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Government of Meghalaya

**Planning, Investment Promotion & Sustainable Development
Department (PIP&SDD)**

Meghalaya Multisectoral Project for Adolescent
Wellbeing, Empowerment and Resilience (MPOWER)
(P507066)

**ENVIRONMENTAL AND SOCIAL
MANAGEMENT FRAMEWORK
(ESMF)**

November 2025

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List of Acronyms

ADC	Autonomous District Council
AICTE	All India Council for Technical Education
ANM	Auxiliary Nurse Midwifery
AOI	Area of Influence
APD	Assistant Project Director
ASHA	Accredited Social Health Activist
BIFMA	Business and Institutional Furniture Manufacturers Association
BIS	Bureau of Standards
CCTV	Closed-Circuit Television
CEDAW	Convention on the Elimination of Discrimination Against Women
C-ESMP	Contractor's Environment and Social Management Plan
CHS	Community Health and Safety
CMYC	Chief Minister's Youth Centres
CoC	Code of Conduct
COVID	Corona Virus
CPR	Common Property Resources
CTO	Consent To Operate
DoE	Department of Education
DoHFW	Department of Health and Family Welfare
DPMU	District Project Management Unit
DPR	Detailed Project Report
DREAM	Drug Reduction Elimination & Action Mission
EC	Environmental Clearance
EHS	Environmental Health and Safety
EHSC	Environmental, Health and Safety Guidelines
EIA	Environmental Impact Assessment
EMP	Environmental Management Plan
ESCP	Environmental and Social Commitment Plan
ESIA	Environmental and Social Impact Assessment
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESP	Environmental and Social Policy
ESRS	Environmental and Social Review Summary
ESS	Environmental and Social Standards
FGD	Focused Group Discussion
FPIC	Free Prior and Informed Consent
GBV	Gender Based Violence
GIS	Geo Information System
GoI	Government of India
GoM	Government of Meghalaya
GPN	Good Practice Note
GRM	Grievance Redressal Mechanism
GRS	Grievance Redress Service
H&S	Health and Safety
HIV/AIDS	Human Immunodeficiency Virus / Acquired Immunodeficiency Syndrome
HR & Admin	Human Resource and Administration
IC	Internal Committee
IEC	Information Education Communication
ILO	International Labour Organisation

IT	Information Technology
IVCS	Integrated Village Cooperative Society
LA	Land Acquisition
LMP	Labour Management Procedure
M&E	Monitoring and Evaluation
MBMA	Meghalaya Basin Management Agency
ML&E	Ministry of Labor and Employment
MOEF&CC	Ministry of Environment, Forest and Climate Change
MoH	Ministry of Health
MoSYA	Ministry of Sports and Youth Affairs
MPOWER	Multisectoral Project for Adolescent Wellbeing, Empowerment and Resilience
MSSDS	Meghalaya State Skills Development Society
NGO	Non-Governmental Organisation
NPSHEW	National Policy on Safety, Health and Environment at Workplace
OHS	Operational Health and Safety
OSC	One Stop Center
PAP	Project-Affected People
PAP	Project Affected Person
PCR	Protection of Civil Rights
PD	Project Director
PDO	Project Development Objective
PIP&SDD	Planning, Investment Promotion & Sustainable Development Department
PMIS	Project Management Information System
PMU	Project Management Unit
POM	Project Operational Manual
POSCO	Protection of Children from Sexual Offences Act
PPE	Personal Protection Equipment
PRA	Participatory Rapid Appraisal
PUC	Pollution under Control
PV	Photovoltaic
PwD	Persons with Disability
QBS	Quality Based Selection
QCBS	Quality and Cost Based Selection
RKSK	Rashtriya Kishor Swasthya Karyakram
SC	Schedule Caste
SEA	Sexual Exploitation and Abuse
SEA/SH	Sexual Exploitation and Abuse & Sexual Harassment
SEC	Special Environmental Clauses
SEIAA	State Environment Impact Assessment Authority
SEP	Stakeholder Engagement Plan
SH	Sexual Harassment
She-Box	Sexual Harassment Electronic Box
SHWP	School Health and Wellness Programme
SIA	Social Impact Assessment
SOPs	Standard Operating Procedures
SPCB	State Pollution Control Board
SPMU	State Project Management Unit
SRGBV	School-Related Gender Based Violence
SSS	Single Source Selection
ST	Schedule Tribe

ST	Schedule Tribe
Sub-PMU	Sub-Project Management Unit
SWOT	Strength, Weakness, Opportunities and Treats
TDF	Tribal Development Framework
TDP	Tribal Development Plan
VEC	Valued Environmental and Social Components
VHC	Village Health Committee
VOC	Volatile Organic Compound
WB	The World Bank
YF	Youth Facilitators

1. Introduction

The government of Meghalaya seeks to undertake the “Multisectoral Project for Adolescent Wellbeing, Empowerment and Resilience (MPOWER)” project with support from the World Bank. The project proposes a set of coordinated multi sectoral interventions that will strengthen the capability of the State of Meghalaya to empower adolescent boys and girls, aged 10 to 19, through multi sectoral interventions (education/skills/counselling) that can strengthen their human capital, and support their transition from school to productive work. The implementing agency for the project will be the Planning, Investment Promotion & Sustainable Development Department (PIP&SDD). The goal of the project is to promote the well-being and empowerment of adolescents and to strengthen their productivity and resilience so that they can contribute fully to the sustainable economic growth of the State. The project would support strengthening adolescents' life skills, physical and reproductive health, and career aspirations. The World Bank’s Environment and Social Framework (ESF) will be applicable to the project, along with relevant national laws of India and local laws and regulations of the State of Meghalaya, where applicable.

1.1. Project Development Objective

The Project Development Objective (PDO) is to enhance multi-sectoral service delivery and capability of the State of Meghalaya to improve adolescents' human capital outcomes.

1.2. Project Components

Component 1: Learning Mission, Life Skills, and Career Preparation in Schools

This component targets adolescents in grades 6–12 in government and government-aided schools. It aims to strengthen foundational learning, build life skills, and prepare students for future careers through:

- **Remedial Learning Support:** Focused on upper primary students (grades 6–8) to address gaps in foundational literacy and numeracy. It includes teacher training and development of learning materials.
- **Life Skills Education:** Delivered both in classrooms and through in-school adolescent clubs. These clubs are led by trained Youth Facilitators (YFs) and focus on interactive, activity-based learning (e.g., sports, music, theatre).
- **Career Readiness:** Offers academic counselling and exposure to career options through trained teachers, career days, and interactions with professionals. It also includes soft skills and digital literacy training.

Component 2: Community Interventions and Pathways for Out-of-school Adolescents

This component supports out-of-school adolescents and their communities by creating inclusive, supportive environments and offering second-chance education and skills training:

- **Community Clubs and Youth Centres:** A “hub and spoke” model where village-level clubs are linked to block-level Youth Centres. These serve as safe spaces for learning, mentoring, and social engagement.
- **Community Engagement:** Includes awareness campaigns, digital edutainment (e.g., webcomics, chatbots), and parent support groups to foster a supportive environment.
- **Education and Economic Pathways:** Offers bridge education and vocational/business skills training for adolescents who complete life-skills programs. Collaborates with state skill development agencies and entrepreneurship hubs.

Component 3: State Capability and Program Management

This component strengthens the institutional framework and delivery systems to ensure effective implementation and sustainability:

- **Competency and Wellbeing Framework:** A multisectoral curriculum framework that integrates life skills, mental health, reproductive health, and career planning. It guides both school and community-based interventions.
- **Institutional Strengthening:** Establishes a State Center for Adolescents and Youth, develops a youth employment strategy, and pilots innovative service delivery models.
- **Project Management and M&E:** Supports daily operations, monitoring and evaluation (including impact assessments), a digital Project Management Information System (PMIS), and a grievance redress mechanism.

Component 4: Contingent Emergency Response Component (CERC)

This is a flexible component that allows the project to quickly reallocate funds in response to emergencies or crises (e.g., natural disasters, pandemics), ensuring continuity of services and support.

Environmental Risk Rating

The project's environmental risk is rated low. Overall, the project interventions are expected to have positive environmental impacts, resulting from a set of coordinated multi-sectoral interventions that aim to improve the human capital outcomes of adolescent boys and girls in Meghalaya. Given the nature/type, extent, and magnitude of interventions/ activities under the proposed project, no significant and/or irreversible negative impacts on environment are likely to occur. The environmental risks and impacts are expected to be low and localized and reversible in nature. These include pollution (air, water and noise) , Occupational Health and safety (OHS), waste generation during small scale renovation (painting and minor repair works)

Social Risk Rating

The project doesn't envisage acquisition of land or construction activities. However, minor civil works including refurbishing, and retrofitting of existing buildings, on government land free from any encumbrances, may be required for youth facilities, including youth centers, etc. The minor civil works will involve local community labor and, therefore, no migrant labor influx is expected. Based on the social assessment, the following social risks and impacts have been identified under the project: (1) Limited accessibility and exclusion of vulnerable groups such as out-of-school adolescents and young girls, Scheduled Castes (SCs)/Other Backward Classes (OBCs)/STs, persons with disabilities (PwDs), sexual and gender minorities, communities in remote locations, etc.; (2) potential Gender-based Violence/Sexual Exploitation and Abuse/Sexual Harassment (GBV/SEA/SH) risk at the workplace, schools, youth clubs, healthcare centers and other counselling centers covered under the project, including locations where women and children are likely to be more vulnerable; (3) Limited active participation of all vulnerable groups including in decision making, implementation and monitoring of the project; (4) Limited access to the grievance redressal mechanism for project workers and project beneficiaries, particularly for the communities in remote locations; and lastly, (5) lack of clear two-way information flows/ communication pathways for sustained beneficiary/ citizen engagement. The social risk of the project remains moderate, although this will be assessed continuously throughout the life of the project and adjusted, as needed.

1.3. Report

The PIP&SDD prepared an Environmental and Social Management Framework (ESMF) including Environmental and Social (E&S) Instruments for the MPOWER to address E&S risks and impacts of the project. The ESMF for the project has been prepared in accordance with the applicable Government of India (GoI)/Government of Meghalaya (GoM) social and environmental requirements, and The World Bank ESF and ESS 1 to 10 requirements.

This Environmental and Social Management Framework (ESMF) has the Labour Management Procedures, Indigenous People Planning Framework and Gender Based Violence Framework as required by the project.

2. Legal and Regulatory Framework

2.1. Introduction

The E&S instruments/documents for the project will be prepared in accordance with the relevant national and state policy, legal and regulatory framework. These E&S instruments will guide the preparation and implementation of multiple sub-projects across the 12 Districts, given the specific locations, and scale of which will be known after the project approval. While the Environmental and Social instruments/ documents will be prepared in accordance with the national and state policy, legal and regulatory framework, and the Environment and Social Framework and Environmental and Social Standards of the World Bank.

2.2. National and State Regulatory Framework

While the implementation of the activities proposed under the MPOWER must be consistent with all applicable laws, policies, rules and regulations; with the PIP&SDD ensuring this compliance, the PIP&SDD needs to ensure that activities under MPOWER are consistent with the Environmental and Social Framework (ESF) and Environment and Social Standards (ESSs) of the World Bank.

This chapter presents the laws, policies, rules and regulations of India and Meghalaya that are relevant to the project. Along with this, the World Bank's ESF with corresponding ESSs are also mentioned and compared with the national and state regulation. Only the key laws, regulations, and policies relevant and applicable to the project are briefly mentioned in this chapter, which does not present a legal opinion on the applicability of the law but serves as guidance for the application of the legal and regulatory provisions to the current project context.

2.3. Legal Provisions Related to Project Activities

The sub-projects under the MPOWER are local interventions which would benefit the local communities by contributing to their economic, health and educational benefits and livelihoods. In general, all these sub-projects would result in positive environmental and social impacts. If there are any adverse environmental or social impacts, they will be predictable, temporary, reversible, localized, and will be easily avoided or mitigated, although they might require additional investments of time and resources. The instruments summarized below are some important legal and policy provisions of India and Meghalaya that are relevant to the project.

Table 1: Important Legal Provisions Related to Project Activities

Act/ Rules	Description
Constitutional Provisions	<p>Fundamental Rights</p> <ul style="list-style-type: none"> ➤ The Constitution secures to the citizens, a right of justice, liberty of thought, expression, belief, faith and worship, equality of status and of opportunity and for the promotion of fraternity. ➤ Article 15(1) enjoins on the Government not to discriminate against any citizen of India on the ground of religion, race, caste, sex or place of birth. ➤ Article 15 (2) States that no citizen shall be subjected to any disability, liability, restriction or condition on any of the above grounds in the matter of their access to shops, public restaurants, hotels and places of public entertainment or in the use of wells, tanks, bathing ghats, roads and places of public resort maintained wholly or partly out of government funds or dedicated to the use of the general public. Women and children and those belonging to any socially and educationally backward classes or the Scheduled Castes & Tribes can be given the benefit of special laws or special provisions made by the State. ➤ There shall be equality of opportunity for all citizens in matters relating to employment or appointment to any office under the State. ➤ No person irrespective of his belonging can be treated as an untouchable. It would be an offence punishable in accordance with law as provided by Article 17 of the Constitution. ➤ Every person has his life and liberty guaranteed under Article 21 of the Constitution. ➤ There can be no traffic in human beings, and beggar and other forms of forced labour is prohibited and the same is made punishable in accordance with law (Article 23). ➤ Article 24 prohibits employment of children below the age of 14 years to work in any factory or mine or to be engaged in any other hazardous employment. Even a private contractor acting for the Government cannot engage children below 14 years of age in such employment.

Act/ Rules	Description
	<ul style="list-style-type: none"> ➤ Article 25 guarantees to every citizen the right to freedom of religion. Every person has the freedom of conscience to practice and propagate his religion subject to proper order, morality and health. ➤ No person can be compelled to pay any taxes for the promotion and maintenance of any particular religion or religious group. ➤ No person will be deprived of the right to the language, script or culture which he has or to which he belongs. ➤ Every person can move the Supreme Court of India to enforce his fundamental rights and the rights to move the Supreme Court is itself guaranteed by Article 32. ➤ No person owning property can be deprived of his property except by authority of law though right to property is not a fundamental right. Any unauthorized deprivation of property can be challenged by suit and for relief by way of damages. ➤ Every person on attainment of 18 years of age becomes eligible for inclusion of his name in the general electoral roll for the territorial constituency to which he belongs. <p>Education</p> <ul style="list-style-type: none"> ➤ Article 29(2) of the Constitution provides that no citizen shall be denied admission into any educational institution maintained by the State or receiving aid out of State funds on the ground of religion, race, caste or language. ➤ Article 45 of the Constitution directs the State to provide free and compulsory education for all children until they attain the age of 14 years. No child can be denied admission into any education institution maintained by the State or receiving aid out of State funds on the ground of religion, race, caste or language. <p>Health</p> <ul style="list-style-type: none"> ➤ Article 47 of the constitution imposes on the Government a primary duty to raise the level of nutrition and standard of living of its people and make improvements in public health - particularly to bring about prohibition of the consumption of intoxicating drinks and drugs which are injurious to one’s health except for medicinal purposes. <p>Right to Work</p> <ul style="list-style-type: none"> ➤ Constitution provides “Right to Work” which means that every citizen of the country has the right to work and the state with the best of its abilities will secure the right to work and education. <p>The State shall, within the limits of its economic capacity and development, make effective provision for securing the right to work, to education and to public assistance in cases of unemployment, old age, sickness and disablement, and in other cases of undeserved want.</p>

Act/ Rules	Description
<p>The Juvenile Justice (Care and Protection) Act (2000, amended in 2015)</p>	<p>The Juvenile Justice (Care and Protection) Act (2000, amended in 2015) is a legislation that aims to ensure the care, protection, rehabilitation, and social reintegration of children in conflict with the law. The Act provides a comprehensive framework for the treatment of juvenile offenders, emphasizing their rights, welfare, and best interests. It establishes special Juvenile Justice Boards and Child Welfare Committees to handle cases involving children, and it promotes measures such as counselling, education, and skill development programs for their reformation and reintegration into society. The Act also prohibits the sentencing of juveniles to adult prisons and emphasizes the principle of restorative justice in dealing with their offenses, striving to create a just and compassionate system for the care and protection of children in conflict with the law.</p> <p>The Juvenile Justice Act provides a legal framework for the care, protection, and rehabilitation of children. The MPOWER project aligns with the Act by empowering adolescents, contributing to their well-being and rehabilitation, and engaging in collaborative efforts to ensure effective delivery of services. Emphasizing the rehabilitation and reintegration of juveniles, The MPOWER project, aligns as it focuses on life skills and holistic youth development, contributing to the successful reintegration of juveniles into society. The MPOWER project complements the mechanisms put in place by the Act to ensure the safety and well-being of children by providing support and opportunities for positive growth to adolescents.</p>
<p>The Prohibition of Child Marriage Act (2006)</p>	<p>The Prohibition of Child Marriage Act (2006) is a legislation that aims to prevent the practice of child marriage and protect the rights and well-being of children. The Act defines child marriage as the marriage of any person below the age of 18 for females and below the age of 21 for males, and it declares such marriages as voidable. It imposes strict penalties on those who perform, promote, or participate in child marriages, including imprisonment and fines. The Act also provides for the establishment of Child Marriage Prohibition Officers and Special Courts to handle cases related to child marriage. Additionally, it emphasizes the importance of raising awareness, empowering girls, and ensuring their education and development, with the goal of eradicating child marriage and promoting a society where children are protected from this harmful practice.</p> <p>The Prohibition of Child Marriage Act (2006) provides a legal framework for preventing child marriages and protecting adolescents. The MPOWER project aligns with the Act by promoting education, awareness, and empowerment among adolescents, collaborating with stakeholders, and working towards the prevention of child marriages through holistic youth development. The Act aims to empower girls by protecting them from early marriage and promoting their education and development. The MPOWER project aligns with this objective by empowering adolescent girls through life skills education, mentorship, and support, enabling them to make</p>

Act/ Rules	Description
	informed decisions and pursue their aspirations helping adolescents understand their rights, make informed choices, and resist child or early marriage.
The Protection of Children from Sexual Offences Act (2012)	The Protection of Children from Sexual Offences Act (2012) is a legislation that focuses on safeguarding children from sexual offenses and providing them with legal protection. The Act defines various forms of sexual offenses against children, including but not limited to child sexual abuse, pornography, and trafficking. It sets out stringent punishments for perpetrators, ensuring a swift and effective justice system for child victims. The Act also lays down child-friendly procedures for recording statements, conducting investigations, and facilitating the speedy trial of cases, while prioritizing the well-being and privacy of the child throughout the legal process. It mandates the establishment of Special Courts and the appointment of Special Public Prosecutors to handle cases, and it emphasizes the need for support services, rehabilitation, and counselling for child victims. The overarching objective of the Act is to provide a comprehensive legal framework that safeguards children from sexual offenses and ensures their physical, emotional, and psychological well-being.
The Meghalaya Community Participation and Public Services Social Audit Act, 2017 (Act No. 7 of 2017)	The Meghalaya Community Participation and Public Services Social Audit Act, 2017 (Act No. 7 of 2017) is a legislation in the state of Meghalaya, India, that focuses on promoting community participation and transparency in the delivery of public services. The Act aims to empower citizens by allowing them to actively engage in the monitoring and evaluation of public services provided by the government. It establishes a framework for conducting social audits, which involve the examination and assessment of public programs, projects, and schemes to ensure their effectiveness, efficiency, and accountability. The Act emphasizes the involvement of local communities, civil society organizations, and relevant stakeholders in the social audit process, with the objective of enhancing the quality, accessibility, and responsiveness of public services. By encouraging citizen participation and fostering a culture of accountability, the Act seeks to strengthen governance, promote equitable development, and improve the overall delivery of public services in Meghalaya.
The Meghalaya Board of Primary School Education Act, 1988, Act No.13 of 1988.	The Meghalaya Board of Primary School Education Act, 1988 (Act No. 13 of 1988) is a legislation in the state of Meghalaya, India, that focuses on establishing a board for primary school education. The Act aims to regulate and oversee the functioning and administration of primary schools in Meghalaya. It provides for the constitution of the Meghalaya Board of Primary School Education, which is responsible for the recognition, affiliation, and supervision of primary schools in the state. The board's primary objective is to ensure the quality of primary education and the well-being of students by setting standards, conducting examinations, and promoting the overall development of primary schools. The Act outlines the powers, functions, and responsibilities of the board, as well as provisions related to curriculum, examinations, and the appointment of teachers. By establishing a dedicated board for

Act/ Rules	Description
	primary education, the Act seeks to enhance the educational infrastructure and standards at the primary level, contributing to the overall development and growth of education in Meghalaya.
The Meghalaya School Education Act 1981 (Act No.16 of 1981)	The Meghalaya School Education Act, 1981 (Act No. 16 of 1981) is a legislation in the state of Meghalaya, India, that focuses on providing a comprehensive framework for the regulation and development of school education. The Act aims to ensure access to quality education for all children in Meghalaya and establish a system that promotes their holistic development. It outlines the establishment, recognition, and management of schools in the state, including provisions related to infrastructure, curriculum, examinations, and the appointment and qualifications of teachers. The Act also addresses issues such as compulsory education, the rights and responsibilities of students, the protection of students' interests, and the governance and administration of schools. By providing a legal framework for school education, the Act aims to promote inclusive and equitable education, foster a conducive learning environment, and strengthen the overall education system in Meghalaya.
The Meghalaya Board of School Education Act, 1973, (Act 10 of 1973)	The Meghalaya Board of School Education Act, 1973 (Act 10 of 1973) is a legislation in the state of Meghalaya, India, that focuses on the establishment and functioning of the Meghalaya Board of School Education. The Act aims to regulate, supervise, and promote school education in Meghalaya. It provides for the constitution of the Meghalaya Board of School Education, which is responsible for conducting examinations, prescribing courses of study, and granting recognition and affiliation to schools in the state. The board's primary objective is to ensure the quality of education, the standardization of examinations, and the overall improvement of the education system in Meghalaya. The Act outlines the powers, functions, and responsibilities of the board, including provisions related to curriculum, examinations, evaluation, and the appointment of staff. By establishing a dedicated board for school education, the Act seeks to enhance the credibility, efficiency, and effectiveness of the education system, ultimately benefiting the students and promoting the development of education in Meghalaya.
The Meghalaya State Council for Technical Education Act, 1993, Act No.6 of 1993	The Meghalaya State Council for Technical Education Act, 1993 (Act No. 6 of 1993) is a legislation in the state of Meghalaya, India, that establishes the Meghalaya State Council for Technical Education. The Act aims to regulate and promote technical education in the state. It provides for the constitution of the council, which is responsible for formulating policies, guidelines, and regulations for technical education institutions in Meghalaya. The council plays a crucial role in maintaining and improving the quality of technical education by conducting inspections, granting affiliations, and ensuring compliance with established standards. The Act outlines the powers, functions, and responsibilities of the council, including provisions related to curriculum development, examination systems, training programs for faculty, and the promotion of research and innovation. By establishing the council, the Act seeks to enhance the overall technical education system in Meghalaya, align it with national and international standards, and contribute to the development of a skilled and competent workforce in the state.

Act/ Rules	Description
<p>The Meghalaya Private Universities (Regulation of Establishment and Maintenance of Standards) Act, 2012 (Act No. 8 of 2012)</p>	<p>The Meghalaya Private Universities Act, 2012 (Act No. 8 of 2012) is a legislation in the state of Meghalaya, India, that establishes the Meghalaya State Council for Private Universities. This Act is a law in Meghalaya that aims to regulate the establishment and maintenance of private universities in the state. The act ensures that private universities maintain certain standards in various aspects such as infrastructure, teaching quality, research, exams, and extension of services. It emphasizes the importance of providing quality education and preventing the commercialization of higher education. The act also aims to safeguard the interests of the state as a whole and particularly the student community.</p> <p>The MPOWER project aligns with the Meghalaya Private Universities (Regulation of Establishment and Maintenance of Standards) Act, 2012 as it focuses on empowering adolescent girls through life skills education, mentorship, and holistic support, through safe spaces in schools.</p>
<p>The Meghalaya Higher Education Council Act, 2018 (Act No. 3 of 2018)</p>	<p>The Meghalaya Higher Education Council Act, 2018 (Act No. 3 of 2018) is a legislation enacted in Meghalaya to establish the Meghalaya Higher Education Council. The council is responsible for the regulation and coordination of higher education institutions in the state. The act provides a framework for the functioning of the council, outlining its composition, powers, and functions. The primary objective of the Meghalaya Higher Education Council is to ensure the promotion and development of higher education in Meghalaya. It aims to maintain and enhance the quality of education provided by universities and colleges in the state. The council is responsible for formulating policies, guidelines, and regulations related to higher education. It also oversees the accreditation of institutions, monitors their performance, and takes necessary measures to improve the overall educational standards. The act empowers the council to undertake various activities such as conducting inspections, assessments, and evaluations of higher education institutions. It also establishes mechanisms for addressing grievances and ensuring transparency and accountability in the functioning of these institutions.</p> <p>The MPOWER project aligns with the Meghalaya Higher Education Council Act, 2018 as it focuses on empowering adolescent girls through life skills education, mentorship, and holistic support that enable Meghalaya’s youth to achieve their full potential by ensuring their successful transition from school to work.</p>
<p>The Meghalaya State Language Act, 2005 (Act No. 10 of 2005)</p>	<p>The Meghalaya State Language Act, 2005 (Act No. 10 of 2005) is a legislation enacted in Meghalaya to promote and protect the indigenous languages spoken in the state. The act recognizes and acknowledges the importance of preserving and nurturing the linguistic diversity of Meghalaya. The primary objective of the Meghalaya State Language Act is to safeguard and promote the use of indigenous languages as mediums of instruction, communication, and administration in various domains. It aims to ensure that the linguistic and cultural heritage of the state is preserved and given due recognition. The act provides for the establishment of a language cell, which serves as a central authority for the implementation of the provisions of the act. The language cell is responsible for</p>

Act/ Rules	Description
	<p>the development, promotion, and preservation of indigenous languages. It works towards creating language policies, preparing language plans, and conducting research and documentation related to the indigenous languages of Meghalaya. Additionally, the act emphasizes the importance of providing education in indigenous languages, preserving language archives, and encouraging the use of indigenous languages in official functions and public spaces. It also seeks to create awareness and appreciation of the linguistic diversity among the people of Meghalaya.</p> <p>The MPOWER project aligns with the Meghalaya State Language Act, 2005 as it focuses on empowering adolescent girls through life skills education.</p>
<p>The Meghalaya (Taking over of the District Council Lower Primary Schools) Act No.6, 1994</p>	<p>The Meghalaya (Taking over of the District Council Lower Primary Schools) Act No. 6 of 1994 is a legislation enacted in Meghalaya, a state in India. The purpose of this act is to provide a legal framework for the takeover of lower primary schools by the Meghalaya government from the District Councils. Under this act, the Meghalaya government has the authority to take over the administration and management of lower primary schools that were previously under the control of the District Councils. This includes the transfer of assets, liabilities, staff, and infrastructure associated with these schools. The act outlines the process and procedures for the takeover, including the formation of a committee to oversee the transition and address any issues that may arise during the transfer. It also establishes the terms and conditions under which the District Councils are relieved of their responsibilities for these schools. The objective of this act is to centralize the administration and improve the quality of education provided in lower primary schools by ensuring uniform standards and efficient management. By transferring the control of these schools to the Meghalaya government, the act aims to streamline the educational system and promote better coordination and accountability in the delivery of primary education.</p> <p>The MPOWER project aligns with the Meghalaya (Taking over of the District Council Lower Primary Schools) 1994 as the whole project focuses on the development of adolescent youth through life skills education, mentorship, and support which will primarily be delivered through schools.</p>
<p>The Child Labour (Prohibition and Regulation) Act (1986, amended in 2016). Meghalaya State Protocol on Child Labour, May 2014</p>	<p>The Child Labour (Prohibition and Regulation) Act, 1986, amended in 2016, is a legislation enacted in India to prohibit and regulate the employment of children in various occupations and processes. The act aims to protect the rights and welfare of children and ensure their proper development by preventing their engagement in hazardous work. The act prohibits the employment of children below the age of 14 years in any occupation, except for certain non-hazardous family-based enterprises or entertainment industry work. It also prohibits the employment of adolescents (between the ages of 14 and 18) in hazardous occupations and processes that may jeopardize their health and safety. The legislation establishes the legal framework for the enforcement and regulation of child labour laws in India. It outlines the responsibilities of employers, government authorities, and other stakeholders in</p>

Act/ Rules	Description
	<p>preventing and addressing child labour issues. The act mandates the establishment of specific bodies, such as the Child and Adolescent Labor Rehabilitation Fund and the District Child Protection Units, to ensure effective implementation of the law. The amended provisions of the act in 2016 strengthened the legal framework by expanding the definition of hazardous occupations and processes and increasing the penalties for violations. The amendments also emphasized the importance of education and rehabilitation for rescued child labourers, ensuring their reintegration into mainstream society. The Child Labour (Prohibition and Regulation) Act, 1986, amended in 2016, plays a crucial role in the protection and welfare of children by prohibiting their engagement in hazardous work and providing mechanisms for their rescue, rehabilitation, and education.</p> <p>The MPOWER project aligns with The Child Labour (Prohibition and Regulation) Act (1986, amended in 2016) as it complements the mechanisms put in place by the Act to ensure the safety and well-being of children by providing support and opportunities for positive growth to adolescents.</p>
Meghalaya Youth Policy, 2021	<p>The Meghalaya Youth Policy 2021 has been drafted by the Sports & Youth Affairs Department, Government of Meghalaya keeping in mind that there are numerous stakeholders in the State working towards the development and empowerment of the Youth and one of the key objectives of the Meghalaya Youth Policy were to collaborate, partner and align with all the stakeholders working for the youth.</p> <p>The Policy addresses major concerns and issues critical for the youth of Meghalaya and seeks to provide direction to youth programmes and services provided by governmental, inter-governmental, non-governmental organizations and youth organizations. The Policy will provide - A common goal for the Empowerment of the Youth, Set Policy Priorities, Propose Key Interventions, Institutional Responsibilities and processes for implementation, Mechanism for coordination amongst all stakeholders.</p> <p>The MPOWER project aligns perfectly with The Meghalaya Youth Policy as the objective of the project is to also by empowering and holistically developing the adolescent youth through life skills education, mentorship, and support, enabling them to make informed decisions and pursue their aspirations.</p>
Meghalaya Mental Health & Social Care Policy, 2022	<p>The Meghalaya Mental Health and Social Care Policy have a comprehensive objective of promoting mental health and well-being for every individual and ensuring accessible and effective care pathways. Its primary goal is to minimize the impact of disability, illness, mortality, and social distress related to mental health issues. To achieve this, the policy recognizes the significance of addressing the social determinants that contribute to mental health problems. It aims to create an environment that supports mental well-being by addressing factors such as poverty, education, employment, housing, social support systems, and other social determinants that impact mental health. By focusing on these determinants, the policy aims to reduce the risk factors associated with mental ill-health and create conditions that foster overall well-being. The policy also highlights the importance of cultural security and</p>

Act/ Rules	Description
	<p>collaboration with communities. It acknowledges that mental health and social care must be provided in a culturally sensitive and appropriate manner, respecting the diverse cultural backgrounds and practices of the people in Meghalaya. The policy emphasizes the need for collaborative engagement with communities to ensure that mental health services are equitable and accessible to all, regardless of social, cultural, or economic background.</p> <p>Overall, the Meghalaya Mental Health and Social Care Policy aim to create a supportive and inclusive environment that promotes mental health, addresses social determinants, and provides equitable access to comprehensive mental health and social care services. It is guided by values of equity, justice, respect, empathy, responsiveness, and individual autonomy.</p> <p>The MPOWER project aligns with Meghalaya Mental Health & Social Care Policy as the MPOWER project will be building an Adolescent Development Curriculum on topics such as Physical Health & Nutrition, Mental Health, Sexual & Reproductive Health, Life Skills, Aspirations & Career, and Gender Sensitisation.</p>
<p>Meghalaya Drug Abuse Prevention Policy 2020 Drug Reduction Elimination & Action Mission (DREAM), 2023</p>	<p>The Meghalaya Drug Abuse Prevention Policy is designed to have a direct impact on personal welfare by promoting effective decision-making, fostering a positive attitude, encouraging healthy lifestyles, building strong willpower, and promoting self-control. It aims to prevent the abuse and ruin of skills and talents through unhealthy practices and behaviours. By focusing on these aspects, the policy aims to enhance the well-being and overall quality of life for individuals in Meghalaya. Indirectly, the policy seeks to contribute to social welfare, peace, and prosperity. By addressing substance abuse and related issues, the policy aims to create a healthier and safer community. By promoting responsible behaviour, the policy aims to foster a peaceful and harmonious society. Furthermore, by emphasizing the identification of appropriate agencies and institutions, the policy recognizes the importance of collaborative efforts and partnerships at various levels to effectively tackle substance abuse and related issues. The policy also highlights the need for appropriate steps to be taken in terms of identifying substance abuse and related issues. It emphasizes the development of human potential, virtues, and values, which can contribute to the prevention of substance abuse. Additionally, the policy stresses the importance of corrective and rehabilitative measures, supported by recreational and vocational activities, to aid in the recovery and reintegration of individuals affected by substance abuse. The Meghalaya Cabinet on January 11, 2023 passed the Drug Reduction Elimination & Action Mission (DREAM). The vision of the targeted mission is to build a "Drug free Meghalaya" that leverages culture and communities through a multifaceted coordinated strategy to eliminate the incidence of substance use in the state.</p> <p>The MPOWER project aligns with Meghalaya Drug Abuse Prevention Policy and DREAM by empowering adolescents, contributing to their well-being and rehabilitation, and engaging in collaborative efforts to ensure effective delivery of services. The MPOWER project complements the mechanisms put in place by the Act to prevent</p>

Act/ Rules	Description
	substance abuse and the importance of corrective and rehabilitative measures, supported by recreational and vocational activities, to aid in the recovery and reintegration of individuals affected by substance abuse.
<p>The Protection of Children from Sexual Offences Act, 2012. Medical Termination of Pregnancy Act, 1971</p>	<p>The POCSO Act was enacted to provide a robust legal framework for the protection of children from offences of sexual assault, sexual harassment and pornography, while safeguarding the interest of the child at every stage of the judicial process. The framing of the Act seeks to put children first by making it easy to use by including mechanisms for child-friendly reporting, recording of evidence, investigation and speedy trial of offences through designated Special Courts.</p> <p>The Protection of Children from Sexual Offences Act was passed to strengthen legal provisions for the protection of children below 18 years of age from sexual abuse and exploitation. Under this Act, if any girl under 18 is seeking abortion, the service provider is compelled to register a complaint of sexual assault with the police. However, under the Medical Termination of Pregnancy Act, it is not mandatory to report the identity of the person seeking an abortion. Consequently, service providers are hesitant to provide abortion services to girls under 18.</p>
National Education Policy, 2020	<p>The National Education Policy 2020 aims to transform the education system in India to make it more inclusive, holistic, and in line with the evolving needs of the 21st century. It provides a broad framework and guidelines for educational institutions and policymakers at the national and state levels to implement necessary reforms. The National Education Policy 2020 aims to bring transformative changes to the education system in India. Some key highlights of the policy include:</p> <ul style="list-style-type: none"> Early Childhood Care and Education: Emphasis on early childhood care and education, including the establishment of Anganwadis and pre-primary education. School Education: Changes in curriculum and pedagogy to promote holistic development, critical thinking, and experiential learning. Flexibility in subject choices, multidisciplinary learning, and reducing the emphasis on board exams. Higher Education: Introduction of a multidisciplinary approach, multiple entry and exit options, and increased focus on research and innovation. The policy also encourages internationalization of higher education and promotes the use of technology in education. Vocational Education: Integration of vocational education into mainstream education, with an aim to develop relevant skills for employability. Teacher Education: Reforms in teacher education programs to enhance the quality of teachers, including a four-year integrated B.Ed. degree program. Digital Education: Emphasis on digital education and the use of technology in teaching and learning processes.

Act/ Rules	Description
	<p>Inclusive Education: Focus on providing equitable access to education for all, including children with disabilities and those from marginalized communities.</p> <p>The MPOWER project complements the objectives of the education policy as The NEP emphasizes early childhood care and education, flexible curriculum choices, multidisciplinary learning, and reducing the emphasis on board exams. It also focuses on higher education reforms, vocational education integration, teacher education enhancements, digital education, and inclusive education. The NEP seeks to create an inclusive, technology-driven education system that prepares students for the challenges of the 21st century.</p>
<p>The Rights of Persons with Disabilities (RPWD) Act, 2016</p>	<p>Responsibility has been cast upon the appropriate governments to take effective measures to ensure that the persons with disabilities enjoy their rights equally with others. Under this Act, Disability has been defined based on an evolving and dynamic concept. The Act covers several specified disabilities. Additional benefits have been provided for persons with benchmark disabilities and those with high support needs. Every child with benchmark disability between the age group of 6 and 18 years shall have the right to free education. 5% reservation in seats in Government and Government aided higher educational institutions for persons with benchmark disabilities. Stress has been given to ensure accessibility in public buildings (both Government and private) in a prescribed time-frame. 4% reservation in Government jobs for certain persons or class of persons with benchmark disability. The Act provides for grant of guardianship by District Court, or any authority designated by the State Government under which there will be joint decision – making between the guardian and the persons with disabilities. Broad based Central & State Advisory Boards on Disability to be set up as policy making bodies. The Act provides for strengthening of the Office of Chief Commissioner of Persons with Disabilities and State Commissioners of Disabilities which will act as regulatory bodies and Grievance Redressal agencies and also monitor implementation of the Act. These Offices will be assisted by an Advisory Committee comprising of experts in various disabilities. Creation of National and State Fund to provide financial support to the persons with disabilities. The Act provides for penalties for offences committed against persons with disabilities. Designated special Courts to handle cases concerning violation of rights of PwDs.</p>
<p>The Mental Health Care Act, 2017</p>	<p>Under the Act mentally ill persons are entitled to the following rights:</p> <ul style="list-style-type: none"> ➤ A right to be admitted, treated, and cared in a psychiatric hospital / nursing home / convalescent home ➤ Right to get regulated, directed and coordinated mental health services from the Government. ➤ Treatment at Government hospitals and nursing homes mentioned above can be obtained either as in patient or on an out-patients basis. ➤ Mentally ill persons can seek voluntary admission in such hospitals or nursing homes and minors can seek admission through their guardians.

Act/ Rules	Description
	<ul style="list-style-type: none"> ➤ The police have an obligation to take into protective custody a wandering or neglected mentally ill person, and inform his relative. ➤ Where mentally ill persons own properties including land which they cannot themselves manage, the district court upon application has to protect and secure the management of such properties by entrusting the same to a ‘Court of Wards’, by appointing guardians of such mentally ill persons or appointment of managers of such property. ➤ The costs of maintenance of mentally ill persons detained as in-patient in any government psychiatric hospital or nursing home shall be borne by the state government concerned unless such costs have been agreed to be borne by the relative or other person. ➤ Mentally ill persons undergoing treatment shall not be subjected to any indignity (whether physical or mental) or cruelty. ➤ Mentally ill persons who are entitled to any pay, pension, gratuity or any other form of allowance from the government (such as government servants who become mentally ill during their tenure) cannot be denied of such payments. ➤ A mentally ill person shall be entitled to the services of a legal practitioner by order of the magistrate or district court if he has no means to engage a legal practitioner or his circumstances so warrant in respect of proceedings under the Act.
<p>Rehabilitation Council of India Act, 1992 (amended in 2000)</p>	<p>This Act provides guarantees so as to ensure the good quality of services rendered by various rehabilitation personnel. Following is the list of such guarantees:</p> <ul style="list-style-type: none"> ➤ To have the right to be served by trained and qualified rehabilitation professionals whose names are borne on the Register maintained by the Council ➤ To have the guarantee of maintenance of minimum standards of education required for recognition of rehabilitation qualification by universities or institutions in India. ➤ To have the guarantee of maintenance of standards of professional conduct and ethics by rehabilitation professionals in order to protect against the penalty of disciplinary action and removal from the Register of the Council. ➤ To have the guarantee of regulation of the profession of rehabilitation professionals by a statutory council under the control of the central government and within the bounds prescribed by the statute.
<p>The National Policy for Persons with Disabilities, 2006</p>	<p>Recognizing that the Persons with Disabilities constitute a valuable human resource for the country and that a majority of such persons can lead a better quality of life if they have equal opportunities and effective access to rehabilitation measures, the Government, with a view to create an environment that provides equal opportunities</p>

Act/ Rules	Description
	<p>for protection of their rights and full participation in society, formulated and brought out the National Policy for Persons with Disabilities. With a focus on Prevention of Disabilities and Rehabilitation Measures, the Policy provides for the following:</p> <ul style="list-style-type: none"> ➤ Prevention of Disabilities ➤ Rehabilitation Measures ➤ Accordingly, the principal areas of intervention under the Policy are: Prevention, Early-detection and Intervention; Programmes of Rehabilitation; Human Resource Development; Education of Persons with Disabilities; Employment; Barrier free-environment; Social Protection; Research; Sports, Recreation and Cultural Activities.
<p>The National Trust for Welfare of persons with Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities Act, 1999</p>	<p>The Central Government has the obligation to set up the National Trust for Welfare of Persons with Autism, Cerebral Palsy, Mental Retardation and Multiple Disability at New Delhi.</p> <p>The objectives of the Trust under this Act are:</p> <ul style="list-style-type: none"> ➤ to enable and empower persons with disability to live as independently and as fully as possible within and as close to the community to which they belong; ➤ to strengthen facilities to provide support to persons with disability to live within their own families; ➤ to extend support to registered organisations to provide need-based services during period of crisis in the family of persons with disability; ➤ to deal with problems of persons with disability who do not have family support; ➤ to promote measures for the care and protection of persons with disability in the event of death of their parents or guardians; ➤ to evolve procedure for the appointment of guardians and trustees for persons with disability requiring such protection; ➤ to facilitate the realisation of equal opportunities, protection of rights and full participation of persons with disability; and to do any other act which is incidental to the aforesaid objects
<p>Harmonized Guidelines and Space Standards for Barrier-Free Built Environment for persons with Disability and Elderly</p>	<p>The Persons with Disability Act, 1995 mandates that persons with disabilities be provided with equal opportunities and protects their rights to full participation. This, therefore, requires that spaces be designed to suit the needs of all persons with disabilities. Also, Model Building Bye Laws, 2015 mandate that barrier free environments are maintained to ensure inclusive cities and universal designs. These guidelines will apply to all public buildings in India, including the buildings where access is open to general public. The guidelines and specifications deal with access to, movement within and around buildings, by Persons with Disabilities and elderly persons. The intent is to make buildings and facilities accessible to and usable by all people including those living with disabilities and</p>

Act/ Rules	Description
Persons, February, 2016 Government of India, Ministry of Urban Development	may include those with inability to walk or difficulty in walking, reliance on walking/ mobility aids, blindness and visual impairments, speech and hearing impairments, limited coordination of motor movements, reaching and manipulation, lack of stamina, difficulty in interpretation and reacting to sensory information and extremities of physical size.
Design Manual for a Barrier Free Environment in Universities/Colleges for All India Council for Technical Education (AICTE)	The purpose of this manual is to integrate disabled people into higher education in order to take an active part in the national development programs while leading a life with dignity and self-reliance. In order to be achieving this an individual with a disability should be able to commute between home, university/college, work and other destinations. It is also intrinsically important to design the classrooms, library, washrooms, canteen, hostels, and college buses, parking facilities etc. to make the movement easy. This document explores the scientific tested and appropriate usable technologies available today to develop both built and learning environments is disability friendly.
Autonomous District Councils	As per the provisions of the Sixth Schedule of the Indian Constitution, three Autonomous District Councils (ADC); Khasi Hills Autonomous District Council, Jaintia Hills Autonomous District Council and Garo Hills Autonomous District Council were set up, in order to maintain tribal autonomy. The ADCs have constitutional authority, which enables them to control and direct the functioning of the traditional institutions. They also oversee the appointment and succession of chiefs and headmen, and decide the terms and conditions of the latter's appointment. The Councils are elected bodies of 30 members each (one of whom is nominated) and has elections every five years. They are administered by an Executive Council headed by a Chief Executive Member and two other Executive Members. They have powers to make laws in regard to: 1) Land, other than reserved forests, 2) Forests, other than reserved forests, 3) Use of any land or water resources for agricultural purposes, 4) Regulation of Swidden or shifting cultivation/Jhum, 5) Town or village administration including village or town police, public health and sanitation, 6) Appointment and succession of chiefs and their powers, 7) Laws relating to inheritance of properties and their regulation, 8) Marriage, and 9) Social customs, traditional practices and customary laws. The ADCs and the traditional institutions exist parallelly, functioning within their defined as well as conventional jurisdictions.

2.4. Environment, Health and Safety - Policy, Legal and Regulatory Framework

The Ministry of Environment, Forest and Climate Change (MOEF&CC) is the apex body for environment and pollution control, The Ministry of Labor and Employment (ML&E) is the apex body for occupational health and safety (OHS) with the Commissioner of Labour of Department of Labor and Employment, Government of Meghalaya at state level.

The major national policies, acts and rules relevant to all components funded by the project are the National Environment Policy (2006) and the Environment Protection Act (1986) for environment and pollution control; the National Policy on Safety, Health and Environment at Work Place (2009) for OHS; the National Policy on HIV/AIDS and the World of Work Report, 2014 of International Labour Organisation (ILO); and the relevant Covid-19 regulations and guidance in place. The below table gives a list of all relevant environment, health and safety acts and regulations and their applicability to the proposed project.

Under the Government of India's environment impact assessment (EIA) Notification 2009, the environmental classification of environmentally sensitive projects included in Schedule 1 is determined by MoEFCC, Government of India, and there are two possible outcomes:

- **Category A:** A project is classified as Category A if it is likely to have significant negative impacts. Such projects require EIA, plus Environmental Clearance (EC) from MoEFCC;
- **Category B:** A project is classified as Category B if it is likely to have fewer negative impacts and is listed in this category in the EIA Notification. These projects require EC from the State Environment Impact Assessment Authority (SEIAA) who classify the project as B1 (requiring EIA) or B2 (not requiring EIA) depending on the level of potential impacts. Projects classified as B2 require no further assessment.

As the union ministry for environment, forest and climate change (MoEFCC) has not specified requirement of any environmental clearance for the activities taken up under MPOWER, no EC from the MoEFCC or SEIAA would be required for the proposed project.

Table 2: Applicability of National Acts and Regulations

No	Name	Applicability	Remarks
1	The Environment (Protection) Act 1986 and Environment (Protection) Rules 1986 & its amendments	Yes	Umbrella Act to the Air, Water and Noise Acts.
2	Forest Conservation Act, 1980	No	Project operations do not affect any forest area.
3	Wildlife (Protection) Act, 1972 (amended 2003)	No	Project operations do not affect any protected area, but project will comply with provisions related to wild animals and specified plants in the unlikely event of any such thing encountered during operations.
4	The Hazardous Waste (Management, Handling and Trans-	Yes	Any hazardous waste created by project will be handled as

	boundary Movements) rules, 2016		per the provisions of the Act.
5	Batteries (Management and Handling) Rules, 2001 and further amendments Battery Waste Management Rules 2020	Yes	Any batteries used by project will be handled as per the provisions of the Act.
6	Ozone Depleting Substances (Regulation) Rules, 2000 as amended in 2005	Yes	Use of ozone depleting substances by project will be prohibited as per the provisions of the Act. Any equipment, using such substances will be hermetically sealed.
7	Construction and Demolition Waste Management Rules, 2016	Yes	Any such construction waste and debris will be disposed of at designated sites as per the provisions of the Act.
8	The Air (Prevention and Control of Pollution) Act, 1981 Including Rules 1982 and 1983	Yes	The project will take measures to reduce emissions to air by having pollution under control certification.
9	Noise Pollution (Regulation and Control) Rules, 2000 and the Noise Pollution (Regulation and Control) (Amendment) Rules, 2010	Yes	The project will take measures to reduce noise levels.
10	The Water (Prevention and Control of Pollution), Act, 1974 including Rules, 1975 (as amended up to 1988)	Yes	The project will take measures not to pollute surface and groundwater.
11	The Water (Prevention and Control of Pollution), Cess Act, 1977 including Rules 1978 and 1991	Yes	The project will take measures not to pollute surface and groundwater.
13	The National Environmental Appellate Authority Act, 1997	No	Only in case of any appeals, the project will reach out to this authority for any decisions related to environment.
15	E-Waste (Management and Handling) Rules of 2021, (Electrical and electronic waste)	Yes	The project will follow these as it will produce such waste.
16	The Ancient Monuments and Archaeological Sites and Remains (Amendment and Validation) Act, 2010	Yes	If there are ASI identified sites/ occurrence of chance finds in the project area, the project will follow the guidelines.
17	National Building Code of India 2016 (BIS SP 7: 2016)	Yes	The project civils works, especially the establishment and refurbishment of youth clubs will follow this code
19	Central Electricity Authority Regulations 2010 read with the	Yes	Will apply to all electrical wiring and fittings in new

	Electricity Act (2003)		buildings or renovated portions / extensions of existing buildings constructed/renovated under the project if total connected load exceeds 250 kW
20	Relevant standards from the Public Safety Standards of India	Yes	Specific standards from amongst these will apply to all buildings and renovated portions/extensions constructed through project funds, based on the nature of design, features included therein, etc.
21	Explosive Act, Explosive Rules, 1984, 2008	Yes	For the safe transportation, storage and use of fuel and LPG for cooking for workers.
22	Building and Other Construction Workers Act 1996	Yes	Key legislation providing guidelines for onsite labour and worker management and welfare
23	Public Liability and Insurance Act, 1991	Yes	For protection from hazardous materials related accidents
24	Indian Treasure Trove Act, 1878 (as modified up to September 1949)	Yes	All chance finds will be deposited with the government as per the provisions of this act.
25	The Antiquities and Art Treasures Act, 1972	Yes	All such finds will be deposited with the government as per the provisions of this act.

2.4.1. Key Statutory Clearances for Construction

Certain permissions, clearances and authorizations need to be obtained from competent authorities during the design and construction phase of sub-projects. This will depend mainly on the area, type, size and scope of the sub-project in question. The key statutory permits that may be required are summarized below:

Table 3: List of Statutory Clearances and Requirements

S. No.	Clearance/ Authorization	Relevant Act	Competent Authority	Responsibility
1	Tree Cutting Permission	Forest Conservation Act, 1980	State Forest Department, GoM	Sub-PMU
2	Location/ layout of workers camp, equipment, and storage yards	Environment Protection Act, 1986 and Manufacturing, Storage and Import of Hazardous Chemicals Rules, 1989	State Pollution Control Board (SPCB), GoM	Contractor
3	Discharges from Labor Camp	Water (Prevention and Control of Pollution) Act, 1974	SPCB, GoM	Contractor

S. No.	Clearance/ Authorization	Relevant Act	Competent Authority	Responsibility
4	Pollution Under Control certificate for vehicles	Central Motor Vehicle Act 1988	Transport Department, GoM	Contractor/ Sub-PMU / PMU
5	Employing Labour/ Workers	The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act 1996	Labour Department, GoM	Contractor
6	Fire Safety Clearance	National Building Code State Fire Prevention and Fire Safety Act/ Rules Public Safety Standards of India	State Fire Department, GoM	Contractor
7	Electrical Safety	Indian Electricity Act, 1910 re-enacted in 2003. Central Electricity Authority (Measures relating to Safety and Electric Supply) Regulations, 2010	Chief Electrical Inspector, GoM	Contractor

The project will take up soft-side activities for adolescents' empowerment, and some minor civil works/activities. The physical activities under the project will be limited to renovation/ refurbishing/ furnishing the clubs. These are small works mostly to be done by local contractors/ vendors. Most of these activities will be limited to supplies of equipment/ sports kits/ tools by vendors; which are mostly plug and play type. The labour involved will be very limited. As per the existing practices in Meghalaya, mostly the labour will be local. There will not be any batching plants, crushing plants, etc. or any machinery required for these activities; mostly there will not be any new construction activities. There will not be any extraction of groundwater; and if water is required, mostly the small contractors/ vendors will procure water from the municipal/ local water supplies. These activities will have minor impacts on air/ noise/ soil/ water. The beneficiaries will be trained and guided to use the supplied equipment. Kits/ tools, safely as per instructions. These activities will have minor impacts on the health and safety of workers and community. Traffic will not be affected due to these activities, as project activities will be conducted in schools/ clubs/ medical centres. However, during skilling/ training activities, if refreshments are supplied, then there is a possibility of some solid waste generation; which will be handed to municipal/ panchayat solid waste management system and will not be disposed in the community surroundings. All such programs will be conducted in well-ventilated and well-lit areas.

2.5. Social - Policy, Legal and Regulatory Framework

This section outlines relevant legislations applicable for the project. It encapsulates national and state legislation and other regulations and policies covering relevant aspects such as governance, land management and livelihood, inclusion, gender, labour welfare, employment and social protection of workers.

Table 4: Social – National and State Policies and Applicability

No.	Name	Applicability	Remarks
Labour Rights and Welfare			
1.	Interstate Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 [Occupational, Safety, Health and Working Conditions Code, 2020] Meghalaya Identification, Registration (Safety & Security) of Migrant Workers Act and Rules, 1980 & 2020	Yes	This Act mandates the registration of all migrant workers in the state. This act aims to ensure the safety and security of migrant workers by facilitating their identification and registration. In case workers at the project sites are migrants from other states, this legislation is to be followed for provisions on migrant labour.
2.	Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act 1996 [Occupational, Safety, Health and Working Conditions Code, 2020 Error! Bookmark not defined.] Meghalaya Building and Other Construction Workers (Regulation of Employment and Conditions of Service) (Amendment) Rules, 2025.	Yes	The project will ensure welfare and proper working conditions of all workers employed at the construction sites.
3.	The Contract Labour (Regulation and Abolition) Act, 1970 [Occupational, Safety, Health and Working Conditions Code, 2020 Error! Bookmark not defined.]	Yes	This Act aims to regulate the employment of contract labour in certain establishments, abolish contract labour in certain situations where it's deemed appropriate, prevent exploitation of contract labourers, and ensure better working conditions for contract labourers. This Act mandates registration of establishments, licensing of contractors, and outlines responsibilities for principal employers and contractors.
4.	The Child Labour (Prohibition and Regulation) Act, 1986	Yes	The project will avoid child labour. No child will be employed. No adolescent (under 18 years) will be engaged in hazardous work.
5.	The Bonded Labour (Abolition) Act 1976	Yes	The project will avoid bonded labour.
6.	Unorganised Workers' Social Security Act, 2008 and Rules 2009 & 2016	Yes	This Act aims to provide social security and welfare benefits to unorganized workers. The Meghalaya government has taken steps to implement the act, including reconstituting the State Social Security Board and

			establishing advisory committees.
7.	The Meghalaya Labour Laws (Amendment) Act, 2020	Yes	This Act primarily focuses on amending existing central labour laws like the Factories Act, 1948, the Contract Labour (Regulation and Abolition) Act, 1970, and the Industrial Disputes Act, 1947. These amendments were made based on instructions from the Ministry of Labour and Employment, Government of India, and were approved by the Meghalaya State Cabinet. The amendments aim to streamline and modernize labour regulations within the state, in line with the Labour Codes which are pending notification.
8.	Industrial Disputes Act 1947	Yes	The Act mandates setting up of grievance redressal authorities in establishments for settling of any disputes.
9.	Minimum Wages Act, 1948 [Wage Code, 2019Error! Bookmark not defined.]	Yes	The Act ensures that minimum wages are paid as per the provisions of this Act.
10.	Employees' Compensation Act, 1923 [Social Security Code, 2020Error! Bookmark not defined.]	Yes	This Act will be followed for providing compensation in case of disability or loss of limb or sight or life.
11.	Employee Provident Fund and Miscellaneous Provisions Act, 1952 [Social Security Code, 2020]	Yes	The project will ensure that the contractors will pay Employee Provident Fund as per the provisions of this Act.
12.	The Workmen's Compensation Act, 1923 (now known as the Employees' Compensation Act, 1923) Employees State Insurance Act, 1948 (ESI) [Social Security Code, 2020Error! Bookmark not defined.]	Yes	The ESI Act and Workmen's Compensation Act are applicable. The WC and ESI Acts provides for the payment of compensation to employees for injuries sustained due to accidents arising out of and in the course of their employment, including certain occupational diseases. It ensures that employees or their dependents receive financial support in case of death, disablement, or injury resulting from work-related incidents.
13.	Payment of Gratuity Act, 1972 [Social Security Code, 2020Error! Bookmark not defined.]	Yes	The provisions of this Act are applicable when paying gratuity.
Land Management			
14.	Right to Fair Compensation and	Yes	This Act is a landmark legislation

	Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013		aiming at ensuring fair compensation, transparent processes, and adequate rehabilitation and resettlement for individuals and families affected by land acquisition. This Act incorporates provisions for social impact assessments, public hearings, and enhanced compensation packages. No private land acquisition or use of government land is envisaged under the project.
15.	Street Vendors (Protection of Livelihood and Regulation of Street Vending) Act, 2014	Yes	This Act aims to protect the livelihoods of street vendors and regulate street vending activities in urban areas. It was enacted to provide social security to street vendors and establish a framework for their regulation. The Act mandates the formation of Town Vending Committees (TVCs) and the issuance of vending certificates to ensure vendors are not evicted arbitrarily.
Gender/GBV/SEA-SH			
16.	Sexual Harassment of Women in Workplace (Prevention, Prohibition and Redressal) Act of 2013	Yes	This Act is a comprehensive law designed to protect women from sexual harassment in workplaces and to provide a mechanism for redressal of complaints. It is based on the Visakha Guidelines established by the Supreme Court in 1997, which recognized sexual harassment as a violation of women's fundamental rights. This Act mandates the constitution of Internal Committees (ICs) in organizations with 10 or more employees, and Local Committees (LCs) for organizations with fewer than 10 employees or in cases where the complaint is against the employer.
17.	National Policy for the Empowerment of Women 2001	Yes	The Policy aims to advance, develop, and empower women in India by creating an environment that supports their full potential. The policy focuses on ensuring women's rights,

			promoting gender equality, and eliminating discrimination in all spheres of life. Institutions and mechanisms/schemes for assistance are created and strengthened for prevention of violence, including sexual harassment at workplace.
18.	Maternity Benefit Act, 1961	Yes	This Act regulates the employment of women in certain establishments during specific periods before and after childbirth, providing them with maternity benefits, such as paid leave, medical bonus, etc. It aims to protect women's employment and ensure they receive financial and other support during and after pregnancy.
19.	Equal Remuneration Act, 1976	Yes	This Act aims to ensure equal pay for men and women for the same work or work of a similar nature, and to prevent discrimination based on sex in employment matters. It also addresses issues related to recruitment, transfers, training, and promotions.
20.	Transgender Persons (Protection of Rights) Act, 2019	Yes	Provides for protection of rights of transgender people, their welfare, and other related matters.
21.	The Right to Information Act, 2005	Yes	The project will provide information to those who apply for the same as per the provisions of this Act.
Indigenous Peoples			
22.	Scheduled Castes and the Scheduled Tribes (Prevention of Atrocities) Act, 1989, and Rules, 1995	Yes	Relevant to the project and the Act aims prevention of any atrocities on the SC and ST groups and ensures they are not harmed or negatively impacted.

2.6. International Labour Conventions

India has ratified six out of the eight core/fundamental International Labour Organisation (ILO) Conventions. The international conventions ratified by the country are briefly described below:

Table 5: International Labour Law Convention

S. No.	International Labour Law Convention	Stipulation/ Terms and Conditions
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1.	Forced Labour Convention, 1930 (No. 29),	Prohibits all forms of forced or compulsory labour, which is defined as “all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily.” The convention also requires that the illegal extraction of forced or compulsory labour is punishable as a penal offence and that ratifying states ensure that the relevant penalties imposed by law are adequate and strictly enforced.
2.	Abolition of Forced Labour Convention, 1957 (No. 105),	Prohibits forced or compulsory labour as a means of political coercion or education or as a punishment for holding or expressing political views or views ideologically opposed to the established political, social, or economic system; as a method of mobilizing and using labour for economic development; as a means of labour discipline; as a punishment for having participated in strikes; and as a means of racial, social, national, or religious discrimination
3.	Equal Remuneration Convention, 1951 (No. 100)	Lays out the principles for equal remuneration for work of equal value and addresses gender discrimination
4.	Discrimination (Employment and Occupation) Convention, 1958 (No. 111),	Prohibits all discrimination and exclusion on any basis including of race or colour, sex, religion, political opinion, national or social origin in employment and repeal legislation that is not based on equal opportunities
5.	Minimum Age Convention, 1973 (No. 138)	To ensure the effective abolition of child labour and to raise progressively the minimum age for admission to employment or work. India has ratified this convention with a minimum age of 14 years
6.	Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, 1999 (No. 182).	Prohibition and elimination of the worst forms of child labour, including slavery, forced labour and trafficking in human beings. It prohibits the use of children in armed conflicts, prostitution and pornography, illegal activities such as drug trafficking and dangerous work.

2.7. World Bank Policies and Directives

2.7.1. Environmental and Social Framework (ESF)

The project will follow the World Bank ESSs, as well as the World Bank Group Environmental, Health and Safety Guidelines (EHSGs). Based on these policies, the environmental and social risk of the project is categorized as moderate, as referred to in the Environmental and Social Review Summary (ESRS).

The World Bank’s ESSs relevant for this project are listed in the table below:

Table 6: The World Bank Environment and Social Standards

Environment & Social Standard	National framework	Relevance
ESS 1: Assessment and Management of Environmental and Social Risks and Impacts	Environment Protection Act/ Rules 1986 and amendments till date EIA Notification 14th Sep 2006 and EIA Notification March 2020. The Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013	As per the MoEF&CC EIA Notification 2006, the works that are taken up under MPOWER do not require any EIA or approval from MoEF&CC or MSPCB. MPOWER will ensure that transportation related certifications (Pollution Under Control (PUC) certificates for vehicles, and fire and electrical safety permissions (for repair/ rehabilitation works) and labour regulations are implemented through contractors/ suppliers and monitored by E&S Specialists of MPOWER.
ESS 2: Labour and Working Conditions	Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 Workmen Compensation Act, 1923 Inter-state Migrant Workers Act, 1979 The Child Labour (Prohibition & Regulation) Amendment Act, 2016 Building and Other Construction Workers Welfare Cess Act, 1996 Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act) Contract Labour (Regulation & Abolition) Act 1970 Payment of Wages Act, 1936 Maternity Benefit Act, 1951 The Bonded Labour (Abolition) Act 1976 Bonded Labour System (Abolition) Rules 1976 The Trade Union Act, 1926	The national and state legal provisions cover requirements under ESS2 and the requirements of a functional GRM for different types of workers. For this project, a Labour Management Procedures is prepared to regulate working conditions and management of labour relations including worker specific GRM, terms and conditions of employment, code of conduct, non-discrimination and equal opportunities, protection of labour force, prohibition of child/force labour and provision of OHS requirements. The gap that the LMP fills is the provision of Code of Conduct for workers, GBV prevention measures, GRM for workers, etc. MPOWER will ensure that the ESS2 provisions are implemented through Contractors and monitored by E&S Specialists of MPOWER. The concerned Labour Officers will also be monitoring these.
ESS 3: Resource Efficiency and	The Mines and Minerals (Development and	ESS3 requirements are directly addressed by existing regulations and indirectly for

Environment & Social Standard	National framework	Relevance
Pollution Prevention and Management	Regulation) Act, 1957 Air (Prevention and Control of Pollution) Act, 1981, 1987 Water Prevention and Control of Pollution) Act, 1974, 1988 Noise Pollution (Regulation and Control Act) 2000 and amendments till date Hazardous & Other Waste (Management and Trans-boundary Movement) Rules, 2016 Manufacture, Storage & imports of Hazardous Chemicals (MSIHC) Rules, 1989 as amended till date The Batteries (Management and Handling) Rules 2001 Construction and Demolition Waste Management Rules, 2016 Vehicle Act 1988 Central Motor Vehicle Rules 1989 Energy Conservation Act, 2001 Roof-top Rain Water Harvesting, 1999	resource efficiency and climate change aspects, including pollution prevention and management. The MPOWER will ensure that the ESS3 provisions are implemented through Contractors and monitored by E&S Specialists of MPOWER. The MSPCB will also be monitoring these.
ESS 4: Community Health and Safety	The Gas Cylinder Rules 2016 Hazardous & Other Waste (Management and Trans-boundary Movement) Rules, 2016 Disaster Management Act, 2005 Solid Waste management Rules, 2016 Plastic waste management Rules, 2016 E-Waste Management Rules, 2016 Rights of Persons with Disabilities Act, 2016	These existing laws and rules are to protect community health and safety. Hence, these laws and rules fulfil the community health and safety requirements. The BIS standards and building codes address the community health and safety requirements. In addition, an ESMP will be prepared to be implemented by the contractors, keeping community health and safety in mind. This ESMP deals with community health and safety which includes OHS measures, labour Influx management Plan, workers camp management plan, traffic and road safety management plan, etc. The MPOWER will ensure that the ESS4 provisions are implemented through

Environment & Social Standard	National framework	Relevance
	<p>Air (Prevention and Control of Pollution) Act, 1981, 1987</p> <p>Water Prevention and Control of Pollution) Act, 1974, 1988</p> <p>Noise Pollution (Regulation and Control Act) 2000 and amendment till date</p> <p>Manufacture, Storage & imports of Hazardous Chemicals (MSIHC) Rules, 1989 as amended till date</p> <p>The Batteries (Management and Handling) Rules 2001</p> <p>Construction and Demolition Waste Management Rules, 2016</p> <p>Vehicle Act 1988 Central Motor Vehicle Rules 1989</p> <p>Bureau of Indian Standards (BIS)</p> <p>National Building Codes</p>	<p>contractors and monitored by E&S Specialists of MPOWER.</p>
<p>ESS 5: LA, Restriction on Land Use and Involuntary Resettlement</p>	<p>The Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013</p>	<p>The LA Act 2013 is most comprehensive which has provisions for detailed SIA, computation of compensation, payment to non-titleholders, restoration of CPRs, etc. However, minor gaps exist specifically related to aspects such as the identification of non-titleholders as PAPs and cut off dates for non-titleholders, etc.</p> <p>The MPOWER project does not foresee any land acquisition for the project. Hence there is no need for any RPF.</p>
<p>ESS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources</p>	<p>The Forest (Conservation) Act, 1980 and Amendments and The Forest (conservation) Rules 1981 and Amendments</p> <p>National Forest Policy 1988</p> <p>Biological Diversity Act, 2002</p> <p>Wildlife Protection (Assam Amendment) Act 2009</p>	<p>Provisions from the acts meet the ESS requirements. However, no works are foreseen in any biodiversity sensitive areas with wildlife presence and movement, protected areas, etc. under MPOWER. , this standard is not relevant.</p>

Environment & Social Standard	National framework	Relevance
	<p>Eco-sensitive Zone Notifications 2015 State Compensatory Afforestation Fund Management and Planning Authority Forest (Conservation) Amendment Rules, 2014 Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)</p>	
<p>ESS 7: Indigenous Peoples</p>	<p>Article 366 (25) of the Constitution of India Article 244(1) of Constitution of India - The Fifth Schedule under Article 244(1) of a subsequent Act of Constitution “Scheduled Areas” as such areas as the President may by order declare to be Scheduled Areas after consultation with Governor of that State. Scheduled Tribes and Other Traditional Forest Dwellers (Recognition of Forest Rights) Act, 2006 Panchayats (Extension to the Scheduled Areas) Act, 1996</p>	<p>The legislation meets the requirements of ESS, including FPIC. The MPOWER will ensure that the ESS7 provisions are implemented through itself and monitored by E&S Specialists of MPOWER. The concerned Tribal Development Councils will monitor these provisions.</p>
<p>ESS 8: Cultural Heritage</p>	<p>Ancient Monuments and Archaeological Sites and Remains Act, 1958 and 1959 The Treasure Trove Act 1878</p>	<p>Currently, this standard is not applicable to the project. However, if any cultural heritage issues occur, this law will apply. The Chance Finds procedures are available in the legislation. The chance find procedures will be included in ESMP, where prepared. Impacts on religious structures (not protected, but social and cultural value) will be mitigated or managed through provisions for restoration.</p>
<p>ESS 9: Financial Intermediaries</p>	<p>Not Applicable</p>	

Environment & Social Standard	National framework	Relevance
ESS 10: Stakeholder Engagement and Information Disclosure	EIA Notification 14th Sep 2006 and amendments till date. The Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013 Panchayats (Extension to the Scheduled Areas) Act, 1996 Right to Information Act, 2005	The legislation covers this ESS with the act requiring providing information when asked for. Almost all government agencies have GRM and Citizen Charters detailing the redressal and service levels. ESS 10 has the provision for borrower to respond grievances of project-affected parties related to the environmental and social performance of the project in a timely manner as well as to proactively disclosed publicly project related information. The MPOWER will ensure that the ESS10 provisions are implemented through itself and contractors and monitored by E&S Specialists of MPOWER.

2.8. Institutional Arrangements

The Government of Meghalaya has prepared and implemented several projects supported by multi-lateral development banks. Presently, the Planning, Investment Promotion & Sustainable Development Department (PIPSDD) runs several externally funded projects. The institutional arrangements for the MPOWER project are described in the Project Appraisal Document (PAD).

The SPMU demonstrates adequate institutional capacity to manage environmental and social (E&S) risks and impacts in accordance with national legal requirements and the World Bank’s Environmental and Social Framework (ESF). The SPMU is staffed with qualified environmental and social specialists supported by technical and administrative personnel, enabling effective oversight, coordination, and implementation of E&S measures. There are four designated Project Managers (Environment, Gender & Social Mobilization, Community and Information Education Communication, and one Assistant Project Manager (Community)) and a full-fledged Communication Team. The SPMU E&S Team will ensure compliance with the ESCP and the present ESMF, and guide and oversee the environmental and social management of risks and impacts by Sub-PMUs and District Offices.

Systems and procedures are being put in place for E&S screening, risk classification, preparation and implementation of safeguard instruments, monitoring and evaluation, and reporting. The SPMU has operationalized stakeholder engagement processes, including functional grievance redress mechanisms, and maintains effective coordination with relevant line agencies and local authorities. For compliance with the ESMF by contractors, the SPMU has the following provisions in the bidding documents:

- ✓ Environmental and Social Performance Security (2% of contract amount).
- ✓ Bidder to submit Code of Conduct for Contractors Personnel, preparation of method statement, i.e., ESHS Management Strategies and Implementation Plan and declaration on E&S Past Performance including GBV/SEA/SH.
- ✓ Requirement of staff such as ESHS Engineer, Environment Specialist, Health and Safety Specialist, Social Specialist, SEAH Specialist, etc.

- ✓ Environmental and Social requirements to be implemented on the basis of ESMF, conduct E&S screening for physical interventions of the project , prepare ESMP and C-ESMP based on the identified risks and and updat half yearly.
- ✓ Provision for Environment and Social Audit.
- ✓ Environmental and Social Metrics for Progress Reports.
- ✓ List of Labor and Environment Protection Laws to be complied with by all contractors.

Past performance in managing E&S aspects of comparable projects indicates a record of timely compliance, proactive risk mitigation, and effective resolution of issues. Dedicated budgetary provisions, institutional linkages, and capacity-building measures ensure that the PMU is fully equipped to manage E&S risks and impacts throughout all stages of the project cycle.

3. Potential Environmental, Social Risks, Impacts and Standard Mitigation Measures

3.1. Introduction

This chapter lays out the overall approach to be followed for managing environmental and social risks and impacts through the sub-project cycle. It includes a list of potential E&S risks and impacts that will be used as a reference when developing site-specific Environmental and Social Management Plans (ESMPs).

3.2. Project Activities and Risks and Mitigations

Table 7: Project Activities and Risks and Mitigation

Component	Activities	Environmental Risks and Mitigation Measures	Social Risks and Mitigation Measures
Component 1: Learning Mission, Life Skills, and Career Preparation in Schools a) Learning Mission for adolescents in upper primary grades. b) Life skills education through classroom sessions and in-school adolescent clubs.	Training, Teaching Material, Guidelines, Curricula, etc. Development, Printing and Distribution.	Risks <ul style="list-style-type: none"> ▪ Wastes from printing and binding activities, etc. Health and Safety Risks during printing such as risks of hazardous materials.(ink etc) Mitigation Measures <ul style="list-style-type: none"> ▪ All wastes from material production, printing, binding, etc. shall be segregated and disposed at designated sites. ▪ Minimize wastage of materials. ▪ All workers involved in printing should have proper PPE. ▪ Use Zero-VOC (Volatile Organic Compounds) adhesives. ▪ All vehicles carrying these materials must have Pollution Under Control certification. 	Risks <ul style="list-style-type: none"> ▪ Limited accessibility of teaching/learning/ training and other materials. ▪ Risks of SEA-SH during material distribution owing to contact between service providers and recipients. ▪ Risks of grievances related to improper material supply. ▪ Risk of child/ forced labour. ▪ Lack of understanding of employment terms and conditions. Mitigation Measures <ul style="list-style-type: none"> ▪ All teaching/ learning materials to be placed on website and distributed as per pre-determined quotas. ▪ All the service providers for material production and distribution to sign code of conduct. ▪ Comply with the GBV/SEA/SH Framework.

<p>c) Academic counselling and career readiness interventions.</p>			<ul style="list-style-type: none"> ▪ Establish an effective GRM to deal with grievances, including those related to GBV/SEA/SH, at field level. ▪ Periodic monitoring by Sub-SPMUs and District Offices to check if there is any child/forced labour. ▪ Print the employment terms and conditions in native language of the worker and read it out to them before signing; create awareness about terms and conditions.
<p>Component 2: Community Interventions and pathways for out-of-school adolescents</p> <p>a) Community Clubs.</p> <p>b) Community sensitization and capacity building</p> <p>c) Educational and Economic Pathways for out-of-school adolescents</p> <p>Component 3: State Capability</p>	<p>Training, Teaching, Counselling, Events, Gatherings, Field Visits.</p>	<p>Risks</p> <ul style="list-style-type: none"> ▪ Wastes from such as teaching materials, food and snacks, other materials, etc. ▪ Health and Safety Risks during field visits. ▪ Accidents during travel to training/ counselling, events/ gatherings/ field visit locations; due to drivers complacent drivers, difficult terrain and bad roads. <p>Mitigation Measures</p> <ul style="list-style-type: none"> ▪ All wastes shall be segregated and disposed at designated sites; proper disposal of wastes, obsolete equipment such as OHPs and used batteries, etc. as per guidelines. ▪ Minimize wastage of materials. ▪ The venues must have water and sanitation facilities, including sanitary napkins and disposal facilities. ▪ All workers involved in cooking and serving must have appropriate PPE. ▪ All vehicles to have PUC. ▪ All vehicles must have trained drivers in defensive driving methods; in view of difficult terrain, bad roads, etc. 	<p>Risks</p> <ul style="list-style-type: none"> ▪ Limited physical accessibility to the training/ teaching/ counselling/ events/ gatherings/ field visits, including for persons with disabilities. ▪ Exclusion of vulnerable and disadvantaged individuals and groups such as women, minorities, etc. from training/ counselling/ events/ visits. ▪ Risk of GBV/SEA/SH due to contact between adolescents, facilitators, students, teachers, trainees, trainers, counsellors, etc. ▪ Risks of grievances related to improper conduct and delivery of training/ counselling/ events/ visits. ▪ Risk of child/forced labour. ▪ Lack of understanding of employment terms and conditions. <p>Mitigation Measures</p> <ul style="list-style-type: none"> ▪ Choose venues with universal access, including for persons with disabilities; if not,

<p>and Program Management</p> <p>a) Development of a Competency and Wellbeing Framework for Adolescents</p> <p>b) State Capability, innovations and Youth Centres</p> <p>c) Project Management, Monitoring and Information System</p>			<p>provide access during trainings, events, field visits, etc.</p> <ul style="list-style-type: none"> ▪ Selection of candidates should be as per predetermined quotas including vulnerable and disadvantaged individuals and groups such as women, minorities, etc. for training/ counselling/ events/ visits. ▪ All training curricula and materials to be placed on website and distributed as per pre-determined quotas. ▪ Conduct training in remote areas as well. ▪ All the training/ counselling/ event/ field visits service providers to sign code of conduct. ▪ All participating adolescents, facilitators, students, teachers, trainees, trainers, counsellors, etc. to sign code of conduct. ▪ An effective GRM to deal with such cases to be in place at field level. ▪ Comply with the GBV/SEA/SH Framework. ▪ Periodic monitoring by Sub-SPMUs and District Offices to check if there is any child/ forced labour. ▪ Print the employment terms and conditions in native language of the worker and read it out to them before signing; create awareness about terms and conditions.
	<p>Establishment/ Upgradation/ Refurbishment of State Centre, CM Youth Centres,</p>	<p>Risks</p> <ul style="list-style-type: none"> ▪ Noise pollution from activities. ▪ Dust pollution from activities. ▪ Pollution from wastes (water or soil pollution due to waste being dumped into the environment, air pollution due to 	<p>Risks</p> <ul style="list-style-type: none"> ▪ Health and safety risks to surrounding communities, adolescents, students, trainees, teachers and trainers, etc. due to contractor’s activities.

	<p>Clubs, Labs, Teaching Rooms, Training Rooms, etc., and furnishings and equipment for these.</p>	<p>waste burning)</p> <ul style="list-style-type: none"> ▪ Occupational Health and Safety risks for workers during civil works, transportation of materials. <p>Risks of hazardous materials.</p> <p>Mitigation Measures</p> <ul style="list-style-type: none"> ▪ The PMU will prepare site-specific ESMPs as per the E&S procedure detailed in this ESMF. The contractor/ service providers need to prepare a Contractor Environmental and Social Management Plan (C-ESMP) for each site and get the same approved by Sub-PMU and PMU before starting the work and comply with this. ▪ Do not take up noisy works when schools are running. Keep noise levels within allowable limits (50 dB during the day and 40 dB at night). ▪ All wastes from the upgradation/ refurbishment activities shall be segregated and disposed at designated sites. ▪ Minimize wastage of materials. ▪ Provide water, toilet facilities, rest areas, etc. to workers. No open defecation at work sites. ▪ Since works are of short duration (3 to 6 months) involving 5-15 workers, provide rented accommodation to workers (if outstation workers) with water and sanitation facilities. ▪ All workers to use appropriate PPE for the type of work. ▪ Use Zero-VOC paints and adhesives. ▪ All furnishings/ equipment installation, operation and maintenance need to be as specified by manufacturer and as per standards. ▪ Proper disposal of wastes, spares, obsolete equipment and batteries, etc. as per guidelines. ▪ All vehicles to have PUC and must have trained drivers in defensive driving methods. 	<ul style="list-style-type: none"> ▪ Risk of SEA-SH due to workers coming into contact with adolescents, students, trainees, teachers and trainers, etc. ▪ Risks of grievances. ▪ Risk of child/ forced labour. ▪ Lack of understanding of employment terms and conditions. <p>Mitigation Measures</p> <ul style="list-style-type: none"> ▪ Place barricades and barriers preventing the workers from coming into contact with adolescents, students, trainees, etc. ▪ Provide warning sign boards around the work area. ▪ Examine the possibility of closing the school/ centre/ club during contractors' work hours. ▪ Provide barricades preventing unauthorized persons gaining entry into work area. ▪ All the contractors/ service providers' staff to sign code of conduct. ▪ An effective workers GRM needs to be established with the participation of Sub-PMU at each work site. ▪ Comply with the GBV/SEA/SH Framework. ▪ Periodic monitoring by Sub-SPMUs and District Offices to check if there is any child/ forced labour. ▪ Print the employment terms and conditions in native language of the worker and read it out to them before signing; create awareness about terms and conditions.
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3.3. Environmental and Social Management Procedure

To effectively plan, design and integrate environmental and social dimensions into the sub-project preparation and implementation cycle, key steps have been formulated. These steps must be followed through the key stages of the sub-project cycle such as screening (including its documentation), assessment (sub-project level as part of the planning/design process), implementation review and monitoring. This has been elaborated below and will include the following key steps:

- 1) **Environmental and Social Screening.** Once the sub-project sites are identified/short-listed, an environmental and social screening exercise will be carried out. This exercise will help in identification of environmentally sensitive areas such as National Parks/Sanctuaries, Wildlife Corridors, Reserved/Protected forests, areas with cultural heritage, etc. Similarly, the impacts on vulnerable and disadvantaged individuals and groups and perception of host community will be identified through this screening exercise. The results from this exercise will help in: (i) finalizing the sub-projects and (ii) identifying the need to obtain any regulatory clearances. Based on this, the prioritization and phasing of the work program/procurement plan will ensue.
The screening process for the project will use a robust methodology supported by use of scientific tools such as Geographic Information System (GIS) and remote sensing techniques, which will help in avoiding environmentally sensitive sites/features to a large extent. The results will be collated in the form of Screening Report/s. A screening checklist to be used for the project has been provided in Annexures.
- 2) **Public consultations.** Consultations with the public, particularly the beneficiary groups and people likely to be impacted, including host communities, will be carried out during various stages of the sub-project preparation and implementation. This includes consultations and seeking consensus on site identification and selection; designs; infrastructure provision and for understanding any specific social-economic needs of the community. All such proceedings, decisions/community consents and resolutions will be properly documented, including by written and visual means (guidance is included in SEP).
- 3) **Development of specific ESMP** (with the generic ESMP as a guidance) for each sub-projects to be included under the program.
- 4) **Integration of Environmental and Social Requirements in sub-project selection and design.** The Environment Social requirements from national and State-level laws, regulations and rules, as well as the World Bank ESF, along with the Health and Safety Guidelines (EHSGs), will be mainstreamed into facility selection and design process.
- 5) **Preparation of Bidding Document/s and integration of environment, health and safety requirements.** Environmental, social, health, and safety requirements to be adhered to during construction and preparation Environment and Social Management Plans to be integrated into the Bidding Documents. These requirements in form of conditions/specifications, drawings and Bills of Quantities (as required/relevant) will be built into the Bidding Documents.

- 6) **Monitoring Protocol** for regular supervision and reporting to be followed by PMU – this includes Contractor’s Environment and Social Management Plan (C-ESMP), OHS measures, Grievance Redress Mechanism and Gender Action Plan, including measures to address SEA/SH risks. Every sub-project under the project has to a) have disaggregated data by gender, b) contextualize the Gender Action Plan including measures to manage SEA/SH risks in the ESMP for the said sub-project.

3.4. Exclusion List

The Project does not propose to undertake sub-projects that 1) are in contravention of GoI and GoM Policy on Tribal groups or that require Free, Prior and Informed Consent (FPIC) under ESS7; b) are in contravention of labour laws and standards contained in ESS2 of WBG ESF, 2) cause habitat destruction and impact on designated/ protected natural habitats, 3) will affect the local culture, or 4) require land acquisition or include activities which use public/private land under dispute.

On point no. 2 above, the project will exclude from its scope sub-projects that are located in:

- Sensitive/critical natural habitats including National Parks and Sanctuaries
- Reserved and Protected Forests
- Ramsar Sites
- Wetlands
- River/stream beds
- Identified migratory routes/nesting/breeding sites of endangered species
- Within 100 mts. of archaeological monuments
- Coastal Regulation Zone
- Requiring clearance of Mangroves

3.5. Mitigation Measures

The following documents with appropriate mitigation measures are prepared and included.

Table 8: Risks and Mitigation Measures

No.	Risks	Mitigation
1	Wastes from Teaching Learning Materials, Training Activities, etc.	Activity specific Environment and Social Management Plan (ESMP) including waste management procedures to be prepared by PMU and Contractor ESMP (C-ESMP) to be prepared by Contractor.
2	Wastes from materials and equipment and operations	
3	Health and Safety (H&S) Risks	The activity specific ESMP to include mitigations for H&S risks. Labour Management Procedures (LMP) included
5	Limited participation of vulnerable and disadvantaged individuals and groups including women and tribals	SEP prepared Tribal Development Framework included
6	SEA-SH	GBV/ SEA-SH Framework included
7	Risks of Grievances	GRM included in SEP

4. Grievance Redress Mechanism (GRM)

The purpose of the GRM is to record and facilitate the resolution of concerns, complaints, and grievances about the Project performance on Environmental and Social aspects by affected populations and groups, as well as project workers. The GRM is designed to address concerns and complaints promptly and transparently at no cost for any reports made by project-affected parties (PAPs).

Standard Operating Procedures (SOPs), including an Escalation Matrix for grievances, will be prepared to put in place the Grievance Redress Mechanism. In addition, the Stakeholder Engagement Plan (SEP) includes relevant information regarding how the GRM will be set up for the project.

4.1. Procedures and Protocols

Publicly available procedures must outline timelines and decision-making structures, with distinct protocols for labour (ESS2), general (ESS10), and SEA/SH-related grievances, including SRGBV.

Under no. 1, grievances related to School-Related GBV (SRGBV) shall be able to be submitted to adequately trained staff in a gender- and age-sensitive manner. This will also require the implementation of SRGBV prevention protocols, complaints and referral mechanisms in selected school complexes, as well as any other requirement of national and State-level laws and policies, including the Protection of Children from Sexual Offences (POCSO) Act, 2012. This will include:

1. The establishment of protocols and complaints and referral mechanisms for reporting incidents of SRGBV.
2. The establishment of school-level SRGBV prevention mechanisms, and training of relevant stakeholders (teachers, students, parents, and administrative officials).

Any aggrieved worker shall have the option to report grievances on GBV/SEA-SH and call Women Helpline 181 for assistance. All sexual offences committed at workplace will apply the existing national and State-level laws and policies, including the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013.

The Grievance Redress Mechanism (GRM) for the project must be accessible, inclusive, and transparent, offering multiple channels for complaint submission including hotlines, email, online platforms, in-person offices, and IVCS structures, with 24/7 availability for GBV/SEA/SH survivors and support for anonymous submissions. Complaints must be registered with a reference number and resolved through a tiered escalation process. A secure, anonymized GRM register should track complaint details and resolution metrics, and data must be aggregated at the Sub-PMU level. Confidentiality guarantees, staffing clarity across all levels, and a dedicated GRM budget covering training and communication must be in place. A training plan must support the rollout of the GRM, especially for those handling sensitive complaints.

4.2. WB's Grievance Redress Service (GRS) / Independent Inspection Panel

Communities and individuals who believe that they are adversely affected by a World Bank supported project may also submit complaints directly to the WB's Grievance Redress Service (GRS). Project affected communities and individuals may submit their complaint to the WB's

independent Inspection Panel which determines whether harm occurred, or could occur, as a result of WB non-compliance with its policies and procedures.

For information on how to submit complaints to the World Bank’s corporate Grievance Redress Service, please visit <http://www.worldbank.org/en/projects-operations/products-and-services/grievance-redress-service>. For information on how to submit complaints to the World Bank Inspection Panel, please visit www.inspectionpanel.org.

4.3. Principles for GRM setup

1. Access and Submission Channels

- Multiple channels must be available: telephone hotline, WhatsApp, email, online platform, in-person at district offices or project sites, IVCS members, and complaint boxes.
- GRM must be available 24/7 for GBV/SEA/SH survivors.
- Anonymous complaints must be allowed.

2. Complaint Registration and Tracking

- Complaints must be registered with a reference number provided to the complainant.
- District Office must respond within 7 days.
- If unresolved, escalate to PMU for resolution within 10 days.
- Final escalation to Project Director for resolution within 20 working days.

3. Recordkeeping and Data Management

- A GRM register must be maintained at district offices and IVCS locations.
- The register should be accessible only to designated officers.
- Data must be anonymized and shared periodically (e.g., monthly with the World Bank).
- The register should include:
 - Number of grievances received
 - Uptake channel used
 - Resolution time
 - Compliance with standards
 - Issues raised
 - Remedial actions taken
 - Complainant satisfaction

4. Transparency and Public Awareness

- GRM procedures must be publicly available.
- Include expected timelines for acknowledgment, response, and resolution.
- Conduct periodic awareness-raising activities.
- Include transparency about governance and decision-makers.

5. Specialized Procedures

- Distinct procedures for:
 - GBV/SEA/SH survivors
 - School-Related GBV (SRGBV)
 - Labor complaints (ESS2) vs. general complaints (ESS10)

6. Confidentiality and Safeguards

- Include a section on confidentiality guarantees:
 - Inform users about data collection and access.
 - Include safeguards and sanctions for breaches of confidentiality.

7. Staffing and Governance

- Identify GRM personnel at sub-district, district, and state levels.
- Clarify if existing staff can manage GRM or if new hires are needed.

8. Monitoring and Reporting

- Add a chapter on how feedback/ grievances will be recorded and aggregated at the Sub-PMU level.
- Include principles for how grievances will be investigated.

9. Budgeting and Training

- Ensure the SEP includes a dedicated GRM budget.
- Budget categories may include:
 - Staffing
 - Management information systems
 - Communication materials
 - Trainings
 - Suggestion/ grievance boxes
- Include a training plan for GRM rollout, especially for handling SEA/SH complaints.

Annexure 1: Environmental and Social Screening Formats

Identification

S No	Particular	Response
1.	Date of screening	
2.	Type of facility	Schools/ Hostels/ Clubs/ Service Providers/ Hospitals
3.	District	
4.	Village/Town	
5.	GPS coordinates	

Baseline Environmental condition

S. No	Details to be given	Response	Remarks
6.	Distance from nearest habitats forest, wildlife sanctuary national park community reserve biosphere elephant pass wetland		
7.	Distance from nearest physical cultural resources protected monuments archaeological sites, culturally important sites sacred groves		
8.	Presence of waterbodies, stream, rivers etc. near the facility		
9.	Presence /Sighting of any major species flora and fauna in premises		
10.	Presence of paddy fields and other inland wetlands		

Infrastructure Details

S. No	Details to be given	Response	Remarks
11.	Total area in sq. meter		
12.	Total capacity (Students/ Members/ inmates/ Beds/ Staff)		
13.	Type of structures		
14.	Is the facility adequate for indoor and outdoor space		
15.	Do the facility have proper Ventilation?		
16.	Do facility have Structural safety:		
17.	Boundary wall		
18.	Gate		
19.	Guard/Watchperson		
20.	CC TV Cameras		

21.	Playground		
22.	Indoor games facility		
23.	Lighting inside and outside		
24.	Waiting areas for male and female		
25.	Water supply with water source, quantity, quality		
26.	Rainwater harvesting facility		
	Sanitation Facilities		
27.	Total toilets for boys		
28.	Total toilets for girls		
29.	Water facility for toilets		
30.	Waste disposal for toilets: leach pit, septic tank, sewage system, etc		
31.	Availability of sanitary napkins dispenser		
32.	Availability of sanitary napkins incinerator/ disposal		
33.	Availability of water and hand washing facility at toilet		
34.	Toilet condition and usage		
35.	Solid waste disposal Recycling of recyclables, food wastes, garden wastes, etc.,		
36.	Electricity: availability		
37.	Does the facility have electric appliances?		List
38.	Does electric appliance have any issues?		List
39.	Type of cooking fuel used at facility for trainings/ events/ gatherings		
40.	Type of fuel used for mid-day meal scheme in the schools under the MPOWER		
41.	Type of stove used at facility		
42.	Do the kitchen have proper ventilation?		
43.	Do kitchen have Storage cabinets for food items?		
44.	Do the facility have separate washing facility in kitchen?		
	Hazardous materials		
45.	Is the facility use of any hazardous materials in construction (e.g., lead based paints, asbestos containing materials such as AC roofing sheets and pipes, materials that pose fire hazard, etc.)		
	Disaster readiness at facility		
46.	Fire safety (availability of fire extinguisher) and fire assembly points		
47.	Earth quake, windstorms (cross braces)		
48.	Landslides (retaining walls)		
49.	Laboratory safety (Educational institutions)		

50.	Provision of separate area for safe chemical handling		
51.	Do the facility have universal design facility (ramps, corridors, entry and exit gate, etc.) for persons with disabilities?		
52.	Availability of Notice/ guidelines/ Information on maintaining Health, Hygiene of students, staffs, other service users		
53.	Do facility have Biomedical waste disposal arrangements for first aid facilities in schools/ clubs/ etc.?		
	Information on environmental enhancement aspects		
54.	Rainwater harvesting structure		
55.	Use of Photovoltaic Solar/ Other Renewable Energy		
56.	Plantation within the school/ club/ etc. compounds		
57.	Any other		

Annexure 2: Labour Management Procedures

The purpose of the Labour Management Procedures (LMP) is to identify the main labour requirements and related risks associated with the project and to determine the resources necessary to address project-related labour issues. The LMP aims to provide a clear understanding of what is required on a specific labour issue to different project-related parties, including staff of the State Project Management Unit (SPMU) and sub-Project Management Units (Sub-PMUs) set up under the Department of Education (DoE), Department of Health and Family Welfare (DoHFW), and Department of Sports and Youth Affairs (DoSYA), District Project Management Units (DPMUs), Consultants for Design and other Studies, the Contractors and their sub-contractors and other workers of the project. It sets out the approach to meet all national and state requirements as well as the World Bank Environmental and Social Framework, specifically Environmental and Social Standard 2: Labour and Working Conditions.

1. Project Workers

The table below provides an estimate of project workers for MPOWER. These estimates are made based on the information available on likely interventions and investments.

Table 9: Categories of Workers

SNo.	World Bank Worker's Categories	Type of Project Workers	Estimated number
1	Direct	All MPOWER (MBMA) Staffs All CMYC Staffs All sub-PMU Staffs Consultants	20 1056 18 25
2	Contracted	Construction Workers NGOs	50
3	Primary Supply	Project Vendors	30
4	Community	ASHA (Accredited Social Health Activist), Anganwadi workers, Village Employment Council (VEC), Self Help Groups (SHGs), School Management Committees (SMCs), Village Health Councils (VHCs)	
		Total	1199

1.1. Characteristics

The Project Workers are grouped into the applicable categories as below:

1. Direct Workers
2. Contracted Workers (Construction workers and NGOs)
3. Primary Supply Workers (when applicable)

Direct Workers: The Direct Workers will be the personnel (both regular government staff and contracted staff) of PMU (MBMA), Sub-PMUs (DoE, DoH, DoSYA) and DPMU. These direct

workers will be stationed at State Project Management Unit (PMU) at Shillong and at Sub-Project Management Units (Sub-PMUs) at the state and at District Management Unit at district level and at Block and Village level. Implementation stage: Project will contract Project Managers to assist PMU and District Coordinators and Financial Officers at DPMUs, CMCY Coordinators and Youth Facilitators at Block/Village level to implement the project activities. These multidisciplinary consultants/professionals over the project implementation phase would be engaged initially for a period of 6 years. These workers will be technically qualified with a minimum age of 18 years. The workers deployed will be a mix of persons from Meghalaya and other states. Also, PMU will contract implementation.

The project requires different types of consultancy services for various stages of the project. These include preparation of POM, ESMF and other studies, etc. SPMU will contract different consultants to undertake all such studies. The consultants for such studies are expected to be multidisciplinary consultants/professionals over the project preparation as well as implementation phase as per project requirement. These consultants will be technically qualified with a minimum age of 18 years. The deployed by consultants will be largely a mix of personnel from Meghalaya and migrants from outside of Meghalaya, meeting the work requirements.

Contracted Workers: This category comprises the following sub-categories of Contracted Workers:

- a. **Construction Workers:** The project does not include any new construction or renovations. However, there may be some minor rehabilitation of infrastructure. The civil works under the project may require semi-skilled and unskilled workers or labour that will likely constitute nearly 95% of contracted workers, whereas skilled work supervisors and technicians will constitute about 5%. The majority of the skilled and unskilled workers are likely to be from within Meghalaya. These workers will not require any camps. These workers will be normally sourced through registered labour contractors with a labour license as a standard operating practice. The age of the technically qualified and or skilled contract workers can range between a minimum of 18 years and maximum 60 years, whereas the age of unskilled workers can range between 18 to 50 years. About 5-10% of the unskilled workers are expected to be women.
- b. **Non-Governmental Organisations (NGOs):** The project will engage NGOs if required, to support the vulnerable and disadvantaged individuals and groups.

Primary Supply Workers: The primary suppliers for the project will mainly be construction material suppliers, electrical and medical equipment suppliers, IT and communication equipment suppliers etc. The number of Primary Supply Workers will be around 10.

The selection process of all workers will follow fair and inclusive employment practices and the principles of non-discrimination, equal opportunity, and the inclusion of vulnerable and disadvantaged individuals and groups and marginalized groups within all labour-related aspects of the project. There will be no barriers to participation, the recruitment process will ensure equitable access to job opportunities. The work environment for all workers will be safe, respectful, and supportive. To this effect, the Human Resources wing of SPMU, PIP&SDD will make targeted action plans and prepare standard operating procedures.

1.2. Duration and Timing of Labour requirements

Most Direct Project workers are expected to continue throughout the project implementation period, with some intermittent short-term consultants. The project will be implemented all districts in Meghalaya. However, deployment of contracted workers for any construction related activities will be need based. The PMU/DPMU/YF will be engaged from the first year itself. Anticipated deployment, location, duration of project workers is given in below table.

Table 10: Anticipated Deployment and Location of Project Workers

No.	Type	Number	Locations	Duration	Skill Level
1	Direct Workers				
	SPMU (MBMA)	11	At Shillong	Throughout Project Period	Executive and Supervisory / Managerial/ Technical level
	Sub - PMU	18			
	PMU	9			
	DPMU Block Cluster	36 20 1000	DPMU offices in districts	Throughout Project Period	Executive and Supervisory / Managerial/ Technical/ Skilled level
	Consultants for Project Preparation and other studies (e.g. DPR, ESIA, Institutional Strengthening/Organization Studies, Baseline studies, etc)	25	PMU at Shillong, districts within State and at respective Consultants corporate office, elsewhere	6-years	Executive Supervisor / Managerial and Subject specialists
2	Contracted Workers				
a)	Construction Workers	50	Construction locations/ and construction or upgradation of facilities across 12 districts	6-years	Varied (Executive and Supervisory/ Managerial, skilled, semi-skilled and unskilled labour)
3	Primary Supply workers	30		Throughout Project Period	Executive Supervisor / Managerial and Subject specialists
	Total Workers			1,199	

1.3. Information on Contracted Workers

PMU, through its DPMUs will maintain information on engagement of contracted workers of all categories. The contractors will be contractually obligated to maintain updated information on all categories of contracted workers, especially migrant construction workers, if any and periodically share the same with respective DPMUs, which in turn will be available with the PMU. The format

for submitting information on all contracted workers will be finalised during mobilization phase of the contractor.

It is estimated that there will be about 50 contracted workers. These workers will be local as the kind of skills needed for contractors and consultants both are available locally.

If any contractor/ consultants bring in workers from other states, the provisions of Interstate Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 will be applied; such as registration under the Act, information about the workers to local police, advance payment of return fare to place of origin, etc.

2. Key Potential Labour Risks Assessment

2.1. Project Activities

The project will involve a number of civil works in areas that will be determined in more detail in the site-specific ESMPs to be prepared for the activities/works.

The activities will include the following:

- Retrofitting facilities of existing Youth clubs/Centres involving repair, structural strengthening, and additional facilities (toilets, etc.) and design suitable for the vulnerable and disadvantaged individuals and groups (elderly, women, differently abled, children etc.);
- Site clearance activities including clearing and grubbing;
- Procurement of construction materials, stacking and transportation to work sites;
- Plastering, whitewashing and painting;
- Collection, transportation and disposal of all construction debris at approved locations;
- Fittings and Furnishings;
- Equipment installation.

2.2. Key Labour Risks

Following are the potential risks associated with workers/labours engaged in construction works.

- a) *Child and Forced Labour.* The problem of child labour is very common in the entire state of Meghalaya. Since the state of Meghalaya is predominantly agrarian, children help their parents in the fields and farms and hence are mainly concentrated in agricultural activities.
- b) *Migrant and Seasonal Labour.* The project may attract labours from other districts of Meghalaya.
- c) *Occupational health and safety.* Given the nature of these works, risk relating to occupational health and safety requirements will not be significant. Though the OHS risks are minor, the contractors need to include these in the ESMP to be prepared including PPE for safety, Water and sanitation facilities for workers, etc.
- d) *Sexual exploitation and abuse/sexual harassment.* Given the nature of activities involving the participation of women in works and works in proximity to habitations, there could be risk of gender-based violence, sexual abuse and sexual harassment, ill-treatment and exploitation.
- e) *Labour influx.* Though labour influx is likely to be low as will require small number of labours employed locally, it would entail the following risks:

1. Unclear terms and conditions of employment (particularly for unskilled construction workers/labor)
2. Denial for workers' rights to form workers organizations, etc. (particularly for unskilled construction workers/labor)
3. Absence of a grievance mechanism for labor to seek redressal of their grievances/issues
4. Health risks of labor relating to drugs, HIV/AIDS and other sexually transmitted diseases.

Management of labour risk risks, OHS risks and related issues arising during construction will be the contractors' responsibility. Under ESS2, the Government of Meghalaya will require that all contractors engaged on the project operate in a manner consistent with the requirements of the ESSs, including the specific requirements set out in the ESCP. The Government will manage all contractors in an effective manner, including: (a) Assessing the environmental and social risks and impacts associated with such contracts; (b) Ascertaining that contractors engaged in connection with the project are legitimate and reliable enterprises, and have knowledge and skills to perform their project tasks in accordance with their contractual commitments; (c) Incorporating all relevant aspects of the ESCP into tender documents; (d) Contractually requiring contractors to apply the relevant aspects of the ESCP and the relevant management tools, and including appropriate and effective non-compliance remedies; (e) Monitoring contractor compliance with their contractual commitments.

The OHS and CHS requirements under MPOWER will be specified and incorporated as special conditions and performance requirements in all bid documents of concerned contract packages. Cost provisions for implementing OHS & CHS requirements will be built into the item rates, so that contractor can perform requirements fairly and objectively. In addition, 2% of contract amount will be earmarked as OHS & CHS performance security in the bidding documents. The section on Responsible Staff and Contractor Management provides more details. The contractor will prepare an activity specific ESMP.

3. Overview of Labour Legislation: Terms and Conditions

3.1. Regulatory Framework

India is currently in the process of consolidating all labour laws into four comprehensive Labour Codes which regulate: (i) Wages, (ii) Industrial Relations, (iii) Social Security, and (iv) Occupational Safety, Health and Working Conditions. These Codes have been passed by Parliament and have received Presidential Assent. Draft National Rules for operationalising the Codes have been circulated for comments but have not been passed yet. Since labour falls under the Concurrent list, both, the central and state governments are empowered to legislate on the subject. This means that Meghalaya could enact Rules to operationalise the Codes, but the state is yet to frame the Rules and notify them. Thus, for implementation of these Codes, Rules under these must be notified by central as well as the GoM for enforcing these in the state; until such time, the existing labour laws will be applicable.

Chapter 4 summarizes the present national and state labour legislation and international conventions with reference to terms and conditions of work, compensation and benefits as applicable for this project. The key aspects are given below:

1. Minimum Wages

Minimum wages for various trades are determined and notified periodically (annually or quarterly) by the respective District Labour Commissioners, in accordance with the provisions of the *Minimum Wages Act, 1948*. Employers are required to ensure that all workers are paid wages not less than the rates prescribed for their respective categories and locations.

2. Deductions from Wages

As per the *Payment of Wages Act, 1936*, no unauthorized deductions shall be made from the wages of workers. Any permissible deductions must be made in accordance with the provisions of the Act and must be duly recorded in a register maintained for this purpose. Workers must be informed of such deductions.

3. Statutory Benefits

All statutory benefits mandated under applicable labour laws (such as the *Employees' Provident Funds and Miscellaneous Provisions Act, 1952* and the *Employees' State Insurance Act, 1948*) must be provided to eligible workers. This includes, but is not limited to, contributions to provident fund, insurance benefits, and other welfare provisions.

4. Working Hours and Weekly Rest

In accordance with the *Factories Act, 1948* and/or the *Shops and Establishments Act* (as applicable), the standard working hours shall not exceed 8 hours per day. Workers are entitled to a weekly day of rest, which shall be determined in consultation with the workers and communicated clearly.

Based on the above regulations the contracts issued to the workers by contractors should mention the following:

1. Name of Worker, Address, Contact Details
2. Age, Gender
3. Category of Worker and Trade
4. Duration of Contract
5. Terms of the Employment
6. Remuneration, Wages to be paid, Overtime rates, Other Allowances to be paid, Deductions
7. Working Hours and Holidays
8. Accommodation and other facilities
9. Sickness and Disability provision
10. Insurance applicable
11. Termination, Notice Period, Compensation and Benefits
12. Code of Conduct to be followed and Restrictive obligations
13. GRM available, Choice of law and jurisdiction
14. Confidentiality

4. Overview of Labour Legislation: Occupational Safety and Health

There is no major civil work under the project, and it is limited to minor repair, renovation and retrofitting, the occupational health and safety risks largely emerge from the minor civil works under the project. The key occupational health and safety guidelines specific to dealing with construction workers is provided in:

4.1. National Policy on Safety, Health and Environment at Workplace (NPSHEW), 2009

The GoI's National Policy seeks continuous improvement in Occupational Safety, Health and Working Conditions at workplaces. The policy objectives are to achieve: (a) Reduction in incidence of work-related injuries, fatalities, diseases, disasters, and loss of national assets; (b) Comprehensive data base for facilitating better performance and monitoring; (c) Enhancement of community awareness regarding safety, health and environment at workplace related areas; (d) Continually increasing community expectation of workplace health and safety standards and (e) Improving safety, health and environment at the workplace by creation of "green jobs" contributing to sustainable enterprise development.

4.2. Code on Occupational Safety, Health and Working Conditions, 2020

The Government of India, through the Ministry of Labour and Employment has prepared a Code on Occupational Safety, Health and Working Conditions, 2020 by amalgamating 13 existing labour laws/acts, including The Contract Labour (Regulation and Abolition) Act, 1970, The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996. The OSH Code includes provisions on safety and health and working conditions, provisions of PPEs, protocols for reporting accidents, awareness and toolbox meetings/guidance sessions to prevent accidents at workplace, welfare provisions for employees at work sites, leave provisions and hours of work.

In the case of contract workers, the Code will apply to establishments or contractors employing fifty or more contract workers (on any day in the last one year) as opposed to twenty (as given in the earlier Act). In the case of interstate migrant workers, Code will apply to establishments or contractors employing ten or more inter-state migrant workers as opposed to five (as given in the earlier Act). The Code also provides certain benefits for inter-state migrant workers. These include: (i) option to avail the benefits of the public distribution system either in the native state or the state of employment, (ii) availability of benefits available under the building and other construction cess fund in the state of employment, and (iii) insurance and provident fund benefits available to other workers in the same establishment. **The Meghalaya Rules for the Code are yet to be drafted and notified to make this Code operational.**

4.3. The Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Act, 1996 and Rules

The Central Building and Other Construction Workers' Act, 1996 and The Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Act, 1996 and Rules, mandate the employer to ensure safety at work sites through use of appropriate safe practices for working, provision and use of safety gear, provision of PPEs, housing accommodation with facility for bathing, washing, periodic health checks, drinking water facilities and sanitation facilities at work sites, canteen for workers, siting criteria for establishing canteen, separate toilets for males and females, first aid facility at camps sites and work sites, day creche facilities, among others. The Contractors will register all unskilled workers under this act to access various benefits from the Government. The contractors will pay the subscription for registration of workers. PMU will include this in the bid documents as well.

4.4. Enforcement Agencies

At state level, Commissioner, Labour Welfare will be responsible for enforcing both labour and OHS legislations. And at district level Assistant Labour Commissioners are responsible for enforcing both labour and OHS legislations. Labour inspector from the Department of Labour Welfare may visit and inspect the site to enforce legal provisions related to conditions of work and protection of workers, and supply technical information to comply with these provisions, and to bring the same to the notice of the Competent Authority any defects or non-compliance with these provisions specifically not covered by the contractors. The contractors will submit the half yearly compliance reports to Assistant Labour Commissioner at District Labour Welfare Office.

Notices showing the rates of wages, hours of work, wage periods, dates of payment of wages, names and addresses of the Labour Inspectors having jurisdiction, and date of payment of unpaid wages, shall be displayed in English and in Hindi and in the local language understood by the majority of the workers in conspicuous places at the establishment and the work-site by the principal employer or the contractor, as the case may be. These will also form part of the Terms of Contract to be issued to every worker.

5. Responsible Staff

Staff of the following agencies shall be responsible for the following activities:

MBMA - MBMA has set up a PMU at its headquarters in Shillong, headed by the Project Director (at the level of Principal Secretary/Secretary). Additional Project Directors (APDs) from DoE, DoHFW, and DoSYA. Sub-PMUs in the DoE, DoHFW and DoSYA will work under the overall supervision and guidance of the respective departmental APD. The HR and Admin Manager of MBMA part of PMU will hold the overall responsibility for implementation, monitoring and reporting of the LMP covering project workers, contract workers, and the primary supply workers (when applicable). The HR and Admin Manager of MBMA will be responsible for providing guidance and advice to the key focal persons for social and environmental management in the PMU, in overseeing the implementation of the LMP and compliance with LMP provisions.

The PMU will also engage Project Managers with expertise in environmental, social, occupational health and safety issues throughout the project period, and will be responsible for the following:

- Implement this LMP;
- Ensure that civil works contractors comply with these LMP, and also adhere to occupational health and safety measures;
- Ensure the contracts with the contractors are developed in line with the provisions of this LMP and the project's ESMF;
- Monitor to verify that contractors are meeting labour and OHS obligations toward contracted and subcontracted workers;
- Monitor contractors and subcontractor's implementation of LMP;
- Monitor compliance with occupational health and safety standards at all health care facilities and all workplaces;
- Monitor and implement training on LMP and OHS for project workers;
- Ensure that the grievance redress mechanism for the project is established and implemented and workers are informed of its purpose and how to use it;
- Have a system for regular monitoring and reporting on labour and occupational health and safety performance;
- Monitor implementation of the Worker Code of Conduct.

5.1. Engagement and management of Project workers

All direct workers engaged at PMU and Sub-PMUs will be managed by and overseen by the respective heads with the support of specialists in the PMU and Sub-PMU. The PMU will be responsible for the overall implementation and oversight of the LMP. The HR & Admin will be supported by the DPMU. The Project Manager at PMU will be responsible for organizing the training of workers and workers grievance management.

At the district level, the PMU will be supported by the DPMU offices in charge of implementation. The District Coordinator will be responsible for the engagement and management of contractors and sub-contractors during the retrofitting/upgradation works under the project. The District Coordinator will be responsible for tracking and resolving workers' grievances.

At the field level, every contractor will be mandated and responsible for workers' health, safety and welfare at the construction site. The OHS measures will be stipulated in the site-specific ESMP.

Table 11: Engagement and Management of Project Workers and key LMP provisions

Category of Project Workers	Project Workers by role	Responsible Staff of Department	Key Actions by the Responsible Staff
Direct Workers	Direct Workers will be the personnel (both regular staff and contracted staff) of PMU, Sub-PMU and DPMU	PD and APD through HR & Admin Manager (MBMA)	<ol style="list-style-type: none"> 1. Ensure that all employees are above the age of 18 years, or if they are between 14 and 18, that work is provided in compliance with national law and ESS2. 2. Ensure that no children under 14 years of age will be engaged for any kind of work. 3. Ensure the consultants engaged for work related to core functions of the project, if hired directly by the project, are governed by the policies of Government of Meghalaya/India and in the case of any firm, the consultants will be governed by the policy of the firm. 4. Address any gap between national legislation and ESS2 and addressed them in line with ESS 2. 5. Adhere to LMP requirements of OHS & CHS and forced labour. 6. Ensure that contractors (including sub-contractors) working under the project will not engage in child labour and forced labour (all forms), including bonded labour (working against an impossible debt), excessive restrictions for freedom of movement, or inordinately long notice periods. This will be ensured through: <ol style="list-style-type: none"> i) Inclusion of CoC (Code of Conduct)

Category of Project Workers	Project Workers by role	Responsible Staff of Department	Key Actions by the Responsible Staff
			<p>in the contract documents; ii) OHS & CHS performance requirements on handling workers and community. Establishing grievance mechanism for workers and community iii) There would be written contracts for each worker. iv) The wages will be paid directly and payment of wages to Labor contractors will be avoided.</p> <p>Consultants engaged exclusively for the project will be governed by the following provisions:</p> <ul style="list-style-type: none"> • Ensuring that all employees are above the age of 18 years. • Under no circumstances children less than 14 years of age will be engaged for any kind of work and is a prohibited activity as per GOI norms. • The consultants will be governed by the policy of the firm. <p>Any gap identified between the firm’s policy and the requirements of ESS 2, will be addressed in line with ESS 2.</p>
	<p>Consultants for Project Preparation and other studies (e.g. POM, DPR, Institutional Strengthening/Organizational Studies, Baseline studies, communication etc.)</p>		<p>Consultants engaged exclusively for the project will be governed by the following provisions:</p> <ul style="list-style-type: none"> • Ensuring that all employees are above the age of 18 years. • Under no circumstances children less than 14 years of age will be engaged for any kind of work and is a prohibited activity as per GOI norms. • The consultants will be governed by the policy of the firm. <p>Any gap identified between the firm’s policy and the requirements of ESS 2, will be addressed in line with ESS 2.</p>
<p>Contracted Workers</p>	<p>Construction Workers (performs skilled/ semi-skilled/ unskilled)</p>	<p>District Coordinator, DPMU</p>	<p>Ensure at the district level that contractors (including sub-contractors) working under the project will not engage in child labour and forced labour (all forms), including bonded labour (working against an impossible debt), excessive restrictions for freedom of</p>

Category of Project Workers	Project Workers by role	Responsible Staff of Department	Key Actions by the Responsible Staff
	work as required by the activity under the supervision of Contractors' staff)		movement, or inordinately long notice periods. This will be ensured through: i) inclusion of CoC (Code of Conduct) in the contract documents; ii) OHS & CHS performance requirements on handling workers and community. Establishing grievance mechanism for workers and community iii) There would be written contracts for each worker. iv) The wages will be paid directly and payment of wages to Labor contractors will be avoided.
Primary Supply workers	Workers involved with primary suppliers and involved in providing goods and services for the core functions of the project	PD and APD through HR & Admin Manager (MBMA)	1. Under no circumstances, the primary suppliers and their workers working under the project will engage child labour and forced labour (all forms) including bonded labour (working against an impossible debt), excessive restrictions for freedom of movement, inordinately long notice periods 2. In case there are significant risk of serious safety issues related to primary supply workers, introduce procedures and mitigation measures to address such safety issues through i) inclusion of CoC (Code of Conduct) in the contract documents; ii) OHS performance requirements on handling workers iii) Establishing grievance mechanism for workers iv) Other site-specific measures

5.2. Occupational Health and Safety (OHS)

Given there is no major civil work under the project, and it is limited to minor repair, renovation and retrofitting, equipment installation. The occupational health and safety risks largely emerge from the pandemic like situations and with minor civil works under the project. The key occupational health and safety guidelines specific to dealing with construction workers is provided in 'The Building and Other Construction Workers (Regulation of Employment and Condition of Services) Central Rules, 1998' and now in the process of being further updated with labour law reforms through 'The Occupational Safety, Health and Working Conditions Code, 2019 bill in the parliament which consolidates and updates codes for 13 odd labour laws in the country.

The responsible persons for OHS are primarily the Labour Welfare Officers of the Contractors and at the project end the PD, APD and the District Coordinators.

6. Policies and Procedures

Policies and Procedures are listed under the following sub-headings:

- (a) Incidents and Accident related;
- (b) Labour influx and GBV/SEAH related; and
- (c) Occupational Health and Safety related.

6.1. Incidents and Accident Notifications

The contractor will promptly notify to the DPMU within 24 hours any incident or accident related or having an impact on the Project which has, or is likely to have, a significant adverse effect on the environment, tangible cultural heritage, the affected communities, the public or workers. They will provide sufficient detail regarding the incident or accident, indicating immediate measures taken to address it, and including information provided by any contractor and supervising entity. Further, the DPMU will appraise this to PMU and the World Bank within 24 hours as listed out in the project Environmental and Social Commitment Plan (ESCP). These accidents/ incidents will be recorded using ESIRT procedure in the bank.

The mitigation measures for the accident risks are a) provision of appropriate PPE, b) good housekeeping, c) proper maintenance of tools and equipment, d) training about the tools and equipment to be used, etc. after conducting a proper Hazard Identification and Risk Assessment for each activity.

6.2. Labour Influx and GBV/ SEAH

Project interventions related to construction/upgradation works will involve construction contracts that utilizes largely workers who will be employed through locally. Hence the labour risks associated with the contract work is expected to be low.

Safety of women and girls from any sexual exploitation and abuse (SEA) and sexual harassment (SH) and mechanism to access redressal services such as services provided by One Stop Centre (OSC), Women Helpline (181), Child Helpline (1098), Child Care Institutions, District Child Protection Units (other state-sponsored and non-governmental institutions/services, etc. among others). Among other things, the project will take up a mapping and capacity assessment exercise of GBV service providers and their referral mechanisms, and further strengthen the GBV framework.

Standard Operating Procedures (SOPs) for SEA/SH incident reporting through the GRM will be adopted to ensure that GBV/SEA/SH cases are thoroughly investigated and measures are taken to address them.

6.3. Hazard Identification and Risk Management

Hazard Identification: For effective prevention of incidents and safety of workers and community, it is essential first to identify all potential hazards and risks associated with construction activities, material handling, handling of hazardous substance (like fuel, oil and

paints, gas cylinders use which are flammable in nature), electrical work and unforeseen events like COVID-19 pandemic.

Hazards like fire and exposure to dust etc., which can affect community will be identified and measures defined for community awareness and protection.

Hazard Risk Management: Hazards identification will be followed with pre-defined measures for its effective management for the protection of workers and community. It will cover the following:

- **Work Zone Classification:** Classify the work zone depending on risk intensity into low and high-risk areas. Define restriction for accessibility to high-risk area. Only authorized persons will be permitted to move in the high-risk area. Provision will be made for adequate signage for notifying high risk areas with awareness signage about risk associated and preventive measures required. Responsibility will also be defined for ensuring adherence to restriction and cautions required for working in high-risk areas. (Safety Officer, appointed for the project will be responsible)
- **Task Specific Hazard Prevention:** Procedure and guidelines will be defined as per best industry practices and legislative requirement if any applicable for task specific hazard prevention and safety such as precautions for working on height requiring which will require provision of safety belts, safety harness, helmets and presence of rescuers.
- **Injury Management:** define responsibility and action sequence including availability of first aid boxes and first aid providers/attenders. Location and contents of first aid box will be defined.
- **PPE & Hand Tools:** detailed listing will be made about nature of PPE and hand tools required and ensuring its availability. Method will also be defined for ensuring use of PPE by the workers. Provision of helmet, boots, hand gloves will be made for everyone without which entry to the construction site shall not be allowed.

6.4. Staff Health & Fitness on duty

Maintain a roster of workers/staff at work site indicating their health condition and symptoms and ensure screening procedures (non-physical temperature measurement) at work sites. Also list the measures for fatigue management, ergonomics, and alcohol and drugs use prevention.

6.5. Hygiene and Sanitation

Adequate attention will be given for workplace and labour camp (if any) Hygiene. To make sure for availability of clean and hygiene eating place with availability of safe drinking water at workplace and labour camp. Similarly, adequate provision to be made for clean toilets with sewage treatment (provision of septic tanks), and segregated collection and safe disposal of domestic wastes.

6.6. Incident and Emergency Management and preparedness

Make sure to define procedure for incident and emergency management including investigation of any accident and its analysis to suggest appropriate corrective/preventive actions, responding and management of COVID-19 risks. Adequate provision will be made for the availability of First

Aid, Ambulance, Safety and Health representative and additional resources and coordination with local authority(s) to respond to COVID-19 situation.

6.7. Responsibility

Prime responsibility of developing and implementation of OHS procedures will be of the Contractor. Contractor will also depute personnel to work at site. All applicable legislation will be identified and compiled by contractor. PMU in consultation with contractor will develop OHS procedures on aspects detailed above and ensure its implementation from the contractor. Contractor will share the OHS monitoring reports with respective DPMU and concerned Department on regular basis based on the monitoring checklists given in Annexure 4. The DPMU will in turn share quarterly reports on Work Progress including such plans to PMU, which in turn, will share consolidated compliance report in line with ESMP and ESCP to the World Bank on quarterly basis. Corrective and preventive actions, where required for maintaining environment quality will be reported in the subsequent quarterly monitoring report.

6.8. Primary Suppliers

The project will engage primary suppliers for procurement of material, equipment, IT equipment, etc. Where there is a significant risk of serious safety issues related to primary supply workers, the PMU will require the relevant primary supplier to introduce procedures and mitigation measures to address such safety issues. Such procedures and mitigation measures will be reviewed periodically to ascertain their effectiveness.

7. Age of Employment

Direct Workers: The Direct workers will be technically qualified, with ages ranging between a minimum of 18 years and a maximum of 60 years. The direct workers drafted to MPOWER from MBMA, DoE, DoH and DoSYA will be GoM employees, whose credentials would be duly verified by GoM, at the time of recruitment itself.

Contract Workers: The age of the technically qualified and or skilled contract workers can range from a minimum of 18 years to a maximum of 60 years, whereas the age of unskilled workers can range between 18 to 50 years and in no case, it can be expected to exceed 60 years.

Age of the personnel deployed by any Consultancies could be verified by PMU through valid documents like AADHAR Card /Voter Card/Passport/Valid Driving License. The age of the skilled and unskilled personnel deployed by Contractor could be verified by DPMU through valid documents like AADHAR Card/Voter Card/Passport/Valid Driving License. In exceptional cases, where the unskilled worker(s) are unable to produce valid age proof documents for whatsoever reason, the age could be ascertained through medical examination by competent medical authority at Government hospital at the expense of Contractor.

Under no circumstance, children less than 14 years of age will be engaged in any kind of work and is a prohibited activity as per GoI and state government norms, including World Bank's ESF. The same is in accordance with the Child Labour Prohibition Act, 1986 and Child Labour (Prohibition and Regulation) Amendment Rules framed thereunder. In case it is detected by DPMU/ Concerned Department / officials, contractor will be immediately issued show cause notice for termination of contract and matter will be duly reported to the district labour office.

The contractor needs to collect Adhaar Card details of each worker employed and these details need to be submitted to the DPMU and Labour Commissioner on a monthly basis. Based on the Adhaar Card details; the DPMU/ labour commissioner will identify persons under the age of 18. The DPMU will report to labour commissioner, if there is any child labour. Under the Child Labour Tracking System of the Ministry of Labour, each Labour Commissioner have formed Flying Squads with Police, Labour Officers and NGOs as members. These Flying Squads would conduct surprise inspections to all labour licences sites and will identify child labour, if any. The rescued children will be sent for rehabilitation. A case will be booked on the contractor for further prosecution and legal action.

Primary Supply Workers: In case of primary suppliers for construction materials, equipment, IT equipment, etc. shall be required to carry out due diligence procedure to identify if there are significant risks that the vendors/suppliers are exploiting child or forced labour or exposing workers (14-18 years) to serious safety issues as well as to introduce provisions of relevant acts in the bid and contract documents. In case, any lapses in the implementation of this LMP are detected by DPMU/ Concerned Department /officials, contractor will be immediately issued show cause notice for termination of contract and matter will be duly reported to the district labour office.

8. Terms and Conditions

8.1. Specific Wages

Direct Workers: The Direct workers engaged for MPOWER from MBMA, DoE, DoH and DoSYA are government officers, whose salary and other emoluments will be in conformity to the Rules and Regulations as issued by the Department of Human Resources Management, GoM.

Contracted Workers: The wages of consultants/personnel deployed by the SPMU, Sub-PMUs and DPMUs, other consultancy firms for various studies, are contracted services and determined through two-stage competitive bidding (technical and financial) procedure and determined by prevalent market rates and normally expected to be higher than state government wages.

The wages of technically qualified, skilled, unskilled workers, to be engaged by the Contractor are determined by the Department of Labour and Employment, subject to the provisions of Minimum Wages Act, 1948. There will not be any discrimination of wages paid to male and female workers and same wages will be paid for equivalent work to all workers in conformity with the provisions of the Equal Remuneration Act, 1976.

8.2. Work Hours and Maximum Number of Work Hours

The Direct workers at the PMU, DPMUs and concerned Department will work as per State Government Rules, which will be in compliance with the relevant notification by the Department of Human Resources Management, GoM. The work hours for contracted workers will not be more than 8 hours per day 48 hours per week with 2nd and 4th Saturdays as official holidays. However, in case of being an emergency service provider the officials are required to be present in the headquarter and district offices when required, at such times, person working at the state emergency operation centre are required to work for 24-hour service in a shift-wise manner. Any contracted workers, made to work in excess of the same will be entitled to wages at double the ordinary rates of wages in accordance with Part-IV Hours of work, Welfare, Payment of Wages

Registers and Records etc. Chapter XXVI Rule 234 of Building and Other Construction Workers (Regulation of Employment and Conditions of Services) Meghalaya Rules, 2017.

The GoM has revised its notification concerning the working hours for female employees on 10th January 2024. The new guidelines emphasize safety and consent, reflecting a more nuanced approach to managing work hours for women. The updated notification specifies the following:

- ✓ Consent Requirement: If female employees are required to work past 7:00 PM, their written consent must be obtained. This ensures that employees are informed and agree to work beyond regular hours.
- ✓ Safety and Security Measures: Employers are required to make adequate safety and security arrangements for female employees during their working hours. This includes ensuring that employees can safely travel home after their work is completed.
- ✓ Ensuring Safe Travel: It is the responsibility of the employer to guarantee that female employees reach their homes safely after working hours.

8.3. Specific Terms and Conditions

The following terms and conditions will need to be added to the contracts issued by contractors to the workers.

- No contracted worker will be required or allowed to work continuously for more than five hours unless he had an interval of rest of not less than half an hour.
- The working day of contracted workers will be so arranged that inclusive of the intervals of rest, if any will not spread over more than twelve hours on any day.
- Subject to provisions of Building and Other Construction Workers (Regulation of Employment and Conditions of Services) Meghalaya Rules, 2017, every worker will be allowed a day rest every week, which will ordinarily be Sunday, but the contractor will fix any other day of week as the rest day.
- No worker will be made to work on any day, which has been notified by Central or State Government in the official Gazette as a Gazetted holiday or any day, which is declared as National Holiday.
- All categories of contract workers particularly unskilled workers can be directly engaged by the contractor or sourced through labour contractors. In such cases, the labour contractor shall have valid registration and licence with the competent authority in Meghalaya.
- All wages to contracted workers, especially for unskilled workers are to be paid directly by the Contractor, even if the unskilled workers are engaged through labour contractors or any sub-contractors. All payments to the labourers will be done directly by the main contractors instead of routing through labour contractors. If not, the main Contractor confirms to the DPMUs, on a periodic basis, that payments have been in time to all workers and keeps payslips for monitoring purposes.
- Any denial in and/or untimely payment of wages to workers will render the contractor liable to an action before the relevant Labour court/Industrial Tribunals under the Legislations mentioned above.
- Conditions of employment for skilled and unskilled workers will conform to Building and Other Construction Workers (Regulation of Employment and Conditions of Services) Meghalaya Rules, 2017.
- Under no circumstances, child labour or forced labour (in any form) shall be engaged, as these are prohibited under National and State Government Norms.

- Contractor will also be liable to be prosecuted in his personal capacity under the provisions of Indian Penal Code 1860 and other Penal legislations before criminal courts in case of gross negligence and dereliction of duty or contraventions of any such statute resulting in death or injury of the workers.
- In respect of COVID-19, project would be governed by the Guidelines and SOPs issued by GoM and GOI from time to time. The guidelines and SOPs stagger the arrival and departure of employees; lunch breaks; downloading and installation of Aarogya Setu app, etc. The contractor will strictly adhere to these COVID-19 SOPs and Guidelines of GoM and GoI at all construction sites, which specially cover migrant workers for pre-employment health checks, testing for COVID-19 symptoms at approved hospitals, sensitization of migrant workers about precautionary measures like maintaining social distance (minimum 1.5 metre) at work sites and workforce camps, covering of face with masks/cotton cloths, use of sanitizers, frequent washing of hands, avoid spitting in public, maintain self-hygiene, immediate reporting of flu-like-illness symptoms, avoiding use of chewing gum or tobacco(all-forms), creation of isolation rooms for any worker reporting/showing COVID-19 symptoms, until his/her shifting to designated COVID-19 hospitals, controlling entry and exit from site/workplace, use of non-contact temperature scanners at entry points; ensuring accommodation arrangements to maintain social distancing norms, providing adequate and appropriate forms of personal protective equipment (PPE), among others as part of the Contractor's labour management plan. The wages will be directly paid to the workers and any payments through labour contractors will be avoided.

9. Grievance Mechanism

Typical workplace grievances include demand for employment opportunities; labour wages rates and delays of payment; disagreement over working conditions; and health and safety concerns in the work environment.

This requires establishment of a separate grievance mechanism for project workers (direct workers, and contract workers), as required in ESS-2 and which will also address labour-related SEA/SH. Handling of grievances will be objective, prompt, and responsive to the needs and concerns of the aggrieved workers. Different ways for workers to submit their grievances will be made available, such as submissions in person, by phone, by email or by complaint registers. The grievance raised will be recorded and the timeframe for redress will depend on the nature of the grievance, health and safety concerns in work environment. This GRM structure will include involve trained project personnel (social/gender focal points) for handling sensitive SEA/SH complaints for maintaining survivor confidentiality and reducing response times.

The grievance mechanism for workers are as follows:

- Direct Workers:** The Project Director (at the level of Principal Secretary/Secretary) with Additional Project Directors (APDs) from DoE, DoHFW, and DoSYA will be responsible for providing guidance and advice on all worker related grievances and their redressal, in line with the State Government, Government of India Rules and Regulations.
- Contracted Workers:** Construction Site Specific Grievance Mechanism will be setup by the contractor/ sub-contractor. It shall include site specific Grievance Focal Point (GFP) assigned by the Contractor who will file the grievances and appeals of contracted workers

and will be responsible to facilitate addressing them. If the issue cannot be resolved at contractor's level within 7 working days, then it will be escalated to DPMU at district level and finally to the contract issuing authority.

The consultancy agencies that have been contracted by MPOWER will ensure that they have an established/functioning GRMs to address respective workers' concerns. Also, for primary suppliers, the respective vendors will be furnishing details of GRM that addresses workers grievances, to DPMUs shall periodically seek such information/confirmation from them.

Workers will also be able to submit their grievances through the district Labour Department, whose address and contact telephone numbers will be prominently displayed by contractors for the visibility of all workers at all worksites.

Dissemination of information on GRM: Information relating to the availability of GRM without any retribution, its institutional set up, timings and procedure for receiving complaints, mechanism of handling complaints, maximum time limits for redressal of complaints and escalation level for unresolved cases and resolution thereof will be disseminated to the workers on a regular basis. Some of the GRM dissemination avenues are:

- During Induction training for new workers
- During Toolbox meet/briefings by work supervisors
- During periodic tail gate sessions, to review and refresh site protocols on safety procedures at work
- Through pictorial illustrations and posters in local language installed at prominent places like entry/exit points, canteen, entertainment areas, health camp sites etc
- During awareness campaigns for safety at work and response to Emergency Response Plans
- Awareness and briefing on community safety, while at work

10. Contractor Management

10.1. Contractor Selection Process

Selection of a Contractor for civil works or consultancy firms for studies, etc. is done through an open competitive online bidding process (e-procurement) with a two-envelope (technical and financial) evaluation process. Procurement of goods and services shall be done following the appropriate method of selection that includes - Quality Based Selection (QBS), Quality and Cost Based Selection (QCBS), Single Source Selection (SSS), etc. All the technical bids will be evaluated for their past similar experience, financial standing, OHS & CHS performance in past projects, technical qualifications and experience criteria for Key persons, available inventory of equipment and machinery, among others. All the bids will be evaluated by Bid Evaluation committees set up by the respective PMU and Sub-PMUs through the pre-set evaluation criteria and only the technically qualified bids will be considered for opening of financial bids and the lowest bidder will be selected in case of civil works, subjected to scrutiny of financial bids. In case of bids related to goods, evaluation considers quality of material as per prescribed specifications.

10.2. Contractual Provisions for Labour Management and OHS

The environmental, social risks and impacts including labour management and OHS issues arising from implementation of MPOWER have been identified and will be managed through

implementation of ESMP by the contractors. The labour management and OHS of workers and related issues arising during construction works will be under direct control of contractors and will be managed by the contractors. Therefore, ensuring effective management of OHS procedures (OHS) for contract workers by contractor(s) is core to implementation of MPOWER.

The OHS (Occupational Health and Safety) and CHS (Community Health and Safety) requirements under MPOWER will be specified and incorporated as special conditions and performance requirements in all bid documents of contract packages. Adequate cost provisions for implementation of OHS & CHS requirements will be included in the item rates, so that contractor can perform requirements in a fair and objective manner. In addition, 2% of contract amount will be earmarked as OHS & CHS performance security in the bidding documents. Thus, the potential bidders are expected to be fully aware of OHS & CHS performance requirements at the bidding stage and accordingly price at the bidding stage itself.

10.3. Monitoring of Performance of Contractors

The monitoring of performance of contractors including the implementation of C-ESMP and OHS & CHS performance requirements by the contractor will be overseen and managed by the DPMU, concerned Department's Sub-PMUs under the overall guidance and direction of PD, PMU, MPOWER.

The compliance and documentation processes identified as critical under labour laws and ESS-2 can be viewed in three categories:

- **Establishment compliances:** These are one-time compliances required at the commencement or establishment of any process related to labour in the project. For example, if any: Consent to Operate (CTO) for hot-mix plant, Code of Conduct with workers, health profile of workers.
- **Periodic compliances:** These are compliances which recur periodically through the life of the project, for example: labour license, labour insurance.
- **Episodic compliances:** These are compliances which are only triggered by the occurrence of an event, e.g., accident at the worksite.
- Usage of the monitoring checklists for labour – child, forced, etc. and reporting to the concerned DPMUs periodically using the checklist provided under Annexure 4.

Annexure 2.1: List of Information to be maintained by Contractors

The information database on contracted workers to be maintained by the contractor will include, but will not be limited to, the following:

- Name and Age (to be supported by AADHAR /Voter Card)
- Father's Name and Permanent Address
- Marital Status and Name of the Spouse (if married)
- Number of Children with Gender (as applicable)
- Place of Stay of Spouse and Children during work engagement
- Address and Contact Number (in case of any emergency)
- Key Skills and Years of Experience
- Work activities, Schedule, Duration of Engagement
- Duration of Contract and Rotation Arrangements
- Facilities Arranged by Contractor including health check-ups prior to engagement, accommodation (onsite workforce camps, with local community, transportation to work site and other facilities (to be specified by Contractor)
- Pre-Employment Check-ups, Fitness Tests and Health Awareness Campaign for workers

Annexure 2.2: Model Code of Conduct for Contractor’s Personnel

We, [enter name of Contractor], hereafter ‘the Contractor’, have signed a contract with [enter name of Employer] for [enter description of the Works]. These Works will be carried out at [enter the Site and other locations where the Works will be carried out]. Our contract requires us to implement measures to address environmental and social risks related to the Works, including the risks of gender-based violence (GBV), sexual exploitation, sexual abuse and sexual harassment (SEA/SH).

This Code of Conduct is part of our measures to deal with environmental and social risks related to the Works. It applies to all our staff, labourers and other employees at the Works Site or other places where the Works are being carried out. It also applies to the personnel of each subcontractor and any other personnel assisting us in the execution of the Works. All such persons are referred to as “**Contractor’s Personnel**” and are subject to this Code of Conduct.

This Code of Conduct identifies the behaviour that we require from all Contractor’s Personnel.

Our workplace is an environment where unsafe, offensive, abusive or violent behaviour will not be tolerated and where all persons should feel comfortable raising issues or concerns without fear of retaliation.

REQUIRED CONDUCT

Contractor’s Personnel shall:

1. Carry out their duties competently and diligently;
2. Comply with this Code of Conduct and all applicable laws, regulations and other requirements, including requirements to protect the health, safety and well-being of other Contractor’s Personnel and any other person;
3. Maintain a safe working environment by:
 - a. ensuring that workplaces, machinery, equipment and processes under each person’s control are safe and without risk to health;
 - b. wearing required personal protective equipment;
 - c. using appropriate measures relating to chemical, physical and biological substances and agents; and
 - d. following applicable emergency operating procedures.
4. Report work situations that they believe are not safe or healthy and remove themselves from a work situation which they reasonably believe presents an imminent and serious danger to their life or health;
5. Treat women, children (persons under the age of 18), and men with respect regardless of race; colour; language; religion; political or other opinion; national, ethnic or social origin; sexual orientation or gender identity; disability; birth or other status.
6. Not use language or behaviour towards anyone that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
7. Not engage in Sexual Exploitation, which means any actual or attempted abuse of position of vulnerability, differential power or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another;
8. Not engage in Sexual Abuse, which means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions;
9. Not engage in Sexual Harassment, which is defined as any form of unwanted verbal, non-verbal, or physical conduct of a sexual nature with the purpose or effect of violating the

- dignity of a person, and may include unwelcome sexual advances, requests for sexual favours;
10. Not participate in sexual contact or activity with children under the age of 18. Mistaken belief regarding the age of a child is not a defence. Consent from the child is also not a defence or excuse.
 11. Be conscious of and respect the privacy and dignity of each and every child and adolescent;
 12. Be visible and not in a secluded place, while in contact with children and adolescents at the workplace;
 13. Use language or expressions that are inappropriate for children and adolescents when in contact with them;
 14. Act in a manner that puts children and adolescents at risk, including stigmatizing or humiliating them, or taking photos of them without their consent;
 15. Complete relevant training courses that will be provided related to the environmental and social aspects of the Contract, including on health and safety matters, GBV and SEA/SH;
 16. Report violations of this Code of Conduct; and
 17. Not retaliate against any person who reports violations of this Code of Conduct, whether to us or the Employer, or who makes use of the grievance mechanism for Contractor's Personnel or the project's Grievance Redress Mechanism.

RAISING CONCERNS

If any person observes behaviour that they believe may represent a violation of this Code of Conduct, or that otherwise concerns them, they should raise the issue promptly. This can be done in either of the following ways:

1. Contact [*enter name of the Contractor's Social Expert with relevant experience in handling gender-based violence, or if such person is not required under the Contract, another individual designated by the Contractor to handle these matters*] in writing at this address [] or by telephone at [] or in person at []; or
2. Call [] to reach the Contractor's hotline (*if any*) and leave a message.

The person's identity will be kept confidential, unless reporting of allegations is mandated by the country law. Anonymous complaints or allegations may also be submitted and will be given all due and appropriate consideration. We take seriously all reports of possible misconduct and will investigate and take appropriate action. We will provide warm referrals to service providers that may help support the person who experienced the alleged incident, as appropriate.

There will be no retaliation against any person who raises a concern in good faith about any behaviour prohibited by this Code of Conduct. Such retaliation would be a violation of this Code of Conduct.

CONSEQUENCES OF VIOLATING THE CODE OF CONDUCT

Any violation of this Code of Conduct by Contractor's Personnel may result in serious consequences, up to and including termination and possible referral to legal authorities.

FOR CONTRACTOR'S PERSONNEL:

I have received a copy of this Code of Conduct written in a language that I comprehend. I understand that if I have any questions about this Code of Conduct, I can contact [*enter name of Contractor's contact person with relevant experience*] requesting an explanation.

Name of Contractor's Personnel: [insert name]

Signature: _____

Date: (day month year): _____

Countersignature of authorized representative of the Contractor:

Signature: _____

Date: (day month year): _____

Annexure 2.3: Code of Conduct for Company (Contractor)

This Code of Conduct is part of our measures to deal with environmental and social risks related to the Works. *This company-level code of conduct should be signed by the Project Manager, and shared throughout the company.*

[Company] is committed to creating and maintaining an environment in which gender-based violence (GBV), including sexual exploitation and abuse and sexual harassment (SEA/SH), has no place, and in which it will not be tolerated by any employee, associate, or representative of the company. Therefore, in order to ensure that all employees, associates, and representatives of [Company] are aware of this commitment, and in order to prevent, identify, and respond to any allegations of GBV, the following core principles and minimum standards of behaviour will apply to all company employees, associates, and representatives without exception:

1. [Company] will comply with this Code of Conduct and all applicable laws, regulations and other requirements, including requirements to protect the health, safety and well-being of other Personnel and any other person;
2. [Company] will not engage in child labour and/or forced labour;
3. [Company] – and therefore all employees, associates, and representatives – commit to treating women, children (persons under the age of 18), and men with respect, regardless of race; colour; language; religion; political or other opinion; national, ethnic or social origin; sexual orientation or gender identity; disability; birth or other status. GBV and SEA/SH are in violation of this commitment;
4. In the eyes of [Company], GBV and SEA/SH constitute acts of gross misconduct and are therefore grounds for sanction, which may include penalties and/or termination of employment. All forms of GBV and SEA/SH are unacceptable, regardless of whether they take place on the worksite, the worksite surroundings, at workers' camps, or off-site (i.e. involving individuals not employed by the company); In addition to the potential sanctions listed above, legal prosecution will be pursued, if appropriate, for any employees, associates, and representatives alleged to have committed GBV and/or SEA/SH.
5. Demeaning, threatening, harassing, abusive, or sexually provocative language and behaviour are prohibited among all company employees, associates, and representatives;
6. Sexual favours – for instance, making promises or favourable treatment dependent on sexual acts – are prohibited;
7. All employees, including volunteers and sub-contractors are expected to report suspected or actual GBV and SEA/SH by a fellow worker, whether in the same company or not. Reports must be made in accordance with GBV and SEA/SH allegation procedures;
8. All employees are required to be trained on joining work to ensure they are familiar with the GBV and SEA/SH Code of Conduct;
9. [Company] will ensure that a culture of openness exists and facilitates children and adolescents to interact and express their issues and concerns with staff;
10. [Company] will ensure that all violations of this code of conduct, including issues of child labour, forced labour, GBV, SEA/SH, will be communicated to [*enter name of entity that issues the contract*] promptly and in a manner that ensures the safety and privacy of the victims;
11. All employees will be required to sign a code of conduct for Contractor's Personnel confirming their agreement to comply to the same.

I do hereby acknowledge that I have read the foregoing Code of Conduct, and on behalf of the company agree to comply with the standards contained therein. I understand my role and responsibilities to prevent and respond to my employees' grievances. I understand that any

action inconsistent with this Code of Conduct or failure to take action mandated by this Code of Conduct may result in disciplinary action.

Signature: _____

Name of Project Manager: _____

Company Name: _____

Date: _____

Annexure 2.4: Monitoring Checklist for construction sites (monthly)

Questions		Answers	
General			
1.	Name of the work awarded		
2.	Details of the Executing Agency - Name and Address		
3.	Time Frame of the Work		
4.	How many labour camps are set up by the contractor		
Workers terms and conditions			
		Male	Female
5.	Total No. of Worker/Laborers at worksite: -		
6.	Total number of skilled, semi-skilled and unskilled workers		
7.	Total number of local and migrant workers.		
8.	Source of workers i.e. where does the contractor source required workers?		
9.	Are the ages of workers confirmed to be at least 18 years of age or above?		
10.	If so, what is the document used for age verification (Aadhar card, driving license etc.)		
11.	Are all workers provided with written contracts?		
12.	Does the contract document clearly lay terms and conditions of work, including OHS aspects? E.g. nature of work, payment, the timeline of payment, deductions, leave and other benefits (EPF/medical), penalties, etc. <i>(please provide sample copy)</i>		
13.	Are all informal workers provided with contracts? <i>(please provide a sample copy)</i>		
14.	What is the rate paid for semi-skilled and unskilled workers?		
15.	Are these rates displayed on a notice board?		
16.	Are migrant workers treated fairly and do they benefit from conditions of work that are no less favourable than those available to locally-recruited workers?		
17.	Do females get the same wages as males for the same type of work? <i>(please provide copy of the payslip)</i>		
Work location and access			

18.	Can everyone reach the work area safely? (Yes/ No)	
19.	If no, give reasons, what is the constraint?	
20.	If so, what is the mode of transport?	
21.	Are all access routes throughout the site in good condition and in easily understood language	
Workplace facilities		
22.	What is the source of water for workers?	
23.	Whether Sufficient, safe drinking water and mobile toilets are available at the worksite.	
24.	How many toilets are there at camp - separately for males and females?	
25.	How frequently are these toilets cleaned?	
26.	If yes, at what locations (provide photo)	
27.	Have all the workers been explained the Code of conduct and signed it?	
28.	Are sanitizers provided to workers?	
29.	Are all workers provided with PPE (gumboots, helmet, gloves, etc.) as necessary?	
30.	Are there first aid kits available at the site?	
31.	Are there condom boxes at camp at discreet locations?	
32.	Does the contractor have a tie-up with local hospitals?	
33.	Are all workers vaccinated?	
34.	If so, how many workers have received both doses?	
35.	Is there a mechanism for workers to raise workplace grievances? If so, what?	
36.	Does the camp have a grievance register?	
37.	Is the register accessible?	
38.	Is the register being used?	
39.	If so, how many grievances and what is the nature of grievances	
40.	Are there GBV awareness posters at worksites?	
41.	Does the contractor firm have an Internal Complaints Committee to deal with SEA/SH issues?	

Workplace procedures and related issues		
42.	Whether Proper tools are provided to the workers to conduct their work.	
43.	Safety equipment/gears are being used where appropriate?	
44.	Workers had been given instructions and guidance regarding their work/job tasks.	
45.	Whether community access to facilities, services, or resources hampered?	
46.	Whether construction/upgradation of embankment/revetment is hampering the business activity of locals? <i>(provide details on the number of locals, type of business, and measure adopted)</i>	
47.	If yes, then what are the measures that have been taken up by the contractor?	
48.	Whether construction activity affecting the adjoining private property?	
49.	If yes, then what are the measures that have been taken up by the contractor?	
Feedback from Workers		
50.	Workers reported contracts have been provided	
51.	Workers/labourers reported that they received the correct and timely wages	
52.	Workers reported that they have/retain their original identification documents.	
53.	Workers reported on drinking water	
54.	Workers reported clean toilet facilities	
55.	Workers reported on medical facilities	
56.	Workers reported on covid vaccination status	
57.	Workers reported on the presence/effectiveness of GRM for raising workplace grievances	
58.	Has any worker reported having been sexually harassed by anyone on the site?	
59.	If yes, how many; duly keeping the survivor identity and details confidential.	
60.	Are there any risks associated with sexual exploitation, abuse, and harassment (SEA/SH)?	
61.	Did the contractor take proper action if the incident of sexual harassment occurred?	
62.	If yes, explain	
63.	Has the contractor taken any precautions to prevent, mitigate, and respond to SEA/SH incidents?	
64.	Did workers report having been abused or experience violence by anyone on the site.	
65.	If yes, explain	

66.	Did the contractor take proper action of incidents if incidents of violence by anyone onsite?	
67.	If no, explain	
68.	Female worker reported they had been given same opportunities as men to participate in training.	
Environmental aspects		
69.	Presence of environmental sensitive areas within or adjacent to the site	
70.	Presence of water bodies within or adjacent to the site	
71.	Presence of natural disasters in the project area (i.e landslides)	
72.	Presence of energy efficiency measures such as renewable resources (solar panels) in the site	
73.	Presence of water efficiency practices such as rainwater harvesting methods	
74.	Amount of waste generation (solid , construction waste and hazardous waste)	
75.	Noise level at the construction site	
76.	Evidence for water pollution due to construction	
77.	Evidence of soil pollution/ contamination or erosion due to construction	
78.	Availability of drainages facilities (earth drains, silt traps) to prevent soil erosion	
79.	Amount of electricity usage	
80.	Sq feet of vegetation removal or Tree Cuts if any	
81.	Presence of material storage facilities	
82.	Usage of chemicals/ toxic substances such as paints, pesticides etc during construction	
83.	Number of fire extinguishers available at the site with renewal certificates	

Annexure 3: Indigenous People Planning Framework

1. Profile of the state - Meghalaya

Meghalaya, 'the Abode of Clouds' is one of the North Eastern states of India. It was carved out of Assam to become an autonomous district on April 2, 1970 and was declared a full-fledged state of the Indian Union on January 21, 1972. It lies between latitudes 25°02' and 26°07' N and longitudes 89°49' and 92°50' E, with a geographical area of 22,429 sq. Km and an elevation range from 60m to 1961m asl (Laitkor Peak at 1961m is the highest). The state is characterised by mountainous terrains with rolling grasslands interspersed by rivers, valleys and can be broadly divided into three natural sectors, the Central Plateau, the Southern slopes bordering Bangladesh and the Northern slopes bordering Assam.

The tribal population is 2555861, which is 86.1% of the total population of the state. The tribal people in Meghalaya constitute 2.45% of total tribal population of the country. The overall sex ratio among tribal people is 987, which is marginally less than the national average of 990. The tribal population in Meghalaya is predominantly rural with 83.6% residing in rural areas.

Tribals make up the majority of Meghalaya population. The Khasis are the largest tribal group, followed by the Garos and the Jaintias. The population of Meghalaya are mostly tribals, the main tribes are the Khasis, the Jaintias and the Garos besides other tribes such as Bodos, Koch and Rabhas. The Khasis and the Jaintias predominantly inhabiting the districts towards eastern part of Meghalaya. The western part of the State, the Garo Hills is inhabited by the Garos. The Garos belong to the Bodo family, The Garos are also called Achiks. The Garo, Khasi and Jaintia societies have a matrilineal system.

English is the official language of Meghalaya. Tribal language Khasi has 1.4 million speakers and Garo has close to 1 million speakers. 23,199 speak Koch, Rabha with 21,671 speakers and Karbi with 14,380.

Table 12: Languages – Rural and Urban

Languages	Persons	Percentage	Rural	Urban
Khasi	1,382,278	46.5901	1,094,313	287,965
Garo	936,496	31.5649	823,172	113,324
Bengali	232,525	7.8373	171,655	60,870
Hindi	62,905	2.1202	18,465	44,440
Nepali	54,716	1.8442	17,829	36,887
Assamese	39,628	1.3357	28,208	11,420
Koch	23,199	0.7819	22,069	1,130
Rabha	21,671	0.7304	20,503	1,168
Marathi	20,751	0.6994	16,602	4,149
Karbi	14,380	0.4847	14,209	171
Punjabi	4,540	0.1530	660	3,880

Languages	Persons	Percentage	Rural	Urban
Mizo	4,455	0.1502	316	4,139
Manipuri	4,451	0.1500	943	3,508
Tripuri	2,735	0.0922	2,368	367
Urdu	2,129	0.0718	290	1,839
Lalung	2,057	0.0693	2,034	23

Source: Census 2011

1.1 Tribes of Meghalaya

The tribes of Meghalaya can be classified into three major groups - Garos, Khasis and Jaintias (or Pnars). The other minor tribes include Rabha, Hajong, Koch and Bodo Kachari. The Khasi are the largest tribal group, followed by the Garo and the Jaintia. The most noteworthy feature of the tribes of Meghalaya is matrilineal lineage, whereby lineage is traced through the mother, and property and inheritance are given to the youngest daughter.

Khasi and Jaintia Tribes

The term “Khasi” generally is used to describe a group consisting of the Khyntiam, Pnar, Bhoi and War. The people who inhabit the Jaintia Hills are called the Synteng or the Pnar or simply Jaintia; the people who dwell in the upland of the central part of the state or the Khasi Hills are called the Khyntiam. On the other hand, the people who reside in the deep valleys and hill-sides of the southern part of the state are called War, while those occupying the low-lying hills on the north are called the Bhoi. Over the years the term “Khasi” has come to be synonymous with those occupying the Khasi Hills of Meghalaya. There are not many differences among the tribes and they observe the matrilineal system and are exogamous in their way of life.

The Khasi and the Jaintia are of common ethnic stock and social and cultural background. The society is matrilineal and lineage is through the mother. This is however, not to say that there is no role of the father in the family- he is the head of the family and a ‘kni’ or maternal uncle in his sister’s house. His earnings before marriage remain part of his mother’s or sister’s which he cannot take away to his wife’s house; while after marriage, his earnings become part of his wife’s household. Among the Jaintias, the practice differs to the extent that the son continues to remain a part of his mother’s or sister’s family (before or after marriage) and all earnings are towards them. If a wife were to retain the property of her husband, she must vow to never remarry or the property will revert back to her husband’s family. The matrilineal tradition which the Khasis follow is unique with principles emphasized in myths, legends, and origin narratives. Khasi kings embarking on wars left the responsibility of running the family to women and thus their role in society became very deep rooted and respected.

Garo

The Garos are a hill tribe currently inhabiting the Garo Hills district of Meghalaya. It is bounded on the north and west by the district of Goalpara in Assam; on the south by the district of Mymensingh in Bangladesh; and on the east by the Khasi Hills. Historically, they inhabited the outermost end of the mountain promontory which runs out into the rice lands of Bengal. The Garos may be roughly divided into the Plains Garo and the Hills Garo each inhabiting the district to which they owe their name to. The Plains Garos inhabit the plain areas like Mymensingh and it

was believed that their ancestors crossed the Himalayas and settled in the plains at their foot; while the Hills Garos inhabit the hills of low elevation popularly known as the Tura range, rarely rising much above 2000 feet. The Garos, like the Khasis and Jaintias, also follow the matrilineal system. A man may marry as many women as he like, but usually it is limited to three; though for him to remarry, he must obtain the permission of his earlier wives. Originally, the Garos were divided into three katchis or exogamous septs or clans, namely, Momin, Marak, and Sangma. With time, there has been new addition to these clans and new clans like the Arengs, Ebang and Shira has been named as exogamous independent groups. Among the Garos, marriage within the same clan is taboo. The children belong to their mother’s clan “machong” or “motherhood”.

1.2 Scheduled Areas of Meghalaya

In order to protect the interests of the tribal population, provision of Sixth Schedule is enshrined in the Constitution under Articles 244(2) and 275(1) to enable autonomous administration of the tribal areas of Meghalaya. In Meghalaya, there are three ADCs called Khasi, Jaintia and Garo. These three ADCs were established in 1952 as part of the unified state of Assam. In 1972, Meghalaya was formed as a separate state and the three ADCs continued to exist.

The administration of these autonomous areas is vested in the Autonomous Councils established as per the provisions laid down in the Sixth Schedule. These councils are endowed with legislative, judicial executive and financial powers. They are also expected to oversee the traditional bodies in local tribes. The Autonomous Councils have power to make laws related to land administration and inheritance of property, management of forest and water-resources, regulation of *Jhum* cultivation practice, establishing village or town committees and matter relating to tribal administration, marriage and social customs. The Autonomous Councils of Meghalaya have been conferred with additional powers to make laws within its areas on delegated subjects.

1.3 Tribal context in MPOWER

Meghalaya is predominantly a tribal state with (~) 86 per cent of the total population being Scheduled Tribes and the tribal population is not entirely primitive or socio-culturally cut-off, as per World Bank ESS 7, Schedule VI areas automatically follow the ESS7 procedures.

2. Socio-Economic profile of tribal population in the project districts

The socio-economic profile of the tribal population in the project districts is as discussed below-

2.1 Population of Scheduled Tribes

Scheduled Tribe population in Meghalaya is 86.1% (25,55,861) of the population of the state. The tribal population in Meghalaya is predominantly rural with 83.6% (21,36,891) residing in rural areas.

Table 13: Population of Scheduled Tribes by Districts

District	Total District Population	Tribal			% of District Pop
		Total	Rural	Urban	
West Garo Hills	643291	474009	420285	53724	73.7

East Garo Hills	317917	305180	265979	39201	96.0
South Garo Hills	142334	134237	123068	11169	94.3
West Khasi Hills	383461	375097	332455	42642	97.8
Ribhoi	258840	230081	212325	17756	88.9
East Khasi Hills	825922	661158	432621	228537	80.1
Jaintia Hills	395124	376099	350158	25941	95.2
MEGHALAYA	2966889	2555861	2136891	418970	86.1

Source: Census 2011

As per the 2011 Census, the average family size of ST population is 5.5 which is higher than state average family size (5.41). The overall sex ratio of the ST population in Meghalaya is 987 females per 1000 males, which is slightly less than the state average of 989. Among the project districts the highest sex ratio (1031), is recorded in South Garo Hills district and the lowest in East Khasi Hill district (938).

Table 14: District wise ST Population, Family Size and Sex Ratio

District	Total HH	Male	Female	Total	Family Size	Sex Ratio
West Garo Hills	89237	236772	237237	474009	5.31	998
East Garo Hills	55627	153861	151319	305180	5.49	1017
South Garo Hills	22945	68140	66097	134237	5.85	1031
West Khasi Hills	63127	189134	185963	375097	5.94	1017
Ribhoi	40898	115907	114174	230081	5.63	1015
East Khasi Hills	126725	320048	341110	661158	5.22	938
Jaintia Hills	62216	185866	190233	376099	6.05	977
MEGHALAYA	460775	1269728	1286133	2555861	5.55	987

Source: Census 2011

The literacy rate among tribal in Meghalaya is 74.5%, which broadly mirrors the overall literacy rate of the state; and is well above the national average. However, the gap between the male and female literacy rate (75.5% & 73.5% respectively) highlights that tribal women are still lagging behind on educational attainment. Among the districts, East Khasi literacy rate is 82.6% is highest and Jaintia Hills (57.7%) has very low literacy rate.

Table 15: Literacy Rate of Scheduled Tribes by State/ Districts

District	Male	Female	Total
West Garo Hills	75.2	65.2	70.2
East Garo Hills	77.6	70.2	74.0
South Garo Hills	75.6	66.7	71.2
West Khasi Hills	78.7	77.5	78.1
Ribhoi	76.0	75.2	75.6
East Khasi Hills	82.6	84.0	83.3
Jaintia Hills	57.7	65.2	61.5
MEGHALAYA	75.5	73.5	74.5

Source: Census 2011

The percentage of workers to total population (WPR) in ST according to Census 2011 is 40.3%. Among the males and females, the work participation rate was found as 56.4% and 43.6%, respectively. Out of these 50% are cultivators, 13.4% are agricultural labours, 1.3% works in Household industry and 35.3% are involved on other economic activities.

Table 16: Scheduled Tribes Total Population and Work Force

District	ST Worker Force			% of Total ST Population
	Total	% of Male	% of Female	
West Garo Hills	200236	54.2	45.8	42.2
East Garo Hills	120359	56.4	43.6	39.4
South Garo Hills	49135	60.3	39.7	36.6
West Khasi Hills	159478	54.7	45.3	42.5
Ribhoi	93204	57.6	42.4	40.5
East Khasi Hills	261417	57.6	42.4	39.5
Jaintia Hills	145468	57.0	43.0	38.7
MEGHALAYA	1029297	56.4	43.6	40.3

Source: Census 2011

The Scheduled Tribes in East Garo Hills (67.8%), Ribhoi (61.1%) and West Garo Hills (61.1%) are predominantly cultivators of the total Scheduled Tribes main workers. In East Khasi (56.2%) and Jaintia (41.1%), the Scheduled Tribes are involved other economic activities.

Table 17: Classification of Scheduled Tribes Population - Industry Wise

District	Cultivators	Agricultural Labourers	Household Industry Workers	Other Workers	Total Main Worker
West Garo Hills	61.5	10.3	2.2	26.0	144620
East Garo Hills	67.8	9.9	1.5	20.8	79417
South Garo Hills	61.3	7.7	1.2	29.8	35012
West Khasi Hills	59.5	16.9	1.2	22.4	116745
Ribhoi	61.6	16.6	1.4	20.4	78931
East Khasi Hills	30.0	12.9	0.8	56.2	228743
Jaintia Hills	40.8	16.9	1.1	41.1	103974
MEGHALAYA	50.0	13.4	1.3	35.3	787442

Source: Census 2011

3. Legal and Regulatory Framework

3.1 Constitutional Safeguards

The constitutional safeguards related to tribals are: (i) Article 14, related to Equal rights and opportunities; (ii) Article 15, which prohibits discrimination on grounds of sex, religion, race, caste etc; (iii) Article 15 (4), enjoins upon state to make special provisions for the tribals; (iv) Article 16 (3), which empowers States to make special provisions for reservation in appointments or posts in favour of Scheduled Tribes; (v) Article 46, which enjoins upon State to promote with special care educational and economic interests of tribal people, protection from social injustice and exploitation; (vi) Article 243D, related to the reservation of seats for Scheduled Tribes in Panchayats & Municipalities; (vii) Article 275 (1), which provides for Grant-in-aid for promoting the welfare of Scheduled Tribes; (viii) Article 330, 332, 335, related to the reservation of seats for Scheduled Tribes in Lok Sabha, State Assemblies and official positions in central & state governments; and (ix) Article 339, 340, related to Control of the Union over the Welfare of tribal and powers to investigations thereof.

The administrative provisions under the Fifth Schedule and Sixth Schedule of the Constitution provide special provision for tribal autonomy and welfare in selected regions of the country. The Sixth Schedule is specifically applicable for Meghalaya (and other North Eastern States of Assam, Tripura and Mizoram)

3.2 Provision of Scheduled Areas under Sixth Schedule of The Constitution

The States in the North Eastern Region were reconstituted by the North Eastern Areas (Reorganisation) Act 1971 and State of Meghalaya was formed comprising of (a) the territories which immediately before that day were comprised in the autonomous State of Meghalaya and (b) so much of the territories comprised within the cantonment and municipality of Shillong, as did not form part of that autonomous State. The table appended to paragraph 20 was divided into three parts. Part II of the table covered the tribal areas of the State of Meghalaya as under:

1. United Khasi-Jaintia Hills District
2. Jowai District
3. Garo Hills District

The Governor of Meghalaya altered the names of 'the United Khasi-Jaintia Hills District' as 'the Khasi Hills District'; and the name of 'the Jowai District' as 'the Jaintia Hills District' by notification dated 14-6-1973 issued under paragraph 1 (3) (ff) of the Sixth Schedule.

It is pertinent to note that Part XXI of the Constitution does not contain any special provision with regard to the State of Meghalaya unlike other States in the North East. However, paragraph 12A was inserted by the Assam Reorganisation (Meghalaya) Act, 1969 with the formation of autonomous State of Meghalaya within the State of Assam making special provisions with respect to application of laws in Meghalaya. As per sub paragraph 1(a) if the laws made by the District Council under paragraph 3(1)(b) (the management of any forest not being reserved forest) and under paragraph 3(1)(c) (the use of any canal or water course for the purpose of agriculture) is repugnant to any law made by the Assam Legislature "with respect to any project declared by the legislature of that State to be of State importance" then the law made by the District Council to the extent of repugnant shall be void. Sub paragraph 1(b) provided for supremacy of the law made by

the Meghalaya Legislature over the laws made by the District Council in matters specified in paragraph 3(1)(b) (the management of any forest not being reserved forest), paragraph 3(1)(c) (the use of any -anal or water course for the purpose of agriculture) and paragraph 3(1) (f) (any other matter relating to village and town administration, including village and town police and public health and sanitation). Sub paragraph (2) and (3) empowered the legislature of Meghalaya to make laws on any subject covered by paragraph (3) if so, requested by two or more District Council or Regional Councils in Meghalaya. Under sub paragraph (4), the Governor was given power, with respect to any Act of the Legislature of Assam, and the President was given power, with respect to any Act of Parliament, to issue notification, directing that the any Act will not apply to Meghalaya or shall apply with such exception or modification, as may be specified in the notification, with prospective or retrospective effect.

Paragraph 12A after being substituted by the North Eastern Areas (Reorganisation) Act, 1971 provides that if any law or regulation made by the District or Regional Council under paragraph 3, 8 or 10 is repugnant to the law made by the Meghalaya Legislature, then the law or regulation made by the District or Regional Council, to the extent of repugnancy be void and the law made by the State Legislature shall prevail. With respect to Acts of Parliament, the power of President to issue notification directing that the any Act will not apply to Meghalaya was retained.

As of now, there are following of District Councils in the State of Meghalaya:

1. Khasi Hills Autonomous District Council
2. Jaintia Hills Autonomous District Council
3. Garo Hills Autonomous District Council

3.3 National Acts, Rules and Applicability

This section presents all applicable State regulations to be considered for preparation and implementation of Indigenous Peoples Development Plan addressing issues of tribal community and their cultural aspects. The list of applicable Acts/ Policies that are applicable are.

Table 18: Acts, Rules, Policies and applicability

Act/ Rule/ Policy	Explanation	Relevance to the Project
Panchayati Raj Act 1953, 73 rd Amendment 1994	The Act leads towards village governance and establishes a bottom-up approach. The Panchayati Raj Institutions considered as self- Government for rural areas whether at the level of a village or a block or a district. They are responsible for preparation of plans for the development programs include drinking water, minor irrigation, rural sanitation, natural resources management and other socio-economic development infrastructure facilities and so on, mobilization of resources for relief during natural calamities, removal of encroachments on public properties, organizing voluntary labour and	This is applicable during implementation, as the project requires institutional support at different levels. This Act will facilitate support for the active participation of village communities and other democratic institutions that will result in positive outcomes for the project.

Act/ Rule/ Policy	Explanation	Relevance to the Project
	contribution for community works and maintenance of essential statistics of villages.	
National Policy on Tribal Development, 1999	The policy seeks to bring scheduled tribes into the mainstream of society through a multi-pronged approach for their all-round development without disturbing their distinct culture. Development and empowerment of STs is enshrined in the Constitution and the tribal subplans included covered under the Five-Year Plans.	This policy is applicable to project activities in districts. The need is to ensure that tribal communities participate in project activities and there are no adverse impacts on local tribal groups.
Tribal Sub Plan	Under TSP, all funds from various programs are pooled and used strategically to support the socioeconomic development of tribal within a specified period.	The plan intends to invest in access, inclusion and opportunities for the tribal. There is a need for working with the Tribal Development Department and autonomous councils to ensure that project benefits are accessed by the tribal communities.
Scheduled Tribes and Other Traditional Forest Dwellers (Recognition of Forest Rights) Act, 2006	The Act provides three kinds of rights to Scheduled Tribes and Other Traditional Forest Dwellers: Land Rights: Right to continue cultivating land (less than or equal to four hectares) where they have been cultivating prior to 13 December 2005. Use Rights: Provides for rights to use and/or collect a) minor forest produce (tendu patta, herbs, medicinal plants) that has been traditionally collected, b) Grazing grounds and water bodies, c) Traditional areas of use by nomadic or pastoralist communities. Right to protect and conserve: Gives the community the right to protect and manage the forest.	This Act is relevant, and will be applicable to the districts. Where structural strengthening infrastructure/ improvement investments are made, the lands inhabited by tribals under the act will not be used. The project will not question the ownership of their lands.
Protection of Civil Rights (PCR) Act, 1955 and Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 2015	To abolish untouchability and prevent atrocities against Tribal people due to the initiation of the Government. For this purpose, the Protection of Civil Rights (PCR) Act, 1955, the Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 2015 and Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Rules 2016 have been enacted by the Government of India and are being implemented in Meghalaya.	Applicable for sub-projects planned in Scheduled Areas or where scheduled castes and scheduled tribes are present.

Act/ Rule/ Policy	Explanation	Relevance to the Project
Right to Fair Compensation, Transparency in Land Acquisition Rehabilitation and Resettlement Act, 2013	The Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement (RFCTLARR) Act, 2013, provides for a transparent process and just and fair compensation to the affected families whose land is acquired or proposed to be acquired or are affected by such acquisition and provides for rehabilitation and resettlement of the affected families.	Act also has special provision in case tribal land are acquired and also additional R&R assistances (as per Second Schedule of the Act) and also while planning for facilitates at the relocation sites (as per third schedule of the Act).

3.4 Meghalaya State Specific Laws and Regulations

In addition to national laws and regulations, there are state specific laws and regulations applicable to the project and presented below.

Table 19: State-specific regulations/ Acts/ Laws

S. No	Act/Law	Agency Responsible	Key provisions and purpose	Relevance to the project
1	Meghalaya transfer of Land (Regulation) Act, 1971.	-State Government. -Autonomous District Council.	The Act provides that no land in Meghalaya shall be transferred by a tribal to a non-tribal or by a non-land tribal to another non-tribal except with the previous sanction of the competent authority.	Proper permission required for any land transfer if required by CMYC/Youth Clubs.
2	The Khasi Hills Autonomous District (Khasi Social Custom of Lineage) of 1997	Khasi Hills Autonomous District	This Act extend to all Khasis wherever they may be, on or after the commencement of this Act based on a set of provisions stated in this Act, may or may not receive his/her certificate of a Khasi or a Scheduled tribe.	Applicable as project area include Khasi Hills ADC areas. Will also be applicable based on ownership status of the CMYC/Youth Clubs.
3	The Jaintia Hills Autonomous Village and Town Administration Rules 1975	Jaintia Hills Autonomous District Council	The Act has provisions on no objection required from JHADC for erection of new building, signboards, etc in areas that are within the jurisdiction of the JHADC.	Applicable, depending on the ownership status of the CMYC/Youth Clubs.
4	The Khasi Hills Autonomous District (Administration of Elaka) Act 1991	Khasi Hills Autonomous District Council (KHADC)	The Act provides that the KHADC to settle boundary disputes of an <i>elaka</i> or an administrative unit within the KHADC, alteration of areas, formation of new villages, alter name of village.	Applicable depending on ownership status of the CMYC/Youth Clubs.

3.5 The World Bank’s Environment and Social Standards 7 (ESS-7)

In ESS 7, the term “Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities” (or Scheduled Tribes) refer exclusively to a distinct social and cultural group possessing the following characteristics in varying degrees:

- i. Self-identification as members of a distinct indigenous social and cultural group and recognition of this identity by others; and
- ii. 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; and
- iii. Customary cultural, economic, social, or political institutions that are distinct or separate from those of the mainstream society or culture; and
- iv. A distinct language or dialect, often different from the official language or languages of the country or region in which they reside.

Hence, MPOWER shall assess tribal groups as per the above four criteria. In the Indian context, projects/sub-projects in schedule V or VI areas automatically require preparation of a Tribal Development Plan.

The objectives of ESS7 are as follows:

1. To ensure that the development process fosters full respect for the human rights, dignity, aspirations, identity, culture, and natural resource-based livelihoods.
2. To avoid adverse impacts of projects or when avoidance is not possible, to minimize, mitigate and/or compensate for such impacts.
3. To promote sustainable development benefits and opportunities in a manner that is accessible, culturally appropriate and inclusive.
4. To improve project design and promote local support by establishing and maintaining an ongoing relationship based on meaningful consultation throughout the project’s life-cycle.
5. To obtain Free, Prior, and Informed Consent (FPIC) in the following three circumstances
 - a. adverse impacts on land and natural resources subject to traditional ownership or under use or occupation.
 - b. cause physical relocation of tribal communities from their land and natural resources subject to traditional ownership or under customary use or occupation; or
 - c. significant impacts on the cultural, spiritual, natural and or religious heritage of the tribal communities;
6. To recognize, respect and preserve the culture, knowledge, and practices, and to provide them with an opportunity to adapt to changing conditions in a manner and in a time-frame acceptable to them.

ESS7 aims to ensure that the Scheduled Tribe Communities present in, or with collective attachment to, the project area is fully consulted about, and have opportunities to actively participate in, project design and the determination of project implementation arrangements. The scope and scale of consultation, as well as subsequent project planning and documentation processes, will be proportionate to the scope and scale of potential project risks and impacts as they may affect the Tribal Communities present in the project area.

3.6 Autonomous District Council (ADC) Institutional Structure

The ADCs have constitutional authority, which enables them to control and direct the functioning of the traditional institutions. They also oversee the appointment and succession of chiefs and headmen, and decide the terms and conditions of the latter’s appointment. The Councils are elected bodies of 30 members each (one of whom is nominated) and has elections every five years. They are administered by an Executive Council headed by a Chief Executive Member and two other Executive Members. They have powers to make laws in regard to: 1) Land, other than reserved forests, 2) Forests, other than reserved forests, 3) Use of any land or water resources for agricultural purposes, 4) Regulation of Swidden or shifting cultivation/Jhum, 5) Town or village administration including village or town police, public health and sanitation, 6) Appointment and succession of chiefs and their powers, 7) Laws relating to inheritance of properties and their regulation, 8) Marriage, and 9) Social customs, traditional practices and customary laws. The ADCs and the traditional institutions exist parallelly, functioning within their defined as well as conventional jurisdictions.

4. Potential impacts due to project interventions

During project preparation, a total of about 380 stakeholders were consulted across 7 districts in 29 consultation meetings (in months of March/ April 2023 and October/November 2023) by the PIPSDD. The participants include Khasi, Garo, Jaintia, Rabhas, Boros, Hajongs, and Koches tribes, including Hindu and Muslim minorities. These are conducted with the participation of various stakeholders mentioned above at selected locations across the state. The project information, project objectives, various project components and activities, various stakeholder groups involved, implementation arrangements, potential impacts of the project (exclusion, lack of access, etc.), benefits of the project, role of the stakeholders, and challenges related adolescent age and multisectoral approaches to build skills and human capital were explained to the participants. After the presentations about the project, the participants gave their feedback. Feedback received during consultations was taken into account by the project and incorporated into the design.

The possible impacts due to project interventions are as follows:

Table 20: Project interventions impacts and mitigation measures

S. No.	Impacts	Mitigation measures
1.	<ul style="list-style-type: none"> Adverse social impacts such as loss of land, assets, crops, community/religious structure, etc. disruption during construction etc. 	<ul style="list-style-type: none"> No private land acquisition or use of government land is envisaged under the project.
2	<ul style="list-style-type: none"> Limited accessibility and exclusion of vulnerable and disadvantaged individuals and groups sub-groups such as other Scheduled Tribes (ST). Inadequate or exclusionary targeting mechanisms for services such as education, healthcare, skill 	<ul style="list-style-type: none"> To mitigate this risks, meaningful consultations and outreach must be carried out with vulnerable and disadvantaged individuals and groups to identify their needs and concerns, in order to establish a robust mechanism for better identification and targeting of tribal persons.

	development training, and market-linked employment opportunities may pose a potential risk under the project	
3	<ul style="list-style-type: none"> • Lack of awareness among the tribal communities relating to project • Limited access to information • Limited education and skills among the tribal communities 	<ul style="list-style-type: none"> • Training and capacity building measures for employment opportunities. • Distribution of Information Education Communication (IEC) materials. • Timely Dissemination of First-hand information • Equitable dissemination of information including the tribal population with proper and appropriate IEC materials.

5. Tribal Development Framework (TDF)

As the project sub-activities have not been determined at this stage, a Tribal Development Framework (TDF) have been prepared to highlight generic measures to ensure the inclusion of Tribal populations under the project. Specific Tribal Development Plans (TDPs) will be prepared for each site (either as standalone documents or as separate sections of site-specific ESMPs) to include specific measures relative to the site-specific activities.

The main features of TDF are:

- i. Provide guidance and establish requirements for screening, consultations, preparation of TDPs.
- ii. Provide guidance on avoiding or minimizing and/or mitigating any potential adverse impacts on tribal households and their livelihoods.
- iii. Ensure that the project obtains Free, Prior and Informed Consent (FPIC) with tribal people in the entire process of planning, implementation and monitoring of project;
- iv. Ensure that project benefits are accessible to the tribal communities living in the project area;
- v. Establish appropriate strategies for information sharing, communication and capacity building of tribal stakeholders at all stages of the project and proposes additional interventions/ investments that may be required to enhance project benefits and their outreach/ access to the tribal communities.
- vi. Ensure that a grievance mechanism is established as described in Stakeholder Engagement Plan for this project and that it is culturally appropriate and accessible to affected tribal groups and takes into account the availability of judicial recourse and customary dispute settlement mechanisms such tribal groups.

5.1 Screening

The project will undertake a screening for tribal populations with the help of tribal community leaders and local leaders. Screening Format is given in Annexure 1. The screening will check for the following:

- 1) Names of tribal groups in the project influence area
- 2) Total number of tribal groups in the project influence area
- 3) Percentage of tribal population in project influence area versus total population
- 4) Number and percentage of tribal households to be negatively affected or benefit from the project
- 5) Vulnerability of and risks to tribal groups in the project influence area

The vulnerability of Tribal Groups and their existing socio-economic conditions that may further deteriorate due to project impacts are assessed. As per the requirements of ESS7, if such especially vulnerable and disadvantaged individuals and groups among the Scheduled Tribal community are identified within the project area, the project will take appropriate measures to recognize, respect and protect their land and territories, environment, health and culture, as well as measures to avoid all undesired contact with them as a consequence of the project.

5.2 Framework for Meaningful Consultations, and Free, Prior and Informed Consent (FPIC)

As per the requirements of ESS7, MPOWER requires to obtain Free, Prior and Informed Consent (FPIC) for any project interventions that are likely to cause:

- a) adverse impacts on land and natural resources subject to traditional ownership or under customary use or occupation;
- b) physical relocation of tribal communities from their land and natural resources subject to traditional ownership under customary use or occupation; or
- c) significant impacts on the cultural, spiritual, natural and/ or religious heritage of the tribal communities;

Activities requiring FPIC will not be undertaken under the project.

The Project Management Unit (PMU), MPOWER will undertake a consultative process and will involve: Gram Panchayats; tribal groups including Headman and which will ensure the active inclusion of tribal communities, including their farmers and leaders and other disadvantaged groups. Tribal communities will be involved in the planning, implementation and monitoring process. Identification of these stakeholders will be undertaken in accordance with the Stakeholder Engagement Plan based on the type and nature of project intervention.

A Stakeholder Engagement Plan (SEP) has been prepared with the objectives of i) systematic approach to stakeholder engagement and information disclosure; ii) maintenance of positive relationships with them; iii) monitoring of stakeholder interests and feedback. At PMU level supported by Communication specialist will effectively engage with primary stakeholders throughout project implementation. The Stakeholder Engagement Plan (SEP), to be included in the ESMP of each project, will ensure that the tribal groups are able to engage with the project in socially and culturally meaningful way/language on queries, information disclosure, and grievances. Other project-related information will be shared with the primary stakeholders in local (Khasi, Garo) language, where necessary.

All ESS plans and documents will be disclosed at appropriate platform. ESMF and all project interventions specific safeguard documents will be disclosed in country as well as on Bank's website in English and Khasi and Garo and any other local language spoken and understood in the area.

5.3 Mitigation measures to address project impacts

Table 21: Application of Tribal Development Framework to sub-projects

Stage	Actions for Social Assessment, Meaningful Consultations and Tribal Plan preparation and implementation in Tribal Areas
Preparation stage	<ul style="list-style-type: none"> ▪ Screen for presence of tribal communities in project village (using screening checklist)/ ascertain if the project site is located within designated tribal area (Schedule VI). Provide information relating to: <ul style="list-style-type: none"> ◆ Name(s) of IP community group(s) in the area; ◆ Total number of IP community groups in the area; ◆ Percentage of IP community population in the area compared with the total population; and ◆ Number and percentage of IP households to be affected by the sub-project ▪ List nature of potential activities relating to structural, non-structural and related interventions likely to be undertaken in presence and/or tribal groups ▪ List the nature of tribal groups present or likely to be affected by the interventions ▪ Conclude on the need for: <ul style="list-style-type: none"> ◆ A Tribal Development Plan and its likely content depending on whether it is only for: <ul style="list-style-type: none"> • non-structural measures • involves structural measures, ◆ for obtaining FPIC (indicate type of impact i.e., on land, requiring relocation, cultural heritage) <p>The scope and scale of consultation, as well as subsequent planning/ documentation and TDP preparation processes, will be proportionate to the scope and scale of potential project risks and impacts as they may affect such tribal groups</p>
	<ul style="list-style-type: none"> ▪ Identify stakeholder-tribal groups, areas and households ▪ Engage experts to support the PMU with relevant knowledge of the area Capacity building of Social Specialist on TDF; ▪ Develop culturally appropriate IEC materials for dissemination in the project areas with ST population ▪ Orient tribal communities on project objectives, interventions and implementation processes through use of culturally appropriate IEC materials; ▪ Disclose of interventions and approach under TDF ▪ Mobilise tribal households for proposed interventions ▪ Prepare of socio-economic baseline of the tribal groups including profiling of tribal communities in GPs; ▪ Hold Dorbar Shnong/Gram Sabha meetings ensuring representation of the tribal households on project interventions. Send letters of intimation to village Headman, PRI Members, local Civil Society Organisations about the meetings/ consultations in advance say at least 10 days before. Along with the intimation send project activity related details and

	<p>agenda. Ensure that there is participation from all sections of tribals including females and more than two thirds participation. Record the meeting discussions and issue minutes/ proceedings and maintain records. Take consent of the Gaon Sabha for any project activity.</p> <ul style="list-style-type: none"> ▪ Hold regular, periodic consultations with affected and benefitted tribal communities during planning by involving: <ul style="list-style-type: none"> ◆ Representative bodies and organizations (e.g., councils of elders or village councils, or Gaon Burah/PRI members) other community members; ◆ Provide sufficient time for decision-making processes; and ◆ Allow for effective participation in the design of project activities or mitigation measures that could potentially affect them either positively or negatively. ▪ Identify existing Grievance resolution mechanisms and processes respected and used by the locals ▪ Identify schemes that promote social and economic empowerment of tribal communities with which project activities can be converged ▪ Hold consultations with other departments and facilitate convergence of other existing government schemes through support from the project.
<p>Preparation of TDP (within ESMP or a stand-alone document)</p>	<ul style="list-style-type: none"> ▪ PMU will take all necessary measures to screen and identify such locations and avoid any additional land procuring through design interventions without jeopardizing the safety standards to be followed. ▪ The PMU will work with the Addl. Deputy Commissioner, Revenue of the concerned district for negotiation with land/ Ri Kynti holders for purchase of land required for the project; preparation and finalisation of land acquisition estimates for approval from concerned Deputy Commissioner/ DLLPC Chairperson. ▪ The IPPF provides for rehabilitation/reconstruction of any damaged/ impacted community assets through community participation ▪ In case encroachments are found, these will be dealt with as per the RFCTLARR Act 2013. <p>Depending on the presence of tribal people and their socioeconomic vulnerability and cultural distinctiveness the, prepare project specific TDPs as per outline presented below</p> <ul style="list-style-type: none"> ▪ A summary of Targeted Social Assessment, including the applicable legal and institutional framework; ▪ Baseline socioeconomic data that profiles occupations, land holdings, household incomes, existing customary usufruct rights over forest resources, participation in project operations as well as community institutions to assess impact ▪ A summary of the results of the meaningful consultation; and FPIC where necessary formal, written community endorsement/sign off of the subproject/activity (locations, design, etc.) by elected representatives and customary tribal leaders; PESA resolution, etc. where necessary (As is required under the legislations governing Schedule areas) ▪ Specific Measures to avoid, minimize, mitigate, or compensate for any potential adverse impacts identified.

	<ul style="list-style-type: none"> ▪ Specific Measures for ensuring culturally appropriate social and economic benefits for tribal communities; e.g., preference in provision of benefits from tourism development, etc. In case of FPIC is unsuccessful, then record the proceedings about the same in the records ▪ Details of cost estimates, financing plan, schedule, and implementation arrangements; ▪ Accessible and culturally appropriate grievance redressal procedures ▪ Project Monitoring and Evaluation arrangements including monitoring indicators and evaluation parameters ▪ Disclosure arrangements
Implementation	<ul style="list-style-type: none"> ▪ Continue holding consultations as per TDP and SEP using IEC materials developed ▪ Administer and monitor mitigation measures stated in the TDP. Key monitoring indicators would be <ul style="list-style-type: none"> ◆ Coverage of tribal households in different activities implemented under the project ◆ Benefits rendered to and accessed by the tribal households ◆ Number of tribal families selected under capacity building activities ◆ Number of tribal family member shaving engaged in civil work ▪ Liaise with other relevant departments involved in convergence ▪ Progress Reporting including reporting on functioning of grievance redressal

5.4 Implementation arrangements of TDP

The TDP implementation responsibility will be in sync with the overall implementation strategy of the project. The Gender and Community Specialist at the PMU will be responsible for its implementation under the overall guidance provided by the Head of the project, PD. The Gender and Community Specialist will also be responsible for coordinating with other line departments, provide requisite support for organizing community consultations, data collection and provide oversight on the process of preparation and quality of the TDF. The role and responsibilities of the Gender and Community Specialists are as follows:

1. Support the implementing entities in preparation and finalization of tribal plans for their greater inclusion.
2. Overall planning, designing, guiding, implementing and coordinating institutional development and capacity building strategies proposed for tribals and institutions existing in scheduled areas.
3. Identifying stakeholders and ensuring their participation;
4. Monitoring implementation of the framework by different implementing entities as per TDF;
5. Designing the community manual and guidelines for the support organization and developing training modules/manuals/IEC materials;
6. Monitoring the activities of the unit;
7. Ensuring timely implementation of capacity building measures, taking into account specific needs of the tribals.

The Gender and Community Specialist will be the responsible person to guide the overall process related to tribal inclusion and their greater participation in the development process. She/he will monitor the processes followed in execution of the planned activities and realization of the tribal inclusion parameters.

In addition, an external consultant will be hired for preparation of the tribal development plans.

If the project commissions the services of an NGO, for if any supporting the implementation and helping mitigating the adverse effects of the project, that NGO shall remain responsible for the development of a comprehensive livelihood system to facilitate advantages of the options available. The following are the NGO roles:

- Identification and verification of affected persons
- Conducting specific consultations in tribal areas
- Dissemination of information of project including GRC and the need for land acquisition, the provisions of the policy and the entitlements as per RFCTLARR Act 2013
- Assisting and facilitating affected person in getting entitlements
- Identifying alternate place for relocation for displaced persons
- Accompanying and representing the affected persons at the grievance Committee Meetings
- Provide assistance to eligible affected persons to take advantage of the existing Government Housing and other Schemes
- Will track the absentee titleholders if any who is not available to receive the compensation
- Will facilitate the FPIC process for interventions.

Implementation Costs and budget: Implementation of the TDP would need to factor in the following and will be reflected in the SEP.

Table 22: Budget table for implementing the TDP (Indicative)

Items (indicative)	Unit	Rate	No.	Amount, INR
Additional resource persons (Tribal experts, etc.)	Person	500000	1	2000000
Conducting FPICs (vehicle, fuel, photography, videography)	LS			1500000
Training	LS			1000000
IEC materials develop and dissemination	LS			1500000
Budget for any identified special community needs	LS			2000000
Unforeseen items	LS			1000000
Contingencies	LS			1000000
TOTAL				1,00,00,000

5.5 Monitoring arrangements of TDP

Throughout the implementation of the project, the Gender and Community Specialist of MPOWER- PMU will monitor the project compliance with TDP. The Gender and Community Specialist will visit the project sites at least on a quarterly basis since the planning until three months after the completion of civil works and meet the tribal communities and their leaders. The Specialist will also monitor activities to ensure adequate participation and inclusion of ST persons in availing benefits under the project. Upon the completion of the sub-component and implementation of TDP, the Gender and Community Specialist will carry out a TDP completion assessment to confirm that all measures under this TDP have been fully implemented.

Towards enhancing the quality of TDP implementation, in addition to the internal monitoring by the PMU, external monitoring may be done by a third- party agency for environmental/ social aspects. The role of this External Monitoring and Evaluation Consultants (M&E) towards external monitoring and evaluating of social safeguards shall include the following:

- Conduct periodic monitoring and audit of TDP implementation to provide early alert to redress any potential problems; and,
- Conduct mid-term, annual and end term monitoring and audit to assess target achievements and slippages with respect to implementation of TDP.
- Grievance redressal mechanism - monitor and audit its functioning and processes along with complaints received and resolved shall be monitored and audited.

The results of this monitoring and audit shall be summarized in reports which will be submitted to the PMU on a regular basis. Provision will be made for participatory monitoring involving the affected persons. The summarized reports of this monitoring and audit should be sent to the World Bank on quarterly basis.

5.6 Scheduled Tribes: Impact Screening Checklist

KEY CONCERNS (Please 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" (hill tribes, schedules tribes, tribal peoples), in the project area?				
2.	Are there national or local laws or policies or anthropological researches/ studies that consider these groups present in or using the project area as belonging to scheduled tribes, tribal peoples?				
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?				
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?				
B. Identification of 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?				

KEY CONCERNS (Please provide elaborations on the Remarks column)		YES	NO	NOT KNOWN	Remarks
14.	Physical displacement from traditional or customary lands?				
15.	Commercial development of natural resources (such as minerals, hydrocarbons, forests, water, hunting or fishing grounds) within customary lands under use that would impact the livelihoods or the cultural, ceremonial, spiritual uses that define the identity and community of Scheduled Tribes?				
16.	Establishing legal recognition of rights to lands and territories that are traditionally owned or customarily used, occupied or claimed by Scheduled Tribes?				
17.	Acquisition of lands that are traditionally owned or customarily used, occupied, or claimed by Scheduled Tribes?				

Annexure 4 - Gender-Based Violence Framework

1. Understanding GBV & SEA/SH

Gender-based violence (GBV) is violence directed against a person on the basis of their gender. It constitutes a breach of the fundamental right to life, liberty, security, dignity, equality between women and men, non-discrimination, and physical and mental integrity that, non-discrimination, and physical and mental integrity. Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) are forms of GBV.

Sexual Exploitation is defined as any actual or attempted abuse of a position of vulnerability, differential power, or trust for sexual purposes, including, but not limited to, profiting monetarily, socially, or politically from the sexual exploitation of another.

Sexual Abuse is defined as the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Sexual Harassment in the workplace is defined as any form of unwanted verbal, non-verbal, or physical conduct of a sexual nature with the purpose or effect of violating the dignity of a person, and may include unwelcome sexual advances, requests for sexual favours. Acts of SEA/SH may involve actual or threatened violence or inducements such as protection, food, shelter, or the like, in exchange for sex.

2. GBV - MPOWER

MPOWER will involve: a) contractors to undertake civil works such as refurbishing/renovating of existing facilities, b) agencies/firms for supply and installation of equipment and materials to support core-functions; and c) other implementation support partners for implementation of MPOWER. This poses the risk of gender-based violence (GBV), sexual exploitation and abuse (SEA) for adolescent and women who are found to be more vulnerable. Some of the measures to address vulnerabilities of adolescent and women regarding SEA-SH have been embedded in the project design.

For instance, community adolescent clubs/in-school clubs to be developed under the project would liaise with existing CMCY clubs in the state to extend psychosocial counselling and legal support to victims of gender-based violence/SEA-SH. Further, the project will engage trained Youth Facilitators (Fellows), Skill Coaches and Peer Leaders to encourage friendly and safe environments free from sexual harassment and discrimination against adolescents. The project will also design and support interventions to prevent child sexual abuse and harassment by create a vibrant platform within the schools, where adolescents will be engaged in sessions such as life skills education, sports, theatre, music, and more.

During civil works, when women face any sexual exploitation and abuse (SEA) and sexual harassment (SH), One Stop Centres (OSC) provide access to redressal services.

The GBV (Gender-Based Violence) SP (Service Provider) mapping and referral matrix is used to identify and map all available GBV service providers in the state, along with the list of NGOs offering services to refer survivors to them. It's a crucial component of a comprehensive GBV response system, ensuring survivors can access the support they need in a timely and efficient manner. The list of OSCs and NGOs is annexed as Annexure 7.

One Stop Centres: The One Stop Centres are intended to support women affected by violence in private and public spaces to provide integrated support and assistance to women affected

by violence and to facilitate immediate emergency and non-emergency access to a range of services including medical, legal, psychological and counselling support under one roof. One Stop Centres has been established in all the 11 (eleven) Districts of the State. The Centre Managers and the District Social Welfare Officers oversee the functioning of OSCs.

5. Women Helpline Scheme - WHL 181: The Toll free 24x7 women Helpline number 181 will provide 24-hour emergency response to all women affected by violence both in public and private sphere, facilitate crisis intervention through referral to police/ Hospital/ Ambulance services, provide information about the appropriate support services available to the women affected by violence. The Helpline had been established in 2017 and is managed by the Programme Manager and staffs /Call Responders.

3. Legal and Policy Environment for Women's Safety

International Instruments: The international legal and policy framework establishes standards for action by countries to meet their legal obligations and policy commitments to address violence against women. Some of the key International instruments⁶ for the protection of women include:

- **United Nations General Assembly, Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW):** Under CEDAW, States ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination and refrain from engaging in any practice of discrimination against women and to ensure that public authorities and institutions shall act in conformity with this obligation.
- **Fourth World Conference on Women, Beijing Declaration and Platform for Action:** The Platform for Action states that 'women may be vulnerable to violence perpetrated by persons in positions of authority in both conflict and non-conflict situations. Training of all officials in humanitarian and human rights law and the punishment of the perpetrators of violent acts against women would help to ensure that such violence does not take place at the hands of the public officials in whom women should be able to place trust, including police and prison officials and the security forces' (Para. 121).
- **United Nations General Assembly, Resolution 52/86 on Crime Prevention and Criminal Justice Measures to Eliminate Violence Against Women**
- **World Bank's Guidance note on Management of Labour Influx, 2016.** The document provides guidelines to address issues and risks arising from influx of migrant labour leading to gender-based violence, forced labour etc.

National Instruments

- India has signed and ratified **Convention on Elimination of Discrimination against Women (CEDAW)**. Since then, the national policy for Women 2016 and other policies and amendments on acts has been reflecting the principles highlighted in the related international conventions. The goal of this Policy is to bring about the advancement, development and empowerment of women.
- **The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**, aims to prevent and provide redressal of complaints of sexual

harassment. One of the main provisions in this act is that it calls for constituting an Internal Complaints Committee at each office or branch with 10 or more employees/workers.

One Stop Centres

The Ministry of Women and Child Development (MWCD) has formulated a Centrally Sponsored Scheme for setting up One Stop Centres. OSC falls under Sambal sub-scheme of umbrella scheme Mission Shakti. In line with the national guidelines, these Centres are established across the state to provide integrated support and assistance under one roof to women affected by violence, both in private and public spaces.

SHE-Box

This Sexual Harassment Electronic Box¹ (SHe-Box) is an effort of MWCD, GoI to provide a single window access to every woman, irrespective of her work status, whether working in organised or unorganised, private or public sector, to facilitate the registration of complaint related to sexual harassment. Any woman facing sexual harassment at workplace can register their complaint through this portal. Once a complaint is submitted to the 'SHe-Box', it will be directly sent to the concerned authority having jurisdiction to take action into the matter.

World Bank Good Practice Note

The World Bank Good Practice Note (GPN) provides a comprehensive understanding of the nature and kinds of GBV. The GPN establishes an approach to identifying risks of GBV, in particular sexual exploitation and abuse and sexual harassment, that can emerge in major infrastructure projects with civil works contracts. The GPN builds on World Bank experience and good international industry practices, including those of other development partners.

The GPN is guided by several key principles reflected in the 2017 GBV Task Force Report:

- 1) **Be survivor-centered:** Approach considerations related to GBV prevention, mitigation and response through a survivor-centered lens, protecting the confidentiality of survivors, recognizing them as principal decision-makers in their own care and treating them with agency, dignity and respect for their needs and wishes.
- 2) **Emphasize prevention:** Adopt risk-based approaches that aim to identify key risks of GBV and to undertake measures to prevent or minimize harm.
- 3) **Build on existing local knowledge:** Engage community partners—local leaders, civil society organizations, gender and child advocates— as resources for knowledge on local level risks, effective protective factors and mechanisms for support throughout the project cycle.
- 4) **Be evidenced-based:** Build on existing global research and knowledge on how to address GBV effectively.
- 5) **Be adaptable:** Operational guidance presented in this note provides the foundation for an effective GBV risk management approach; adapt and adjust mitigation measures to respond to the unique drivers and context in any given setting.
- 6) **Enable continuous monitoring and learning:** Ensure operations integrate mechanisms for regular monitoring and feedback to track effectiveness and to build internal knowledge of what works to prevent, mitigate and respond to GBV.

¹ http://www.shebox.nic.in/user/about_shebox

The GPN outlines the three Step that need to be undertaken during project preparation and implementation as described below.

1. **Identify and assess** the risks of GBV during social assessments and include measures for their mitigation in project design. Ideally, this is done during project preparation, with the understanding that GBV risk assessment is a continuous process and should take place throughout the project life cycle as GBV can occur at any moment.
2. **Address** the risks during project implementation by identifying and implementing appropriate GBV risk mitigation and monitoring measures – that are commensurate to the risk level, on an ongoing basis
3. **Respond** to any identified GBV incidents, whether related to the project or not, ensuring that effective monitoring and evaluation mechanisms are in place to report on such incidents and to monitor follow up.

4. Assessment of GBV Risks

Consultation with the community was undertaken during field visits to the districts. The assessment of GBV risks vis-à-vis the area of impact is shown in the table below.

Table 1: GBV and risk assessment

SN	Area of Impact	Risk Assessment
1	Adolescent girls, women at youth clubs/community adolescent clubs	<ul style="list-style-type: none"> ▪ Regular and increased interaction between the girls, mentors, youth facilitators, peer leaders and the communities can cause inappropriate behaviour, such as sexual harassment of girls and women and illicit sexual relations with minors from the community. ▪ It may also increase rates of communicable diseases, including sexually transmitted diseases and HIV/AIDS.
2	Women staff/workers at work sites	<ul style="list-style-type: none"> ▪ Cultural insensitivity towards women and the stigma associated with GBV, discourages women from reporting SEA/SH incidents and erodes trust in existing redressal systems. ▪ Lack of adequate and safe means of commuting to the project site and back. The risks are augmented significantly if travel is required at night. ▪ There is lack of awareness of compliance to the existing acts and legal provisions. Women staff are often not aware of the redressal mechanism (even within the organisation; e.g., Internal Complaints Committee, ICC). ▪ Absence of separate toilets for women at sites.
3	Civil work Labour	<p>Negligence and non-compliance to national labour laws with regards to safety and security provisions for women labourers can increase risk of GBV. Some of the following requirements can augment the situation.</p> <ul style="list-style-type: none"> ▪ Adequate provisions for the separate toilets. ▪ Display information on the redressal mechanism and contact details of the concerned personnel for registering of complaints. (This includes the legal obligation to display names and contact details of ICC members).

	<ul style="list-style-type: none"> The suggested actions to mitigate the risk of GBV-SEAH in the LMP are to be implemented by contractors
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5. GBV and SEA/SH Action Framework

The steps and measures of the GBV Action Framework are summarized in the table below:

Table 2: GBV and SEA/SH action framework

S.No	Key Actions	By when	Responsibility
1	Conduct secondary and primary research; Collate data on the local GBV and SEA/SH issues in the project district and affected areas/groups; Report on GBV and SEA/SH risks in district. Identify network of GBV service providers in the State and referral mechanisms. Prepare a GB SP mapping and referral matrix.	Preparation	PMU/Sub-PMU/DPMU
2	Popularise and communicate about the Internal Complaints Committee as per provisions contained in Section 4 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act 2013 along with ToR of the Committee at head-quarters as well as district offices	Preparation	PMU/Sub-PMU/DPMU
4	Train project personnel on GBV and SEA/SH; Integrate sessions on GBV prevention and response in skill development trainings and other capacity building activities under the project	Implementation	PMU/Sub-PMU/DPMU
5	Inform and consult those affected by the project, of GBV and SEA/SH risks and project activities	All phases	PMU/Sub-PMU/DPMU
6	Develop IEC materials for awareness on GBV and SEA/SH risks and measures to mitigate or respond including information on SHe-Box Online Complaint Management System http://www.shebox.nic.in/	Implementation	PMU/Sub-PMU/DPMU
7	Address GBV and SEA/SH issues in regular meetings to keep the local communities and other stakeholders informed about project activities	All phases	PMU/Sub-PMU/DPMU
8	Link the project GRM to manage GBV and SEA/SH complaints; also popularise SHe-Box Online Complaint Management System. http://www.shebox.nic.in/ Specific steps for incident reporting, given the sensitive nature of SEA/SH complaints, will be to be prepared and annexed separately.	All phases	PMU/Sub-PMU/DPMU

S.No	Key Actions	By when	Responsibility
9	Ensure Codes of Conduct (CoC) are clearly understood and signed by Contractors/staff/officials; Train staff/ officials on CoC	Implementation	PMU/Sub-PMU/DPMU
10	Implement appropriate project-level activities such as: <ul style="list-style-type: none"> ▪ separate, safe and easily accessible facilities for women and men in the place of work and the civil work sites. (e.g. toilets should be located in separate areas, well-lit) ▪ display signs that the project site is an area where SEA/SH is prohibited. 	Implementation	PMU/Sub-PMU/DPMU
12	Report in the quarterly progress report and review	All phases	PMU/Sub-PMU/DPMU

Annexure 5: Generic ESMP for program activities

No.	Environmental/ Social Regulatory Aspects	Impacts	Enhancement/ Mitigation/ Management Measures	Implementation	Monitoring
1	Furnishing Materials	Impacts on Safety Impacts on energy usage Generation of waste	Fire extinguishers need to place at appropriate places. These need to be refilled and serviced as per guidelines. All material used for furniture and furnishings should have qualities such as a) Low flammability, b) Low VOC emitting, c) Sourced from sustainable sources, and d) energy efficient Business and Institutional Furniture Manufacturers Association (BIFMA) standards for institutional furniture may please be followed. Adoption of general waste management plan	DPMU/ Contractor	PMU
2	Equipment	Impacts on Safety Impacts on energy usage Impacts due to generation of waste	All installation of equipment to be as per manufacturers guidance. All operation and maintenance have to be as specified by manufacturer. All the equipment needs to be operated by only trained operators Proper disposal of wastes, spares and obsolete equipment Any Batteries, etc. need to be disposed of as per guidelines. Adoption of general waste management plan	DPMU/ Contractor	PMU
3	Vans, buses for field trips	Impacts on safety	All the vans need to be properly operated and maintained. Only garages authorized by the manufacturer to be used for servicing and repairs All vans must have obtained PUC at regular intervals as required. Proper disposal of wastes such as oils, grease, etc. Defensive driving training to be given to drivers	DPMU/ Contractor	PMU

4	Labour Requirements	Impacts due to influx of labour, child labour, grievances, GBV, contagious diseases, Covid-19, etc.	<p>The contractor will use unskilled labour drawn from local communities to avoid any additional stress on the existing facilities (medical services, power, water supply, etc.) Planning of labour camps, if required, needs to be done ensuring adequate water supply, sanitation and drainage etc., in conformity with the Indian Labour Laws in particular the Occupational and Community Health and Safety requirements. No firewood to be used for cooking in labour camps.</p> <p>No Child labour or forced labour is allowed.</p> <p>Contractor will set up a GRM for the labour force.</p> <p>The Contractor will sensitize the labour and ensure that there are no incidences of GBV/ SEA-SH.</p> <p>The contractor will implement and follow the relevant Covid-19 guidelines/ HIV-AIDS Guidelines in force.</p>	DPMU/ Contractor	PMU
5	Minor civil works	<p>Impact on water quality, soil and air quality</p> <p>Impact on vegetation, flora and fauna</p> <p>Impacts due to sourcing, extraction and transpiration of construction materials</p> <p>Impacts on Occupational Health and Safety</p>	<p>Implement a schedule for water spraying.</p> <p>Restrict noisy work to daytime hours (e.g., 8 am to 6 pm).</p> <p>Install sediment barriers and use proper drainage to prevent siltation.</p> <p>Prohibit the open burning of all demolished material, both on-site and off-site.</p> <p>Ensure all workers are provided with and trained on the proper use of Personal Protective Equipment (PPE) and other appropriate safety wear.</p> <p>Install proper sign boards and barricade construction areas.</p> <p>Waste Management Planning for waste minimization through the reuse and recycling of demolition materials.</p> <p>Designate areas for material stockpiles, waste stockpiles, labour camps, and vehicle maintenance yards</p> <p>Dispose of debris only at approved sites with consent from relevant parties.</p>	DPMU/ Contractor	PMU

			<p>Avoid blocking waterways or wetlands, and prioritize reuse/recycling.</p> <p>Cover transported materials and promptly remove stockpiles at approved locations</p> <p>Dust-emitting sources shall be located away from areas of human activity and natural drainage paths.</p> <p>Park and repair vehicles only in designated areas.</p> <p>Obtain Forest Department Approval for any tree cuts</p>		
6	Resource efficiency during implementation	Impacts on quantity of water usage and Energy usage	<p>Adopt resource efficient principals in to the project design</p> <p>Install energy efficient bulbs, electrical fixtures and efficient ventilation systems to reduce energy consumption.</p> <p>Install water efficient fixtures during construction (taps etc)</p> <p>Practice rain water harvesting and renewable energy sources (solar systems) wherever possible.</p>	DPMU/ Contractor	PMU
7	Waste disposal	Impacts on water, soil, air and noise.	<p>Location of disposal sites will be finalized before sub-project initiation. All wastes from trainings, events, etc. shall be disposed at designated sites. The Client shall approve these disposal sites conforming to the following</p> <p>(a) These are not located within any designated forest areas. (b) The dumping does not impact natural drainage courses (c) No endangered/rare flora is impacted by such dumping. (d) Not located 1 Km within any mangrove vegetation/ecologically sensitive areas.</p>	DPMU/ Contractor	PMU
8	Batteries and other e-waste	Impact on safety Pollution impacts (soil, water etc)	<p>The used batteries from the equipment need to be disposed of as per guidelines to approved vendors/ manufacturers.</p> <p>All e-waste needs to be disposed of as per guidelines to approved vendors/ manufacturers.</p> <p>The beneficiaries and their families need to be sensitized to these requirements.</p>	DPMU/ Contractor	PMU
9	Gender Issues	Gender related data, benefits to	Each of the sub-project reports will have gender disaggregated data.	DPMU/ Contractor	PMU

		female community members, awareness on gender, reduction in GBV, etc.	The DPMUs will ensure that all contractors employ women and at least 30% of the total worker-days of each contract to be female worker-days. All contractors maintain labour registers to record worker data.		
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Annexure 6: List of CSOs and NGOs

S. No.	Name	Designation	Contact No.
1.	One Stop Centre East Khasi Hills, Shillong	Smti Jill A. Marbaniang Centre Manager	6009909445/ 8974011462
2	One Stop Centre East Garo Hills, Williamnagar	Smti. Ringringchi Ch Marak Centre Manager	8787484572/ 8974120495
3	One Stop Centre South West Garo Hills, Ampati	Smti. Sengera Rikrakchi M. Marak Centre Manager	6009924183/ 8787504118
4	One Stop Centre North Garo Hills, Resubelpara	Smti. Salchira R. Marak Centre Manager	9862733638
5	One Stop Centre West Khasi Hills, Nongstoin	Smti. Batshisha L. Marshillong Centre Manager	9774489332
6	One Stop Centre East Jaintia Hills, Khliehriat	Smti. Beautiful Chadong Centre Manager	9615719767
7	One Stop Centre Ri-Bhoi District, Nongpoh	Smti. Joana R. Lamin Centre Manager	9436162157
8	One Stop Centre South West Khasi Hills, Mawkyrwat	Smti. Memory Marwein Centre Manager	8787866015
9	One Stop Centre South Garo Hills, Baghmara	Smti Chingme R. Marak Centre Manager	9366724945
10	One Stop Centre West Garo Hills, Tura	Smti. Miami A. Sangma Centre Manager	9615692507/ 7005086116
11	One Stop Centre West Jaintia Hills, Jowai	Smti. Lucy Ksoo Centre Manager	8259846609
12	One Stop Centre Eastern West Khasi Hills, Mairang	Smti. Grazianyilla L. Nongbri Centre Manager	9366987687

Women Welfare Organisations - East Khasi Hills

S. No.	Name & Address of NGOs	Phone No.
1.	Tyrna Youth Welfare & Development Society, Tyrna BPO Tyrna P.O. Cherrapunjee East Khasi Hills - 793108	8837454063 / 9402393191
2.	Nongkrem Youth Development Association, Nongkrem, East Khasi Hills, Shillong - 793015	0364-2588235 / 9615435476

S. No.	Name & Address of NGOs	Phone No.
3.	SPARK - Bring Light to Lives, Laitumkhrach Nongkynrih Road, Near Health Complex, Laitumkhrach, Shillong - 793003	8794850631 / 8910922727
4.	Indigenous Tribal Development and Empowerment Mission (ITDEM) Visitation Convent Arbuthnot Road, Laitumkhrach, Shillong - 793003	9862346016 / 9862877006
5.	Mattilang Self Help Group, Nongkrem, East Khasi Hills District Shillong - 793003	9862346016 / 9862877006
6.	Indigenous Tribal Development & Empowerment Mission (ITDEM), Laitumkhrach, Shillong -793003	9862346016 / 9862877006

West Khasi Hills - List of NGO under Women Welfare Scheme in the West Khasi Hills District

Sl. No.	Name & Address of NGO	Phone No.
1.	Women Social Welfare Organisation, New Nongstoin	8259870282

West Jaintia Hills -

List of NGOs under Women Welfare Scheme in the West Jaintia Hills, Jowai

Sl. No.	Name & Address of NGOs	Phone No.
1.	Seng Kynjoh Shaphrang Ki Kynthei Kyndontuber, West Jaintia Hills District Pin Code 793150	9383140070
2.	Society for Urban & Rural Empowerment Unitarian Church West Jaintia Hills, Jowai -793150	94361-06317 / 8575745158
3.	Mihmyntdu Community & Social Welfare Association, West Jaintia Hills Jowai	8787421324
4.	Spices Grower Society, Kyndongtuber, West Jaintia Hills District Pin Code -793150	9856157256
5.	People's Welfare and Development Society, Sohphoh Village West Jaintia Hills District -793150	9436798553 / 8794657076
6.	Jaintia Hills Development society (JHDS) Mihmyntdu, Jowai, West Jaintia Hills District - 793150	8014277181 / 700584353

Ri Bhoi

List of NGO under Women Welfare Scheme in the Ri Bhoi District

Sl. No.	Name & Address of NGO	Phone No.
1.	Iatreilang Women Welfare Association Mawlein Mawkhan	8974022319
2.	Seng Bhalang Ki Longkmie Umtarlen, B.P.O. Umden	8415053585
3.	Seng Kynthei Shnong Mawlong Nongtluh B.P.O. Umden	9612123996
4.	Women Organisation of Ri Bhoi District, HQ-Umsning	7627983161
5.	Ri Bhoi Area Welfare Association (RAWA) Umsning	7005910445

West Garo Hills

List of NGOs under Women Welfare Scheme in the West Garo Hills District

Sl. No.	Name & Address of NGOs	Phone No.
1.	Women's Social Welfare Organisation Chandmary, P.O. Tura, West Garo Hills	9862206595
2.	Garo Baptist Convention (ABDK) A.B. Compound P.O. Tura West Garo Hills - 794002	91-3651-222355

South West Garo Hills, Ampati

List of NGOs under Women Welfare Scheme in the South West Garo Hills District

Sl. No.	Name & Address of NGOs	Phone No.
1.	Am'beg Community Development Society, Ampati 794115	8787563640 / 7422065606
2.	Nogorpara Ading Gittim Self Help Group, Nogorpara	8837367217

East Garo Hills, Williamnagar

List of NGO under Women Welfare Scheme in the East Garo Hills District

Sl. No.	Name & Address of NGO	Activity
1.	Warima Balgito Thrift & Credit Society	9402502544
2.	Sampal Chiring Women's SHG	8258811934
3.	Ampangdamgre Women's SHG	7085515866
4.	New Sampalgre Women SHG	8258834132
5.	Simsang Nokmechik SHG	9366191310

List of NGO under Women Welfare Scheme in the East Garo Hills District

Sl. No.	Name & Address of NGO	Activity
6.	Warima Womens SHG	7640916679
7.	Consortium Group Achak Jangkegre Handloom Weaver SHG	9615767588
8.	Simsang Narimkol Women SHG	8258993348
9.	North Eastern Regional Domestic Workers Movement, Williamngar	8731952376

North Garo Hills, Resubelpara

List of NGOs under Women Welfare Scheme in the Resubelpara

Sl. No.	Name & Address of NGOs	Phone No.
1.	Dilma A.dap Women SHG	8416087855
2.	Self Help Group Cluster Centre, Mendal North Garo Hills	7005871757

South Garo Hills, Baghmara

List of NGOs under Women Welfare Scheme in the South Garo Hills, Baghmara

Sl. No.	Name & Address of NGOs	Phone No.
1.	Memang Koksi, SHG	9362850865
2.	Chokchime Balgaoa women SHG	9383440575
3.	Dabi Ampangdam Balkasin SHG	7005491073
4.	Aloe Vera SHG	6009018725
5.	Dabit Bolong A'ding SHG	7005491073
6.	NABA - 1 Surju 170 SHG	--
7.	Jongkol Matgrik SHG	9863341520

Annexure 7 - Environmental and Social Baseline

4. Introduction

The State of Meghalaya is situated on the north east of India, in the hills of eastern sub-Himalayas. It extends for about 300 kilometres in length and about 100 kilometres in breadth. It is bounded on the north by Goalpara, Kamrup and Nowgong districts, on the east by Karbi Anglong and North Cachar Hills districts, all of Assam, and on the south and west by Bangladesh. Shillong, the capital of Meghalaya is located at an altitude of 1496 metres above sea level. Shillong, which was made Assam's capital in 1874, remained so till January 1972, following the formation of Meghalaya. The capital city derives its name from the manifestation of the creator called Shyllong. Meghalaya is subject to vagaries of the monsoon. The climate varies with altitude. The climate of Khasi and Jaintia Hills is uniquely pleasant and bracing. It is neither too warm in summer nor too cold in winter, but over the plains of Garo Hills, the climate is warm and humid, except in winter. The Meghalayan sky seldom remains free of clouds.

5. Demographic Profile

Description	Census 2011
Area	22,429 Sq. Km
Capital	Shillong
No of District	12
Blocks	46
Languages	Khasi, Pnar, Garo & English
Density	132 per Sqr Km
Approximate Population	29.67 Lakhs
Actual Population	2,966,889
Population Growth	27.95%
Percentage of total Population	0.25%
Sex Ratio per 1,000 males	989
Child Sex Ratio	970
Density/km ²	132
Area(Km ²)	22,429
Total Child Population (0-6 Age)	568,536
Literacy	74.43 %
Male Literacy	75.95 %
Female Literacy	72.89 %
Christian	74.59 %
Hindu	11.53 %
Other religion	8.71 %
Muslim	4.40 %

As per Census 2011,

- Meghalaya has population of 2,966,889 of which 1,491,832 are male and 1,475,057 are female.

- The total population growth in this decade was 27.95 percent.
- The population of Meghalaya forms 0.25 percent of India in 2011.
- Sex Ratio in Meghalaya is 989 i.e. for each 1000 male, which is below national average of 940 as per census 2011.
- Literacy rate in Meghalaya has seen upward trend and is 74.43 percent as per latest population census. Of that, male literacy stands at 75.95 percent while female literacy is at 72.89 percent.
- Christianity is the most predominant faith in Meghalaya with 74.59 % of state population following the same. Hinduism is second most popular religion in Meghalaya state with 11.53 % following it.
- Out of the total population of Meghalaya, 20.07% people live in urban regions. The urban population of Meghalaya increased by 31.12 percent during 2001-2011 period and is expected to rise further. Sex Ratio in urban regions of Meghalaya was 1001 females per 1000 males. Average Literacy rate in Meghalaya for Urban regions was 90.79 percent.
- Of the total population of Meghalaya state, around 79.93 percent live in the villages of rural areas. The population growth rate in Meghalaya for rural population recorded for this decade (2001-2011) was 27.17%. In rural regions of Meghalaya state, female sex ratio per 1000 males was 986. Average literacy rate in Meghalaya for rural areas was 69.92 percent.

Table 9: District wise Demographic Profile of Meghalaya

District	No. of Villages	No of Households	% ST	Population Density (Person/ Sqkm)	Literacy	Male Literacy	Female Literacy
West Garo Hills	1577	123,352	73.7%	175	67.6%	72.4%	62.7%
South-West Garo Hills*							
East Garo Hills	1058	58,328	96.0%	122	73.9%	77.7%	70.1%
North Garo Hills*							
South Garo Hills	731	24,527	94.3%	75	71.7%	76.2%	66.9%
West Khasi Hills	1093	64,906	97.8%	73	77.9%	78.5%	77.2%
South-West Khasi Hills*							
Ribhoi	579	46,872	88.9%	106	75.7%	76.8%	74.5%
East Khasi Hills	923	164,046	80.1%	301	84.2%	84.5%	83.8%

East Jaintia Hills	498	66,028	95.2%	103	61.6%	58.1%	65.1%
West Jaintia Hills*							
State Total	6459	548,059	86.1%	132	74.4%	76.0%	72.9%
Source: Census 2011							
Note: * Districts created post 2011 census.							

6. Population and Household Profile

In Meghalaya, over three-fourths (78%) of the households are in rural areas. On average, households are comprised of 4.8 members. Forty-one percent of households are headed by women, with 42 percent of the population living in female-headed households as per NFHS 5 (2019-20).

More than one-third (37%) of Meghalaya's population is under age 15; only 3 percent is age 65 and over. The overall sex ratio of the population is 1,039 females per 1,000 males, and the sex ratio of the population under 7 years of age is lower at 982 females per 1,000 males. Thirty-three percent of persons have an Aadhaar card. (NFHS 5 2019-20)

Nearly one-third (32%) of households in Meghalaya have water piped into their dwelling, yard, or plot.

Almost all (96%) households have access to a toilet facility (all households in urban areas and 95% in rural areas).

Fifty-four percent of deaths of usual household members in the three years preceding the survey (NFHS 4) were registered with the civil authorities.

Urban households (62%) are more likely than rural households (24%) to have water piped into their dwelling, yard, or plot. Sixty eight percent of households use an appropriate treatment method to make drinking water potable (mostly by boiling). One-third of households (34%) in Meghalaya use a clean fuel for cooking.

Table 10: Population and Household Profile

Indicators	NFHS-5 (2019-20)		
	Urban	Rural	Total
Population and Household Profile			
Female population age 6 years and above who ever attended school (%)	94.7	83.4	85.9
Population below age 15 years (%)	29.7	39.2	37.3
Sex ratio of the total population (females per 1,000 males)	1,118	1,020	1,039
Sex ratio at birth for children born in the last five years (females per 1,000 males)	915	1,001	989
Children under age 5 years whose birth was registered with the civil authority (%)	87.5	81.2	82.1
Deaths in the last 3 years registered with the civil authority (%)	60.9	52.8	54.4

Population living in households with electricity (%)	97.3	90.6	91.9
Population living in households with an improved drinking-water source1 (%)	93.6	75.6	79.2
Population living in households that use an improved sanitation facility2 (%)	81.3	83.3	82.9
Households using clean fuel for cooking (%)	76.7	21.7	33.7

Source: NFHS -5, 2019-20

Literacy

	Urban	Rural	Total
Women who are literate (%)	96.6	84.9	87.6
Men who are literate (%)	92.9	80.9	83.2
Women with 10 or more years of schooling (%)	61.4	27.3	35.1
Men with 10 or more years of schooling (%)	63.9	27.7	34.7
Women who have ever used the internet (%)	57.8	28.0	34.7
Men who have ever used the internet (%)	59.2	38.5	42.1

Source: NFHS -5, 2019-20

In NFHS-5, literate persons are those who have either completed at least standard 9 or passed a simple literacy test conducted as part of the survey. According to this measure, 88 percent of women age 15-49 and 83 percent of men age 15-49 are literate. Only 35 percent of both women and men age 15-49 in Meghalaya have completed 10 or more years of schooling.

Fertility

	Urban	Rural	Total
Women age 20-24 years married before age 18 years (%)	9.1	19.1	16.9
Men age 25-29 years married before age 21 years (%)	4.8	20.8	17.9
Total fertility rate (children per woman)	1.6	3.3	2.9

Source: NFHS -5, 2019-20

In Meghalaya, the median age at first marriage is 21.9 years among women age 25-29 year and 22.1 years age 25-49 years. Less than one-fifth (17%) of women age 20-24 years got married before attaining the legal minimum age of 18 years, unchanged from NFHS-4. More than half (51%) of women age 20-24 years are never married, compared with 78 percent of men in the same age group, showing that the age at marriage is much lower for women than men in Meghalaya.

The total fertility rate (TFR) in Meghalaya is 2.9 children per woman, which is above the replacement level of fertility. Fertility has decreased by 0.13 children between NFHS-4 and NFHS-5.

Teenage Pregnancy

Among young women age 15-19 in Meghalaya, 7 percent have already begun childbearing, that is, they have already had a live birth or are pregnant with their first child, down from 9 percent in NFHS-4. The proportion of women who have started childbearing rises sharply from 4 percent at age 17 years to 12 percent among women age 18 years and to 22 percent among women age 19 years. The proportion who have started childbearing is much higher among young women who had no schooling (30%) than those with 12 or more years of schooling (1%).

In Meghalaya, unplanned pregnancies are fairly common. If all women were to have only the number of children they wanted, the total fertility rate would have been 2.7 children per woman, instead of the current level of 2.9 children per woman (Source: NFHS-5).

Contraceptive knowledge and use

Knowledge of contraception is almost universal in Meghalaya. However, some methods are still less well known. Only 30 percent of currently married women know about the lactational amenorrhoea method (LAM) and 34 percent know about female condoms. Among all women, only 43 percent know about emergency contraception (Source: NFHS-5).

Infant and Child Mortality

	Urban	Rural	Total
Neonatal mortality rate (NNMR)	(14.2)	20.6	19.8
Infant mortality rate (IMR)	(23.4)	33.6	32.3
Under-five mortality rate (U5MR)	23.4	42.6	40.0

Source: NFHS -5, 2019-20

The infant mortality rate in Meghalaya in NFHS-5 is estimated at 32 deaths before the age of one year per 1,000 live births, more from the NFHS-4 estimate of 30; the NFHS-3 estimate was 45. The under five mortality rate (U5MR) is estimated to be 40 deaths before five years of age per 1,000 live births, almost the same as U5MR in NFHS-4 (40 per 1,000).

As expected, boys generally have higher mortality rates than girls, especially during the post neonatal period and before first birthday. Boys have also higher mortality rate than girls during the neonatal period (in the first month after birth).

Children born to mothers under age 20 are more likely to die during infancy than children born to mothers in the prime childbearing age (20-29 years). Infant mortality is 48 per 1,000 live births for teenage mothers and 36 per 1,000 live births for mothers age 30-39, compared with 26 per 1,000 live births for mothers age 20-29. Infant mortality rates are higher for other religious groups than Christian and are also highest for other social groups than scheduled tribes (Source: NFHS-5).

The infant mortality rate is 48 per 1,000 live births for children whose mothers have no schooling, 33 per 1,000 live births for less than 10 years of schooling and is lowest for mothers who have more than 10 years of schooling (18 per 1,000 live births).

Persons with Disabilities

As per the census 2011, the following are the details of the Persons with Disabilities:

Disabled Population			
Age-group	Males	Females	Persons
0-4	1729	1601	3330
5-9	2456	2003	4459
10-19	5101	4523	9624
20-29	3898	3464	7362
30-39	2748	2533	5281
40-49	2596	2286	4882
50-59	1848	1709	3557
60-69	1524	1445	2969
70-79	774	844	1618
80-89	279	354	633
90+	95	145	240
Age Not Stated	278	84	362
Total	23326	20991	44317
% of Disabled person of total Pop	1.56	1.42	1.49

District wise Disabled Population						
District	Rural		Urban		Total	
	Nos	%	Nos	%	Nos	%
West Garo Hills	10129	27.0	831	12.3	10960	24.7
East Garo Hills	3903	10.4	806	11.9	4709	10.6
South Garo Hills	2413	6.4	204	3.0	2617	5.9
West Khasi Hills	5776	15.4	452	6.7	6198	14.0
Ri-Bhoi	3755	10.0	606	9.0	4361	9.8
East Khasi Hills	6682	17.8	3588	53.1	10270	23.2
Jaintia Hills	4938	13.1	264	3.9	5202	11.7
Meghalaya	37566	100.0	6751	100.0	44317	100.0

Type of Disability				
Type	Males	Females	Persons	Percent
In seeing	3494	3486	6980	15.8
In Hearing	6551	5802	12353	27.9
In Speech	1412	1295	2707	6.1
In Movement	2998	2314	5312	12.0
Mental Retardation	1235	1097	2332	5.3

Mental Illness	1174	1166	2340	5.3
Any Other	4586	4131	8717	19.7
Multiple Disability	1876	1700	3576	8.1
Total number of disabled persons	23326	20991	44317	100.0

Gender	Literacy rate (%)			Total Population
	Rural	Urban	Total	
Males	47.6	68.1	50.9	23326
Females	41.5	60.1	44.2	20991
Total	44.7	64.5	47.7	44317

Source: Census 2011

Knowledge of HIV/AIDS

	Urban	Rural	Total
Women who have comprehensive knowledge of HIV/AIDS (%)	23.8	11.8	14.5
Men who have comprehensive knowledge of HIV/AIDS (%)	32.5	11.9	15.9
Women who know that consistent condom use can reduce the chance of getting HIV/AIDS (%)	60.6	52.2	54.1
Men who know that consistent condom use can reduce the chance of getting HIV/AIDS (%)	70.6	60.8	62.7

Source: NFHS -5, 2019-20

Only 15 percent of women (age 15-49) and 16 percent of men in Meghalaya have a 'comprehensive knowledge' about HIV/AIDS. Men are much more likely than women to know how HIV/AIDS is transmitted and how to keep away from getting it. For example, only 54 percent of women know that consistent condom use can help to prevent HIV/AIDS, compared with 63 percent of men, and 58 percent of women know that having just one uninfected partner who has no other partners can reduce the chance of getting HIV/AIDS, compared with 52 percent of men.

Women Empowerment

	Urban	Rural	Total
Currently married women who usually participate in three household decisions* (%)	93.3	92.0	92.3
Women who worked in the last 12 months and were paid in cash (%)	43.1	39.1	40.0
Women owning a house and/or land (alone or jointly with others) (%)	47.8	70.1	65.0
Women having a bank or savings account that they themselves use (%)	78.0	68.2	70.4
Women having a mobile phone that they themselves use (%)	78.2	64.3	67.5
Women age 15-24 years who use hygienic methods of protection during their menstrual period (%)	85.0	59.1	64.9

* Decisions about health care for herself, making major household purchases, and visits to her family or relatives.

Overall, 92 percent of currently married women participate in making all three of these decisions, and 8 percent do not participate in making any of the three decisions. Only 40 percent of all women age 15-49 were employed in the 12 months and paid in cash. Sixty-four percent of women and 48 percent of men age 15-49 in Meghalaya own a house alone or jointly with someone else. Among men and women, ownership of a house and land is more common in rural than urban areas. Overall, 65 percent of women age 15-24 use a hygienic method of menstrual protection, up from 64 percent in NFHS-4. Notably, only 59 percent of rural women use a hygienic method of menstrual protection, compared with 85 percent of urban women.

Gender-Based Violence

	Urban	Rural	Total
Ever-married women age 18-49 years who have ever experienced spousal violence*(%)	23.2	14.2	16.0
Ever-married women age 18-49 years who have experienced physical violence during any pregnancy (%)	2.5	1.4	1.6
Young women age 18-29 years who experienced sexual violence by age 18 (%)	7.9	6.4	6.7

* Spousal violence is defined as physical and/or sexual violence

In Meghalaya, 16 percent of ever-married women age 18-49 have experienced any form of spousal violence committed by their husband, 7 percent have experienced any form of sexual violence committed by their husband, and two percent of women age 18-49 who have ever been pregnant have ever experienced physical violence during one or more of their pregnancies.

Use of Tobacco and Alcohol Consumption

	Urban	Rural	Total
Women age 15 years and above who use any kind of tobacco (%)	27.2	28.5	28.2
Men age 15 years and above who use any kind of tobacco (%)	47.0	60.6	57.7
Women age 15 years and above who consume alcohol (%)	1.0	1.6	1.5
Men age 15 years and above who consume alcohol (%)	28.5	33.5	32.4

58 percent of men, and 28 percent of women, age 15yrs and above use some form of tobacco. Tobacco products mostly used by men are cigarettes, bidis, paan with tobacco, khaini and gutkha or paan masala with tobacco. In Meghalaya, among adults age 15 yrs and above, 2 percent of women and 32 percent of men drink alcohol, and the consumption is much higher in the rural areas.

Education

Literacy Rates

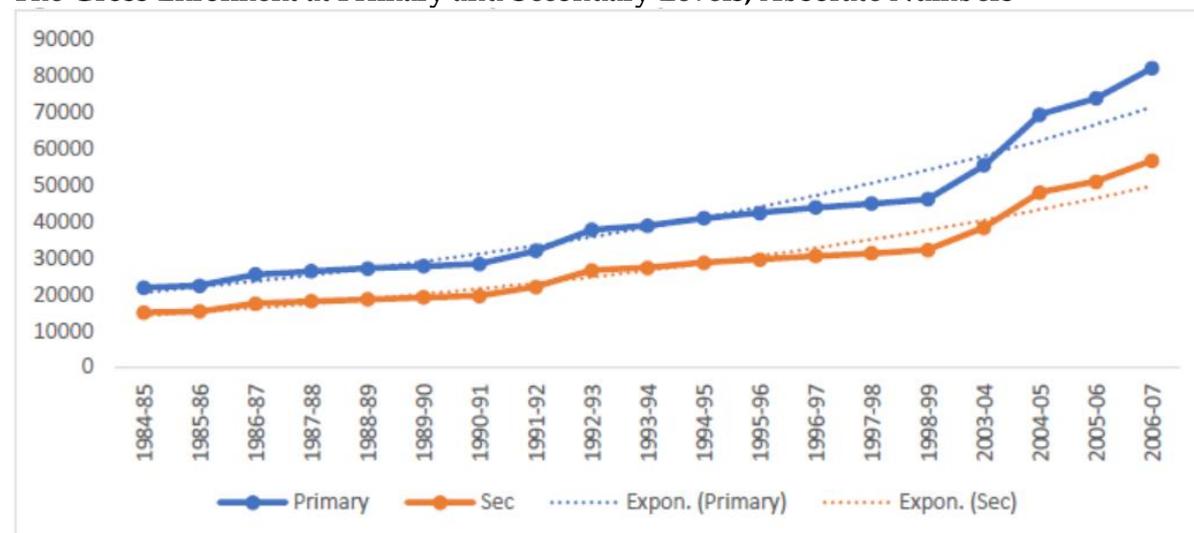
The status of literacy in Meghalaya through 1971 to 2019-20 could be seen in table below (by rural and urban). Over a period of five odd decades there has been a considerable increase in the literacy rates: It rose from 29.5% in 1971 to 86% in 2019-20, i.e. an increase of almost three-fold. The literacy rates showed a rapid improvement in both rural and urban areas and among males and females and that there has also been convergence between rural and urban areas and genders. The catching up that has happened is to the extent that as in 2019-20, the proportion of females was more literate than that of males.

	1971	1981	1991	2001	2011	2019-21
Rural	23.4	27.5	41.1	57.0	69.9	83.5
Urban	65.2	64.1	81.7	87.1	90.8	95.3
Total	29.5	41.1	49.1	63.3	74.4	86.0

Gross and Net Enrolment

Gross enrolment refers to the actual number of pupils registered in schools. The Gross Enrolment Ratio (GER) is the total enrolment at a specific level of education, regardless of age, expressed as a percentage of the eligible official school-age population corresponding to the same level of education in a given school year.

The Gross Enrolment at Primary and Secondary Levels, Absolute Numbers



Source: Statistical Abstracts of Meghalaya, various years. Data for the period 2018-12 are not available and for later years, they are in a different format and are subsequently discussed.

Source: Draft Meghalaya Development Report

Gross Enrolment numbers for 1984-85 to 2006-07 as seen from Administrative Data that the State Government compiles. The enrolment number rose 3-4 times at both, the primary and secondary levels.

The 75th Round (2018-19) of the NSS provides data on GER disaggregated by location and gender (Table below). These data suggest that there is parity between male and female enrolment in the lower classes but at the higher-secondary school level, proportionately, there are many more males enrolled compared to females. Interestingly, at levels higher than the higher-secondary school levels, proportionately, there are more females.

	Primary	Upper Primary	Secondary	Higher Secondary	> Hr. Sec
Rural Male	99.7	98.6	102.7	31.9	04.7
Rural Female	103.5	96.9	96.1	34.3	05.7
Urban Male	103.3	114.1	88.9	130.9	45.9
Urban Female	102.7	91.1	99.6	11.1	54.8

Source: NSS 75th Round, 2017-18

The net enrolment ratio (NER) is the ratio of those children in the official school-going age and are enrolled in school, to the population of the corresponding official school age.

Table 19: NER for Primary, Upper Primary and Secondary Levels 2015-16 to 2019-20

Year	Lower Prim-M	Lower Prim-F	Upper Prim-M	Upper Prim-F	Sec-M	Sec-F
2015-16	93.2	94.6	52	55.8	44.6	51.9
2016-17	83.7	86.1	44.5	53.6	31.4	38.6
2017-18	97	98.9	72.4	84.1	35.9	43.3

2018 -19	99	100	86.3	100	4 6. 4	55. 8
2019 -20	100	100	95.5	100	4 9. 3	61. 5

The above table present the data on the NER for the time-period 2015-16 to 2019-20. At the lower- and upper-primary levels (both male and female) and upper-primary level (female), the enrolment touched 100% in 2019-20. There was a steep fall seen beyond primary levels, more for boys than girls.

	Primary	Upper Primary	Secondary	Hr Secondary	> Hr. Sec
Rural Male	82.7	68.2	39. 8	0 6. 2	4 .3
Rural Female	76. 9	54. 5	44. 3	1 1. 4	5 .7
Urban Male	89. 8	82. 2	56. 9	4 9. 8	4 3. 1
Urban Female	87. 1	65. 0	50. 3	6 7. 0	5 3. 0
Source: NSS 75 th Round, 2017-18					

From the table above, from secondary education level rural female enrolment more than rural male which follows similar trends in urban at Higher secondary and beyond level.

Educational Institutes

There are 14600 schools in Meghalaya as per Report academic year 2021 -22. The table below presents the district wise number of schools by level of school education.

Table 21: Abstract Number of School by Level of school Education 2021-22

District	Lower Primary	Upper Primary	Secondary	Hr. Secondary	Total
West Garo Hills	1461	560	231	68	2320

East Garo Hills	495	170	42	14	721
South Garo Hills	699	287	58	13	1057
West Khasi Hills	1218	428	139	28	1813
Ri Bhoi	759	318	135	34	1246
East Khasi Hills	1564	717	465	142	2888
West Jaintia Hills	821	258	113	36	1228
North Garo Hills	609	192	63	12	876
East Jaintia Hills	483	143	57	12	695
South West Khasi Hills	589	272	95	19	975
South West Garo Hills	525	184	64	8	781
Grand Total	9223	3529	1462	386	14600

Source: [Statistics | Samagra Shiksha Govt. of Meghalaya \(megeducation.gov.in\)](https://www.megeducation.gov.in)

Table 22: Abstract number of School by Management type in all level of school education 2021-22

District	JN V	Kendra Vidyalaya	Dept. of Education	SSA	Govt. Aided	KG BV	Others State Govt. Dept.	Pvt. Unaided	Un-recognized	Grand Total
West Garo Hills		1	617	740	521	5		408	28	2320
East Garo Hills	1		206	309	126	2		71	6	721
South Garo Hills	1		282	496	208	1		62	7	1057
West Khasi Hills	1		186	598	665			349	14	1813
Ri Bhoi	1	2	138	524	293		3	270	15	1246
East Khasi Hills	2	4	212	821	1103		2	391	353	2888
West Jaintia Hills	1		225	477	302			150	73	1228

North Garo Hills	1		290	277	254			54		876
East Jaintia Hills	1		113	322	162			78	19	695
South West Khasi Hills	1		100	323	341			210		975
South West Garo Hills	1		246	248	197	2		77	10	781
Grand Total	11	5	2615	513 5	4172	10	5	2120	525	14600
Percent	0. 1	0.0	17.9	35.2	28.6	0.1	0.0	14.5	3.6	100.0

The table above shows 35 percent are run by SSA, 29 percent are Govt, Aided, 18 percent are run by department of education and 15 percent are private unaided schools.

The following table present the list of number of higher educational institutions available in Meghalaya.

Table 23: List of Higher Education Institutions

Higher Educational Institutions	Number
Government Colleges	6
Private Colleges under Deficit Grant in Aid	13
Private Colleges under Peoples' College Grant in Aid	8
Private Colleges under Adhoc Grant in Aid	6
Private Colleges under Lumpsum Grant in Aid	5
Private Colleges Self-Financed	36
Engineering college	2
Polytechnic college	3
Institute of National importance	7

Source: <https://megeeducation.gov.in/>

List of Special Schools in Meghalaya

Table 24: List Of Special Schools In Meghalaya	
Name of the School	Location
Awwa Asha School	East Khasi Hills

School & Centre For Hearing Handicapped Children	Shillong
Asha School	Shillong
Dwar Jingkyrmen School For Children In Need Of Special Education	Shillong
Ferrando Speech And Hearing Center	Shillong

Work Force

Population of persons aged 15 years and above in Meghalaya is 21.99 lakhs. There are 12.48 lakhs persons in the labour force (persons who are either working or willing to work and actively looking for work). 7.6% of the state's labour force is unemployed. 85% of the unemployed are in the age-group of 15-30 years. (5.9% of India's labour force is unemployed; 90% of the unemployed are in the age-group of 15-30 years). Female labour force participation rate in the state is 39% (All-India Female labour force participation rate is 11.7%) (Source: [Meghalaya_\(02-04-2020\).pdf \(nsdcindia.org\)](#)).

Table 25: Labour Force Participation

Gender	Age Group (in Years)	Employed (in Lakhs)	Unemployed (in Lakhs)	Not In Labour Force (in Lakhs)
Female	15-20	0.156	0.062	2.301
	21-30	0.842	0.435	1.98
	31-40	1.26	0.089	0.935
	41-50	0.992	0.022	0.639
	51-59	0.417	0	0.345
	60 & Above	0.299	0	0.81
Total (Female)		3.965	0.608	7.01
Male	15-20	0.691	0.058	1.586
	21-30	2.297	0.241	0.409
	31-40	2.097	0.034	0.053
	41-50	1.375	0	0.034
	51-59	0.728	0	0.086
	60 & Above	0.381	0	0.34
Total (Male)		7.57	0.333	2.507
Total		11.536	0.941	9.517

(Source: [Meghalaya_\(02-04-2020\).pdf \(nsdcindia.org\)](#))

Table 26: Labour Force - Urban-Rural

Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)	Not In Labour Force (in Lakhs)
Female	15-20	0.179	0.039	2.301
	21-30	0.955	0.322	1.98

	31-40	1.11	0.239	0.935
	41-50	0.847	0.166	0.639
	51-59	0.358	0.059	0.345
	60 & Above	0.274	0.024	0.81
Total (Female)		3.723	0.85	7.01
Male	15-20	0.68	0.068	1.586
	21-30	2.148	0.391	0.409
	31-40	1.623	0.508	0.053
	41-50	0.931	0.445	0.034
	51-59	0.513	0.215	0.086
	60 & Above	0.322	0.059	0.34
Total (Male)		6.217	1.686	2.507
Total		9.941	2.536	9.517

80% of the labour force in the state resides in rural areas (68% of India's labour force resides in rural areas).

Occupational Profile of Individuals

Table 27: Occupational profile of individuals

Gender	Age Group (in Years)	Agriculture (in Lakhs)	Non-Agriculture (in Lakhs)	Unemployed /Not in Labour Force (in Lakhs)
Female	15-20	0.048	0.108	2.363
	21-30	0.203	0.639	2.415
	31-40	0.322	0.938	1.024
	41-50	0.363	0.629	0.661
	51-59	0.084	0.333	0.345
	60 & Above	0.107	0.192	0.81
	Total (Female)		1.127	2.839
Male	15-20	0.143	0.548	1.643
	21-30	0.399	1.899	0.65
	31-40	0.346	1.751	0.086
	41-50	0.318	1.058	0.034

	51-59	0.153	0.575	0.086
	60 & Above	0.167	0.214	0.34
Total (Male)		1.526	6.045	2.839
Total		2.653	8.883	10.458

8.88 lakh (77%) persons are working in non-agriculture occupations and 2.65 lakh in agriculture (65% of all employed persons in India, are working in non-agricultural occupations).

Educational Profile of Individuals

Table 28: Educational Profile of Individuals

Gender	Age Group (in Years)	No Education (in Lakhs)	10th Std & Below (in Lakhs)	11th to 12th Std (in Lakhs)	Graduate (in Lakhs)	Postgraduate & Above (in Lakhs)
Female	15-20	0.048	1.89	0.577	0.005	0
	21-30	0.111	1.786	0.672	0.607	0.082
	31-40	0.235	1.325	0.286	0.315	0.123
	41-50	0.283	1.126	0.099	0.13	0.015
	51-59	0.192	0.502	0.031	0.036	0
	60 & Above	0.525	0.517	0.027	0.041	0
Total (Female)		1.392	7.146	1.692	1.135	0.219
Male	15-20	0.081	1.889	0.354	0.01	0
	21-30	0.203	1.753	0.582	0.328	0.082
	31-40	0.33	1.31	0.238	0.238	0.068
	41-50	0.242	0.913	0.099	0.114	0.041
	51-59	0.244	0.476	0.041	0.044	0.01
	60 & Above	0.237	0.404	0.036	0.039	0.005
Total (Male)		1.336	6.744	1.351	0.773	0.206
Total		2.728	13.89	3.043	1.907	0.425

Out of all persons aged 15 years and above, 76% are 10th Std & Below (including No Education), 14% are 11th to 12th Std and 11% are Graduates & above.

Access to Formal Vocational Training

0.18 lakh persons (1% of population aged 15 years and above) are estimated to have received or are undergoing formal vocational training² (All-India: 2.16 crore, 2.2% of population aged 15 years and above).

There are 0.09 lakh formally trained persons who are 15-30 years of age and 0.06 lakh 31-40 years of age. There are 0.12 lakh formally trained females (67% of all formally trained persons).

Table 29: Formal Trained Individual - Region

Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)
Female	15-20	0.012	0.005
	21-30	0.036	0.005
	31-40	0.048	0.005
	51-59	0.012	0
Total (Female)		0.107	0.015
Male	15-20	0.012	0
	21-30	0.012	0.005
	31-40	0.012	0
	41-50	0.012	0.01
Total (Male)		0.048	0.015
Total		0.155	0.029

Out of all persons aged 15 years and above who received formal vocational training, 59.7% are 10th Std & Below (including No Education), 9.1% are 11th to 12th Std and 31.2% are Graduate & above (at all-India level, 35% are 10th Std & Below (including No Education), 26% are 11th to 12th Std and 38.9% are Graduate & above).

Education level of individuals who received formal vocational training

Table 30: Education level of individuals who received formal vocational training

Gender	Age Group (in Years)	No Education (in Lakhs)	10th Std & Below (in Lakhs)	11th to 12th Std (in Lakhs)	Graduate (in Lakhs)
Female	15-20	0	0	0.017	0
	21-30	0	0.012	0	0.029
	31-40	0.005	0.024	0	0.024
	51-59	0	0.012	0	0
Total (Female)		0.005	0.048	0.017	0.053
Male	15-20	0	0.012	0	0

	21-30	0	0.012	0	0.005
	31-40	0	0.012	0	0
	41-50	0	0.022	0	0
Total (Male)		0	0.058	0	0.005
Total		0.005	0.105	0.017	0.058

Number of formally trained persons aged 15 years and above in Meghalaya is 0.18 lakhs. Among the formally trained persons, there are 0.103 lakh persons in the labour force (persons who are either working or willing to work and actively looking for work). All the individuals who are in labour force are employed. Female labour force participation rate among the formally trained is 43% in Meghalaya (All-India female labour force participation rate for formally trained females is 58%).

Duration of Course

59% of formally trained persons in the state took up short-term training (69% of all formally trained persons in India, took up- short term training)

Table 31: Formally Trained Individual – Training Duration

Gender	Age Group (in Years)	Long-Term Training (in Lakhs)	Short-Term Training (in Lakhs)
Female	15-20	0.012	0.005
	21-30	0.012	0.029
	31-40	0.036	0.017
	51-59	0	0.012
	Total (Female)		0.06
Male	15-20	0.012	0
	21-30	0	0.017
	31-40	0	0.012
	41-50	0.005	0.017
	Total (Male)		0.017
Total		0.076	0.108

Employment Status of Formally Trained Individual

Table 32: Formally Trained Individual – Employment Status

Gender	Age Group (in Years)	Employed (in Lakhs)	Not In Labour Force (in Lakhs)
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Female	15-20	0	0.005
	21-30	0.005	0.024
	31-40	0	0.017
	51-59	0.012	0
Total (Female)		0.017	0.046
Male	21-30	0.017	0
	31-40	0.012	0
	41-50	0.017	0
Total (Male)		0.046	0
Total		0.062	0.046

Female labour force participation rate is 32% (All-India: 58%). 77% of formally trained persons, who took up short-term training and are employed, reside in rural areas (All-India: 54% resides in rural areas). 83% (0.05 lakh) of employed persons who are formally trained in short-term trainings, are working in non-agriculture occupations and 17% (0.01 lakhs) in agriculture (All-India: 85% are working in non-agricultural occupations).

Table 33: Formally Trained Individual (Short Term) – Working Sector

Gender	Age Group (in Years)	Agriculture (in Lakhs)	Non-Agriculture (in Lakhs)
Female	21-30	0	0
	51-59	0	0.01
Total (Female)		0	0.02
Male	21-30	0	0.02
	31-40	0.01	0
	41-50	0	0.02
Total (Male)		0.01	0.03
Total		0.01	0.05

Monthly income of Formally Trained Individual (Short Term)

Table 34: Formally Trained Individual (Short Term) – Monthly income

Gender	Age Group (in Years)	Monthly Income (Rs.): 10,000 - 20,000 (persons in Lakhs)	Monthly Income (Rs.): 20,000 - 50,000 (persons in Lakhs)	Monthly Income (Rs.): Above 1,00,000 (persons in Lakhs)
Female	21-30	0.005	0	0

	51-59	0	0.012	0
Total (Female)		0.005	0.012	0
Male	21-30	0.012	0	0.005
	31-40	0	0.012	0
	41-50	0	0.017	0
Total (Male)		0.012	0.029	0.005
Total		0.017	0.041	0.005

Among the employed persons who have received short-term formal vocational training in the state, 27% earn Rs. 20000 or lower (All-India: 7%) and 65% earn between Rs. 20,001-50,000 (All-India: 38%). Among the employed males who have received short-term formal vocational training in the state, 26.2% earn Rs. 20000 or lower (All-India: 5%) and 63.1% earn between Rs. 20,001-50,000 (All-India: 34%). Among the employed females who have received short-term formal vocational training in the state, 29% earn Rs. 20000 or lower (All-India: 16%) and 71% earn between Rs. 20,001-50,000 (All-India: 59%).

Benefits of Formal Vocational Training

The following subsections describe the benefits perceived by three categories of formally vocationally trained persons - i) employed; ii) those who are currently not working but worked post training; and iii) those who did not work any time after training.

Reasons why vocational training helped

Table 35: Reasons why vocational training helped

Vocational Training Helped	Persons (in Lakhs)
To get my present/previous job	0.03
To establish my enterprise	0.02
In upward mobility (promotion) in my job/line of work (income/leadership)	0
Total	0.06

Among 0.1 lakh formally trained and currently employed persons, 54% reported that vocational training helped. Out of those who reported reasons why vocational training helped, 48% stated the reason as - to get my present/previous job (At all-India level- 71% of formally trained and currently employed persons reported that vocational training helped. Out of those who reported reasons why vocational training helped, 76% stated the reason as- to get my present or previous job).

Reasons why vocational training did not help

Table 36: Reasons why vocational training did not help

Vocational Training Did Not Help - Reasons	Persons (in Lakhs)
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Changed trade, due to inability to get a job in the trade in which member was trained	0.02
Quality of training/training centre was not good	0.01
Training was irrelevant	0.01
Total	0.05

Among 0.1 lakh formally trained and currently employed persons, 46% reported that vocational training did not help. Out of those who reported reasons why vocational training did not help, 50% stated the reason as – changed trade, due to inability to get a job in the trade in which member was trained (At all-India: 29% of formally trained and currently employed persons reported that vocational training did not help. Out of those who reported reasons why vocational training did not help, 41% stated the reason as- changed the line of work or trade, due to lack of interest).

Formally trained and currently employed persons were asked how they got their present job. 51% reported that they got their job- through friends and family.

Table 37: Present Job through

Present Job	Persons (in Lakhs)
Through friends and family	0.053
Through formal channels	0.05
Total	0.103

Reasons For Not Taking Up Work	Persons (in Lakhs)
Did not get a job	0.0 5 8
Could not pursue for personal reasons	0.0 2 4
Total	0.0 8 1

Formally trained persons, who did not work any time after training, were asked the reason for not taking up employment. 71% reported the reason as -did not get a job.

4. Environmental Profile of Meghalaya

Physical Features

Meghalaya lies between 24° 58' North to 26° 07' North latitudes and 91° 48' East to 92° 51' East longitudes. It covers an area of 22,429 sq. km. of which about 70% is endowed with dense forests and rivers cascading down undulating terrain. The State has most of its land covered by hills interspersed with gorges and small valleys.

Most of the land is under rural areas, with Shillong being predominantly the main urban settlement. Only 12.74% is net sown area. The principal crop grown in the state is rice covering at least 80% of the cultivated land, followed by maize and wheat. About 17.4% of the land is under wasteland category, (comprising scrubland, jhum, abandoned jhum lands and degraded scrub forest, with the highest proportion in the west Khasi hills and Jaintia hills.

The state of Meghalaya is mountainous, with stretches of valley and highland plateaus, and it is geologically rich. It consists mainly of Archean rock formations. These rock formations contain rich deposits of valuable minerals like coal, limestone, uranium and sillimanite. Meghalaya state is also known as Meghalaya plateau. The state can, broadly, be divided into three physiographic zones, namely:

- Central Plateau Region comprising the Khasi Hills and has the highest elevations between 900-2000m;
- Sub-montane region in continuation with the Central Plateau below 900m which gradually merges with the plains in the West and North, namely the Jaintia Hills; and
- Border region stretches south-wards abruptly from the Central Plateau to the plains in Bangladesh, mainly the Garo Hills region, and is nearly plain.

About 70% of the state is forested, ninety percent of which is under community or private management. There are two national parks and three wildlife sanctuaries, 22 community reserves, one biosphere reserve and two elephant reserves to protect and conserve biodiversity of the state. The State has most of its land covered by hills interspersed with gorges and small valleys. It has predominantly hilly terrain with foothills as plains and flood prone areas.

Climate

Meghalaya has a fragile eco-system. It has one of the wettest places in the world. Climate of Meghalaya plateau is influenced by elevation and distribution of physical relief. Based on the weather condition, the Meghalaya plateau has 4 distinct seasons; (a) The rainy season from May to early October, (b) The cool season from early October to November, (c) The cold season from December to February and (d) The warm season or hot season from March to April.

The western part of the Garo hills is relatively lower in elevation as compared to Khasi and Jaintia hills. Garo hills experience higher temperature conditions and humidity from February to October. April and May are the warmest months and January is the coldest month. The nature of elevation and slope has also influenced the distribution of rainfall.

The Khasi and Jaintia hills experience a moderate climate because of higher elevation. Warm and humid conditions are prevalent in the foothill's region in the south and sub-montane region in the north and central uplands.

The southern parts of the plateau have the Cherrapunji -Mawsynram region which receives the heaviest rainfall, an annual average of 12,670 mm. The Khasi and Jaintia hills receive an average of 7,700 mm of rainfall and lies in the rain shadow area. Cherrapunji and Mawsynram lying about 55 Km south of Shillong receives an annual rainfall of about 14,000 mm which is the highest amount of rainfall in the world. These areas receive rainfall on an average for 160 days in a year, spread over six to eight months between March to October.

Meghalaya being a hilly terrain is prone to landslides. Every year a number of landslides have been reported from various localities. These cause a lot of misery to the public, resulting in loss of lives and properties, disruption of communication networks, besides causing

economic burden on the society. Landslide is primarily attributed to high slope, immature geology, neo-tectonic activity, heavy rainfall, unplanned and improper land use practice in the State. Landslides generally occur during heavy rains, that is during the months of June to October in Meghalaya.

Agriculture

Meghalaya is basically an Agricultural State with about 81% of its total population depending entirely on Agriculture for their livelihood, the net cropped area is only about 9.87% of the total geographical area of the State (Department of Agriculture).

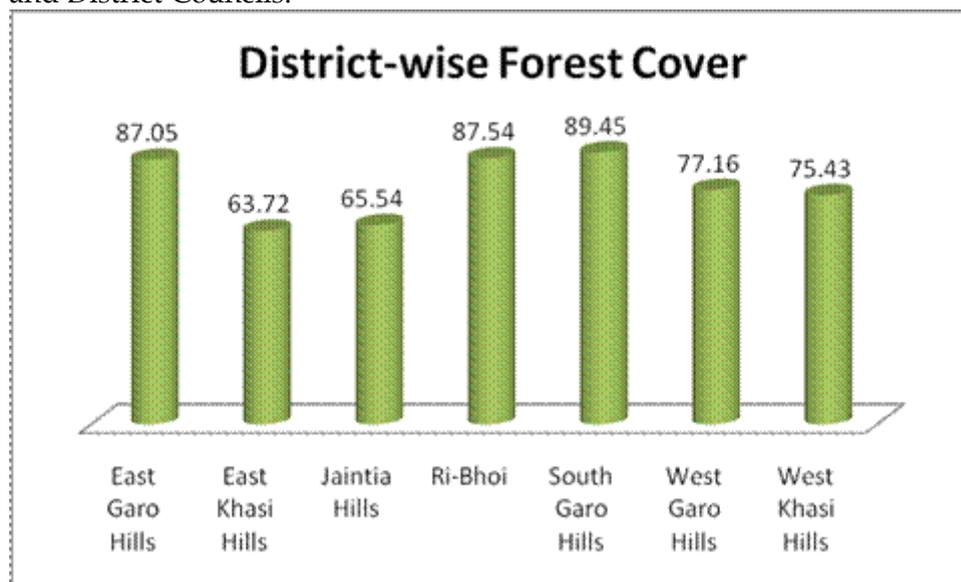
- The Agro-climate of Meghalaya falls under Sub-Region II of the Zone and is further divided into five Agro-climatic sub-zones for devising development strategies and action programmes in the agri-horticultural sector.
- The major agriculture system are 1) Settler paddy cultivation, 2) Jhum cultivation, 3) Horticulture, 4) Cash crop plantations, and 5) Floriculture.

Minerals

The state of Meghalaya comprises the oldest as well as the youngest rock formations. The state is quite rich in certain mineral deposits. The important mineral deposits which are rich from an economic point of view are limestone, coal, silimanite, clay and uranium.

Forest

As per the State of Forest Report, 2017 published by Forest survey of India the Forest Cover of the State is **17,146 sq km (76.44 % of Geographical area)** and Tree cover is **657 sq km (2.92% of Geographical area)**. Against the National Goal to maintain two-third of the land area in hills and mountainous region of the country, the Forest and Tree cover in the State is **79.37 % covering 17,803 Sq.km.** contributing **2.26 % of India's Forest and Tree Cover**. The State ranks in 4th position in terms of percentage of Forest Cover in the country. However due to prevailing land tenure system, only **1145.19 sq km** of Forest areas (5.10 % of Geographical area) comes directly under the control of the State Forest Department in the form of RF, PF, NP, WLS and Parks and Garden and rest of the forest areas belong to communities, clan and private people and District Councils.



Source: [Forest Cover: Forests & Environment Department, Government of Meghalaya \(megforest.gov.in\)](http://megforest.gov.in)

The forests of Meghalaya can broadly be grouped under the tropical type and the temperate type, mainly based on the altitude, rainfall and dominant species composition. They are 1) Tropical Forests, 2) Tropical evergreen forests, 3) Tropical semi-evergreen forests, 4) Tropical moist and dry deciduous forests, 5) Grass and Savannas, 6) Temperate Forests and 7) *Sacred Groves*

Table 38: National Parks and Wild Life Sanctuary

Name of District	Name of NPs /Sanctuaries/ Conservation Reserve/RAMSAR sites	Year of Establishment	Area (km ²)
National Parks (2)			
South Garo Hills	Balphakram	19 85	220.00
West Garo Hills	Nokrek Ridge	19 86	47. 48
Total Area			267.48
Wildlife Sanctuaries (4)			
South Garo Hills	Baghmara Pitcher Plant WLS	19 84	0.0 2
Ri Bhoi	Nongkhyllem WLS	19 81	29. 00
South Garo Hills	Siju WLS	19 79	5.1 8
East Jaintia Hills	Narpuh WLS	20 14	59. 9
Total Area			94. 10

Source: [Wildlife - National Parks & Sanctuaries: Forests & Environment Department, Government of Meghalaya \(megforest.gov.in\)](http://megforest.gov.in)

Protected Ares, Historic Sites and Monuments

The Archaeological Survey of India has identified monuments of national importance and are presented in the table below. There are also state protected monuments, archaeological sites that have been recognized by the ASI in Meghalaya, in the West Garo Hills, these include excavated temples, Buddhist Stupa and a Fortress.

Name of the Monument/ Site	Location	District
Megalithic Bridge on the Um-Nyakaneth, between Jaraem and Syndai	Um-Nyakaneth	Jaintia Hills

Name of the Monument/ Site	Location	District
Megalithic Bridge known as Thulum-wi between Jowai and Jarain, Maput	Maput	Jaintia Hills
Megalithic Bridge on the Um-Kumbeh	Um-Kumbeh	Jaintia Hills
Stone memorial of U.Mawthaw - dur-briew, Nartiang	Nartiang	Jaintia Hills
Tank, Syndai	Syndai	Jaintia Hills
Stone memorial of U-Mawthoh-dur, Bhoi Country	Bhoi Country	East Khasi Hills
Scott's Memorials, Cherrapunji	Cherrapunji	East Khasi Hills
Manipur Memorial, Shillong	Shillong	East Khasi Hills

Table 40: Protected Monuments

S. No.	Name of monument(s)	District
1.	Excavated Temple	West Garo hills
2.	Excavated Temple	West Garo hills
3.	Buddhist Stupa	West Garo hills
4.	Fortress	West Garo hills

Source: <http://asiguwahaticircle.gov.in/meghalaya.html>

Seismicity

The Bureau of Indian Standards has categorized the entire country in various zones depending upon the degree of proneness to earthquakes. The Zone I signifies lesser degree while Zone V signifies highest order. as per the seismic zone map of India (IS 1893 - Part I: 2002). According to GSHAP data, the state of Meghalaya falls in a region of high to very high seismic hazard. As per the 2002 Bureau of Indian Standards (BIS) map, the state also falls in Zone- V.

Health Care Facilities

The levels of healthcare in Meghalaya in terms hierarchy of lowest to highest is (1) Sub-Centres, (2) Primary Health Centres, (3) Community Health Centres, and (4) District Hospitals. The district wise distribution of these HCFs is presented in the Table below.

	Hospitals	CHCs	PHCs	Dispensaries	Sub-Centres
East Jaintia Hills	1	1	6	-	36
West Jaintia Hills	1	4	11	1	46
Ri-Bhoi	1	3	8	2	36
East Khasi Hills	4	7	26	5	71

West Khasi Hills	2	2	15	-	46
South West Khasi Hills	-	2	4	-	23
North Garo Hills	-	3	9	-	52
East Garo Hills	1	1	7	1	31
West Garo Hills	2	5	9	3	67
South Garo Hills	1	1	6	1	26
South West Garo Hills	1	1	9	-	27
Total	14	30	110	13	461
Source: Meghalaya Statistical Handbook 2022					

From the table above, the district-wise health infrastructure suggests that East Khasi Hills, an urbanised district, has four hospitals and West Garo Hills (which has the town on Tora – another relatively large urban centre) along with West Khasi Hills have two each. Six districts have one hospital each. Southwest Khasi Hills and North Garo Hills districts have no public hospitals.

Sanitation

The Meghalaya Water and Sanitation Support Organisation is responsible for providing sanitation services in the state. The flagship is the Swachh Bharat Mission, which is a national programme. As per the NFHS-5 data (2019-20), some 82.9% of the households in the state had accessed improved sanitation facilities (rural: 83.3%; urban: 81.3%).

The Southwest Garo Hills district has about 90% households having access to improved sanitation, while at the other end the coverage is only about 71% in the South West Garo Hills district.

District	% Households
Southwest Garo Hills	89.6
West Garo Hills	86.3
East Garo Hills	83.9
East Jaintia Hills	83.6
South Garo Hills	88.4
Ri Bhoi	85.3
West Jaintia Hills	75.1
West Khasi Hills	87.8
North Garo Hills	84.9
East Khasi Hills	80.9
South West Garo Hills	71.4
Meghalaya	82.9
Source: NFHS-5, 2019-20	

Waste Management in Meghalaya

Solid Waste Management

Meghalaya is rapidly urbanizing with a large number of towns, business establishments, and other commercial institutions emerging at a faster pace. The solid waste in Meghalaya is managed by following three authorities:

- The State Municipal Board: Primarily responsible for collection of waste from the localities that fall within the municipal area of the Shillong City. The waste is collected and disposed of in a common dumping ground at Marten Shillong, which is managed by the State Pollution Control Board (PCB).
- The Dorbar/ Local Health and Sanitation committees: Headed by the respective Headmen, the Dorbar and local sanitation committees are responsible for the collection and disposal of solid waste from the localities/ villages within their jurisdiction. These areas lie outside the jurisdiction of the Municipal Board and are larger in number since it consists of the urban localities of district headquarters and all the villages in the State. The waste collected is disposed of in the Marten dumping ground in Shillong (for those villages in the periphery of Shillong; or the localities have their own designated dumping ground where waste is buried or burnt).
- The Shillong Cantonment Board: This is the Military area where solid waste is collected and disposed by the Cantonment Vehicles under the management of the Cantonment Executive Officer.

Table 43: Solid Waste Management Current Status Urban - 2018

1	Particulars	Quantity	Percentage
a	Quantity of MSW generated (TPD)	182.50	100%
b	Quantity of MSW collected (TPD)	143 *	78%
*	Gap in MSW Collection (TPD)	39.50	22%
c	Quantity of segregated & transported waste (TPD)	82.25	45%
*	Gap in segregated & transported Waste (TPD)	100.25	55%
d	Quantity of MSW processed (TPD)	45.30	25%
e	Quantity of MSW disposed in secured landfill site (TPD)	59.10	32%
f	Gap in Solid waste Management UTs (TPD) [1(a)-I(d)-1(e)]	78.10	43%

Source: [PPT BY STATE OF MEGHALAYA IN OA NO. 606 of 2018 \(COMPLIANCE OF MSW MGT. RULES, 2016\).pdf \(greentribunal.gov.in\)](#)

From the table above in the state of Meghalaya, the total municipal solid waste generated is 182.50 tons per day out of which 78% is collected. about 45% of total MSW is segregated and transported. Out of waste segregated, 57 percent is being disposed of in secured landfill sites.

Table 44: Disposal: Sanitary Landfill Site 2018

Particulars	Tons	No of ULBs Covered
Present Status	1,34,129	2

Out of 7 ULBs, only 2 ULBs have landfill site facilities for safe disposal of MSW. For the remaining 5 ULBs, Land is being identified to set up SLFs.

Liquid Waste

Table 45: Liquid waste management - Urban 2018

Particulars	Quantity (MLD)
Sewage Generation	51.0
Treatment (Existing & Ongoing)	28.02
Gap	22.98

The total liquid waste generated in urban areas is about 51.0 MLD and 55 percent is being treated. This gap is being addressed through projects proposed under Swachh Bharat Mission 2.0 (U), Finance Commission, State Catalytic Funding for SDG, NorthEast Special Infrastructures Development Scheme (NESIDS), AMRUT 2.0. ([PPT BY STATE OF MEGHALAYA IN OA NO. 606 of 2018 \(COMPLIANCE OF MSW MGT. RULES, 2016\).pdf \(greentribunal.gov.in\)](#))

There is one existing Faecal Sludge Treatment Plant (FSTP) at Marten, Shillong with 0.115 MLD treatment capacity. 3 FSTP (Shillong, Tuta and Jowai), 5 onsite STPs (Shillong) and 16 nos (5 nos in Shillong and 11 nos in Jowai) naalah treatment facilities are under construction.