

Resettlement Plan

PUBLIC

April 2025

Pakistan: Balakot Hydropower Development Project Livelihood Restoration Plan

Prepared by the Project Implementation Unit, Pakhtunkhwa Energy Development Organization, Government of Khyber Pakhtunkhwa, for the Islamic Republic of Pakistan and the Asian Development Bank (ADB).

This resettlement plan is a document of the borrower. The views expressed herein do not necessarily represent those of ADB's Board of Directors, Management, or staff, and may be preliminary in nature. Your attention is directed to the [“terms of use”](#) section of ADB's website.

In preparing any country program or strategy, financing any project, or by making any designation of or reference to a particular territory or geographic area in this document, ADB does not intend to make any judgments as to the legal or other status of any territory or area.

Contents

Chapter	Title	Page
	Abbreviations and Acronyms	v
1.	Executive Summary of Livelihood Restoration Plan	6
	1.1 Key Objectives of the Livelihood Restoration Plan	6
	1.2 Major Components of the Livelihood Restoration Plan	6
	1.3 Implementation Strategy and Expected Outcomes	9
	1.4 Institutional Arrangements	9
	1.5 Budgetary Allocations	9
	1.6 Expected Outcomes	10
	1.7 Consultation, Awareness, and Disclosure	10
2.	Introduction and Background	11
	1.8 Project Description	11
	1.9 Community Support / Development Program	11
	1.10 Review of the Final LARPs and Draft LRP	12
	1.11 Objectives and Scope	14
	1.12 Methodology, Principles and Structure of this LRP	16
3.	Needs Assessment for Livelihood Restoration Plan (LRP)	20
	2.1 Needs Assessment for the Skill Training Programme (STP)	20
	2.2 Needs Assessment for Natural Resource Management (NRM) Development Programme	22
	2.3 Needs Assessment for Women's Vocational Training Centers (WTCs)	23
4.	Livelihood Restoration through Skill Development	25
	3.1 Needs of Skills Training Courses Raised by VCs	25
	3.2 Implementation of Skills Training Program	26
	3.3 Selection of Training Portfolios	27
	3.4 Training Institutes District Mansehra- Recommended	28
	3.5 Terms of Collaboration (Agreements)	28
	3.6 Nomination of the Trainees for STP	29
	3.7 Other Parameters	29
5.	Livelihood Restoration through NRM Development	30
	4.1 The Training Programme	30
	4.2 General Training Conditions	31
	4.3 Criteria for Nomination of Community Activists for Capacity Building (CB) Programme	32
	4.4 Working with Government Departments	33
6.	Options for Development of Women Training Centers	34
	5.1 Implementation Strategy for Women Training Centers (WTC)	34
7.	The LFA and Monitoring Matrix of LRP	38
	Log Frame Matrix for Monitoring & Evaluation of Livelihood Restoration Activities for BHPP	43
8.	Way Forward	44
9.	Work Plan of LRP Implementation	45

10.	Corporate Social Responsibility (CSR)	47
10.1	Corporate Social Responsibilities (CSR) Activities under the Project	47
10.2	Community Livelihoods Restoration Components	49
10.3	Implementation of CSR	50
10.4	Eligibility	50
10.5	Recording Database of Activities	53
10.6	Grievance Redress Mechanism (GRM)	53

Figure

Figure 1.1: BHPP Community Support/Development Program	12
--------------------------------------------------------	----

Tables

Table 1.1: Village/Mouza affected by different components of BHPP	11
Table 3.1: List of Courses for skill training	25
Table 3.2: Recommended Training Institutes	28
Table 4.1: List of Courses for skill training	25
Table 4.2: Recommended Training Institutes	28
Table 4.3: Estimated Allocation for different components of STP	30
Table 5.1: 05 Days Training of Capacity Building in Balakot - Budget	32
Table 10.1: Proposed Livelihood Restoration Activities	49
Table 10.2: Timeline of the CSR activities	50
Table 10.3: Grievance Redress Committee at Paras (Dam Site)	54
Table 10.4: Grievance Redress Committee at Sangar	54
Table 10.5: Grievance Redress Committee Project level	54

Appendix A:	Training Courses available in the Institutes of District Mansehra
Appendix B:	Assessment of Training Institutes for Skills Training Program under Community Support and Development Program Balakot Hydro Power Project
Appendix C:	Agreement (Terms of Collaboration) for the STP
Appendix D:	Strategy for Implementation of Skills Training Program
Appendix E:	Concept Note Agriculture, Livestock, Forestry, and Off-Farm Enterprises Development under CS&DP
Appendix-F:	Letter to Social Welfare Department

Abbreviations

ADB	:	Asian Development Bank
ADC	:	Additional Deputy Commissioner
AIIB	:	Asian Infrastructure Investment Bank
AH	:	Affected House
APs	:	Affected personals
ARE	:	Assistant Resettlement Expert
BHPP	:	Balakot Hydropower Project
BHU	:	Basic Health Unit
C&W	:	Communication & Works
CGGS	:	China Gezhouba Group Corporation
CSDP	:	Community Support/Development Program
CSR	:	Corporate Social Responsibility
DA	:	Development Alternatives
DFO	:	Divisional Forest Officer
GRC	:	Ghulam Rasool and Company
GRC	:	Grievance Redressal Committees
GRM	:	Grievance Redressal Mechanism
IR	:	Involuntary Resettlement
JV	:	Joint Venture
KP	:	Khyber Pakhtunkhwa
LAA	:	Land Acquisition Act
LARP	:	Land Acquisition and Resettlement Plan
LRP	:	Livelihood Restoration Plan
MMP	:	MM Pakistan Private Limited
NGO	:	Non-Governmental Organization
PEDO	:	Pakhtunkhwa Energy Development Organization
PIC	:	Project Implementation Consultants
PIU	:	Project Implementation Unit
PMC	:	Project Management Consultants
RAP	:	Resettlement Action Plan
RE	:	Resettlement Expert
SPS	:	Safeguard Policy Statement
XEN	:	Executive Engineer
DEO	:	District Education Officer
DHO	:	District Health Officer
FGDs	:	Focus Group Discussions
LDNP	:	Lulu Sar – Dodi-pat National Park
SKHP	:	Suki Kinnari Hydropower Project
SOPs	:	Standard Operating Procedures

1. Executive Summary of Livelihood Restoration Plan

The Balakot Hydropower Project (BHPP), a major run-of-river initiative on the Kunhar River, the project necessitates significant land acquisition and the displacement of local residents, directly impacting their livelihoods. To mitigate these impacts, the Consultant-NGO has to design and implement a comprehensive Livelihood Restoration Plan (LRP) and a Community Support/Development Program (CSDP).

The LRP aims to restore and improve the livelihoods of affected households through targeted interventions, including skill development and vocational support. It also includes a Gender Action Plan (GAP) that focuses on the specific needs of marginalized groups, particularly women. All activities are in line with the Land Acquisition Act of 1894 and ADB's Safeguard Policy Statement (SPS) of 2009, ensuring sustainable recovery and social protection for the affected families.

1.1 Key Objectives of the Livelihood Restoration Plan

The primary objective of the LRP is to mitigate the adverse effects of land acquisition and displacement caused by the BHPP. It seeks to restore the income and living standards of affected households, while preserving their cultural identity and socio-economic wellbeing. The LRP focuses on providing sustainable livelihood options that promote long-term economic resilience. Key activities include:

- **Vocational training and skill development** to enhance employability and foster entrepreneurship.
- **Natural Resource Management (NRM) development**, including agriculture, livestock, and forest development, to diversify income sources and ensure environmental sustainability.

1.2 Major Components of the Livelihood Restoration Plan

A contract was signed between PEDO and JV of MMP-DA, in July 2023 for launching CSDP. Under this contract, three activities of LRP were supposed to be implemented for the benefits of the affectees of BHPP. These activities are illustrated below;

- ◆ Agriculture techniques, develop livestock, and adopting modern techniques for development of forests. (All these activities relate to NRM)
- ◆ Set up of Two vocational centers for women.
- ◆ Skills Development Training.

These interventions have been designed /planned using integrated approach towards achieving the goal of income enhancement through gainful employment.

For this purpose training with subsequent supportive measures for their utilization are considered essential. Theretofore the interventions designed include all these measures. These measure have been explained in the relevant chapters. However, these measures are briefly mentioned below;

Skill training programme will be supported with jobs fairs, linking with industries for getting jobs, linking with loan giving agencies/NGOs for obtaining small loans for self employment and connecting with agents exporting manpower abroad. The ToC/ agreements to be signed with various training institutes have already been included these clauses of action.

The trained members of the VCs in the NRM field will be provided tool kits. The nature of tool kits would be decided in collaboration with the concerned government departments of agriculture, Livestock and forests keeping in view the localized needs. A working mechanism has been developed to ensure liaising the trained community members with these departments as their extension workers and vice versa. This mechanism was already included in the relevant chapter of the LRP document.

Under the scope of work of the third intervention .I.e **women vocational centers**, the women on roll would also be trained in business management/ marketing skills to enable them to start their own cottage

level businesses. The trainer's teams of the centers and specific resource persons would render such services. Moreover these centers can be also be linked with local SWD.

In view of the integrated approach towards development hopefully the programme will be able to achieve the marked successes.

Based on the currently conducted fresh baseline socioeconomic and gender survey under the Balakot Hydro Power Project (BHPP), the community's needs for livelihood measures beyond agriculture, livestock, and forestry were identified through their expressed aspirations and gaps in income-generating opportunities. Many community members lack technical and vocational skills required for non-agricultural jobs and have shown interest in training programs for sectors such as construction, manufacturing, and services, particularly in areas like tailoring, carpentry, mechanics, electrical work, and IT. Limited access to resources and support for small business development was highlighted, with a need for capacity-building initiatives in micro-enterprise development and financial literacy. Potential areas for small ventures include retail shops, handicrafts, and services like transport and repair workshops. The community also requires improved market linkages and value chain integration for non-agricultural products, alongside support in identifying viable business models and establishing connections with buyers and suppliers. The survey identified untapped potential among youth and women for alternative livelihoods, particularly in home-based industries such as sewing, embroidery, and craft-making, requiring resources and training to scale these activities. A lack of infrastructure, such as roads, electricity, and internet connectivity, further limits diverse economic activities, necessitating investments in these areas and the establishment of community centers for training and resource sharing. Additionally, the community sees significant potential in tourism as a livelihood source, requiring support in tourism management, hospitality training, and eco-friendly facility development. Addressing these needs can enable the BHPP to contribute to the economic upliftment and resilience of the community, ensuring sustainable livelihoods beyond traditional practices.

The LRP is structured around three main components, each addressing different needs of the affected communities:

i. Livelihood Restoration through Skill Development

A core component of the LRP is the provision of vocational and skills-based training for youth and women in the affected areas. The program aims to enhance employability by offering training in trades such as carpentry, masonry, plumbing, automotive repair, and more. Entrepreneurship programs are also included to help participants develop business plans, access start-up capital, and establish small enterprises.

The programme will be run within the project period as per work plan submitted in LRP document. The proposed start date of the LRP was in November 2024. The number of the persons to be trained under the three designed /planned interventions are as under;

- Skill Training programme 500 persons (half of them would be women).
- In NRM field 126 person (departmental 6 officials and 60 women are also included).

Women Training Centers (100 women in two centers) per year. If these centers are retained by the VCs or any other institution then operation of these centers will continue beyond one year, hence the number of trained women will increase. Various options and required budget for operations of these centers have been included in the LRP.

It may please be noted that nature of interventions, budgets and number of direct beneficiaries (HHs) have already been decided in the agreement. The JV has to adopt these guidelines.

Total number of direct beneficiaries are =726 persons

The estimates outlined in the Livelihood Restoration Plan (LRP) draft document are derived from the project targets specified in the program's work plan and timeline, as detailed in the project documents. The plan, set to commence in November 2024, outlines training interventions meticulously designed to address diverse livelihood needs, with a target of reaching 726 direct beneficiaries over the project duration. The Skill Training Programme specifically aims to train 500 individuals, ensuring gender inclusivity by allocating half of these slots to women. In the Natural Resource Management (NRM) field, training will be provided to 126 individuals, including departmental officials and 60 women. Furthermore, two Women Training Centers are set to train 100 women annually, with provisions for extending operations beyond the initial year

through support from Village Committees (VCs) or other institutions, thereby potentially increasing the number of trained women. All interventions, budgets, and beneficiary numbers are aligned with the guidelines stipulated in the project agreement. By the end of the program, it is anticipated that 200-300 individuals will be trained annually, with 30-40% of participants securing employment or initiating businesses within six months, ensuring sustainable economic upliftment and long-term impact.

ii. Livelihood Restoration through Natural Resource Management (NRM)

The freshly conducted baseline socioeconomic and gender survey highlights that while training programs are critical for equipping the community with technical and vocational skills, training alone is insufficient to address the broader needs for sustainable livelihoods. The survey underscores the necessity of integrating additional elements such as tools, resources, and ongoing support mechanisms into livelihood interventions.

For agriculture and related activities, the inclusion of implements and agricultural extensions is vital to ensure the practical application of skills acquired through training. These could include access to modern farming equipment, seeds, fertilizers, irrigation facilities, and pest management tools. Moreover, establishing agricultural extension services would provide technical guidance, field demonstrations, and continuous support to enhance productivity and efficiency.

For non-agricultural livelihoods, resources such as start-up capital, microfinance, and access to raw materials are critical to enabling individuals to implement their skills effectively. This is particularly relevant for micro-enterprises, home-based industries, and tourism-related activities. Without these foundational supports, trained individuals may struggle to transform their skills into viable income-generating activities.

The survey points to the need for market access and value chain integration, which includes linking beneficiaries with buyers, suppliers, and industry networks. This ensures that the outputs of trained individuals and enterprises have a sustainable demand and market, thus maximizing the impact of training.

To achieve long-term economic resilience, livelihood interventions under the BHPP must go beyond training to include access to tools, agricultural extensions, resources, and market linkages. This integrated approach will enable the community to effectively utilize their skills, enhance productivity, and achieve sustainable growth.

As stated earlier that training alone is insufficient to address the community's livelihood needs comprehensively, particularly in agriculture, livestock, and forestry sectors. The baseline socioeconomic and gender survey acknowledges this gap and highlights the importance of incorporating tools, agricultural extension services, and resources into intervention strategies.

To address this, the provision of toolkits has been included in the implementation strategies and is broadly budgeted within the project document. However, the specific nature and type of these toolkits will be finalized during the training courses in consultation with experts from the relevant departments. This ensures that the toolkits are tailored to meet the practical needs of the community. Additionally, the project includes the option of developing machinery pools, which could consist of hand or tractor-driven implements, managed under the ownership of Village Committees (VCs). These measures aim to complement training by providing the necessary implements and resources, ensuring the sustainability and effectiveness of the livelihood interventions.

To address agricultural, livestock, and forestry needs, the LRP introduces modern techniques aimed at improving productivity and sustainability. These include:

- **Agriculture Development:** Training farmers on the use of high-yield seeds, organic fertilizers, and efficient irrigation techniques.
- **Livestock Development:** Focusing on improved breeding, animal healthcare, and feed management to ensure healthier livestock and increased income.
- **Forestry Development:** Sustainable forestry and reforestation initiatives will support biodiversity and create new income streams from forest products.

The expected outcomes include higher agricultural productivity, improved livestock health, and sustainable incomes derived from diversified sources such as forest products.

iii. Establishment of Vocational Centers for Women

To empower women economically, two vocational centers will be established in the villages of Sangar and Paras. These centers will offer training in trades like tailoring, embroidery, food processing, and beauty services, which have been identified as viable opportunities in local markets. In addition to skills training, women will receive business development support, including access to microfinance and market linkages, to ensure long-term success. Each center is expected to train 80-100 women annually, with around 25-30% expected to secure self-employment or start businesses within a year.

1.3 Implementation Strategy and Expected Outcomes

The implementation of the LRP is structured over a three-year period, with different phases addressing skill development, agricultural training, and the establishment of vocational centers. Key stakeholders, including PEDO, local communities, technical training centers, and various government departments, will collaborate to ensure the smooth execution of the plan. Continuous consultation with affected communities is a key feature of the program, ensuring their involvement in decision-making processes.

1.4 Institutional Arrangements

The Project Implementation Unit (PIU) will work with a consultant-NGO to implement the LRP. Regular consultations with affected communities will ensure that interventions are responsive to their needs. Collaboration with various departments such as agriculture, livestock, and social welfare will be essential for technical and financial assistance. This document overlooks the critical role of the Project Management Consultant (PMC), whose supervisory responsibilities are central to the project's success as outlined in the Terms of Reference (ToRs).

1.5 Budgetary Allocations

The budget allocation provides a clear breakdown of costs for various livelihood restoration activities, additional details on the identification and selection of Affected Persons (APs) are essential to validate the appropriateness and inclusivity of the proposed interventions.

The selection of AP beneficiaries was carried out through a comprehensive, participatory process designed to ensure transparency and inclusivity. This process involved:

1. A broad outreach effort to engage all affected individuals in the project area and inform them about the available training and livelihood programs.
2. Community consensus was achieved through Village Committees (VCs), which played a pivotal role in nominating individuals based on agreed criteria, ensuring equitable representation, including gender balance.
3. A rigorous process led to the consensus-based finalization of 500 beneficiaries for Skill Development Training Programs (STP) and 126 individuals for Natural Resource Management (NRM) interventions. These lists are well-documented and available for review.

The training programs were developed based on a Training Needs Assessment (TNA), ensuring alignment with the actual needs and capabilities of the APs. The identified trades and interventions reflect the economic context of the area and aim to build sustainable livelihoods. However, further documentation, such as detailed profiles of assessed APs and a rationale for selecting specific trades, could enhance the robustness of the framework.

Cost Breakdown in USD

The total budget for the Livelihood Restoration Program (LRP) and its components, converted into USD for clarity, is as follows:

- **Skill Development Training:** PKR 36,000,000 ≈ **US \$128,571** (@PKR 280/USD)
- **Agriculture and Livestock Development:** PKR 30,000,000 ≈ **US \$107,142**
- **Vocational Centers for Women:** PKR 5,000,000 ≈ **US \$17,857**
- **Total LRP Budget:** PKR 71,000,000 ≈ **US \$253,570**

The LRP aims to deliver sustainable, long-term benefits, including improved income opportunities, livelihood diversification, women's economic participation, and natural resource management. To strengthen the justification further, data linking the assessed needs of the APs to these outcomes should be provided. This would demonstrate how the interventions directly address the socio-economic challenges identified during the TNA, ensuring the program's relevance and effectiveness.

These steps will ensure that the LRP is not only a framework but also a concrete, needs-based plan with measurable, equitable outcomes.

1.6 Expected Outcomes

The LRP is designed to deliver sustainable, long-term benefits to the affected communities. The key outcomes include:

- Improved income and employment opportunities for the displaced households.
- Diversification of livelihoods through modern agricultural practices, livestock management, and entrepreneurship.
- Enhanced participation of women in the local economy through vocational training and access to business development resources.
- Sustainable management of natural resources, leading to environmental restoration and increased income from forest products.

The LRP ensures that the socio-economic impacts of the BHPP are adequately addressed, with a focus on the economic resilience and wellbeing of affected communities.

1.7 Consultation, Awareness, and Disclosure

Transparency and community engagement are central to the LRP's success. PEDO will disclose the plan and its implementation updates on its website, along with monitoring reports and any additional land acquisition documents. This ensures accountability and enables stakeholders to remain informed about progress and outcomes.

In summary, the LRP for the BHPP represents a well-structured, community-centred approach to livelihood restoration, designed to empower affected communities, diversify their economic opportunities, and promote long-term socio-economic resilience.

.

2. Introduction and Background

1.8 Project Description

The Balakot Hydropower Project (BHPP) is a run of river project being built on Kunhar River to generate 300 Mega Watt (MW). An estimated number of United States Dollars (USD) 750 million will be required for this venture. Towards the total cost, the Asian Development Bank (ADB) has agreed to provide financial assistance amounting to USD 580 million. All parts of the Project are located on the left bank of the Kunhar River. The dam site is located about 18.6 km upstream of the town of Balakot. The powerhouse is located 8 km upstream of Balakot, near Kappi Gali Village.

The project involves displacement of residents of the area, acquisition of land while affecting their economic and livelihood conditions. For restoration of the people affected by the project, Pakhtunkhwa Energy Development Organization (PEDO), the implementing agency has invited experts for mobilization of concerned communities, development of restoration plan and implementation thereof. For this purpose, a Joint Venture (JV) comprising MM Pakistan (MMP) and Development Alternatives (DAs) was contracted. The agreement between PEDO and the JV (Consultant-NGO) was signed on July 14, 2023. According to the letter issued by PIU BHPP, the project effectiveness date is 07th September 2023. As such the first quarter for Community Support / Development Program (CSDP) is Q4 of 2023 and the last quarter will be Q3 of 2026 with respect to a calendar year.

According to the agreement, at the outset, the Consultant-NGO has prepared an Inception Report comprising technical proposal with a clear implementation strategy, budget and year-wise work plan for the whole contract period along with staffing/personal deployment plan and Logical Framework Matrix (LFM).

BHPP is cognizant of the fact that a Livelihood Restoration Plan (LRP) needs strong support in general from all the stakeholders and in particular the Affected Households and Affected Persons (AHs/APs). For this reason, the communities of the project areas need to be mobilized and prepared to a level that ensures the success of the LRP. Since the focus of the Community Support/Development Program (CS/DP) is to address the marginal segments of the of the target group, it is essential that the gender requirements are addressed. BHPP has prepared Gender Action Plan (GAP) that will support meet the second objective of the project.

Project is categorized as 'A' for involuntary resettlement. Two separate Land Acquisition and Resettlement Plans (LARPs) were prepared one for Sanghar and Ghanool and other for Paras and Bela Sacha. All land acquisition activities are guided by the requirements of Land Acquisition Act 1894 and ADB's SPS 2009. The LARPs identified the need to prepare LRP tailored to the affected people from BHPP. The LRP aims to restore the livelihoods of the affected families through different means during the transitional phase of the project. It will include financial and other livelihood development trainings are scheduled for good management of compensation received following the land acquisition and the start-up of new sustainable businesses.

Table 1.1: Village/Mouza affected by different components of BHPP

S. No.	Mouza	Project Component
1	Bela Sacha	Dam Access Right Side Abutment and Diversion Tunnel
2	Paras	Dam Reservoir, Dam Access Left Side Abutment and Access Road to Dam
3	Ghanool	Surge shaft and access road to surge shaft
4	Sanghar	Power house, access road, tailrace, staff colony and switch yard

1.9 Community Support / Development Program

According to the agreement, the JV for CSDP will work under the supervision of the Project Implementation Unit (PIU), PEDO and the VCs heads of the affected villages where applicable. The overall theme of the CSDP is to contribute and enhance the socio-economic needs of the affected communities and surrounding population of the project area. This will improve the livelihood opportunities for the displaced households and adjacent communities, including women and other vulnerable segments; build economic resilience; and improve their capacity to cope with risks such as health, climate change, natural disasters, and other contextually relevant issues.

There are two main components; the LRP related activities and second is CSR related activities. So far the planning of implementation for LRP is ready. The implementation of CSR programme is also essential as it is dire need of the affectees of the area and affectees raise issue of its early implementation in the VCs meeting off and on.

The restoration of affected livelihoods is primarily addressed under the Livelihood Restoration Program (LRP) component. The LRP is specifically designed to enhance and restore the socio-economic conditions of the affected populations by providing targeted interventions that improve livelihood opportunities, build economic resilience, and increase the capacity of displaced household and adjacent communities to manage various risks.

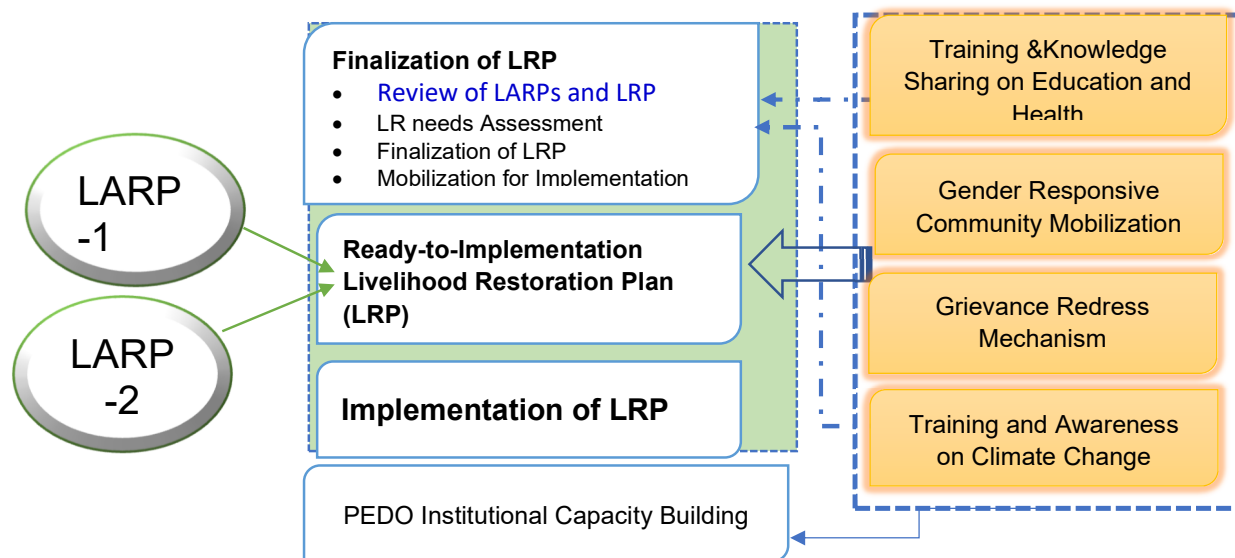
While the Corporate Social Responsibility (CSR) activities also play a vital role in supporting the broader socio-economic development of the community, the focused efforts on restoring and enhancing livelihoods fall within the LRP framework. The CSR component complements the LRP by addressing additional community needs and ensuring a holistic approach to socio-economic upliftment.

Implementing both components in tandem ensures that the affected communities receive comprehensive support, with the LRP concentrating on the direct restoration of livelihoods and the CSR activities addressing ancillary needs that contribute to overall community resilience and well-being.

The consultants are cognizant of the fact that gender mainstreaming is a cross cutting theme which needs to be taken care of throughout the project implementation. The timeline for submission of the LRPs for each RP will be adjusted in alignment with the revised start date as required by the Project Implementation Unit (PIU). Initially, the work plan suggested a start date of 15 November 2024. With the PIU's directive for revision, the updated timeline the LRPs will be recalculated and finalized once the revised start date is confirmed. This timeline will ensure sufficient time for integrating community aspirations for diverse livelihood measures, and aligning with the project's strategic goals. We will ensure the updated work plan reflects these changes and communicate the revised submission schedule promptly.

A figure showing the theme of CSDP is provided in the following Figure 1.1.

Figure 1.1: BHPP Community Support/Development Program



1.10 Review of the Final LARPs and Draft LRP

In reviewing the final Land Acquisition and Resettlement Plans (LARPs) and the draft Livelihood Restoration Plan (LRP) for the Balakot Hydropower Project (BHPP), it is clear that the plans aim to mitigate the socio-economic impact on affected communities due to land acquisition and project activities. The LARPs provide a well-structured approach to addressing land acquisition issues, offering compensation packages to the displaced households, while ensuring that proper consultations with the affected persons (APs) have been conducted. Key measures such as fair compensation for land, housing, and other assets are designed to help families restore their living standards. However, the effectiveness of these measures will be contingent

upon timely implementation, regular monitoring, and continuous engagement with the APs to ensure grievances are swiftly addressed.

In our discussions and document reviews related to the Land Acquisition and Resettlement Plans (LARPs) and Livelihood Restoration Plan (LRP), we have carefully examined the provided final LARPs. These plans, which outline the resettlement strategies and compensation mechanisms for the affected communities, have undergone thorough analysis to ensure they comply with both the project's requirements and the stakeholders' expectations. The detailed annexes and supporting documents attached to the LARPs provide a clear framework for implementing resettlement actions while considering the socio-economic impacts on the affected populations.

As part of the broader Livelihood Restoration framework, we have worked on drafting the LRP that aligns with the finalized LARPs. This draft LRP is essential for guiding the livelihood support activities designed to help the resettled communities transition smoothly and regain or improve their pre-resettlement livelihoods. This LRP have focused on ensuring that it incorporates sustainable livelihood opportunities and effective restoration measures for all vulnerable groups, including women and marginalized populations. The draft LRP includes a range of measures beyond training to support resettled communities in transitioning smoothly and regaining or improving their pre-resettlement livelihoods. These measures focus on sustainable opportunities and effective restoration for all vulnerable groups, including women and marginalized populations:

- Establishment of microfinance schemes, informal saving and loan groups (ISLGs), and access to credit facilities tailored to the needs of marginalized groups to promote entrepreneurship and small business development.
- Providing grants or subsidized loans to initiate livelihood activities.
- Facilitating access to local and regional markets for goods and services produced by resettled communities.
- Supporting the development of cooperatives or associations to enhance bargaining power and streamline market access for marginalized populations.
- Constructing and improving roads, marketplaces, storage facilities, and other essential infrastructure to enable smooth transportation and trade.
- Ensuring access to utilities such as electricity, water, and internet for supporting business activities and home-based industries.
- Distributing essential tools, machinery, and raw materials required for agricultural and non-agricultural livelihood activities.
- Offering technical support to ensure proper utilization and maintenance of the provided resources.
- Supporting women and vulnerable groups in setting up home-based enterprises such as tailoring, handicrafts, food processing, and other income-generating activities.
- Providing marketing and branding support for products to improve profitability.
- Developing programs that integrate marginalized groups into the local economy, ensuring they have equal opportunities in employment and business ventures.
- Organizing community-based resource-sharing systems to foster cooperation and mutual support.
- Introducing and promoting new livelihood options such as eco-tourism, fish farming, or small-scale renewable energy enterprises that aligns with the local context and resources.
- Conducting feasibility studies to identify sustainable and innovative livelihood activities suitable for the resettled communities.
- Establishing monitoring systems to track progress and provide continuous support to individuals and groups engaging in new livelihood activities.
- Offering one-on-one mentoring to guide participants in overcoming challenges and scaling their activities.

These measures collectively aim to provide a robust framework for livelihood restoration that is sustainable, inclusive, and tailored to the needs of resettled communities, ensuring their long-term resilience and self-reliance.

This draft LRP complements the LARPs by focusing on long-term livelihood recovery for the affected families, particularly by targeting sectors like agriculture, livestock, forestry, and vocational skills development. This draft outlines several sustainable interventions such as modern agricultural techniques, skill-building programs for youth and women, and the establishment of vocational centers. The focus on

developing income-generating opportunities and providing business development support is critical for restoring the financial stability of the affected households. Under the Community and Social Development Plan (CSDP), three research studies are planned to ensure a comprehensive understanding of income-generating opportunities and the development of sustainable livelihoods in the project area, the scope of work for these studies has already been completed:

1. **Study of Value Addition Chains:** This will focus on locally available crops, orchards, livestock, and forestry products to identify opportunities for enhancing their market value and profitability.
2. **Study of Backward and Forward Linkages:** This will assess the potential of electrically driven enterprises in the project area, identifying gaps and opportunities to integrate them into viable market networks.
3. **Development of Small/Medium Scale Business Models:** At least four business models will be designed for adoption, tailored to the needs and capacities of the community.

. The LRP includes additional business development support measures:

- Establishing linkages with microfinance institutions and government schemes to provide financial assistance for starting and scaling businesses.
- Facilitating connections with markets and buyers for products and services from the project area.
- Supporting the creation of facilities such as community resource centers, market spaces, and cold storage to enhance business operations.
- Providing mentorship programs and networking opportunities with successful entrepreneurs and business development service providers.

Depending on the PIU and JV decision, the studies will either be conducted in-house by the project's research and development team or outsourced to specialized consultants. The studies are expected to be completed within the next six months, ensuring alignment with the construction timeline. The project management team will oversee the studies, finalize the modalities, and allocate resources. Local government and community representatives will assist in data collection and stakeholder engagement. Training providers and business development consultants will be engaged for skill-building, financial literacy, and market linkage programs.

A phased approach will be followed, starting with the studies, followed by pilot implementation of business models, and scaled adoption based on results and community feedback.

This comprehensive plan aims to address the immediate and long-term livelihood needs of the affected households, ensuring financial stability and resilience.

While the draft is well-structured, there is room for further refinement, particularly in expanding the scope of training and entrepreneurship support to ensure that the affected communities can build sustainable livelihoods beyond the construction phase.

Both the final LARPs and draft LRP provide a comprehensive framework for mitigating the negative socio-economic impacts of the BHPP. The success of these plans will largely depend on their practical implementation, monitoring, and flexibility in adapting to the evolving needs of the affected communities. While the consulting NGO has provided feedback on various aspects of the LRP, it has not engaged with the Corporate Social Responsibility (CSR) component, as its implementation is solely the responsibility of the Project Implementation Unit (PIU). Regular updates and close collaboration between stakeholders will be essential to ensure that both plans effectively address the challenges faced by the communities and contribute to their long-term socio-economic well-being.

1.11 Objectives and Scope

The project is expected to generate economic opportunities and bring positive social impact in particular for the communities affected by BHPP and in general for Tahsil Balakot while extending to the whole country. The project will not only add 300 MW electricity to the national grid but will support economic growth. The downstream population will also be saved from flood devastation.

The objective of the Livelihoods Restoration Plan (LRP) is to improve, or at least restore, incomes and living standards of the affected households and villages while allowing them to maintain their traditional cultural identity.

The LRP aims to restore the livelihoods of the affected families through different means during the transitional phase of the project. These different means are for improving financial and livelihood conditions, beyond training, include various support measures designed to establish sustainable businesses and enhance the resilience of affected families during the transitional phase of the project. These measures may include access to microfinance and financial support through grants, loans, or credit facilities to help families start or expand businesses, as well as linking them with microfinance institutions. Furthermore, the provision of start-up kits, such as sewing machines or farming tools, helps families quickly set up businesses. Facilitating market linkages and business networks by connecting families with buyers, suppliers, and local business networks through market fairs can ensure sustainable markets for their products. In some cases, providing access to land or agricultural inputs may be necessary for diversification. Offering mentorship and business development support from experienced entrepreneurs can help families navigate challenges, while community support structures foster collaboration and resource-sharing, ensuring long-term livelihood sustainability. For improvement of financial and other livelihood conditions, trainings are scheduled following the resettlement for start-up of new sustainable businesses.

This LRP sets out an overall strategy for the proper planning and sustainable development of the project areas which consist of a written statement and a plan indicating the development objectives for the project affected area. LRP sets out a framework for the economic development project affected areas. The plan helps to improve or at least maintain the overall socio-economic condition of the APs.

LRP provides a detailed plan for the livelihood restoration by offering different approaches for the people affected by the land acquisition as a result of construction of BHPP. It is pertinent to mention that, except few HHs, agriculture is not a major source of livelihood for the APs. Based on the freshly conducted baseline survey in 2024, the team physically conducted a door-to-door survey and interviewed each affected household across Paras, Bela Sacha, Ghanool, and Sanghar to obtain precise and ground-level data. The findings indicate that while agriculture and livestock remain important subsistence activities, but they contribute **only 9.8%** of overall household income across the studied villages. Formal employment constitutes the largest share of household incomes at 39%, while skilled and unskilled labor contribute significantly, at 19.9% and 19.5%, respectively. **Agriculture plays a minimal role in all villages.** Livestock, while common, serves primarily subsistence purposes with limited economic impact, and informal activities like dried fruit processing or sand mining remain specific in overall income contribution. Business ventures, particularly in Paras are 25.5%, reflect important entrepreneurial potential, and tourism-related income and seasonal rentals, observed, are additional sources.

The fresh 2024 baseline survey addresses the previous gap by focusing on diverse income streams. While the program emphasizes agricultural development, actual ground realities suggest agriculture's limited role due to lack of mechanization (only 1% of households own agricultural machinery), and compact cultivable land. To address the specific needs, proposed strategies include diversifying livelihoods through vocational training, small business promotion, and tourism, encouraging gender-inclusive policies and mechanized tools for women, and supporting agroforestry and poultry farming in potential areas. This LRP has incorporated and suggested diverse subsistence and informal income activities while prioritizing strategies based on factual findings.

However, PEDO will strive to improve the livelihoods of the affected communities by different means including agriculture.

This document has been prepared in line with principles and requirements reflected in the Land Acquisition and Resettlement Plan (LARP) and overall principles of ADB's SPS 2009.

The objectives of this document are summarized as follows:

- Provide background information on livelihoods in the project affected area,
- Report the findings of consultations / FGDs with the affected communities,
- Identify feasible livelihood restoration options and alternative economic activities that can be facilitated by PIU/PEDO with the assistance of CSDP,
- Prepare an implementation schedule for activities and programs.

The plan has proposed institutional arrangements for the implementation of the livelihood restoration activities.

1.12 Methodology, Principles and Structure of this LRP

1.5.1 Methodology

The methodology for the Livelihood Restoration Plan (LRP) is centered around a participatory approach, ensuring that the needs and concerns of affected communities are directly addressed.

Key aspects of this methodology include:

1. **Engagement with Communities:** The LRP was developed by actively engaging community members through meetings, focus group discussions (FGDs), and consultations with Village Committees (VCs). This participatory approach helped identify the actual needs of the affected communities and incorporate them into the plan.
2. **Baseline Survey:** The baseline survey was designed to collect current data on the livelihoods of affected households. The Baseline survey is completed now, and the LRP has been revised based on fresh baseline data that has now been made available. Previously, the baseline data was not available, and as a result, the data from the BL/SE survey conducted in 2021-2022 was utilized as the reference point for identifying the needs and framing the LRP. This new data has provided valuable insights into the community's current livelihood conditions, allowing us to better tailor the restoration activities. As such, the document now reflects the updated approach based on this newly available baseline data.
3. **Consultation with Government and External Sources:** In addition to community engagement, consultations with relevant government organizations and the use of data from external online sources were incorporated to provide a holistic view of the livelihood situation and restoration needs. The Baseline Survey which focused on a gender-sensitive approach, used input from the affected communities in Paras, Bela Sacha, Ghanool, and Sanghar, providing an in-depth understanding of the livelihood challenges faced by displaced populations. By engaging with these communities, the survey gathered essential data on their current livelihood sources, income streams, and the specific impact of displacement. Furthermore, the baseline survey supplemented community input by incorporating consultations with relevant government organizations and data from external sources. This dual approach—combining direct community feedback with government insights—ensures a comprehensive understanding of the community's needs and circumstances. The Balakot Hydropower Project's (BHPP) broader strategy of livelihood restoration, which includes vocational training, small-scale enterprise support, and social inclusion, is informed by these findings, ensuring that interventions are tailored to the specific needs identified by the APs. This approach enhances the relevance and effectiveness of livelihood restoration efforts.

The LRP is now updated based on the findings of the baseline survey and ongoing consultations, allowing for adaptive management of livelihood restoration activities.

The Livelihood Restoration Plan (LRP) is primarily informed by the data collected through the baseline survey and the findings from the affected villages of Paras, Bela Sacha, Sanghar, and Ghanool. The survey highlighted key insights about the community, its employment patterns, and challenges faced by displaced populations. Below are several ways the data directly informs the framing of the LRP:

1. **Identification of Training Needs:** The survey found that employment is predominantly based on agriculture, daily wage labor, and small-scale businesses, with a limited number of individuals employed in skilled positions. Given the high levels of illiteracy and low numeracy, there is a clear need for vocational training. Specifically, a gap in skills development was identified, with a significant portion of the population, particularly in Bela Sacha, showing low education levels and no numeracy skills. These findings suggest that a large number of the affected population would benefit from targeted skills training, especially in areas related to agriculture, small-scale business development, and other livelihood opportunities. The survey showed a small fraction of skilled workers (9.5%) and unskilled workers (4.8%), reinforcing the necessity of skills development programs to support the displaced population in securing sustainable livelihoods.

2. **Estimating the Number of APs Requiring Training:** The survey's breakdown of employment activities across the affected villages, including the high dependence on unskilled labor (both male and female), enables an estimation of how many people will need training. The lack of skilled workers (both male and female) and the prevalence of agricultural work indicate a need for training in non-agricultural sectors as well, such as construction, mechanics, or services, to diversify livelihood options.

3. **Assessing the Need for Assistance in Finding New Jobs:** The survey's findings suggest that the communities are highly dependent on local agricultural, forestry, and small-scale businesses. Since displacement has disrupted these livelihoods, the number of affected persons (APs) who need assistance finding new jobs is a key concern. The high levels of traditional gender roles, with women primarily engaged in unpaid domestic labor, suggest that job creation programs should target both men and women, with a focus on gender-sensitive opportunities.

Furthermore, considering the low rates of literacy and numeracy, many displaced persons will require additional assistance in finding new jobs or transitioning to non-agricultural sectors.

4. **Retaining Current Jobs:** The survey found that 97.8% of residents in the affected areas still reside locally, showing a high degree of stability. However, those who are employed in agriculture or daily wage labor may struggle to retain their current jobs due to land loss or displacement. The data on the reliance on agricultural work and small-scale businesses provides insights into which sectors may be most impacted and where intervention is needed to help retain jobs.

Specifically, addressing the displacement's impact on access to land, compensation, and the need for alternative income generation activities is crucial for helping APs retain their current livelihoods or secure alternative income sources.

5. **Retaining Portions of Farms:** The data provided insight into how farming is one of the main livelihood activities, with a high percentage of the population dependent on agriculture. While some families may retain a portion of their land, the loss of land due to the project's impact on the villages is a key issue. Survey data on land ownership and household relationships indicates that some displaced populations may have lost portions of their farms.

Specific recommendations would focus on augmenting what was lost, for example, by facilitating access to land for agriculture, promoting sustainable farming techniques, or providing support to those who are unable to work the land due to disability, age, or displacement.

6. **Gender-Sensitive Planning:** A particular strength of the survey is its focus on gender-specific needs. The findings highlight that women are predominantly engaged in unpaid domestic labor, with limited access to employment. The LRP should ensure that livelihood interventions are gender-sensitive, providing equal opportunities for both men and women, and addressing the specific needs of women in the context of training, income generation, and support for small businesses.

The survey also emphasized the lack of female representation in grievance redressal committees, indicating a need for greater inclusion of women in decision-making processes related to livelihood restoration and community support.

The LRP document is now shaped by the survey findings, which reveal the community's reliance on agriculture, the gender roles affecting employment, the gaps in literacy and numeracy, and the need for vocational training. The data helps estimate how many individuals will need training, how many will require assistance finding new jobs, and how many may be able to retain portions of their farms or existing employment. The LRP's design should also consider gender-specific interventions, such as promoting women's employment and ensuring their inclusion in community decision-making.

1.5.2 Participants selection for the Livelihood Restoration Plan (LRP)

Regarding, how participants for the Livelihood Restoration Plan (LRP) were selected, and how they align with the Affected Persons (APs) identified in the Land Acquisition and Resettlement Plans (LARPs), is addressed as follows, incorporating the relevant data from both LARPs and the recent baseline survey.

From the Table-1 below, LARP-1 identified 1,863 Affected Households (AHHs) with 9,575 APs (average size of a HH was 5.14) in the Sangar and Ghanool villages. Data was collected from a survey of 623 AHHs while

1,240 AHHs representing 6,373 APs were not surveyed either excluded or refusals due to different reasons. Similarly, in LARP-2 data from the Paras and Bela Sacha villages indicated 2,136 AHHs representing 9,451 APs. Of this information was provided by 458 AHHs comprising 2,069 APs (average size of a HH was 4.50). The remaining AHHs can be categorized like unavailable, refuse to provide data, deceased.

The recent baseline survey in 2024, targeted 1,081 AHHs based on the figures derived from LARP-1&2 whereas information was collected from only 921 available AHHs across Paras, Bela Sacha, Ghanool, and Sanghar. This provides a more granular and updated picture. This survey (Table - 2) indicates that 4,152 APs were identified within the surveyed households, with 2,136 male APs and 2,016 female APs. The data reveals a more targeted and specific population to be engaged in the activities under LRP. The revised LRP uses this fresh baseline data to select participants, with clearer linkage between the LARP figures and the latest baseline statistics which will help solidify transparency in the selection process.

The selection of participants for the LRP is based on the data from both the LARPs and the most current baseline survey. The baseline survey ensures that the most vulnerable and eligible households are targeted for the LRP's interventions. A total number of 726 target beneficiaries was identified for Skill development, capacity building and for proposed Women Training Centers. These were selected based on community consultations and following clear eligibility criteria. The beneficiaries were selected from all the AHHs who were available and shown their interest in their capacity building.

The Statistics

Table-1 shows the total number of **Affected Households (AHHs)**, **Displaced Persons (DPs)**, and **Affected Persons (APs)** for each of the four villages (Sangar, Ghanool, Paras, Bela Sacha) based on data from **LARP-1** and **LARP-2**:

Table-1: Affected Households and Affected Persons identified in LARP-1 & 2

Village	Total AHHs	Total DPs	Total APs	Surveyed AHHs	Surveyed DPs	Surveyed APs
Sangar	1,863 (combined with Ghanool)	1,863 (combined)	9,575 (combined)	425	425	2,185
Ghanool	- (included in Sangar total)	- (included)	- (included)	198	198	1,017
Paras	2,131	2,087	9,409	458* (Combined)	458*	2,069
Bela Sacha	5	5	42	- (included)	- (included)	- (included)
Total	4,136	3,955	19,026	1,081	623 + 458 = 1,081	3,202 + 2,069 = 5,271

* Note: The 458 surveyed AHHs (and corresponding 2,069 APs) under LARP-2 are combined for Paras and Bela Sacha and not disaggregated in the LARP data.

From the Baseline Survey in November 2024

Fresh surveyed data recently in November 2024 of total number of Affected Households (AHHs), Displaced Persons (DPs), and Affected Persons (APs) for each village and the overall total:

Village	AHHs (No.)	HH Head (Male)	HH Head (Female)	Affected Persons
Paras	424	371	53	2,049
Bela Sacha	31	26	5	140
Ghanool	94	71	23	389
Sanghar	372	316	56	1,574
Overall	921	784	137	4,152

1.5.3 Principles

The following guiding principles have been adopted for the Livelihood Restoration Plan (LRP):

1. **Compensation for Loss:** The project will ensure that those affected by the loss of income or assets receive adequate compensation at full replacement cost. This principle is essential for restoring economic stability to affected households.

2. **Restoring Livelihoods:** In alignment with the Asian Development Bank (ADB) guidelines, the project aims to improve, or at the very least restore, the livelihoods and living standards of affected communities to pre-project levels or better.
3. **Community Participation and Information Sharing:** A key principle of the LRP is to consult with and encourage the informed participation of those affected by the project. Relevant information is disseminated to stakeholders to ensure transparency and inclusiveness in decision-making processes.

The CSDP is committed to not only restoring but enhancing the livelihoods of vulnerable affected populations beyond their pre-project conditions, in line with the Asian Development Bank (ADB) guidelines. The overarching objective is to improve the living standards of displaced communities by providing opportunities for economic recovery, vocational training, and access to resources that align with gender-sensitive needs and sustainability. To achieve these goals, it is essential to establish a clear baseline, considering the existing pre-project conditions of the affected communities. The data from the baseline survey provides crucial insights into the communities' livelihoods before displacement, highlighting key activities such as **agriculture, forestry, livestock, small-scale enterprises, and daily wage labor**, which serve as the benchmark for measuring progress in livelihood restoration and improvement. Key areas of improvement for APs include vocational and skills development, where targeted programs will address gaps in numeracy and literacy, particularly in marginalized groups in villages like Bela Sacha and Paras, and provide skills that are relevant to local market demands and foster economic resilience. Economic resilience building will go beyond restoring agricultural or small business practices by introducing modern techniques and technologies, such as climate-resilient farming practices, improved seed varieties, and market linkages that ensure higher returns than pre-project levels. Support for small-scale enterprises (SSEs) will focus on restarting and enhancing existing businesses, particularly for women entrepreneurs, addressing gender-based barriers, and offering business development skills, financial literacy training, and access to microfinance. The project will also prioritize gender-sensitive approaches by providing opportunities for women to participate in decision-making, skill-building programs, and leadership roles in community forums and livelihood activities. Strengthening community participation and improving grievance redress mechanisms will be critical, with special attention given to improving women's participation in Grievance Redress Committees (GRCs), particularly in villages like Paras and Sanghar. The LRP will be adjusted to ensure that these improvements lead to a sustainable increase in the overall well-being of APs, surpassing pre-project livelihood standards, with progress measured through continuous monitoring, feedback, and clear indicators. This revised approach emphasizes the enhancement principle, ensuring long-term improvements in the socio-economic conditions of vulnerable communities.

1.5.3 Structure of the Livelihood Restoration Plan (LRP)

The LRP is organized into the following sections:

1. **Summary of the Livelihood Restoration Plan:** A brief summary outlining the goals, strategies, and key components of the LRP.
2. **Introduction and Background:** This section provides an overview of the project and its objectives, along with the rationale for implementing a livelihood restoration plan.
3. **Needs Assessment for LRP:** This section details the process and findings of the needs assessment conducted through consultations, surveys, and FGDs to identify the livelihood restoration requirements of affected communities. "The Needs Assessment for LRP involved extensive consultations and Focus Group Discussions (FGDs) with affected communities to identify their livelihood restoration requirements. Specific findings from the assessment include:
 - a. A majority of participants expressed a need for skill enhancement in technical trades and small-scale retail.
 - b. FGDs highlighted that they required support in agriculture like accessing better seeds, fertilizers, and irrigation solutions.
 - c. FGDs revealed that women in the community preferred opportunities in home-based businesses like embroidery and dairy farming.
 - d. A gap in financial literacy, there is an interest in training for better financial management and access to credit facilities.

These results form the basis for the development of targeted livelihood restoration strategies.

- ### 3. Needs Assessment for Livelihood Restoration Plan (LRP)

The first step in the needs assessment involved identifying the available training opportunities that aligned with the STP's objectives. A comprehensive compendium of approximately 54 training institutes in the Mansehra district, covering both public and private sectors, was prepared. These institutes offered a range

of skill development programs for men, women, and mixed groups. The data collected from these institutes included:

- Name and location of the institute
- Gender-specific or mixed-gender programs
- Nature of the courses offered
- Course duration
- Fee structure
- Admission eligibility criteria

The data was shared with the communities of the project area, enabling them to understand the available skill training opportunities and inform the needs assessment process.

2. Awareness Campaign

An awareness campaign was launched among the dam-affected communities to provide information about the planned activities under the STP. The campaign aimed to engage both men and women from these communities and inform them about the following:

- Nature of the training activities
- Eligibility criteria for beneficiaries
- Duration and location of training
- Information about service providers offering the skill training

Pamphlets containing this information were distributed through male and female VCs, along with details of the skill training opportunities available from various institutes. This helped community members understand the options available to them and facilitated informed decision-making.

3. Nomination Process

A structured procedure for nominating interested individuals (both male and female) was developed and shared with the VCs. The procedure included:

- A standardized application form
- A template for VC resolutions
- An awareness pamphlet for potential beneficiaries

The field staff of the Joint Venture (JV) reached out to all segments of the project-affected communities, disseminating information about the STP and its eligibility criteria through consultative meetings and FGDs. The minutes of these meetings were documented in VC registers, and Notes for the Record (NFRs) were issued by the experts. The VC resolutions and nomination forms were collected, reviewed, and stored in the field office.

The VCs themselves were responsible for shortlisting the nominees and preparing the final list of trainees in accordance with the project's target numbers. This approach ensured community ownership and active participation in the selection process.

The shortlisting for the training program was conducted by the Village Committees (VCs) based on the pre-established and notified criteria, which were explicitly outlined in the report. These criteria included factors such as being an adult affectee, possessing the required educational qualifications, meeting the age limit, residing within the project area, and ensuring that only one person from each household was selected. The VCs carefully reviewed all potential candidates and ensured that only eligible and deserving individuals were included in the training program.

It is important to note that while displaced persons expressed interest, the shortlisting process was not solely based on interest; it was guided by the criteria to ensure that the program remains focused and inclusive while prioritizing those who meet the specific requirements. Displaced persons who did not qualify under these criteria, for reasons such as not meeting the educational qualifications or age limit,

unfortunately were not selected for the training. This ensures that the program benefits those with the required skills and readiness for training, thereby maximizing its effectiveness.

For displaced persons who do not qualify, alternative plans include focusing on other forms of support, such as vocational or livelihood restoration programs, community engagement activities, and access to microfinance or business development training. These alternative programs aim to provide broader support to affected populations and ensure that no one is left behind, even if they are not eligible for the specific training program.

The qualifications for shortlisting included a minimum level of educational attainment, age restrictions, and a requirement to live in the project area. This approach ensures that the selected participants can benefit from the training and contribute to the overall objectives of the program. The shortlisted individuals, meeting the eligibility criteria, are from displaced households, ensuring that the training program prioritizes those most affected by displacement.

2.2 Needs Assessment for Natural Resource Management (NRM) Development Programme

The need for the NRM Development Program was identified through a comprehensive process involving an awareness campaign, community consultations, and collaboration with relevant government departments. The awareness campaign engaged community members, providing insights into their reliance on natural resources and highlighting the necessity for capacity-building in agriculture, livestock, and forestry sectors. Village Committees (VCs) actively participated by nominating 120 community members, both male and female, for training, reflecting local priorities and underscoring the importance of skill enhancement in these critical sectors. Collaborations with the agriculture, livestock, and forestry departments revealed technical gaps, resource constraints, and the need for sustainable interventions to support the livelihoods of displaced populations. Key indicators, including high dependency on natural resources, significant loss of farmland and livestock due to displacement, and the lack of modern techniques for resource management, further emphasized the program's urgency. Feedback also confirmed the importance of training community members as extension workers to ensure long-term sustainability. The program addresses these needs by equipping affected communities with the skills and resources necessary for economic recovery, fostering resilience, and ensuring sustainable livelihoods.

The NRM Development Programme focuses on agriculture, livestock development, and forestry sector initiatives. A specific needs assessment was conducted to identify training needs for community activists in these sectors. The NRM (Natural Resource Management) activity is promoting rather than identifying the need for it, it is important to clarify that the current baseline survey is a key component in understanding the actual needs within the affected communities, including the potential for NRM initiatives. The need for NRM was identified through a comprehensive gender-sensitive baseline survey assessing the livelihoods of displaced populations, with a focus on agriculture, livestock, and forestry sectors. This survey highlighted the disruptions in these sectors due to displacement and the resulting gaps in skills and resources, directly pointing to the need for NRM interventions to restore livelihoods. Furthermore, the survey's inclusion of gender-specific data revealed that women, particularly in rural areas like Bela Sacha, face compounded challenges in accessing resources, reinforcing the need for gender-sensitive NRM initiatives. The measurable results of the assessment include clear identification of key livelihood activities and gaps, as well as gender-specific data on resource access, ensuring that the NRM focus is based on evidence of existing needs. Therefore, the NRM activities are contextually appropriate and responsive to the identified gaps, rather than being promoted without a clear need.

The following steps were undertaken as part of this process:

1. Awareness Campaign for NRM Development

An awareness campaign was launched to inform community members about the objectives, expected outcomes, and selection criteria for the NRM training programs. The campaign targeted both male and female VCs, ensuring broad-based participation.

2. Nomination Process for NRM Training

The VCs nominated 120 community members (both male and female) for the capacity-building program in agriculture, livestock, and forestry sectors. These nominations were formalized through VC resolutions and reflected the community's active engagement in the training program. These 120 community members nominated for the capacity-building program were selected through formal resolutions by the Village Committees (VCs), ensuring the process is community-driven. The nominations included both men and women from the affected villages of Paras, Bela Sacha, Sanghar, and Ghanool, where livelihoods such as agriculture, forestry, livestock, and small-scale enterprises have been disrupted due to displacement. The survey data provided that all the 120 participants are economically displaced.

While in the ADB-disclosed RAP (2019) indicates that only 24 individuals from the affected areas are engaged only in farming. This capacity-building program, however, includes participants from a variety of livelihood sectors, not just farming, but also livestock, forestry, and small-scale enterprises. This approach ensures that the program addresses the diverse needs of the affected communities, supporting economic recovery across multiple sectors. While farming is not the predominant livelihood activity among the 120 nominated individuals, the inclusion of those involved in related sectors like livestock and forestry aims to restore resilience across a broader range of livelihoods affected by displacement.

3. Collaboration with Relevant Departments

To ensure the sustainability of the NRM training program, collaboration with the agriculture, livestock, and forestry departments was established. The staff from these departments will serve as resource persons in the training workshops, providing technical expertise and guidance. Trained community members will act as extension workers, fostering long-term relationships with these departments and benefiting not only themselves but also other community members.

A mechanism was developed for continuous collaboration between the trained community activists and the concerned departments, ensuring the sustained impact of the training program.

2.3 Needs Assessment for Women's Vocational Training Centers (WTCs)

The establishment of two vocational training centers for women, one in Sangar and the other in Paras, was a key intervention under the LRP. A focused needs assessment was conducted to identify the types of skills to be imparted at these centers, ensuring they aligned with the local market demand and women's preferences. The baseline survey in the villages of Paras, Bela Sacha, Sanghar, and Ghanool highlights both challenges and opportunities for women's involvement in agriculture. Women in these villages are involved in agricultural tasks like food production, small-scale gardening, and livestock care. Expanding vocational training in modern techniques such as organic farming, sustainable pest management, and livestock breeding could boost their productivity and market involvement. The survey highlights the need for skills development in areas like agriculture and small-scale enterprises, which could empower women to take on more roles in the sector. By joining agricultural value chains and establishing cooperatives, women could gain economic independence. Engaging them in community decision-making processes would also raise awareness of their roles and rights, further promoting their participation in economic development.

The 60 women are being trained with the view of their restricted localized mobility.

1. Consultative Meetings and FGDs

The needs assessment for the WTCs was carried out through a series of consultative meetings and FGDs with the female VCs. These discussions helped identify the types of vocational skills that would be most beneficial for the women in these communities. Skills such as tailoring, embroidery, food processing, and beauty services were highlighted as high-demand trades with the potential for income generation.

2. Phased Skill Training Programme

Based on the following needs assessment and baseline survey findings, a phased skill training program was developed for the WTCs. This program will be implemented over several stages, ensuring that women are gradually introduced to different skills and given sufficient time to master them.

The baseline survey indicates that displaced women have limited skills, with only 3.3% having received formal or informal vocational training. Their skills are primarily informal, tied to agriculture and livestock,

and largely reflect the socio-economic conditions and gender roles in their communities. Despite possessing these employable skills, their participation in income-generating activities is minimal, particularly in male-dominated sectors like business and skilled labor. Women's involvement in sectors such as fruit-selling and small business ownership is also low, with cultural and logistical barriers preventing them from expanding into more diversified economic activities.

While the skills they possess, such as agriculture and livestock management, are valuable, they are often informal and confined to subsistence-level work, limiting their potential for stable income. The lack of advanced techniques, mechanization, and market access further constrains their earnings. Many women express interest in acquiring skills in emerging sectors like digital marketing, e-commerce, tailoring, and heavy machinery operation. To improve their economic prospects and address skill gaps, training women in these areas could empower them to participate in non-traditional sectors and offer a more sustainable livelihood strategy, making them more resilient in the long term.

The needs assessment process for the Skill Training Programme, NRM Development Programme, and Women's Vocational Training Centers involved active community participation, consultation with relevant stakeholders, and collaboration with government departments. The comprehensive approach ensured that the identified training opportunities and skill development programs were tailored to meet the actual needs of the affected communities. Through these interventions, the LRP aims to provide sustainable livelihood options, improve economic resilience, and empower both men and women in the project area.

By fostering partnerships with training institutes, government departments, and local communities, the LRP is well-positioned to achieve its objective of restoring livelihoods and creating lasting economic opportunities for the affected populations.

The findings from the needs assessment for the Women's Vocational Training Centers (WTCs) and associated programs include the following:

1. **Skill Development Needs:** Women in the affected communities require training in marketable skills such as tailoring, embroidery, food processing, and beauty services. These skills align with local market demand and hold potential for income generation.
2. **Training Program:** A step-by-step training approach was identified as essential to ensure women have adequate time to master each skill. This phased approach promotes gradual and effective learning.
3. **Support for Transition to Self-Employment:** The assessment emphasized the need for business development support, including access to microfinance and market linkages, to facilitate women's successful transition into self-employment or small business ownership.
4. **Community and Stakeholder Involvement:** Active participation of the community, consultations with stakeholders, and collaboration with government departments ensured that the training programs were designed to meet the specific needs and priorities of the affected populations.
5. **Sustainability:** Partnerships with training institutes and government departments highlighted the importance of sustainable interventions. These partnerships will enable trained individuals to act as change agents within their communities and ensure continued benefits beyond the training period.

These insights informed the development of targeted interventions under the Livelihood Restoration Plan, ensuring alignment with the community's needs and fostering long-term economic opportunities.

4. Livelihood Restoration through Skill Development

For the Skill Training Programme (STP), identification of training opportunities aligned with the program's goals was conducted, and a compendium of 58 functional training institutes in the public and private sectors of Mansehra district was prepared. This included institutes for both men and women, detailing their locations, gender focus, course offerings, durations, fee structures, and admission criteria. A summary of available training options was shared with all project area communities, helping both men and women conceptualize the program during the needs assessment phase. The needs assessment aimed to ensure inclusive and equitable representation of both men and women in identifying livelihood restoration requirements, with a focus on understanding the unique challenges each gender faces in displacement. By gender-disaggregating the data, the assessment highlighted the different needs and priorities of male and female community members. This approach provided valuable insights into how gender roles and socio-cultural factors influence access to livelihood opportunities and the barriers men and women encounter in obtaining resources and support.

The findings from the baseline survey revealed that displaced women face distinct challenges compared to men, such as limited access to vocational training and fewer opportunities to participate in diverse income-generating activities. While men are involved in sectors like skilled labor and business, women are mainly engaged in agriculture and livestock management, roles that are often informal and provide subsistence-level income. These limitations, along with socio-cultural constraints, hinder women's economic independence. The BL survey identified that women's skills, while valuable, are often not aligned with modern market demands due to lack of mechanization and market access, emphasizing the need for targeted interventions that address these gender-specific barriers for both men and women.

An awareness campaign was also launched among the dam-affected communities, where details of the STP activities, beneficiary eligibility, locations, and service providers were shared via pamphlets with both male and female Village Committees (VCs). Additionally, information on available skill training opportunities from various institutes was disseminated to dam-affected individuals through VCs. A nomination procedure for interested participants, facilitated through VC resolutions, was devised and shared, along with an application form, VC resolution pattern, and awareness pamphlet to guide the potential beneficiaries of the STP. Formats are attached as annexure for reference.

Details are mentioned below;

3.1 Needs of Skills Training Courses Raised by VCs

The process of identifying skill training options for the displaced population involved sharing a range of skills offered by local training institutes with the Village Councils (VCs) to facilitate the selection of viable skill development opportunities for their members. This approach was based on the idea that the VCs, being directly connected with the community, would have a clearer understanding of the specific needs, interests, and local conditions of the displaced populations. Furthermore, many respondents were already familiar with the skill training programs due to their prior experiences working abroad, which enhanced their awareness of marketable skills that could provide viable employment opportunities in both local and broader markets.

In terms of demand, two particular trades stood out as having significant potential, based on both the feedback from the affectees and the baseline findings. The first is the skill of operating heavy earth-moving machinery, which was seen as a valuable asset for individuals seeking work in the construction, infrastructure development, and mining sectors. Given the rapid growth of infrastructure projects in Pakistan, particularly in areas like Mansehra, where development projects are ongoing or planned, the demand for skilled machinery operators is expected to rise. This trade offers high earning potential and aligns with regional market trends, where large-scale construction projects require trained operators.

The second skill identified was proficiency in the Chinese language. This trade was suggested due to the increasing presence of Chinese companies involved in projects across Pakistan, particularly under the

China-Pakistan Economic Corridor (CPEC) initiative. Chinese language skills are seen as highly marketable for individuals seeking employment with Chinese firms or those involved in joint ventures. This demand is expected to grow, as the ongoing development of infrastructure projects, particularly in remote regions like Mansehra, will require bilingual individuals who can bridge communication gaps and facilitate business operations.

These skills identified by the VCs were based on both the respondents' knowledge of the training programs and their experience with market demands, particularly from individuals who had worked abroad and had exposure to global skills. The demand for heavy machinery operation and Chinese language skills aligns well with the socio-economic landscape in Mansehra district, where infrastructure development and international partnerships are key drivers of economic growth. These skills are not only highly relevant to local needs but also have the potential to provide the displaced women with long-term, sustainable employment opportunities.

Table 4.1: List of Courses for skill training

Training Courses	Training Courses
Chinese language	Beautician Courses
Agriculture Skills	DIT/Computer courses - Digital Literacy,
AutoCAD (Computer)	Advanced IT Training, Local IT Infrastructure
Auto Mechanic	Dairy farming
Electrician	Handicraft/Embroidery
Driving courses	Amazon virtual assistant
Safety/ security	Machine operator (crane, dozer, excavator etc.)
Master Chef/ Cooking	Motor mechanic
Tourism management	Auto electrician
Computer (software/Hardware), Remote Work and Freelancing	Motorcycle mechanic
Nursing Assistant	Dialysis technician
Hoteling/ Housekeeping/Hotel management	Mobile repairing
Veterinary Assistant	B. pharmacy
Tailoring/ Dress Making	Surveyor Courses

3.2 Implementation of Skills Training Program

The main objective of this STP is to enable the affectees of the dam to acquire basic technical and managerial skills of various income generating activities, and to address the adverse effects on the lives of the people residing around the dam

1. Formation of Monitoring Committee

For implementation/monitoring of STP, Two Monitoring Committees (MC) are suggested to be formed at the project level. One MC for the women STP and the other for men STP. The composition of these MCs would be as under:

- i. One member from the male or female VC as the case may be (as member)
- ii. Representative (male or female) from the CS/DP JV (as member)
- iii. Representative (male or female) from BHPP (as Chairperson)

The MCs will be responsible for;

- **Selection of Training Institutes** located in Mansehra district or located outside of the district.
- **Signing of the ToC** with the selected training institutes.
- **Selection and admission of trainees** as per the notified criteria of the training institutes and within the provision of available training portfolio/ resources
- **Approval of stipend/ conveyance** allowance/ or other expenses payable to the trainees on roll.
- **Approval of payment** of fees to the training institutes.

- Resolution of conflicts among all stakeholders such as project, VCs, trainees, and the training institutes etc.
- Ensuring the **qualitative standards** of the training Programme.
- **Creating linkages** of passed out trainees with the financial institutes and other organizations rendering services for promotion of enterprises/businesses using the learnt skills.
- **Monitoring** of the trainees and training institutes and their reporting.
- Any other tasks assigned by the BHPP.

2. Enrolments Target for the STP

A total number of 500 affected men and women (in equal numbers) would be imparted marketable skills within the approved timeframe of the project. The average duration of these training courses would be six months. Logistic arrangements of the local training institutes, which are already functioning in the public and private sectors in the district, will be mostly utilized for the STP. The selection criteria for admission already being practiced by these training institutes shall also be applicable to the trainees of BHPP.

3. Women Training Through STP

Other segment of training would be admission of women in the nearby training institutes as per their criterion of admission and requisite qualification of STP. This Programme will address the training needs of mostly young girls for getting good jobs in the market.

List of Training courses available in the Public and Private Sectors Training Institutes of district Mansehra is given below as Appendix-A

4. Compendium of Training Institutes

A compendium of 58 training institutes operating in the Mansehra district in the public and private sectors has been prepared (Source; Directorate of technical education/TEVTA KP). This compendium shows the locations, type of training courses in the technical and vocational fields, duration of these courses, entry qualification and names of the focal persons etc. This compendium will be quite helpful to select the appropriate training venues both for men and women for the affected households (AHs). From this compendium, a list of the available training opportunities has been compiled for sharing with the affectees of the project.

These 54 training institutes are operating in the Mansehra district, covering both public and private sectors, has been compiled and available in our records. This comprehensive directory includes technical and vocational institutes, offering a range of skills development and training programs to support local employment and capacity building. Detailed information on each institute, including course offerings and contact details, can be found in the attached annex (Source: Directorate of Technical Education/TEVTA KP).

3.3 Selection of Training Portfolios

Our first research about these training institutes shows that a variety of training courses with different duration are offered by these institutions. However, keeping in view the mandate of the project together with allocated resources and the timeframe of the LRP, the courses with six months duration will be first choice. The adoption of option of short duration courses will ensure availability of equitable benefits to a broad-based population of the affectees.

Regarding selection of nature of skill training, the following parameters kept into consideration;

- i. The skills required during construction of dam.
- ii. The market demands of the enterprises working in the local and outside area.
- iii. The sustainable and optimal use of these skills in future.
- iv. Environmentally and human health friendly skills.
- v. Based on the utilization of local resources of agricultural crops, horticulture, forests, livestock, mineral and other raw material etc.
- vi. Viable and feasible skills from the economic, environmentally and social point of views.

3.4 Training Institutes District Mansehra- Recommended

A compendium of training institutes working in district Mansehra in the public and private sectors has been prepared. Subsequently an assessment of these training institutes has been made. Based on this assessment, following institutes are recommended.

Table 4.2: Recommended Training Institutes

Sr. No	Training Institutes Recommended
1	Akbar Institute of Medical Sciences and Nursing College
2	Frontier Institute of modern sciences
3	Govt. Polytechnic Institute (GPI) Mansehra
4	Govt Skill Development Centre Balakot
5	Govt. Technical and Vocational Centre (Boys) Mansehra
6	Govt. Technical and Vocational Centre (w) Mansehra
7	Hazara University, Mansehra
8	HOPE Institute Mansehra
9	Mezban Institute of IT Education and Vocational Centre
10	National Institute of Modern Languages NIML Mansehra
11	Pakistan Bait ul Mal Women Empowerment Centre Mansehra
12	Ready-made Garments Centre Talhatta Balakot
13	Skills Valley Mansehra Campus
14	Trends Setter Technical College Mansehra
15	Umeed e Sahar Hospitality Institute
16	Pakistan Handicrafts Centre Balakot
17	Ghulam Ghous Hazarvi Institute of Technology Mansehra

NOTE: The complete assessment report of these identified seventeen (17) selected training institutes is given below as Appendix-B

It will help the PIU in selecting and finalization of the training institutes to be engaged for STP.

3.5 Terms of Collaboration (Agreements)

A proper ToC/ agreement indicating the roles and responsibilities of all the stakeholders of STP has been designed and these will be signed and adhered to while running the training Programme. This agreement shall be covering a certain period of time depending upon the training sessions and which may differ from one training institute to other. The Project/JV and the Training Institute will formalize their collaboration through the signing of an agreement. This agreement will outline the terms and conditions of the partnership, including the roles and responsibilities of each party, the scope of the training programs to be delivered, and the expected outcomes for the beneficiaries. The agreement will ensure that both the Project/JV and the Training Institute are aligned in their objectives and that the training programs meet the specific needs of the target populations, particularly displaced women in Mansehra district.

The pattern or structure for this agreement has been carefully developed to ensure clarity, transparency, and mutual accountability. It has been included in the LRP document to provide a clear framework for the implementation of the training initiative. The LRP document serves as a reference to guide the agreement's contents and ensure that all necessary components, such as the duration of the training, the methodologies to be used, the expected results, and the support mechanisms for the trainees, are properly addressed. By signing this agreement, both parties will formalize their commitment to providing the training programs and ensuring that the displaced women gain the skills necessary to enhance their livelihood opportunities and achieve economic independence.

The draft ToC agreement is annexed below as Appendix-C

3.6 Nomination of the Trainees for STP

The interested affectees have applied on the prescribed forms. It was mandatory that filled applications are routed through the concerned VCs with its resolution. The list of potential 500 (male and female) trainees has been prepared and available in the record of JV. The final selection of the trainees for STP would be made by the PIU /the Monitoring Committee of the STP.

The complete Strategy of Skill Training Program (STP) is given as Appendix-D

3.7 Other Parameters

i. Incentives for the Trainees

The enrolled persons will be provided stipend / conveyance allowance by PIU which will be decided by the management of BHPP. This allowance will be paid through the VC concerned on monthly /quarterly basis subject to satisfactory performance report of the head/rep of training institute. Please see the budget appended below.

The fees of training if any, shall be paid by the project directly to the training institute. This conditionality will be mentioned in the agreement/ToC to be signed between the project and training institute.

ii. Residential Vs. Non-residential Training

The CSDP of BHPP will prefer to support non-residential type of training for men and women. In case of residential training, the cost of boarding and lodging will be borne by the project at par with the stipend.

iii. Selection of Training Institutes for Men

The training institutes for the STP will be selected by the PIU/ monitoring committee from the compendium of training institutes. Preference will be given to the non-residential type of training institutes and the training courses. Exception will be available for men for residential type of training in rare cases.

iv. Selection of Training institutes for women

As agreed during the dialogues held with VCs female, and male, the local training institutes will be given preference for training of women. All sort of training courses meant for women will be non-residential to enable them to stay at home. The skill training Programme planned for women was also discussed with the VCs male to seek their consent on this STP.

v. Monitoring of STP

The two Monitoring Committees formed for the supervision of STP will monitor the attendance and quality of training courses on monthly basis regularly. These committees will work under the supervision of PIU/ JV implementing the CSDP for further analysis and feedback.

vi. Linking skilled Persons with Loaning Agencies

The successful trainees including men and women will be facilitated by CSDP to get access to loaning sources such as RSPs/Banks/DFIs/NGOs for setting up their businesses to achieve the overall objective of employment and income generation. However, the loans will be provided by these agencies on their own terms and conditions and as per their prevailing procedures.

In addition, necessary help and guidelines would be provided to the successful trainees to benefit from the job fairs /industrial and business associations / potential employers etc.

The complete list of 500 trainees (both male and female) has been compiled. This list provides detailed information on the trainees, their respective villages, and the training programs they are enrolled in. This include a full breakdown of the trainee demographics, including gender distribution, training sectors, and locations etc.

Budget Estimates for the Skill Training Program

Total allocated funds= Rs. 36 million

Table 4.3: Estimated Allocation for different components of STP

Sr. No	Description	No. of Participant s/ Trainees	Unit Rate	Period of Training/course s	Total cost
1.	Stipend of Trainees	500	Rs. 8,000 per month per trainee	Six months	500X8000X6 = Rs. 24 million
2.	Courses fee to be paid to the training Institutes	500	Average fee/cost of the training is Rs. 3,000 per month per trainee	Six months	500X3000X6 =Rs. 9 million
3.	Contingency Budget	--	--	--	Rs. 3 million
	Total	500	--	--	Rs. 36 million

5. Livelihood Restoration through NRM Development

The BHPP aims to enhance the capacities of affected rural communities of villages in Balakot to independently address and resolve their day-to-day challenges, particularly in the key sectors of agriculture, livestock, and forestry enterprises. By fostering self-reliance, the program seeks to improve the overall productivity and economic stability of these communities, thereby boosting incomes and creating employment opportunities. The trained members will utilize their newly acquired skills not only for their personal benefit but also to support and assist fellow members within their communities, fostering a collaborative environment. By sharing knowledge and expertise, they can help uplift others, creating a cycle of empowerment and skill-building. Additionally, the toolkits provided will play a crucial role in enabling these individuals to apply their training effectively. The toolkits will be used for hands-on practice, ensuring that the skills are put into action in real-world scenarios. This approach strengthens both individual and community-based growth, promoting sustainable livelihoods and collective success.

4.1 The Training Programme

The primary objective of the training programme is to empower and capacitate communities to become self-sufficient in managing and improving their rural economy. The LRP capacitates communities in managing the rural economy by focusing on skill development, particularly in marketable trades and self-sustaining livelihood activities. Through vocational training, community members are equipped with skills that enable them to work independently and support fellow members, fostering a collaborative approach to economic growth. The program emphasizes training in high-demand skills such as heavy earth-moving machinery operation and Chinese language proficiency, which have substantial market potential in nearby areas. Also, the toolkits are provided to ensure that trained individuals can apply their skills practically, further enhancing their ability to contribute to the rural economy. This approach empowers communities to diversify their income sources, improve employment opportunities, and strengthen local economies.

This will be achieved through targeted training in the dominant sectors identified in the socio-economic survey of the project area; i.e., these are agriculture, livestock, forestry, and off-farm enterprises. The programme aims to build the skills and knowledge required for sustainable economic development at the local level.

a) Agriculture Sector The agriculture sector training will focus on:

- **Seed and Crop Management:** Introduction of better seed varieties for cereal crops and vegetables, appropriate agricultural inputs, and advanced harvesting and storage techniques.
 - **Crop Diversification:** Introducing new crops suitable to the area's climate.
 - **Orchard Development:** Techniques for the establishment and improvement of orchards.
 - **Vegetable Cultivation:** Promoting vegetable cultivation practices.
 - **Kitchen Gardening** for women to practice.
 - **Agriculture Equipment Pool:** Developing community-based pools of agricultural machinery and equipment, potentially including a tractor with a trolley.
 - **Training of Community Activists:** Empowering community members with practical agricultural sector skills.
- b) **Livestock Sector** The training curriculum for the livestock sector includes:
- **Curative and Preventative Measures:** Training community activists on curative and preventative measures for animal diseases, including small and large animals and poultry.
 - **Feed and Fodder Improvement:** Techniques for improving the quality of animal feed and fodder.
 - **Shelter and Housing Improvement:** Guidance on improving animal housing and shelters.
 - **Artificial Insemination (AI):** Training in the application and benefits of AI for livestock breed development.
 - **Livestock Equipment Pool:** Establishing a community-maintained pool of equipment for livestock care and development.
 - **Fisheries development**
- c) **Forestry Sector Training in the forestry sub-sector will cover:**
- **Private Nurseries:** Development of private nurseries for indigenous tree varieties.
 - **Forest Protection:** Techniques for protecting forests against diseases.
 - **Forest Product Development:** Extraction and development of forest products.
 - **Training for Forest Protection:** Educating community activists on forest protection and development.
 - **Forest Protection Equipment:** Providing equipment to protect forests from fire and other hazards.
 - **Bee Keeping**

4.2 General Training Conditions

- a) **Participants Selection**
- Minimum 120 participants will be selected from villages/hamlets. The departments will nominate six persons. Total 126 persons.
 - Only affected households (HHs) are eligible.
 - 50% of participants will be women, with an option for separate women-only training sessions.
- b) **Workshops Suggested**
- Duration: 5 days, including classwork and on-the-job training (OJT).
 - Total numbers of the training workshops suggested six (three male and three female)
 - Location: Balakot (non-residential) project area near the affected villages.
 - Timing: 0900 hrs. to 1700 hrs. daily, with a break from 1300 hrs. to 1430 hrs.
 - Teaching Techniques: Interactive and participatory, based on local experiences.
- c) **Nomination of Participants**

Keeping in view the notified selection criteria, the participants will be nominated by the Village Committees (VCs) through a resolution signed by at least 70% of the General Body (GB) members of the VC.

The complete list of 120 trainees (both male and female) has been compiled. This list provides detailed information on the trainees, their respective villages, and the training programs they are enrolled in. This include a full breakdown of the trainee demographics, including gender distribution, training sectors, and locations etc.

d) Budget for the Component

An amount of Rs.30 million has been allocated for this component which will be spent on the training programme and provision of tool kits to the trained community activists(They are individuals who actively engage in mobilizing and encouraging their fellow community members to participate in skill training programs and income-generating activities. These activists help bridge the gap between external initiatives and the community, ensuring that the skills being developed align with local needs and market demands. By assisting in identifying valuable trade and advocating for these opportunities, they foster an environment where community members can thrive economically. Community activists also encourage collaboration among trained individuals, enabling them to share their knowledge and resources, thereby enhancing collective growth and rural economic management) Exact amount can be determined once PIU seeks bids from the services providers. However, one of the services providers has given estimates of six training workshops of five days each for 126 participants to be held at Balakot with total budget of Rs. 10 million.

Note: Provision of Tools Kits to the Trained Members; The nature of tools kits and its cost has to be decided by the PIU. For this purpose, an amount of Rs.20 million is leftover after proposed Rs. ten million expenditure o be incurred on capacity building workshops covering 126 peons.

Table 5.1: 05 Days Training of Capacity Building in Balakot – Budget (Yet to be finalized)

Table 5.1: 15 Days Training or Capacity Building in Balakot – Budget (Yet to be finalized)					
Sr.#	Budget Heads	# Unit	Days	Cost / Unit	Total Cost in PKR
Training Fee					
1	Field Assistants (6 persons/department)	6	5	3000	90000
1.1	Resource Person Fee Day	1	5	25,000	125,000
	The venue for training will be in Balakot, Mansehra	Total training fee			215,000
Other Cost					
2	Multi-Media cost	5	5	6000	150,000
2.1	Stationery for Participants	22	1	1,500	33,000
2.2	Training material, printing, banners, photocopies etc.	1	-	30,000	30,000
2.3	Training Hall Charges	1	5	30,000	150,000
2.4	Training Certificate	22	1	500	11,000
2.5	Travel of Resource Person & Coordinator	2	1	30,000	60,000
2.6	Conveyance for participants	20	5	1,500	150,000
2.7	Module Development	1	1	200,000	200,000
2.8	Boarding and Lodging of Training Coordinator	1	5	15,000	75,000
2.9	Boarding and Lodging of Resource Person	1	5	15,000	75,000
3	Food (Lunch + Tea)	28	5	3,000	420,000
Total Training Material Cost					1,354,000
Total Training Cost (Before Management Fee & Sales Tax)					1,569,000
4	Management Cost @10%				156,900
5	Advance Sales Tax @16%				251,040
Total Training Cost					1,976,940
Estimated Total Training Cost for 5 Workshops*** (Inclusive of one Module Development charges and conveyance allowance)					9,884,700
Estimated Total Training Cost for 5 workshops*** (Exclusive of module development charges cost)					9,684,700

4.3 Criteria for Nomination of Community Activists for Capacity Building (CB) Programme

For this purpose, the following parameters are highlighted for action;

The persons who have services in the field of agriculture, livestock and forestry and expressed interest in learning the skills given in the list should be separated and mentioned in Community members lists.

The VCs should be informed that the support given under the scope of work of the CS&DP for enhancement of the productivities include preparation of community activists in these areas.

The requirement of nomination of persons (men and women) is that they should be;

- Adults persons
- Local residents
- Affectees of the BHPP (focus on poor and vulnerable)
- Qualified at least Matric
- Practicing farmers
- Willing to serve the communities as volunteers
- Acceptable persons to the local communities as extension workers
- Aptitude to work with the local departments

Such persons, who fulfil the above-mentioned criteria, should be nominated by VCs through resolutions proportionally from each village (including adjoining hamlets) for the training programme. This training programme is likely to be held in the project area for men and women separately.

4.4 Working with Government Departments

Strategy for support mechanism with Government Departments and vice versa to promote Agriculture, Livestock and Forestry Sectors of BHPP is mentioned below;

The ADB is funding this project and at the same time implementing a livelihood restoring programme for the affectees of the dam (The individuals or groups who have been directly impacted by BHPP, such as displacement, economic hardship, or a crisis. They are the members of the community who have experienced negative consequences due to BHPP and are the target beneficiaries of the Livelihood Recovery Program (LRP). The affectees are identified based on their vulnerability and the challenges they face, such as limited access to livelihood opportunities or marketable skills)

. Under the umbrella of this LRP, with a broader objective of enhancing the income and employment of the affectees, a capacity building programme of community activists in three sectors of agriculture, livestock and forestry development is being supported. For this purpose, a cadre of 120 male and female community activists would be trained in all the three sectors to work in close coordination of the local offices of the concerned departments. These community activists will facilitate to improve productivity of the concerned sector and act as extension workers for other community members.

The MMP team, in order to explore a suitable mechanism to achieve these objectives, has conducted meetings with the staff of the departments from 14 to 16 September 2024.

Separate information sheets of all these departments have been filled. Based on these assessment sheets the following conclusion has been summarized for way forward.

1. Very scanty financial resources as development and operational budgets are allocated to these offices.
2. The strength of technical and field staff is also limited between two to five members.
3. However, they have their own office buildings.
4. No special program is run from these offices. Routine programme are operated from these offices.
5. However, they are maintaining record of the benefitting persons /households regularly on monthly basis.
6. With reference to participation in the proposed capacity building training workshops of BHPP their response was positive and intends to take part in the training programme. They will also facilitate the workshop as resource persons.
7. The departments suggested that all trained community activists will be listed on our office record and they will be contacted and their services will be utilized for the awareness campaigns likely to be held from time to time in Tehsil Balakot including project areas of BHPP.

8. The department has no female staff and therefore the women to be trained by BHPP would be boon for them as they will have outreach to the needy women.

In due course of time, both the stakeholders i.e. organized communities and the departments may develop more effective mechanism to promote agriculture, livestock and forestry sector.

The proposed Concept Note along with the Budget for CB program is given below as Appendix-E

6. Options for Development of Women Training Centers

The third intervention of LRP is set up of two vocational centers in two villages of the project area.

5.1 Implementation Strategy for Women Training Centers (WTC)

Background;

With reference to output 4b; (item 6.1.5), as part of the LRP, under Income Earning Opportunities through Skill Development Programme, two vocational training centers for women of the affectees households of BHPP are to be set up. These centers would be located in two villages namely Paras and Sangar for the benefits of all the four villages /settlements and the surrounding hamlets of the project area.

a) Enrolment of Trainees

The average capacity of these two centers would be training of minimum 50 women/girls in a period of six months' time in diversified marketable skills/trades. Total 100 women would be trained per annum and in a period of two years, 200 women will be trained via short courses of six months. The trainees would be nominated by the VCs female through resolutions but final selection of trainees would be made by the Management Committees of the centers concerned. The training Programme will be managed free of cost.

b) Management Committee for the Centers

A four members Management Committee (MC) would be formed for each training center. This MC will be comprised of the following members;

- i. In charge of the center (could be senior trainer/instructor). She will be Chairperson of the committee.
- ii. A representative from the community (women with experience of vocational and managerial skills). She will be nominated through VC female Resolution as member of the committee.
- iii. Representative of the social welfare department of the Mansehra district as member of the committee.
- iv. Representative of the BHPP as member of the committee.

c) The Role and Responsibility of MC would be as under;

- i. Hiring of building for the center.
- ii. Appointment of staff for the center.
- iii. Procurement of machinery, furniture/ fixture etc.
- iv. Procurement of training material.
- v. Management of the center on day-to-day basis.
- vi. Quality control / monitoring of the skill training Programme.
- vii. Any other role and responsibility entrusted by the BHPP.

d) Description of Training courses

All training courses to be managed in these centers would be of six months duration. These courses have been identified / decided after doing the needs assessment of the affectees and in the consultative meetings held with the VCs female and keeping in view the market demand/trends. Any portfolio of training courses can be added or deleted or altered based on prevailing local market situation. The main stakeholder of the consultation process would be Social Welfare Department (SWD) at the central and district level.

Under the first phase, the following training courses have been chosen for the centers;

1. Traditional garments making (cutting and stitching of adults and kids' garments)
2. Machine and hand embroidery
3. Machine and hand knitting
4. Crochet work
5. School bags making
6. Wall hanging/beads products

Proper curriculums of the training courses would be adopted in these centers with association of SWD. Alternatively, already approved curriculum of the TEVTA and other federal /provincial level technical educational authorities/boards can be adopted for these centers.

Based on the experience of running aforementioned courses and keeping in view the market trends, other skills training can be added after six months' time.

a) Eligibility Criteria for Admission of Trainees

The trainees to be enrolled in the centers may possess the following qualification and other pre-requisites';

- Member of the affected household
- Preferably young girls from 18-30 years
- Residents of the affected village(s)
- At least literate (but preferably Primary/matric pass).
- One girl from one household
- Preference for the landless or poor families
- Willingness on the part of trainee to complete the course
- Willingness to start self-employed business at cottage level
- Only one course per trainee
- MC can add any other parameter based on justified ground

b) Sustainability of the WTCs

An agreement would be made between BHPP and SWD KP to operate these two centers beyond the proposed two years' time. The BHPP authority will request the SWD to take the O&M responsibility of these two centers on perennial basis by allocating annual budget of SWD. This activity being part of livelihood restoration plan for the BHPP affectees and their sacrifices needs special attention of the government of KP.

The letter from BHPP to the SWD to take the O&M responsibility of these two centers is given below as Appendix-F

c) Training Needs Assessment Meetings/FGDs with Female VCs

The meetings /FGDs were conducted with all the four female VCs of the project area and the following conclusion has been drawn.

d) Prevailing skills among Women of Project Area

It has been observed that at present very few women are involved in making some sort of handicrafts or engaged in stitching / crochet products. All of them are meeting domestic needs only. None of them are involved in commercial level activities.

e) Future Training Needs

Based on the needs expressed by the women it has been assessed those diversified needs of skill training leading towards gainful employment are required, therefore, the women vocational centers are required to be designed in a way which will equip interested women with modern skills. The machinery and equipment for these centers are being suggested to meet these needs. In addition, business managerial skills will also be added into the curriculum of the training Programme of these centers. The new marketable skills added could be the Crochet work and their marketing linkage with shopkeepers of main cities, schools bags making, stuff toys making, embroidered handicrafts, tie and dying, leather, wood and wool handicrafts, walls hanging, beads products etc. The traditional sewing and knitting works will also be part of the curriculum of these centers as per demand of the communities.

The MC will link these centers and its trainees with consumer stores and banks/DFIs/RSPs to promote employment / income generation of the trained and interested women.

Estimated Budget for Women Vocational Training Centers - Total allocated budget is Rs. 5 million

Option-1: SWD Operated

Cost of One Center for two years (working draft not finalized yet)

Community Based WTC

Cost of One Center for one year

Table 6.1: Capital Cost – Option -2: Community Based WTC

a) Machinery and Equipment					
Sr. No.	Description	Nos.	Rate	Total Cost	Remarks
1	Sewing Machines	10	Rs.16,000	Rs.160,000	Sewing machines
2	Button Holes Machine	01	Rs.25,000	Rs.25,000	
3	Overlock Machine	01	Rs.45,000	Rs.45,000	
4	Embroidery Machine	05	Rs. 35,000	Rs.175,000	
5	Knitting Machine	03	Rs.70,000	Rs.210,000	
6	Electric Irons with stand	03	Rs.10,000	Rs.30,000	
7	Accessories, Scissors /cutters, needles' and motors etc.	--	--	Rs.55,000	
	Sub Total			Rs.700,000	

b) Furniture /fixture				
Sr. No.	Description	Quantity	Rates Rs.	Total cost Rs.
1	Office Chairs	6	5,000	30,000
2	Office Tables	2	10,000	20,000
3	Tables for Machines	10	5,000	50,000
4	Chairs/stools for trainees	25	4,000	100,000
5.	Almirah	4	20,000	80,000
6	Cutting table	2	15,000	30,000
7	Charpais/beds	2	7,000	14,000
8	Curtains and Druggets	--	--	100,000
	Sub Total			425.000

a) Operational Budget (one year)					
Sr. No.	Description	Nos.	Salary /exp per month	Total Cost For two years	Remarks if any
1	Teachers /Instructors	02	Rs.80,000	Rs.960,000	Local staff preferably from the affectees population.
2	Support staff	02	Rs. 40,000	Rs.480,000	--do--
3	Electricity bills	12 months	Rs.40,000	Rs.480,000	
4	Gas/water	12 months	Rs.10,000	Rs.120,000	
5	Training Material	12 months	Rs.20,000	Rs.120,000	Such as cloth. Wool, threads etc.
6	Repair and Maintenance	12 months	Rs.5,000	Rs.60,000	Machinery and furniture /fixtures
7	Rent of building	12 months	Rs.40,000	Rs.480,000	
	Sub Total			Rs.2,700,000	

Total cost of one center for one year = Rs. 3,825,000

Total cost of two centers for one year=Rs.7, 650,000

Note; The proposed budget exceeds the allocated fund of Rs. Five million; hence this budget may be enhanced. It can be re-allocated/adjusted from the savings of the other interventions.

7. The Logical Framework Approach LFA and Monitoring Matrix of LRP

Out Put/ Activities	Indicator and Target	Means of Verification	Assumption / Risk
Output 4(a): Implementation-ready LRP finalized and submitted to PIU/PEDO and ADB for review and approval.			
Objective -6: Livelihood restoration needs assessed.			
6a. The final documents of draft LRP and final LARPs are critically reviewed, and LR impact assessment schedule and budget are developed.	6a. A realistic gender-sensitive impact assessment schedule and budget are shared with PIU/PEDO and ADB for review and approval	Final LRP Document with the required details	<ul style="list-style-type: none"> • Unforeseen delaying factors could occur and delay the project activities • Delays in approval may become a cause for the delaying of the project activities. • Lack of financial resources may cause a delay
6b. Consultations meetings and FGDs, and socioeconomic survey held for livelihood impact assessment with the concerned APs/DPs, particularly, the affected women, the vulnerable and severely affected households.	6b. APs/DPs in all the affected four mouzas of Sangar, Ghanool, Paras and Bela Sacha with at least 30% women participation, are consulted.	Socio-Economic Survey Report including pictures	<ul style="list-style-type: none"> • Natural disasters and adverse weather conditions may delay the activities • Lack of coordination from the community • Political influences and interference may delay the project activities • Ethnic groups conflicts may delay the project activities • Unforeseen factors may cause a delay
6c. Measurable LR needs and genuine interests are identified and initial list of LR measures proposed including those proposed in draft LRP.	6c. A list of prioritized actual LR needs, genuine interests and proposed initial list of LR measures is shared with PIU.	List of priorities needs and proposed measures	<ul style="list-style-type: none"> • Unforeseen Delays could delay the project activities • Delays in approval could become a cause of delay.

Out Put/ Activities	Indicator and Target	Means of Verification	Assumption / Risk
			<ul style="list-style-type: none"> Budgetary constraints could become a cause of delay. Unforeseen Delays could become a cause of delay
6d. Review and rationalize the procedures on how GRM under LARPs will effectively address the grievances related to livelihood restoration process.	6d. A rationalized and women friendly GRM mechanism is shared with PIU.	Women friendly GRM mechanism to address women grievances effectively	
Objective -7: Final LRP mitigation measures and participants/beneficiaries determined.			
7a. Market analysis conducted for employability and assessment of the marketable value chains conducted within affected villages to provide justified grounds to determine the most feasible and viable LR measures.	<p>7a.1. An analytical value chain assessment report (with due consideration for women, youth and other vulnerable segments) is shared with the PIU</p> <p>7a.2.A detailed list of the most feasible and viable LR measures are shared with the PIU.</p>	Market Assessment Report (In progress)	<ul style="list-style-type: none"> Natural disasters and extreme weather condition could become a cause of delay Political influence Budgetary constraints could become a cause of delay
7b. Selection criteria developed, and target participants (APs/DPs and wider community members, if any) determined for each of the proposed LR measures.	7b. Selection criteria for the beneficiaries developed and shared.	Market Assessment Report (In progress)	<ul style="list-style-type: none"> Natural disasters and extreme weather condition could become a cause of delay Unforeseen Delays factors could become a cause of delay Political influence could become a cause of delay
7c.1 Concrete outcomes and measurable indicators developed for qualitative and/or quantitative monitoring of the finalized LR measures.	7c. A logical framework matrix (LFM) including outcomes, activities and OVs for the finalized measures is shared for approval with PIU	RBM/LFA for outcomes/outputs	<ul style="list-style-type: none"> Unforeseen Delays could become a cause of delay Budgetary Delays could become a cause of delay in the implementation of the project activities.
7c.2 Development of Log Frame	7c-2 Develop concrete outcomes and measurable indicators for monitoring (both qualitative and quantitative) each of the proposed LR measures	<ul style="list-style-type: none"> Quarterly progress reports Annual Reports Meetings 	<ul style="list-style-type: none"> Unforeseen Delays could become a cause for the delay. Inception Report approval delayed Budgetary Delays

Out Put/ Activities	Indicator and Target	Means of Verification	Assumption / Risk
	Provide monitoring and reporting requirements linked to LARPs compliance monitoring and semi-annual safeguard monitoring requirements set for the projects		
Objective -8: Stakeholders mobilized			
8a. Stakeholders of LRP implementation (PIU, PMC, local community, state agencies and departments, and trainees) are determined.	List of all the stakeholders with schedule of their roles and responsibilities in LRP implementation, and relevant development programs is shared with the PIU	Stakeholders list	<ul style="list-style-type: none"> Lack of coordination from the community Elected representatives' influences for unacceptable favoritism could become a cause of delay. Funding delays could be cause of delay
8b. Relevant non-governmental and governmental programs, which need to be linked to the implementation of LRP, are determined.		List of the relevant programs which need to be linked to LRP implementation.	<ul style="list-style-type: none"> Unforeseen Delays could become a cause of delay. Lack of coordination of the institution could become a cause of delay.
8c. Roles and responsibilities of each stakeholder are clearly provided and proposed schedule for their inputs in LRP implementation is agreed.		TORs of the concerned Stakeholders	<ul style="list-style-type: none"> Unforeseen Delays could become a cause of delay. Natural disasters and Extreme weather condition become a cause of delay.
Objective -9: Finalized LRP ready for implementation			
9a. Ready-to-implementation LRP is approved by PIU/PEDO and ADB after being finalized in light of their comments.	9a. The finalized and approved LRP is shared among APs and other stakeholders, prior to the implementation.	LRP Ready-to-implementation	<ul style="list-style-type: none"> Natural disasters and Extreme weather condition become a cause of delay Lack of coordination on the part of the community Delaying the funding
Output 4(b): LRP Implemented: Income-earning opportunities and skills for local communities increased			

Out Put/ Activities	Indicator and Target	Means of Verification	Assumption / Risk
Key Objective -10: Increased access to livelihood opportunities through Skill Development Program			
10a. Conduct assessment of the value chain of electricity driven enterprises (including backward and forward linkages, skill sets for men and women, market analysis for employability).	10a. One assessment on value chain of electricity driven enterprises prepared for the entire project area – the dam site and powerhouse	Assessment reports of the electricity driven value chains.	<ul style="list-style-type: none"> Natural disasters and extreme weather condition become a cause of delay Lack of coordination from the community could delay the project activities Elected representatives' influences may create a cause for delay of the project activities Self interest groups lobbying and interference could play a role in creating problems for the project staff.
10b. Develop and implement skill development program based on the value chain assessment for men and women of the affected and vulnerable households in the project area.	10b. 1. One Skill Development Program developed and implemented in the project area. 10b. 2. 500 community members trained in livelihood skills with at least 50% women participation	<ul style="list-style-type: none"> Skills' development program document and implementation reports 10b.2. TORs of NGO 10 b.3. Report of the livelihood skills' training and list of participants. 	<ul style="list-style-type: none"> Natural disasters and Extreme weather condition become a cause of delay Unforeseen delays could delay the project activities Funding delays Political influences
10c. Develop value-added business models to provide employment opportunities for women including affected and vulnerable households in the project.	10c. Four value added business models developed.	<ul style="list-style-type: none"> Detailed documents of the business models List of women provided with employment opportunities Quarterly Progress Reports Quarterly Plans 	<ul style="list-style-type: none"> Lack of coordination from the community could become a cause for the delaying of the activities Elected representatives' influences may create a cause for delay of the project activities Local conflicts and feuds
10d. Facilitate and conduct training for Ahs and residents in the affected villages on skills required from the project (i.e. welding, plumbing, driving etc.).	10d. 500 local jobs in construction-related work generated with at least 20% of the people employed in the project are female.	<ul style="list-style-type: none"> Training modules Training reports including attendance sheet of participants and Pectoral coverage & videos Quarterly Progress Reports Quarterly Plans 	<ul style="list-style-type: none"> Natural disasters and Extreme weather condition become a cause of delay Elected representatives' influences and interference could become a cause for the delay of the activities.

Out Put/ Activities	Indicator and Target	Means of Verification	Assumption / Risk
10 e. Two Vocational Centers for Women, one each at Sanghar and Paras will be established	Feedback of the VCs office bearer Feedback of the trainees Feedback of the Social Welfare department	<ul style="list-style-type: none"> Newspapers advertisement On site verification by M&E staff 	<ul style="list-style-type: none"> Presence and negative role of community Social Hijackers Unforeseen Delays could become a cause of the delay Elected representatives' influences and interference could become a cause of the delay Ethnic group conflicts of the community could cause a delay
10f. The graduate trainees are facilitated by the NGO to search jobs and find employment.	10f. List of graduates with (up to 50%) women participation trainees assisted and those employed is shared with PIU in respective progress reports.	<ul style="list-style-type: none"> List of graduates' trainees employed Quarterly Progress Reports Annual Progress Reports Quarterly Plans 	<ul style="list-style-type: none"> Unforeseen Delays could become a cause for the delay of the activities. Elected representatives' interference could become the cause of delay Ethnic group conflicts

Log Frame Matrix for Monitoring & Evaluation of Livelihood Restoration Activities for BHPP

Project Structure	Indicators	Means of Verification	Assumptions
Goal	Long-term improvement in the overall quality of life and economic stability of the affected communities	Household surveys, FGDs, endline evaluation	Sustainable livelihoods contribute to long-term economic and social stability
Impact	1. % improvement in household income 2. Reduced dependence on external aid	Household surveys, FGDs, income records, endline evaluation	Improved livelihoods and increased income levels will translate into sustainable community development
Outcomes	1. % increase in employment 2. % increase in income generation 3. Number of businesses set up	Beneficiary surveys, VC resolution records, income data	Beneficiaries apply the skills acquired to establish or expand income-generating activities
Outputs	1. Number of beneficiaries trained (disaggregated by gender) 2. Tools and equipment distributed 3. Business plans completed	Training completion certificates, equipment distribution receipts, monitoring reports	Training and resources provided are aligned with market demand and participant needs
Activities	1. Number of training sessions conducted 2. Number of awareness campaigns held 3. Number of business support initiatives implemented	Progress reports, attendance sheets, field visit reports	Resources and trainers are available to conduct planned activities
Inputs	1. Budget allocated 2. Number of trainers hired 3. Training materials developed	Financial records, contracts, attendance sheets	Sufficient financial and human resources are available to implement the project

8. Way Forward

- The consultant NGO has designed, planned and prepared work plan of the LRP implementation after carrying out the detailed spade work. All supporting documents have been prepared and included in the draft LRP report. The work plan may please be reviewed comprehensively and approved if agreed.
- The PEDO/ADB may please finalize the modality of LRP's physical implementation as a number of decisions are to be made at the time of physical implementation. Originally, PIU was proposed as implementation agency along with other governmental departments and non-governmental actors.
- Total budget for the three major interventions of LRP amounts to Rs.71 million as proposed in the original draft document of LRP.
- The working on CSR programme is yet to be decided by the BHPP/ADB.
- The outcome and analysis of the BLS/SE survey will be added to the draft LRP if needed. However, this information is vital for the purpose of monitoring and impacts assessment of the LR programme besides for use of numerous other aspects of the project. The baseline survey's field work has been completed and data from 1,411 affected HHs has been gathered for further analysis and reporting. The count of the direct affectees/beneficiaries are 726. This is comprehensive data base, particularly with reference to the LRP interventions.
- From among the various options of implementation of women training centers, one has to be chosen. In case of need of more funds for the centers as assessed, some additional funds has to be arranged. Consultation with SWD is yet to be done.
- Another vital decision is needed to be made about provision of tools kits to the trained members of the VCs for use of their own benefits as well as for the benefits of fellow members. This is applicable to all three sectors of Agriculture. Livestock and forestry sectors interventions. The alternative option of providing tools kits to the VCs is also available. In this regard consultation with the line departments is required to be made. The fund available for this purpose amounts to Rs.200 million.
- The consultant NGO (JV) will fully facilitate the implementing agency in the field for implementation of STP, CB of NRM sectors and for set up of WTCs. The work load and codal formalities required to fulfilled have been mentioned the implementation strategies of all the three interventions.

The implementation effective date of the proposed LRP is proposed wef 15 November, 2024 which may also be reviewed with all perspectives of ground work etc.

9. Work Plan of LRP Implementation

Consolidated Work Plan of LRP Activities under CS&DP/BHPP

S. No	Activity/Sub Activity No.	Description of Activities	Work Done	Implementation Timeframe									
				2024		2025				2026			
				Q-3	Q-4	Q-1	Q-2	Q-3	Q-4	Q-1	Q-2	Q-3	Q-4
1	Skills Training Program												
	1a	Skill Training programme (Needs assessment) already done through consultation Meetings/FGDs and VCs resolutions	✓										
	1b	Training institutes identified (In private/public sectors in Mansehra district)	✓										
	1c	Scope of training available in the training institutes. Listed as an options available for VCs	✓										
	1d	Training institute selected for STP after assessment	✓										
	1e	TOC/Agreement to be signed between BHPP and selected training institutes	✓										
	1f	Detailed Strategy prepared for implementation of STP	✓										
	1g	List of finally selected trainees (Gender/village wise) 500 trainees	✓										
	1h	Budget of STP Stipend + fees + other expenses	✓										
		Physical Implementation of STP (500 men and women)											

S. No	Activity/Sub Activity No.	Description of Activities	Work Done	Implementation Timeframe									
				2024		2025				2026			
				Q-3	Q-4	Q-1	Q-2	Q-3	Q-4	Q-1	Q-2	Q-3	
2	Women Vocational Training Centers (Two No's)												
	2a	Implementation strategy for two women vocational centers	✓										
	2b	ToC to be signed between SWD and BHPP will be developed											
	2c	Budget Details For two women training centers	✓										
	2d	Physical implementation of the Centers.											
3	Capacity Building of Community Activists of Agriculture/Livestock/ Forestry Sectors												
	3a	Capacity Building/Scope of work	✓										
	3b	Budget of Capacity Building workshops to be worked out based on bids.	✓										
	3c	Selection criteria for Community Activists, nomination of VC members and Support Mechanism to Promote Agriculture, Livestock and Forestry Sectors of BHPP	✓										
	3d	Activists Training workshops (Nominated list Community members)	✓										

10. Corporate Social Responsibility (CSR)

The consulting NGO's primary role in this project is focused on implementing the **Livelihood Restoration Plan (LRP)**, which includes activities such as skill development, vocational training, and livelihood enhancement programs for the affected communities. However, the NGO does not play a direct role in managing or overseeing the **Corporate Social Responsibility (CSR)** initiatives undertaken by the Project Implementation Unit (PIU) at PEDO.

This division of responsibilities stems from the following key factors:

1. CSR activities typically fall under the purview of the sponsoring company or organization and are often driven by corporate objectives to support social and environmental sustainability. These initiatives are implemented independently of the LRP and are often designed to address broader community development issues. The NGO was contracted specifically for the livelihood restoration component and not for managing the company's CSR obligations.
2. The NGO's mandate is specialized and designed to meet the immediate and long-term livelihood needs of the affected populations. In contrast, CSR activities, which may include community infrastructure development, education, or healthcare, are broader in scope and may not always align directly with the objectives of the LRP.
3. The consulting NGO brings specific expertise in community engagement and livelihood restoration, while CSR management often requires different organizational competencies, such as corporate governance and alignment with corporate policies. As a result, the NGO is not involved in CSR, allowing it to focus exclusively on the LRP's successful delivery.

The decision to keep the NGO's role limited to livelihood restoration has the following practical implications:

- By separating the management of CSR activities from the LRP implementation, the project allows for a more focused approach to each component. The NGO can direct its resources and expertise toward restoring livelihoods without diluting its efforts with broader CSR responsibilities.
- Even though the NGO is not responsible for CSR activities, CSR activities may complement the LRP by addressing other critical needs of the community, such as access to education or healthcare, but are handled through separate PIU management structures.
- Since the CSR activities are independently managed, the draft LRP prepared included CSR-related content to ensure an integrated view of overall community development. However, as the consulting NGO is not involved in these CSR initiatives, it does not update or modify this content. Instead, the CSR section of the LRP remains a reference to inform stakeholders about additional community support initiatives being carried out under the broader project umbrella.

10.1 Corporate Social Responsibilities (CSR) Activities under the Project

• Government Schools

At present, there is one higher secondary school for girls in the project affected area. The building for the girls higher secondary school has recently been completed but the classes are yet to start. One high school for boys at village Nihan and one primary school for girls at Bela Sacha are functional. During consultations the community demanded re-location of the schools at an accessible location. They also demanded up-gradation of the schools and deployment of teaching staff.

Therefore, it is recommended that at least one higher secondary school for boys one for girls and one primary for girls shall be established at an easily accessible location and the availability of required teaching staff shall be ensured.

• Hospital

Health concerns were found in the affected communities, as the number of patients of blood pressure, diabetes, hepatitis, heart and kidney diseases were found on rise. Generally, no awareness regarding the

diseases was found in the affected communities. In addition, one of the reasons felt behind the prevalence of these diseases was no easy access to health facility and ignorance about the precautionary measures.

Except one BHU there is no major health facility available in the project affected area. At present the patients travel to Mansehra or Abbottabad cities for minor surgeries and other treatment. In case of emergency the residents' approach Balakot town which somehow is not economical. In addition to cost of treatment the patient has to bear the transportation cost. The community during the consultations demanded a hospital equipped with modern surgery equipment and located at an easily accessible place.

Therefore, it is recommended that a public sector hospital shall be established to serve the project affected and surrounding communities. This will help them reduce their expenses on health.

- **Equipment, Furniture and fixture for schools and hospital**

The project will affect public infrastructure like schools and BHU which are planned to be relocated with the consensus of the affected community and stakeholders. In addition to cost of construction and land an amount of PKR. 20 million is allocated for the equipment, furniture and fixture of these public facilities. The hospital is expected to serve the project affected and surrounding communities. It is also proposed that it should be at a common place where all can access easily.

- **Recreational Park**

There is lack of recreational facilities in the project affected area and the community want the project to establish a recreational park for them in the nearby area so that children and families could spend their leisure time in the park.

Kaghan valley is an attractive and famous destination for the tourists and a large number of national and international tourists visit the area all around the year. A recreational park is proposed to be established near the project reservoir, where all modern facilities are available, especially children play ground, restaurant and boating facilities. By developing this facility more tourists could be attracted in the area. Increased number of tourists will help the locals enhance their economy. It is proposed for the NGO to develop linkages of the affected communities with different stakeholders i.e., forest, wildlife, fisheries, tourism etc., so that they put their share in the development of this facility.

- **Construction of two bridges on river Kunhar**

The project has impact on two bridges situated on river Kunhar one at Paras and another at Bela Sacha. The affected two bridges are a source of communication between the riparian communities living on left and right banks of the river. Local pedestrian including elderly men and women, school children, use these bridges as a source of communication. Apart from the locals the tourists from all over the country use one of these bridges to reach Sharan (a famous lush green tourist destination).

It is proposed that before dismantling the existing facility PEDO ensure construction of the alternate bridge/s. In time construction of the bridge will help the affected communities maintaining their contact with each other. In addition, the construction of the bridge will save these communities from disintegration.

- **Construction of Roads and pathways**

One of the constraints in earning of livelihood for the surrounding areas is physical access between the villages and the main Bazar. Unpaved access roads within and between the villages and Bazar consume a lot of time and resources by thus negatively affecting the economy of the locals. It is anticipated that some of the existing roads will be used by the contractor. The APs during consultations and individual interviews mentioned that the existing main roads are in better condition so, the contractor needs to rehabilitate the roads during and after the construction works.

It is proposed that, the project shall refurbish the existing roads and build additional roads as these roads are used by the tourist during summer season and has direct effect on the livelihood of the affected communities. Because the locals earn from tourism. Some of the pathways at Mouza/settlement Bela Sacha and Takool are expected to be affected by the dam body. It is proposed that new pathways/access roads

need to be constructed for the affected communities. This will help the affected communities not only maintain their contact with their relatives but will help them access the local market with no trouble.

- **Institutional Framework**

In compliance with the commitments set out in the provincial legal framework, that emphasizes to launch a development incentive for the area, wherever hydropower or natural resources are explored. By thus PEDO as the project proponent will be responsible for implementation of the LRP. It is proposed that PEDO should allocate sufficient amount and resources for implementation of the LRP.

10.2 Community Livelihoods Restoration Components

- **Plan Strategy**

Restoring livelihoods means not only restoring incomes but also restoring capacity in relation to human, social, financial, natural and physical resources (or capital).

The Livelihood Restoration Plan (LRP) is designed to restore these resources both at the household level and at community (village) level, because the local resources have some limitations, therefore, external resources, technical assistance, financial resources and new physical resources need to be involved.

Diversification into non-agricultural occupations through vocational/skill training for the youth, and support to local microenterprises will create local jobs. LRP also pays attention to majority of relocated households with higher formal education levels move out of the area. If the proposed facilities were provided to the affected community, then it is expected that the educated lot of the community might stay back in their ancestral villages. Resettled households will not be able to recreate similar land use systems since they will move to higher grounds elevations' where less water and flat land is not available for crop fields and fruit orchards. They will have to adjust their farming practices. LRP's vision is to help households recreate or accelerate the transition towards more productive agriculture on the slopes, encouraging a marked development of home gardens and supporting development of small and large livestock integrated with agriculture. The old-style terrace cultivation and animal herding by the locals will be affected due to relocation and lack of terraced land in upper elevations. Thus, alternative livelihood after relocation must be explored since the skill training mainly focused on the limited scope of APs, namely, youth with at least completed primary education. Terraces will be developed on the slopes for growing crops. Appropriate technology for sustainable cultivation of sloped lands and growing of fruit orchards will be tested. Full use of the reservoir water body will be made for improving the aquatic resources, although the fishing resources are expected to decline in the downstream reaches after once the reservoir is operational.

Selection of livelihood sources will be encouraged, adopting an environment friendly path is critical not only for the environment but also for future livelihoods. Diversity of livelihood sources is currently high and this will be preserved consistent with the expressed local preferences.

In the approach of implementation, an early start is key to the success of LRP. Independent technical assistance combined with capacity building of local extension staff is need of the hour. All pre-project livelihood sources are recognized as feasible from a technical and marketing point of view.

Gender mainstreaming is a key strategy for promoting gender equity, and for ensuring that needs of the women are explicitly addressed in the decision-making process for the development activities. The LRP is also designed to contribute positively to poverty reduction within the affected area: employment opportunities for the poor during construction will be maximized, new crop fields and fruit production will be opened, and skill development training/vocational trainings, and access to non-farm employment will be provided.

Table 10.1: Proposed Livelihood Restoration Activities

Sector	Activity	Details of Activity	Comments, notes	Target Group	Selection Criteria
Agriculture and Livestock					

10.3 Implementation of CSR

Corporate Social Responsibility is an important component of the project. PEDO is engaged to reconstruct and re-establish the affected public infrastructure and even strive to add more to public/community infrastructure to facilitate the APs and those living in the corridor of influence of the project. The development of both community and public infrastructure and its outcome in the shape of social services comes under the Corporate Social Responsibility. When and where required a realistic and due budget will be allocated for the CSR activities. These activities will benefit the directly affected population and those living in the surrounding communities. The CSR activities are in addition to the LRP activities will be spread over a period of at least five years.

Hopefully the activities under the CSR initiative will be positively responded by the affected communities. PIU is advised to undertake needs assessment survey in order to identify further projects under the CSR. The needs assessment will be in conformity with this LRP to bring synergies and harmonize the activities. (Table-2) below shows proposed time line for construction of public infrastructure under CSR.

Table 10.2: Timeline of the CSR activities

S#	Activity	Proposed Time
1.	Higher Secondary Schools (One each for boys' and girls' students) and one primary school for girls	Construct and operate before dismantling of the existing building
2.	Hospital	Construct and operate before dismantling of the existing building
3.	Bridges	Construct and operate before dismantling of the existing bridges
4.	Recreation Park	During construction period of the dam
5.	Forest office	Construct the forest office before dismantling the existing office
6.	Revenue site office	Construct the revenue department site office before dismantling the existing office
7	Rehabilitation of existing and construction of new roads and path ways	During and after construction period

10.4 Eligibility

As per LAA-1894 only those who are the registered owners are entitled to compensation for land. Under the ADB standards, in addition to registered owners unregistered owners and users are also eligible for compensation. PEDO will equally treat registered and non-registered land and property owners and users. But the owner and user will prove their ownership from neighbors' and government officials that the affected asset belong to them or they are the users.

This allows all of the people affected by land acquisition are eligible to participate in livelihood restoration activities. APs whose land was acquired are eligible for LRP activities as well as for entitlements under this LRP. Eligibility will be verified by census data of all APs collected for the LARP. The Project has identified people as severely affected (APs that have lost 10 % or above of their land) during land acquisition. Eligibility is extended to each member of the AH, so they can all participate in the LRP activities. These APs will be prioritized for all livelihood restoration activities.

- The Project eligible APs include
- AHs with registered title or who have customary deed or traditional land rights as attested and verified by the local administration
- Tenants and share croppers' whether registered or not
- Registered and non-registered owners of buildings, crops, trees or other objects attached to the land
- APs losing business, income, and salaries because of the Project land and asset acquisition

- **Cut-off Date for Eligibility**

The cut-off date for eligibility is as defined in the Land Acquisition and Resettlement Plan (LARP), thus all those APs affected by land acquisition are eligible to participate in livelihood restoration activities. In case further land acquisition is required, the eligibility and the cut-off date for eligibility will be revised by PEDO and district administration based on principles defined in the LARP.

- **Entitlements**

It is certain that no monetary compensation will be paid as part of the livelihood restoration activities specified in this plan. All payments related to acquired land, lost crops and other assets are guided by the LARP, and are not in the scope of this LRP.

Severely affected APs who have lost more than 10 percent of their land will be prioritized for all activities included in this LRP. Priority APs are the target group for all activities and their needs and opinions will influence decisions on selection of trades of training, and timing of the course. In case the APs are accommodated and opportunities available then people from the surrounding areas could also be, accommodated in the trainings. However, it will be done with the consent of the APs and their representative committees.

- **LRP Monitoring and Reporting**

LRP monitoring will ensure that measures developed for compensation of lost assets due to the Project were effective in restoring APs' living standards and income levels. Further, it will help in the effectiveness of the GRM developed for the Project Subject to any changes occurred in the LRP procedures, the relevant monitoring indicators may be redefined, as and if required.

For the BHPP Project, PEDO's Environmental and Social Unit will undertake the LRP monitoring of the Project.

The monitoring and evaluation framework consists of three elements:

- Internal monitoring carried out by PEDO's Environmental and Social Unit;
- External monitoring undertaken by an independent consultant; and Monitoring of the BHPP will be initiated during the construction phase with assistance of supervision consultant. The monitoring will be ended with the completion of the project. The internal monitoring will focus on the following:
 - i To follow-up land acquisition process; meaning to ensure all APs, whose lands are acquired and/or assets affected, received compensation for their losses as per final LARPs.
 - ii To make sure that APs and timely and properly informed throughout the project implementation and GRM is accessible for all and the system is transparent and operational.
 - iii To keep close coordination with the local administration, PEDO and APs to resolve social problems and technical problems and to ensure Project Team overcomes the problems appropriately.
 - iv Management of resettlement impacts and implementation of this LRP and other resettlement planning documents will be monitored by PEDO and evaluated by an external party to ensure that APs' livelihoods and standards of living are at least restored and preferably improved.

Delivery of Entitlements	Entitlements disbursed, compared with number and category of losses set out in the entitlement matrix. Disbursements against timelines. allowances, according to schedule. Restoration of social infrastructure and services. Progress on income and livelihood restoration activities being implemented as set out in the income restoration plan, for example, utilizing replacement land, commencement of production, the number of the displaced persons trained in employment with jobs, microcredit disbursed, number of income-generating
---------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

	activities assisted. Affected businesses receiving entitlements, including transfer and payments for net loss resulting from lost business.
Consultations and Grievances	Have consultations taken place as scheduled including meetings, groups, and community activities? Has resettlement information been prepared and distributed? How many displaced persons know their entitlements? How many are aware if their entitlements have been received? Have any displaced persons used the grievance redress procedure? What were the outcomes? Have grievances been resolved? Was the social preparation phase implanted?
Participation	Number of general meetings (for both men and women) Percentage of women out of total participants Number of meetings exclusively with women Number of meetings exclusively with vulnerable groups Number of meetings at new sites Level of participation in meetings (of women, men and vulnerable groups)
Budget and Timeframe	Have all land acquisition and resettlement staff been appointed and mobilized on schedule for the field and office work? Have capacity building and training activities been completed on schedule? Are resettlement implementation activities being achieved against the agreed implementation plan? Are funds for resettlement being allocated to resettlement agencies on time? Have resettlement offices received the scheduled funds? Have funds been disbursed according to the resettlement plan? Has the social preparation phase taken place as scheduled? Has all land been acquired and occupied in time for implementation?
Livelihood and Income Restoration	No. of displaced persons under the rehabilitation programs (women, men, and vulnerable groups) No. of displaced persons who received vocational training (women, men, and vulnerable groups) Types of training and number of participants in each No. and % of displaced persons covered under livelihood programs (women, men, and vulnerable groups) No. of displaced persons who have restored their income and livelihood patterns (women, men and vulnerable groups) No. of new employment activities Extent of participation in rehabilitation programs Extent of participation in vocational training programs Degree of satisfaction with support received for livelihood programs % of successful enterprises breaking even (women, men and vulnerable groups) % of displaced persons who improved their income (women, men and vulnerable groups) % of displaced persons who improved their standard of living (women, men and vulnerable groups) No. of displaced persons with replacement agriculture land (women, men and vulnerable groups) Quantity of land owned/contracted by displaced persons (women, men and vulnerable groups) No. of households with agricultural equipment No. of households with livestock

It is better to carry out external monitoring via an experienced resettlement consultant on land acquisition and livelihood restoration. The tools for collection of data for the monitoring activity will include monthly and bi-annual progress/monitoring reports already prepared by the team of project management consultants (PMC) and PIU, annual reports until the construction phase of the Project is completed, records of individual interviews, public consultations and consultations held with other stakeholders.

By the end of each quarter the external monitor will submit a report wherein, he will mention the changes in living conditions of the APs who have been affected by the BHPP. He will also submit in his report any mitigation measure taken by the implementation staff and those responsible for the execution of the project. Gaps will be identified and how those gaps were filled by the GRC by using the mechanism given in the

GRM. Noted the potential adverse environmental and social impacts attributable to the Project the external monitor will report all of his/her observation and recommendations to BHPP in his due reports.

10.5 Recording Database of Activities

A database will be set up by PIU/PEDO and NGO for each Mouza/village, in order to record all CSR and LRP activities in the project affected villages. This record keeping will help PEDO in centralized monitoring of planned activities, planning of budget and its utilization. For a large project like BHPP this is crucial to set up a clear list of activities recording to deadline or schedule and the amount required to complete such activities. It will enable efficient resource allocation and better monitoring of activities.

The database will enhance transparency and will enable PIU/PEDO to monitor their activities in the project affected villages. In addition, this exercise will help making the annual report easier for the officials concerned. A template for maintaining database of CSR and LRP activities is attached as Appendix-B for consideration and guidance. The database will be updated at least once a month by the staff responsible for CSR and LRP activities.

- **Activities under CSR Initiatives**

Consultations provided information and a base for the activities proposed under the CSR. PEDO is committed in providing the community with opportunities to enhance their living standards and improve general infrastructure by creating a CSR initiative. Part of these activities is under the 'restoration' obligations such as roads, bridges, schools and hospital. These activities are to be undertaken in coordination with the local elders, district administration, concerned stakeholders and PEDO.

CSR activities do not form part of the LRP, however, there are overlaps and APs might tend to be confused about LRP and CSR initiatives. The LRP only contains livelihood restoration measures for people affected by land acquisition and dislocation.

10.6 Grievance Redress Mechanism (GRM)

The Pakhtunkhwa Energy Development Organization (PEDO) being carrying out the construction of Balakot Hydropower Development Project (300MW), in District Mansehra of Khyber Pakhtunkhwa (KP), Pakistan, as an Engineering, Procurement and Construction (EPC) Contract, through a proposed loan from Asian Development Bank (ADB) and Asian Infrastructure Investment Bank (AIIB).

The Balakot Hydropower Project (300 MW) is category "A" Project as per ADB safeguard criteria, for which a detailed Grievance Redress Mechanism (GRM) has been developed with the aim to mediate conflicts and response to complaints related to environment and social performance of the project. GRM also provide a forum to general public/community who might believe that they are adversely affected by the ADB/AIIB financed project.

The proposed GRM is consist of two-tier Grievance Redress Committees (GRCs) i.e., at village level and at Project level. In both the GRCs, the Project area community represented by the villager's nominated representatives. Having members based in the village, the village-level GRC is helpful in swift resolution of the grievance(s) without indulging in lengthy documentation/legal proceedings. The local participation further build local capacity in dispute resolution and decision-making and provide leadership support in the implementation of the Project.

Cases, which are not satisfactorily resolved or affected persons remain aggrieved, the case then forwarded to the Project-level GRC as the prime floor for resolution of the grievances.

However, if any disputant remains dissatisfied with the GRC decision/resolution the disputant can seek redress from a court of law.

- **Composition of Grievance Redress Committees**

Under the current arrangements, two village level GRCs have been formed i.e. One at Paras (Dam Site), and the other at Sangar (Powerhouse/Colony Site). Following is the composition of the Village and the Project level GRCs.

Table 10.3: Grievance Redress Committee at Paras (Dam Site)

S/No	Organization	Member
1	Pakhtunkhwa Energy Development Organization (PEDO)	Deputy Director Social & Resettlement (ChairPerson)
2	PEDO	Deputy Director Environment, and Gender (Member)
3	Revenue Department	Concerned Patwari (Member)
4	Dam Site Community	Person Nominated by the Community

Table 10.4: Grievance Redress Committee at Sangar

S/No	Organization	Member
1	PEDO	Deputy Director Social & Resettlement (ChairPerson)
2	PEDO	Deputy Director Environment, and Gender (Member)
3	Revenue Department	Concerned Patwari (Member)
4	Powerhouse/Colony Site Community	Person Nominated by the Community

Table 10.5: Grievance Redress Committee Project level

S/No	Organization	Member
1	PEDO	Project Director (Chair Person)
2	Revenue Department	LAC or LAC's Representative
3	Powerhouse/Colony Site Community	Two persons Nominated by the Community (One each from Dam and Powerhouse/ Colony Site Villages) *

*The community representation in the Project level GRC shall not be the same as that of the village level GRC.

- **GRC's Scope of Work**

The scope of work of the GRC include the following:

- The village GRC ensures that all grievances related to social and environmental issues are registered, formally recorded, reviewed, resolved and the concerned person is informed in a timely manner.
- The Project GRC monitor the working of the village GRC and work as a forum for appeal against the decision of the village GRC.
- GRC-at any level- not consider complaints related to the procurements or with any matters pending in the court of law.
- In resolving the disputes, the GRCs take into consideration the following:
 - Merit of the complaints/case received for consideration;
 - Evidences to take a decision on the complaint;
 - Witness statements;
 - Plausibility of the case in the light of related project activity;
 - Applicable laws, environmental guidelines of Pakistan, initial environmental examination and environmental review document of the project, and ADB/AIIB environmental guidelines;
 - Observations made on the field; and
 - Available information on previous complaints of similar nature.

- **Orientation of GRC Members**

All GRC members attend a training and orientation meeting prior to commencement of their work. The training is provided by competent technical experts in social/resettlement and environmental management. The training addressed the policy aspects, compliance requirements, expectations of the community, and

need for rapport and communication with the affected communities, and finally need for independence and transparent views in dealing with grievances.

- Grievance Redress Procedure

Following procedure is adopted to resolve grievances received by the GRCs.

- Filing of Grievances to Village GRC

For grievances related to social and environmental safeguards, the aggrieved person (or their authorized representatives) may file a grievance with the village-level GRC in one of the following ways:

- i. Submit a written complaint to any member of the village GRC
- ii. Given the local cultural context, any aggrieved women may submit complaints to GRCs directly or through the head of the household.

For complaints registration, Complaint Registration Forms are available with the secretary of the village level GRCs and complaints are registered on Grievance Log.

- Hearing and Resolution of the Cases by Village GRC

The procedure for hearing and resolution of the complaint are follows.

- i. On receipt of a complaint:
 - Secretary of village GRC log the complaint in a register called Complaint Register.
 - Contact other members of the GRC to conduct a meeting within 10 calendar days of the logging of the complaint.
 - If needed, request the complainant or his/her representative to meet the Village GRC on the appointed date to discuss his/her complaint.
 - Prepare all the relevant information and document relevant to the complaint prior to the meeting and provide copies to all members.
- ii. The GRC meet on the appointed date during which it may:
 - Deliberate on the nature and circumstances of the complaint;
 - Investigate the complaint based on evidence provided by the complainant;
 - Meet with the complainant and other persons;
 - Visit the site; and
 - Take a decision.
- iii. If the GRC needs extra time to investigate or deliberate on the complaint, the secretary informs the complainant of the time when a decision is expected. In any case, all complaints shall be resolved within 30 calendar days of logging.
- iv. Once the complaint is resolved, the secretary document the decision and prepare full documentation on the process including minutes of meeting, photographs of visits, documents reviewed, and reasons of the decision.
- v. The GRC ensure that the complainant is fully informed of the decision and is also informed about his/her right to appeal to the Project GRC and to the court of law at any point.
- vi. In case follow-up action is required, the chairperson of the village GRC ensure that the actions are taken and are documented.

- Hearing and Resolution of the Cases by Project GRC

The procedure for hearing and resolution of the complaint by the Project GRC will be as follows.

- i. On receipt of a complaint from:

- Secretary of Project GRC request all the concerned documentation from the secretary of the concerned village GRC.
 - Contact other members of the Project GRC to conduct a meeting within 15 calendar days of the logging of the complaint to the Project GRC.
 - If needed, request the complainant or his/her representative to meet the Project GRC on the appointed date and place to discuss his/her complaint.
 - If needed, request the members of the village GRC to meet the Project GRC on the appointed date and place.
 - Prepare all the relevant information and document relevant to the complaint prior to the meeting and provide copies to all members.
- ii. The Project GRC meet on the appointed date during which it may:
- Deliberate on the nature and circumstances of the complaint;
 - Investigate the complaint;
 - Meet with the complainant and other persons;
 - Visit the site; and
 - Take a decision.
- iii. If the GRC needs extra time to investigate or deliberate on the complaint, the secretary informs the complainant of the time when a decision is expected. In any case, all complaints shall be resolved in 45 calendar days of logging with the Project GRC.
- iv. Once the complaint is resolved, the secretary document the decision and prepare full documentation on the process including minutes of meeting, photographs of visits, documents reviewed, and reasons of the decision.
- v. The GRC ensure that the complainant is fully informed of the decision and is also informed about his/her right to appeal to the court of law.
- vi. In case follow-up action is required; the chairperson of the Project GRC ensure that the actions are taken and are documented.

- GRM Related Information and Documentation

The PIU ensure that it receives copies of all complaints, meeting notices, decisions, and documentations related to proceedings of the village and Project GRCs.

The PIU maintain complete record of the complaints in a database or tabular form consisting of the following fields.

- i. Project name.
- ii. Village, union council, tehsil, and district.
- iii. Name of complainant.
- iv. Nature of complaint like environment (trees cutting, Noise, Dust, Waste, Air– Water–Soil Pollution etc.), social (damage to infrastructure, land, privacy, Favoritism/Nepotism issues, etc.), Gender (gender equality, empowerment, privacy etc.) and non-compliance to the Govt. /Donor provided guidelines.
- v. Date of logging of complaint with village GRC.
- vi. Date of first meeting of village GRC.
- vii. Information on members attended, number of meetings, meeting with complainant, and site visit.
- viii. Date of decision of village GRC.

- ix. Follow-up actions, responsibilities, and completion with dates.
- x. Date of logging of complaint with Project GRC.
- xi. Date of first meeting of Project GRC.
- xii. Information on members attended, number of meetings, meeting with complainant, and site visit.
- xiii. Date of decision of Project GRC.
- xiv. Follow-up actions, responsibilities, and completion with dates.
- xv. The PMU will prepare periodic report on the GRM reporting on, for example:
- xvi. Number of complaints received and resolved by village GRC, Project GRC and nature of complaint;
- xvii. The average time of it took to resolve the complaint; and
- xviii. The fraction to complaints that were resolved at the village GRC level.

Annexure-A

Training Courses available in the Institutes of District Mansehra

Sr. No	Types of Training
Conventional	
1	Accounting & Book Keeping
2	Accounting & Entrepreneurship
3	Agriculture Farm Assistant
4	Auto Electrician
5	Auto Mechanic (Diesel / Petrol)
6	AutoCAD Civil
7	Basic House Keeping
8	Beautician
9	Building Electrician & Solar PV Technician
10	Cardiac Tech
11	Civil Drafting with AutoCAD
12	Civil Surveyor
13	Computer Application & Office Professional
14	Cooking / Chef
15	Dialysis Tech
16	Dispenser
17	Dress Making
18	Farm Manager/Tunnel Farming
19	Fashion Design & Dress Making/ Tailoring
20	Fashion Designing/ Dress Making (06 months)
21	Front Office/ Restaurant Manager
22	General Electrician
23	Hand and Machine Embroidery
24	Handicrafts
25	Health & Safety Officer
26	Heating Ventilation, Refrigeration & Air Conditioning (HVACR)
27	Home Appliance Repair & Maintenance
28	Industrial Electrician
29	Lab Assistant
30	Medical and Nursing Assistant
31	Medical Lab Assistant
32	Motor Winder
33	Motorcycle Mechanic
34	P.S.V (HTV)
35	P.S.V (LTV)
36	Pattern Drafting & Cutting
37	Plumber / Pipe Fitter
38	Plumbing and Solar Water Heating technician
39	Plumbing with Solar Geezer Installation
40	Professional Food and Beverage Services
41	Radiographer

Sr. No	Types of Training
42	Receptionist/Front Desk Manager
43	Refrigeration & Air Conditioning
44	Sales Person
45	Social Media Marketing Specialist
46	Welder (TIG, SMAW, MIG, SAW)
High-Tech	
47	Advance Python Programming & Applications
48	Advance Survey (Civil Quantity) Techniques
49	Advanced AutoCAD with REVIT
50	Advanced Bioinformatics
51	Advanced programming/ Coding (Machine Learning; Data Mining)
52	Advanced Seed Production Techniques
53	Agriculture service provider (All in one)
54	Amazon Virtual Assistant
55	Applied Supply Chain Management
56	Artificial Intelligence (Machine Learning; Deep Learning)
57	Baking and Patisserie Arts
58	Beauty Therapy, Hair Styling and Skin Care
59	Big Data Analytic Technique
60	Bio Medical Technology
61	Certificate in Cyber Security
62	Certificate in IT (CIT) (Web Graphics & Mobile App Development)
63	Certificate in IT (CIT) (Web Software & Mobile Web Development)
64	Certificate in Office Management (Computer Applications and Official correspondence etc.)
65	Citrus Processing
66	Citrus Production
67	Cloud Computing
68	Computer Graphic Designer
69	Computer Graphics & Video Editing
70	Computer Networking
71	Computerized Accounting
72	Computerized Accounting (Peachtree; QuickBooks)
73	Creative Arts (Fine Arts)
74	Creative Arts (Miniature Painting)
75	Culinary Arts Chef De Partie
76	Culinary Arts Professional Cook
77	Cyber Security and Computer Forensics
78	Data Mining / Business Intelligence
79	Data Science (Data Engineering, Data Mining)
80	Database Administration (DBA Track)
81	Database Administration (DBA) (Oracle) (Track)
82	Digital Marketing and Search Engine Optimization (SEO)
83	Documentary & Film Making (Digital Broadcasting)
84	Documentary and Film Making (3D Makes or Digital Broadcasting)
85	Documentary/ Short Film Making

Sr. No	Types of Training
86	E-commerce
87	Fancy Craft (Advanced Bag & Pouch Making)
88	Fashion Stylist
89	Financial Accounting
90	Floriculture
91	Game Development and Modelling
92	Graphic Designing (Print Media)
93	Healthy Vegetable Seedling Production
94	High value & medicinal plants production technology
95	High-tech Automotive Technician
96	Hotel Management & Food Technologist
97	Hybrid Seed Production & Contract Farming
98	Image Processing and Computer Technician
99	Industrial Stitching Machine Operator
100	Interior Designing (3D)
101	Internet of Things (IOT) System Development and Applications
102	IT related Courses
103	Lab technician & lab attendant
104	Machine Learning /Deep Learning) Artificial Intelligence
105	Mobile Application Development Android
106	Multimedia and Graphic Designing
107	Networking and Cloud Computing Technologies
108	Professional Chef
109	Professional Culinary Certification
110	Professional Food & Beverage Certification
111	Professional Photography & Documentary Ad making
112	Programmable Logical Controller (PLC)
113	Project Management (PMP Certification Course)
114	Protected cultivation of vegetables (off-season)
115	Quality Control in Garments
116	Restaurant Manager
117	Telecom Rigger
118	Textile Designing
119	Tissue Culture
120	Tourism & Hospitality Management (Advanced)
121	Tourism & Hospitality Management (Level-v)
122	Trading Financial Markets
123	Travel and Tourism Manager Program
124	Turner Machinist
125	Vocational & IT Courses
126	Web and graphic Designing
127	Web Designing & Web Engineering

Annexure-B

Assessment of Training Institutes for Skills Training Program under Community Support and Development Program Balakot Hydro Power Project



1. Introduction

An Assessment of Training Institutes for Skills Training Program Under Community Support Development Program of Balakot Hydro Power Project have carried out under the directives of Livelihood Expert of CSDP-BHPP. A thorough investigation has been carried out through field visits of all the training institutes identified for the subject activity. Various skills were identified based on the requirements of local community for capacity building and achieve a high living standards. It is part of livelihood restoration plan in order to compensate local community for their sacrifices made due to dam construction activity. The local community has been severely affected and need compensations to ensure a sustainable livelihood. In response to such demands from local community PEDO introduced a training program in all the affected areas from dam construction for a sustainable human resource development of local community. Various training institutes and deliverable skills were identified for the skills training program. In order to assess the capacity and potential of all the identified training institutes needed to be carried out for the efficient and smooth performance of this skills training program. Detail of this survey is given below.

2. Assessment of Training Institutes

Table 1: Frontier Institute of Modern Sciences

Sr. No	Description	Details
1	Name of the Institution Public/Private sector	Frontier Institute of modern sciences private sector
2	Address	1. Main Shahra e Resham Ghazi Kot Township Mansehra 2. Main Shahra e Resham Dhangri chowk near Ansari Masjid Mansehra
3	Location village/Tehsil etc.	
4	Phone; line No. Cell No. Email ID.	0997302584 03411231411
5	Head of the Institution	Shazia Rafique
6	When established ? Registration ? with status /authority?	2007 TTB,BTE,KP Medical faculty, Pakistan Nursing Council, HERA, KMU Peshawar, Pharmacy council kp,
7	Rented or own building ?	Rented
8	Conditions of the building and allied facilities (wash rooms and DWSS etc. Air conditioning /heating arrangement?	good condition 1. 24 rooms , 12 washrooms 2. 22 rooms, 10 washrooms
9	Training Imparted to the men/women/ mixed ?	Mixed , only LHV, Nursing and Midwifery courses are separate
10	Nature of training delivered ? Duration of courses Enrollment average Shift Morning/Afternoon Eligibility criteria for admission in various training ?	Skills Development, first aid etc. 01year for Nursing assistant and pharmacy 50 to 100 in 02 years Diploma courses both SSC with Bio for 50% marks upto 30 nyears of age for Diploma in paramedics SSC science with 45% marks for Pharmacy
11	Teachers details	06 MBBS, 01 LHV,01 Staff Nurse, 01 Pharm D, 01 Physiotherapist,01 BDS , 01 English language teacher
12	Admission and monthly fee charged	02 Years Diploma First semester 50k, Second semester 35k,3rd semester 42k, 4th semester 42k. 01 year course 40k each semester
13	Training type and workshop exists Class room lecture/OJT and attachment with workshops as apprentices	Science Labs Practical Training in King Abdullah Hospital for 03 Months out of 01 year course
14	Certified training	TTB, Medical Faculty for diploma ,Nursing Council
15	Regularity Authority	Medical faculty, Pakistan Nursing Council ,HERA, KMU Peshawar, Pharmacy council kp.
16	Any other information	

Table 2: Govt. Politechnic Institute Mansehra

S.No	Description	Details
1	Name of the Institution Public/Private sector	Govt. Polytechnic Institute (GPI) Mansehra Public Sector
2	Address	Jail road Sajawal Shareef Mansehra
3	Location village/Tehsil etc.	Sajawal Shareef , Tehsil Mansehra
4	Phone; line No. Cell No. Email ID.	0997-540861, 0300-5954871 gpimansehra@gmail.com chanzeb67@gmail.com
5	Head of the Institution	Principal: Prof. Engr. Chan Zeb
6	When established?	1995 KP- TEVTA

S.No	Description	Details
	Registration? with status /authority?	
7	Rented or own building?	Own
8	Conditions of the building and allied facilities (wash rooms and DWSS etc. Air conditioning /heating arrangement?	good condition washrooms, water supply and drinking water facility yes
9	Training Imparted to the men/women/ mixed?	Men and Women on need basis
10	Nature of training delivered? Duration of courses Enrollment average Shift Morning/Afternoon Eligibility criteria for admission in various training?	03 years DAE (civil, electrical and electronics') 01 year DIT Short courses 06 and 03 months Morning/Afternoon SSC for : Civil/Land Survey Quantity Survey Auto CAD 2D,3D DIT Computer Applications Mobile Repairing Computer (software/Hardware) Graphic Designing Digital Marketing Free Lancing Computer Operator Office Automation Primary for : General Electrician
11	Teachers' details	Engineers (Master degree holders (lecturer, Asst. Professor, Jr. Instructors 16 visiting faculty 07 government employees
12	Admission and monthly fee charged	DIT 01 year 18000 06 months 24000/ course (admission, tuition fee, certification plus Training Material) 03 months 12000/ course
13	Training type and workshop exists Class room lecture/OJT and attachment with workshops as apprentices	Labs 20% theory 80% practical VC&JP(vocational counselor and job placement officer) for OJT
14	Certified training	TTB
15	Regularity Authority	KP-TEVTA
16	Any other information	will be pleased to furnish upon request

Table 3: Govt. Skills Development Centre Balakot

S.No	Description	Details
1	Name of the Institution Public/Private sector	Govt Skill Development Centre Balakot Public Sector
2	Address	Hassa Tehsil Balakot , Mansehra
3	Location village/Tehsil etc.	Hassa Balakot
4	Phone; line No. Cell No. Email ID.	0312-9736490 gsdcbalakot@gmail.com
5	Head of the Institution	Principal : Chanzeb
6	When established? Registration? with status /authority?	2008 Established by ILO then handed over to KP-TEVTA
7	Rented or own building?	Own

S.No	Description	Details
8	Conditions of the building and allied facilities (wash rooms and DWSS etc. Air conditioning /heating arrangement?	good condition washrooms, water supply and drinking water facility 03 washrooms for students 03 washrooms for staff
9	Training Imparted to the men/women/ mixed?	IT and computer related courses for women/mixed
10	Nature of training delivered? Duration of courses Enrollment average Shift Morning/Afternoon Eligibility criteria for admission in various training?	Skill based, short courses (competency based and assessment methodology) 01 year, 06 months and 03 months Enrollment average : 200-250 / year Morning (Afternoon on need basis) SSC for 01 year course Primary for 06 and 03 months course Computer Operator 06 months : middle 16 to 40 years of age General Electrician 06 months : middle Plumber 06 months : middle Machinist 06 months: middle Refegeration and Air Conditioning 06 months : middle Auto Electrician 06 months :middle Industrial Electrician 06 months : level 02 PLC 06 months : level 03/ DAE DIT 01 year (02 semester) : SSC
11	Teachers' details	trade instructors 07
12	Admission and monthly fee charged	Civil Surveyor 01 Year 2100/course DIT 01 Year 8400/ semester Auto Cad 03 months 3000/month Office Automation 03 months 3000/month Computer Operator 06 months 2600/course Electrician 06 months 2600/ course Dress Making(female) 2100/ course Beautician (female) 06 months 2100/ course Plumber 01 Year 2100/ course LTV (Driving) 02 months 10000/month Mobile Repairing 06 months 2100/ course Safety Officer 01 Year 3000/course
13	Training type and workshop exists Class room lecture/OJT and attachment with workshops as apprentices	Labs 20% theory 80% practical
14	Certified training	TTB
15	Regularity Authority	KP-TEVTA
16	Any other information	will be pleased to furnish upon request

Table 4: Govt. Technical and Vocational Centre (Boys) Mansehra

S.No	Description	Details
1	Name of the Institution Public/Private sector	Govt. Technical and Vocational Centre (Boys) Mansehra Public Sector
2	Address	Jail road Sajawal Shareef Mansehra
3	Location village/Tehsil etc.	Sajawal Shareef , Tehsil Mansehra
4	Phone; line No. Cell No. Email ID.	0997-540827, 0313-5362900
5	Head of the Institution	In charge Principal: Engr. Syed Ijlal Hussain
6	When established? Registration? with status /authority?	1991 TTB-KP through TEVTA

S.No	Description	Details
7	Rented or own building?	Own
8	Conditions of the building and allied facilities (wash rooms and DWSS etc. Air conditioning /heating arrangement?	good condition washrooms, water supply and drinking water facility yes
9	Training Imparted to the men/women/ mixed?	IT and computer related courses for women/mixed
10	Nature of training delivered? Duration of courses Enrollment average Shift Morning/Afternoon Eligibility criteria for admission in various training?	Skill based, short courses (competency based and assessment methodology) 06 months course , 03 months courses (project based only) Enrollment average : 100-150 / year Morning (Afternoon on need basis) Computer Operator 06 months : middle 16 to 40 years of age General Electrician 06 months : middle Plumber 06 months : middle Machinist 06 months: middle Refrigeration and Air Conditioning 06 months : middle Auto Electrician 06 months :middle Industrial Electrician 06 months : level 02 PLC 06 months : level 03/ DAE DIT 01 year (02 semester) : SSC
11	Teachers' details	trade instructors 07
12	Admission and monthly fee charged	06 months = 2650
13	Training type and workshop exists Class room lecture/OJT and attachment with workshops as apprentices	Labs 20% theory 80% practical Competency based training and assessment system, modular assessment and integrative assessment at the end of course by external examiner from TTB. VC&JP(vocational counselor and job placement officer) for OJT
14	Certified training	competency based certificate from TTB
15	Regularity Authority	KP-TEVTA
16	Any other information	will be pleased to furnish upon request

Table 5: Govt Technical and Vocational Centre (Women) Mansehra

S.No	Description	Details
1	Name of the Institution Public/Private sector	Govt. Technical and Vocational Centre (w) Mansehra Public Sector
2	Address	Jail road Sajawal Shareef Mansehra
3	Location village/Tehsil etc.	Sajawal Shareef , Tehsil Mansehra
4	Phone; line No. Cell No. Email ID.	0997-540864 , 0333-9191654 gtvcwmsr@gmail.com
5	Head of the Institution	Principal : Tasleem Akhtar Administrator: Hina Khan
6	When established? Registration? with status /authority?	1984 TTB-KP through TEVTA
7	Rented or own building?	Own
8	Conditions of the building and allied facilities (wash rooms and DWSS etc. Air conditioning /heating arrangement?	good condition washrooms, water supply and drinking water facility yes
9	Training Imparted to the men/women/ mixed?	Women only
10	Nature of training delivered? Duration of courses Enrollment average	Skill based, short courses (competency based and assessment methodology) 06 months course Enrollment average : 100-150 / year

S.No	Description	Details
	Shift Morning/Afternoon Eligibility criteria for admission in various training?	Morning (Afternoon on need basis) Dess making and embroidery : Primary 16 to 40 years of age Beautician : SSC/Middle 16 to 40 years of age
11	Teachers' details	Instructress Beautician ,Embroidery and Dress making instructress (04)
12	Admission and monthly fee charged	06 months = 2650
13	Training type and workshop exists Class room lecture/OJT and attachment with workshops as apprentices	Labs 20% theory 80% practical Competency based training and assessment system, modular assessment and integrative assessment at the end of course by external examiner from TTB.
14	Certified training	competency based certificate from TTB
15	Regularity Authority	KP-TEVTA
16	Any other information	will be pleased to furnish upon request

Table 6: Akbar Institute of Medical Sciences and Nursing College Mansehra

Sr. No	Description	Details
1	Name of the Institution Public/Private sector	Akbar Institute of Medical Sciences and Nursing College Private
2	Address	Mansehra Campus: Near Govt. Commerce College KKH Mansehra Reerh Campus: Near LRBT Hospital Balakot Road Reerh Gala Mansehra.
3	Location village/Tehsil etc.	Tehsil Mansehra
4	Phone; line No. Cell No. Email ID.	0997-392076 0314-9191194
5	Head of the Institution	Principal: Madam Nazia MD : Nazeer Ahmad
6	When established ? Registration ? with status /authority?	2021 KMU Peshawar, PMBC, Pharmacy Council, HERA
7	Rented or own building ?	Rented
8	Conditions of the building and allied facilities (wash rooms and DWSS etc. Air conditioning /heating arrangement?	good, 18 rooms. 15 washrooms all other facilities available
9	Training Imparted to the men/women/ mixed ?	Mixed
10	Nature of training delivered Duration of courses Enrollment average Shift Morning/Afternoon Eligibility criteria for admission in various training ?	Degree and Diploma Classes 04 years and 02 years 200-250 Morning Eligibility in Diploma: FSc with 45% marks up to 35 years of age
11	Teachers details	09 Nursing Lecturers, BDS 04,Pharma 02
12	Admission and monthly fee charged	5000/month for diploma classes
13	Training type and workshop exists Class room lecture/OJT and attachment with workshops as apprentices	Class rooms and labs King Abdullah Teaching Hospital and THQ Hospital Baffa
14	Certified training	Medical Faculty for Diploma
15	Regularity Authority	Medical Faculty, KMU Peshawar PMBC.
16	Any other information	

Table 7: Hope Institute Mansehra

Sr. No	Description	Details
1	Name of the Institution Public/Private sector	HOPE Institute Mansehra Private
2	Address	Phakwal Chowk Dub 02 Mansehra
3	Location village/Tehsil etc.	Mansehra City
4	Phone; line No. Cell No. Email ID.	0997 381114, 0314 9354344
5	Head of the Institution	Shahnawaz Ahmad
6	When established ? Registration ? with status /authority?	2016 BTE Peshawar, WSP world safety professionals
7	Rented or own building ?	Rented
8	Conditions of the building and allied facilities (wash rooms and DWSS etc. Air conditioning /heating arrangement?	fine , situated on first floor of a building 02 Halls,01 Computer lab, 01 classroom, 03 washrooms Available
9	Training Imparted to the men/women/ mixed ?	Mixed
10	Nature of training delivered Duration of courses Enrollment average Shift Morning/Afternoon Eligibility criteria for admission in various training ?	Short Courses of Chinese Language, English Language, IT and Safety 01 year, 06 months, 03 months, One week 150 - 200/ year Morning/evening SSC for: Languages, IT and Safety
11	Teachers details	Health safety and environment teachers 03 Chinese language teacher 01 English language teacher 02 IT Instructors 03
12	Admission and monthly fee charged	Safety: IOSH and NEBOSH one week training 30000 03 months training plus 100k DIT : 1000/month Computer Hardware/ software/applications 2000/month Amazon : 20-25k/month
13	Training type and workshop exists Class room lecture/OJT and attachment with workshops as apprentices	Computer Lab/ Class room Software House Abbottabad
14	Certified training	BTE Peshawar, TTB, STCS Smart Training Consultants Services
15	Regularity Authority	
16	Any other information	

Table 8: Mezban Institute of IT Education and Vocational Centre

Sr. No	Description	Details
1	Name of the Institution Public/Private sector	Mezban Institute of IT Education and Vocational Centre Private
2	Address	Vocational Institute: Mohallah Dabri Village Paras Hospitality Trainings: Mezban Hotel village Paras
3	Location village/Tehsil etc.	Village Paras Tehsil Balakot , Mansehra
4	Phone; line No. Cell No. Email ID.	0334-5589346
5	Head of the Institution	Bibi Saeeda
6	When established ? Registration ? with status /authority?	2022 NAVTTTC Mansehra Chamber of Commerce
7	Rented or own building ?	Hotel on Rent Vocational Institute Own Building
8	Conditions of the building and allied facilities (wash rooms and DWSS etc.	Good. 14 rooms with 15 washrooms in Hotel building 06 rooms and 04 washrooms in Vocational Centre building All other facilities available

Sr. No	Description	Details
	Air conditioning /heating arrangement?	
9	Training Imparted to the men/women/ mixed ?	Mixed , but separate arrangement on community/students demand
10	Nature of training delivered ? Duration of courses Enrollment average Shift Morning/Afternoon Eligibility criteria for admission in various training ?	Short courses of LTV Driving - jeep driving Culinary Arts - Chef, Pastries making, Bakery making Dress Making Computer Courses, IT Chinese Language Duration: 03-06 months Enrollment: 75-100 Morning/Evening Eligibility: Driving : Middle/Primary Culinary Arts : SSC Dress Making : Primary Chinese Language: SSC
11	Teachers details	IT/ Computer 02 Dress Making 01 Chef 02 Pastries and Bakery 02 Driving LTV/HTV 02
12	Admission and monthly fee charged	Culinary Arts 20k/month Dress Making 8000./month IT 5000/month Driving 14k /month
13	Training type and workshop exists Class room lecture/OJT and attachment with workshops as apprentices	Theory and practice where 80% focus on practice Computer and Dress making workshops available MoU with hotels and restaurants
14	Certified training	NAVTTTC
15	Regularity Authority	NAVTTTC
16	Any other information	

Table 9: National Institute of Modern Languages Mansehra

Sr. No	Description	Details
1	Name of the Institution Public/Private sector	National Institute of Modern Languages NIML Mansehra Private
2	Address	Opposite Syed Ahmad Shaheed college , near shell pump Mansehra
3	Location village/Tehsil etc.	Mansehra city , Tehsil Mansehra
4	Phone; line No. Cell No. Email ID.	0997 392070, 0341 8568428 info@nimlmansehra.com
5	Head of the Institution	Shams ur Rahman
6	When established ? Registration ? with status /authority?	2011 BTE Peshawar, OSHA US,IOSH UK
7	Rented or own building ?	Rented
8	Conditions of the building and allied facilities (wash rooms and DWSS etc. Air conditioning /heating arrangement?	fine , situated on the first floor of a commercial plaza with 06 rooms, 02 washrooms. drinking water facility heating facility on need basis
9	Training Imparted to the men/women/ mixed ?	mixed for DIT , for languages there is separate classes for male and female
10	Nature of training delivered ? Duration of courses Enrollment average	Skills development short courses of 1. English, Chinese, German and Arabic languages along with IELTS.

Sr. No	Description	Details
	Shift Morning/Afternoon Eligibility criteria for admission in various training ?	2. DIT, Computer short courses related to hardware and software, Digital Marketing, Amazon, Daraz and Freelancing etc. 3. Civil survey Duration of courses. 01 year, 06 months , 02 months for Amazon Virtual Assistant Enrollment ; 250 to 300/year Shifts. Morning /afternoon and night shift for online international students Eligibility; SSC for languages , DIT and amazon intermediate for civil survey
11	Teachers details	03 language teachers, IT and computer instructors 05 and 01 instructor for surveyor courses.
12	Admission and monthly fee charged	Chinese Language 5000/month including admission etc. English language 3000/month Amazon Virtual Assistant 9000/month DIT . 2000/month
13	Training type and workshop exists Class room lecture/OJT and attachment with workshops as apprentices	Computer and safety labs 20% theory 80% practice online internship opportunity in ZOSTO for Digital marketing, amazon etc.
14	Certified training	TTB,BTE, Institutes own certificate for few courses like Amazon and digital marketing etc.
15	Regularity Authority	TTB,BTE
16	Any other information	

Table 10: Pakistan Bait ul Mal Women Empowerment Centre Mansehra

Sr. No	Description	Details
1	Name of the Institution Public/Private sector	Pakistan Bait ul Mal Women Empowerment Centre Mansehra Public
2	Address	Near Sang e Paras CNG Main Shahra E Resham Mansehra
3	Location village/Tehsil etc.	Mansehra City
4	Phone; line No. Cell No. Email ID.	0997-304033, 0345-6099014 pbmwec.man@gmail.com
5	Head of the Institution	Sajeela Bibi - Incharge WEC
6	When established ? Registration ? with status /authority?	2006 Pakistan Bait ul Mal, NAVTTC
7	Rented or own building ?	Rented
8	Conditions of the building and allied facilities (wash rooms and DWSS etc. Air conditioning /heating arrangement?	06 Rooms 03 Washroom All facilities available
9	Training Imparted to the men/women/ mixed ?	Women Only
10	Nature of training delivered Duration of courses Enrollment average Shift Morning/Afternoon Eligibility criteria for admission in various training ?	IT Basics, Dress Designing, Hand Embroidery, Beautician 06 Months 200/year Morning SSC for IT Primary/Middle for Dress Making, Hand Embroidery etc.
11	Teachers details	IT 01 Vocational 05
12	Admission and monthly fee charged	Free of Cost
13	Training type and workshop exists	Computer Lab, Workshops, Class rooms 20% theory 80% practice

Sr. No	Description	Details
	Class room lecture/OJT and attachment with workshops as apprentices	
14	Certified training	PBM- Pakistan Bait ul Mal, NAVTTC
15	Regularity Authority	PBM.
16	Any other information	

Table 11: Ready-made Garments Centre Balakot

Sr. No	Description	Details
1	Name of the Institution Public/Private sector	Ready-made Garments Centre Talhatta Balakot Private
2	Address	Village Talhatta Balakot
3	Location village/Tehsil etc.	Talhatta tehsil Balakot Distt. Mansehra
4	Phone; line No. Cell No. Email ID.	0346-6045908, 0317-5913639
5	Head of the Institution	In charge Miss Farhat Naz
6	When established ? Registration ? with status /authority?	2010 TTB, Small Industries
7	Rented or own building ?	Own
8	Conditions of the building and allied facilities (wash rooms and DWSS etc. Air conditioning /heating arrangement?	Good , 03 rooms, 02 washroom All facilities Available
9	Training Imparted to the men/women/ mixed ?	Women Only
10	Nature of training delivered Duration of courses Enrollment average Shift Morning/Afternoon Eligibility criteria for admission in various training ?	Short Courses of Dress Making, Embroidery and Knitting 06 Months 50/Year Morning/Evening Primary/Middle 18 to 40 years of age
11	Teachers details	Dress Making Instructors 02
12	Admission and monthly fee charged	Free from NAVTTC, If Calculated all the expenses it may fall 8000/month for Dress Making per student
13	Training type and workshop exists Class room lecture/OJT and attachment with workshops as apprentices	Workshop NAVTTC and Small Industries Department has their own program of internship and job placements
14	Certified training	NAVTTC
15	Regularity Authority	NAVTTC and Previously with Small Industries Department
16	Any other information	

Table 12: Skills Valley Mansehra

Sr. No	Description	Details
1	Name of the Institution Public/Private sector	Skills Valley Mansehra Campus Private
2	Address	Near Nisar Park Dara , Tehsil Mansehra
3	Location village/Tehsil etc.	Dara, Mansehra
4	Phone; line No. Cell No. Email ID.	0314 5464412
5	Head of the Institution	Syed Basharat Hussain / Campus Incharge
6	When established ? Registration ? with status /authority?	2018 TTB , NAVTTC
7	Rented or own building ?	Rented

Sr. No	Description	Details
8	Conditions of the building and allied facilities (wash rooms and DWSS etc. Air conditioning /heating arrangement?	02 class room, 02 labs kitchen and Baking 01 workshop for Hotel Management Yes
9	Training Imparted to the men/women/ mixed ?	Mixed
10	Nature of training delivered ? Duration of courses Enrollment average Shift Morning/Afternoon Eligibility criteria for admission in various training ?	Skills based short courses of Culinary Arts : chef, pastries making, bakery Hotel Management courses Duration: 03-06 months Enrollment: 100-150 Morning/evening SSC 18-40 years of age
11	Teachers details	01 teacher/instructor for each trade of Chef, Pastries making, bakery, hotel management
12	Admission and monthly fee charged	60k / 03 months course 120k/06 months course
13	Training type and workshop exists Class room lecture/OJT and attachment with workshops as apprentices	class rooms lectures and tuition along with practice MOU with various Hotels and restaurants
14	Certified training	NAVTTTC, TTB, Institutes own certificate
15	Regularity Authority	NAVTTTC
16	Any other information	

Table 13: Trends Setter Technical College Mansehra

Sr. No	Description	Details
1	Name of the Institution Public/Private sector	Trends Setter Technical College Mansehra Private
2	Address	Balakot Bypass Road Near Shahnawaz Chowk Mansehra
3	Location village/Tehsil etc.	Mansehra
4	Phone; line No. Cell No. Email ID.	0997-382855, 0301-8143626
5	Head of the Institution	Principal Asst. Prof. Salah ud Din
6	When established ? Registration ? with status /authority?	2007 BTE,TTB,TEVTA,SDC- Skills Development Centre Peshawar
7	Rented or own building ?	Rented
8	Conditions of the building and allied facilities (wash rooms and DWSS etc. Air conditioning /heating arrangement?	16 Rooms, 04 Washroom All Facilities available
9	Training Imparted to the men/women/ mixed ?	Mixed, Separate on need basis
10	Nature of training delivered ? Duration of courses Enrollment average Shift Morning/Afternoon Eligibility criteria for admission in various training ?	Diploma and short courses Short courses: Civil Survey, Quantity Survey, Safety, Draftsman, Computer Applications, Auto CAD, Dress Making, Electrician, Auto mechanics, Welder, Plumber. Duration: 06 months Enrollment : 100-150 SSC for technical Middle for Vocational Short Courses
11	Teachers details	Civil, Electrical and Vocational Instructor 15
12	Admission and monthly fee charged	24000/ 06 months course
13	Training type and workshop exists	Labs, workshops

Sr. No	Description	Details
	Class room lecture/OJT and attachment with workshops as apprentices	Internship opportunities in various industries
14	Certified training	TTB,BTE , SDC
15	Regularity Authority	TEVTA
16	Any other information	

Table 14: Umeed e Sahar Hospitality Institute Mansehra

Sr. No	Description	Details
1	Name of the Institution Public/Private sector	Umeed e Sahar Hospitality Institute Private
2	Address	Swati Mohallah, Butdariyan ,Tehsil Mansehra
3	Location village/Tehsil etc.	Mansehra City, Tehsil Mansehra
4	Phone; line No. Cell No. Email ID.	0349 7903309, 0316 5923354
5	Head of the Institution	Shahzad Gul
6	When established ? Registration ? with status /authority?	2021 TTB
7	Rented or own building ?	Rented
8	Conditions of the building and allied facilities (wash rooms and DWSS etc. Air conditioning /heating arrangement?	Good condition situated within residential streets 07 rooms, 04 washroom Drinking water available heating available on need basis
9	Training Imparted to the men/women/ mixed ?	Mixed
10	Nature of training delivered Duration of courses Enrollment average Shift Morning/Afternoon Eligibility criteria for admission in various training ?	Short Courses in Hospitality and hotel management 06 months duration 25/course Morning / evening Intermediate with no age limit
11	Teachers details	Hospitality Sector Experts , Total 09
12	Admission and monthly fee charged	10000/month of 06 months course
13	Training type and workshop exists Class room lecture/OJT and attachment with workshops as apprentices	03 months theory, 01 months practice, 02 months Industry visits
14	Certified training	TTB, NAVTTC
15	Regularity Authority	TTB/NAVTTC
16	Any other information	

Table 15: Pakistan Handicrafts Centre Balakot

Sr. No	Description	Details
1	Name of the Institution Public/Private sector	Pakistan Handicrafts Centre Balakot Private
2	Address	Village Butsing Garhi Habib ullah , Balakot
3	Location village/Tehsil etc.	Garhi Habibullah , Tehsil Balakot
4	Phone; line No. Cell No. Email ID.	0312-9839654 Humairag949@gmail.com
5	Head of the Institution	Humaira Gul
6	When established ? Registration ? with status /authority?	2014 Chamber of Commerce Abbottabad
7	Rented or own building ?	Own

Sr. No	Description	Details
8	Conditions of the building and allied facilities (wash rooms and DWSS etc. Air conditioning /heating arrangement?	Good, Stock room 01, Production room 01, Training Hall 01 Washroom 02 All facilities available
9	Training Imparted to the men/women/ mixed ?	Women only, also working with Differently abled male persons in another building
10	Nature of training delivered ? Duration of courses Enrollment average Shift Morning/Afternoon Eligibility criteria for admission in various training ?	Short courses of Handicraft – Kashmiri Gaba work, Dress Making, Canvas and Fabric Painting, Decoration pieces, key rings, bed sheets, carpets pieces, shoulder bags, school bags, Grocery bags, pouches, dining table mats and bed sheets etc., Dress Making. Duration: 06 months, 03 months Enrollment: 50-60/year Morning/Evening Eligibility: Primary or below
11	Teachers details	Embroidery Instructor 02 Stitching instructor 03 Dress Making Master 01
12	Admission and monthly fee charged	8000-10000/month
13	Training type and workshop exists Class room lecture/OJT and attachment with workshops as apprentices	Workshop and training hall Can develop contacts with different industries
14	Certified training	Own certificate or project based
15	Regularity Authority	-
16	Any other information	

Table 16: Ghulam Ghaus Hazarvi Institute of Technology Mansehra

Sr. No	Description	Details
1	Name of the Institution Public/Private sector	Ghulam Ghaus Hazarvi Institute of Technology Mansehra Private
2	Address	Near Khaki Bridge Oghi Road Mansehra
3	Location village/Tehsil etc.	Bherkand near Khaki Bridge Oghi Road Tehsil Mansehra.
4	Phone; line No. Cell No. Email ID.	0316-8803828 hazarvicollege@gmail.com
5	Head of the Institution	Faisal Riaz
6	When established ? Registration ? with status /authority?	2011 TTB, BTE, TEVTA, Skill Development Council Peshawar
7	Rented or own building ?	Own
8	Conditions of the building and allied facilities (wash rooms and DWSS etc. Air conditioning /heating arrangement?	Good, 24 rooms and 14 washrooms. All facilities available
9	Training Imparted to the men/women/ mixed ?	Separate for Men and Women
10	Nature of training delivered ? Duration of courses Enrollment average Shift Morning/Afternoon Eligibility criteria for admission in various training ?	Short courses in General Electrician, Plumber, and Welder, IT and Computer hardware/software and applications. 03 months, 06 months 200-250 Morning/Evening SSC for IT and Computer courses Middle/SSC for Electrician Middle/Primary for Plumber and welder
11	Teachers details	Electrician 04

Sr. No	Description	Details
		Plumber 02 Welder 02 IT/Computer 03
12	Admission and monthly fee charged	4000/month
13	Training type and workshop exists Class room lecture/OJT and attachment with workshops as apprentices	Computer Lab Electrician and Welding workshop Industries MoU
14	Certified training	TTB, SDC Peshawar
15	Regularity Authority	TEVTA
16	Any other information	

Table 17: Hazara University Mansehra

S.No	Description	Details		
1	Name of the Institution Public/Private sector	Hazara University, Mansehra Public Sector University		
2	Address	Hazara University, Mansehra, Pakistan		
3	Location village/Tehsil etc.	Village Dhodial, Tehsil Mansehra, District Mansehra		
4	Phone; line No. Cell No. Email ID.	00923449584797		
5	Head of the Institution	Prof. Dr. Mohsen Nawaz Vice Chancellor, Hazara University, Mansehra, Pakistan		
6	When established? Registration? with status /authority?	Hazara University Act 1997 Khyber Pakhtunkhwa Provincial Assembly Higher Education Commission (HEC), Pakistan recognized Public Sector University.		
7	Rented or own building?	Own Building		
8	Conditions of the building and allied facilities (washrooms and DWSS etc. Air conditioning /heating arrangement?	Facility	Condition/Description	Details
		Building Structure	Modern and well-maintained architectural design, ensuring safety, durability, and aesthetic appeal.	State-of-the-art design, compliant with National and international standards.
		Classrooms and Lecture Halls	Spacious, well-ventilated, and equipped with multimedia and boards.	Best in the region, facilitating an enhanced learning environment.
		Library Facilities	Comprehensive digital and physical resources, equipped with modern seating and study areas.	Resourceful libraries of the region.
		Laboratories and Research Facilities	laboratories with the latest equipment and technology for research.	Leading facilities in the region for academic and research excellence.
		Washrooms	Hygienic and regularly maintained washrooms across the campus.	Exemplary cleanliness and maintenance, ensuring comfort and health for all users.
		Drinking Water Supply System (DWSS)	Filtered, safe drinking water is available at multiple accessible points across the campus.	Ensures health and safety standards, contributing to the well-being of students and staff.
		Air Conditioning/ Heating Arrangement	Air conditioning is not necessary because of the weather in the region. Heating provided on-demand	Ensure a comfortable environment in all seasons.

S.No	Description	Details		
		Auditoriums and Conference Rooms	Equipped with AV technology and comfortable seating for large gatherings.	Among the best in the region, suitable for trainings, conferences, and events.
		Sports and Recreational Facilities	Comprehensive sports facilities with modern equipment, fields, and indoor facilities.	Best sports facilities in the region, promoting physical well-being and extracurricular activities.
		IT Infrastructure	High-speed internet, modern computer labs, and advanced software are accessible to all students and faculty.	Cutting-edge IT facilities, ensuring digital learning and research capabilities are unmatched.
9	Training Imparted to the men/women/ mixed?	Men Women and Mixed		
10	Nature of training delivered? Duration of courses Enrollment average Shift Morning/Afternoon Eligibility criteria for admission in various training?	<p>Nature of Training Delivered Hazara University has offered a diverse range of academic and training programs designed to meet the needs of different sectors. These programs focus on areas such as:</p> <ol style="list-style-type: none"> Information Technology and Software Development Entrepreneurship and Business Management Healthcare and Allied Services Engineering and Technical Skills Language Proficiency and Communication Skills Environmental and Social Sciences <p>These training programs are developed in close collaboration with industry experts to ensure that they are up-to-date with the latest trends and requirements.</p> <p>Duration of Courses The training programs are normally structured to offer flexibility, with course durations ranging from 3 to 6 months. This allows participants to choose a training program that best fits their schedule and career aspirations.</p> <p>Enrollment Average The average enrollment for each training course is traditionally between 30 to 50 participants per batch. This number allows for a personalized learning experience while also fostering a collaborative environment where participants can benefit from peer interactions.</p> <p>Shift (Morning/Afternoon) To accommodate the diverse schedules of participants, we offer courses in both morning and afternoon shifts. This ensures that professionals, students, and other learners can find a time slot that suits their commitments.</p> <p>Eligibility Criteria for Admission Eligibility criteria for admission to the various training programs vary depending on the nature of the course. However, general requirements will include:</p> <ul style="list-style-type: none"> Educational Background: A minimum qualification of a high school diploma or equivalent for basic courses. Advanced courses may require a bachelor's degree or relevant professional experience. Professional Experience: Certain specialized courses may require prior work experience in a related field. Language Proficiency: Proficiency in English or Urdu, depending on the language of instruction. Technical Aptitude: For technical courses, a basic understanding of relevant tools or technologies may be required. 		
11	Teachers' details	Auto Cade (Computer) 07 Master Chef/ Cooking Tourism Hoteling/ Housekeeping/Hotel management		

S.No	Description	Details	
		Traveling 08	
		Computer (software/Hardware)	
		DIT/Computer courses	
		Computer applications 10	
		Amazon virtual assistant 01	
12	Admission and monthly fees charged	Handicraft/Embroidery 09	
		Pharmacy 01	
12	Admission and monthly fees charged	To be decided based on the course duration and nature of the course contents 01 credit hour =Pkr 1000 Theory =02 credit hours/week Practical 01credit hour/week	
13	Training type and workshop exists Classroom lecture/OJT and attachment with workshops as apprentices	Course	Facilities Available
		AutoCAD (Computer)	Computer Labs: High-performance workstations with the latest AutoCAD software installed.
			Design Software: Access to industry-standard design tools such as AutoCAD, Revit, and 3ds Max.
			Multimedia Classrooms: Equipped with projectors and digital boards for interactive learning.
			Plotters and Printers: For printing large-scale architectural designs and plans.
			Faculty Expertise: Instructors with professional experience in architecture and digital design.
		Master Chef/Cooking	Training Kitchens: Fully equipped with commercial-grade ovens, stoves, and cooking utensils.
			Food Preparation Areas: Separate stations for meat, vegetable, and bakery preparation.
			Culinary Tools: Access to professional kitchen tools, including mixers, blenders, and sous-vide machines.
			Food Safety Equipment: Tools for ensuring hygiene, including sanitizers, temperature control systems, and HACCP guidelines.
			Dining Setup: Facilities for plating, presentation, and serving practice.
		Hoteling/Housekeeping/Hotel Management	Guest Chefs: Workshops and guest lectures from renowned chefs.
			Simulated Hotel Environment: Training rooms designed to mimic hotel front desk, housekeeping, and guest service areas.
			Housekeeping Labs: Equipped with the latest cleaning equipment, linens, and room setup tools.
			Hospitality Software: Access to Property Management Systems (PMS) like Opera and Fidelio.
			Dining Areas: Training facilities for food and beverage service, including setup and etiquette.
		Computer (Software/Hardware)	Industry Partnerships: Collaborations with local hotels for internships and practical exposure.
			Conference Rooms: Facilities for event management training.
			Hardware Labs: Workstations equipped with components for building, assembling, and troubleshooting computer systems.
			Networking Labs: Facilities with routers, switches, and other networking equipment for hands-on learning in network setup and management.
			Software Development Tools: Access to IDEs, version control systems, and development platforms.
			Server Rooms: Facilities for learning about server setup, maintenance, and security.
			Technical Support Resources: Access to technical documentation, online forums, and industry certifications.

S.No	Description	Details	
		DIT/Computer Courses	General Computer Labs: Well-equipped labs with internet access and the latest software for programming, database management, and web development.
			Programming Tools: Access to multiple programming languages and development environments.
			Database Systems: Software for managing and developing databases, including SQL servers.
			Networking Equipment: Basic networking tools for setting up small networks and troubleshooting.
			Online Learning Platforms: Resources for self-paced learning and practice.
		Computer Applications	Application Labs: Equipped with business and productivity software such as Microsoft Office, Adobe Suite, and specialized applications for engineering and design.
			Multimedia Tools: Access to video editing, graphic design, and presentation software.
			Simulation Software: Tools for creating simulations in business, engineering, and other fields.
			Project Labs: Facilities for group projects and collaborative learning.
			Training Modules: Pre-installed tutorials and guides for self-paced learning.
		Amazon Virtual Assistant	E-Commerce Labs: Computer labs with high-speed internet for accessing and managing Amazon seller accounts.
			Training Modules: Access to courses and materials on Amazon product listing, customer service, and order management.
			Software Tools: Tools for product research, keyword optimization, and competitive analysis.
			Communication Tools: Resources for managing customer interactions, including email templates and CRM software.
			Mock Scenarios: Role-playing setups for practicing virtual assistant tasks in a controlled environment.
		Handicraft/Embroidery	Art Studios: Equipped with sewing machines, embroidery hoops, and other textile tools.
			Material Resources: Access to a variety of fabrics, threads, and embellishments.
			Design Software: Tools for creating and modifying embroidery patterns digitally.
			Workshops: Space for hands-on training in traditional and modern embroidery techniques.
			Cultural Resources: Library access to books and materials on traditional handicrafts and design.
		Pharmacy	Pharmaceutical Labs: State-of-the-art laboratories equipped with chemical testing equipment, analytical instruments, and formulation tools.
			Dispensary Training: Simulated pharmacy environments for training in dispensing and patient counseling.
			Research Facilities: Access to research labs for drug development and pharmaceutical analysis.
			Biological Testing Facilities: Labs equipped for microbiological testing and quality control.
			Clinical Training: Partnerships with local hospitals and clinics for practical exposure.
			Library Resources: Access to pharmaceutical journals, drug databases, and research publications.
14	Certified training	HU, TTB	
15	Regularity Authority	Higher Education Commission (HEC), Pakistan	

S.No	Description	Details
		Higher Education Archives & Libraries Department, Government of Khyber Pakhtunkhwa
16	Any other information	<p>Hazara University, while lacking the specialized personnel and laboratories required for hands-on training in fields</p> <ul style="list-style-type: none"> • Auto Mechanic • Electrician • Driving • Safety • Nursing • Veterinary • Beautician • Dairy farming • Machine operator (crane, dozer, excavator etc) • Motor mechanic • Auto electrician • Motorcycle mechanic • Dialysis technician • Mobile repairing • Surveyor <p>However it possesses ample physical space and classrooms that can be utilized to conduct theoretical instruction and partner with external experts and institutions to deliver comprehensive, practical training.</p>

Annexure-C

Agreement (Terms of Collaboration) for the STP

The BHPP, PEDO, Government of KP (GoKP) with the funding of ADB, is going to launch a Skill Training Programme (STP) for the affectees (men and women) of the dam as part of Community Support and Development Programme (CSDP). The main objective of this Programme is to provide various skills to the affectees of the dam to enable them to improve/restore their incomes.

In this regard (mention name of the Training institution)..... has been chosen to provide skill training to the nominated candidates of the affected villages. For this purpose, an agreement (terms of collaboration) is hereby signed with the following conditionalities.

- i. The list of the interested persons with detailed information is attached. The nomination of these persons is based on the resolution passed by the Village committee concerned.
- ii. The training institution has to ensure that these candidates fulfill the required admission criteria.
- iii. The institution will run this STP as part of its regular Programme.
- iv. Since the skill training is being managed for the affectees of the dam, therefore, the institution has to allocate its seats on priority basis.
- v. The approved curriculum of the concern training course has to be adhered to.
- vi. The list shows the portfolio of skills selected by the candidates.
- vii. As per policy of the BHPP, duration of these skill training will be maximum up to six months.
- viii. The training shall be nonresidential.
- ix. The fee of the courses would be paid by BHPP/PIU on monthly/quarterly basis for which bill of the training institution would be needed.
- x. The admitted persons shall be paid stipend / conveyance allowance by the PIU.
- xi. The nominated persons for the skill training Programme shall have to observe normal standards and required terms and conditions of the institute.
- xii. The staff of the CSDP and PIU will monitor the Programme with respect to regularity in attendance and quality of training.
- xiii. The institution will provide the monthly progress report to CSDP/PIU whenever it is required.
- xiv. Award of completion certificate of the training courses is essential.
- xv. It is mandatory that the institution will provide post training support for the start of self-employed businesses or in seeking suitable job.
- xvi. In case of any dispute, the institution and PIU shall jointly adopt the arbitration process to do trouble shooting as per prevailing law of arbitration.
- xvii. Both the parties will maintain closed cooperation for the sake of betterment of the STP.
- xviii. This agreement can be modified on mutual consent on needs basis.

On behalf of the Institution;	On behalf of PIU BHPP;
Signatures	Signatures
Name and Designation	Name and Designation
CNIC	CNIC
Witness	Witness
Name & Signatures	Name & Signatures
CNIC	CNIC
Designation	Designation
Dated	Dated

Annexure-D

Strategy for Implementation of Skills Training Program

Background;

As a result of the construction of 300 MW BHPP, a total number of 3,999 HHs have been displaced/affected, due to acquisition of their agri/barren land, surrendering of houses structures with land and fore going other sources of livelihood. As part of the mitigations measures to address adverse affects on the livelihood of local population, the PEDO (sponsors) and ADB (funders) of the dam have planned a Skill Training Programme (STP) for these affected HHs. The broader objective of this Programme will be to improve the capacity of the affected HHs to enhance the opportunities of income and employment.

Objective of the STP;

The main objective of this STP is to enable the affectees of the dam to acquire basic technical and managerial skills of various income generating activities, and to address the adverse effects on the lives of the people residing around the dam. For this purpose, the authorities of the dam have hired services of an NGO, which will design and implement STP.

Formation of Monitoring Committee

For implementation of STP, Two Monitoring Committees (PMC) are suggested be formed at the project level. One PMC for the women STP and the other for men STP. The composition of these PMCs would be as under;

- 1) One member from the male or female VC as the case may be (as member)
- 2) Representative (male or female) from the CS/DP JV (as member)
- 3) Representative (male or female) from BHPP (as Chairperson)

The PMCs will be responsible for;

- I. Selection of Training Institutes located in Mansehra district or located outside of the district.
- II. Signing of the ToC with the selected training institutes.
- III. Selection and admission of trainees as per the notified criteria of the training institutes and within the provision of available training portfolio/ resources.
- IV. Approval of stipend/ conveyance allowance/ or other expenses payable to the trainees on roll.
- V. Approval of payment of fees to the training institutes.
- VI. Resolution of conflicts among all stakeholders such as project, trainees, and the training institutes etc.
- VII. Ensuring the qualitative standards of the training Programme.
- VIII. Creating linkages of passed out trainees with the financial institutes and other organizations rendering services for promotion of enterprises/businesses using the learnt skills.
- IX. Monitoring of the trainees and training institutes and their reporting.
- X. Any other tasks assigned by the BHPP.

Enrollments Target for the STP;

A total number of 500 affected men and women (in equal numbers) would be imparted marketable skills within the approved timeframe of the project. The average duration of these training courses would be six months. Logistic arrangements of the local training institutes, which are already functioning in the public

and private sectors in the district, will be mostly utilized for the STP. The selection criteria already being practiced by these training institutes shall also be applicable to the trainees of BHPP.

Compendium of Training Institutes;

A compendium of 58 training institutes operating in the Mansehra district in the public and private sectors has been prepared (Source; Directorate of technical education/TEVTA KP). This compendium shows the locations, type of training courses in the technical and vocational fields, duration of these courses, entry qualification and names of the focal persons etc. This compendium will be quite helpful to select the appropriate training venues both for men and women of the affected HHs. From this compendium, a list of the available training opportunities has been compiled for sharing with the affectees of the project.

Selection of Training Portfolios;

Our first research about these training institutes shows that a variety of training courses with different duration are offered by these institutions. However, keeping in view the mandate of the project together with allocated resources and the timeframe of the LRP, the courses with six months duration will be first choice. The adoption of option of short duration courses will ensure availability of equitable benefits to a broad-based population of the affectees. Regarding selection of nature of skill training, the following parameters would be kept into consideration;

- I. The outcome of the three research studies being carried out by BHPP.
- II. The baseline/socio-economic data trends.
- III. The skills required during construction of dam.
- IV. The market demands of the enterprises working in the local and outside area.
- V. The sustainable and optimal use of these skill in future.
- VI. Environmentally and human health friendly skills.
- VII. Based on the utilization of local resources of agricultural crops, horticulture, forests, livestock, mineral and other raw material etc.
- VIII. Viable and feasible skills from the economic and social point of views.

Terms of Collaboration (Agreements)

A proper ToC/ agreement indicating the roles and responsibilities of all the stakeholders of STP has been designed and these will be signed and adhered to while running the training Programme. This agreement shall be covering a certain period of time depending upon the training sessions and which may differ from one training institute to other.

Nomination of the Trainees for STP

The training institutes finally selected from the compendium for the STP will share their terms and conditions/brochure for the admissions of trainees with details of training courses they are running. The MMP/DAs field staff will share these details with the VCs and community activists, who onward will share this information with VCs and general public residing in the four settlements of the BHPP areas. The interested persons will apply on the prescribed forms for the STP mentioning the two choices of training courses with name(s) of the training institutes. For this purpose, an application format has been designed. It is essential that filled application is routed through the concerned VCs with its resolution. The final selection of the trainees for STP would be made by the PIU /the Monitoring Committee of the STP.

Incentives for the Trainees

The enrolled persons will be provided stipend / conveyance allowance by PIU which will be decided by the management of BHPP. This allowance will be paid through the VC concerned on monthly /quarterly basis subject to satisfactory performance report of the head/rep of training institute.

Payment of Fee of training Courses

The fees of training if any, shall be paid by the project directly to the training institute. This conditionality will be mentioned in the agreement/ToC to be signed between the project and training institute.

Residential Vs. Nonresidential Training

The CS/DP of BHPP will prefer to support nonresidential type of training for men and women. In case of residential training, the cost of boarding and lodging will be borne by the project at par with the stipend.

Selection of Training Institutes for Men

The training institutes for the STP will be selected by the PIU/ monitoring committee from the compendium of training institutes. Preference will be given to the nonresidential type of training institutes and the training courses. Exception will be available for men for residential type of training in rare cases.

Selection of Training institutes for women

As agreed during the dialogues held with VCs female, and male, the local training institutes will be given preference for training of women. All sort of training courses meant for women will be non-residential to enable them to stay at home. The skill training Programme planned for women was also discussed with the VCs male to seek their consent on this STP.

Monitoring of STP

The two monitoring committees formed for the supervision of STP will monitor the attendance and quality of training courses on monthly basis regularly. These committees will work under the supervision of M&E Expert and shall submit reports to the M&E Expert of MMP/DAs for further analysis and feedback. In house, the LE of MMP will do course correction and extend advice on the STP.

Linking skilled Persons with Loaning Agencies

The passed out trainees, men and women, will be facilitated by PMC/MMP/DAs to get access to loaning sources such as RSPs/Banks/DFIs/NGOs for set up of their businesses to achieve the overall objective of employment and income generation. However, the loans will be provided by these agencies on their own terms / conditions and as per their prevailing procedures.

In addition, necessary help and guidelines would be provided to the passed out trainees to benefit from the job fairs / industrial and business associations / potential employers etc

Annexure-E

Concept Note

Agriculture, Livestock, Forestry, and Off-Farm Enterprises Development under CS&DP

1. Introduction

The Community Strengthening & Development Program (CS&DP) aims to enhance the capacities of affected rural communities of villages in Balakot to independently address and resolve their day-to-day challenges, particularly in the key sectors of agriculture, livestock, forestry, and off-farm enterprises. By fostering self-reliance, the program seeks to improve the overall productivity and economic stability of these communities, thereby boosting incomes and creating employment opportunities.

2. Overall Objective of the Training Programme

The primary objective of the training programme is to empower communities to become self-sufficient in managing and improving their rural economy. This will be achieved through targeted training in the dominant sectors identified in the socio-economic survey of the project area; i.e. agriculture, livestock, forestry, and off-farm enterprises. The programme aims to build the skills and knowledge required for sustainable economic development at the local level.

3. Sector Training Components

3.1. Livestock Sector The training curriculum for the livestock sub-sector includes:

- **Curative and Preventative Measures:** Training community activists on curative and preventative measures for animal diseases, including small and large animals.
- **Feed and Fodder Improvement:** Techniques for improving the quality of animal feed and fodder.
- **Shelter and Housing Improvement:** Guidance on enhancing animal housing and shelters.
- **Artificial Insemination (AI):** Training in the application and benefits of AI for livestock development.
- **Livestock Equipment Pool:** Establishing a community-maintained pool of equipment for livestock care and development.
- **Fisheries development**

3.2. Agriculture Sector The agriculture sub-sector training will focus on:

- **Seed and Crop Management:** Introduction of better seed varieties for cereal crops and vegetables, appropriate agricultural inputs, and advanced harvesting and storage techniques.
- **Crop Diversification:** Introducing new crops suitable to the area's climate.
- **Orchard Development:** Techniques for the establishment and improvement of orchards.
- **Vegetable Cultivation:** Promoting vegetable cultivation practices.
- **Kitchen Gardening**
- **Agriculture Equipment Pool:** Developing community-based pools of agricultural machinery and equipment, potentially including a tractor with a trolley.
- **Training of Community Activists:** Empowering community members with practical agricultural skills.
-

3.3. Forestry Sector Training in the forestry sub-sector will cover:

- **Private Nurseries:** Development of private nurseries for indigenous tree varieties.

- **Forest Protection:** Techniques for protecting forests against diseases.
- **Forest Product Development:** Extraction and development of forest products.
- **Training for Forest Protection:** Educating community activists on forest protection and development.
- **Forest Protection Equipment:** Providing equipment to protect forests from fire and other hazards.
- Bee Keeping

4. General Training Conditions

4.1. Participants Selection

- Minimum 20 participants per workshop, selected from villages/hamlets.
- Only affected households (HHs) are eligible.
- 50% of participants will be women, with an option for separate women-only training sessions.

4.2. Workshop Details

- **Duration:** 5 days, including classwork and on-the-job training (OJT).
- **Location:** Balakot (non-residential).
- **Timing:** 0900 hrs to 1700 hrs daily, with a break from 1300 hrs to 1430 hrs.
- **Teaching Techniques:** Interactive and participatory, based on local experiences.

4.3. Eligibility Criteria

- Participants should be at least matriculated, aged 18 to 40 years.
- Preference given to local residents and those already practicing in the relevant sub-sector.
- Willingness to serve the community on a voluntary basis is required, with an undertaking to this effect.

4.4. Nomination of Participants

Participants will be nominated by the Village Committees (VCs) through a resolution signed by at least 70% of the General Body (GB) members of the VC.

4.5. Training Expenses (Tentative-not finalized)

05 Days Training of Capacity Building in Balakot - Budget

Sr.#	Budget Heads	# Unit	Days	Cost / Unit	Total Cost in PKR
Training Fee					
1	Field Assistants (6 persons/department)	6	5	3000	90000
1.1	Resource Person Fee Day	1	5	25,000	125,000
	The venue for training will be in Balakot, Mansehra	Total training fee			215,000
Other Cost					
2	Multi-Media cost	5	5	6000	150,000
2.1	Stationery for Participants	22	1	1,500	33,000
2.2	Training material, printing, banners, photocopies etc.	1	-	30,000	30,000
2.3	Training Hall Charges	1	5	30,000	150,000
2.4	Training Certificate	22	1	500	11,000
2.5	Travel of Resource Person & Coordinator	2	1	30,000	60,000
2.6	Conveyance for participants	20	5	1,500	150,000
2.7	Module Development	1	1	200,000	200,000
2.8	Boarding and Lodging of Training Coordinator	1	5	15,000	75,000
2.9	Boarding and Lodging of Resource Person	1	5	15,000	75,000
3	Food (Lunch + Tea)	28	5	3,000	420,000

Total Training Material Cost		1,354,000
Total Training Cost (Before Management Fee & Sales Tax)		1,569,000
4	Management Cost @10%	156,900
5	Advance Sales Tax @16%	251,040
Total Training Cost		1,976,940
Estimated Total Training Cost for 5 Workshops*** (Inclusive of one Module Development charges and conveyance allowance)		9,884,700
Estimated Total Training Cost for 5 workshops*** (Exclusive of module development charges cost)		9,684,700

This training programme under the CS&DP is designed to build the capacities of rural communities of effected population, enabling them to independently manage and enhance their livelihoods. By focusing on the critical sectors of agriculture, livestock, forestry, and off-farm enterprises, the programme aims to drive sustainable economic development and improve the quality of life in these effected rural areas of Balakot.

Annexure-F

Letter to Social Welfare Department

The Director,
Social welfare Department
KPK Peshawar

Subject; **Set Up of two Vocational Training Centers for Women in the Project Area of BHPP**

Dear Sir,

We may inform you that Balakot Hydro Power Project (BHPP) is being built at Balakot in Mansehra district. The dam is under construction at the runoff water of Kunar River.

The Pakhtunkhwa Energy Development Organization (PEDO) is the sponsoring Organization of this dam, whereas the Asian Development Bank is providing loan for the construction of this dam. As a part of the Livelihood Restoration Plan (LRP) for the displaced persons / affectees of the dam, in addition to other supportive activities, the PEDO, Government of KP, has approved set up of two Vocational Training Centers for women and vulnerable households of the area concerned. These centers would be set up in village Paras and Sanghar within the project area of BHPP. The PEDO has contracted out designing and planning of these two centers under the Community Support & Development Programme (CS/DP) to a Joint Venture of M/S. MMP Pakistan Pvt (Ltd) and Development Alternatives (DA).

Hence, this task will be accomplished by the JV. As per design of the task, these two centers would be set up in the rented buildings. All sort of initial capital cost and operational budget for one year of the two centers would be borne by PIU/PEDO. It has also been mentioned in the project document that these centers will be set up with the support of Social Welfare Department and later- on after running of these two centers for one year, their management would be handed over to the SWD. In future these two centers would be operated by the SWD on perineurial basis using its own allocated annual budget.

The team of MMP and DA would like to meet the Director SWD, KP and he/his team preferably SWO Mansehra to do further deliberations on this matter. **You are, therefore, requested to please give us an appropriate date for the meeting/briefing in near future.** Subsequently, a strategy paper along with an agreement would be prepared with association and collaboration of SWD elaborating all the conceived roles and responsibilities between PEDO and SWD for implementation of these centers.

With best regards
Project Director BHPP
Balakot, District Mansehra

CC to; TL CS&DP/MMP/DA