

Indigenous Peoples Plan

Grant Number: 0093

March 2010

NEP: Rural Reconstruction and Rehabilitation Sector Development Project

Sildhunga-Jethal-Tekanpur Sub-Project,
Sindhupalchowk

Prepared by the Government of Nepal for the Asian Development Bank.

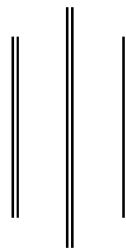
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INDIGENOUS PEOPLES DEVELOPMENT PLAN (IPDP)



**Sildhunga-Jethal-Tekanpur
SUB-PROJECT
Sindhupalchowk**



**Rural Reconstruction and Rehabilitation Sector Development Program
District Project Office, Sindhupalchowk**

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Indigenous Peoples Development Plan (IPDP)

1. Background and Context

1.1 Description of project and project components

The Rural Reconstruction and Rehabilitation Sector Development Program (henceforth, the Program) will involve the reconstruction of rural infrastructure (mainly rural roads, water supply and other social infrastructure) that have been either abandoned, left unfinished or rendered inoperable due to lack of maintenance resulting from the decade-long armed/political conflict in Nepal. Development of physical infrastructure will be combined with the establishment of mechanism to ensure that the services from the project flow directly to the intended beneficiaries. Its major aim is to reduce further the level of poverty and mainstream socially excluded groups and regions in the development process. The linkage between inadequate access and level of poverty and social exclusion is widely recognized.

The impact of the proposed Project would be reduction in the level of poverty and social exclusion and enhance economic growth in the rural areas. The outcome would be improved access to and benefit to services and resources for rural population through better transportation and the output would be the reconstruction and rehabilitation of rural infrastructure. The Project will be prepared through a participatory approach and will incorporate measures that would ensure the participation of the poor and socially excluded groups, including women and the disadvantaged castes and indigenous peoples in the planning, design, implementation, operation and maintenance of the Project. The Project outputs include (i) improved rural roads; (ii) developed and improved community-based supplementary rural infrastructure; (iii) enhanced equity, employment, and income opportunities for the poor and disadvantaged;¹ (iv) strengthened institutional capacity of Ministry of Local Development (MLD), Department of Local Infrastructure Development and Agricultural Roads (DOLIDAR), district development committees (DDCs), and communities; and (v) improved project management.

1.2 Brief description of indigenous peoples in the relevant country

Nepal is a pluralistic society with diverse ethnic, caste, linguistic and religious communities-the consequence of several waves of migration over 2000 years. It is the home to over 103 ethnic and caste groups and 92 languages. Though the country has a crux of socio-cultural harmony and rich in its natural heritage and humanity into the world image and international arena, however, such imagery boon is being downtrodden and has led to face complex hurdles due to geopolitical inequality, complex hierarchy and social structure, and deteriorating socio-economic condition. Out of 103 caste groups; 59 groups belong to indigenous ethnic groups (Aadhivashi Janajatis) as per categorized by Nepal Federation of Nationalities (NEFEN) categories based on their population size and other socio-economic variables such as literacy, housing, land holdings, occupation, language and area of residence at present. They include: a) Endangered Group (10); b) Highly Marginalized Group (12); c) Marginalized Group (20); d) Disadvantaged Group (15) & e) Advanced Group (2). Janajati in Nepal comprise 37.21% of total population in Nepal (Population census, 2001). They are indigenous people of Nepal and who call themselves "Janajati". They have a separate collective cultural identity. They have their own traditional languages, religions, customs and cultures but more importantly their traditional social structure is based on equality. These groups of people are traditionally located in particular geographic regions. They have "we feeling" within their communities.

The social scientists under PPTA reviewed the characteristics of the groups in the list and calculated that while majority of these groups were integrated into the mainstream society/culture, the following 24 groups (recognized by NEFIN as highly marginalized/endangered at present but the number may be revised in higher side) would be defined as Indigenous Peoples (IPs) for the purpose of this project. They include:

- Mountain Districts: Lhomi-Singsa, Siyar, and Thudam (3 groups)
- Hill Districts: Baramu, Chepang, Hayu, Kusunda, Lepcha, Raute, Sural and Thami (9 groups)
- Inner Terai Districts: Bote, Bankariya, Danuar, Majhi and Raji (4 groups)

- Terai Districts: Dhanuk, Jangad/Dhangad/Urau, Khadiya, Kisan, Kusbadiya; Satar/Santhal, Meche and Munda (8 groups)

Historically, they have been victims of the state's discriminatory policies and practices. Overwhelming majority of them in Nepal suffers from social and political exclusion, poverty, and low literacy levels. The main cause of this has been the Nepalese state's discriminatory practices against them and their cultures, religions and languages. This came about as a central part of the state's strategy to establish the dominance of the so-called high caste groups and their Nepali language, Hindu religion and culture. The state's bias towards the dominant groups and its failure to address the concern of disadvantaged groups continues to have a strong influence on the way the Nepali state is governed. IPs and remaining Aadhivashi Janajatis are socially most excluded groups in Nepal. Attaining the goal of social inclusion requires fundamental changes in the structure of governance and economic opportunity—and in the underlying hierarchical norms, values and behaviors of Nepali society.

They are excluded from politics, economic and educational opportunities as compared to high caste groups. There lacks proportionate representation in the legislature and judiciaries. It is relevancy of Aadhivashi Janajati to demand reservations as the most effective way to end inequitable representation in the civil service and other organs of the state. It is also relevancy of Nepal Federation of Indigenous Nationalities (NEFIN) to demand the reservations for Aadhivashi Janajati in civil service be at least equal to their share in the population, as per the population census, 2001, among others.

Aadhivashi Janajati through out the country is facing the problems of discriminatory provisions in constitution, laws and acts. The demand for statutory changes highlighted several discriminatory articles in the 1990 Constitutions, laws and regulations. They included the declaration of Nepal as a Hindu kingdom, the discrimination between Nepali as the official language and other languages spoken in Nepal have been facing the problems of linguistic rights or use of mother tongues in state affairs; though there are existence of various languages belonging to Indo-Aryan, Tibeto-Burman, Munda and Dravid. It is mandatory for formal and non-formal education to be provided in Nepali. It is irrelevancy of the current education system in Nepal not allowing the children of these groups to read and write in their own mother tongues/ dialects at primary levels.

The members of high caste groups expropriated common property resources, such as land, habitats and other natural resources that were once communally owned by specific Aadhivashi Janajatis in Nepal. Some Aadhivashi Janajatis were displaced from land communally owned under the Kipat system, which the Panchayat system abolished in the 1996s. Clearly, non-Janajati groups have encroached on habitats traditionally controlled by Aadhivashi Janajati communities. There should be fundamental demands of Janajati to secure their rights to resources. One measure to achieve that goal is the demand that the state should legally recognize the Aadhivashi Janajatis' "traditional right of ownership and usage" over the resources, guaranteed under ILO convention 169. The ILO takes its mandate to work on indigenous issues from its Indigenous and Tribal Peoples Convention, 1989 (No. 169)¹. This Convention is the only international instrument that is in force that addresses these peoples specifically. The ILO's Indigenous and Tribal Populations Convention, 1957 (No. 107) pre-dates Convention No. 169, but is no longer open for ratification. However this Convention is still in force for a number of countries that have ratified it and Nepal has recently ratified Convention No. 169. Convention No. 169 has been ratified by 17 countries². It is also used as a reference or guide for policy and legislative development in inter-governmental organisations, in countries that have not ratified it, and by indigenous peoples themselves as a tool for the promotion of their rights.

¹ Convention No. 107 was revised in the late 1980s, as its integrationist approach was considered outdated. However, for those countries in which the Convention is still in force, it can provide protection concerning a number of issues, including in the areas of land and displacement, and conditions of work.

² As of May 2005: Argentina, Bolivia, Brazil, Colombia, Costa Rica, Denmark, Dominica, Ecuador, Fiji, Guatemala, Honduras, Mexico, Netherlands, Norway, Paraguay, Peru, Venezuela

Another core issue of Janajatis in Nepal is the right to self-determination. The nationalities' right to self-determination has been recognized by UN instruments as well. There is lack of right to self-determination and ethnic autonomy of Aadhivashi Janajati in Nepal. Various demands are being made by Aadhivashi Janajatis to establish self-governing ethnic autonomous regions within the current unitary state or newly organized federal polity.

Similarly, overwhelming majority of Aadhivashi Janajati in Nepal has been facing new challenges and threats posed by food insecurity, socio-economic insecurity and by livelihood earning options. They are falling behind in every aspect of their lives. Because of low level of literacy, majority of them are not conscious about their rights and dignities. Majority of Aadhivashi Janajati children are deprived of educational opportunities because of illiteracy and economic hardship of their parents. The rate of school enrolment of Aadhivashi Janajati children seems to be minimal and the rate of school dropouts seems to be higher through out the country. The health conditions of Aadhivashi Janajati people through out the country seem to be vulnerable due to various socio-economic conditions. Most of them are deprived of socio-economic enhancement opportunities like income generating, self-employment, employment, skill development and economic opportunities.

Another burning issue of Aadhivashi Janajatis is of positive discrimination. The government of Nepal now has accepted positive discrimination in scholarship and technical education but not in all facets. So these issues should obviously be addressed in the forth coming new constitution of Nepal to bring Aadhivashi Janajati/indigenous nationalities in the mainstream of the development.

1.3 Relevant legal framework

The Three Year Interim Plan (TYIP) (2007-2010) includes the following policies for inclusive development of Aadhivashi/Janajatis and other disadvantaged groups: (i) creating an environment for social inclusion; (ii) participation of disadvantaged groups in policy and decision making; (iii) developing special programs for disadvantaged groups; (iv) positive discrimination or reservation in education, employment, etc.; (v) protection of their culture, language, and knowledge; (vi) proportional representation in development; and (vii) making the country's entire economic framework socially inclusive. The following Acts and other legislative measures and policies have emphasized protection and promotion of indigenous peoples' knowledge and cultural heritage: NEFIN Act 2002, National Human Rights Action Plan 2005, Environmental Act 1997, and Forest Act 1993. In 1999, the Local Self-Governance Act was amended to give more power to the local political bodies, including authority to promote, preserve, and protect the IP's language, religion, culture, and their welfare.

ADB's Indigenous People's Policy (1998) defines IPs as "groups with social or cultural identities distinct from the dominant or mainstream society. IPs is a generic concept that includes cultural minorities, ethnic minorities, indigenous cultural communities, tribal people, scheduled tribes, natives, and aboriginals." It recognizes the potential vulnerability of IPs in the development process and requires that development interventions should ensure that IPs have opportunities to participate in, and benefit equitably from, the interventions. The interventions affecting IPs should (i) be consistent with the needs and aspirations of affected indigenous peoples; (ii) be compatible in substance and structure with affected indigenous peoples' cultures and social and economic institutions; (iii) be conceived, planned, and implemented with the informed participation of affected communities; (iv) be equitable in terms of development efforts and impacts; and (v) not impose the negative effects of development on indigenous peoples, but, if such effects are unavoidable, appropriate and acceptable compensation must be ensured.

1.4 Baseline data on indigenous peoples in the project area

Both qualitative as well as quantitative information/ data of Sildhunga-Jethal-Tekanpur subproject were collected through initial social assessment, feasibility study, and zone of influence survey, focus group discussion, field visits, observation and different informal discussion. Sindhupalchowk district is highly covered by ethnic minorities. There 24 different categories of IPs as defined by RRRSDP. Thami is one of them found along the Sildhunga-Jethal-Tekanpur road sub project. Indeed, they are the devotees of nature (Prakriti pujak). They have their own traditional languages, religions, customs

and cultures. Because of low profile of education and economic hardships, Thami people lack influential role in the modern politics and state governance of Nepal. Overwhelming majority of Thami children are deprived of educational opportunities because of illiteracy and economic hardship of their parents. The rate of school enrolment of Thami children seems to be minimal and the rate of school dropouts seems to be higher in the influenced VDC along the road corridor. The health conditions of Thami people in the influenced VDC seem to be more vulnerable due to various socio-economic factors. The life expectancy of this category of people is comparatively lower than the district average. Most of them are deprived of socio-economic enhancement opportunities like income generating, self-employment, employment, and skill development opportunities.

Like other IPs, overwhelming majority of Thami people has been facing new challenges and threats posed by food insecurity, socio-economic insecurity and lack of livelihood earning option. They are falling behind in every aspect of their lives. They have been facing exclusion from normal service delivery mechanisms on grounds such as inaccessibility, approaches and flaws in the intervention process based on gender, caste and ethnicity. Long distances, non accessibility of most villages by motorized means of transport and an ineffective, socially selective service delivery system have contributed to the exclusion of the majority of Thami people from access to inputs and market outlets in the influenced VDC. On the other side, they have been discouraged to make full use of their self help capacities due to wrong expectations from 'development' provided from outside, due to indebtedness and dependence on exploitative patron-client relationship. The Thami also possesses low capability to tapping resources available.

As per the Zol HH survey, 53 HHs of Thami people (IPs as defined by RRRSDP) were found in the Tauthali VDC along the road corridor. They lack in other two influenced VDCs. The total population of Thami (IPs) was revealed to be 278 attributing to 133 female and 145 males in the VDC. The main settlement of Thami people are Chaksana tole of ward-7 and jorpipal tole of ward -9 of Thauthali VDC. The total HHs and population of IPs (Thami) in influenced VDCs along the road corridor is presented in below.

Table-1: Distribution of Indigenous Peoples along the road sub project

S. N	Influenced VDCs	Population of Janajatis	Population of IPs (Thami)			
			HHs	Female	Male	Total
1	Zethal	2619	NA	NA	NA	NA
2	Tauthali	3576	53	133	145	
3	Tekanpur	289	NA	NA	NA	

Source: Zol HH survey of RRRSDP/2009

Note: NA-Non Available

As stated earlier, Thami groups of people are in more deprived conditions. So as to attack poverty and reduce vulnerability of these groups of people, the result oriented and need based programs are inevitable to be intervened and only then the empowerment of socially excluded and poor communities of this group could be anticipated. There may be various means for empowerment of deprived sections of population in the country including Thami. In the existing situation an integrated community development approach seems to be an appropriate for mainstreaming and empowerment of this community in the influenced VDC.

1.4.1 Maps of the area of project influence and areas in habituated by indigenous peoples (IPs), analysis of social structure and income sources of affected indigenous peoples

The Sildhunga-Jethal-Tekanpur road subproject influences three VDCs namely Jethal, Tautahli and Tekanpur. Most of the wards of these VDCs are with in Zone of Influence (ZOI) i.e. they fall within 1.5 hours' walking distances on either sides of the road. Different groups of indigenous nationalities (Adivashi Janajatis) like Newar, Tamang, Bhujel, Pahari and so forth are found within the Zol of the road corridor. However specified indigenous people (IPs) viz. Thamis are found to have settled in

Tauthali VDC ward-7 and ward 9. The Tauthali bazaar is at 8+700 km distance from the starting point of Sildhunga-Jethal-Tekanpur road subproject and the Thami IPs settlement is about 1.5 km south-west of Tauthali bazaar.

Though Thami people (IPs) have small size population, they live in distinct settlement. It is because their cultural and religious practice is different to others. They belong to Mongoloid race /caste groups and follow the Kirantis tradition and culture (Thami khumvalal: 2061). Thami of this project area has been facing strong economical problem. They are considered as poor and miserable among other villagers that is also reflected by their own educational status, children school enrollment ratio, land holding pattern, production, crops sharing practices, involvements in harder jobs and participation in different organization and political parties. Unequal distribution of economic resources to Thami IPs is one of major cause of their backwardness. The second cause is that they have not their own traditional occupation like of other IPs (such as fishing of majhis, ceramic occupation of Kumals etc), which helps to raise their economic condition. Thirdly their traditional skill is shifting because of modern technologies so they involve in hard labor and low paid works for maintaining their livelihood.

Each and every people of Thami are found to have involved directly or indirectly in conventional/traditional agricultures which is not of subsistence types. Much of the cultivated land is not used in the most effective manner due to lack of access to improved inputs (seeds, breeds etc) and to the sales markets. Long distances, non accessibility of most villages by motorized means of transport and an ineffective, socially selective service delivery system have contributed to the exclusion of the majority of Thami communities from access to inputs and market outlets. Apart from these, they are accessed by non-productive and non-irrigated land holdings which has constrained them from desired yield. They can produce only invaluable minor and under utilized crop species like maize, wheat, buckwheat, oat, barley etc.

Instead of land based farming, livestock (animal husbandry) is the subsidiary activities of the Thami people. They rear buffalo, goat, fowl, hen, etc but not as beneficial way. It shows that the production of agriculture is not enough for coping up the problems of food deficits. So, Thami people also engage in different jobs for earning their livelihoods. They involves in wage labor activities, porters, carpentry, house building etc. There is tradition of going for seasonal migration towards Barhabise, Khadichaur (Local market) and capital Kathmandu in search of seasonal jobs.

There is only one primary school named Seti Devi primary school at Zorepipal ward -7 of Tauthali VDC nearby the settlement/clusters of Thami community. Lower secondary and Secondary schools are located at Tauthali bazaar which is about 1.5 walking hour away from their settlement. This has caused serious problems in attaining secondary level education for the vulnerable children of Thami people, though; Tauthali VDC literacy rate is 42% which is less than the national average and greater than the district figures i.e. 40.6%. However the Thami people's education status is very low. More surprisingly, there is no even a single person from Thami community in the influenced VDC passing SLC.

Similarly, the required physical infrastructures are the basic requirements for the overall development of any places and people. Specially, Thami IPs is far from these basic facilities. These groups of people are not better accessed by health, irrigation, communication, electricity, road, drinking water, agricultural facilities. People need to go towards district headquarter or capital Kathmandu for better facilities and opportunities which is very far from their settlement and very costly as well. Most of Thami people do not know about immunization, pregnancy check up, delivery at hospital or health center. The lack of knowledge on health and sanitation is common phenomenon for them too.

1.4.2 Inventories of resources used by indigenous peoples and technical data on their production system

Sindhupalchowk district is one of the richest districts on the availability of natural resources. The district is rich in socio-cultural diversity, water source, jungle and other minerals. However, indigenous people like Thami are far from the usage of these natural resources. Thami people possess limited

amounts of cultivable lands which is marginal, non productive from the perspectives of agricultural production and they are not accessed by irrigational facilities as well resulting diminished production of the agriculture commodities. They do not have knowledge and using practice of modern tools and techniques for enhanced productivity. They are also facing drinking water and irrigation problem. This has resulted food deficiency problems to the Thami people. In case of food sufficiency, 38% Thami HHs have less than 3 months food sufficiency levels where as 46% HHs have only sufficiency to six months (ZOI survey 2009). So as to maintain their livelihood problems, they do get involved in wage labor and other types of hard work whatever they get.

1.4.3 Information on relevant cultural practices and patterns

Thami people posses their own distinct tradition, culture and language. They speak Thami dialect of their own among their groups. Previously, their religion faith is based on ancient animism, worships ancestors, land and nature. They do not claim "The Hinduism" as their traditional and original religion. They believe themselves as descendent of Kirants, however ever in recent days, they follow almost the Hindu religion and culture.

Thami people celebrates festivals like Bada Dashain, Tihar, Maghe sakranti, Saune sankrati, Fagu purnima, Teenj etc as religious festivals as other Hindus do. Similarly they worship Bhume, Nage, Bishakarma, Gosai etc god with high devotedly. They worship Bhume god thinking that Bhume will provide enough food and grains to them. Bhume god has greatest importance to Thami people's life. Similarly they worship Nage for their safety during farming and also save land from any types of disaster and worship Bishakarma god for their protection of their family member.

Similarly they also perform birth ceremonies, marriage ceremonies and death ceremonies (rituals) which is identical with Hindu and Buddhist rituals. Normally, they speak their own language within their groups and in out side they generally speak Nepalese language. The cultures, knowledge and practices of Thami is being handled down to the youngsters orally with out any written documents and due to the modernization, their cultures and tradition is being declined day by day.

1.4.4 Relationships of Indigenous peoples to other local/national groups

Society is a performing ground of human behavior and interaction. So, like other community people, Thami people are performing various behavior and social relationship in society. In Thami IPs prevalent settlements, there is no existence of groups formed by the Government, nongovernmental organizations nor formed by themselves. Thami people have also less representation in local level committees and local government bodies at different tiers like wards, VDC and other committees. Being a group of indigenous nationalities, Thami people are affiliated in Nepal Federation of Indigenous Nationalities (NEFIN), District coordination council, Shindhupalchowk. This district coordination council is working on the sector of advocacy and empowerment of indigenous nationalities (Aadhivasi Janajatis) in the district, however, Thami IPs prevalent settlement in the influenced VDC is not covered by their program because of various limitation and constraints.

1.5 Key positive project impacts on indigenous peoples

Since road infrastructure is pre- requisite for over all development of people. This Sildhunga-Tekanpur road subproject including SIs and WDSS may provide different socio-economic opportunities on Thami people's livelihood as outlined below.

- Thami IPs will be better accessed by transport and market facilities after the construction of -Tekanpur road subproject in the influenced VDC. It will increase access to transportation facilities while going from one place to another and transporting the goods from place to place.
- Indigenous Peoples like Thami in the project area will be well familiar with outside people and the world by frequent interaction with the mobile people of outside world especially the new comers, visitors and tourists etc.
- Due to mobility and frequent interaction with outside peoples, they will come to gain ideas and modern technologies in improving their worse living conditions.

- There will be active participation of Thami peoples (IPs) in all phases of the project cycle (need identification, planning, implementation and M & E). It will not only strengthen their capabilities to plan and implement the project activities but also helps them to make decisions of their own on programme activities to be intervened relevant to their needs in the Thami community.
- Thami children will have better educational opportunities by basic support services at Thami children prevalent schools under supplementary infrastructures.
- The conditions of Indigenous Peoples will be socio-economically enhanced and strengthened through intervention of socio-economic development activities like LEST programs, income generation and rural employment creation.
- IPs will have enhanced livelihoods through expanded economic opportunities.
- Construction of road could be better livelihood earning options to the IPs in terms of alleviating poverty, increasing rural employment and generating rural HH incomes for expanded economic opportunities in the project area.
- Agriculture, livestock, forest product and off farm based sustainable market linkage and networking will be established for enhanced economic opportunities and improvement in the living conditions of the poor majority including IPs in the project area.
- The intervention of the road sub project will provide, the opportunities to the IPs to be organized into grass root level viable institutions like DPCC, VICCC, VIUGs, RBICs and RBGs in exploring their potentialities in their self help development and social transformation.
- IPs, and IP women will be directly benefited by the project through top priority setting in their involvement in construction works and socio-economic development activities focusing them.
- The consciousness of the IPs on various issues will be enlarged through massive awareness raising campaigns.
- The labor-intensive construction works will benefit IP based laborers for earning their livelihoods during the project period. That may help them in easing their living conditions in the project area.
- The IPs will have opportunities in learning basic skills of construction works like masonry, dry wall making, weaving gabion nets, retention wall making etc.
- The IPs drinking water and toilets problem will be focused by supplementary infrastructure schemes. Which will increase safe water availability, improved sanitation, hygiene and it will also reduce incidence of waterborne disease, and child mortality of Thami IPs.
- Involvement of IP women in public sphere and income generating activities will be ensured by community mobilization and empowerment process.
- Thami IPs and their female will get basic knowledge about legal perspective and their right by the different training and orientation.
- Thami peoples' agricultural and livestock productivity as well as their involvement on non-farming income activities will be promoted through socio-economic development initiatives. Thus the poverty of IPs will be reduced by project intervention.

1.6 Key negative project impacts on indigenous peoples

The road sub-project will not have any negative impact on Thami IPs socio-cultural values, indigenous skills and their knowledge. This project neither assists to violate their customary right to use natural resources nor undermine their ethnic pride and recognition. Instead project has made several positive impacts to the IPs Thami people. Suitable and appropriate technology will be applied in implementation process in order that the IPs will not be adversely affected.

2. Objectives of IPDP

The principal objectives of the IPDP are to:

- Ensure the participation of the affected IPs in the entire process of preparation, implementation, and monitoring of sub-project activities,
- Ensure that sub-project benefits will accrue to IPs, and mitigate any adverse impact,
- Define the institutional arrangements for screening, planning, and implementation of IP plans for sub-projects, and
- Outline the monitoring and evaluation process.

4. Strategy for Indigenous People's participation

4.1 Description of mechanism for ensuring participation of IPs in planning, implementation, monitoring and evaluation

The overall development of any target beneficiaries cannot be achieved without their active participation. In order to incorporate people centeredness, the IPDP provides settings where IPs can be more effective in meeting their needs for themselves. The strategy of the project here is to nurture initiative, self organization, local resource control and self-reliance with the current context of development promotion. Participatory processes will be utilized by the project in organized and well coordinated ways so as to increase the access of control over resources and movements of those who have been excluded from such control. Local ownership and control over resources will be the important focal points of the project enabling the IPs to control the forces that shape their livelihoods.

For reaching out to the target groups/communities particularly to IPs for building their confidence, for making them participate meaningfully in public discussions and activities and for getting them involved in community development work, the present IPDP will emphasize on massive awareness campaigns among them for ensured participation of these categories of people in the influenced program VDCs. Efforts and endeavors will be made to lobby and advocate the active participation of IPs in community development programs. The IPs will be emphasized while delivering the services and making project interventions.

For mainstreaming and empowerment of IPs, the issue regarding them will be tackled by the project having necessary safeguards and promotional elements in every activity and with compulsory participation by them in user groups and committees. The planning framework of the project will demand the promotion of these categories of peoples participation at all levels of project implementation. The rationale for increasing their participation is more far reaching than just a numerical expression of their participation. The active participation of these categories of people (IPs) in all facets of development would gradually lead them to a state of empowerment through their economic growth and path of social transformation that at last will help to reduce the conflict and foster a culture of peace at local levels in the road influence area.

The development programs will be emphasized focusing on IPs by mobilization of local resources through effective implementation of pro-poor activities. The project will raise awareness, enhance local capacity and develop social capital of IPs through social mobilization process to enable people to be organized for collective action, by pooling resources and building solidarity that will ultimately help to fostering a culture of peace at local levels in the road influence area.

The group (IPs groups) will be served as support structure and will provide collective strength, unity, skill and experiences to empower their groups/communities. Along with the identification of such groups/organizations, terms of partnership with highlighting the responsibilities and duties of all concerned will also be developed so as to pinpoint roles and responsibilities and to avoid duplication of efforts during implementation of the developmental activities. On going monitoring, technical back stopping, supervision and the follow up of the programme will be an in built process.

The planning, designing, implementation and supervision of the programme will be made in direct involvement of the target beneficiary groups/communities i.e. IPs. It will not only strengthen their capabilities to plan and implement the project activities but also helps them to make decisions of their own on programme activities relevant to their needs and interest in the program VDC.

3. Development and/or mitigation activities

3.1 Detail description of development activities

This IPDP has been prepared to promote social inclusion and ensure project benefits to IPs (Thami) identified in the subproject area. The sub-project will enhance positive impacts by involving them in project wage labors and supplementary investment packages, including livelihood enhancement skills trainings (LEST). The LEST program is based on IPs' (Thami people) needs and priorities confirmed by Initial social assessment (ISA). This includes: (i) Livelihood enhancement skill training like income generation, entrepreneurship development, awareness training in health, sanitation, gender sensitization, leadership development, legal and other life-skills improvement activities (ii) Community mobilization activities like Self help group formation, informal education program eg. literacy class and early childhood development centre etc. (iii) Supplementary infrastructure facilities in Thami settlements, including drinking water facilities, community building, link roads etc. The detail activities focusing to Thami IPs are as follows.

A. Livelihood empowerment skill training

Thami people are living with adverse social, political and economic conditions that they have no security of their basic livelihood and dignity. The road sub project aims to maximize the benefit through LEST to IPs Thami people. LEST will help to reduce poverty creating economic opportunity to them. Moreover LEST promotes social inclusion, independency, awareness etc. Shortly it is concerned with holistic development of Thami people. In the successive paragraphs, the LEST activities have been summarized. The activities are based on indigenous knowledge, practices, resources, market accessibility, physical setting, and their interest and needs.

(i) Goat keeping Training

In traditional agricultural system, goat rearing is an income-generating enterprise. This enterprise has been playing important role to provide employment and income to the rural women and backward farm families. The APP has estimated that the growth rate of livestock product including goats would be significant. To achieve this, commercialization of livestock production is necessary. In this background, commercial promotion of comparative advantaged small sized livestock animals like goats could be the best options in improving the living conditions of poor majority through increased rural employment and rural HHs based income generation in course of reducing the poverty. There are ever increasing demands of quality goat meat in the district and in outlet markets especially in Kathmandu valley. Goat is considered as one of the important livestock species as a source of income for rural household, which can be raised even in low resource base with minimum input supply.

Goat keeping is one of important Livestock prioritized by IPs (Thami people) in the influenced VDC. Goat farming has high possibility in Thami presence settlement because firstly, there is enough pasture land near by their settlement. Secondly the meat of goat is used by each and every caste and religious people and thirdly goat keeping is very easy in comparison to rearing other livestock animals. The important reason is that there is suitable local market such as Tauthali bazaar, Barhebase, Khadi chaur, Dolalghat bazaar for the supply of the goat meat. Understanding these factors, the program will provide goat farming training to the participants of Thami people. The training will help to IPs (Thami people) for goat farming in commercial way and increases their household's income and rural employment.

(ii) Vegetable farming Training

Another important activity for livelihood development to Thami IPs is vegetable farming. Since there is highly market possibility of vegetable in local market like Tauthali bazaar, Sildhunga, damsite and Bahrabise, Tatopani, Khadichaur, Dolalghat; off farm vegetable training is very appropriate for IPs Thami people. Especially this type of training is highly profitable to the people for supply of nutritious vegetables to the family and to generate cash income in household level. The vegetable farming is directly related with women because all most all of women population of Thami is involving in agricultural activities. So, it increases women's employment opportunities and decision making

access on household economy. In this regards, Thami people can increase better access to income generating opportunities by commercial promotion and marketing of high value normal and off seasonal vegetable. In course of promoting commercial production and marketing of fresh vegetable among Thami peoples, commercial vegetable production and marketing of fresh vegetable training will be provided.

(iii) Bamboo handicrafts making training

Thami People have traditional skills/knowledge of making bamboo vessels like basket, Doko, Chitra, Bhakari etc. There are availability of ample sources of bamboos (Bamboo, Ningalo, Malingo etc.) for handicrafts making and also have possible market of handicrafts. So, if project can provide training for these activities, their employment will generate in local level and increases their cash income.

B. Community mobilization / awareness program

The Thami people of this road have lower status in many aspects. Their literacy rate is lower with others, economic situation is poor, marginalization in the public sphere and under representation in decision making in local government executive. Hence bringing positive change in Thami people's life is a huge challenge to all development workers and which is not possible without community mobilization process. So, by community mobilization process, the IPs (Thami in this specific road corridor) will be encouraged to participate in different committees like VICCC, DPCC, VIUG, RBG, RBIC, SHG etc. Moreover IPs people will be focused to involve in construction and maintenance works if they are interested. While they involve in maintenance/construction work, they will unite in RBG/ RBIC and RBGs are focused to be transformed into self help groups. While they will be organized into self help groups, will be focused with different awareness program including life enhancement skill training (LEST). Some awareness focused program except the LEST program have been presented in below paragraph.

(i) joint meeting/ interaction of DIST/ DPO with NEFIN

Indigenous people focused organizations are highly coordinated and linked up in the every steps of the program to ensure the IPs participation on program and promote their social justice. At least two joint meeting on a year with National Federation of Indigenous Nationalities (NEFIN) will be organized in district level to establish deep coordination with indigenous people based organization and to maximize socio-economical opportunities to indigenous people Thamis.

(ii)Adult Literacy classes

Most of Thami peoples (both male and female) are illiterate. It has negatively impacting to exchange ideas and information in public areas as well as house hold works. So this adult literacy classes will be conducted to reduce their illiteracy. The literacy class will also make aware of their situation and bring some better changes in their life.

(iii)Early childhood Development classes

Despite of various investment of governmental and nongovernmental organization in education, Thami IPs children have less access to education because they have work at home and there is not school going environment for children. It indicates the very strong need of early child hood development centre in Thami IPs settlement. The ECD helps children to acquire basic literacy and numeric skills that will create school going environment to them.

C. Supplementary Infrastructure facilities

Since infrastructure is the basic requirements for overall development of any places and area. It was observed that there are not basic infrastructure facilities like drinking water, Irrigation facilities, toilets, road access and other required facilities to the IPs Thami people's settlement. Among them some of needy facilities for their development are listed in below.

(i) Drinking water Supply

It was observed in Thami People's settlement (Tauthali VDC-7) that there is acute problems of safe drinking water facilities especially in Thami peoples existing settlement. Majority of the Thami people are being suffered by the problems of morbidity and other water borne diseases. The drinking water scheme will increases access on safer drinking water to the Thami IPs. It will promote their personal hygiene and will promote positive impacts on their environment and sanitation as well. Like wise, the scheme will save Thami people's time which they can use in the income generating activities. In this context, drinking water supply scheme (DWS) is given high priority for its construction by the IPs Thami people.

(ii) Irrigation scheme

There is not irrigational facility to the Thami IPs settlement. So that irrigational canal is proposed to be constructed in the VDC ward -9. This irrigation facility will increase the productivity of lands and cropping systems will be significantly for improved food security and livelihoods.

(iii) Toilet construction

Similarly, the lack of toilets at households and public places adversely affects in the health and sanitation of local people including Thami. The Thami people's house holds lack toilets. In addition, there is not wider consciousness about it. In this context, the movements of constructing individual HH toilets seem to be crucial among Thami communities in the VDC.

(iv) ECD Building construction

As stated in above, there is strong need of early child hood development centre in Thami community. One ECCD centre is purposed to be construction at Thami settlement between ward-7 and ward-9.

Table-2: Narrative summary of development activities for empowerment of Thami IPs

Sn	Development activities	Beneficiaries (IPs)	Target Location	Remarks
A	LEST programs for IPs			
1	Goat keeping Training	25	Ward- 7 and ward-9	1 Times
2	Vegetable farming	30	Ward- 7 and ward-9	1 Times
3	Bamboo handicrafts making training	15	Ward- 7 and ward-9	1 Times
B	Community mobilization / awareness program			
1	Joint meeting/ interaction with NEFIN	12	Chautara	3 Times
2	ALC program	50	Ward- 7 and ward-9	1 Times
3	Early Childhood Development Classes	25	Ward- 7 and ward-9	1 Times
C	Supplementary Infrastructure facilities			
1	Drinking water Scheme	32	Ward no 7 (Chakchama tallo and Mathillo tole)	1 Times
2	Irrigation cannel construction	18	Ward no 9, Jorepipal	1 Times
3	Toilet construction	42	Ward- 7 and ward-9	1 Times
4	ECD Building construction	35	ward 7 Chakchama tole, and ward 9 Jorepipal of Tauthali VDC	1 Times

3.2 Detail description of mitigation activities

Thami IPs settlement is located in mid hill terrain. The construction of road increases the vulnerability of natural disaster especially in mid hill. Similarly the Thami people's participation/ leadership is prone to be very low in developmental activities and in different committees/groups. This may adversely

affect them. This will curb and interfere the construction of road as well as overall development of Thami people. That is why disaster preparedness training, social inclusion training, leadership training, advocacy training, Reproductive health training will be conducted to mainstreaming and empowering them during the project implementation. In another hand, while people involve in construction work like road, they must be aware of health and sanitation issues. Basically women participation is highly encouraged in the construction work so their issues including reproductive health will be mitigated through the training packages.

Table-3: Narrative summary of mitigation activities for Thami IPs

Sn	Mitigation activities	Beneficiary Thami (IPs) HHs	Location	Remarks
1	Social inclusion training	20	Ward- 7 and ward-9	1 times
2	leadership development training	25	Ward- 7 and ward-9	1 times
3	Right and advocacy training	20	Ward- 7 and ward-9	1 times
4	Reproductive health training	20	Ward- 7 and ward-9	1 times

2. Description of procedures for project related grievances

Generally, the road sub-project does not have any negative impact on Thami people. In addition, the social safe guard policies will bring in practice during the implementation phase. The social safe guard policies (Resettlement plan, Indigenous people development plan, and Gender action plan) will be prepared to distribute equitable benefits of program and also focus to reduce grievances of disadvantage people like Thami IPs. Similarly, VICCC, VIUG and GRC of respective field will closely pay attention on grievances issues of Thami people. The each VDC level committee will coordinate to the DPO and ensure their accurate compensation based on the resettlement framework of the RRRSDP.

5. Institutional arrangements

5.1 Identification of main tasks and responsibilities in planning, managing and monitoring development and/or mitigation activities

Social Development Specialist in the CISC will support PCU and DPO to implement IPDP. Social Development Specialist and Social Mobilizers of the DIST in all participating districts under DPO will support in planning and implementation of IPDP at the sub-project level.

The PCU will establish a quarterly monitoring system to monitor the implementation of the IPDP. A set of monitoring indicators will be determined during IPDP preparation. A survey of existing socio-economic status and cultural practices of IPs, which will be carried out during sub-project feasibility study/design, will be the basis for establishing the baseline data to monitor the sub-project impacts on IPs. The IPDP will also specify the system to collect data and monitor the changes and will include ToR for any monitoring agency/consultant. The CISC/PCU will prepare quarterly monitoring reports, post them on its website, and submit to ADB for its review.

The DPO/DIST and especially Social team of DIST will report in trimester bases on the format developed by CISC/PCU regarding progress and challenges for implementation and progress of IPDP. The social mobilizers will timely monitor IPDP and its activities. Likewise, the SDS of DIST will monitor the implementation of development and mitigation activities and handles some of the activities himself/herself.

A monitoring schedule will be prepared for monitoring of works and evaluated on the ground of indicators set during planning. The district team will visit the site at least twice a month for assessing the progress as well as sharing feedbacks that IPs will be involved and interacted for the possible

hazards which may encounter during implementation. Policy regarding social inclusion will be honestly adopted so as to ensure the meaningful participation of IPs (Thami). The PCU and CISC too will monitor and analyze through reports sent; as well as being in the field share to district team along with beneficiaries about matters to be improved and updated. The district network of NEFIN will also be commissioned role for monitoring during implementation. The alliance of political parties at DDC and VDC level, DDC, DPCC and VICCC will also assess the progress and achievements.

5.2 Identification of role of non governmental organizations (NGOs) or indigenous organizations in implementing the development and/or mitigation activities

A. Role of NGOs in implementing the development and/or mitigation activities

Non governmental organization and especially of indigenous people lead organizations have very crucial role to bring women in mainstreaming of the development. In this project area, there are few NGO's namely Tuki Sangh, Sindhu Bikash Kendra, Manushi Tripura sundari, Tripura sundari youth clubs, Gramin Mahila shrijanshil Pariyar, Eakal Mahila Samuha and Mahila Utthan Kendra. So, NGOs working in the district level and program areas will be linked up for over all development of Indigenous people.

The expected roles of existing NGOs in implementing the development and/or mitigation activities after coordination by DIST/DPO are stated here in below.

- Assist in capacity building of Thami IPs by the community mobilization.
- Play the role in social inclusion of Thami people in developmental activities.
- Take a role of mediator as accordance the need of program.
- Provide resource persons for the different types of training.
- Support to build up strategies for effective implementation of RRRSDP program in sustainability manner.
- Coordination and networking build up for the similar types of program.
- Given high priority to the Thami people in employment opportunity, leadership development and their livelihood development program.

B. Roles of indigenous peoples based organizations

In Sindhupalchowk district, there is only one indigenous peoples based organization 'Nepal Federation of Indigenous Nationalities' NEFIN, a District coordination council. This council is working in district level on the sector of empowerment and advocacy of indigenous nationalities. Therefore NEFIN is highly coordinated in every steps of implementation on behalf of IPs focus program. Similarly six monthly joint meeting with NEFIN by DIST/DPO will be organized to ensure their involvement and support for proper implementation of the program. So, following roles are expected from NEFIN.

- Support to raise issues of Indigenous people including Thamis in district level.
- Help to conduct interaction, campaign to promote Thami people's participation in developmental activities.
- Raise the advocacy activities to ensure Thami people social inclusion and their basic right.
- Support to launch awareness program to Thami community related to health, legal right, sanitation, good governance, income generation etc. Helping Thami children to obtain better access to educational opportunities in the program VDC.
- Assist in enhancing socio-economic conditions of Thami peoples through implementation of massive livelihood development program at VDC.
- Take bridging role with Thami community and local executive bodies.
- Play leading role in implementation of Thami people focused program by coordinating, networking and collaborating with different stakeholders.

6. Budget and financing

6.1 Identify cost of development and/or mitigation activities (including contingency funds) and funding resources.

The summary of cost of development and/or mitigation activities and funding resources are given in **Annex-1**.

6.2 Provide detailed cost estimates for planned activities and investments. Such estimates should be broken down into unit costs by project year and linked to a financing plan.

The detail cost estimates is given in **Annex-2**.

7. Supervision and implementation

7.1 Specify arrangements for supervision of the IPDP, including progress reports, mid term review and inspections.

The IPDP will be duly managed and supervised by the DIST social staffs along with active participation of IPs. All the data regarding the performance will be recorded. The social mobilizers will primarily carry out the supervision of development and mitigation activities regarding IPs (Thami). Similarly, the SDS of DIST will also be involved in monitoring and supervision of the on going IPD activities. The follow up and supervision of IPDP will also be made intermittently by PCU and CISC teams.

The DIST social team will prepare and submit the work progress report of IPDP in monthly bases having devised standard formats. The IPDP will establish a strong and precise reporting system to timely report the progress of different aspects of the programme till the previous month, work during current month and cumulative progress. This will enable to monitor functioning and progress of the IPDP.

The mid term review of IPDP will be carried out in every six months each year in joint participation of PCU, CISC, DIST and IP communities and the inspection of implementation of IPDP will also be made simultaneously.

8. Monitoring

8.1 Prepare a plan for internal and independent monitoring and evaluation of the targets of the major development and/or mitigation activities related to indigenous peoples' including incorporation of indigenous peoples' own indicators of success that were gathered during the social analysis.

Monitoring and evaluation are important means in assessing the performances or in measuring the success or failures of any developmental programs. It helps to pave new ways for achieving desired program outcomes. It also helps the program management to change/ modify implementation strategies in improving the conditions and positions of the program activities. In this regard, on going monitoring will be an in built process and accordingly the plan of actions for the forth coming days will be charted out. The programme will develop well-established monitoring and evaluation [M&E] systems to timely self evaluate the impacts of the programme with strong monitoring tools. At the central level, PCU/CISC will meet and monitor the progress as per the requirement. Monitoring visits will be planned and the programme achievements will be reported on the spot. These monitoring visits will be a key to developing micro-macro linkages and increasing level of realization of ground realities and influencing policy formulation appropriate to local situations. In this regard, the programme will be regularly monitored and evaluated on: monthly and trimester regular bases.

- **Monthly Monitoring and Evaluation**

The monthly follow up, supervision, monitoring and evaluation of project activities will be carried out by the DIST social staff. The DIST will ensure timely implementation of development and mitigation activities by supervising the target beneficiaries and will provide on-the spot feed –backs. They will regularly interact with the beneficiaries (IPs) so that the core members of the beneficiaries share the progress and problems encountered in course of implementing the project activities.

- **Trimester Review and Planning (TRP)**

In addition to the monthly M & E, the project will also facilitate project review and planning exercises. Trimester reviews and planning will be regularly carried out having organized the workshops in participation of PCU/CISC, DIST, IP representatives and relevant stakeholders at district level for monitoring and evaluation of on going programme activities and accordingly to chart out the plan of action for forth coming trimester.

- **Mid term Evaluation of IPDP**

The mid term evaluation of the IPDP will be carried out by the benefit evaluation team of beneficiaries (BETBs). For this, a BETB will be formed in involvement of the representatives of the IPs and they will be mobilized to evaluate the IPs based development programs by themselves.

- **Final Evaluation of IPDP**

The final evaluation of the IPDP will be carried out by PCU, CISC, DIST and IPs themselves.

9. Implementation schedule

9.1 Prepare a timetable of major IPDP activities indicating the sequence, length of activities, time line and responsible agent.

Table-7: IPDP based activities Implementation schedule

S. N	Components/Activities	Number of beneficiaries	Years												Remarks
			2009				2010				2011				
			Quarters												
			1	2	3	4	1	2	3	4	1	2	3	4	
1	Development Activities														
A	LEST programs for IPs														
1	Goat keeping Training	25 persons													
2	Vegetable farming	30 persons													
3	Bamboo handicrafts making training	15 persons													
B	Community mobilization / awareness program														
1	Joint meeting/ interaction with NEFIN	12 persons													
2	ALC program	50 persons													
3	Early Childhood Development Classes														
C	Supplementary Infrastructure facilities														
1	Drinking water Scheme	32 HHs													
2	Irrigation cannel construction	18 HHs													
3	Toilet construction	42 HHs													
4	ECD Building construction	35 HHs													
2	Mitigating activities														
1	Social inclusion training	20 persons													
2	leadership development training	25 persons													
3	Right and advocacy training	20 persons													
4	Reproductive health training	20 persons													

Annex-1: Narrative summary of the IP development and mitigating costs

Sn	Budget category	Unit	Quantity	Rate/unit	Total amount (NRs)	Funding source
1	Development Activities					
A	LEST programs for IPs				485000	RRRSDP
B	Community mobilization / awareness program				160000	RRRSDP
C	Supplementary Infrastructure facilities				0	RRRSDP/RWSSS/SI
2	Mitigating activities				105000	RRRSDP
	Total				750000	

Annex-2: Details of budget for IPs based development and mitigating activities

Sn	Budget category	Unit	Quantity	Rate/unit	Training Total	Remarks
1	Development Activities					
A	LEST programs for IPs					
1	Goat keeping Training					
1.1	Training Cost	No	1	30000	30000	25 persons
1.2	Goat supporting	No	25	5000	125000	
	Total				155000	
2	Vegetable farming					
2.1	Training Cost	No	1	30000	30000	30 persons
2.2	Vegitable seeds/pestisides supporting	No	30	5000	150000	
	Total				180000	
3	Bamboo handicrafts making training					
3.1	Training Cost	No	1	75000	75000	15 persons
3.2	Material supporting	No	15	5000	75000	
	Total				150000	
	Sub Total of A				485000	
B	Community mobilization / awareness program					
1	Joint meeting/Interaction with NEFIN	NO	3	10000	30000	
2	ALC program	No	1	30000	30000	50 persons
3	Early Childhood Development Classes	No	1	100000	100000	20 persons
	Sub total of B				160000	
C	Supplementary Infrastructure facilities					
1	Drinking water Scheme	No	1	0	0	Budget from RWSSs
2	Irrigation cannel construction	No	1	0	0	Budget from SIs
3	Toilet construction	No	42	0	0	Budget from SIs
4	ECD Building construction	No	1	0	0	Budget from SIs
	Sub total of C				0	

	Total cost of Development Activities (1)				645000	
2	Mitigating activities					
1	Social inclusion training	No	1	25000	25000	20 persons
2	leadership development training	No	1	25000	30000	25 persons
3	Right and advocacy training	No	1	25000	25000	20 persons
4	Reproductive health training	No	1	25000	25000	20 persons
	Total Cost of Mitigating Activities (2)				105000	
	Grand total (1+2)				750000	