



Transforming lives



Rehabilitation & Resettlement (R&R) Policy (June 2010)



NTPC Limited
New Delhi
INDIA





Rehabilitation
&
Resettlement (R&R) Policy
(June-2010)

NTPC Limited
New Delhi
INDIA

CONTENTS

Sl. No.	DESCRIPTION	PAGE No.
1.	List of Abbreviations	1-2
2.	Definitions	3-5
Part-I: Policy Guidelines for Rehabilitation and Resettlement (R&R)		
1.	Preamble	6
2.	Chapter-I, Basic Issues and Strategies for R&R	7-11
3.	Chapter-II, Categories of PAPs and their Entitlements	12-30
4.	Chapter-III, Guidelines on Delivery Mechanism	31-35
5.	Chapter-IV, Institutional Set up	36-39
6.	Chapter-V, Applicability	40
Part-II: Guidelines on Facilities for Project Affected Persons		
1.	Para-1, Basic Issues and Strategies	41
2.	Para-2, Job Opportunities with NTPC	42
3.	Para-3, Employment with contracting agencies	42
4.	Para-4, Allotment of shops / Kiosks	42
5.	Para-5, Award of petty contracts	43
6.	Para-6, Vehicle Hiring	45
7.	Para-7, PCO/ Internet Kiosk	45
8.	Para-8, Newspaper Vendor	46
9.	Para-9, Vendor Permit	46
10.	Para-10, Courier Service	46
11.	Para-11, Implementation	46

LIST OF ABBREVIATIONS

AICPI	All India Consumer Price Index
BPL	Below Poverty Line
BUH	Business Unit Head
CBA (AD)	Coal Bearing Areas (Acquisition and Development)
CBO	Community Based Organisation
CC	Corporate Centre
CD	Community Development
CMD	Chairman and Managing Director
CMG	Corporate Monitoring Group
CSR-CD	Corporate Social Responsibility-Community Development
DG	Distributed Generation
EMD	Earnest Money Deposit
ERP	Enterprise Resource Planning
GOI	Government of India
Ha	Hectare (1 Ha=10,000 sq.mtr=2.47 acre)
HR	Human Resources
HSO	Homestead Oustee
ICD	Initial Community Development
ICR	Implementation Completion Report
ISP	Internet Service Provider
LA Act	Land Acquisition Act, 1894
LFL	Land for Land
LO	Land Oustee
MAW	Minimum Agricultural Wage
NGO	Non Government Organisation
NPRR	National Policy on Resettlement and Rehabilitation of Project Affected Families-2003
NPTI	National Power Training Institute

NRRP	National Rehabilitation and Resettlement Policy-2007
NTPC	NTPC Limited
O&M	Operation and Maintenance
PAF	Project Affected Family
PAP	Project Affected Person
PCO	Public Call Office
PC	Physically Challenged
PIC	Public Information Centre
PMI	Power Management Institute, NTPC
PURA	Providing Urban Facilities in Rural Areas
R&M	Renovation and Modernisation
R&R	Rehabilitation and Resettlement
R&R Plan	Rehabilitation and Resettlement Plan
RC	Resettlement Colony
RG	Rehabilitation Grant
RHQ	Regional Headquarter
SAP	System Applications and Products
SC	Scheduled Caste
SES	Socio-economic Survey
SIE	Social Impact Evaluation
SOLI	Standard of Living Index
ST	Scheduled Tribe
TAC	Tribes Advisory Council
TDP	Tribal Development Plan
UT	Union Territory
VDAC	Village Development Advisory Committee
WBM	Water Bound Macadam
WB-S	Willing Buyer Willing Seller

Chapter on Definitions

(I) Project Affected Family / Person

- (i) A family / person whose primary place of residence or other property or source of livelihood is adversely affected by the acquisition of land for a project or involuntary displacement for any other reason; or
- (ii) Any tenure holder, tenant, lessee or owner of other property, who on account of acquisition of land (including plot in the abadi or other property) in the affected area or otherwise, has been involuntarily displaced from such land or other property; or
- (iii) Any agricultural or non-agricultural labourer, landless person (not having homestead land, agricultural land, or either homestead or agricultural land), rural artisan small trader or self-employed persons, who has been residing or engaged in any trade, business, occupation or vocation continuously for a period of not less than three years preceding the date of declaration of the affected area, and who has been deprived of earning his livelihood or alienated wholly or substantially from the main source of his trade, business, occupation or vocation because of the acquisition of land in the affected area or being involuntarily displaced for any other reason;

(II) Affected area

“Affected area” means area of village or locality notified by the concerned State Govt. under Land Acquisition Act-1894 (or equivalent Act) for setting up of NTPC project.

(III) Agricultural labourer

“Agricultural Labourer” means a person primarily resident in the affected area for a period of not less than three years immediately before the declaration of the affected area who does not hold any land in the affected area but who earns his livelihood principally by manual labour on agricultural land therein immediately before such declaration and who has been deprived of his livelihood;

(IV) Agricultural land

“Agricultural land” includes lands being used for the purpose of-

- (i) Agricultural or horticulture;
- (ii) Dairy farming, poultry farming, pisciculture, breeding of livestock or nursery growing medicinal herbs;
- (iii) Raising of crops, grass or garden produce; and
- (iv) Land used by an agriculturist for the grazing of cattle, but does not include land used for cutting of wood only;

(V) Appropriate Government

In relation to a project which is executed by the Central Government agency or undertaking or by any other agency on the orders or directions of the Central Government, the Central Government;

(VI) BPL Family

The Below Poverty Line (BPL) families shall be those as defined by the Planning Commission of India from time to time and included in a BPL list for the time being in force;

(VII) DDP Block

“DDP Block” means a block identified under the Desert Development Programme of the Government of India;

(VIII) Displaced family / Homestead oustee

“Displaced family / homestead oustee means any tenure holder, tenant, Government lessee or resident owner whose homestead is acquired for the project and needs to be physically relocated.

(IX) Family

“family” includes a person, his or her spouse, minor sons, unmarried daughters minor brothers, unmarried sisters, father, mother and other relatives residing with him or her and dependent on him or her for their livelihood; and includes “nuclear family” consisting of a person, his or her spouse and minor children.

(X) Holding

“holding” means the total land held by a person as an occupant or tenant or as both

(XI) Khatedar

“Khatedar” means a person whose name is included in the revenue records of the parcel of land under reference;

(XII) Land Acquisition or Acquisition of land

“Land Acquisition” or “Acquisition of land” means acquisition of land under the Land Acquisition Act, 1894 (1 of 1894), as amended from time to time, or any other law of the Union or a State for the time being in force;

(XIII) Marginal Farmer

“Marginal farmer” means a cultivator with an un-irrigated land holding up to one hectare or irrigated land holding up to half hectare;

(XIV) Non Agricultural labourer

“Non-agricultural Labourer” means a persons who is not an agricultural labourer but is primarily residing in the affected area for a period of not less than three years immediately before the declaration of the affected area and who does not hold any land under the affected area but who earns his livelihood principally by manual labourer or as a rural artisan immediately before such declaration and who has been deprived of earnings his livelihood principally by manual labour or as such artisan in the affected area;

(XV) Notification

“Notification” means a notification published in the Gazette of India or, as the case may be the Gazette of a state;

(XVI) Occupiers

“Occupier” mean members of the Scheduled Tribes in possession of forestland prior to the 13th days of December 2005;

(XVII) Prescribed

“Prescribed” means, unless otherwise specified, prescribed by guidelines or orders issued by the Central Government under NRRP-2007;

(XVIII) Project

“Project” means a project involving involuntary displacement of people, irrespective of the number of persons affected;

(XIX) Requiring Body

“Requiring body” means a company, a body corporate, an institution or any other organization for whom land is to be acquired by the appropriate Government, and includes the appropriate Government if the acquisition of land is for such Government either for its own use or for subsequent transfer of such land in public interest to a company, a body corporate an institution, or any other organization, as the case may be, under lease, license or through any other system of transfer of land;

(XX) Resettlement Area

“Resettlement Area” means any area so declared by the appropriate Government;

(XXI) Small Farmer

“Small farmer” means a cultivator with an un-irrigated land holding up to two hectares or with an irrigated land holding up to one hectare, but more than the holding of a marginal farmer.

(XXII) Schedule V areas mentioned in the Constitution

Tribal areas other than the areas of North-east.

(XXIII) Schedule VI areas mentioned in the Constitution

Tribal areas in the States of Assam, Meghalaya, Tripura and Mizoram

(XXIV) Vulnerable persons

Vulnerable persons such as the disabled, destitute, orphans, widows, unmarried girls, abandoned women, or persons above fifty years of age; who are not provided or cannot immediately be provided with alternative livelihood, and who are not otherwise covered as part of a family;

PART-I
POLICY GUIDELINES
FOR
REHABILITATION AND RESETTLEMENT (R&R)

PREAMBLE

Most of NTPC projects are located in remote areas. NTPC acquires land for its projects, which may relocate people or affect their livelihood.

NTPC has ambitious expansion and diversification plans for the future. NTPC aims to be a 75000 MW company by 2017. Further it intends to diversify providing backward and forward integration. As part of its diversification plans it has entered the various sector namely Hydro, Coal Mining, Nuclear Power, Non-conventional Power etc. This will require acquisition of large tracts of land. This may relocate people or affect their livelihood. Even in cases of expansion projects, there might not be requirement of additional land, but there still be a need to take up community development activities

In those instances, NTPC will take measures for rehabilitation and resettlement (R&R) of Project Affected Persons (PAPs) with the objective that the PAP will improve or at least regain their previous standard of living. In cases of no additional land requirement in expansion projects or in the cases of negotiated settlement NTPC will take measures for community development. Thus, NTPC's effort is complementary to the Government's efforts for upliftment of people.

A National Policy on Rehabilitation and Resettlement of Project Affected Families-(NRRP-2007) has been issued on 31.10.2007 by Ministry of Rural Development, Department of Land Resources, Government of India, which aims at laying down basic norms and packages for Project Affected Families (PAFs). GOI had a National Policy on R&R (NPRR-2003) since February 2004. NTPC had earlier revised its R&R policy in June 2005 to make it in line with NPRR-2003 and in light of the experience gained over the years. NTPC now again proposes to review and modify its R&R policy to make it in line with the NRRP 2007.

The R&R policy will be implemented in close cooperation with the concerned State Authorities as may be set up as per the NRRP-2007 or otherwise and to the extent that the endorsement by the State Government is warranted, NTPC will seek to obtain such endorsement.

This policy will be implemented within the framework of local applicable law. Though this policy takes into account NTPC's past experiences and good practices adopted in R&R alongwith making it in line with NRRP-07, any practices and policy measures required / outlined by NTPC / Government agencies specific to any state / sector in future will be incorporated.

State Government R&R policy, if any, would be considered if need be and as per the consultations with the stakeholders while formulating the project specific R&R Plan. In case PAPs/ District Administration/ Central Government decide, NTPC will suitably consider State Specific R&R Policy / guidelines / directive for implementation in that particular State for the specific project.

CHAPTER-I

BASIC ISSUES AND STRATEGIES FOR R&R

1.1 Basic Issues

- 1.1.1 The land that is acquired for power projects is for a public purpose and necessitates Rehabilitation and Resettlement (R&R) of Project Affected Persons (PAPs), a task often accompanied by socio-economic adjustment. The PAPs have to involuntarily face the new social set up.
- 1.1.2 The land acquisition and consequent displacement disrupts the traditional social system. The changes in the land use pattern alter the agro-based rural economy and affect the life style of people. This calls for a concerted effort to provide means to ensure sustainable livelihood of these PAPs, considering them as stakeholders.
- 1.1.3 The Rehabilitation and Resettlement Plan (R&R Plan) is to be formulated so that after a reasonable transition period, the affected families improve, or at least regain their previous standard of living, earning capacity and production levels. In case of a one time negotiated settlement is reached for individual R&R benefits and paid accordingly at the time of payment of land compensation itself, or in cases of projects, not requiring any land acquisition Community Development (CD) plan will be prepared under the R&R Plan in consultation with stakeholders thru VDAC or any other consultative mechanism in force.
- 1.1.4 NTPC's involvement in the R&R activities will continue until such time as NTPC has taken all actions in accordance with R&R Plan, preparation of Implementation Completion Report (ICR) and evaluation of activities post completion thru the conduction of Social Impact Evaluation (SIE) preferably thru an outside agency.
- 1.1.5 This policy aims at setting up broad guidelines for the formulation of project specific R&R Plans as per the culture/project specific requirements of each project, the categories and the entitlements of R&R benefits.

1.2 Principles and Strategies

- 1.2.1 NTPC believes that the most effective way of addressing the R&R issue is through a proactive approach and an appropriate planning of land acquisition. Towards this, NTPC will adopt the following principles and strategies:-
- 1.2.2 Minimise the land requirement through compact and efficient layout of plant, township and other facilities. Multi-storied facilities like township etc. will be planned wherever possible to reduce the land requirement.
- 1.2.3 Minimise the acquisition of prime agriculture land and other assets to the extent possible and avoid acquisition of the homestead. This will be one of the principal criteria in selecting a site among the techno-economically feasible alternatives and for finalising the boundaries / layout of project including plant, township and other facilities.

1.2.4 All PAPs residing in, working, doing business or cultivating land or having rights over resources within the project area as per the categorization and provisions for eligibility in the policy are entitled for compensation for their lost assets as per the law of the land and for other R&R benefits as per livelihood loss as per categorization detailed in this policy, sufficient to assist them to improve or at least regain their previous standard of living.

1.2.5 **Loss of Common Property Resources** will be suitably addressed as outlined in the Chapter II.

1.2.6 **Resettlement period**

Efforts will be made to minimize the Resettlement transition period and there would be a time frame for the same.

1.2.7 **Transparency**

One important aspect in addressing the R&R issues is of maintaining total transparency in planning and implementation of an activity related to PAPs. Therefore, consultation and participation of PAPs and their representatives along with proper documentation will be encouraged to ensure transparency and a conducive environment of fairness, trust, confidence and co-operation in arriving at a settlement preferably through broad consensus among majority or thru consultative mechanism like VDAC/District Administration etc.

1.2.7.1 **Consultation**

For this, NTPC will share information and carryout consultations though formal mechanism of Public Information Centre (PIC) and Village Development Advisory Committee (VDAC) or similar consultative mechanism during the implementation of R&R Plan. This will be supplementary to the set up proposed by NRRP-2007. Informal consultations and participation will also be carried out through Community Based Organisations (CBOs), Non Government Organisations (NGOs), Clubs engaged in social activities etc. After implementation of R&R Plan, sharing of information will be carried out through the neighbouring village panchayats/ local newspapers.

1.2.7.2 **Social Impact Assessment (SIA)**

Whenever it is desired to undertake a new project or expansion of an existing project, which involves involuntary displacement of four hundred or more families enmasse in plain areas or two hundred or more families enmasse in tribal or hilly areas, DDP blocks or areas mentioned in the Schedule V or Schedule VI to the Constitution, a Social Impact Assessment (SIA) alongwith Environment Impact Assessment (EIA) will be carried out in such manner as may be prescribed. Guidelines on the same as and when prescribed by the Government will be followed. Alternately the EIA will continue to cover the Social aspects as well as per the existing practice.

1.2.7.3 **Socio Economic Survey (SES)**

A Socio Economic Survey (SES) will be conducted by a professional agency to collect detailed demographic details of the area and which shall form the basis for the preparation of R&R Plan. The details have been outlined at para 3.8. In case the SIA is done separately than the EIA, need for conducting SES as well could be reexamined.

1.2.7.4 **Social Impact Evaluation (SIE)**

A Social Impact Evaluation (SIE) will also be undertaken after the completion of R&R Plan to evaluate the impact of the R&R program. The details have been outlined at para 4.3.

1.3 Financial and physical resources for R&R including adequate manpower and proper infrastructure namely computer, laptop, photocopy machine, fax machine, land line with STD etc. will be made available on setting up of R&R Group at project.

1.3.1 **Institutional arrangement**

R&R programmes will include adequate institutional arrangements to ensure effective and timely design, planning, consultation and implementation of compensation, rehabilitation and resettlement measures.

1.3.2 **Effective monitoring of R&R measures**

Adequate arrangements will be made for effective and timely supervision, internal and external monitoring and evaluation of the implementation of the R&R measures.

1.3.3 **Involvement of NGOs**

Services of reputed NGOs / agencies could be hired on need basis for dialogue with the stakeholders, formulation and implementation of R&R Plan and other assistance etc. as may be required while addressing R&R issues

1.4 **ICD Policy**

There might be a requirement of undertaking some proactive activities at prospective Greenfield / expansion project sites and a need to initiate R&R related activities at exploratory stage of the prospective sites for building "Brand image of NTPC". Such activities would be undertaken as per the provisions of ICD Policy of NTPC approved in May 2009.

1.5 **NTPC core values**

The core values of NTPC are an important and integral part of its relationship with the Project Affected Persons, as described below:

1.5.1 **Business Ethics**-NTPC will conduct business as per established ethical norms of corporate governance and will be responsible to all its stakeholders. External stakeholders will play a major role in successful conduction of NTPC business in a conducive environment.

- 1.5.2 **Customer Focus** - All PAPs will be considered as important customers of NTPC.
- 1.5.3 **Organisational & Professional Pride**-Implementation of R&R policy within specified time and with a consensual approach and participation of all stakeholders will be a matter of pride for NTPC.
- 1.5.4 **Mutual Respect and Trust**-This will be ensured through transparency, sharing of information and mutual consultation. R&R related information shall be made available in ERP/SAP for transparency.
- 1.5.5 **Innovation and Speed**-NTPC will be proactive rather than reactive and will implement the R&R activities in a time bound manner and will make efforts to complete all R&R activities ahead of scheduled dates as in case of project implementation.
- 1.5.6 **Total Quality for Excellence**-The implementation of R&R activities will be carried out with a concept of total quality. All infrastructure constructed will be compatible with the national norms and similar constructions undertaken by other projects and organizations with a concerted effort to maintain quality.

1.6 This policy has a paradigm shift not only in identifying the rehabilitation options based on practicality of the option, and feedback from the stakeholders but also extending the facilities to PAPs beyond the boundaries of R&R obligations.

1.7 Employment

Keeping in view that the NTPC Projects are capital intensive with state-of-the-art technology and, therefore, do not offer much direct job opportunity, particularly in unskilled category. However, for matters of employment NTPC will be governed as per the provisions of NRRP-2007. However, there would be a lot of downstream employment opportunities arising due to setting up of NTPC project. Efforts would be made to gainfully engage the willing PAPs thru these opportunities to the extent possible. Details have been specified in Part-II

1.8 Allotment of Shops/Self-employment/Job with contracting agencies

Other economic opportunities such as allotment of shops and other self employment options, award of petty contract and job with contracting agencies have been included as additional economic opportunities in Part-II.

1.8.1 The PAPs will get preference for all such economic opportunities for which separate guidelines have been formulated as described in Part-II.

1.9 Involvement of State Govt. in R&R issues

The State Government will be closely involved during the whole process. This includes certification of list of PAPs, forming of VDAC, allotment of land for Resettlement Colonies (RCs), allotment of plot in RC to HSOs on free hold basis, formulation and implementation of R&R Plan etc. The State Government will also be involved in taking over the maintenance

of RCs, if any, including various infrastructures created by NTPC in RCs as well as in Project Affected Villages.

1.10 State Specific R&R Policies

State Government R&R policy, if any, would be considered if need be and as per the consultations with the stakeholders while formulating the project specific R&R Plan. In case PAPs/ District Administration/ Central Government decide, NTPC will suitably consider State Specific R&R Policy / guidelines /directive for implementation in that particular State for the specific project.

1.11 Power to CMD to approve modification

Should there be any amendment /modification required due to site specific requirements, while formulating and/or implementing the R&R Plan and which are not explicitly specified in the policy, the power to approve such modifications would be exercised by the Chairman and Managing Director (CMD).

1.12 Review of Policy

The policy may be reviewed normally every three years keeping in view the experiences / learnings during implementation of this R&R policy and / or there is any significant change/amendment in the NRRP-07 by the GOI.

1.13 Specific clauses / addendums declared by, GOI

Any specific clauses / addendums declared by Ministry of Power, GOI related to R&R issues of PAPs w.r.t sector specific / projects of power sector will also be suitably considered in close coordination with the State Government while formulating the project specific R&R Plan.

1.14 GOI Hydro Policy

Any specific clauses / addendums declared by Ministry of Power, GOI related to R&R issues of PAPs w.r.t projects of hydro sector etc will also be suitably considered in close coordination with the State Government while formulating the project specific R&R Plan.

1.15 MOEF stimulations

Any specific R&R conditions / stipulations as part of MOEF clearance shall also be made part of R&R Plan.

CHAPTER-II

CATEGORIES OF PAPs AND THEIR ENTITLEMENTS

2.0 Eligibility

2.1 Cut off date for R&R package

- (i) To eliminate/ minimise the possibilities of usurpation of rights by those who obtain rights in property in order to reap the advantage of various R&R benefits, for a family whose primary place of residence or other property as source of livelihood the date of publication of the notification under Section-4 of the Land Acquisition Act, 1894 or equivalent section, like section 7(1) of CBA (A&D) Act, 1957, prescribed for publication of first notification indicating the intention of acquisition under any other Act currently in force, will be required in order to avail the R&R package. However any agricultural or non agricultural labourer, landless person (not having homestead land, agricultural land or either homestead or agricultural land), rural artisan, small trader or self employed person, who has been residing or engaged in any trade, business, occupation or vocation continuously for a period of not less than three years preceding the date of declaration of the affected area is required in order to avail R&R package. However, in such cases who are left out due to the cutoff date of 3 years, NTPC's approach will be flexible and they will be reviewed on a case to case basis and genuine cases such as family transactions of legal heirs due to death in family etc will be considered for R&R benefit. The intention is to eliminate/minimize those who obtain rights in property for R&R benefits only. Evidence of status as a PAP is to be provided by a person in the form of (a) written legal document or (b) reference to a record such as revenue officer certificate, electoral roll or ration card; in the absence of which (c) an oral declaration, credible and/or corroborated will be considered. The list shall be finally verified by Gram Panchayat and duly certified by Collector.
- (ii) **Payment of compensation benefits** for the assets acquired, however, will be determined as per the law of the land.

2.1.1 Occupiers

The list of Occupiers as on 13.12.2005 shall be finally verified by Gram Panchayat and duly certified by Collector, after verification/certification by the Forest Department.

2.1.2 Homestead Oustees (HSOs)

Any unauthorized structure shall not be considered for any benefit. However, in case of any such regularization by the Government 3 years prior to Sec-4 notification will be considered as an HSO. An allottee of any government scheme like Indira Awas Yojna, homestead allottees on Government lands etc. shall be considered as HSO.

2.1.3 Satellite imagery

Satellite imagery of acquisition area could be obtained concurrent with the LA section-4 notification to discourage illegal construction for resettlement benefits and to compare the development of area, on a later date, on completion of R&R activities.

2.2 Categories of PAPs

A	<p>Homestead Oustee: PAPs who are Homestead Oustees (HSO), residing in the area and owning house since last three years before the Sec-4 notification under LA Act or equivalent and whose house has been acquired by the process of law.</p>
B	<p>Land loser becoming Landless farmer: PAPs owning agricultural land in the acquired area before the Sec-4 notification or equivalent and whose entire land has been acquired. The list shall be prepared based on the revenue records as on the date of Section-4 notification under LA Act or equivalent.</p>
C	<p>Land loser becoming Marginal farmer: PAPs owning agricultural land in the acquired area before the Sec-4 notification or equivalent and losing partial land and becoming marginal farmer (left with unirrigated land holding upto one Ha or irrigated holding upto half Ha). The list shall be prepared based on the revenue records as on the date of Section 4 notification under LA Act or equivalent.</p>
D	<p>Land loser becoming Small farmer: PAPs owning agricultural land in the acquired area before the Sec-4 notification or equivalent and losing partial land and becoming small farmer (left with unirrigated land holding upto two Ha or irrigated holding upto one Ha). The list shall be prepared based on the revenue records as on the date of Section 4 notification under LA Act or equivalent.</p>
E	<p>Land loser becoming other Partial land loser: PAPs owning agricultural land in the acquired area before the Sec-4 notification or equivalent and losing partial land but not covered in either Category-C or D. The list shall be prepared based on the revenue records as on the date of Section 4 notification under LA Act or equivalent.</p>
F	<p>Agricultural labourer: Agricultural labourer PAP who normally is a resident of the affected area for a period not less than three years immediately before Sec-4 notification or equivalent, who does not own land in the acquired area but who earns his/her livelihood principally by manual labour on agricultural land therein immediately before such notification and who has been deprived of his/her livelihood. The list shall be prepared based on the socio economic survey, verification by the Gram Panchayat and duly certified by Collector or his/her authorized representative.</p>
G	<p>Non agricultural labourer: Non agricultural labourer PAP who is not an agricultural labourer PAP, but is normally residing in the affected zone for a period of not less than three years immediately before the Sec-4 notification or equivalent and who does not own any land but who earns his livelihood principally by manual labour or as a rural artisan or having any client relationship with PAP community, immediately before acquisition and has been deprived of his/her such livelihood</p>

	due to acquisition. The list shall be prepared based on the socio-economic survey, verification by the Gram Panchayat and duly certified by Collector or his/her authorized representative.
H	Land loser in long stretch: PAPs losing partial lands in case of projects/schemes related to railway lines e.g. in MGR transportation for fuel, connecting roads outside the project and its associated area, laying pipelines for fuel and ash transportation etc., wherein only a narrow stretch of land extending several kilometers is being acquired. The list shall be prepared based on the revenue records as on the date of Section-4 notification under LA Act or equivalent. (In case of acquisition of homesteads in such a case shall fall in Category- A).
I	Occupiers: Occupiers i.e. PAPs of STs in possession of forest land prior to 13th December 2005. The list shall be prepared based on the socio economic survey, verification by the Gram Panchayat, State/Central Forest Department and duly certified by Collector or his/her authorized representative.

2.3 Rehabilitation Package

The PAPs of Category-B to H will be entitled for any one of the following rehabilitation packages. If a PAP falls in more than one category of B to H, he/she will be entitled for only one of the rehabilitation package. For the Category-I the package will vary depending upon the type of PAP as per Category-B to H. The additional benefits to this category are delineated in para-2.6.

2.3.1 Facilitation for Purchase for Land for land (LFL)

- (i) The facilitation for purchase for “**Land for land**” option will be applicable to those categories from whom land is being acquired i.e. category-B, C, D, E & H PAPs / khatedar (s) only. In case of availability of Government land, quantum of land for allotment in the name of khatedar (s) will be as per the actual land loss by the PAP/ Khatedar (s), subject to the ceiling of maximum of one Ha of irrigated land or two Ha of unirrigated/cultivable wasteland subject to availability of Government land in the districts. Land availability for allotment for this purpose will be explored with the State Government. If Government land is not available, PAPs will be facilitated for purchase of land on a “willing buyer-willing seller (WB-S)” basis. The limit of purchase of land in this case will be two Ha. For this purpose the following process will be adopted.
- (ii) **Land price for the purpose of purchase of land** will be fixed after consultation with the State Government and the VDAC on the basis of market price of the good agriculture land in the vicinity. The basic land compensation amount paid (i.e. land compensation amount excluding solatium and interest) could be adjusted against this amount.

- (iii) In addition, land development amount @ ₹ 16,000/- (₹ sixteen thousand) per acre as per entitlement subject to a maximum of 2 Ha (Based on Prices AICPI as on 01.01.10 and subject to revision from time to time)
- (iv) Actual land registration and stamp duty charges as per entitlement will also be paid as per entitlement subject to a maximum of 2 Ha to those, who actually purchase the land and submit the required papers.
- (v) A lump sum amount of ₹12,000/- for agricultural production will also be provided in case of allotment/purchase of land in lieu of land acquired.
- (vi) The PAPs who though, losing less than one acre of land, purchase land upto one acre out of the grants and compensation money they would be reimbursed the actual stamp duty and registration charges of upto one acre. The implementation process has been delineated in para-3.9.
- (vii) In situation, where the LFL option is not feasible because of scarcity of land in the particular area, this option shall not be applicable and the PAPs will be eligible for Rehabilitation Grant as stated in para-2.3.2 & 2.3.3.
- (viii) In case other categories of PAPs also buy land through the grants provided to them, NTPC will consider incentivizing their purchase by reimbursing actual stamp duty and registration charges upto one acre of purchase of land.

2.3.2 **Employment**

Due to the state of the art technology, direct job opportunities in NTPC are severely restricted. However for matters of employment, NTPC would be governed by the provisions as laid out in GOI's NRRP-2007. Details have been laid out in Part-II of the policy. Cash in lieu of employment in the form of **Annuity** or otherwise could also be considered as a Rehabilitation Grant (RG), if so found feasible and desirable for a specific project based on the consultation with the stakeholders. Details have been delineated in Para 2.3.4.2 However, in case of provision of employment at a later date, the annuity shall be discontinued.

2.3.3 **Rehabilitation Grant (RG)**

One time RG will be paid to eligible categories, in case of non provision of options as per 2.3.1 or 2.3.2. If a land owner category PAP does not wish to go for LFL option or the same is not feasible, he/ she will be entitled for a RG. RG could be in different forms-fixed or regular (in the form of annuity). It could be uniform or varying in different slabs. Various combinations could also be worked out depending upon the local feasibility and requirement.

- 2.3.3.1 However, if a fixed and uniform RG is decided to be paid, the RG will be at least generally 1000 days Minimum Agricultural Wage (MAW) in the concerned State/ UT at the time of Section-4 notification under LA Act or equivalent for all the land owner categories viz Category-B to E & H. For the categories-F & G, the RG will be generally 750 days MAW.

2.3.3.2 For the Category-I the RG will vary depending upon the type of PAP as per Category-B to H. The implementation process has been delineated in para-3.9.4.

2.3.3.3 **Varying Rehabilitation grant**

The RG however, could also be suitably fixed on varying basis say on per acre of land loss basis, slab basis etc., in consultation with the stakeholders, as per need at any specific project.

2.3.3.4 Alternately RG could be finalized as a percentage of basic compensation paid based on the discussions and consultation in VDAC, state specific policy requirement etc.

2.3.4 **Annuity**

2.3.4.1 RG could be in a form of Annuity purchased thru some financial institution. The annuity amounts could be suitably fixed as per extant policies and practices or in mutual consultation with the stakeholders based on land yield, yearly income from the land etc. and may vary from state to state.

2.3.4.2 In case of Annuity being decided in lieu of employment or any other rehabilitation option, NTPC would purchase / bear the onetime cost of Annuity from any financial institution, preferably from LIC. The financial institution would then be responsible for disbursing the annuity amount to the annuitant on a regular basis as per the scheme finalized. However, in case of provision of employment at a later date, the annuity shall be discontinued.

2.3.4.3 Annuity could also be worked out with a linkage with peaceful construction of the project, as per need and requirement. A certain component of the annuity could be linked to the construction activity and could be non payable in case of obstruction/ agitation faced by the project due to local issues. Modalities could be prescribed in due course, if such a scheme is envisaged.

2.3.5 **Lump sum Cash**

Lump sum cash in lieu of employment would be considered in case the stakeholders are not agreeing for Annuity policy in lieu of employment. Rehabilitation amount in form of cash grant would be considered for payment on submission of an affidavit by the PAP in support of intent for purchase of some asset and such amount would be paid as a onetime final settlement for rehabilitation on signing of a tripartite agreement by the PAP, NTPC and the district administration.

2.4 **Resettlement Package: Resettlement benefits shall be extended to each nuclear family.**

2.4.1 **Self-resettlement**

2.4.1.1 HSOs / PAPs of Category-A and willing to resettle on their own or shift to some alternate location will be encouraged for self resettlement. Financial assistance for self-resettlement/ cash in lieu of plot shall be provided generally at the rate of 5 (five) times of the basic compensation payable for the house, excluding solatium and interest, under Land Acquisition Act subject to a minimum of ₹ 0.78 lakh and a maximum of ₹ 1.55 lakh in each case (Based on AICPI index as on 01.01.10 subject to upward revision).

2.4.1.2 If a majority of HSOs voluntarily decide to opt for self resettlement and the need for constructing a Resettlement Colony (RC) is obviated, the amount for self resettlement could be fixed in mutual agreement. The implementation process has been delineated in para-3.9.5. No other benefit like allotment of plot in RC, infrastructure at place of resettlement etc. shall be extended in case of individual self- resettlement.

2.4.1.3 However, if a group of 25-30 HSOs resettle at one place, basic infrastructure facilities could be considered as detailed at para-2.4.3 and 2.10.

2.4.2 **En-masse resettlement (Resettlement Colony)**

The resettlement colony shall be considered where the PAPs are those HSOs who have not opted for self-resettlement. The land for RC will be made available by the State Government free of any encumbrances preferably at one place at the time of inception of the project. Government land for RC is preferable. In case the Government has to acquire private land for the purpose of resettlement, it may do so in advance. The cost in that case will also be borne by NTPC. Location of the RC could be decided in consultation of the project and could be slightly away but in the vicinity of the project. Basic infrastructure facilities for CD works will be provided in RCs as detailed at para-2.10.

2.4.2.1 **Allotment of homestead land**

The HSOs, who have not opted for self-resettlement, shall be settled in Resettlement Colony developed by NTPC. Each HSO losing upto 200 sqm will be generally provided a plot of 200 sq.mt. in the Resettlement Colony free of cost. In case of HSOs losing more than 200 sqm, will be generally provided a plot of 250 sqm.

2.4.2.2 **Constructed house for BPL PAP**

Any affected BPL family which is without homestead land and which has been residing in the affected area continuously for a period of not less than three years preceding the date of declaration of the affected area and which has been involuntarily displaced from such area, shall be entitled to house of minimum 100 sqm carpet area in rural areas (50 sqm in urban area).

2.4.2.3 **Title of the land in RC**

The land title for the plot allotted shall be transferred in the joint name of allottee and his/her spouse on free hold basis. In case of no spouse, the land title will be allotted in his/her name. The registration charges, if any, will be paid by NTPC as per actual. The remaining common land in RC will be treated as revenue/Gram Sabha land and entry in the revenue record will be made accordingly. This will be implemented in consultation with State Government.

2.4.3 **Provision of basic infrastructure**

In case of resettlement of more than 25-30 HSOs in an area or a village, NTPC may consider provision of basic infrastructure facilities for CD works depending upon the need and requirement and consultation with the stakeholders as detailed at para-2.10.

2.4.4 **Additional resettlement benefits**

2.4.4.1 **Shifting Grant:**

NTPC shall bear the actual cost of transportation of the building materials and other moveable properties including self, family members, cattle etc. belonging to the HSOs from the place of displacement to resettlement colony or the place of resettlement generally within 25 Kms of accessible roads in any transport arranged by NTPC. Alternatively, a lump sum grant of ₹ 31,000/- (Based on AICPI index as on 01.01.10 subject to upward revision) will be paid to each HSO for self-transportation/shifting. This is inclusive of transportation of man, material, reusable goods, wood, cattle etc, if any. The implementation process has been delineated in para-3.9.5.

2.4.4.2 **Resettlement Grant**

A resettlement grant for construction of house of generally ₹ 47,000/- (Based on AICPI index as on 01.01.10 subject to upward revision) will also be provided to each HSO. The implementation process has been delineated in para-3.9.5.

2.4.4.3 However, in case of provision of constructed house facility at any specific project, this grant would not be payable.

2.4.4.4 **Assistance for Cattle shed**

Each affected family that is physically displaced and has cattle, shall get financial assistance of ₹ 19,000/- for construction of cattle shed.

2.4.5 **Provision for lump sum amount for Resettlement**

The affected families may be given the option to take a lump sum amount in lieu of one or more of the benefits specified above, the amount being determined in consultation with the stakeholders, VDAC, State Government etc.

2.5 **Other benefits**

2.5.1 **Assistance for Working shed**

In case of rehabilitation of any rural artisan/small trader and a self employed person falling in Category-G who was having a shop in the affected area, a onetime financial assistance of ₹ 31,000/ (Based on AICPI index as on 01.01.10 subject to upward revision) will also be provided in addition to RG for construction of working shed/shop, in case he continues with his earlier vocation.

2.5.2 **Subsistence Grant**

Keeping in view the time required for stabilizing the R&R process, each PAP shall normally get a monthly subsistence allowance equivalent to 25 days of Minimum Agricultural Wages (MAW) per month for a period of one year upto 300 days of MAW, starting from the date of relocation/vacation and physically handing over of the acquired land. This could also be given as a onetime lump sum amount. However, this would be payable only once to a PAP, in case he/she falls in more than one category.

2.5.3 **Provision for lump sum R&R package**

The affected families may be given the option to take a lump sum amount in lieu of one or more of the benefits specified above (para-2.3-2.5.2 including sub paras) or could be clubbed with compensation as a negotiated settlement, the amount being determined in consultation with the stakeholders, VDAC, State Government etc.

2.5.4 **Assistance for transit accommodation in case of emergency acquisition**

In the case of acquisition of land in emergent situation such as Section-17 of the Land Acquisition Act 1894 or similar provision of other Act in force, or in urgent requirement, each PAP shall be provided with transit accommodation or suitable monetary assistance for the same, pending resettlement and rehabilitation scheme as per mutual agreement.

2.5.5 **Provision for miscellaneous budget for contingencies at BUH / Project Head level**

In addition to the benefits finalized as per above provisions, a budget for miscellaneous expenditure as per need and requirement (say ₹ 8-10 lakhs) would be kept in each project specific R&R plan, which would be available for spending during the implementation of the approved R&R plan at the discretion of BUH /Head of Project to meet contingencies w.r.t R&R issues, boundary management, in times of immediate requirement of relief etc. during natural calamities etc. and may also include petty expenditures at village level including the following:

- a. Provision of grant in the form of some assets & cash (partly asset & cash) up to a value of ₹ 10,000/- in the marriage of girl child (sister/daughter) of BPL family subject to certificate by the district administration, limited to one sister/daughter of a PAP. Such assets may comprise of stitching machine, cycle, radio, TV etc.
- b. The difference between the school fee being paid by a PAP and the fee being charged by nearby Kendriya Vidyalaya limited to 2 children per PAP family, as per need and requirement.

2.6 **Additional benefits to ST PAPs**

2.6.1 Each tribal PAP shall get additional financial assistance equivalent to 500 days MAW for loss of customary rights/usage of forest produce in case the acquisition has affected their such rights.

2.6.2 Efforts will be made to resettle such PAPs close to their natural habitat in a compact block to the extent possible so that they can retain their ethnic, linguistic and cultural identity.

2.6.3 If an RC is built for these PAPs, a provision for their community and religious gathering will be also ensured.

2.6.4 Tribal PAPs resettled out of the district/taluk will get 25% higher R&R benefits in monetary terms.

2.6.5 **Fishing right**

If any reservoir is constructed and owned by NTPC as a result of its construction of any hydro

electric project, the tribal PAPs of the affected area having fishing rights in the river/pond/dam will be given priority for the fishing rights in the reservoir area, if any.

2.6.6 In case during acquisition of any land for NTPC project, it is found out by the State Government that tribal land has been alienated in violation of the laws and regulations in force on the subject, it would be treated as null and void and R&R benefits would be available only to the original tribal land owner.

2.6.7 **Tribal Development Plan**

In case the project land acquisition involves involuntary displacement of two hundred or more ST families, a Tribal Development Plan shall be prepared, in such form as may be prescribed by the Government.

2.7 **Loss of Common Property Resources**

During the construction of any project specially in the case of hydro and mining projects, should any common property resources like grazing lands, cremation grounds, religious structures/places etc. or any existing facilities such as irrigation, water supply, road, electricity, communication system, path, water body / ponds etc. be adversely affected due to execution of the project, remedial measures will be taken and incorporated in the project specific R&R Plan. The extent of such measures shall be decided in consultation with the stakeholders.

2.8 Summary of R&R benefits at a MAW of ₹. 100/- per day:

I. RESETTLEMENT							
SN	Category of PAPS	Resettlement Type	Plot/ Amount	Shifting Grant	Resettlement Grant	Cattleshed	CD Facilities
1	A Homestead Oustee	Self resettlement cash in lieu of plot	5 (five) times of the basic compensation Max: ₹. 1,55,000/- Min: ₹. 78,000/- (para-2.4.1.1)	₹. 31,000/- (para- 2.4.4.1) or by NTPC	₹. 47,000/- (para-2.4.4.2)	₹. 19,000/- (para- 2.4.4.4)	If a group of 25-30 PAPS resettle at one place, basic infrastructure facilities for CD works could be considered (par-2.4.3)
		Or Plot in RC	200 sqm plot to those losing upto 200 sqm. 250 sqm plot to those losing more than 200 sqm. (para-2.4.2.1)				Basic infrastructure facilities for CD works in RC. (para-2.4.2.)
		For BPL	House of minimum 100 sqm carpet area in rural areas (50 sqm in urban area) (para-2.4.2.2.)				In case of provision of constructed house, this grant would not be payable. (para-2.4.4.3)
Remarks:							
<ul style="list-style-type: none"> If all the HSOs voluntarily decide to opt for self resettlement and the need for constructing a Resettlement Colony (RC) is obviated in totality, the amount for self resettlement could be fixed in mutual agreement. (Para-2.4.1.2). Lump sum amount in lieu of one or more of the benefits specified above, the amount being determined in consultation with the stakeholders, VDAC, State Government etc (Para 2.4.5). Subsistence grant @ 25 MAW per month for one year (i.e. 300 MAW) shall be payable to each HSO in case he/she is losing only house. (Para 2.5.2) 							

S N	Cat. of PAPS	R&R benefits	In case of land purchase	Subsistence allowance	Remarks
II. REHABILITATION					
2-5	B-E Land losers	LFL (para-2.3.1(i)) or RG as least ₹ 1,00,000/- (1000 MAW)) (para-2.3.3.1) or RG on per acre basis. (para-2.3.3.3) or RG as a percentage of basic compensation (para-2.3.3.4) or Employment (para-2.3.2) or Annuity (para-2.3.4)	? ₹. 16,000/- for Land development per acre on purchase of land as per entitlement. (para- 2.3.1(iii)) ? ₹. 12,000/- for agricultural production on purchase of land. (para- 2.3.1(v)) ? Actual registration and stamp duty charges on purchase of land as per entitlement. (para- 2.3.1(iv))	? ₹. 30,000/- (300 MAW) for one year (para-2.5.2)	? PAPS losing less than one acre of land, purchase land upto one acre out of the grants and compensation money, they would be reimbursed the actual stamp duty and registration charges of upto one acre. (para-2.3.1(vi))
6	F Agricultural Labourer	RG of at least ₹. 75,000/- (750 MAW)	-		? In case, landless PAPS buy land through the grants provided to them, registration charges and stamp duty upto one acre shall be reimbursed on purchase of land. (para-2.3.1(viii))
7	G Non- Agricultural Labourer	RG of atleast ₹. 75,000/- (750 MAW)	? Construction of Working shed/shop: ₹. 31,000/- (in case of loss of working shed) (para-2.5.1)		

8	H Land loser in long stretch	As applicable for categories- B to E	• As applicable for categories- B to E	-
9	I Occupiers	Depending on type as per A to G. (para-2.3.3.2)	Depending on type as per A to G.	<p>Additional benefits to ST PAPs</p> <p>? ₹. 50,000/- (500 MAW) for loss of customary rights/usage of forest produce. (para-2.6.1)</p> <p>? 25% higher R&R benefits in monetary terms if resettled out of the district/taluk. (para-2.6.4)</p> <p>? Fishing rights in the river/pond/dam. (para-2.6.5)</p> <p>? Tribal Development Plan (TDC), if 200 or more STs are displaced. (para-2.6.7)</p>
<p>Remarks:</p> <p>? MAW – ₹. 100/- (Assumed value)</p> <p>? Lump sum amount in lieu of one or more of the benefits specified above, the amount being determined in consultation with the stakeholders, VDAC, State Government etc. (Para-2.5.3).</p>				

2.9 Additional Efforts for Community Development (CD)

NTPC would adopt a liberal and flexible approach towards undertaking Community Development activities. The following are the salient activities as part of CD.

2.9.1 Capacity building

Based on consultation and need assessment, capacity-building efforts will be made for PAPs who are otherwise entitled for any individual rehabilitation benefit. These efforts would aim at skill upgradation through various training schemes and training institutes of NTPC/ State Govt. in order to make them self-reliant. Depending upon the need and requirement as discussed in VDAC and included in the R&R Plan, the project will grant scholarship and/ or

reimbursement of tuition fees to a limited number of PAPs and their dependents (normally one per family) for promoting education and technical training. Capacity building may, however, also include agro based skills instead of only industrial skills thru ITI etc. Approach of NTPC on this aspect will be flexible and it will promote capacity building efforts through providing infrastructural support to build training centers, organize training programmes, sponsor/ reimburse tuition fees for vocational courses etc. Options would also be explored to create a new category in estimates preparation w.r.t packages / contracts to avoid underpayment to ITI trained persons. Provision of training however, will be solely with the purpose and intention of skill enhancement without any commitment for job.

2.9.2 **ITIs**

NTPC will also be open to facilitate setting up of Greenfield ITIs in the project area / adopt existing ITI to facilitate timely capacity building of the PAPs / neighbouring population. Layout / Map / Equipment etc would be standardized by PMI for uniform and expeditious implementation. Identification of ITI trades would be linked with requirement of NTPC and nearby industries. Cost of ITI would be covered in R&R Plan.

2.9.2.1 **Scholarship/ 30% reservation for PAPs**

NTPC could also identify potentially employable people for ITI sponsorship etc and send them for training, bearing the cost of tuition fees etc. Provision of scholarship could also be envisaged for PAPs taking admission in ITI. Certain percentage (at least 30%) could be reserved for PAPs in ITI facilitated by NTPC

2.9.2.2 Though NTPC would be liasoning with the State Governments to take over and run such institutions created, other options like running thru NPTI, any other agency also could be suitably examined. Talks may also be held for reserving some seats in existing ITIs as well, if required.

2.9.3 **Para medical courses for PAPs**

NTPC will sponsor eligible family members of the PAPs for para medical courses.

2.9.4 **Incentive for adopting small family**

In addition to the R&R package, one time incentive will be granted to PAPs, if the male head of the family undergoes family planning operation within the specified period of acceptance of R&R package as stated in para-3.4.6. Only those PAPs who are between the age of 35 years and 50 years and have atleast one child will be eligible for this incentive. The incentive will vary depending on the period within which he gets operated, as per details given below:-

Time period (Start of RAP implementation)	Incentive
Within six months	₹. 8000/-
Within twelve months	₹. 6000/-
Within twenty four months	₹. 5000/-

2.10 Infrastructure Facilities:

- 2.10.1 The infrastructure facilities and basic minimum amenities shall be augmented in the RCs, the project affected villages and in the vicinity of the project to ensure that the displaced population (HSOs) in the resettlement colony or the village may secure for themselves a reasonable standard of community life.
- 2.10.2 The facilities/ amenities shall be considered in the resettlement colonies or the villages where more than 25-30 HSOs have self resettled.
- 2.10.3 In addition community development works will also be undertaken as per need and requirement in the project affected villages, in the vicinity of the project where PAPs continue to reside even after acquisition as well as other places in the state, if need be, as per consultation with the stakeholders.
- 2.10.4 These facilities will also be available to the host population and the neighbouring community to facilitate socio economic development of the area.
- 2.10.5 The land, if required, shall be made available by the State Government. The location for these facilities shall be decided in consultation with the State Government and/or Panchayat. The ownership of any infrastructure facilities constructed in Resettlement Colony or otherwise will rest with the State Government /local bodies and the same will be handed over to the concerned agencies on construction for their maintenance and future use. Modalities in this regard for transfer of asset ownership should be completed in consultation with the concerned agencies. Any registration/mutation charges, if any would be borne by NTPC in this regard at the time of transfer.
- 2.10.6 The facilities/ amenities will vary depending upon local requirements. The focus areas would be Connectivity, Drinking Water, Sanitation apart from Education and Health related infrastructure. These may include the following:
- i) Internal and the approach roads with proper drainage, with preference for concrete roads
 - ii) One or more sources of safe drinking water like hand pump, borewells with water outlet platforms etc., as per need and requirement
 - iii) Tree plantation including fruit trees
 - iv) Community halls/ Panchayat Ghar
 - v) Primary educational facilities
 - vi) Primary health facilities
 - vii) Street lighting in the Resettlement Colonies
 - viii) Public cremation ground/ burial ground
 - ix) Common grazing land/ small distributaries for irrigation
 - x) Drainage
 - xi) Sanitation

- xii) Drinking water for cattle
- xiii) Community Ponds
- xiv) Children playground

The above list is only suggestive and may include any other activities based on local need and requirement. However, at least some infrastructure, big in size should be built. Quality of infrastructure so created should be at par with other NTPC works.

2.10.7 **Contract to PAPs for creation of infrastructure**

Efforts will be made to involve the PAPs in the creation of infrastructure facilities by giving contracts to their cooperative societies or otherwise for construction works to the extent possible. This will also help in developing a sense of ownership among the PAPs and also help to involve the PAPs in a fruitful manner.

2.10.8 **Maintenance of facilities**

The responsibility of NTPC shall be limited to one-time capital expenditure for such infrastructural facilities. The infrastructural facilities shall be set up by NTPC on the basis of assurance from the respective State Government that it will take over the infrastructural facilities and maintain it properly. However, some critical R&M of infrastructure created could be undertaken at times depending upon such requirement.

- 2.10.8.1 NTPC may, however, facilitate creation of a corpus fund, for maintenance purposes. NTPC may also contribute part of the corpus fund as its one time share. State Government will also be requested to contribute to the corpus fund. The maintenance could be carried out / undertaken thru the interest component of the corpus fund as well as otherwise.

2.11 **Other Welfare Activities**

In addition to the activities outlined above, activities will also be undertaken for socio economic upliftment for the affected population. This may include special efforts for education like providing scholarships, special efforts and educational facilities for girl child, rural sports, mobile health clinics, medical camps, other medical benefits as applicable to the PAPs like subsidized treatment at NTPC project hospitals, cultural programmes etc depending upon the need and requirement. Such activities will be finalized in consultation and participation of the PAPs/VDAC and will also be included in the R&R Plan. This will vary from project to project depending upon the need and requirement and may also include activities, which may not be specifically mentioned in the policy.

2.11.1 **Education**

Educational activities in and around the project area shall be given special focus during the preparation of the R&R Plan. The needs and requirements will be finalized in consultation with stakeholders and may include providing scholarships including those during higher/vocational educational courses like ITI etc, educational tours, providing assistance in terms of textbooks, stationery etc, assistance to schools through NGOs/Panchayats or otherwise for enhancement of teacher/student ratio, organizing training programmes for developing special skills/modern trends in education like computer training, coaching for higher education etc, assistance for nutritional/midday meals etc in addition to infrastructural facilities.

2.11.1.1 Need based budget would be provided for developing educational institutions in the vicinity of the project.

2.11.1.2 **School fees at par with employees' children**

The wards of PAPs will also be charged fees at par with NTPC employees' children in NTPC township schools.

2.11.1.3 **Focus on education of girl child**

NTPC will make additional efforts for education of girl children in and around project areas where the social indicators are lower than the national best figures in this regard. NTPC will also provide special assistance to the girl children of PAPs in the township schools like relaxation in fees, assistance for textbooks, scholarships etc. if they are among the top ten meritorious students in the class.

2.11.2 **Health/ Concessional charges in project hospitals**

Efforts will be made for improvement in health facilities to the PAPs. As per the provisions detailed at para-13.4 of NTPC's Medical attendance & treatment rules, the Land oustees / PAPs and their family shall be provided out door and indoor treatments in project hospitals. All treatment including operation, hospitalisation, investigation etc. shall be provided on a nominal charge of 20% of the rates applicable for non-entitled patients. However, the definition of family will be as per the existing policy.

2.11.2.1 **Hiring / notification of local doctors in mining area**

In case of mining projects, there could also be a provision of hiring / notification of local doctors by NTPC for checkup / consultation for PAPs as per NTPC medical policy, in view of mining area being very large.

2.11.2.2 **Mobile Health Clinic**

Mobile Health Clinic will be started by NTPC as part of ICD activities and this will normally continue till project hospital is made functional. The mobile clinic could also be extended to local population. In case of no NTPC hospital being envisaged with the project, this could be operated for the life of the project. These could be deployed directly by NTPC or thru NGO / local hospitals or thru NTPC Foundation. Though the focus of mobile clinic would primarily be diagnostic, essential life saving and some common medicines could also be provided thru this facility. Facilitation to pregnant women w.r.t medicine, treatment till delivery will also be done to the extent possible.

2.12 **Other community development activities**

Other schemes like conduction of rural sports, providing play equipments and other facilities in primary schools running in the affected area preferably of the State Government, sponsoring local sportsmen with identified potential for training and development etc, coaching camps, veterinary health and other related activities, social forestry, afforestation, schemes for socio economic development like organizing and facilitation of cultural programmes, training etc will also be taken up through consultation and depending upon the need and requirement of the stakeholders.

2.12.1 **Energy Conservation**

As part of its intention to promote energy conservation, non conventional energy products like solar lamps LED products etc. would be promoted and distributed to PAPs as per requirement.

2.13 **Special efforts for vulnerable persons, women headed households, physically challenged etc.**

In addition to the entitlements and packages as envisaged in the policy, NTPC will make special efforts for the welfare measures for this section of the society. These may include provision of suitable amount as economic assistance/ seed capital for self employment, special vocational training programmes, priority in engagement for suitable jobs and facilities as detailed in Part II, facilitation of pension under Widow Pension Scheme, Old Age Pension Scheme etc of State Government, free/ enhanced subsidy for medical treatment in NTPC hospital in case of hospitalization, scholarships to dependent children in case they secure amongst first three positions in the class, and other major medical requirements etc. However the list is suggestive and the projects could devise and implement specific packages at each project for this section of the PAPs, as per need and requirement in consultation with the stakeholders.

2.13.1 **Annuity Policy for Vulnerable affected persons**

Efforts will be made to arrange for annuity policies depending upon feasibility and willingness, that will pay a pension for life to the vulnerable affected persons of such amount as may be prescribed by the Government subject to minimum of ₹.500/- per month.

2.13.2 **SC/ST Population**

Special focus will be given to this group in identifying special requirements for this group, if any, and additional and enhanced facilities, if required, in the areas of resettlement, rehabilitation and other welfare related activities. The intention is to facilitate and supplement government's efforts to bring this section of persons in the mainstream. Priority treatment will be given in all spheres of R&R activities to this section of PAPs while formulating and implementing the R&R Plan. However, specific activities will vary from project to project and will be finalized in consultation within VDAC depending upon the need and requirement.

2.13.3 **People with special abilities**

Special efforts will be made to facilitate economic self reliance of people with special abilities, livelihood opportunities, economic assistance /seed capital for self employment schemes, medical equipments and aids, educational aids, assistance to NGOs working in this section etc. However, specific activities will vary from project to project and will be finalized in consultation within VDAC depending upon the need and requirement.

2.13.4 **Women empowerment**

These may include special vocational training programmes, priority in engagement for suitable jobs and facilities as detailed in Part-II, creation of Self Help Groups, facilitation to pregnant women w.r.t treatment till delivery, special training programmes for women for self

employment, etc. Focused attention would be provided for women headed households in the form of facilitation of pension under Widow Pension Scheme, Old Age Pension Scheme etc of State Government, free/ enhanced subsidized medical treatment in NTPC hospital in case of hospitalization, scholarships to dependent children, and other major medical requirements etc. However, specific activities will vary from project to project and will be finalized in consultation within VDAC depending upon the need and requirement.

2.14 **Insurance of houses /structures in the vicinity of project area**

In case of hydro and mining projects, efforts could be made to insure houses / structures in the vicinity of the project, as per need and requirement, for any damages / cracks in order to allay any apprehension towards damage due to blasting etc. The insurance premium would be borne by NTPC till such time, the construction activities are completed.

2.15 **Adoption of Village / Development works in identified villages**

NTPC may also explore adoption of village(s) / comprehensive development work in identified villages in the vicinity of the project area to develop them as a model village. Priority will be given to those villages, which have a majority population of underprivileged like SC/ST, BPL etc and /or are having scant infrastructural facilities. NTPC may provide one time developmental assistance to provide community facilities so that socio economic upliftment of the villagers is facilitated. The facilities could also be developed on the Provision of Urban Amenities in Rural Area (PURA) concept as detailed by the GOI. The facilities could also include check dams, Decentralised Distribution Generation Scheme (DDGS) schemes, provision of smokeless chulhas, social forestry/afforestation, provision of low cost toilets/soak pits, rain water harvesting systems, vermiculture and organic farming etc. Certain other welfare activities like support for nutritional and mid day meal programmes, nutritional supplement for expectant mothers, vocational training to physically challenged, working towards 100% literacy for girl children etc. However, specific activities will vary from project to project and will be finalized in consultation within VDAC depending upon the need and requirement. The need assessment could also be undertaken through a detailed survey, internally or externally through some agency, if so required.

2.15.1 The option of the adoption of village(s) will be kept open however, depending upon the need and requirement and will be decided in consultation with the stakeholders.

2.16 **Fishing Rights**

In the case of hydro electric projects, fishing rights in the reservoir shall be given to the affected families, if such rights were enjoyed by them in the affected area, subject to security regulations.

2.17 **Periphery Development**

Community development activities will also be taken up in the periphery of the project site in a defined geographic area. These will be continued in the operational life of the project, even after R&R activities as per the R&R Plan is completed as part of CSR-CD activities. For this purpose NTPC will earmark specific funds as per need and requirement and in consultation with the stakeholders.

2.18 Budget

The implementation of R&R Plan is considered as part of the project activity and the Budget for R&R Plan will be part of the capital cost of the project. R&R budget shall vary for different projects and shall be based on size and location of the project and the number of people/ villages being affected. Higher cost of construction of CD infrastructure in hilly area of Hydro project would be considered in R&R budget while formulating R&R plan.

2.18.1 ICD Plan budget

In case of taking up R&R activities in advance prior to land acquisition at exploratory stage or otherwise as mentioned at para-1.4, need based activities may be taken up in consultation with concerned panchayat, district administration and opinion makers of the localities. The activities could include Health, Education, Water, Capacity Building, Infrastructure etc. However, the same is only suggestive and any other activities could be taken up as per need and requirement as per the provisions of ICD Policy, May-2009. ICD budget would be made part of detailed R&R Plan subsequently.

2.19 Notes

- (i) Wherever a fixed amount has been mentioned as a part of R&R packages, the same shall be subject to automatic upward revision as on date of notification under Section-4 of LA Act, on the basis of increase in the **AICPI index** as on 01.01.10 (i.e. 796 base 1982=100) subject to upward revision.
- (ii) MAW stands for Minimum Agricultural Wage in the State / UT
- (iii) Assistance under R&R package will normally be extended in joint name of PAP head and his/her spouse. In case of no spouse the package will be extended in his/her name.
- (iv) Financial package will be provided to PAP through bank, in joint name of the PAP head and his/her spouse.

CHAPTER-III

GUIDELINES ON DELIVERY MECHANISM

3.1 **Minimise the land requirement and avoid the acquisition of homesteads**

Efforts shall be made to minimise the requirement of private land and avoid the acquisition of homesteads. This will be ensured by the Corporate Engineering Department with the involvement of Corporate R&R group, while identifying the land for the proposed project and finalising the project layout, including design of service facilities, townships etc.

3.2 **Land Acquisition:**

The land required for setting up of project is Government Lands, Forest Lands and Private Lands. These are acquired by the State Government and handed over to the project authority for setting up of the project. Private lands are normally acquired under Land Acquisition Act 1894 (Amended in 1984) with Section-4 notification as the first step. This is followed by notification of other sections with passing of the award under Section-11. The lands may also be acquired under other land acquisition and industrial development Acts etc., if so required during land acquisition process in the diversified areas like coal mining, distribution etc., as well for projects.

3.2.1 **Emergency Acquisition**

The lands may however, also be acquired under emergency acquisition under Section-17 under LAAct depending upon the need and requirement.

3.2.2 **Land Boundary**

Boundary of land acquisition shall be fixed taking care of working constraints / impact area. Suitable strategy shall be devised for this by the project.

3.2.3 **Updation of land records**

Strategy may be adopted for updation of land records at the time of project exploration, if there a need felt for the same.

3.3 **Land Acquisition Group at RHQ/Mining division:**

Land acquisition Group shall be established at each region and at mining division under the New-Project/HR with direct reporting to RED/ mining division. This group shall initiate land acquisition activities for a Greenfield project and coordinate with State Govt. officials (Secretaries, District Collectors etc.) till all physical possession and mutation of all private/ govt. lands are completed.

3.3.1 **Land Acquisition Group at Project:**

Lands acquisition group shall be established at each project before initiating notification under section 4 of LAAct or equivalent and till the land acquisition process is completed and land mutated /leased in the name of NTPC. These groups will normally function under Project Human Resources (HR) department and will interact with the State Govt. for all matters regarding land acquisition. Further, this group will be also responsible for mutation

of the acquired land as well as ensure physical possession of the entire acquired land. The group will also be responsible for safeguarding the acquired land by construction of boundary wall/fencing, immediately on possession.

3.4 **Estate Officer**

On setting up of the project, one of the officers shall be nominated as Estate Officer who will be custodian of estate acquired. The Estate Officer will be appointed by the Central Government by notification in the Official Gazette as envisaged under the Public Premises (Eviction of Unauthorised Occupant) Act-1971 and will exercise the powers as prescribed under the said Act. The estate officer will also be responsible for preventing any unauthorised encroachment on NTPC's property and will be responsible for taking such necessary action, if any.

3.5 **R&R Group**

Immediately after initiating the process of notification under section-4 of LA Act or equivalent, a dedicated project R&R Group shall be established with required manpower and infrastructure. This group will function under the project Human Resources (HR) department. The R&R Group shall be responsible for all matters related to R&R and shall function till completion and closure of R&R Plan, preparation of Implementation Completion Report (ICR) and evaluation of activities post completion.

3.6 **Content of the R&R Plan**

The Rehabilitation and Resettlement Plan (R&R Plan) will cover the Legal instruments and regulations; Objectives; Maps; Community consultation & participation; Mechanisms to select alternate sites for RC; Plan for resettlement and rehabilitation; Estimated cost; Financial Plan; Responsibility, Organisation and Staffing; Time Table for implementation of R&R Plan; and Monitoring and Evaluation arrangements.

3.6.1 **Approval of R&R Plan**

The R&R plan will be formulated in consultation with representatives of PAPs, Gram panchayat, District Administration and NTPC after deliberation in VDAC and with the State Government. R&R Plan shall be approved by District Collector before obtaining approval of NTPC.

3.6.2 **Planning and implementation of R&R schemes and programmes**

To develop an appropriate and effective R&R Plan by the project authority the following procedure will be adopted:

3.7 **Identification of PAPs**

3.7.1 **List of PAPs**

The list of tentative PAPs will be prepared initially as part of SES in consultation with project R&R group, and will be categorized as per the provision of this policy. However, the list will be got certified from the Distt. Collector, after publicising the list inviting the objections and examining each case, in a transparent manner through PIC with a consultative process

through VDACs once the land acquisition process is completed. Each PAP shall be assigned a unique identification number.

3.7.2 **Category of PAPs**

The list of PAPs for all categories shall be certified by the District Administration based on the criteria as stated in para-2.1/2.2. The list for the PAPs losing private land shall be prepared based on the revenue records as on the date of Section-4 notification under LA Act or equivalent.

3.8 **Socio-economic Survey**

A detailed socio-economic survey (SES) will be carried out by a professional agency and normally completed within a period of 5-6 (five to six) months. The SES should be generally conducted immediately after land boundaries are frozen and preferably after Section-4 notification. Apart from compiling the list of tentative PAPs SES will be conducted to collect the detailed information as given below:

3.8.1 **SES details**

Human resource base of each PAP including age as on date of notification u/s-4 of LA Act, Family tree. Economic status of each PAP, Ownership of movable and immovable property, Deprivation of property including lands, structures, trees, houses either occupied or owned with tenancy rights or even as encroachers, loss of property, loss of access to clientele, loss of jobs due to physical re-location, loss of gainful employment, loss of access to income generating resources, Deprivation of community life, community properties and resource base, community amenities and services, socio-cultural relationship/ institutions. A videography of the entire area including the SES process should be undertaken so as to build a reliable data base of the socio economic status prior to acquisition.

3.8.1.1 **SES for future comparison**

One of the purposes of this survey is to create a baseline data for monitoring and evaluation of R&R Plans in future.

3.8.1.2 **SES report in local language**

SES report in the local language shall be placed in the PIC for reference of the PAPs

3.9 **Implementation of Facilitation for Land for Land (LFL)**

In case of availability of Government land the PAPs will be allotted the same as per entitlement on first come first serve basis. For the implementation of facilitation for “Land for Land” option on a “willing buyer-willing seller” basis, the following mechanism shall be adopted:

3.9.1 **Opening account**

The PAP shall open a joint account in the bank. This account shall be in the name of PAP and his/her spouse. In case of unmarried or widow/ widower, the PAP shall open the account in his/ her own name. The opening of bank accounts will be facilitated by NTPC.

3.9.2 **Acceptance of R&R package**

After opening the bank account the PAP shall enter into a written agreement with NTPC giving his/ her acceptance to the R&R option. The details of the agreement would be as stated in para 3.9.6.

3.9.2.1 **Deposition of R&R amount**

On finalisation of the agreement, NTPC shall deposit the entitled amount due under the rehabilitation option for purchase of land in the bank account of PAP. However, money should generally be withdrawn by PAP only for purchase of land on submission of requisite sale papers.

3.9.2.2 **Task force to facilitate LFL**

For making the option effective NTPC may constitute a task force depending upon need and requirement. This may comprise of two persons nominated by the Panchayat/ Village Development Advisory Committee (VDAC), one person each nominated by NTPC and District Administration. The representative of District Administration should not normally be below the rank of Tehsildar. Apart from this, NTPC shall endeavour to seek the assistance of any retired SDM/ Tehsildar.

3.9.3 **Registration and land development cost**

After submission of photocopy of land registration documents the PAP shall be entitled to receive the land development cost and land registration cost as per entitlement.

3.9.4 **Release of Rehabilitation Grant (RG)**

The PAP will sign an agreement with NTPC giving his / her acceptance of R&R options, the details of which would be as per para-3.9.6 on signing of the agreement by the PAPs, NTPC will deposit RG amount in Bank in joint names of PAP head and his/her spouse. This grant will be used for creation of any asset for enhancing his standard of living. Rehabilitation amount in form of cash grant should be normally considered for payment on submission of an affidavit by the PAP in support of intent for purchase of some asset and such amount would be paid as a onetime final settlement for rehabilitation on signing of a tripartite agreement by the PAP, NTPC and the district administration.

3.9.5 **Release of Resettlement and other related grants**

3.9.5.1 The PAP shall open a joint account in the bank. This account shall be in the name of PAP and his/her spouse. In case of unmarried or widow/ widower, the PAP shall open the account in his/ her own name. The opening of bank accounts will be facilitated by NTPC.

3.9.5.2 After opening the bank account the PAP shall enter into a written agreement with NTPC giving his/ her acceptance to the R&R option. The details of the agreement would be stated in para-3.9.6.

3.9.5.3 On finalisation of the agreement, NTPC shall deposit the various resettlement grants including that of self resettlement, if any, immediately on vacation of the acquired land by the PAP and handing over his property free of all encumbrances to NTPC.

3.9.6 **Signing of agreement by all PAPs**

Each PAP will sign an agreement with NTPC in which he/she will undertake acceptance of R&R options as provided in the R&R Plan as full and final settlement of all R&R obligations and that he/she will not have any further claims towards R&R. All grants including those for resettlement and rehabilitation would normally be released only on signing of such agreement.

3.10 **PAP Information Passbook**

An Information passbook giving relevant details of PAP viz. his name, unique identification number assigned to individual PAP, address, family details as defined in para 2.1.2, details of land and other assets acquired, compensation paid, shall be prepared by NTPC and shall be given to PAPs, soon after approval of the R&R plan for the project, The unique identification number assigned to individual PAP would be the reference for all his/ her future communication. The passbook will preferably have the photograph of PAP and his/her spouse and family members, which shall be attested both by the representatives of revenue department and NTPC. This passbook shall also facilitate the PAP in getting subsidized medical benefits in project hospital and other benefits like education facilities, training, scholarship etc.

3.10.1 **PAP Identity Card**

Each eligible PAP will be issued an identity card by NTPC soon after approval of the R&R plan preferably alongwith the disbursement of R&R amount, to facilitate his identification and for reference and availing various facilities like petty contracts, vehicle hiring etc. The unique identification number assigned to the PAP alongwith his photograph will be printed/written on the identity card, which would be laminated. This will be issued immediately at the start of the implementation of the R&R activities. These identity cards would be authenticated jointly by the State Govt. and NTPC project officials.

3.11 **PAP data in ERP/SAP**

PAP data shall also be entered in ERP/SAP programme for transparency.

CHAPTER-IV INSTITUTIONAL SET UP

4.1 Consultation and Participation

The consultation with PAPs and NGOs are vital for assessing their requirement of R&R. This will be done in NTPC in a participative manner through following formal mechanisms.

4.1.1 Public Information Centre (PIC)

To maintain transparency and keep PAPs informed, NTPC will establish PICs at projects where relevant documents would be kept for reference for the period of formulation and implementation of R&R Plan. PAPs will also be encouraged to register their queries/grievances at PIC. R&R staff will be available at PICs for interacting with PAPs. The PIC shall function till completion of R&R Plan. In order to generate awareness among the villagers, journals related to Govt. sponsored schemes, agro based information and micro business opportunities could also be kept in PIC.

4.1.2 Village Development Advisory Committee (VDAC)

For institutionalizing the stakeholder consultation for preparation and implementation of R&R Plan in a participative manner, NTPC shall establish multistakeholder consultative mechanism like VDACS for the period of formulation and implementation of R&R Plan. The members of VDAC may include representatives of PAPs, Gram Panchayats, Block Development Officer, other representatives of State Government and NGOs etc. The size of VDAC should be such that maximum numbers of villages concerned could be accommodated in the committee for broad representation of all the section of the society, Regular meetings shall be held, the records maintained and shared. The VDAC should be established immediately after initiating notifications under section-4 of LA Act or equivalent and establishment of project R&R Group and shall continue till the completion and closure of R&R Plan. In case alternate consultation mechanism is existing/constituted as per state Government's policy or any other policy/guidelines, the VDAC need to be constituted as per need and requirement and in consultation with the State Govt.

4.1.3 Sociologist

R&R requires complex mix of skills to address the need of understanding social, cultural and traditional aspects of the people affected due to setting up of the project as also for better communication with PAPs and other stakeholders. To fulfill these objectives, sociologists with requisite qualification may be deployed immediately on establishment of Project R&R Group till completion and closure of R&R Plan.

4.1.4 Hiring of NGOs

Services of reputed NGOs could be hired for dialogue with the stakeholders, formulation and implementation of R&R Plan and other assistance as may be required during addressing R&R/CD issues

4.2 **Implementation Monitoring and Evaluation**

4.2.1 The R&R Plan will be monitored and evaluated periodically during the implementation of R&R plan by RHQ, Corporate R&R Group and CMG during PRT meetings. The external agency may be considered, if felt necessary.

4.2.2 The R&R activities are the responsibility of the R&R Group. A dedicated R&R group shall be constituted at the project, regional headquarter (RHQ) and Corporate Centre.

4.2.3 **Recruitment of Manpower for R&R**

Posting of R&R manpower shall be ensured at the time of first postings for the project. In view of the business plan of NTPC, recruitment specially for R&R / Land Acquisition executives could also be considered.

4.2.4 **R&R manpower thru internal transfer/ Capacity building**

Some executives could also be taken for R&R work thru internal transfers. NTPC shall organize regular training for executives at PMI / ASCI or similar other institutions' premises of capacity building in this area.

4.2.5 **Land Acquisition Group at RHQ/Mining division:**

Land acquisition Group shall be established at each region and at mining division preferably under the New-Project/HR with direct reporting to RED/ mining division. This group shall initiate land acquisition activities for a Greenfield project and coordinate with State Govt. officials (Secretaries, District Collectors etc.) till all physical possession mutation of all private/ govt. lands are completed.

4.2.6 **Project R&R Group:**

The R&R group at site will be in close interaction with the State Authorities during the preparation and implementation of the Plan. Although NTPC will develop the plots and infrastructure facilities in the resettlement colony and actively implement the R&R Plan, assistance of the State Authority will be taken for administrative services like allotment of plots etc. Constant dialogue and regular meetings with the concerned State authorities will be maintained. Implementation will be planned, monitored and corrective measures, if required, will be incorporated in the Plan. Apart from the State Govt., the PAPs, the village leader including the Pradhans will also be consulted and associated during the implementation of the plan. Involvement of R&R group at site will continue till completion of implementation of R&R Plan, preparation and submission of ICR and evaluation of the completed R&R Plan. Executives for R&R works could be identified and posted at site at the beginning of land acquisition activities.

4.2.7 **Regional R&R Group**

The R&R group at the RHQ will have the responsibility for monitoring and evaluation of the implementation of R&R Plan with respect to the time and cost frame and for any other

assistance as may be required by the project during the implementation. In case of non posting of project level staff, till such time the responsibilities of Project R&R group would be looked after by the Regional group. The region would also be responsible for any proactive activities at exploratory stage as detailed at para-1.4. This group shall also be responsible for initiating formulating ICD Plan followed by its implementation.

4.2.8 **Corporate R&R Group**

The R&R Group at the CC will be primarily responsible for policy matters, providing guidance to RHQ and projects on R&R matters, assist in approval of R&R Plan of the project and coordination with external agencies. CC-R&R group would organize regular training for updating executives on recent developments in these areas. Corporate R&R group will also function as a Crack team and will play an advisory role, sharing experiences, visiting projects and district headquarters, state secretariats etc. to help and facilitate formulation of R&R Plans, other related R&R activities.

4.3 **Social Impact Evaluation (SIE)**

An audit of the R&R Plan shall be conducted by the Project/Regional Headquarter (RHQ) in the form of a Social Impact Evaluation (SIE) study/survey on completion of the plan in consultation with Corporate R&R Cell. Evaluation could be done through the development of a Standard of Living Index (SOLI) and the same will be evaluated pre and post acquisition of affected Vs unaffected villages. The external agency may be considered, if felt necessary. Audit will also evaluate whether all activities identified in the R&R Plan have been completed satisfactorily and will give recommendation for necessary modification/corrective measure, if any, for the future projects. Individual PAP-wise data will also be compiled for comparison of his pre and post acquisition status and restoration of livelihood

4.4 **Grievance Redressal System**

- 4.4.1 In every project, a Village Development Advisory Committee (VDAC) comprising of representatives of PAPs, State Government & NTPC shall be formed.
- 4.4.2 Any PAP, if aggrieved for not being offered the admissible benefit as provided for under this Policy, may first move, by petition for redressal of its grievance to the VDAC.
- 4.4.3 In case the aggrieved PAP is not satisfied by the action taken by the VDAC he may prefer an appeal to the Head of the Project.
- 4.4.4 In case the aggrieved PAP is still not satisfied by the action taken by the Head of the Project, he / she may appeal to the Executive Director of the region, whose decision, however, will be final and binding.
- 4.4.5 NTPC shall provide written reply to the grievance of PAPs within 30 days from the receipt of the grievance.

4.5 **Time schedule for R&R Plan**

4.5.1 **Formulation of R&R Plan**

The R&R Plan will be normally formulated after the finalisation and certification of the list of PAPs by the District Administration.

4.5.2 **Duration of R&R Plan**

The implementation of R&R Plan will start after the signing of agreement with the individual PAP. The duration of R&R Plan will vary between project to project but normally will be 1 (one) year after actual commissioning of the project.

4.5.2.1 For mining project, date of completion of R&R plan could be linked with full capacity production of the project.

4.5.3 **Completion of R&R activities/Sharing of ICR with stakeholders**

On completion of Social Impact Evaluation (SIE), preparation of Implementation Completion report (ICR) and sharing of ICR with the stakeholders, the R&R activities would be deemed as completed. Thereafter, R&R group at the project would be closed after obtaining approval of concerned RED and CC-R&R and all data pertaining to R&R shall be handed over to project CSR Group. Henceforth, community development requirements at project, if any, would be the responsibility of project CSR Group.

CHAPTER-V APPLICABILITY

5.0 **Mode and Applicability**

5.1 This revised policy shall be applicable to future Greenfield / expansion projects (irrespective of nos. of PAPs) i.e. the projects approved by the Govt. subsequent to the adoption of this policy. This policy will be applicable to all NTPC projects in power generation including Thermal/Gas, Hydro, Mining, Nuclear, Non-conventional power and in other diversified area. It will also be applicable to all its 100% subsidiaries. Joint Venture projects shall decide its applicability with the approval of respective Boards. It will not be applicable to the Projects which are in operation or under construction or where the process of land acquisition has already been started and the expansion projects where a small quantity of land up to the tune of 100 Ha (including Government, forest and private land) may be required. The chapter on additional facilities will however, also be applicable to NTPC projects where R&R activities have been undertaken in the past.

5.2 **Expansion / Greenfield projects requiring land up to the tune of 100 Ha (including Government, forest and private land)**

For such projects, efforts will be made for one time-negotiated settlement of compensation (inclusive of R&R benefits) under LA Act, through District Collector. In addition, all efforts will be made to minimise / avoid the acquisition of private land. However, a community development plan will be prepared in consultation and participation. In case that a negotiated settlement is not feasible then the provisions as outlined above will be applicable.

5.3 **Negotiated settlement for land compensation and R&R**

One time negotiated settlement inclusive of land compensation and R&R benefits could also be tried in Greenfield/expansion projects as well as per the feasibility, need and requirement in consultation with State Government.

PART-II
GUIDELINES ON ECONOMIC FACILITIES
FOR
PROJECT AFFECTED PERSONS (PAPs)

Guidelines on Facilities for Project Affected Persons

1.0 Basic Issues and Strategies

1.1 The formulation and implementation of R&R Plan is an integral part of the project activity and therefore, needs to be completed within a specified budget and time schedule. Thereafter, the R&R Plan is considered as completed and closed. However, there are certain economic opportunities arising out of need for goods and services by the project and its township, which are limited and could be extended to project affected families/persons as additional facilities over and above the entitlements. Nonetheless, these opportunities need to be extended to the PAPs/ Land Oustees to the extent possible and continued after the completion of R&R Plan. However, the areas of opportunities are suggestive and the same is subject to change and variation as per need, requirement, viability and feasibility for a specific project.

1.2 The Economic Opportunities

1.2.1. The economic opportunities include preference to PAPs/ land oustees in the project and its township in following area:

- i) Job opportunities with NTPC
- ii) Employment with contracting agencies and thru other sources
- iii) Allotment of shops/ kiosks
- iv) Award of petty contracts
- v) Vehicle hiring
- vi) PCO/ Internet kiosks
- vii) Newspaper vending
- viii) Vendor permit
- ix) Courier service
- x) Any other opportunity deemed fit by the project

1.2.2 The PAPs/ LOs would be normally entitled for only one economic opportunity subject to availability and to the extent possible.

1.3 Categories of Affected Population

The categories of the PAPs/land oustees at each project will be regulated as per the respective guidelines/policies governing those projects from time to time.

2.0 **Job Opportunities with NTPC**

As mentioned earlier, due to the state of the art technology direct job opportunities in NTPC are severely restricted. However, NTPC shall give preference to the affected families-at least one person per nuclear family-in providing employment in the project, subject to the availability of vacancies and suitability of the affected person for the employment. Recruitment will be governed by the HR policies in this regard and reservation policy of GOI. All unskilled jobs will be generally reserved for PAPs subject to reservation policies of GOI. Preference in other workmen categories would be also extended w.r.t employment to PAPs.

2.1 **ITI training at NTPC cost**

Employment will generally be considered in the specific projects for which land is being acquired. Since PAP candidates with requisite qualifications are not readily available, specially in Hydro projects, NTPC may endeavour to select the best available candidates and train them at ITI at NTPC cost before considering them for regular employment against available vacancies.

3.0 **Employment with contracting agencies**

3.1 During the construction phase of the project, ample opportunities will be available with the contracting agencies and other associates where the PAPs could seek employment. Further, opportunities are also available during the operational phase of the project.

3.2 NTPC will make efforts for provisions kept in conditions of contract to meet upto 80% requirement of the unskilled work force of the contracting agencies preferably from amongst the PAPs / land oustees and local population based on the suitability as may be judged by the contracting agencies. Preference will be given for PAP workforce in other categories.

3.3 Towards this, specific provision will be incorporated in the contracts being awarded by the NTPC including those being awarded from Corporate Centre, Regions and Projects. Effective system will be placed in place in the projects for making this clause effective. PIC will be the focal point for such activity. NTPC will also make efforts for upgradation of skills in the PAP workforce to maximize the number of PAPs and their dependants who can be engaged in this opportunity. Though maximum such opportunities will be available during construction period, but it is expected that a sizeable number of PAPs and their dependants can be facilitated through such programme during project operation also.

4.0 **Allotment of shops / Kiosks**

4.1 NTPC develops shopping complexes and kiosks in its townships to cater to the needs of its employees. These shops provide good opportunity for income generation. NTPC Project will reserve 50% of the shops and 100% kiosks for allotment to PAPs / land oustees.

- 4.2 The process of allotment of shops and other terms and conditions will remain same as applicable to general category. However, the rent charges for the shops allotted to PAPs shall be 10% of the cost being charged from non PAPs as an incentive measure.
- 4.3 As and when the applications are invited for allotment of shops / kiosks, adequate publicity will be made in the villages and the Gram Panchayat of the affected villages will be informed in writing.
- 4.4 In case where the applications are not submitted by the PAPs / land oustees, these shops / kiosks will be kept reserved for a period of one year. During this period, a PAP / land oustee can submit the application for allotment of shop / kiosk which will be considered by the project.
- 4.5 However, if it is found that the allotted PAP has sublet the shop / kiosk, the allotment shall be withdrawn immediately.

5.0 Award of petty contract

5.1 Formation of Cooperative of PAPs / land oustee

- 5.1.1 In order to promote that the work of petty contract is not only awarded to PAP / land oustees, but also implemented by them, formation of their cooperative is encouraged. Thus, the preference for award of petty contract will be generally limited to such registered cooperatives involving 100% PAP workforce. However, such societies may engage some skilled workforce from outside to supplement the knowledge gap, if such need is felt by the cooperative. Change of membership in cooperative societies once they are formed and job awarded would not be encouraged. In case cooperative is not feasible at some projects, the projects may devise systems with the approval of RHQ/ Mining division for awarding contracts to individual PAPs/land oustees ensuring 100% PAP workforce. However, all legal and HR requirements as per the law of the land will have to be followed in letter and spirit by the cooperatives/PAPs. However the intention is to only facilitate the PAPs and NTPC has no obligation whatsoever to provide any employment.

5.2 Eligibility

- 5.2.1 The project will facilitate the formation and registration of cooperatives and will regularly scrutinize the membership of the cooperatives to ensure that only the eligible PAPs / land oustees become the member of these cooperatives. A PAP / land oustee will be eligible to become member of only one cooperative. The cooperative will have to comply with all applicable laws and their mandatory requirements, as applicable in various states and UTs from time to time. NTPC may however, facilitate the process by way of guidance and monetary help on conceptualisation of a cooperative society, each such cooperative society would be paid one time grant of ₹. 10000/- to facilitate registration of such society and other related formalities. The project will also prepare a roster of the cooperatives to ensure that each cooperative gets equal opportunity in getting the award of petty contracts, taking into consideration the number of members in each cooperative.

5.3 Area of Petty Works

Each project will identify specific works, which could be awarded as petty contract. These could include the following:

- i) The horticulture works (including grass cutting in plant / township, planting and nursing of trees, tree maintenance / cutting works, supply of good earth and cow dung manure, provision of tractor trolley, surface dressing / disposal of surplus earth etc).
- ii) House keeping works in plant, township (including hospital).
- iii) Drain cleaning, dewatering of areas / drains.
- iv) Painting and white washing of buildings / structures in plant and township including petty painting works like banner etc.
- v) Water cooler cleaning.
- vi) Material handling in Central stores.
- vii) Scrap / waste collection and handling (including segregation of bio degradable/ non-biodegradable (in plant, office and township) material.
- viii) MGR track maintenance, ash pipeline maintenance
- ix) Machine maintenance in workshops, coal sampling, floating debris removal from intake channels, ash dyke maintenance, assistance in plant operation, maintenance of ESP, boiler, chemical handling etc.
- x) Civil construction works in RCs / Villages.
- xi) Running of Ash Brick Plants and manufacture of ash bricks.
- xii) Any other works deemed fit by the project.

However, the list is suggestive and may vary from project to project depending upon the local conditions and the need and requirements of specific project.

5.4 Value of Petty Works

The value of such work to be awarded as petty contract shall be normally upto ₹.20.0 lakhs, excluding any cost of supply of material from NTPC, if any.

5.5 Award of work

The work will be awarded to cooperatives on pre approved rate contract on single tender basis or through restricting tendering within cooperative societies. The rate contract will be fixed by the project on yearly basis as per the established procedure, with the approval of competent authority. The project will also prepare a roster of the cooperatives to ensure that each cooperative gets equal opportunity in getting the award of petty contracts, taking into

consideration the number of members in each cooperative. All prevalent guidelines/ requirements of the government agencies however, will have also to be followed in such contracts.

6.0 **Vehicle Hiring**

6.1. The project would estimate the requirements of hiring of vehicles for the various departments of the projects from time to time viz. Construction stage, O&M stage etc. Hiring of vehicles would be undertaken only from PAPs / land oustees. The PAPs would be encouraged and facilitated by NTPC to get the vehicle financed through Bank loans.

6.1.1 NTPC would declare in advance its requirements of the type of vehicle viz. Open jeep, closed vehicle, ambulance, bus etc.

6.2 **Fixation of Rates**

6.2.1 The rates would be worked out in such a manner that the owner of the vehicle gets at least a minimum wage equivalent to a semi skilled casual worker in case of jeeps (rates of which would be declared by the State Government from time to time) after payment of installment for the loan obtained from the bank.

6.3 **Hiring Period**

6.3.1 The scheme could be operative for 5 years or full repayment of Bank loan whichever is earlier. NTPC would be under obligation to engage the vehicle for the full period of repayment of bank loan and would resort to disengagement of vehicle during this period only under exceptional circumstances like accident, repetitive gross negligence of duty etc.

6.3.2 This additional facility can, however, be availed only once and will not be renewed for the same vehicle owner PAP / land oustee after 5 years repayment of loan from Bank whichever is earlier.

6.3.3 For vehicle requirements for outstation duties, separate rates would be worked out which would also include in addition to above, overtime, outstation charges etc.

6.3.4 Other opportunities would, however, be available to the concerned PAP / land oustee after 5 years, should he desire to opt for one.

7.0 **PCO/Internet Kiosk**

7.1 NTPC would reserve the right of allotment of PCOs/internet kiosks in its township and the project area. This area would also be exclusively reserved for PAPs / land oustees.

7.2 NTPC would facilitate PAPs / Land oustees in getting loans for establishing such kiosks / café from banks. Quality of service, however, would not be compromised and any let up in this regard would allow the project authorities to cancel the allotment and reallocation to other willing / deserving PAP / land oustee. All bank requirements will however have to be fulfilled by the PAPs in availing the loan.

7.3 The timely repayment / setting of bills to the Telecom authorities / ISPs would also have to be ensured by the allottee. All other terms and conditions as that applicable to shops / kiosks would also be applicable in this case.

8.0 Newspaper Vendor

8.1 It has been observed that a lot of requirement of newspaper, magazines etc. exists for township residents, clubs, recreation centres, service population, projects etc. This will be exclusively reserved for PAPs / land oustees.

8.2 Project authorities would facilitate willing PAPs / land oustees to get allotted such agency who in turn will also have to engage PAPs / land oustees (who have not availed any other economic additional benefit mandatorily. NTPC's role would be limited to facilitating the allotment. Once allotted, the same would have to be managed by the allottee who will be solely responsible for its day to day functioning including payment to its distributing staff etc.

9.0 Vendor Permit

9.1 As has been observed, once NTPC Township is established, there is a daily requirement of perishable items such as vegetables, fruits, milk, poultry products etc. collection of waste material (kabadiwala) etc.

9.2 NTPC shall exclusively reserve the right of allotment of sale / collection of such items in its township area to PAPs / land oustees.

9.3 NTPC shall issue time bound licences for such vends which could be renewed from time to time.

10.0 Courier Service

10.1 An inter-department requirement of daily transportation of dispatch documents / dak exists at projects. This could be done through PAPs / land oustees by awarding a contract to a small group of PAPs / land oustees.

10.2 A number of stations could be identified for collection / disbursement of dak and a system could be devised for collection / disbursement once / twice in a day (depending upon the area / requirement) from forward / reverse directions.

11.0 Implementation

11.1 The implementation of these facilities to be provided to the PAPs / land oustees shall be the responsibility of Project HR Group right since inception, even during the implementation of the R&R Plan. The HR Group may, however, consult the project R&R group in related matters from time to time.

11.2 The HR Group shall prepare the lists of PAPs /land oustees and keep a track of the facilities provided to individual PAPs / land oustees. However, it would be insisted that only one additional economic opportunity is normally provided to a PAP / land oustee.

- 11.3 Any grievance recorded at PIC /VDAC or to any representative of R&R Group would be forwarded to Project HR Group for redressal. However, the contact point for interaction with PAPs / land oustees shall be project R&R Group till such time it is in operation at the project. After completion of R&R activities, the responsibility of interaction/focal point shall be shifted to the HR executive identified for the purpose.
- 11.4 NTPC will facilitate each PAP/ land oustees to open a bank account for the purpose of getting the wages credited directly into their bank account. Efforts will be made to encourage the cooperatives/ contractors to make the payment to individual PAP/ Land oustees through their bank account only.

NTPC Koldam Hydro Power Project

A view of construction activities at site



Transforming lives

NTPC Ltd

(A Govt. of India Enterprise)

SCOPE COMPLEX, 7 INSTITUTIONAL AREA,
LODHI ROAD, NEW DELHI-110003

