

UP-Agriculture Growth and Rural Enterprise Eco System Strengthening Project

Mitigation Measure Plan for Social Safeguards

Integrated Aqua Hub & Eco-Enterprise Sub-Project Baghel Taal, Payagpur, Bahraich Selected for Fisheries Cluster Development Activities

Project Name:	Uttar Pradesh Agriculture Growth and Rural Enterprise Eco-system Strengthening Project (UPAGREES)
Sub-Project Name:	Integrated Aqua Hub & Eco-Enterprise Sub-Project, Baghel Taal, Bahraich
Implementing Agency:	UP-AGREES Project, Department of Coordination, UPDASP, Government of Uttar Pradesh
Applicable Standards:	Government of India guidelines/Acts; World Bank Environmental and Social Framework (ESF)

1. Objective

The Environmental & Social Safeguards Framework (ESF) for UPAGREES aims to ensure that project interventions (Sub-Projects) promote inclusive, equitable, and environmentally sustainable agricultural growth and fisheries development while avoiding, minimizing, or mitigating adverse social and environmental impacts during planning, implementation, and operation of project activities.

2. Scope and Applicability

The framework applies to all UPAGREES-supported activities, including farmer aggregation, FPO/SHG strengthening, Agri-enterprises, value chain infrastructure, climate-resilient agriculture interventions, and allied sector enterprises (agriculture, horticulture, fisheries, livestock).

Baghel Taal Integrated Aqua Hub & Eco Enterprise in 130 acres, Payagpur, Bahraich

Regarding Fisheries Cluster Development activities around Baghel Taal Weland in Payagpur, Bahraich the following Social Safeguards measures have to be ensured by the Contracted Agency (PVR Aqua Producer Company Limited) during various stages of Sub-Project Implementation: -

1- Before Selection of Sub Project:

Step 1: Sub-Project Proposal Received

- **Proposal submitted by FPO/ SHG/ Line Dept./ Private Agencies/Investors:**
The proposal has to be submitted by the Agency and has to be shared with Sr. Environment and Sr. Social Experts of PMU for review.
- **Basic project details to be made available for ESS compliances:** Each detail of the Baghel Taal Fisheries project components has to be made available to Sr. E & S Safeguards Experts-PMU

Step 2: Environmental & Social Screening

- ES Screening to be completed on site before selection of the sub-project (to be done by ES Experts of PMU on the given criteria)
- Sub Project Site physical visits to be conducted and recorded before selection of the Sub-project
- Several consultation meetings must be conducted at sub-project site with the local community before hand to identify any community level issues and risks, identification of PAPs etc. so that the same can be addressed in the Sub-project proposal.
- Risk category assigned after screening of the sub-project (Low / Moderate)

Step 3: Sub-Project Exclusion List Check on the following parameters

Does the activity involve:

- ☒ Involuntary land acquisition?
- ☒ Displacement of community or huge livelihood loss?
- ☒ Protected / eco-sensitive areas? (if impacted negatively)
- ☒ Cultural Heritage of importance?
- ☒ Involvement of Child or forced labour?
- ☒ Irreversible environmental damage?

→ If YES to any of the above → The Project is a NO-GO Project (Reject Proposal)

→ If NO to all → Proceed (The project is under category-B and ESMP has to be prepared with

Social Safeguards Risks and Mitigation Plan (ESMP) to be ensured during implementation of the project)

2- After Selection and approval of the Sub Project:

After the Baghel Taal Fisheries Sub-Project's Environmental & Social screening completed and categorised the compliance of the following Broad ES parameters has to be ensured: -

1. Social Safeguards Parameters

Social Safeguards Parameters	Compliances to be Ensured by the Contracted Agency
Equity and Inclusion: Priority inclusion of women farmers, small and marginal farmers, SC/ST households, tenant farmers, landless workers, persons with disabilities, and other vulnerable groups.	- A Stakeholder engagement plan for the sub-project has to be prepared by the Agency in consultation with PMU Sr. Social Safeguards Expert - The plan should have the list of all Fish Farmers (including coverage of small and marginal farmers, SC/ST households, tenant farmers, landless workers, persons with disabilities, and other vulnerable groups and women with their profile) to be taken under the Sub-project. - The consultation and awareness meetings with the beneficiaries engaged have to be conducted in regular intervals each month to identify /reporting of any issue. These consultation meetings must be recorded with photographs and attendance of farmers /women.
Gender Mainstreaming: Equal access for women to project benefits, assets, training, leadership roles, and finance; gender-disaggregated monitoring indicators.	- As per project norm, 30 % participation of women of the sub-project area has to be ensured in each sub project. - Regular separate consultations with women communities/ beneficiaries have to be conducted and recorded/minutes under the sub-project with attendance and photographs - Separate Women Beneficiary Register can be kept at the sub project site to record the assets distributed, trainings imparted, leadership role assigned to women beneficiaries. This detail has to be recorded and updated on a monthly basis so that gender disaggregated data can be reported in progress. - The wages registers have also be maintained at the sub-project site ensuring regular payment, equal wages for equal work to men and women and payment of minimum wages as per UP Govt guideline.
Land and Livelihood Protection: No involuntary land acquisition; only voluntary land donation with informed written consent; avoidance of impacts on common property resources.	- As per given information, Baghel Taal is a large waterbody under the control of U.P. Fisheries Department, therefore use of even a part of it should be officially leased out and the land lease record information should be maintained at the site and displayed at the site also. - The Baghel Taal is being used by the local community for fishing, drinking water use for animals and other purposes therefore part of it being used under the project should well be informed to the community and any concern/grievance of the local community should be well addressed in time by the Contracted Agency. - The wetland area to be used for the project should not have any negative impact on the local community.

	• The Sub-project has to ensure that the livelihood of local community dependent on this wetland is not impacted negatively. Even if one person is affected by loss of livelihood, the income restoration plan of that affected person is to prepared. • Positive impact on the direct/indirect income of the local community/farmers/women must also be recorded by the Contracted Agency on regular basis.
• Labor and Working Conditions: Prohibition of child and forced labour; adherence to fair wages, occupational health and safety standards, and safe working conditions.	• As the Sub project involves the Aqua-Tourism & Experience having Sport Fishing & Angling, Boating and natural walks, Eco cottages, Educational Farm visits, Cultural & Fish Festivals, precautionary measures have to be ensured during these activities so that the natural biodiversity is not disturbed as well as safety of the labours and communities engaged are not impacted negatively. • The contracted agency will ensure that no child below the 14 years is involved in any type of labour work at the sub-project site. • The contracted agency will also ensure that any involuntary and forced labour is not engaged in the sub-project. • Involvement of local community as labourers must be preferred by the Contracted agency. • The contracted agency will ensure equal wages for equal work to men and women and also the minimum wages norm should be adhered. • If local labourers are not available, the basic minimum living conditions must be ensured at the site for the outside labourers as per labour management plan of the project. • There is an occupational health and safety guideline for the project, which will be shared with the agency to ensure proper safety of the labourers and local community at the sub-project site. • The workers' insurance should be ensured by the agency for any mishappening at the site. • All personal protection equipment (PPEs) as per sub project's requirement must be available at the site and provided to the workers for their safety measures during the work with awareness of its importance and how to use this equipment. • CCTV Cameras at several prominent location have to installed. • If large number of labours are engaged, labour management plan/ guideline of the project should be adhered. Guideline will be shared to the contracted agency.
• Community Health and Safety: Measures to mitigate risks related to Agro-chemicals, construction activities, climate stress, and gender-based violence (GBV/SEA/SH).	• If any Agro-chemicals use is in the plan, the mitigation measures/plan regarding this has to be prepared for the safety of the people involved. • Any construction activity involved in the sub-project should have the DPR including the safeguards aspects. • The impact of this sub-project on the environmental aspect like bio-diversity plan should be prepared beforehand and to be followed by the Contractor. • If construction activity involves women labourer, grievances reporting and resolution mechanism is to be in place and displayed at the sub-project site. Also the gender base violence complaints and

	sexual harassment complaints can be reported confidentially and directly on the established ICC Platform of UPDASP, information of which will be displayed at the sub-project site. • Information board of the Sub-project details, main components, cost, implementing agency must be displayed at the sub-project site. • Some IEC regarding safety measures, PPEs, HIV and water borne diseases should be displayed at the site in the form of wall writing, board, posters etc. • Information board having display of important contact numbers in case of any emergency should be placed at the site at least at two places. • CCTV Cameras at several prominent location have to installed.
• Stakeholder Engagement and GRM: Regular consultations with communities and a multi-tier, time-bound Grievance Redress Mechanism accessible to all stakeholders.	• Regular consultations with communities have to be conducted under the sub-project. • Grievances reporting and addressal system should be in place at the sub-project level. For which, 1- Important Contact Numbers/email IDs has to be displayed at the sub-project site, 2-Separate Complaint Registers for labourers, community and staff persons to be made available at the site and updated/ maintained, 3- A complaint/Suggestion Box should be available at the sub-project site at such place that everyone has access to it for dropping their concerns, 4-The Grievances committees to be formed in the district to review and address the concerns, 5- The redressal of complains should be informed to the complainant and recorded in minutes with complaint redressal photos/evidence. • CCTV Cameras at several prominent location have to installed.
• Progress and Compliance: Regular Monthly Compliance report on the Social and Environmental Parameters have to be prepared and shared with PMU by the Contracted Agency	• The Contracted Agency has to share the compliance of ESMP on regular monthly basis with DPIU/ PMU with all required supporting documents, consultation minutes, site visits and photographs. • The compliance report on each social parameter is mandatory • Any other issues can also be mentioned in the compliance report.
• ES Safeguards Expenditure The sub-project may involve some expenditures on safeguards measures,	• The sub-project may involve some specific expenditures on social & environmental safeguards measures proposed, which must be the part of the sub-project to be presented by the Agency.

Note: After approval of this Sub-Project all Social & Environmental Mitigation measures will be applicable. All compliances will be ensured by the contracted agency and regular monitoring and reporting of all compliances will be ensured by the SO/DPIU/PMU.

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