logistics and first-mile connectivity for priority value chains: pineapple, orange, ginger, potato, and banana³. Interventions include establishment of farm-level collection points, construction of rural trade and transport hubs, and upgradation / rehabilitation of selected markets, based on a hub-and-spoke model to improve market access.

Component 3 will include adoption of climate-resilient and road safety frameworks, establishment of an Environment and Social Cell, and training of PWD/MIDFC staff.

Component 4: Finally, the CERC will ensure timely emergency response, with funds disbursed within 30 days of an eligible crisis and support for one to two emergency interventions per event. All targets will be monitored through official reports, site inspections, and operational data to ensure effective project implementation and results. CERC Manual will be developed/revised to include ESS7 screening process.

² The blocks have been selected based on criteria such as their proximity to MLCIP project roads, the profile of local commodity production, the extent of farmer participation in agriculture, and the presence of FPOs, as well as their connectivity to existing market nodes to maximize the project's impact.

³ Priority commodities have been identified using an objective framework that considers annual production volumes, perishability, marketability, the area under cultivation, the number of farmers engaged, and the proportion of post-harvest losses during storage and transport, as well as their strategic relevance to value-chain development and potential for climate-resilient agri-logistics upgrades.

2 OBJECTIVE OF IPPF

2.1 Applicability of ESS7

The Indigenous people as per ESS 7 Para 8 refers to a distinct social and cultural group possessing the following characteristics in varying degrees:

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

Since the tribal people in the state of Meghalaya meet all the above characteristics, an Indigenous Peoples Planning Framework (IPPF) has been developed in accordance with the World Bank's Environmental and Social Standard 7 (ESS7) and the national and state laws, policies, customs and practices to guide the identification, assessment, and management of potential impacts on tribal communities during project implementation.

2.2 Socio- Cultural Profile of the Tribal Population

The three major tribes of the state are the Khasi, Garo, and Jaintia. They primarily inhabit distinct regions of the state known as the Khasi Hills, Garo Hills, and Jaintia Hills, respectively. Each region is administratively governed by its own Autonomous District Council (ADC). All three tribes follow a matrilineal system and possess strong traditional institutions, though the structure and functioning of these institutions differ significantly across tribes. The decision-making bodies related to forest management and community development are deeply rooted in the traditional institutions of the Khasi, Garo, and Jaintia communities. These institutions operate under the regulatory framework of their respective Autonomous District Councils.

The Khasi: The Khasis primarily inhabit the eastern region of the state and constitute the largest group. Approximately 48% of the total population belong to the Khasi community according to the Census 2011.

The traditional institutions of the Khasi tribe are notably more elaborate in structure and composition compared to those of the Garo and Jaintia tribes. A typical Khasi traditional institution is namely "Syiemship", a three-tiered political system unique to the Khasis.

The first tier is known as the "Hima" which functions as the territorial unit. The governing unit is the "Dorbar Syiem",- a council of Syiem headed by the "Syiem" (Chief). The Syiem holds broad

administrative responsibilities over the Hima including regulation and taxation of local markets, issuance of land pattas where available and resolution of disputes within the jurisdiction.

The second tier is known as “Raid” a group of Shnongs. The governing unit is “Dorbar Raid”- a council of Raid headed by Lyngdoh (Priest) or Basan. The Lyngdoh or Basan holds broad administration responsibility over the raid lands, mostly religious in nature.

The third tier is known as “Shnong” –(village). The governing unit is “Dorbar Shnong”- a village council headed by “Rangbah Shnong”- the village headman. The Rangbah Shnong holds broad administrative responsibility in the village, witness to the land transactions, mediates disputes, and aid in the organisation of social and religious functions.

Within the clan system, the clan chief holds distinct authority over internal clan matters, particularly those related to land and forest governance. Clan-owned forests are administered by the clan head in consultation with elder members. Although the Khasi follow a matrilineal lineage system where descent is traced through the mother, the father plays a significant role in household decision-making. The head of each family also participates in the village council, ensuring representation at the community level.

The Jaintia: Although the Jaintia and Khasi tribes share a common ancestry, speak closely related languages, and exhibit overlapping cultural practices, they differ significantly in their traditional institutions, land tenure systems, and economic orientation. Within the Jaintia Hills, the central inhabitants are referred to as Pnars, while those in the southern and northern regions are known as Wars and Bhois, respectively.

A typical Jaintia traditional institution is namely “Doloiship”, a three-tiered political system unique to the Jaintias.

The first tier is known as the “Elaka” –(the province). The governing unit is the “Dorbar Elaka”- a council of Elaka headed by the “Doloi” (Chief). The Doloi holds broad administrative responsibilities over the Elaka including administration of land and maintenance of land records.

The second tier is known as “Raid” a group of Shnongs. The governing unit is “Dorbar Raid”- a council of Raid headed by the Lyngdoh (Priest) or Basan. The Lyngdoh or Basan holds broad administrative responsibility over the raid lands, mostly religious in nature.

The third tier is known as “Shnong” (village). The governing unit is “Dorbar Shnong”- a village council headed by “Waheh Chnong” or “Rangbah Shnong”- the village headman. The Waheh Chnong or Rangbah Shnong holds broad administrative responsibility in the village, witness to the land transactions, mediates disputes, aids in the organisation of social and religious functions.

The head of the Elaka called as the Doloi, a position held for life and filled through election from among the senior members of a designated clan. This system is governed by strict customary rules, and the Doloi may be removed from office by the community in cases of misrule or corruption.

Supporting the Doloi is the U Basan (elder), also elected for life, with the number of Basans varying according to the size and population of the Elaka. The institution of the Doloi serves as the custodian

of all natural resources within the Elaka, including forests, and plays a central role in resource governance and community affairs.

The Garo: The Garo people primarily inhabit the western region of the state. Their language is close to Tibeto-Burman linguistic family. Similar to the Khasi and Jaintia tribes, the Garo follow a matrilineal system of inheritance, wherein individuals derive their clan identity from their mothers. Traditionally, property is inherited by the youngest daughter, known as Nokmechik, and upon marriage, the husband resides in his wife's household. Although women are the legal owners of property, men typically manage domestic affairs and exercise authority in societal governance.

In Garo society, land and all associated resources are communally owned by the clan and referred to as A'king land. This land is held in trust by a female custodian known as the Nokma. While the Nokma is the nominal head, her husband often acts on her behalf in clan-related decision-making. However, decisions regarding land use and management are not made unilaterally; they are collectively determined by a council of clan representatives known as the Chra, which includes the Nokma's maternal uncles and brothers.

The Nokma does not possess the authority to sell or transfer any portion of the clan's territory without the explicit consent of the Mahari—a kinship institution composed of members closely related through maternal lineage. In practice however, the Nokma can take the penultimate decision in the selling or transfer of any portion of the Clan's territory without any consent as such. The Mahari plays a vital yet a nominal role in safeguarding family property and ensuring the welfare and conduct of its members. Consequently, the governance of natural resources within Garo villages is a collective endeavour, with decisions made to serve the interests of the entire community.

A typical Garo traditional institution is namely "Nokmas", a two-tier political system unique to the Garos.

The first tier is known as the "A'king" – (the area under A'king Nokma). The governing unit is headed by the "A'king Nokma" the head of the clan. The A'king Nokma holds broad administrative management of A'king land; regulation of jhum cultivation; participate in religious and cultural affairs; settlement of disputes.

The second tier is known as "Song". The governing unit is headed by "Nokma"- the village headperson. The Nokma holds broad administrative responsibility of village and settlement of disputes.

2.3 Objective and Guiding Principles of IPPF

The IPPF provides policy guidance, procedural steps, and institutional arrangements to ensure that any subprojects or activities that may affect the indigenous people (hereinafter referred to as tribal community) are prepared and implemented in a culturally appropriate, inclusive, and participatory manner. It offers a systematic approach through meaningful stakeholder consultations and Free,

Prior, and Informed Consent (FPIC) where needed with affected people to address critical E&S considerations at all stages of project preparation, implementation, monitoring, and operation. Additionally, it provides procedures for risk rating of sub-projects.

The key objectives are to ensure that the project:

- Minimizes, mitigates, and/or compensates for adverse impacts on tribal communities;
- Promotes benefits and opportunities of development projects in a culturally appropriate and inclusive manner for accessibility by affected tribal communities;
- Improves project design and promotes local support through meaningful consultation with IP affected by throughout the life cycle; and
- Obtains the FPIC of affected tribal communities, under three circumstances specified in ESS 7.

Accordingly, the IPPF is based on the set of principles to guide that the Tribals are meaningfully consulted and given opportunities to actively participate in project design and implementation arrangements, and are:

- **Respect for Indigenous Rights and Identity:** To ensure that development initiatives uphold and promote the human rights, dignity, cultural identity, aspirations, and natural resource-based livelihoods of tribal Peoples.
- **Impact Prevention and Mitigation:** To prevent adverse impacts of development projects on tribal communities. Where avoidance is not feasible, the aim is to minimize, mitigate, and/or provide appropriate compensation for such impacts. Avoidance of impacts on tribal peoples shall be prioritized through a design alternatives analysis conducted prior to FPIC, in line with the mitigation hierarchy.
- **Inclusive and Sustainable Development:** To foster sustainable development outcomes that are inclusive, culturally sensitive, and accessible to tribal peoples.
- **Participatory Project Design:** To enhance project effectiveness and community support by establishing and maintaining continuous, meaningful engagement with tribal communities throughout the entire project lifecycle.
- **Free, Prior, and Informed Consent (FPIC):** To secure FPIC from affected tribal communities in the specific circumstances that are outlined in the Environmental and Social Standard (ESS), which are:
 - i) Have adverse impacts on land and natural resources subject to traditional ownership or under customary use or occupation;
 - ii) Potential displacement of tribal communities from land and natural resources under customary ownership or traditional use, arising from project activities, including road expansion, bridge construction, or associated infrastructure development under Project.
 - iii) Having significant impacts on tribals' cultural heritage that is material to the identity and/or cultural, ceremonial, or spiritual aspects of the affected Indigenous Peoples' lives.

Note: Based on preliminary assessment, the above circumstances are likely to arise for specific Component 1 and Component 2 investments and must be determined through site-specific screening and assessment of preliminary design.

- **Preservation of Cultural Heritage and Adaptive Capacity:** To recognize, respect, and safeguard the cultural heritage, traditional knowledge, and practices of tribal communities, while enabling them to adapt to evolving conditions in a manner and timeframe that aligns with their values and preferences.

3 APPLICABLE POLICY AND LEGAL FRAMEWORK

The project is governed by a comprehensive policy and legal framework designed to safeguard the rights, lands, cultures, and livelihoods of Scheduled Tribes. This includes relevant provisions of the Constitution of India (particularly the Sixth Schedule); the autonomous governance structure and law-making powers of the three Autonomous District Councils under the Sixth Schedule, the Meghalaya Transfer of Land (Regulation) Act, 1971; the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013 (along with the Meghalaya RFCTLARR Rules, 2015); the Scheduled Tribes and Other Traditional Forest Dwellers (Recognition of Forest Rights) Act, 2006 (although with 99% of the forest land owned by the Tribals, this law is not implemented in the State); the Forest (Conservation) Act, 1980, the respective ADC Forest Management Acts, and the World Bank's Environmental and Social Standard 7 (ESS7) on Indigenous Peoples.

Refer to the detailed description and analysis of all applicable laws, regulations, and standards are provided in Chapter 2 (Existing Policy & Legal Framework) of the Environmental and Social Management Frameworks (ESMFs) for Component 1 and 2, respectively.

3.1 Policy Comparison and Gap Analysis

Table 3-1: Policy Analysis and Gap Filling Measures

Sl. No	Activity	World Bank ESS7	Indian Regulatory Framework	Measures Adopted for This Project
1	Social Screening.	Para 10 of World Bank ESS 7	Under Section 4(l) of the RFCTLARR Act, the government must conduct a Social Impact Assessment (SIA) before acquiring land for public purposes. - This SIA must be carried out in consultation with the relevant local body Heads of Traditional Institutions, Municipality, or Municipal Corporation at the village or ward level in the affected area. - The Meghalaya Transfer of Land (Regulation) Act, 1971 does not contain any provision for such assessments. - No other relevant government regulations currently apply to this requirement in Meghalaya	Apply the screening checklist to assess: Tribal Settlements Identify areas predominantly inhabited by tribal communities recognized under constitutional and state provisions, based on: - Self-identification and recognition by others as tribal groups - Attachment to distinct habitats or ancestral territories - Presence of unique cultural, social, or political institutions - Use of distinct languages or dialects Land Ownership in Autonomous Council Areas Determine status of land ownership- community-owned, customary use, or privately held. - Land Use Patterns - Evaluate access to natural resources, practices like shifting cultivation, and overall land utilization. - Cultural and Structural Impact - Assess potential effects on physical structures and cultural heritage sites within the project area. - Affected Households and Resources - Identify impacted families and common property resources - Grievance Redressal Mechanism

Sl. No	Activity	World Bank ESS7	Indian Regulatory Framework	Measures Adopted for This Project
				Confirm existence and functionality of local systems for addressing community concerns. Conduct a comparative analysis of project alternatives by weighing social and financial costs linked to tribal peoples' displacement. Where possible, avoid adverse impact on the tribal communities [e.g., existing RoW, prioritize government land, barren land or land without customary claims, etc.]. Assess land requirements, identify households reliant on land for livelihood and shelter, and account for common property resources. Prepare a tentative budget.
2	Social Impact Assessment	Para 11 of World Bank ESS 7	Applies under RFCTLARR Act, 2013 (Chapter II) No provision under Meghalaya Transfer of Land (Regulation) Act, 1971. No other relevant government regulations	Carry out targeted social assessment as a part of the ESIA. In case the project involves three circumstances related to adverse impacts on cultural heritage, land and natural resources, and relocation then Free Prior and Informed Consent is required (Refer to the next section). Targeted social assessment includes: 1. Mapping customary norms, practices and institutional framework applicable to tribal communities within the PIA. 2. Baseline survey of demographic, social, cultural, and political characteristics of tribal communities; including data on land and territories that they have traditionally owned or customarily used or occupied; and the natural resources on which they depend. 3. Assessing the tenurial arrangements and traditional use of land by tribal communities for their livelihoods (seasonal or cyclical use)

Sl. No	Activity	World Bank ESS7	Indian Regulatory Framework	Measures Adopted for This Project
				or for any other purposes within the PIA, particularly women's role in the management and use of these resources. 4. Identifying any potential significant impacts on the cultural heritage of tribal communities, and whether the cultural heritage is material to the identity and/or cultural, ceremonial, or spiritual aspects of their lives. 5. Identifying project benefits and measures to mitigate adverse impacts in a culturally appropriate manner and to promote long-term sustainability of natural resources on which they depend 6. Assessment to be based on meaningful consultation with key stakeholders, including affected tribal households, NGOs/CSOs, Heads of Traditional Institutions (Rangbah Shnongs, Waheh Chnong, Nokmas), PWD representatives, and revenue officials. These engagements should be tailored to the social and cultural context of tribal communities to ensure meaningful participation and accurate information gathering. Note: For land under the jurisdiction of Autonomous District Councils or held under customary community rights in Meghalaya, obtaining a <i>No Objection Certificate (NOC)</i> from the Village Council is mandatory. As part of the Social Impact Assessment (SIA) process, consultations must be conducted with affected households, their representatives, ADC officials, Village Head, PWD representatives, and revenue officials. Written consent from the affected villagers should be secured in the presence of the village head and other customary land users, alongside the formal NOC from the Autonomous District Council.

Sl. No	Activity	World Bank ESS7	Indian Regulatory Framework	Measures Adopted for This Project
3	Free, Prior and Informed Consent (FPIC)	Para 24 of World Bank ESS7	Section 41 (3) of RFCTLARR Act, Section 3(2) of FRA 2006, and Schedule IV of the RFCTLARR Act Constitutional and State-Specific Legal & Customary Provisions (Meghalaya) Sixth Schedule of the Constitution (Articles 244(2) and 275(1)): Provides constitutional safeguards for tribal areas in Meghalaya and grants Autonomous District Councils (ADCs) authority to approve projects affecting land, forests, and natural resources. ADCs are empowered to make laws relating to land, forest management (other than reserved forests), shifting cultivation, water use for agriculture, and village administration (Paragraph 3). Meghalaya Transfer of Land (Regulation) Act, 1971: Restricts transfer of tribal land to non-tribals; requires prior approval of the concerned District Council; mandates written consent of clan/community institutions for transfer or use of communal land.	Free, Prior, and Informed Consent (FPIC) must be obtained as per the ESS7 requirements when a project affects tribal communities through land/resource impacts, relocation, or cultural heritage disruption, which they traditionally own, customarily occupy or use. The consent process must be documented in writing, with inputs from directly affected parties during the Social Impact Assessment (SIA), alongside the Dorbar Shnong and Nokma resolutions. The consent process must be achieved and maintained through disclosure, consultation, internal community deliberation, good-faith negotiation, documentation of agreed measures, and verification prior to activity proceeding. Project components lacking established consent from affected tribal communities will not proceed. For further details on FPIC refer to Section 4.1.

Sl. No	Activity	World Bank ESS7	Indian Regulatory Framework	Measures Adopted for This Project
			Autonomous District Council Acts and Regulations: • United Khasi–Jaintia Hills ADC (Management and Control of Forests) Act, 1958 – requires NOC from traditional authorities (Syiem/Lyngdoh/Waheh Shnong) for use of community forests. • Garo Hills ADC (Forest) Act, 1958 – mandates consent of Nokma for use of A'king land. • Village Administration Acts – require Dorbar Shnong/Nokma resolutions for development activities. Customary Laws and Practices: • Khasi Hills: Consent required from Dorbar Shnong (Ri Raid), Dorbar Kur (Ri Kur), or individual owners (Ri Kynti), as applicable. • Jaintia Hills: Written consent of Doloï for Elaka land and Waheh Chnong approval for village common land. • Garo Hills: Consent of Nokma for A'king land, with Mahari consultation for clan property decisions.	

Sl. No	Activity	World Bank ESS7	Indian Regulatory Framework	Measures Adopted for This Project
			Traditional Institutional Requirements: Land-related decisions require formal resolutions of Dorbar Shnong/Nokma with quorum, and Hima/Doloi approval for inter-village or multi-Shnong projects. State Government Directions: Government notifications and PWD circulars require NOCs from traditional authorities and documented community consultations for infrastructure projects in Sixth Schedule areas.	
4	Preparation of Indigenous Peoples Development Plan	Para 17 of World Bank ESS 7	RFCTLARR Act, 2013 (Chapter II), No provision under Meghalaya Transfer of Land (Regulation) Act, 1971	- Following the completion of the Social Impact Assessment (SIA), a stand-alone sub-project Indigenous Peoples Development Plan (IPDP) will be formulated to address the specific needs and concerns of tribal communities affected by the project. The IPDP will include: - Summary of the Targeted Social Assessment, highlighting key findings related to tribal communities within the project influence area. - Summary of meaningful consultations, including outcomes of the Free, Prior, and Informed Consent (FPIC) process if the project involves: - Adverse impacts on tribal communities' land and natural resources subject to traditional ownership or customary usage or occupation. - Relocation of tribal communities from land and natural resources subject to traditional ownership or customary

Sl. No	Activity	World Bank ESS7	Indian Regulatory Framework	Measures Adopted for This Project
				usage or occupation. ○ Significant impacts on tribal communities' cultural heritage • Consultation strategy during project implementation, ensuring continued engagement with tribal stakeholders. • Culturally appropriate and gender-sensitive benefit measures, including provisions to strengthen the capacity of implementing agencies where needed. • Mitigation measures to avoid, minimize, or compensate for adverse impacts identified during the social assessment. • Dedicated budget for IPDP implementation, aligned with project timelines and funding mechanisms. • Grievance Redressal Mechanism, tailored to tribal governance structures and local institutions. • Monitoring, evaluation, and reporting framework to track IPDP implementation and ensure accountability. • Draft versions of the ESIA, RAP, IPDP will be shared during stakeholder consultations, ensuring inclusive participation from Affected parties, tribal households, Village Councils, and other relevant groups.
5	Land Acquisition, Livelihood Restoration and Relocation	Para 31 of World Bank ESS 7	RFCTLARR Act 2013, RFCTCARR Rules 2015. Article 366(25), Article 244(1) of Indian Constitution & MSIPF) Act, 2024	For land acquisition in sixth schedule areas, land acquisition will be done in coordination with Village Councils empowered by the respective Autonomous Councils. Refer to RPF for further details on land acquisition. If the project results in temporary loss of access to and loss of

Sl. No	Activity	World Bank ESS7	Indian Regulatory Framework	Measures Adopted for This Project
				natural resources, ensuring alternate routes are available to access the land and resources during the construction. After completing the civil works, the access will be restored. Relocation may be considered only if it has been established that there is no feasible alternative to the alignment of the road and the FPIC for the affected tribal communities has been obtained. The alternate land for relocation will be provided in accordance with the customary norms followed by the Village council. Accordingly, the head of the Village council will provide equivalent land lost to the person displaced in the same village.
6	Grievance Redressal	Para 34 of World Bank ESS 7	Central/State Public Grievance Redressal Systems	Project will follow the procedure on grievance mechanism in accordance with the standard GRM adopted for this project (refer to SEP). Project will consider the availability of judicial recourse and customary dispute settlement mechanisms prevalent in the state.
7	Monitoring and Reporting	Para 15 of World Bank ESS 7	Implementation of IPDP and RAP prepared for the project require monitoring as per the RFCTLARR Act.	Construction monitoring, including field inspections and surveys, will be carried out by Meghalaya PWD to ensure that social and environmental mitigation measures are taken. Reporting Indicators to include: No. of affected tribal households (disaggregated by gender, BPL), types of impacts, consultations undertaken, disbursement of compensation, R&R and relocation. No. of complaints resolved within a stipulated time, no. of RTI applications filed, SEA/ SH complaints filed. Affected tribal households, FPIC established, collective attachment identified

4 PROCESS OF PREPARING INDIGENOUS PEOPLES DEVELOPMENT PLAN (IPDP)

The Indigenous Peoples Planning Framework (IPPF) is to ensure that meaningful consultations which is culturally appropriate with communities, leaders, institutions and local authorities are carried throughout the project cycle.

The Indigenous Peoples Development Plan (IPDP), incorporates measures for screening, social impact assessment, and preparing culturally appropriate action plan for implementation.

4.1 Step for preparation of Indigenous Peoples Development Plan (IPDP)

The following steps for preparation of sub-project IPDP to be implemented by Project PMU-MIDFC and PIU- PWD in consultation with the community.

Table 4-1: Steps of preparation of IPDP

Sl. No.	Action	Responsibility
1	Information disclosure Prior to the sub-project specific Social Impact Assessment (SIA), the project will disseminate project information to all stakeholders through various means, such as community level meetings, mass media, project brochures/posters and a dedicated project site on the internet.	Independent Consultant
2	Screening A screening will be undertaken to determine the collective attachment to land and natural resources, within the area of influence for each subproject. The risk screening of the sub-projects will be based on the following broad parameters. i. Land ownership status in autonomous council areas (land traditionally owned [community or individual], under the customary use or privately owned land) ii. Land use pattern (including access to natural resources, shifting cultivation) iii. Impact on structures or cultural heritage sites on required land iv. Affected households or families and common property resources v. Existing functional grievance redressal mechanism (GRM) vi. Undertake a mandatory analysis of alternatives and avoidance assessment prior to FPIC, including documentation of why avoidance is not feasible where impacts remain vii. Quantify the minimization of impact on tribal communities, land, and assets through design adjustments. viii. Identify and estimate land requirement, households dependent on land for livelihood and shelter, and common property resources. Estimate budget specific to land acquisition, resettlement and	Independent ESIA Consultant

Sl. No.	Action	Responsibility
	rehabilitation (R&R) and development activities to access the overall project benefits. Where such tribal communities are identified, the requirements of World Bank Environmental and Social Standard 7 (ESS7) and National and state laws, policies, customs and practices will apply, to inform the preparation of safeguard instruments for implementation regardless of whether the subproject is anticipated to cause adverse impacts. In addition, the Bank will also undertake a review of the screening to confirm the applicability of ESS7 and FPIC.	
3	Analysis of Alternatives and Avoidance Following screening, the Project shall undertake an analysis of alternatives to assess options for avoiding or minimizing adverse impacts on tribal communities. The analysis shall: • Examine alternative alignments, locations, designs, and technical options • Assess social, cultural, environmental, and economic impacts of each alternative • Prioritize options that avoid impacts on tribal communities' land, natural resources, and cultural heritage Where avoidance is not feasible, the Project shall: • Provide a clear justification, supported by technical and social analysis • Document reasons for selecting the preferred option, including why less impactful alternatives were not adopted The analysis of alternatives shall be: • Conducted as part of the ESIA process in consultation with the DPR consultants. • Documented and disclosed to affected tribal communities in a culturally appropriate manner.	Independent Consultant
4	Social Assessment (SA) and Consultation with the Indigenous Peoples⁴ Based on the screening, the scope of social assessment will be determined [Refer to ESMF for risk categorization and corresponding instrument]. The sub-project's potential positive and adverse effects	Independent ESIA consultant

⁴ Free Prior Informed Consent is required in this project as tribal community will be adversely impacted. The Borrower is required to obtain FPIC of the affected tribal community when project will (a) impact lands and natural resources traditionally owned, used, or occupied by tribes; (b) cause relocation of tribal community; or (c) have significant impacts on tribal community's cultural heritage. The Borrower will document the mutually accepted process as well as evidence of agreement between the parties.

Sl. No.	Action	Responsibility
	on the tribals will be assessed. The social impact assessment will: Identify key stakeholders of affected tribal community and establish an appropriate framework for their participation in the selection, design, implementation, and monitoring and evaluation of the relevant project activities Targeted social impact assessment includes: (a) Mapping customary norms, practices, and institutional framework applicable to tribal communities within the project influence area (PIA) (b) Baseline survey of demographic, social, cultural, and political characteristics of tribals, including data on land and territories that they have traditionally owned or customarily used or occupied and the natural resources on which they depend (c) Assessing the tenurial arrangements and traditional use of land by tribals for their livelihoods (seasonal or cyclical use) or for any other purposes within the PIA, particularly women's role in the management and use of these resources (d) Identifying any potential significant impacts on the cultural heritage of tribal communities, and whether the cultural heritage is material to the identity and/or cultural, ceremonial, or spiritual aspects of their lives. (d) Analysis of alternatives- refer to Section 3 of Table 4.1. (e) Identifying project benefits and measures to mitigate adverse impacts in a culturally appropriate manner and to promote long-term sustainability of natural resources on which they depend (f) Analyzing capacity of existing institutions' decision-making processes and their capacity to engage with beneficiaries belonging to distinct social and cultural groups within the PIA. Stakeholder consultations Organize meaningful consultations with the stakeholders such as affected tribal households, non-governmental organizations (NGOs), civil society organizations (CSOs), autonomous district council (ADC) officials, village headmen, Village Development Council or Village Council Development Committee chairman, in a culturally appropriate manner tailored to tribal communities These consultations will • Take into account different viewpoints and opinions in relation	

Sl. No.	Action	Responsibility
	to the project; • Discuss various elements of targeted social assessment; • Identify existing customary institutions and decision-making processes; • Identify culturally appropriate mitigation measures to minimize and mitigate adverse impacts on tribal communities; • Identify their development priorities and preferences regarding both project benefits and mitigation measures; and • Include grievance redressal mechanisms (GRMs). Once the SIA is completed, the IPDP will be prepared. The IPDP will consist of: i. Summary of the targeted social assessment ii. Summary of the results of the meaningful consultation, and if the project involves the three circumstances, then the outcome of the FPIC process (see below) iii. Process for meaningful consultation during project implementation iv. Measures for ensuring tribal communities receive social and economic benefits that are culturally appropriate and gender sensitive including addressing the risk of elite capture; v. Measures to avoid, minimize, mitigate, or compensate tribal households for any potential adverse impacts identified during the social assessment vi. Budget for implementing the IPDP vii. GRM, as described in SEP. viii. Monitoring, evaluating, and reporting procedures for the implementation of IPDP. Note: In the case of council land or land with community rights, the no objection certificate (NOC) of the village council is needed. During the SIA, consultations with affected households, their representatives, ADC officials, village heads, PWD, officials shall be conducted, and consent of the affected villagers shall be obtained in writing, in the presence of the Village headman and other land users with the NOC. The Indigenous Peoples Development Plan (IPDP) should include annexed records of all consultations, and clearly present key findings within the main text. It should also outline the timeline for conducting consultations and finalizing sub-project activities, as agreed upon with community members and tribal leaders. Free, Prior and Informed Consent (FPIC) and Meaningful Consultation: To ensure such consultation, a structured, multi-stage consultation	

Sl. No.	Action	Responsibility
	process will be undertaken starting from the feasibility study and continuing throughout the project cycle: Brief summary of the FPIC process Step 1: Preliminary Engagement. Initial meeting with representatives of village level traditional institutions (Rangbah Shnong/Nokma/Waheh Chnong) of the Project area informing them about the proposed consultations and FPIC process <u>prior to E&S screening for the feasibility study of each road package</u>. Internal discussion and consensus with the representative of the traditional institutions on the FPIC approach, to be documented in Minutes of Meeting (MoM) and countersigned by the traditional institution representatives. Step 2: Awareness and Initial Disclosure. A first round of consultations will be undertaken with the community representatives, including village heads (Rangbah Shnong/Nokma/Waheh Chnong) and community members including vulnerable groups, to raise awareness about the Project and the need for FPIC during the feasibility study of each package, to be documented in consultation records (attendance sheets, photographs, videography records, etc.) and minutes of the meeting (MoM) countersigned by the village representatives. Step 3: Community Feedback and Negotiated Measures. A second round of consultations will be carried out to further discuss Project design, benefits, and anticipated impacts, and to understand the communities' priorities and seek inputs to the drafting of IPDP and other safeguard instruments. Community views, support, concerns, and negotiated outcomes with the tribal communities will be recorded through consultation records (attendance sheets, videography and photos), a Village Council Resolution and MoM countersigned by all the participants of the consultation and endorsed by the village head (Rangbah Shnong/Nokma/Waheh Chnong). Step 4: Redis closure and Review of Revised Designs. The third round of consultations will involve redis closure and discussion of revised project designs, updated impact assessments, modified mitigation measures, negotiated community requests, and technical responses resulting from the previous consultations and discussions on feasibility of requested community measures and negotiated mitigation arrangements. The agreements reached will be recorded through	

Sl. No.	Action	Responsibility
	consultation records (attendance sheet, videography and photos), and the MoM countersigned by all the participants of the consultation and endorsed by the village head (Rangbah Shnong/Nokma/Waheh Chnong). Step 5: Documentation of Community Support. A fourth round of consultation will be carried out to seek verification of commitments/agreements reached, redisclosure of revised safeguard instruments, and documentation of formal expressions of community support through the resolution (s) endorsed by the village head (Rangbah Shnong/Nokma/Waheh Chnong), and a formal Declaration/No Objection Certificate (NOC) [signed letter] consenting to the Project on behalf of the tribal communities. Step 6: Continued Engagement During Implementation. Continued consultations and engagement with tribal communities will be undertaken to monitor commitments throughout project implementation. Additional FPIC processes will also be undertaken for future subprojects once designs, alignments, and impacts are finalized. The FPIC obtained from communities in each package will be documented in a detailed FPIC report that can be annexed in the sub-project IPDP. In cases where consent is not obtained from affected tribal households: • The Project shall revisit the analysis of alternatives, including alignment, design, location, or technical options, to further avoid or minimize impacts • Additional consultations shall be undertaken to understand and address community concerns • Where consent remains withheld, the subproject or activity shall not proceed in its current form in the affected area	
5	IMPLEMENTATION For land acquisition also refer to RPF. Land acquisition will be done in coordination with the autonomous council. If the project results in loss of natural resources or access to them, ensure continued access or identify equivalent replacement resources or alternative livelihoods for the affected tribal communities wherever possible—as per RPF.	PWD and other Implementing Partners

Sl. No.	Action	Responsibility
	Relocation may be considered only if it has been established that there is no feasible alternative and the FPIC of the affected tribal communities has been obtained. If relocation is unavoidable, allocate land preferably in the same tribal area to reside, including for community and social gathering. Should the cause of their relocation cease to exist, they should be allowed to return to their traditional or customary land.	
	Grievance redressal – Refer ESMF, RPF and Chapter 6 below.	
6	Disclosure: The social impact assessment report and draft Indigenous Peoples Development Plan (IPDP) will be disclosed to affected tribal communities in a format, language, and manner that is culturally appropriate and accessible. To ensure effective dissemination, the project will: - Translate the draft IPDP into the local language - Distribute hard copies to tribal communities within the sub-project area - Present and explain the plan during community meetings such as Dorbar and Nokma, with adequate prior notice Following the finalization of the IPDP, the approved document will be shared with the affected communities using the same methods as those employed during the draft disclosure process.	ESIA/ PWD

Benefits and Opportunities for Tribal Communities

The MLCIP project will deliver significant socio-economic and cultural benefits to tribal communities who comprise 86% of Meghalaya's population. Through improved road and bridge connectivity, the tribal communities will gain better access to markets, education, and healthcare, while reducing travel costs and time.

Agriculture is one of the primary economic activity among tribal households in Meghalaya, particularly for the Khasi and Garo communities. According to the Census of India (2011) and the District Census Handbook of Meghalaya (2011), over 60% of tribal households rely on agriculture and allied activities for their livelihoods. The Agro-logistics component will enhance traditional livelihoods by strengthening value chains of indigenous commodities such as GI-tagged Khasi Mandarin, organic Pineapple, Ginger, Lakadong Turmeric, Pepper, and other perishable goods, offering improved storage, processing, and marketing. Training programs especially designed for women SHGs (as tribal women play a vital role in the rural agrarian setup, especially in subsistence and semi-commercial sectors) will promote sustainable farming and long-term income security. Together, these efforts foster inclusive development, economic resilience, and active participation in governance, while preserving cultural identity and land traditions.

Economic and Livelihood Enhancement The project's infrastructure improvements will:

- Strengthen traditional livelihoods through better market linkages for agricultural produce, particularly perishable goods
- Establish agro-logistics hubs with storage facilities managed in partnership with traditional institutions (Dorbar Shnong/Nokma)
- Create direct employment opportunities during construction with at least 30% participation from local tribal labor, wherever feasible.
- Support value chains for indigenous crops including turmeric, ginger, and black pepper

Capacity Building for Tribal Communities Targeted interventions include:

- Specialized training programs for Self-Help Groups (SHGs), with particular emphasis on women's groups, in recognition of Meghalaya's matrilineal system
- Technical assistance in sustainable farming practices building upon and complementing traditional jhum cultivation knowledge
- Entrepreneurship development initiatives for tribal youth focusing on value addition to local products

Social Development Benefits Infrastructure improvements will ensure:

- Reduced travel time to health and education facilities, particularly benefiting remote tribal areas
- Improved connectivity to district headquarters for accessing government services and schemes
- Strengthening the functional capacity of traditional governance institutions, while fully respecting their autonomy under the Sixth Schedule
- Targeted support measures for vulnerable groups, including elderly persons, persons with disabilities, women headed households etc.

Gender-Sensitive and Inclusive Development Recognizing the unique matrilineal system:

- Priority support for women-led enterprises and market infrastructure with facilities for women vendors
- Safe transport infrastructure addressing women's mobility needs
- Community-managed maintenance systems generating regular employment

Together, these interventions will aim to promote inclusive development, economic resilience, and meaningful participation in local governance, while safeguarding the distinct cultural identity, traditional land systems, and customary practices of Meghalaya's tribal communities. All benefits will be realized through continuous engagement with tribal communities as per the FPIC process outlined in this framework.

Risk of Elite Capture of Project Benefits

While the Project is expected to generate significant socio-economic benefits, there is a risk that such benefits may be disproportionately accessed by relatively better-off or influential groups, including traders, contractors, or locally influential individuals within tribal communities.

This may result in the exclusion of small and marginal producers, women, vulnerable households, and remote communities, particularly in relation to:

- Access to agro-logistics infrastructure and services
- Participation in value chains and market linkages
- Employment opportunities during construction and operation
- Access to training, capacity building, and entrepreneurship support
- Participation in project-related decision-making processes
- Accruing any other benefits offered to the community.

Mitigation Measures to Address Elite Capture

To ensure equitable access to project benefits and prevent elite capture, the Project shall:

- Establish and publicly disclose transparent eligibility and prioritization criteria, with preference to small and marginal producers, women, SHGs, and vulnerable households identified in the Social Assessment.
- Ensure inclusive participation and representation of vulnerable groups in project activities and decision-making processes.
- Validate and disclose beneficiary lists through traditional institutions (Dorbar Shnong/Nokma/Waheh Chnong), and in public domain.
- Enable reporting of exclusion or unfair benefit distribution through the Grievance Redress Mechanism (GRM).
- Monitor access to benefits using disaggregated indicators (gender and vulnerability) to ensure equitable outcomes.

The above measures will be integrated into project design and implementation processes, as outlined in the table below.

Table 4-2: Approach for opportunities and benefit for the Tribal People.

Project Stage	Actions	Expected Outcome
Preparatory Phase	• Discussion with tribal persons/ families of the project area in general and exclusively in scheduled areas on project component and activities; • Identifying priority actions to address the concerns and needs of tribal people with a focus on implementing the agreements mutually established during the FPIC process. • Preparing sub-project specific plan of action which	• Key intervention areas are identified for improved participation of tribal • List of actions finalized for

Project Stage	Actions	Expected Outcome
	will be embedded across key project document and implemented i) DPR: Include a dedicated chapter on the outputs from FPIC including activities such as asset maintenance, afforestation, and water conservation. Allocate funds for capacity building, training, community mobilization and construction activities. ii) Contract/Bid Documents for Civil Works: Specific condition to mandate local for employment. iii) Employment and livelihood opportunities: In construction activities, maintaining roads, water bodies or public assets. Promote tribal -run enterprises for supply of materials e.g. sand, stone, tools etc.	implementation to ensure involvement and participation of tribal
Project Implementation Stage	- Implementing priority actions that are agreed upon during FPIC - Initiatives for convergence with tribal development schemes of Government at the village / block level; - Stakeholder Consultation platform established - Taking measures, build the capacity of tribal people in maintaining public assets as per the project requirements; - Monitoring and reporting of the agreed actions Documenting success and learning from different initiatives undertaken by the project that ensures greater participation of tribal.	Partnership development

Additionally, the vulnerable tribal households will receive targeted support aimed at both restoring and enhancing their income and livelihood as per the RPF. Equally important, such assistance will be designed to safeguard their distinct cultural identity and promote its continued preservation.

The resettlement and rehabilitation (R&R) benefits for the vulnerable tribal families is as under:

- Each Project Affected Family shall be given preference in allotment of land.
- The PAFs will be re-settled close to their natural habitat in a compact block so that they can retain their ethnic/linguistic and cultural identity
- Land alienated in violation of the laws and regulations in force on the subject would be treated as null and void and-the R&R benefits would be available only to the original tribal land owner.

4.2 Table of Contents to Prepare the Indigenous Peoples Development Plan

The table of content (ToC) for the IPDP is as follows:

Introduction

Project Overview

Project Benefits

Description of Project Roads & Bridges

Socio-Economic Profile of sub-project

Objective of Indigenous People Development Plan

Summary of Targeted Social Assessment

Alternative Analysis/ Avoidance of adverse impact

Legal Framework (summary)

Summary of Stakeholder Engagement Undertaken during Project Preparation

Free, Prior, and Informed Consent (FPIC)

Plan for Further Consultation in the Project

Disclosure

Benefits and Opportunities for tribal people, including assessment of risks of elite capture and corresponding mitigation measures

Institutional mechanism

Grievance Mechanism (GM)

Capacity Building

Budget for IPDP

4.3 Disclosure

In consideration of the project's nature and the active involvement of local communities in its implementation, the Project shall adopt appropriate and inclusive measures to ensure timely dissemination of all relevant information and documentation. This includes, but is not limited to, the Indigenous Peoples Planning Framework (IPPF), Indigenous Peoples Development Plans (IPDPs) and any other related document for the project.

Electronic versions of the IPPF and IPDPs in English will be made available on the official websites of the Meghalaya Infrastructure Development & Finance Corporation (MIDFC), Public Works Department (PWD) and the World Bank. Translated versions in relevant local languages will also be uploaded to facilitate public access. In addition, hard copies will be distributed at locations accessible to affected tribal communities to ensure equitable outreach and engagement.

Key elements of the Indigenous Peoples Development Plan (IPDP) including entitlements for tribal communities, implementation arrangements, and the Grievance Redress Mechanism (GRM) will be summarized in a user-friendly brochure. This brochure will be translated into applicable local languages (Khasi, Garo, Jaintia) and widely circulated among affected tribal populations to promote awareness, accessibility, and informed participation. Further, public announcements, public meetings convened by the village head, social audit and other culturally appropriate methods will be adopted to disclose project related information.

4.4 Monitoring and Evaluation

The E&S Cell shall implement IPPF provisions in coordination with the PMU (ESMU), which will provide technical oversight, review, and consolidation of monitoring and reporting.

The Project will develop and adopt ICT system for real time (geo-enabled) tracking the performance of the implementation of the IPPF. This system will be further strengthened with field-based supervision. This field supervision will include direct engagement with affected tribal communities to ensure inclusive participation and responsiveness to emerging concerns.

Upon completion of each Indigenous Peoples Development Plan (IPDP), the ESMU will conduct a formal assessment to confirm that all prescribed measures have been duly implemented and that any adverse impacts on tribal communities have been effectively mitigated.

To support this process, the Village Council comprising of village elders and/or representatives duly elected/nominated by the executive members of the Village Council will review the implementation of the FPIC outcomes. These groups will ensure that all activities follow the Indigenous Peoples Planning Framework (IPPF) and will report to the project staff in monthly workshops organised by the project.

A participatory social audit will be carried out annually, encouraging community members to raise unresolved issues and share grievances. These meetings will include PMU representatives and village leaders. Minutes will be recorded, and necessary actions will be taken in the next annual cycle to address concerns.

Table 4-3: Sample Monitoring Indicators

Monitoring Indicators	Critical factors to monitor
Demographic Profile	Summary of affected IPs by impact type, gender, age, village, income, status, and household vulnerability including female-headed households.
Consultation and Participation	❖ Number of meaningful consultations with tribal communities, trainings, and IEC materials (e.g., brochures, flyers) disseminated. ❖ % of tribal women participants; vulnerable tribal population attending ❖ Documentation of negotiation process, participants, locations, and correspondence. ❖ Evidence of broad support from community records of process, participants, and agreements. ❖ Whether consultations were inclusive, gender-sensitive, free from coercion, and respectful of tribal communities' customs and languages.
Mitigation measures	❖ Progress of implementation of beneficial measures accordance with the plan. ❖ Monitor the status of activities like infrastructure works, livelihood support, fund disbursements, capacity building ❖ % progress achieved relative to planned timelines and allocated budget.

Monitoring Indicators	Critical factors to monitor
Grievance redress	❖ Total number of people/groups using the grievance redress procedure. ❖ Number of distinct people/groups. Any tribal group with significantly more grievances? What were the outcomes. ❖ Total grievances addressed and duration of resolution process.
Implementation problems	❖ Identify causes of implementation delays and track frequency and basis for timeline revisions.
Benefit Monitoring	❖ What changes have occurred to tribal communities compared to pre project situation ❖ What changes have occurred in income and expenditure patterns compared to pre-project situation. ❖ Assessment of income trends among affected tribal communities in relation to project-related changes. ❖ Assessment of changes in social and cultural conditions, living standards, and overall well-being of IPs resulting from the project ❖ Distribution of project benefits across different groups, including small and marginal producers, women, and vulnerable households ❖ Number of grievances related to exclusion or inequitable access to project benefits

5 GRIEVANCE REDRESS MECHANISM

A Grievance Mechanism is a system that allows not only grievances, but also queries, suggestions, positive feedback, and concerns of project-affected parties related to the environmental and social performance of a project to be submitted and responded to in a timely manner.

Grievance Mechanism Steps

[Step]	Description of process (e.g.)	Timeframe	Responsibility
GM implementation structure	At the project level, the PWD has the following two-tiered structure for grievance management: Tier I: Project/Site-Level Grievance Redress The Tier I Grievance Redress Cell (GRC) shall function at the project or site level and shall be chaired by the Village Head or a representative nominated by the Village Council. The GRC shall include the Resident Engineer of the Construction Supervision Consultant (CSC), Environmental and Social Experts	Continuous, reported Quarterly	Designated GRM officer at the PMU, PIU GRC- Tier I and PMU GRC– Tier II

	of the CSC, a representative of the Contractor, and Environmental and Social Officers from the Divisional Project Implementation Unit (DPIU). Upon receipt of a grievance, the Tier I GRC shall review the complaint, conduct consultations with the complainant and relevant stakeholders as necessary, and propose appropriate corrective or remedial actions. The Tier I GRC shall endeavour to resolve the grievance within fifteen (15) days from the date of registration. If the grievance is resolved to the satisfaction of the complainant, the case shall be closed and documented accordingly. Tier II: State/PMU-Level Grievance Redress If a grievance cannot be resolved at the project/site level within the stipulated timeframe, or if the complainant is not satisfied with the proposed resolution, the grievance shall be escalated to the Tier II State/PMU-Level Grievance Redress Cell. The Tier II GRC shall be chaired by the Secretary, Department of Planning, and shall include the Chief Engineer, the Project Director (PMU), the Social Development Expert and the Environmental Expert of the PIU/PMU as members. The Tier II GRC shall review the grievance, seek additional information or conduct hearings as required, and issue its decision or recommendations within fifteen (15) days of receiving the escalated grievance. The outcome shall be communicated formally to the complainant. Complaints can also be filed through the CM Connect Centre's Toll-Free		
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	Helpline, WhatsApp Helpline and Email, wherein complaints are re-directed to the concerned officials in the PWD (Grievance officer in PMU, GRC Tier I and II) for redressal. In addition, a toll- free no. will be setup at the PWD to address project related grievances.		
Grievance uptake	Grievances can be submitted via the following channels • Toll-free telephone hotline: 1971/1800-345-651 operated by Meghalaya CM Connect Centre • WhatsApp helpline: 94363-94363 operated by Meghalaya CM Connect Centre • PWD telephone helpline: 0364-3572466 • E-mail to esmlcip@gmail.com and cmconnect1971@outlook.com operated by Meghalaya CM Connect Centre • MIDFC website: http://megpwd.gov.in/contacts.html • In-person at project sites, DPIU offices, or the PMU • Grievance Redress Cell (GRC) at the site/project and state level • Grievance or suggestion boxes located at the construction sites • Social media (Facebook) • Toll-free no. to be setup at PWD Anonymous complaints will also be accepted and recorded. While direct feedback may not be possible in such cases, they will be reviewed and addressed to the extent feasible based on available information.	Upon receipt of complaint	Designated GRM officer at the PMU, PIU GRC- Tier I and PMU GRC– Tier II
Sorting, processing	Any complaint related to the project received through the Meghalaya CM Connect Centre (Helpline, WhatsApp or email) is forwarded to the concerned	Upon receipt of complaint	Designated GRM officer at the PMU, PIU GRC- Tier I and PMU GRC– Tier II

	department— in this case the PWD (designated GRM officer at the PMU, Tier I and II GRC); logged in the Public Grievance Redressal and Monitoring System; the complaints are categorized based on the intent: (a) grievance/complaint- service delivery failure; delay, denial or poor quality (b) service request- request for repair, inspection or action (c) information/query- clarification on the project/scheme, eligibility, procedures (d) suggestion/ feedback. PWD complaints can be related to road damages, poor construction quality, construction delays, safety hazards, drainage issues, land/ RoW related, drainage issues, contractor behaviour, etc.		
Acknowledgement and follow-up	Receipt of the grievance by the Meghalaya CM Connect Centre (Helpline, WhatsApp or email) is acknowledged to the complainant by assigning a unique reference number. Similarly, for grievances received directly by GRC- Tier I and II, the GRC will formally acknowledge to the complainant through SMS or a letter.	Within 2 days of receipt	Designated GRM officer at the PMU, PIU, GRC- Tier I and PMU GRC– Tier II
Verification, investigation, action	Investigation of the complaint is led by the GRC/ officials of the PWD. A proposed resolution is formulated by Tier 1 GRC/ officials of the PWD and communicated to the complainant by Meghalaya CM Connect Centre (Helpline, WhatsApp or email).	Within 15 working days	GRC Tier, I composed of Village Head or representative nominated by the Village Council (chairperson), Resident Engineer of CSC, Environmental and Social Experts of CSC, Contractor, and Environmental and Social Officers from the Divisional Project Implementation Unit (DPIU)

			GRC Tier II composed of Secretary, Department of Planning, Chief Engineer, the Project Director (PMU), the Social Development Expert and the Environmental Expert of the PIU/PMU as members.
Monitoring and evaluation	Data on project-related complaints received and resolved through multiple channels will be collated in the project MIS and reported to the World Bank every quarter through the quarterly progress report (QPR).	Continuous; reported quarterly	PMU, PIU, GRM Officer
Provision of feedback	Feedback from complainants regarding their satisfaction with complaint resolution is collected by the Tier I and II GRCs and the Meghalaya CM Connect Centre (Helpline, WhatsApp or email), respectively after resolution of the complaints.	Within 3 days of resolution	GRC Tier I and Tier II, Meghalaya CM Connect Centre
Training	Training needs for staff/consultants in the PIU, Contractors and Supervision Consultants are: - Grievance management and documentation - Stakeholder engagement and documentation - Gender sensitization and handling of grievances related to SEA/SH including maintaining confidentiality	Every 6 months	PMU, PIU
If relevant, payment of reparations following complaint resolution	Payment of reparations following complaint resolution will be documented and signed by both parties on receipt of the amount. [Note: Payment of reparation related to employee accidents and fatalities will be undertaken as per the requirements	As per legal requirements	PMU, PIU

	of the Employee Compensation Act, 1923.]		
Appeals process	If the complainants are not satisfied with the proposed resolution of the complaint, they can escalate the complaint to the Tier II GRC. The complainants are also free to approach the court of law at any time of their own will at any stage, and accessing the country's legal system can run parallel to accessing the GM and is not dependent on the negative outcome of the GM. Once all possible means to resolve the complaint have been proposed and if the complainant is still not satisfied, then they should be advised of their right to legal recourse.	Within 15 days of escalation	GRC Tier II (PMU level)

To ensure that affected tribal communities can voice concerns and grievances and have them addressed taking into consideration their socio-economic and cultural attributes, a member of the ST community will be represented in the GRC at Tier 1 (Project sites) and 2 level (PMU). Further, the Meghalaya CM Connect Centre Helpline no. provides multi-lingual support (English, Khasi, Garo, Pnar, and Hindi) and is supported by 470 village volunteers to ensure last-mile connectivity. The call centre providing backend support to Meghalaya CM Connect Centre has 25 trained agents and operates from 8 AM to 8 PM.

In Meghalaya, conflicts are often resolved within tribal communities through grassroots institutions, guided by uncoded customary laws and practices. Among the Khasis, the Dorbar Shnong, and among the Garos, the Nokma, function as quasi-judicial bodies to settle disputes, including those related to land. Decisions made by these institutions are widely regarded as legitimate and are generally respected and adhered to by community members, reflecting the continued importance of traditional governance systems in maintaining social harmony. For this reason, the village head or its representative (a member of the village council) will be a nominated member of the GRC Tier I.

For details on grievance mechanism, refer to the Stakeholder Engagement Plan.

6 INSTITUTIONAL STRENGTHENING AND TRAINING

A dedicated Project Management Unit (PMU) is established at the Meghalaya Infrastructure Development and Finance Corporation (MIDFC) to provide overall strategic direction, planning, budgeting, inter-departmental coordination, and monitoring of the Project. The PMU, through its Environmental and Social Management Unit (ESMU), comprising an Environmental Expert and a Social-cum-Tribal Expert, will oversee environmental and social risk management and compliance.

The Public Works Department (PWD) will serve as the Project Implementation Unit (PIU), responsible for execution of project activities. An Environmental and Social (E&S) Cell shall be established within the PWD PIU to support implementation of environmental and social safeguard requirements, comprising Environmental and Biodiversity Experts for environmental management, and Social, Labour, Land, and Gender Experts for social management. Key state departments—including Agriculture, Horticulture, and the Meghalaya Basin Development Authority (MBDA)—will designate officers and staff to support MIDFC and the PWD in implementing their respective components.

Institutional Strengthening and Training

The PMU, through the ESMU, in coordination with the PIU and with support from the PMC, will implement a capacity building and training program for project staff, contractors, and supervision personnel on environmental and social safeguard management. The program will cover implementation, supervision, monitoring, reporting, and grievance redress mechanisms, and will ensure alignment with the World Bank Environmental and Social Framework (ESF), applicable national and state regulations, and project safeguard instruments (ESMF, RPF, IPPF, SEP). Special emphasis will be placed on culturally appropriate engagement with tribal communities, Free, Prior, and Informed Consent (FPIC) processes, inclusive participation, and integration of safeguard requirements throughout the project lifecycle.

Table 6-1 : Training Program for Safeguards Compliances & Reporting

Sl. No.	Training Theme	Target Participants	Detailed Contents	Frequency / Timing	Duration	Responsibility
1	World Bank Environmental and Social Framework (ESF) and National/State Safeguard Framework	All PMU, PIU, and DPIU staff; other key departments, Environmental & Social Specialists; Technical and Social Consultants; CSC staff	- Overview of World Bank ESF and its applicability to MLCIP - Detailed coverage of ESS1, ESS2, ESS3, ESS4, ESS5, ESS7, ESS8, ESS10 - National and Meghalaya State legal framework including Sixth Schedule, RFCTLARR, FRA, ADC regulations - Overview of ESMF, RPF, IPPF, SEP and their interlinkage - IPDP objectives and FPIC requirements under ESS7	Once prior to project implementation; once after one year; refresher annually or as required	1 day per session	PMU (Social & Environmental Specialists) with external experts

Sl. No.	Training Theme	Target Participants	Detailed Contents	Frequency / Timing	Duration	Responsibility
2	Indigenous Peoples Development Plan (IPDP) Preparation, Implementation, and Monitoring	PMU & PIU Social Safeguard Officers; other key departments, ESIA/IPDP Consultants; CSC Social Experts; DPIU staff	• IPPF principles and IPDP scope • Roles and responsibilities of institutions • Screening and social assessment for tribal communities • FPIC procedures and role of traditional institutions • Culturally appropriate consultation and inclusive design • IPDP measures, disclosure, monitoring, and integration with ESMF, RPF, SEP	Prior to DPR preparation; prior to works; refresher annually or as required	3 days per session	PMU Social Development Specialist with IPDP/ESIA experts

Sl. No.	Training Theme	Target Participants	Detailed Contents	Frequency / Timing	Duration	Responsibility
3	Grievance Redress Mechanism (GRM), including Indigenous Peoples and SEA/SH-related Grievances	Concerned social safeguard officer & specialist of PIU/PMU, other key departments, Village-level GRM representatives (Village Headmen, Nokma, Rangbah Shnong), Contractor's Environmental Health and Safety Expert, Community Leaders, Divisional Project Implementation Unit (DPIU) staff	- GRM objectives and tiered structure - Roles, timelines, escalation, confidentiality - Multiple grievance uptake channels - Indigenous Peoples-specific grievance handling - SEA/SH survivor-centered GRM - Monitoring, reporting, and integration with ESMF, RPF, IPPF, SEP	Prior to implementation; at start of sub-projects; after one year; refresher annually	1 day per session	PMU Social Specialist with GRM and SEA/SH experts

The details of the Capacity Development and Training details have been incorporated in Chapter 8 of the ESMF Document

7 Budget and Financing

A detailed budget will be prepared by the PMU, in coordination with the technical team, covering all activities related to the formulation and implementation of the Indigenous Peoples Development Plan (IPDP).

In cases where there is no loss of property or livelihood, the IPDP budget should still account for key administrative expenses. These include costs for social assessment, stakeholder consultations, participation processes, grievance redress mechanisms, monitoring, evaluation, and reporting. Additionally, a contingency provision of 10% should be included. The other cost of IPDP updating and capacity building for the communities are part of the project cost.

The details of the Budget for the implementation of the IPDP is given in Annexure IV

Table 7-1: Budget for Implementation of the Indigenous Peoples Planning Framework (IPPF)

Sl. No.	Activity / Budget Head	Description of Cost Items	Responsibility	Unit	Quantity	Unit Cost (INR)	Total Cost (INR)
1	Human Resources for IPPF Implementation	Engagement of a Tribal Expert / Indigenous Peoples Specialist at the PMU level to support IPPF and IPDP implementation, facilitate FPIC, coordinate with ADCs and traditional institutions, and oversee monitoring, reporting, and compliance with ESS7.	PMU	Person-Month	36	1,50,000	54,00,000
2	Capacity Building and	Community-level training	PIU/DPIU with	Program	30	2,00,000	60,00,000

	Training for Indigenous Peoples	programs for Indigenous Peoples, covering project benefits, the FPIC process, livelihood enhancement, road safety, inclusion, and grievance redress mechanisms.	Consultants				
3	IEC, Training Materials, and Translation	Preparation and dissemination of culturally appropriate IEC materials; translation into Khasi, Garo, and Jaintia languages; and printing of brochures, posters, and training manuals.	PIU	Lump Sum	1	10,00,000	10,00,000
4	Exposure Visits / Experiential Learning	Exposure visits and cross-learning programs for tribal representatives and community leaders to	PIU/ DPIU	Program	6	2,50,000	15,00,000

		explore similar projects and best practices.					
	Subtotal (A)						1,39,00,000
5	Contingency (10%)	Provision for unforeseen costs, additional consultations, extended FPIC processes, inflation, or supplementary training needs.	PIU	Lump Sum	-	-	13,90,000
	Grand Total (IPPF Budget)						1,52,90,000

Total IPPF Budget: INR 1,52,90,000 (Rupees One Crore Fifty-Two Lakh Ninety Thousand only).

- This budget addresses the framework-level implementation of the IPPF, in full alignment with World Bank Environmental and Social Standard 7 (ESS7).
- Costs associated with subproject specific Indigenous Peoples Development Plans (IPDPs) such as livelihood restoration, compensation, or community infrastructure—will be allocated separately within the respective IPDPs.
- The Tribal Expert will serve as a dedicated resource within the Project Implementation Unit (PIU) to ensure adherence to national laws, provisions of the Sixth Schedule, customary governance systems, and Free, Prior, and Informed Consent (FPIC) requirements.
- All training and capacity-building initiatives will be designed to be culturally sensitive, gender-responsive, and delivered in local languages.
- Funding for this budget will be drawn from the overall project resources, with implementation led by the PMU and supported by Project Implementation Unit (PIU) and consultants, as detailed in the Environmental and Social Management Framework (ESMF).

ANNEXURES

ANNEXURE I- Proposed Subproject details

Table 0-1: Proposed Subproject details

Sl. No	Road Name	Length in Km	No of villages	Zone
A	Roads			
A.1	Improvement Rongjeng - Mangsang Adokgre (RMA) road from 23rd to 44th Km	22 Km	13	West Meghalaya
A.2	Upgradation of Rongsai Borjhora Bajengdoba (RBB) Road from single to intermediate lane	18.27 Km	6	West Meghalaya
A.3	Strengthening and Improvement of Songsak- Mendipathar Road	36 Km	24	West Meghalaya
A.4	Improvement and Widening of Rongrenggre-Simsanggre-Nengkhra (RSN) Road including Conversion of weak Bridges to Permanent RCC bridges.	20.564 Km	7	West Meghalaya
A.5	Improvement of Ampati to Purakhasia Road	8 Km	3	West Meghalaya
A.6	Improvement of Adugre to Purakhasia Road	20 Km	14	West Meghalaya
A.7	Upgradation of Dkhiah - Sutnga - Saipung - Pala upto Semmasi Road	58.1 Km	24	East Meghalaya
A.8	Upgradation of Weiloi - Mawsynram Road upto Phlangwanbroi	27.858 Km	9	East Meghalaya
A.9	Upgradation of Umsning - Jagi Road i/c Major bridge	37.481 Km	13	East Meghalaya
A.10	Upgradation of Umtyngar – Sohra Road	42 Km	24	East Meghalaya

Sl. No	Bridge Name	Length in Meter	No of village	Zone
B	Bridges			
B.1	Construction of New RCC Arch Bridge (Span 1x34m = 34m) to Replace Existing Narrow Weak Steel Truss Bridge (Span 1 x 31.2m) along Laitkor-Pomlakrai- Laitlyngkot Road) - Br. No 2.	34M	2	East Meghalaya

Sl. No	Bridge Name	Length in Meter	No of village	Zone
B.2	Conversion of Existing SPT Bridge No. 2/1 (Span 12.3+11.5+11.3+8.4= 43.5m) to Permanent Climate Resilient RCC Integral Bridge (Span 13+19+13= 45m) along Parallel Road to Dalu Baghmara Road - Br. No 4	45M	2	West Meghalaya
B.3	Conversion of Existing SPT Bridge No. 21/3 (Span 11.5+12.25+10.1+10.25+10.75 = 54.85m) to RCC Integral Bridge (Span 16+22+16 =54m) along Parallel Road to Dalu Baghmara Road - Br. No 5	54M	2	West Meghalaya
B.4	Construction of New Steel Bow String Bridge (Span 1x44m) To Replace Existing Narrow Weak Steel Truss Bridge No. 52/11 (Span 1 x 38m) along Rongram-Rongrenggre-Darugre Road) – Br No 6	44M	2	West Meghalaya
B.5	Conversion of Existing SPT Bridge No. 54/3 (Span 15+9+9=33m) to RCC Box Bridge (Span 10+13+10=33m) along Ronjeng-Mansang-Adokgre Road – Br No 7	33M	2	West Meghalaya
B.6	Construction of New RCC Integral Bridge (Span 16+22+16=54m) to Replace Existing Narrow Inadequate RCC Girder Bridge No. 15/3 (Span 25.2m) along AMPT Road – Br No 8	54M	2	West Meghalaya

ANNEXURE II- Requirement of Free, Prior and Informed Consent aligned with the National and World Bank ESF

Free, Prior and Informed Consent (FPIC) applies in where a project has potential implications for tribal communities, the Borrower shall ensure that free, prior, and informed consultations and good faith negotiations are conducted with affected groups throughout the entire project cycle. These consultations shall be guided by the following principles and considerations:

Step 1: Preliminary Engagement. Initial meeting with representatives of village level traditional institutions (Rangbah Shnong/Nokma/Waheh Chnong) of the Project area informing them about the proposed consultations and FPIC process prior to E&S screening for the feasibility study of each road package. Internal discussion and consensus with the representative of the traditional institutions on the FPIC approach, to be documented in Minutes of Meeting (MoM) and countersigned by the traditional institution representatives. The purpose of the proposed meeting is explained in a manner and language which is culturally appropriate to the indigenous community.

Step 2: Awareness and Initial Disclosure. The First Round of consultations will be held with the community representatives including village heads and community members to raise awareness about the project and the need for FPIC. This round of consultation will also allow the community to be briefed on the role of the DPR, ESMF and ESIA consultants and seek permission to meet and discuss the different components of the project activities henceforth. The consultation will be documented in consultation records (attendance sheets, photographs, videography records, etc.) and minutes of the meeting (MoM) countersigned by the village representatives.

In this consultation meet, appropriate measures will be taken to ensure that the method of communication will be in a manner that is culturally appropriate and as per the traditional customs and usages of the community. Translators can also be employed to ensure inclusiveness of people's participation in this consultation.

The community through the Village Council will be given enough time to decide on when to have the next round of consultations.

Step 3: Community Feedback and Negotiated Measures. The Second Round of consultations will be held to take valuable inputs from the tribal communities on the overall project design, benefits, and anticipated impacts, and to understand the communities' priorities and seek inputs to the drafting of IPDP and other safeguard instruments. In this round of consultation, discussions will be recorded in a detailed manner using tools such as MoMs, video recordings, geo tagged photographs, attendance sheets etc. The discussions shall be recorded via a resolution signed by all the participants in that meeting and endorsed by the Village Head (Rangbah Shnong/Nokma/Waheh Chnong).

Step 4: Redisclosure and Review of Revised Designs. The Third Round of Consultations will take place at this juncture where the deliberations of the previously held consultations via a resolution endorsed by the Village Headmen will be shared with the tribal community and discussions on feasibility of requested community measures and negotiated mitigation arrangements will be held. The agreements reached will be recorded through consultation records (attendance sheet, videography and photos) and the MoM countersigned by all the participants of the consultation and endorsed by the village head (Rangbah Shnong/Nokma/Waheh Chnong).

Step 5: Documentation of Community Support. A fourth round of consultation will be carried out to seek verification of commitments/agreements reached, redislosure of revised safeguard instruments, and documentation of formal expressions of community support through the resolution (s) endorsed by the village head (Rangbah Shnong/Nokma/Waheh Chnong), and a formal Declaration/No Objection Certificate (NOC) [signed letter] consenting to the Project on behalf of the tribal communities.

Step 6: Continued Engagement During Implementation. Continued consultations and engagement with tribal communities will be undertaken to monitor commitments throughout project implementation. Additional FPIC processes will also be undertaken for future subprojects once designs, alignments, and impacts are finalized.

Important: It is to note that the communities are given enough time (approx. 10-15 days) to decide on the respective consultations without being coerced/ forced in any manner. The tribal communities are given a common platform to air their concerns and aspirations and that the Consultants must utilize methods and ways to explain about the project activities, impacts, benefits and plans in a manner that is most suitable for the tribal community.

Requirements:

a. Application of Free Prior informed Consent (FPIC)

Table 0-2: Application of Free Prior informed Consent (FPIC)

World Bank ESF	National Laws	Circumstances	Action to be taken
Para 24, 25 and 26 of ESS7	Section 41 (3) of RFCTLARR Act, Section 3(2) of FRA, and Schedule IV of the RFCTLARR Act	- Displacement of tribal peoples from traditionally owned or customarily used lands and resources - Adverse impact to traditionally owned or customarily used land and resources.	FPIC should apply not only within the Schedule area but also beyond, wherever any of the three ESS7 conditions exist. For

		Significant impact on tribal peoples' cultural heritage vital to their identity, traditions, or spirituality.	Meghalaya the whole state is a Six Schedule area.
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b. Risk Identification for FPIC

World Bank ESF	National Laws	Circumstances	Action to be taken
Para 24 of ESS7	Rule 5 of RFCTLARR Rules 2015	- Borrower will hire independent consultant to identify project risks and impacts. - The independent organization which shall be responsible for ensuring that Social Impact Assessments are commissioned and conducted by such person or bodies other than the Requiring Body. An expert independent firm shall conduct the SIA on tribal peoples' issues	An expert independent firm will conduct the SIA on tribal peoples' issues.

C. Whose Consent is needed

World Bank ESF	National Laws	Circumstances	Action to be taken
Para 26 of ESS7	Section 41 (3) of RFCTLARR Act ,2013	Consent from the Dorbar or Nokma ⁵ is mandatory, with meetings requiring a quorum of at least 50% of total members. Additionally, consent may also be obtained from the respective Autonomous District Councils. If quorum is not achieved, consultations must be reconvened within 30 days	During the Social Impact Assessment (SIA) process, the consent of all directly affected parties must be obtained. This includes formal resolutions from the local Dorbar (in Khasi and Jaintia regions) or Nokma (in Garo areas). These customary and statutory approvals are

⁵ In Meghalaya, village-level authority rests with the Dorbar in Khasi and Jaintia areas, and the Nokma in Garo areas, instead of the Gram Sabha

World Bank ESF	National Laws	Circumstances	Action to be taken
			essential to support tribal land rights and ensure transparency in land acquisition.

D. Documentation Process

World Bank ESF	National Laws	Circumstances	Action to be taken
Para 25(C) of ESS7	Rule 17 of the RFCTLARR (SIA and Consent) Rule 2014	As per RFCTLARR, names and signatures of all members who attended the meeting must be recorded. The terms and conditions proposed by the Requiring Body shall be clearly explained in the local language to the Dorbar (Khasi and Jaintia areas) or Nokma (Garo areas), and documented consent shall be obtained from the members of these traditional institutions. Agreed process and outcomes of good faith negotiations⁶ between the Borrower and Indigenous Peoples, including both consensus and dissent. Following community deliberation, the Dorbar (Khasi and Jaintia) or Nokma (Garo) shall pass a majority resolution granting or denying consent, including the agreed terms committed by the Requiring Body. Once the resolution from the Dorbar (Khasi and Jaintia) or Nokma (Garo) is received, it shall be countersigned by the District Collector or designated officer. A signed copy will be shared with traditional representatives. All proceedings shall be	Process on documentation detailed as per the law and ESF to be followed.

⁶ As per ESS7 under World Bank ESF- Good faith negotiation involves, on the part of all parties: (a) Willingness to engage in a process and availability to meet at reasonable times and frequency; (b) Sharing of information necessary for informed negotiation; (c) Use of mutually acceptable procedures for negotiation; (d) Willingness to change initial positions and modify offers where possible; and (e) Provision of sufficient time for the process.

World Bank ESF	National Laws	Circumstances	Action to be taken
		video recorded, documented, translated, and disclosed at local offices and on official website.	

E. Validity of Consent

World Bank ESF	National Laws	Circumstances	Action to be taken
Para 25 (d) and Para 27 of ESS7	Rule 17 (7) of RFCTLARR (SIA and Consent) Rule 2014	- A resolution must be passed by majority, either granting or denying consent for the proposed acquisition. Any resolution lacking a clear statement of consent is deemed invalid. - If FPIC from affected Indigenous Peoples cannot be confirmed, the Bank shall not finance related project components. - Consent remains valid despite objections from certain individuals or groups, provided it reflects the collective decision of the recognized community authority. Explicit consent of the Dorbar (Khasi and Jaintia) or Nokma (Garos), in accordance with customary law and practice, is required	Explicit consent of the Dorbar (Khasi and Jaintia) or Nokma (Garos), in accordance with customary law and practice, is required.

Evidence that FPIC processes was free of external manipulation, interference, coercion:

In the first round of consultations, minutes of the meetings (MOMs) will be prepared and countersigned by the participants.

In the second and fourth round of consultations, tribal communities' negotiation process and agreements reached with the tribal communities needs to be recorded through a resolution and countersigned by the participants, with attendance sheets, photos, etc, and endorsed by the village head (e.g., Rangbah Shnong- Khasi hills, Waheh Chnong- Jaintia hills and Nokma- Garo hills). During the fourth round of consultation, formal No Objection Certificate (NOC) will be issued by the Village head, consenting to the Project on behalf of the tribal communities.

Information dissemination in a culturally appropriate manner: The information on the project will be disseminated through advertisements, radio jingles, through the village level traditional institutions (Dorbar Shnong/ Nokma/ Waheh Chnong) and any other methods as appropriated by the Village Heads. The consultations may be carried out using PPTS (wherever possible), diagrams, maps, and FAQs which will be translated in local language. Further, interpreters and community mobilizers will be used by the ESIA consultants during the consultations.

Process of good faith negotiation: The ESIA consultant must ensure that IP Communities have sufficient time for decision-making and that all agreements and compromises are thoroughly documented. The key stages of good faith negotiation include:

1. Preparation and capacity-building

Establish ground rules: The ESIA consultant, in collaboration with the tribal community, must jointly establish the protocols for the negotiation process. This includes setting a mutually agreeable schedule with village representatives such as Rangbah Shnong/Nokma/Waheh Chnong and ensuring the process is culturally appropriate. [Refer to Step 1]

Ensure inclusive representation: The participants from the community for the first and second round of consultations [Step 2 and 3] should be selected through an inclusive and transparent process to ensure they genuinely represent the collective interests of the tribal group.

2. Information disclosure and transparency

Provide accessible information: The ESIA consultant must provide all relevant project information in a format (preferably in local language) that is understandable and accessible to the tribal community. This includes the project description, ESIA, draft IPDP, and RAP as well as clear explanations of potential impacts, risks, and proposed mitigation measures.

Share information early: Information must be disclosed well in advance of meetings (approx. 15 days) to give the community sufficient time to review and discuss the materials internally before engaging with the consultants or project proponents.

Provide a transparent process: All interactions should be transparent, honest, and free from any attempts at manipulation or coercion. One strategy is to conduct meetings within or near the tribal community, with observers present.

3. Meaningful consultation and bargaining

Prioritize community issues: The negotiation must prioritize the issues most important to the tribal community, including impacts on livelihoods, culture, and traditional land use.

Explore all issues: The consultant must explore the community's key issues and concerns in depth and demonstrate a genuine willingness to consider different approaches.

Show flexibility and compromise: Good faith requires a willingness from all parties to modify their initial positions and make reasonable compromises in order to reach an equitable agreement.

4. Documentation and agreement

Create a clear agreement: All negotiations, agreements, and decisions must be thoroughly and transparently documented. This can include a Resolution or MoU that is signed by all parties

attending the consultation.

Ensure enforceability: The agreement should be meaningful and enforceable. It should outline how commitments will be monitored and met over the life of the project.

Process documentation: The FPIC obtained from communities in each package will be documented in a detailed FPIC report that can be annexed in the sub-project IPDP.

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ANNEXURE III- Scheduled Tribes: Screening Checklist

Screening shall be carried out through meaningful consultations, ensuring active and informed participation of Tribal communities particularly those directly affected.

KEY CONCERNS (Provide elaborations on the Remarks column)	YES	NO	NOT KNOWN	Remarks
A. Scheduled Tribes Identification				
1. Are there socio-cultural groups present in or use the project area who may be considered as "tribes" in the project area?				
2. Are national or local laws or policies that consider these groups present in or using the project area as belonging to scheduled tribes?				
3. Do such groups self-identify as being part of a distinct social and schedules tribes?				
4. Do such groups maintain collective attachments to distinct habitats or ancestral territories and/or to the natural resources in these habitats and territories?				

KEY CONCERNS (Provide elaborations on the Remarks column)	YES	NO	NOT KNOWN	Remarks
5. Do such groups maintain cultural, economic, social, and political institutions distinct from the dominant society and culture?				
6. Do such groups speak a distinct language or dialect?				
7. Has such groups been historically, socially, and economically marginalized, disempowered, excluded, and/or discriminated against?				
8. Are such groups represented as "Scheduled Tribes" or as "ethnic minorities" or "tribal populations" in any formal decision-making bodies at the national or local levels?				
Identification Potential Impacts				
9. Will the project directly or indirectly benefit or target Scheduled Tribes?				
10. Will the project directly or indirectly affect Scheduled Tribes' traditional socio-cultural and belief practices? (e.g. child-rearing, health, education, arts, and governance)				
11. Will the project affect the livelihood systems of Scheduled Tribes? (e.g., food production system, natural resource management, crafts and trade, employment status)				
12. Will the project be in an area (land or territory) occupied, owned, or used by Scheduled Tribes, and/or claimed as ancestral domain?				
C. Identification of Special Requirements Will the project activities include:				
13. Commercial development of the cultural resources and knowledge of Scheduled Tribes?				

RISK CLASSIFICATION MATRIX

Risk Category	Score Range	Meaning / Interpretation	Implications for ESIA/ESMP
Low	6–9	Minimal social impacts; no displacement	Screening + ESMP; no RAP
Moderate	10–14	Limited resettlement; moderate land take	ESIA + RAP + IPDP
Substantial	15–19	Significant land/livelihood impacts; vulnerable groups affected	Full ESIA + RAP + IPDP + FPIC

Risk Category	Score Range	Meaning / Interpretation	Implications for ESIA/ESMP
High	20–24	Large-scale displacement; complex customary land; CPR loss	Detailed ESIA + RAP + IPDP + FPIC

The detailed methodology for risk assessment has been provided in RPF document.

ANNEXURE IV - IPDP Budget

SI No	Budget head / sub-head	Assumptions (unit cost + basis; no totals in assumptions)	Responsible entity	Units	Quantity	Cost per Sub-Project (₹)	Total for 23 projects (₹)
1.	FPIC approach paper (common)	1 common FPIC approach note applicable across all Sub-Projects (step-by-step FPIC process, roles, meeting templates, disclosure formats, documentation checklist). Budgeted as a standard reusable note.	Independent Consultant	Sub-Project	1	10,000	2,30,000 ⁸
2.	FPIC consultations (participant cost)	4 rounds/Sub-Project; 50 participants/round; participant support @ ₹100/person to cover refreshments/basic participation costs only (venue/logistics handled separately).	Independent Consultant / PIU Support	Participant	200	20,000	4,60,000
3.	Information disclosure	Sub-Project-wise disclosure package: translation into local language + printing of notices/handouts + placement at community locations (village office/community hall) using standard templates.	Independent Consultant / DPR Consultant / PIU Support	Sub-Project	1	30,000	6,90,000
4.	Facilitation support (Lead + Translator only)	For each FPIC meeting: Facilitation Lead ₹25,000 + Translator ₹15,000. Includes meeting preparation, facilitation, translation during meeting, and immediate	Independent Consultant / DPR	Meeting	4	1,60,000	36,80,000

SI No	Budget head / sub-head	Assumptions (unit cost + basis; no totals in assumptions)	Responsible entity	Units	Quantity	Cost per Sub-Project (₹)	Total for 23 projects (₹)
		post-meeting documentation support.	Consultant / PIU Support				
5.	Travel (field movement)	Vehicle hire + fuel + driver + local movement for FPIC meetings and follow-ups; covers field visits linked to disclosure and documentation.	Independent Consultant / DPR Consultant	Sub-Project	1	2,00,000	46,00,000
6.	Community hall (venue)	Community hall rental @ ₹5,000 per meeting.	Independent Consultant / DPR Consultant / PIU Support	Meeting	4	20,000	4,60,000
7.	Power backup + basic equipment	Power backup/basic equipment @ ₹5,000 per meeting (e.g., small generator/backup, PA/basic setup, stationery for the meeting).	Independent Consultant / DPR Consultant/	Meeting	4	20,000	4,60,000
8.	FPIC documentation	Sub-Project-wise documentation pack: ₹10,000/Sub-Project for MoM, attendance, photo/video, filing +	Independent Consultant	Sub-Project	1	15,000	3,45,000

SI No	Budget head / sub-head	Assumptions (unit cost + basis; no totals in assumptions)	Responsible entity	Units	Quantity	Cost per Sub-Project (₹)	Total for 23 projects (₹)
		₹5,000/Sub-Project share for consolidated compilation/reporting (indexing, annexures, standard formatting).					
9.	Capacity building - training materials	Common modules/handouts + translation + printing (checklists, GRM note, FPIC do's/don'ts). Budgeted at ₹5,000/Sub-Project as standard distribution material.	Independent Consultant / DPR Consultant/ PMC/ CSC	Sub-Project	1	5,000	1,15,000
10.	IPP implementation (provision)	Minimal provision per Sub-Project for micro-measures emerging from FPIC outcomes (small inclusion/support actions)	Independent Consultant / DPR Consultant / PMC/ CSC	Sub-Project	1	5,00,000	1,15,00,000
11.	Monitoring & Evaluation	Quarterly PIU travel: 4 trips/Sub-Project/year @ ₹20,000/trip to enable field verification, compliance checks, and closure documentation; includes basic reporting.	PMU/ PIU/ PMC	Sub-Project	1	1,20,000	27,60,000

SI No	Budget head / sub-head	Assumptions (unit cost + basis; no totals in assumptions)	Responsible entity	Units	Quantity	Cost per Sub-Project (₹)	Total for 23 projects (₹)
12.	Sub-Total					11,00,000	2,53,00,000
	Contingency (10%)	Fixed at 10% of the per-Sub-Project subtotal (excluding contingency) to cover additional follow-ups, extra translation/printing, weather delays, and unplanned stakeholder meetings.	PMU/PIU	%	10%	1,10,000	25,30,000
	GRAND TOTAL					12,10,000	2,78,30,000

Note: The cost of SI No 1 to 8 shall be borne by the Independent Consultants as part of their Contract Agreement.

ANNEXURE - Land Classification

Land Classification

Land classification amongst Khasis, Garos and Jainta tribes decides access, use, ownership, control and management.

KHASIS					
S.No	Type	Definition	Access and Use	Ownership	Control and Management
1.0	Ri Raid, or communal lands	Community entrusts Durbar Raid to manage on its behalf		Individual members get rights to use, after which land reverts to the raid	Durbar Raid
1.1	Ri Shnong	That land in the village which citizens can use for cultivation (cannot occupy, cannot transfer)	All members of the community have access to this type of land	Community land	Village Durbar
1.2	Ri Lyngdoh	Land which has been set aside for the support of Lyngdohs who perform religious rites and ceremonies	Members of the Lyngdoh clan in a village have access to this type of land	Lyngdoh clan, with a female head.	Maternal uncles of the Lyngdoh clan
1.3	Ri Bam Syiem	Land which has been set aside for the ruling chiefs	Used by the Syiems	Syiem clan of an area under a female head	Managed by maternal uncles of the Syiems of an area.
1.4	Ri Bamlang	Community land which has been set aside for the use by the community	Can be used by all	Community land	Managed by the Village Durbar
1.5	Ri Leh Mokutduma	Land acquired through litigation	Can be used by individual/	Community land	Managed by the raid

KHASIS					
S.No	Type	Definition	Access and Use	Ownership	Control and Management
			community		
1.6	Ri Aiti Mon or Ri Nongmei Nongpa	Land that has been donated or gifted willingly by the owners for use by the public	Can be used by individual/ community	Community land	Managed by the Village Durbar/Clan
1.7	Ri Raphlang– Ri Bamduh	Barren land which anyone can use	Can be used by all	Community land	Managed by the village durbar
1.8	Ri Diengsai – Diengjin	Forests area that is covered with vegetation between the uplands and low lying areas of the lands	Can be used by all	Community land	Managed by the village durbar
1.9	Ri Samla	Land acquired by an unmarried person who has the right to dispose off as one likes	Used by all	Community	Reverts back to the village
1.10	Ri Umsnam	Land acquired through wars	Used by all	Community owned	Managed by the Village Council
2.0	Ri Kynti, or private lands	absolute property of the individual or the kur that owns it.	It can be utilized in any manner that the individual or the kur deems fit		
2.1	Ri Nongtymmen	Land that has been inherited from generations to generations.	Used by the descendants of one mother	By the youngest daughter.	Managed by the maternal uncle or brothers
2.2	Ri Maw	Land that has been acquired through purchase or through the	Used by the members or descendants of one mother	Owned by the youngest daughter	Managed by the maternal uncle or brothers

KHASHIS					
S.No	Type	Definition	Access and Use	Ownership	Control and Management
		right of apportionment.			
2.3	Ri Seng and Ri Khain	Undivided family owned land	Used by members of one family or descendants of one mother	Owned by the youngest daughter	Managed by the maternal uncle or brothers
2.4	Ri Khurid	Land that has been purchased or bought over which the purchaser has the propriety, heritable and transferable rights over land.	Used by members of the one family	Owned by the female	Managed by the family
2.5	Ri Bitor	Land that has been acquired on receipt of a ceremonial bottle of liquor	Used by members of one family or descendants of one mother	Owned by the youngest daughter	Managed by the maternal uncle or brothers
2.6	Ri Dakhol	Land that has been obtained by the right of occupation	Used by members of one family or decedents	Owned by the youngest daughter	Managed by the maternal uncle or brothers

JAINTIAS					
S.No	Type	Defenation	Usw	Ownership	Control and Management
1	Hali land	Comprised of permanently cultivated terraced wet rice land- irrigated by streams or rainfall	Used by the family	Private property owned by the youngest daughter and Community property owned by the Village	For private, it is managed by the maternal uncle and for community, it is managed by the Dorbar.

JAINTIAS					
S.No	Type	Defenation	Usw	Ownership	Control and Management
				Dorbar	
2	High Land	Lands found in hill region, these could be private Hali land or government wasteland. Private ones can be bought, sold or mortgaged at the will of the inheritors	Used by the family	Private property under the name of a female	Managed by the family, that is the maternal uncle
3	Raj Lands	property of the erstwhile syiems/rajas which became the property of the government which leased it to private individuals in accordance with customary laws	Used by individual households	Government Land	By private individuals in terms of lease of 3 years.
4	Service Lands or Rek Lands	Land that was given rent free to Dolois, Pators Chiefs and other officials as remuneration for the services provided by them.	Used by Dollois, Pators and Chief	Government Land	Managed by Dollois, Pators, and Chiefs.
5	Village Puja Land	Consists of the lands held by the Lyngdohs or the Dolois who performs the pujas of the doloiships	Held by and cultivated by the headmen and the yield is utilized for meeting expenses connected with religious ceremony.	Owned by the Lyngdoh and Dallois	Managed by the Lyngdoh Dallois for worship.
6	Private Land	Lands held by private individuals and can be transferred, mortgaged and sold or otherwise at the will of the owners.	Used by the individuals	Owned by female	Managed by the maternal uncle

JAINTIAS					
S.No	Type	Defenation	Usw	Ownership	Control and Management
7	Patta Land	Encompasses lands that were allotted or transferred to individuals or institutions by the British during their administration, whose power has now been substituted by the Autonomous District Councils.	Used by the individuals	Owned by ADC	Managed by Institutions or Individuals only with respect to paddy fields.
GARO					
S.No	Type	Definition	Use	Ownership	Control and Management
1	A-king Land	Clan owned land is the fundamental system of land ownership and management.	Can be used by all upon paying a nominal tribute.	Community land	Managed by the Nokma
2	A-mate Land	Acquired by an individual by purchase or through gift and comes within an A'king Land. Acquired by an individual through gift by the Nokma and can be independent of A'king land	Can be used by the members belonging to the same clan.	Private Property	Managed by the nokma Managed by the Mahari
3	A-jinma or A-joma land	Land owned by the community. It is the common land of one motherhood.	Only for people belonging to the same clan.	Community Land	Managed by the Mahari
4	A-jikse land	This is common for both the husband and the wife. This land comes into	Used by members of the two motherhoods of the husband	Private land	Through joint deliberation of the two

JAINTIAS					
S.No	Type	Defenation	Usw	Ownership	Control and Management
		existence through the system of common inheritance and through unity by a bond of inter clan relationship.	and wife.		motherhoods of the husband and wife.
5	A-milam land	“no-man’s land”, used by the community but cannot be claimed by the Nokma	May be used by all members of the community	Community land	Referred to as ‘cursed’ land cannot be claimed by any Nokma