



Scheme for involving Community Based Organizations in R&R activities

I. Introduction (background and rationale):

HP Power Corporation Limited in its task to construct and run power projects has to acquire land and other assets not only from the private owners but also community assets, common property resources and government owned lands on which communities exercise certain rights and concessions. As such, HPPCL has to work closely with village communities for smooth functioning. HPPCL has committed not only adequately compensate the Project Affected Families but also improving their lives and livelihood.

In pursuance of its goals, the HPPCL has prepared most forward looking Rehabilitation and Resettlement (R&R) Plans and has launched a number of R&R Schemes along with other welfare measures in its project areas. Without effective implementation, the R&R Plan may remain only a pipe-dream however best it may have been drafted.

The HPPCL is making all out efforts to meet these cherished goals and has appointed necessary Rehabilitation and Resettlement staff in each project and in the corporate office but the task involved is much more than what can be achieved with staff. Hence, there is a need to multiply the force without attracting recurring liabilities while working closely with communities and building mutual confidence. One of the most effective options is to involve local communities and their local level organization in dissemination of information, in implementing the R&R Plans and Schemes and in getting vital feedback directly from the communities.

In Himachal Pradesh in almost all the villages Community Based Organizations (CBOs) like Mahila-Mandals, Yuvak Mandals and other similar organizations exist and play an important role in spreading awareness, maintaining links for communication within the village communities and with outside agencies including government organizations, maintaining cultural traditions, improve the community harmony and help in rural livelihoods as well improvement of incomes. They also play crucial role in enhancing capabilities of the members of the organization and also make them aware about their responsibilities towards the village community or just being responsible citizens. More often than not, these CBOs act as the nodal points and a vehicle for implementing welfare schemes and other government sponsored programmes to people.

Since the objectives and capabilities of these CBOs are harmoniously matched with the requirement of HPPCL, it intends to forge a mutually beneficial partnership with this vast existing network of experienced CBOs particularly Mahila-Mandals in its onerous task of setting standards of CSR particularly in the R&R matters.



II. Specific Objectives:

Following are the specific objectives of the Scheme.

1. Evolving and maintaining mutually beneficial, harmonious and sustainable relationship with PAFs and other people in Project Affected Areas (PAA) and Project Affected Zones (PAZ).
2. Improving communication with the communities in PAA and PAZ.
3. Enhancing understanding, creating sensitization and spreading awareness on following in PAA and PAZ.
 - i. Land compensation being offered by the HPPCL
 - ii. Various packages under the R&R Plan
 - iii. R&R Schemes like Scholarship Scheme, Training and skill upgradation
 - iv. Welfare measures initiated by HPPCL like medical camps, skill & livelihood improvement camps and Sports & other activities
 - v. Best practices followed by HPPCL
 - vi. Any other similar activity that HPPCL may take up in future
4. Receiving community inputs for focusing the ongoing R&R measures, improving implementation procedures and obtaining response of communities.
5. Getting feedback for redesigning existing schemes and devising new R&R schemes.
6. Identifying areas for further cooperation with PAFs and CBOs.
7. Building the capacity of partner CBOs to fulfill the objectives of this scheme that in long run helps the CBOs in their activities.

III. Purpose of Scheme:

This scheme is primarily for selection of one CBO per Panchayat for association with HPPCL in creating publicity and organizing people in PAFs for development of affected area and implementation of R&R schemes.

IV. Scheme coverage (area and period):

1. The Scheme shall be implemented first in PAA and when found successful, it may be extended to PAZ.
2. It shall commence on allocation of project to HPPCL. It will remain in force after one (01) year of commissioning of the project.



V. Eligibility of CBO:

1. All CBOs existing and functioning in these areas would be eligible for this scheme.
2. The CBO or Mahila Mandals or Yuvak Mandals should have been in existence at least three years before the start of the scheme.
3. The CBO should be registered as a Society.
4. The CBO should be active and functioning particularly in social activities in rural areas.
5. The CBO should have work experience of at least 3 years in their respective field or rural works.

VI. Criteria for Selection of the Nodal CBO and Selection Process:

The purpose of this scheme is to identify one Mahila Mandal or Yuvak Mandal as Nodal from each Project Affected Panchayat (PAP) which falls under Project Affected Area and involve it in the process of creating awareness on R&R measures of HPPCL. In each Panchayat usually there are 4 or 5 Mahila Mandals and for the purpose of R&R Plan awareness, it is necessary to identify one Mahila-Mandal on the basis of the Criteria given below with the help of assessment system based on ranking on a scale of 100 points.

S.N.	Criteria	Max. Points	Remarks
1	Membership size i.e. number of members in the CBO.	10	One point for every ten members. Fraction less than ten members would be added as decimal point in the same ratio. For instance CBO with 35 members would earn 3.5 points.
2	Representativeness of the membership in terms of age, social status, weaker sections and caste etc.	5	One point for every 20 % of members being from a different category from the rest of the categories represented in the CBO.
3	Regularity of election of office bearers	5	One point for each successful election.
4	Regularity of meetings of the CBO.	10	If meeting were held every month for last three years, the CBO gets full points.
5	Financial transactions made by the CBO and transaction between the members of the CBO including audited results.	20	One point for every ten thousand rupees received in a year. One point for every transaction exceeding two thousand rupees between members.
6	Activities conducted during last 3 years like functions organized (e.g. safai abhiyan), field activities, income generating activities etc.	20	Separate points for each activity may be awarded.
7	Evidence of voluntarism or interest to associate with HPPCL.	20	To be assessed by the Selection Committee on the basis of interaction. For this purpose the Committee may visit the CBO or its area of



			operation.
8	Any Recognition & Appreciation received by CBO.	10	One point for every recognition/award. If awarded/recognized for three consecutive years, three bonus points would be awarded.
	Total points	100	

Steps as listed below shall be followed in the selection process:

1. A selection committee consisting of three members would be notified by each Head of Project. The R&R officer would be the member-secretary of such a committee for making selection of nodal CBOs. Constitution of the committee may be revised each year as per need.
2. Number of Gram Panchayats to be covered in a particular year (financial year) will be decided by the Head of Project in consultation with Corporate Social and R&R.
3. R&R Officer would prepare a list of all CBOs of concerned Gram Panchayats in which scheme is to be implemented in phased manner. Information available on Mahila Mandals from BDO office and Yuvak Mandals from Department of Youth Affairs and Sports may be used.
4. R&R Officer concerned (as member-secretary of selection committee) shall write to all CBOs as per the list prepared asking them to apply for participation in the scheme with the relevant data and information as per prescribed proforma. While writing to the CBOs, the R&R Officer shall supply a copy of the scheme to the CBOs. He/she may visit the CBOs to help them fill the application form.
5. Selection Committee meeting would be held within fifteen days of receiving applications from all the interested CBOs. To such a meeting, applicant CBOs (represented by 2 or 3 of its office bearers or members) would be called for interaction with the committee. The committee may also visit such CBOs to make a fair assessment for selection.
6. Selection Committee would award marks as per ranking system described above in a fair and transparent manner and recommend selection of the Nodal CBO. The Nodal CBO would be selected by the Head of Project based on the recommendation of the Selection Committee.
7. The R&R Officer/Member Secretary of the Selection Committee would inform the selected nodal CBO in writing.
8. The list of selected Nodal CBOs would be supplied to the Corporate Social and R&R along with their contact details.
9. A workshop-cum-meeting would be organized after making the selection of all the Nodal CBOs for a particular year in which they would be briefed about their roles and one-time



financial assistance may also be disbursed to them. Expenditure for organizing this workshop-cum-meeting would be borne by the HPPCL Project subject to a maximum of Rs. 2,000/- (two thousands).

VII. Activities to be done by the Nodal CBO:

The Nodal CBOs would take up following activities each year as per programme finalized in consultation with the concerned R&R Officer of the Project. The area in which nodal CBO is to work would generally be the Gram Panchayat concerned but it may extend beyond the Gram Panchayat concerned with mutual consent of HPPCL and CBO.

1. Creating awareness on the following aspects.

- Awareness towards grants of Rehabilitation & Resettlement and Land compensation,
- Sensitize rural masses for Health & Hygiene (including Sanitation etc),
- Target rural women for self-employment,
- Social Welfare,
- Investment & Utilization of funds received by the PAFs as compensation through investment & career counseling.

The CBO may use any or all of the following methods.

- Holding public meetings
 - Personal or individual contacts
 - Using publicity material of HPPCL or developing their own material
 - Organizing Nukkar Nataks or Cultural Programmes
 - Organizing camps. HPPCL may send its representatives or other persons to such camps.
 - Any other method found suitable and feasible by the nodal CBO.
 - The awareness
- ### 2. Implement welfare schemes as may be assigned from time to time.
- ### 3. Provide feed back to HPPCL about the Project, about R&R Plan and activities under the same, about HPPCL Organization, Land Acquisition, release of benefits under the R&R Plans to PAF, effectiveness of various R&R measures, suggestions for improvement of R&R schemes, its implementation procedure and/or any other aspect. It would also cover feedback and suggestion for redesigning existing schemes and devising new R&R schemes. It may conduct surveys for the purpose or participate in the ones conducted or organized by HPPCL.



4. Assist HPPCL in other activities which HPPCL may organize from time to time.
5. CBOs strengthening their own capacities and capabilities towards following.
 - Activities of CBO
 - Efficient and better functioning
 - Organization
 - Welfare of its members
 - Training of its members
6. Annual or Yearly Plan of activities for CBOs:
 - Nodal CBO shall prepare and file a draft annual or yearly plan of activities in the month of January each year.
 - The Annual Plan of activities shall be finalized in consultation with HPPCL Project R&R staff before end of February every year.
 - R&R Officer of the project shall ensure to make necessary budgetary provisions for implementing the finalized annual plan.
 - The finalized plan shall be implemented beginning April each year.

VIII. Assistance by HPPCL:

HPPCL on its part would give the following assistance to the Nodal CBO.

1. HPPCL would provide necessary funds for implementing the Annual Plan of Activities.
2. HPPCL Provide one-time assistance equal to a sum of Rs. 1,00,000/- (One Lakh), in cash or in kind for equivalent sum, to Nodal CBO for making them self dependent to some extent. It would organize a function for giving such assistance.
3. The Nodal CBO would be free to use this assistance for enhancing its income by acquiring such assets that it may rent for earning income. Such as getting large vessels, utensils, cans and pots etc that are used in marriages and other social functions; renting out the same to villagers and others against a fee; and earning some money from such activities. Raising nurseries and selling the plants produced therein. The examples here are illustrative and not conclusive. The choice of in kind assistance shall be made in consultation with the concerned CBO.
4. HPPCL may provide capacity building of the members of Nodal CBOs to meet the objectives of the scheme.
5. HPPCL would provide publicity material etc to the nodal CBO.



6. HPPCL may send its representatives in the camps and other activities organized by the nodal CBO.

IX. Funding and Norms for expenditure:

Following set of funding and norms shall be followed.

A. Strengthening of CBO: Following model for distribution of assistance to CBOs in Project Affected Area/Zone shall be followed till further revision.

S.N.	Item	Qty (in No.)	Rate (in Rs)	Total Amount	Remarks
1	Renovation & Building Improvement	1	50000	50000	
2	Purchase of utensils, furniture & Musical Instruments etc.	—	10000	10000	
3	Income Generating Activity (CBO can purchase equipment like sewing machine, raising nursery & selling plants, food processing & preservation etc.)	—	20000	20000	
4	Exposure Visit/ Training/ Meeting	-	20000	20000	
	Total			100,000	

This is one-time financial assistance to each Nodal CBO in addition to the proposal for organizing activities.

B. Organizing of activities by the Nodal CBO:

Norm for activities/Camps organized by Nodal CBO						
A	Venue	In the vicinity of a cluster of villages				
B	Number of participants	60				
C	Norm for Expenditure:					
S.N.	Item	Unit	Qty	Rate (Rs)	Amount (Rs.)	Remarks
1	Publicity material	No.	60	10	600	
2	Incentive to performers or resource persons	No.	3	100	300	
3	Logistics etc	L/S	1	500	500	Includes public address system etc
4	Tea/refreshments	No.	60	10	600	
5	Demonstration kits	L/S	1	400	400	
6	Miscellaneous	L/S	1	100	100	
				Total	2500	
				Or Say	2.5	Thousand Rupees

X. Documentation & monitoring:



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1. The R&R staff of the concerned project would document all the events in which Nodal CBOs have participated.
2. Nodal CBOs would incorporate relevant details in their documentation of activities and share the same with HPPCL Project Authority.
3. Monitoring of activities of this scheme shall be done internally by the concerned R&R staff and monitoring report submitted to HPPCL Project Authorities as well as HPPCL Corporate Office.
