

INDIA: UTTAR PRADESH SODIC LANDS RECLAMATION III PROJECT

Integrated Environmental and Social Assessment Terms of Reference

1. BACKGROUND

1.1 The Government of Uttar Pradesh (GoUP) is in the process of preparing the UP Sodic Lands Reclamation Project (UPSLRP) III with proposed financing from the World Bank. The development objective of the proposed project is to increase agricultural productivity in selected areas of degraded lands in UP. The objective will be achieved through reversal of water-induced land degradation, enhancement of soil fertility and improved provision of agricultural support services. It aims to sustainably reverse the process of land degradation and fertility loss, thus enhancing agricultural productivity. By focusing on the reclamation of land for the poorest section of farmers, the project is expected to contribute significantly to poverty alleviation and improved food/nutrition security in the project areas. It is expected to have favorable environmental impacts, as was seen in earlier efforts of sodic land reclamation, wherein, independent studies show that, over a ten-year period, there was a five-fold increase in floral and faunal diversity and seven-fold increase in microbial biomass carbon. The project will also help towards closing the “productivity gap” in agriculture in the state by improving extension to promote new agricultural technologies and agronomic practices.

1.2 The project includes a number of activities which are small and could have reversible social and environmental impacts if considered at the individual project activity level. However, the cumulative impact of all activities might be significant. Therefore, there is a need to anticipate and assess the potential impacts which would help plan measures to avoid them through good project design and where they become inevitable there is a need to develop measures to mitigate them, both during project planning and implementation. Similarly, there is also a need to enhance the positive impacts and social and environmental benefits of the proposed activities of the project. This could be achieved by establishing procedures for enhancement measures. Considering this, GoUP proposes mainstreaming environmental and social concerns in the project planning and implementation. It is in this context that, as part of the project preparation, it is planned to undertake an Integrated Environmental and Social Assessment (IESA) of the proposed project through a qualified social and environmental consultancy firm/organization. In this regard, detailed Terms of Reference (TORs) has been prepared to help the interested consultants understand the scope of work and expected output. The IESA report would then act as a decision-making tool to ensure that the project design and implementation are socially responsive and environmentally sound. During the project preparation phase, the main objective of the IESA is to provide inputs to improve the design and implementation plan for the project and to highlight any adverse/negative social and environmental impacts of various proposed activities under the project and to also provide a detailed Environmental and Social Management Framework (ESMF) that would guide investments under the project and propose mitigation measures for the identified negative impacts.

2. PRELIMINARY PROJECT DESCRIPTION

The project will have the following five components:

2.1 Land Treatment and On-Farm Development: This component will form the core of the project, accounting for more than half of the project costs. The objective of this component is to sustainably reverse water-induced land degradation (salinization, sodification and water-logging) in the targeted areas. Activities to be financed under this component would include: (a) detailed mapping and classification of sodic lands to facilitate adoption of appropriate management techniques to develop sodic lands; (b) formation of water user groups (WUGs); (c) clarifying and confirming land titles and tenure arrangements; (d) on-farm development through land-levelling, bunding and improved drainage network (connecting field drains to link drains and main drains); (e) provision of shallow tube wells to help in reclamation operations and provide irrigation; and (f) application of chemical/organic amendments and plant nutrients to the soil to boost productivity.

The intervention model to be followed under this component has been developed and validated in the earlier phases of Sodic Lands Reclamation Project. The expected results from this component, in the reclaimed areas, are: (i) improved soil quality; (ii) increased productivity; and (iii) higher cropping intensity.

2.2 Improvement of Drainage Systems: The objective of this component is to improve and better maintain drainage networks in the project area which will help to remove leach effluents, excess rain and irrigation water from reclaimed and adjoining areas. The activities to be financed under this component include (a) re-modelling and rehabilitation of main drains; (b) maintenance of main drains; and (c) training and capacity building of Irrigation Department (ID) staff and WUGs for appropriate O&M of drainage works.

The remodelling and rehabilitation of main drains will be undertaken by ID through participatory processes that involve stakeholder consultation in planning, design and execution of the physical works. The maintenance of rehabilitated main drains will be done by the ID and that of link drains and field drains by relevant WUGs. The expected results from this component are: (i) length of main drains rehabilitated and maintained; (ii) increased drainage capacity of main drains; (iii) land area relieved from water-logging; and (iv) increased productivity.

2.3 Agricultural Support Services: The objective of this component is to enhance farm livelihoods by increasing productivity of agriculture and related activities through improved production technology and agronomic practices and more efficient and effective delivery of key support services. The activities to be financed under this component include: (a) training of farmers in effective land and water management practices, including efficient water use, drainage, and crop planning; (b) upgrading agricultural technology and production practices (for agriculture and livestock) through field-level demonstrations; (c) exposure visits, rural fairs, animal health camps and other “means” for rural communication and outreach; and (d) training and capacity building of line department staff and other relevant providers of support services to farmers. The expected results from this component are: (i) increased productivity; (ii) greater cropping intensity; and (iii) crop diversification.

2.4 Institutional Strengthening and Capacity Building for Market-Oriented Production: The objective of this component is to improve the profitability of farm production by enhancing local-level capacities to align production with market demand, enable producers to access finance and other critical inputs, and provide post-production support for value-adding activities. Activities to be financed under this component include: (a) strengthening of WUGs, self-help groups (including possible support for groups formed under earlier projects) and other producer groups; (b) facilitating linkages that improve farmer access to finance and other critical inputs; (c) developing greater access to (non-traditional) markets; and (d) promoting post-harvest value-

addition, as appropriate. The expected results from this component are: (i) increased share of produce marketed; (ii) improved price terms for farmers; and (iii) increased access to non-traditional markets.

2.5 Project Management: The objective of this component is to ensure smooth implementation of project activities, monitoring of project implementation progress and outputs/outcomes achieved, and learning from project experience. Activities to be financed include: (i) setting up and supporting project management units at the state and district levels; (ii) project M&E and learning activities, including assessment of environmental impacts, NGOs and sustainability of land reclamation; (iii) services of an external M&E agency to be engaged as consultants for the duration of the project; (iv) providing support for emerging needs and innovations during implementation; (v) liaising with project partner organizations, support organizations, external professional agencies and the World Bank; and (vi) documentation of project experience and its dissemination to the wider development community.

At the state level, the main implementing agencies are expected to be the Uttar Pradesh Bhumi Sudhar Nigam (UPBSN) and the departments of agriculture and irrigation. At the local level, project planning/coordination committees will be established at village panchayat, block and district levels, with a convergence plan developed to help these committees interact better with existing public institutions as well as government development programs at these levels.

2.7 Ravine Land Reclamation as a Pilot: GOUP is proposing to include in this project a pilot on reclamation of ravine lands. In line with 2005 State Agricultural Policy, emphasizing need for reclamation of problematic soils and bringing them under cultivation, GOUP is interested in treating 60,000 ha of ravine land in the proposed project. However, actual area of ravine land to be piloted would be finalized during the course of project preparation.

3. OBJECTIVES OF THE ISEA STUDY

3.1 The main objective of the IESA is to identify the key environmental and social issues related to the proposed activities under the project and assess their impacts. The IESA is expected to identify both opportunities to enhance environmental and social benefits as well as mitigate any potential concerns. Thus the study is expected to: (i) develop a framework to assess the social and environmental impacts of the proposed project; (ii) develop measures to mitigate negative impacts and enhance positive impacts; (iii) consult with a variety of stakeholders; and (iv) examine the legal, policy and institutional aspects to ensure adequate and effective stakeholder participation in the project activities and for post project sustainability of investments. This will be a strategic assessment, since much of the work on environmental and social assessments is required to be mainstreamed into the project itself, where it could have more impact as we go ahead in the implementation of the project and new areas are identified for inclusion in the project.

3.2 Specifically, the IESA will attempt to achieve the following:

- ◆ To improve decision making by mainstreaming the environmental and social objectives and safeguards into the planning and implementation of project activities and operation of the concerned institutions.
- ◆ To determine key social and environmental issues as relevant to the project objectives of fostering the development of more competitive marketing systems; and improving market access in an environmentally and socially sustainable manner, analyze and

quantify the impacts and design project activities in a consultative manner keeping in mind environmental and social impacts.

- ◆ To identify indicators, methods of measuring them and give baseline figures against the indicators to enable an objective assessment of impact of the project at regular intervals and end of the project.
- ◆ To assess capacity of existing and proposed institutions to manage and enhance environmental and social aspects of project components and related activities.
- ◆ To design appropriate safeguards and measures to mitigate any adverse impacts of proposed project activities (undertaking identification of stakeholders, assessment of the impacts, analyzing the alternatives and the policy frameworks, preparing the mitigation measures and action plans) and enhancement measures to increase positive impacts.
- ◆ To compile and enhance the relevant knowledge base on social and environmental aspects of the project.
- ◆ To help in identifying the additional detailed environmental and social impacts including those that needs to be conducted as part of the project.
- ◆ To determine the appropriate institutional arrangements to mainstream management of social and environmental issues in the agriculture sector on a sustainable basis.
- ◆ To study that the project is in accordance with existing environmental laws.

3.3 A detailed socio-economic and environmental baseline of the project areas would be developed as part of the IESA, and then used to assess potential project impacts and opportunities. Given the nature of the project, no major adverse impacts are expected, as long as the areas selected for sub-projects do not involve any protected areas, natural habitats, cultural property or socially sensitive areas. The Consultants shall study some of the project areas for the proposed land development and evaluate it against the presence, if any, of natural area/habitat/forest/wetland or any other feature of ecological importance and provide a mitigation plan to eliminate/contain/minimize/reverse the identified adverse impact and conserve the natural feature. If the potential impacts are severe, the consultants may provide recommendations for shifting of the infrastructure location for conserving the natural assets.

3.4 However, IESA will assess the associated social and environmental issues in detail to suggest any mitigation or enhancement measures that could be incorporated in project design and implementation. Adequate consultation and a detailed spatial screening framework will be undertaken during initial preparation to reflect this in the selection of project areas. A comprehensive environmental mitigation and social development plan and consultation framework would be prepared in order to ensure compliance with the World Bank (WB), Government of India (GOI) and GOUP safeguard policies and guidelines. The IESA study will provide input into the project design in accordance with these policies and guidelines.

4. World Bank Operational Policies

4.1 The initial assessment indicates that the relevant Bank Operational Policies that trigger in this project include the following:

- Environmental Assessment (OP/BP 4.01);
- Natural Habitats
- Involuntary Settlement (Op 4.12);
- Indigenous People (OP 4.10); and
- Pest management (4.09).

All Safeguard policies of the World Bank are accessible on the internet at: <http://wbln0018.worldbank.org/institutional/manuals/opmanual.nsf/texttextdefinition1?opennavigator>

5. SCOPE OF WORK

With respect to the Social Assessment (SA), the Consultants(s), should adopt a ‘four pillar’ strategy. This involves (i) identifying key social development and participation issues; (ii) evaluate institutional and social organizational issues; (iii) defining the participation framework; and (iv) establishing social-based indicators for monitoring and evaluation.

As regards the Environmental Assessment (EA), the Consultants should adopt the approach outlined in World Bank Operational Policy on EA (4.01). The EA will be conducted to develop a framework to ensure that the environmental issues are fully considered and addressed in the project design, preparation and implementation. The EA strategy would include, but not limited to, (i) identification of key environmental issues related to land degradation and reclamation; (ii) identifying and analysing the adverse impacts of proposed investments under the project; (iii) assessing the legal/policy/and institutional arrangements to tackle adverse environmental issues; and (iv) develop appropriate M&E plan including relevant indicators.

The scope of ISEA includes the following specific aspects.

5.1 Main Elements of the IESA

- (a) *Stakeholder assessment and social analysis*: Initiate participation process by identification of stakeholders (including the project beneficiaries, those who can influence the project outcome like NGOs, village committees, Gram Panchayats (GP), project implementers, affected persons etc.) their concerns, roles and responsibilities in planning, implementing and monitoring project activities and develop a strategy for continuing this process;
- (b) *Establishing indicators and baselines* for key environmental and social parameters including, but not limited to, socio-economic conditions, land use and tenure, agricultural practices and use of fertilizers/pesticides, drainage water quality, existing market practices etc. This would be used for monitoring and evaluation (M&E) as part of project implementation. The consultants shall clearly define the environmental and social development outcomes of the project and develop indicators and criteria for the same for M&E at regular intervals and at completion.
- (c) *Identifying the detailed positive and negative social and environmental impacts* of the proposed project activities and *measures to enhance the positive social and environmental impacts*. The Consultants would need to establish a framework for identification, mitigation response and monitoring of the adverse impacts as part of the IESA. On the social side there is a risk that the project could benefit certain (more elite) sections of a community disproportionately. On the environmental side the project could drain certain natural/man-made wetlands and threaten biodiversity.

- (d) *Identifying vulnerable groups and their role in the proposed project*, taking care to ensure their proactive participation in the decision making process for the location, development and management of markets, as well as other opportunities for income generating activities related to agriculture marketing. Vulnerable groups (e.g. women, tribal, landless and other such groups) within a community are traditionally marginalized from local decision making (including market management decisions) for a variety of complex reasons (e.g. caste dynamics, local perspectives on gender-based division of labour etc.). The Consultants will examine and identify initiatives in which decision making could be made more transparent and vulnerable groups can have greater voice in planning, implementation and monitoring of various project activities in all the identified sites.
- (e) *Assessment of physical and/or economic displacement caused by the project and the development of Resettlement Action Plan (RAP) including participation of potentially affected groups*. The project envisages land development, drainage improvement and infrastructure development, which may result in new land acquisition and/or appropriation, physical and/or economic displacement. The issue of encroachments in the project sites is an important issue that needs focussed attention. The Consultants will identify the type and extent of these losses and the segments of population that are affected.

The Consultants will focus on two aspects: (i) identification of adverse impacts by type and extent, (ii) development of a policy and procedural framework (including R&R entitlement framework) to mitigate specific adverse impacts identified and to address any negative impacts due to the project. On the first aspect, the SA will necessarily include users of land irrespective of their ownership. Encroachment in the project sites and loss of livelihood opportunities may be the major issues that the SA would focus on to define mitigation measures. The Consultants will, therefore, as part of social policy framework and, prepare detailed guidelines to identify adverse impacts and suggest mitigation measures. Based on the impacts identified and measures to mitigate these adverse impacts, a Social Mitigation Plan (SMP) including RAP, where ever required, would be prepared. Generic principles will include compensating losses for the project activities and the institutional arrangement to identify adverse impacts; plan, implement and monitor SMP/RAP.

- (f) *Assessing impacts on vulnerable groups (including women)*: The vulnerable groups including scheduled castes, women, landless families, marginal and small framers constitute significant proportion of the project beneficiaries and, therefore, it is important that their issues, in relation to the proposed project interventions are addressed up-front mainly to enhance their participation in the project and to ensure that they have access to project benefits. The Consultants would therefore define principles and develop a framework on how to address issues related to vulnerable groups; and promote transparent consultations and informed choices in decision making. The consultants will prepare Gender Development strategy and strategies for the development of other vulnerable groups.
- (g) *Willingness of the community to contribute*: The project envisages contribution from the community to take up land development and infrastructure works. As part of the assessment, the Consultants will assess the willingness of the project beneficiaries to contribute to the infrastructure development under the project. At the same time, it is expected that the Consultants would ascertain the extent and type of contribution; and the terms and conditions for the same. In this regard, the IESA consultant will assess the success in ensuring community contribution for the O&M of assets created under previous phases of the project.

(h) *Environmental impacts:* The project envisages financing a range of activities including improvement of existing and new infrastructure, productivity enhancement measures, improving marketing etc (see Section 2 of TORs on project components). The negative impacts may arise from diverse activities under the project, for example, the earthwork and construction related activities and post land development agriculture. There could be both direct and indirect impacts. The direct impacts could be alteration/modification of the natural drainage pattern of the land, damage to surrounding natural wetlands either through draining them or inflow of untreated wastewater, farm runoff and effluents, impact on biodiversity, for example, on Sarus Crane that is known to colonize project areas etc. The indirect impacts may arise due to increased water use through extraction of groundwater, increased use of fertilizers and pesticides, soil and groundwater quality deterioration, pollution of surface waters, etc.

The consultants would identify and prepare an inventory of possible direct and indirect negative impacts and develop appropriate mitigation measures for them. Wherever possible they may suggest cost effective alternate approaches, such as use of environment friendly materials, to prevent negative impacts.

- (i) *Identifying possibilities to enhance positive impacts:* The direct positive environmental impacts of these investments are expected to be improved drainage, increased soil productivity etc. Besides these, the project presents opportunity to positively impact environmental performance of proposed investments and current practices through awareness building, demonstration, extension on improvising farm practices to conserve natural resources and use of organic inputs. Consultants would provide recommendations to enhance farm productivity by use of environment friendly natural by-products, including assessing their availability etc. They would prepare an Integrated Nutrient and Pest Management (INPM) Plan to positively impact farm practices. It is essential that Consultants undertake field visits to observe, understand and document current farm practices and this data/information would also constitute baseline data.
- (j) *Assessing institutional issues:* The Consultants will assess the institutional set up both at the project (state) and field (district) levels, identify the deficiencies (both in terms of the number and skills required), if any and suggest improvements to ensure that social and environmental aspects are adequately addressed. Consultants will also identify where the required skills are available within the government agencies and skills that would be available in the open market.
- (k) *Capacity building for mitigating adverse environmental and social impacts and enhancing and replicating positive impacts:* While the Consultants would examine ways and means to improve environmental and social performance of existing practices, they would assess what skills, training and capacity building needs would be required for achieving this at individual, farm, user group, community, institutional, district and state level. They would prepare a capacity building plan and also suggest an institutional mechanism/arrangement for implementing the plan. This plan would also include capacity building needs for the UPBSN for dealing with both environmental and social issues after careful assessment of its present capacity.
- (l) *Analysis of induced impacts:* The assessment will also include an analysis of the nature and extent of induced impacts associated with the proposed project. This also includes issues such as any expected increase in pesticide use that may trigger the Bank Operation Policy on

pest management that may require Integrated Pest Management and other mitigation measures to be included in the project.

- (m) *Assessment of the existing policies and regulations* that determine the social and environmental aspects of the proposed project activities and outline key enabling policy reforms that would be required in the short, medium and long-term to address these issues. The policy reforms could be at technology development and extension, institutional capacity and/or regulatory level that deals with issues/causes/reasons of land degradation and its reclamation and management. The consultants should also look into the issue of convergence of other GOUP/GOI programmes and schemes that benefit project development objectives.
- (n) *Development of an Environmental and Social Management Framework (ESMF)*: All the project activities (including sites for infrastructure strengthening and development) have not yet been identified and these will be identified as project implementation progresses. Further, there may be a number of other issues that might emerge during the course of the study and project preparation, which will need to also be examined under the IESA. Appropriate management plans to adequately address safeguard issues would have to be developed during the project implementation. For this purpose, an ESMF will have to be developed that would provide detailed procedures, adequate guidance and management framework during the project implementation for sub-projects triggering social and environmental issues.
- (o) *Awareness-building, Information Management and Knowledge Base Development*: There is a need to improve and share knowledge and skills both for the implementing agencies as well as the project communities and beneficiaries in many areas including environmental awareness, social conflict resolution mechanisms, participatory decision-making, monitoring and evaluation, etc. The consultants would prepare an Information, Education and Communication (IEC) strategy with clear timelines and roles and responsibilities of concerned stakeholders for managing information and knowledge base that empowers UPBSN for addressing environmental and social issues while undertaking similar activities elsewhere in the state with or without external support.
- (p) *Assess functioning of community institutions*: As part of the study, the Consultant will assess the functioning of Water Management Committees (a sub committee under Gram Panchayat) where Site Implementation Committees have been merged with GP under previous phases of the project. Similarly, the Consultants will get feedback of the project beneficiaries on the functioning of NGOs in the implementation of the project activities.
- (q) *Conflict resolution*: The Consultants need to study and assess the social, economic, institutional and other conflict/risks and the existing resolution systems surrounding the use and management of natural and physical resources in consultation with the community and other stakeholders and apply the findings to see whether such systems would also work for the new assets and opportunities to be created under the project. They would also assess State Government's willingness to support and implement risk mitigation measures to protect interest of these groups and recommend interventions to ensure communities access and benefits to common resources and well being and management of environmental resources through stakeholder participation in a transparent manner.
- (r) *Further Studies*: During the course of carrying out the IESA, Consultants may discover certain important environmental and/or social issues that may not be covered adequately under the TORs of IESA. In such an event, Consultants may identify and recommend any other studies that need to be done for project implementation or post project sustainability.

6. CONSULTATION

6.1 The Consultants will undertake substantial consultations with the key stakeholders all through the process of conducting the proposed IESA based on which a consultation framework will have to be developed to reflect local concerns in preparing and implementing individual project activities and sub-projects. The views of affected groups, project communities, NGOs, project functionaries, relevant government agencies and others should be fully taken into account in the preparation of the ESMF and mitigation measures. It is important to understand the nature and extent of any environmental and social impacts and the acceptability of the proposed mitigation measures, particularly to vulnerable and affected groups. Consultations should occur, at a minimum, during the screening/scoping of project activities and sub-projects, at the preparation of IESA report and ESMF. The Consultants will, therefore, prepare relevant information in a form/format that is meaningful and acceptable to the groups to be consulted (e.g. using local language). Such information should normally include a brief description of the project objectives and components and a summary of the key social and environmental issues, approaches and draft conclusions (e.g. framework and action plans). These have to be disclosed in accordance with the Bank's Disclosure Policy. The Consultants will prepare tools of observations (including questionnaires, guidelines for focus group discussions, consultations) and field test them before using them to collect required data/information. The Consultants should carefully document all stakeholder consultations including photographic records.

7. PUBLIC DISCLOSURE

7.1 The Consultants will provide support and assistance to the client in meeting the disclosure requirements, which at the minimum shall meet the World Bank's policy on public disclosure and requirements under Right to Information Act of the government. The consultants will prepare a plan for in-country disclosure, specifying the timing and locations; translate the key documents, such as the IESA report, ESMF, R&R policy framework, Vulnerable Groups Development strategy, key mitigation measures for individual sub-projects both in English and in the local language; draft for the newspaper announcements for disclosure; and placing them at the client's website, project office, district offices etc.

8. STUDY AREA

8.1 The consultants will cover a sample of sodic areas already covered under previous projects and sodic/ravine sites/areas proposed to be included under the project in the State of Uttar Pradesh. The project areas and infrastructure sites to be included under IESA would be finalized in consultation with the UPBSN.

9. METHODOLOGY

9.1 Data would be collected through both primary and secondary sources. Primary survey will include a sample socioeconomic survey of the potential project beneficiaries and the census survey of potential affected persons. Information would also be collected through participatory rural appraisal (PRA) and using other participatory techniques on both social and environmental aspects. This will essentially included formal/informal discussions with various stakeholders including different social groups among beneficiaries, women community, NGOs, village leaders, peoples' representatives, concerned project and other line department officials at village, block, district and state levels, and other identified groups. Secondary data/Information would also be collected for co-relating the findings from the primary data. Meetings would be organised

to share the information and series of workshops would be organised at village and district levels. A state level stakeholder's workshop will be organized before finalising the IESA Report including ESMF and mitigation measures.

10. TIME FRAME

The entire ISEA exercise should be completed within **4 months** from the award of the assignment. The emphasis is that time frame indicated in this TOR must be strictly adhered to while providing the outputs at the various stages during the course of the assessment.

11. FINAL OUTPUTS OF THE ASSIGNMENT

11.1 The expected output of the IESA study will include, but not limited to, the following:

- (a) Screening report including criteria for selection of sub-projects for inclusion under the project
- (b) Negative list for sub-projects that will not be financed
- (c) Identification of project stakeholders and consultation strategy
- (d) Identification of monitorable indicators for environmental and social assessment
- (e) Baseline information on social and environmental parameters and the above indicators and monitoring strategy
- (f) Assessment of potential social and environmental impacts of the project
- (g) Impacts on various stakeholders particularly on vulnerable groups and women
- (h) Institutional arrangements for participation and project management
- (i) Identification of risks which might affect success of the project
- (j) Social management plan for sub-projects (RAP, Vulnerable Development Plan, Gender Development Plan)
- (k) Environmental management plan for the project

11.2 The following reports shall be submitted by the Consultants covering the expected outputs as indicated above.

(a) **Inception Report.** Inception report describing proposed approach and methodology for conducting the IESA study formats for baseline and census survey of potential affected families, sources for secondary data collection, guidelines for PRA and Focus Group Discussions, list of sample project locations based on simple criteria and carry out brief field surveys, procedures for data collection. In addition, it will briefly describe how environmental and social issues will be integrated into the EA & SA process and project design.

Number of copies: 10 and electronic version. The Inception Report is due within 15 days of signing of Contract.

(b) **Interim Report** describing methodology adopted, progress achieved summary of current recommendations and a table of contents and outline of final EA and SA with description of each section. (Suggested environmental and social aspects to be covered in the report is attached – Attachment I and II and suggested outline of the Final report is attached Attachment III)

Number of copies: 10 and electronic version. The Interim Report is due within 45 days of signing of Contract.

(c) **Draft IESA Report** to be prepared by the Consultants will be in the approved format. The report, including ESMF and mitigation measures, should be developed in a clear, logical and

readable manner. This will include an executive summary of not more than 15 pages. The Consultants will also submit any additional material that was collected as part of the project that may be of use to the proposed project. An electronic version of the reports will also be submitted (e.g. in MS Word format) for dissemination and discussion purposes.

*Number of copies: 15 and electronic version (on 5 CD-ROMs). The Draft Final EA & SA Report is due **within 90 days** after signing of Contract*

(d) **Final IESA Report.** Draft final modified as per comments.

*Number of copies: 20 and electronic version (on 20 CD-ROMs). Final EA & SA Report is due **within 120 days** after signing of the Contract.*

NOTE: Each report should be presented in a workshop to be organized by the client at the Project level within a week of submission of the report.

12. EXPERTISE REQUIRED

12.1 An illustrative staffing table is presented below, but consultants are free to employ resources (including the time for each team member) as they see fit, keeping in mind that ‘adhering to time schedule’ is essence for the study. Experts with national/international exposure on similar assignments and who have experience working with the World Bank and/or ADB financed projects could be preferred.

Position	Qualification
Team Leader - Social & Institutional Development Expert	Post graduate in social sciences with more than 10 years experience working with social mobilization, socio-economic surveys, and institutional development particularly in the agricultural sector.
Environment Management Specialist	Environmental engineer or an Ecologist with an understanding of rural environment, agri-environment, land degradation and reclamation issues, EIAs and floral-faunal surveys with 8-10 years experience.
Legal Expert	Legal expert with adequate experience in social, environmental, formal and informal community rights related issues. 8 – 10 years experience.
Farm Practices and IPM Expert	Agricultural Farm Manager with knowledge about techniques, practices and management of Agriculture, Horticulture and Livestock, rural fuelwood & fodder issues. 8-10 years experience.
Community Participation Specialist	Expert in participatory planning, implementation and participatory monitoring and learning. 8 – 10 years experience.
Technical Support including data management and analysis	Graduates with 3-4 years experience in organizing stakeholders’ consultations, supervising field data collection, data entry and generating reports. Proficiency with MS Office Word/Excel/Power Point/Access) and some field survey experience would be useful. Experience 2-4 years.
Survey team	Graduates with 3-4 years experience in field surveys including structures interviews, filing of survey formats etc.

13. INPUTS TO BE PROVIDED BY THE CLIENT

13.1 The Project Management Unit and the field offices of cooperating institutions will provide all ready and available information as requested by the Consultants. Further, the Client will provide all necessary and reasonable support to the Consultants to collect secondary data, such as issuing authorisation letters, instructing institutions concerned with the project planning and implementation. The Consultants will be responsible for any translation of documents and for processing of data. The Client will designate an officer or a team of officers to liaison with the Consultants and ensure the support required for the successful completion of the study.

The Client will help in organising the formal presentations from the Consultants. However, it is the responsibility of the Consultants to liaise with other relevant staff of the related Line departments/agencies of the state and other consultants working on other project components. Wherever required, the Client shall help in organizing such meetings with the line departments/agencies.

The Consultants are encouraged to visit the project area and familiarise themselves, at their own cost, before submitting the proposal; and propose an adequate number and skill mix for the senior specialists and technical support staff for this assignment. Further, the Consultants will allocate adequate number of field surveyors, distinct from the technical support staff, to complete the study in time. Accordingly, the Consultants will prepare the proposal including the budgets.

The Consultants shall submit tools of observation, analytical models, software packages used in undertaking the assessment and preparing the report. These should be widely recognised or accepted. Any new model or tool or software employed should be field-tested before use for the purpose of this IESA. All primary data collected and supporting information gathered by the Consultants during the course of this study would be submitted to the Client, whenever required but definitely at the completion of the assignment.

14. Reference Material: Some of the suggested reference material could include the following.

- (i) The World Bank Safeguards Policies (Refer to www.worldbank.org).
- (ii) The World Bank, Environment Department, Environment Assessment Sourcebook, Vol. I – III (World Bank Technical Papers No. 139, 140 and 154), Washington DC, 1991; and its updates. (Refer to www.worldbank.org).
- (iii) The World Bank, Roads and Environment: A Handbook (World Bank Technical Paper No. 376), Washington DC, 1997.
- (iv) The World Bank, Resettlement Sourcebook.
- (v) The World Bank, A Hand Book on Social Analysis
- (vi) Government of Himachal Pradesh, Kandi Project Directorate, Evaluation Reports of the IWDP (Hills-II) Project in Himachal Pradesh.
- (vii) Implementation Completion Report of UP Sodic Land Project II, World Bank.