

National Dairy Plan Phase I

Guidelines on Environmental and Social Management



Project Management Unit

(Located in NDDB)

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ABBREVIATIONS USED

AH	Animal Health
AI	Artificial Insemination
AIOs	Artificial Insemination Officers
CBWTF	Common Bio-Medical Waste Treatment Facility
CS	Cooperative Society
CSS	Centrally Sponsored Schemes
CSP	Centrally Sponsored Plans
DCS	Dairy Cooperative Society
E&S	Environmental and Social
EA	Environment Assessment
EIA	End Implementing Agency
ESMP	Environmental and Social Management Plan
FD	Fodder Development
IAs	Implementing Agencies
ITDP	Integrated Tribal Development Program
LRPs	Local Resource Persons
MIS	Management Information System
MPI	Milk Producer Institutions
NDP I	National Dairy Plan Phase I
NGCs	New Generation Cooperatives
P&I	Procurement and Input
PMC	Project Management Committee
PMU	Project Management Unit
PS	Pedigree Selection
PT	Progeny Testing
PWD	Persons With Disabilities
RBP	Ration Balancing Programme
RDTC	Regional Demonstration and Training Centre
SPP	Sub Project Proposal
SSS	Strengthening Semen Station
STEP	Support to Training and Employment Programme for Women
TOs	Technical Officers

Preface

This document presents information for developing and implementing the Environment and Social Management Plan in all sub-projects under the National Dairy Plan Phase I. The guidelines will help the End Implementing Agencies to understand the need for environmental and social safeguards, to identify potential risks related to the sub-projects being proposed, and to design mitigation/enhancement measures. The guidelines also lay down the implementation arrangements, documentation and reporting requirements. The guidelines will help the staff in acquiring sufficient knowledge to design and implement the environmental and social management plan of the sub-projects in a comprehensive manner.

1 INTRODUCTION

1.1 Project Development Objectives (PDO)

The objectives of the National Dairy Plan Phase I (2011-12 to 2016-17) are:

- To help increase productivity of milch animals and thereby increase milk production to meet the rapidly growing demand for milk.
- To help provide rural milk producers with greater access to the organised milk-processing sector.

1.2 Project Coverage and Beneficiaries

The project will cover about 40,000 villages across 14 major dairying states. The project is expected to directly benefit about 1.7 million rural milk producing households through its interventions (World Bank, Project Appraisal Document (PAD), 2012).

1.3 Project Components and Subcomponents

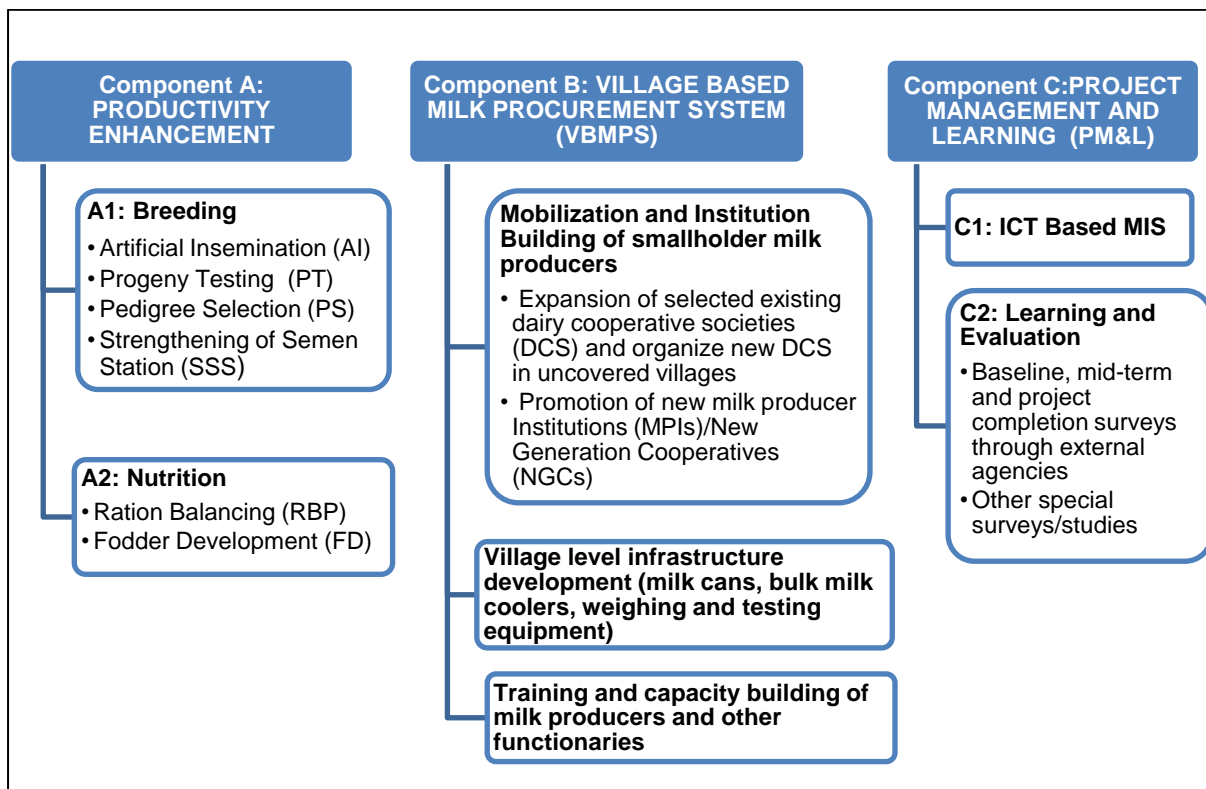


Figure 1: NDP I – project components and subcomponents

1.4 World Bank's Safeguard Policies

The World Bank has several environmental, social and legal safeguard policies. The objective of these policies is to prevent and mitigate undue harm to people and their environment in the development process. These policies provide guidance for implementing agencies for preparing and implementing projects. The World Bank's Operational Policies (OP) applicable to the NDP I are:

OP 4.01- Environmental Assessment (EA): This is an umbrella policy and is applicable to the NDP I. The EA takes into account the natural environment, human health and safety, and social aspects. EA is undertaken to evaluate a project's potential environmental risks and impacts in its area of influence; examine project alternatives; identify ways of improving project selection, siting, planning, design, and implementation by preventing, minimizing, mitigating, or compensating for adverse environmental impacts, and enhancing positive impacts throughout project implementation.

OP 4.09- Pest Management: The procurement of any pesticide in a Bank-financed project is contingent on an assessment of the nature and degree of associated risks, taking into account the proposed use and the intended users and the need to prevent the development of resistance in pests.

OP 4.10- Indigenous Peoples: The Bank recognizes that the identities and cultures of Indigenous Peoples are inextricably linked to the lands on which they live and the natural resources on which they depend. These distinct circumstances expose Indigenous Peoples to different types of risks and levels of impacts from development projects, including loss of identity, culture, and customary livelihoods, as well as exposure to disease. Gender and intergenerational issues among Indigenous Peoples are complex. As social groups with identities that are often distinct from dominant groups in their national societies, Indigenous Peoples are frequently among the most marginalized and vulnerable segments of the population. As a result, their economic, social, and legal status often limits their capacity to defend their interests in and rights to lands, territories, and other productive resources, and/or restricts their ability to participate in and benefit from development. The World Bank's Policy on Indigenous peoples underscores the need for Borrowers and Bank staff to identify indigenous peoples, consult with them, ensure that they participate in, and benefit from Bank-funded operations in a culturally appropriate way – and adverse impacts on them are avoided, or where not feasible, minimized or mitigated.

1.5 Government of India Policies and Guidelines

To increase the participation of the SC/ST population in the various development projects, so as to increase sustainable livelihood opportunities for them, the Central government (through CSS, CSP, Tribal sub plan and Special Component Plan for Scheduled Castes) and the various State governments have started various

schemes. There are synergies available from the various components of these special plans which need to be harnessed for benefiting the SC/ST population.

The NDP I will make 17% expenditure in the services of the project for scheduled castes as per the Special Component Plan for Scheduled Castes. The NDP will also allocate 3% of fund for persons with disabilities as per the PWD Act 1995 notified by the Ministry of Social Justice and Empowerment.

When Scheduled Tribe (ST) households are present in SPP area, EIA must conduct targeted consultations with tribal communities and their representatives. In SPPs being implemented in tribal regions, the EIA will make effort to engage tribals as LRPs and to improve membership of tribals in DCS as far as they meet the minimum requirements for their inclusion.

1.6 Guidelines for Tribal Convergence

The EIAs should consider integrating the tribal households either already engaged in dairying or plan to engage in dairying linking to the existing schemes targeted at the welfare of the tribal population. The local level functionaries should collate a list of schemes available for the welfare of ST households in coordination with various departments primarily at the district level (DRDA, Zila Panchayat, District Collectorate, ITDP etc). The E&S Cell will also support the EIAs in collating information. The eligibility, benefits and other criteria for the schemes identified could be further communicated to the ST households. The EIAs (under VBMPS SPPs) may utilize the awareness camps for tribals to create awareness about government schemes for tribal development.

1.7 Environmental and Social Management Framework for SPPs under the NDP I

As part of the preparation of the NDP I, NDDDB undertook a detailed Strategic Environment and Social Assessment (SESA) involving field studies and wide ranging stakeholder consultations and survey covering 8000 households in the states of Punjab, Karnataka, Gujarat and Bihar.

Based on the outcome of the SESA an appropriate Environmental and Social Management Framework (ESMF) has been formulated that needs to be implemented as part of the NDP I.

The SESA (refer NDDDB Website) has outlined the screening process for SPPs through Revised Form A (approved by World Bank) and the Process flow chart for Environmental and Social Management Framework (ESMF). The ESMF identifies anticipated environmental and social issues, impacts and risks with respect to the NDP I sub components and interventions. The Framework also describes mitigation and enhancement measures, and implementation arrangement for the E&S

interventions. This information is also available in Project Implementation Plan I (PIP I) document.

The ESMF continues to be the guiding document, but based on the experience of appraising and implementation of SPPs during the financial year 2012-2013, environmental and social issues relevant to the different sub projects and their mitigation and enhancement actions have been compiled in Annexure 3

All new SPPs (prepared from 01/07/2013 onwards) will address the E&S issues through measures outlined in this guideline. Additional area specific E&S issues arising will be addressed through measures outlined in the ESMF (refer SESA and PIP I documents).

2 PREPARING THE ENVIRONMENT AND SOCIAL MANAGEMENT PLAN

Under the NDP I all SPPs have a plan for environmental and social management. The Environment and Social Management Plan (ESMP) lays out the environment and socio-economic background for the sub-project, and includes classification of the sub-project according to its scale of potential impact, identification of environmental and social issues relevant to the sub-project interventions, and key actions to be undertaken for mitigation/enhancement of sub-project's environmental and social impacts. This chapter describes the process for preparation of the ESMP along with the appraisal process, and guidance on its financial management and disclosure.

2.1 The Process of ESMP preparation

The process of preparing the environmental and social management plans begins during sub project preparation. The EIA identifies the sub project to be proposed, the area to be covered and the key interventions to be proposed. Based on the key interventions to be carried out in the proposed sub-project, classify the sub-project according to the 'Revised Form A' to ascertain whether your sub-project is considered to have insignificant, minor, moderate or major impacts.

After this undertake a baseline assessment of socio-economic and environmental aspects in the project area mainly from secondary sources available. Identify potential environmental and social risks/impacts on the basis of the ESMF for SPPs (Annexure 3) provided in this note.

Organize a stakeholder consultation to share the proposed interventions. Report the social and environmental issues related to the project interventions that were raised in this consultation.

Prepare the chapter on "Environmental and Social Management Plan" (refer annexure 1) describing the key actions to be undertaken. Options for key actions under Environmental and Social Action Plans for different sub projects are given in Annexure 3. Where required according to the screening process in Revised Form A (Annexure 2), organize another stakeholder consultation. Finalize the SPP proposal and submit to the PMU for appraisal.

2.2 Stakeholder Consultations

Stakeholder consultation will be conducted during SPP preparation. Key stakeholders would be:

- Dairy Farmers in SPP implementation area, including smallholders, women and tribal communities where present
- Union Board (including those representing women, tribal, persons with disabilities and other vulnerable and backward groups)

- Union Field Staff, including women field workers and existing LRPs, if any
- Others, as necessary such as STEP, dairy focused NGOs

Key topics to be covered in consultation will include but not be limited to the following:

- Information about NDP I components and objectives
- proposed SPP components/coverage
- Feedback on key environmental and social issues, problems, constraints with respect to SPP components and suggestions to address them

The projects with moderate impact require two consultations, one prior to finalization of the subproject and second after the finalization of the subproject to be followed by disclosure of findings of the consultation meetings.

The findings of the stakeholder consultations will be included in the SPP. The key social and environmental issues raised during the consultations will be addressed to the extent possible in designing project interventions.

A summary of the consultation may be provided in the following format:

Table 1: Reporting Format for Consultation

Stakeholders consulted:			
Meeting held in:	Name of EIA		
Consultation Venue:	e.g., Meeting Room	Consultation date and time:	
Method of meeting:	Group meeting	Language of communication:	
Briefing is done on the sub project:	Major points		
Benefits of the sub project described:			
Consultation done by			
Summary of Consultation:			
- Issues raised by the stakeholders			
Action taken	- Issues addressed in the Sub-project design		

2.3 Appraisal Process for SPPs

2.3.1 Submission of SPP and Screening of EIA on eligibility Criteria:

An EIA that would like to avail grant assistance for any component/ sub component/ activities under NDP I Will have to prepare a SPP and submit the same to PMU for financial assistance.

EIA will include a chapter on Environment and Social Management in any SPP submitted for approval under the NDP 1. EIA should follow the guidelines provided on the NDDB website as well as in these guidelines for building the E&S chapter in SPP.

The EIA may submit the SPP directly to PMU and after screening of eligibility criteria of EIA. If it is found to meet all the laid down criteria, the SPP would be taken up for appraisal. If it does not meet all the criteria, a suitable communication would be sent by PMU to the EIA.

In case an EIA makes a request for participation under NDP I, it could be screened for eligibility and if found eligible, the EIA could be requested to submit the SPP in the prescribed format/ template; if it does not meet all the criteria, a suitable communication would be sent by PMU to the EIA.

2.3.2 Appraisal of the SPP

A multi-disciplinary team will be constituted with the approval of Mission Director, NDP I. The team would include representatives from Environment and Social Cell.

The appraisal team will follow the appraisal process laid down in Chapter 7 (Para 7.7) of the PIP in NDP I and accordingly will:

- Carryout the field visit to appraise the SPP.
- Examine the SPP for inconsistencies and whether the assumptions and all relevant costs have been adequately provided along with
- Carryout the EIA's Environment and Social management capabilities and Environment and Social Action Plan.
- Seek a formal sign-off from the EIA on the change in physical targets and consequent change in the financial outlay.

The appraisal report jointly prepared by the team will make an objective assessment and provide specific recommendations for approval of SPP and suggested revision (if any) along with necessary justification.

2.3.3 Approval of SPP

Based on the appraisal report, team will also prepare "Note for Sanction of Grant-in-Aid" with proper recommendations and forward it to PMU to process of seeking approval of the PSC.

2.4 Financial Management and Procurement

The guidelines for financial management and procurement as applicable to other project expenditure under the SPP will apply to the Environmental and Social Management Plan.

2.5 Information Disclosure

Disclosure of ESMP activities in SPPs will be done along with disclosure of the SPPs implemented by the EIAs, whether through the website of the EIA, through display at village level or any other process followed by the EIA.

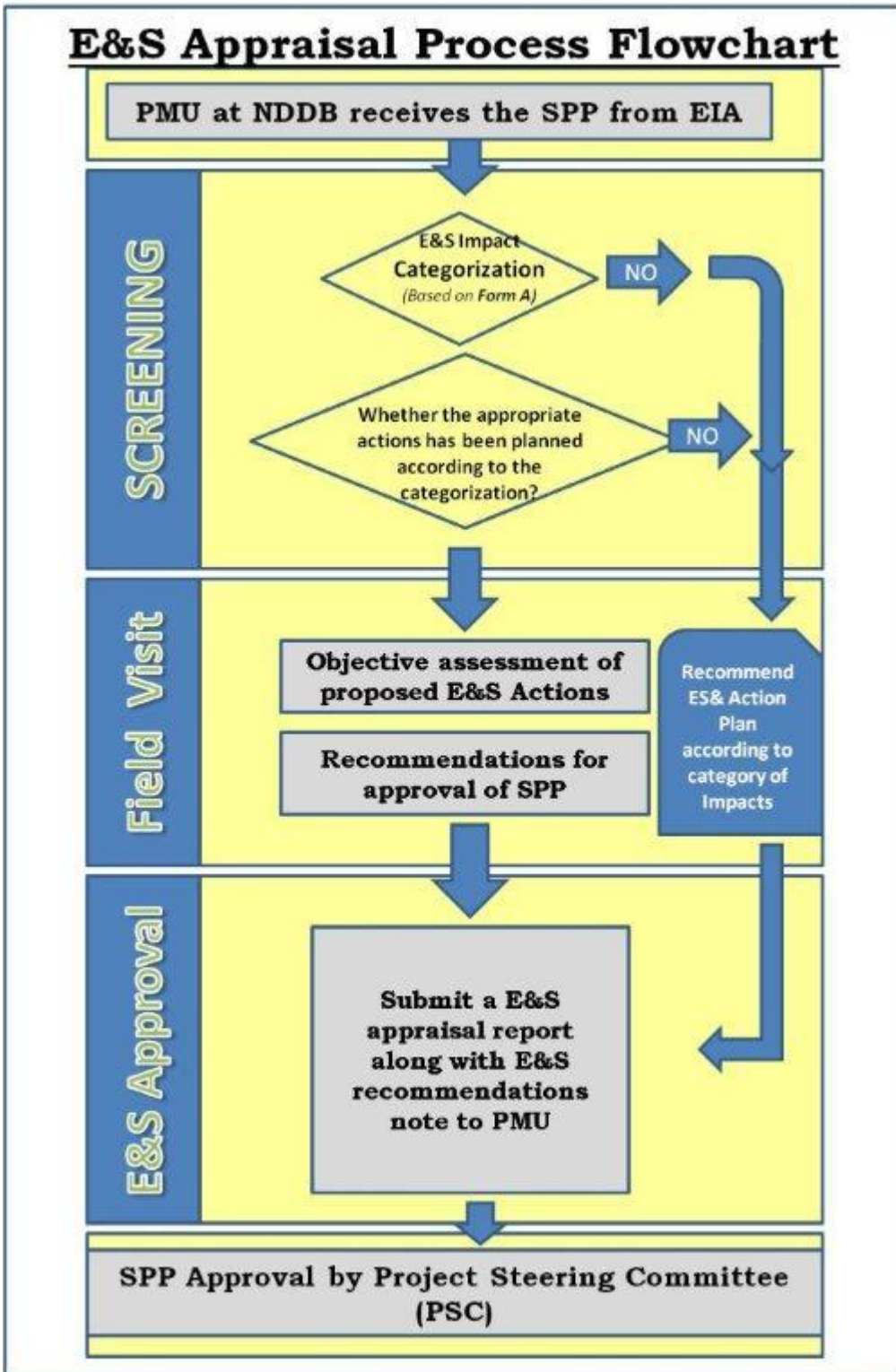


Figure 2: E&S Appraisal Flow Chart

3 IMPLEMENTATION ARRANGEMENTS

The overall SPP will be monitored and reviewed by the Project Management Cell of the EIA. The E&S Officer who will be a member of the PMC will have specific responsibilities with regard to the ESMP. This chapter outlines the implementation arrangements among the EIA and the Project Management Unit at NDDDB.

3.1 E&S Implementation Arrangements

At the SPP level the responsibility for implementation lies with the Project Management Cell (PMC) of EIA. An E&S officer will be designated with the following Responsibilities:

- Getting Environmental and Social Management Plan (ESMP) prepared and implemented
- Ensuring convergence with government schemes
- Consolidating and analyzing all data related to ESMP activities
- Progress monitoring of E&S activities
- Identifying corrective actions, if required
- Documenting success stories related to ESMP activities
- Providing requisite information to the PMU on regular basis
- Initiating partnerships (for example: other union departments - P & I, CS, Training, Extension Workers can contribute as per need. The EIA may hire the services of Local Resource Persons, Consultants, NGOs as resource persons in E&S activities. Partnership with STEP, RDTC, Tribal Development etc. may also be explored for this purpose)

The E&S Cell of PMU will provide guidance to the E&S Officer for management of the Environmental and Social Management Plan under the SPPs.

3.2 Responsibilities of E&S Management Cell, PMU

The E&S Management Cell is responsible for the management and implementation of E&S activities of NDP I through the following activities:

- Screening of sub-projects submitted by EIAs
- Reviewing sub-projects (proposals of EIA for different Sub Components) in reference to agreed E&S indicators
- Environment and social framework applicability for the sub-project in terms of identified environmental and social risks, possible mitigation and enhancement measures
- Appraisal visit and Assessment of EIAs
- Acting as single point information system for all information required in the context of the ESMF of the project
- Ensuring that sub-project level ES management plans (ESMP) are in accordance with ESMF

- Monitoring and generating evaluation reports on the performance of the project in reference to agreed E&S indicators
- Organizing training for the concerned human resources in EIAs on project ESMF process requirements
- Organizing mid-term and end of project evaluation studies and any specific studies to be done by PMU and EIAs relating to ESMF activities
- Providing technical and quality review of the proposal submitted by various EIAs
- Monitoring and facilitating implementation of SOPs, as per ESMF for AI service, Semen Stations, BMCs etc.

3.3 Maintenance of information at EIA level

The following records will be maintained at EIA level:

1. Reports of stakeholder consultations
2. Records of land lease agreement wherever applicable
3. Contract with transport service provider for compliance with emission norms, and PUC of vehicle for VBMPs sub projects
4. Reports of training/ awareness programmes, awareness camps, etc. as applicable. Reports of trainings will include list of participants segregated by gender and SC, ST. Short event reports should be made covering topics discussed, resource persons and issues raised.
5. Reports of vaccination camps. If another agency is conducting the camps, EIA to maintain records. List of villages covered under ring vaccination in semen station strengthening subprojects.
6. List of participants from EIA who have attended trainings on E&S topics at NDDB
7. Prepared case studies with photographs and illustrations
8. Plan and description of biomedical waste management system, AI and vaccination waste collection and disposal system, biogas plant and other animal waste management systems
9. Sex-disaggregated data on women members at various levels in the Milk Unions.
10. Supervising and monitoring schedule/system of the E&S Officer
11. Number of beneficiaries who have reported their grievances
12. List of women extension officers/trainers in the EIA who are involved in project implementation.

3.4 Maintenance of information at PMU level

The following information has to be maintained by E&S Cell at PMU Level:

1. Impact Categorization “Form A” submitted by EIAs along with SPPs
2. SPP Appraisal reports prepared after the visits
3. E&S Screening checklist “Form B”
4. Outcome reports of the special studies proposed/ conducted on E&S under NDP I

5. Case studies/success stories reported by EIAs from Field on successful implementation of E&S activities, reports prepared by conducting meetings with farmers/milk producers during the SPP progress review meetings etc.
6. Training modules on E&S for various level of participants
7. Standard operating procedures for implementation of environmental and social management actions in the field
8. Final Reports prepared by E&S cell for submission to PMU on half yearly, yearly, mid-term and end of the project period.

4 MONITORING AND EVALUATION

4.1 Reporting

The progress reports of the ESMP will be submitted on line monthly by EIAs as part of the SPP progress reports. The reports will include physical and financial progress, and success and problems encountered during implementation of actions and strategies with suggested remedial actions. Formats for SPP specific reporting are given in Annexure 3. Quarterly and annual progress reports will be generated at PMU level.

4.2 Monitoring, Evaluation and Learning

The ESMP activities will be monitored at the field level by the E&S Officer and other members of the Project Management Committee/ Cell. The PMC would also have its own mechanism of monitoring through Project Coordinators, Supervisors and others. Monitoring Officers have been designated for all SPPs; they will monitor the physical progress of the sub-projects.

PMU staff including members of the E&S Cell would monitor sub project progress through field visits on quarterly basis. Monitoring would be done through visiting E&S activities in progress, through feedback from beneficiaries/ village leaders/ cooperative members, perusal of event reports, and visiting sites/households that are the subject of case studies and other learnings.

Information from reports as well as field visits will be analyzed and evaluated to assess progress, to identify weaknesses, and to provide feedback to various stakeholders on environmental and social initiatives.

Annexure 1: Contents of the E&S Chapter

The chapter on “Environmental and Social Management Plan” for the SPP will have the following contents:

1. Introduction

The introduction should cover:

- Summary of interventions, coverage (area), beneficiaries etc. proposed in sub project proposal.
- Brief description of the SPP interventions
- Number of villages and beneficiaries covered/ targeted (Total, women, smallholder, SC/ST)

2. Socioeconomic Profile of Sub Project Area

This section highlights the socio-economic profile of area proposed under the sub project proposal. This can be developed based on available secondary data and should cover the following aspects (in a brief paragraph):

- Social groups (SC, ST, OBC, GEN; men and women)
- Landholding (small and marginal, medium and large farmers)
- Occupational profile, livestock holding and dairy farmers
- Socio-economic profile of scheduled tribes in SPP Area (where applicable)
- Socioeconomic profile of existing DCS members (SC, ST, smallholders, women/men members, persons with disabilities, General and Women DCS)
- Other socioeconomic indicators unique to the SPP area

3. Environment and Natural Resource Profile

This section should cover the following information of the proposed area under the sub project:

- Location, climate, rainfall, topography
- Land, water, fodder availability and use
- Area specific key environmental issues/problems related with SPP component (such as ground water contamination with heavy metals, occurrence of floods and droughts and other natural hazards etc. burning of crop residues)

4. Requirement of Land

Details of SPP interventions that require land acquisition. If additional land is required, provide the following information:

- Land purchased/acquired
- Land taken on lease agreement
- Land should be encumbrance free (land free of disputes of ownerships and encroachments etc.)
- EIA to ensure that there is no physical displacement of people from that land purchased/leased.

5. Screening and Impact Categorization

Categorize sub-projects using the revised Form A (Annexure 2).

6. Summary of Consultations

Provide a summary of key E&S issues, if any, raised (during consultations) by beneficiary groups with respect to the SPP interventions.

Document and provide details of consultations held with tribal groups in the SPP area (World Bank Safeguard Policy).

7. Environmental and Social Action Plan

Identify environmental and social impacts/issues/ risks related to the SPP from the section on 'ESMF for SPPs' given in Annexure 3. The ESMF contains measures that are sometimes action points; in some cases measures are procedural in nature. For example, inclusion of women as beneficiaries is a strategy that has to be followed by the LRPs, this action is therefore, not budgeted for.

Some of the trainings that impart knowledge on environmental and social issues are conducted at NDDB as part of centralized activities under the NDP I. Other trainings that are to be conducted by EIA as part of SPP are to be mentioned in the Environmental and Social Action Plan of the SPP.

Some of the trainings/ awareness sessions would be part of technical trainings e.g., gender awareness of LRPs (as part of LRP induction programme), awareness of leaching risks (with demos on fodder ensilage pits). Such activities will be included in the E&S Action Plan but no additional budget will be provided.

Under the SPP specific Environment and Social Management Framework (ESMF) certain activities are mentioned under "Measures already incorporated in NDP I". These actions/ measures are already part of the technical part of the SPP, but they will be monitored in addition to the key actions proposed under Environment and Social Action Plans.

Table 2: Template for Environment and Social Action Plan

S. N	Key Actions	Units	No. of targets /year			Unit Cost	Total cost of activity
			Year 1	Year 2	Year 3.....		
1		No. of trainings					
2		No. of awareness camps					
3							
	Total cost of E&S activities						

Note: The Sub Project specific key actions are provided in ESMP for SPPs in Annexure 3.

8. Implementation Arrangements

- Indicate the E&S Officer responsible for implementation of the ESMP
- Mention other proposed arrangements for implementing the ESMP such as hiring Resource Persons from other agencies, etc.

Annexure 2: Revised Form A

FORM A: Environmental and Social Checklist for Subprojects

This form is to be used by the IAs and after completing the required process submit this form with the sub project proposal to the PMU.

(Note: One copy of this form and accompanying documentation to be kept in the PMU office.)

Name of Subproject:

Proposing IA & Address:

Subproject Location:

Estimated Cost:

Proposed Date of

Commencement of Work:

Checklist for Environment and Social Impact Assessment

No.	Sub Project Types	Categorization of Sub Projects	Requirements Based on Impact Categorization
1	All activities related to capacity building, training, workshop etc. For example – VBMPS (village based milk procurement system) for establishing a new Dairy Cooperative Society (including providing milk testing units at the collection centers)	Insignificant	No requirement
2	All activities related to Progeny Testing, Pedigree Selection, and Ration Balancing Programme.	Minor	One Consultation Documentation of the consultation
3	All activities related to semen station, VBMPS (installation of Bulk Milk Coolers) and Fodder Development Programmes.	Moderate	One Consultation and its documentation prior to finalization of the Sub Project. Second Consultation after finalization of the Sub Project (incorporating feedback from the first consultation). Disclosure of the consultation findings
4	At present no Sub Projects qualify for this category; this is retained as a provision to cover any future investments, such as, milk processing plants, new semen stations etc., that may have larger impacts.	Major	Conducting Environmental Impact Assessment. As part of Environmental Impact Assessment, one consultation and its documentation prior to finalization of Sub Project. Second Consultation after completion of Environmental Impact Assessment disclosing the report. Final disclosure of the Sub Project after project is cleared by PMU.

Annexure 3: SPP Specific Guidance

This annexure contains information for preparing SPPs, viz., environmental and social management frameworks, suggestion action plans, and reporting formats. The EIAs will identify environmental and social issues specific to their SPP from the ‘ESMF’ provided. Actions to address the identified issues can be selected from the ‘Suggested Action Plans’. Tables on relevant ESMF and Action Plans should be included in the ESMP chapter of the SPP.

Part 1: Information for Ration Balancing Programme (RBP)

Environmental and Social Management Framework for RBP

Table 3: Environmental and Social Management Framework for RBP

Key E & S Impacts, Issues and Risks	Measures Incorporated in NDP I	Mitigation/ enhancement measures
<ul style="list-style-type: none"> Reduction in Methane Emission 	<ul style="list-style-type: none"> Methane emission pilots – will be under taken by NDDDB through some external agencies. Not required for EIAs to carry out these studies/pilots. Methane emission reduction through feeding a balanced ration 	
<ul style="list-style-type: none"> Targeting of women farmers through advisory services 		<ul style="list-style-type: none"> Inclusion of women, smallholders, as beneficiaries of RBP advisory services Training of LRPs on gender awareness, specifically on engaging with women for better uptake of RBP practices
<ul style="list-style-type: none"> Targeting of vulnerable groups <ul style="list-style-type: none"> SC ST Small holders Persons with disabilities 		<ul style="list-style-type: none"> Inclusion of SC households as beneficiaries of RBP advisory services Strive for greater coverage of women and tribals to work as LRPs if they fulfill the minimum requirements

Suggested E&S Action Plan for RBP

Table 4: Suggested E&S Action Plan for RBP

Ration Balancing Programme								
S.No.	Key Actions	Units	No. of Targets / year			Unit Cost	Total cost of activity	Remarks
			Year 1	Year 2	Year 3			
1	Share E&S issues such as need for targeting women in RBP, judicious use of local fodder resources	No. of village meetings				NA		To be done along with Village Awareness Programme/ Farmers meetings planned for the SPP.
2	Gender sensitization for Technical Officers (TO)	No. of trainings				NA		At NDDB level as part of session on Social Issues for training of technical officers
3	Training of LRPs (environmental issues and effective engagement with women beneficiaries)	No. of trainings				NA		EIA level as part of LRP training Environmental issues including methane emission, discussion on experience in working with women and strategies to address issues
	Total cost of E&S activities							

Reporting Format for RBP

Table 5: Reporting Format for RBP

S.No.	Ration Balancing Programme (RBP)	Monthly/Qtly Reporting	Remarks
	E&S Monitoring & Reporting Indicators	Data Type	
1	Number of village awareness programmes/Farmers meetings in which E&S issues were discussed	Number	
	Provide the Name of Villages	Text	
	No of villages	Number	
	No of participants	Number	
	of which women	Number	
	of SC/ST	Number	
	Qualitative information on awareness camps held during the reporting period	Text	Briefly describe issues raised by community on strategy for targeting women, and issues regarding feed and fodder resources.
2	Training on gender awareness for TOs (Conducted at NDDB)	Number	Number of officers from EIA who attended training
3	LRP Induction Training in which Gender awareness was covered (by EIAs)	Number	
	No of participants	Number	
	of which women	Number	
	of SC/ST	Number	
	Qualitative information on trainings organized during the reporting period	Text	Mention constraints faced, if any, by LRPs in working effectively with women, and strategies to improve participation and understanding of women beneficiaries

S.No.	Ration Balancing Programme (RBP)	Monthly/Qtly Reporting	Remarks
	E&S Monitoring& Reporting Indicators	Data Type	
4	Case study/success story	PDF/MS Word	Document short stories on topics such as successful adoption of RBP by women, successful work done by LRPs who are women or members of vulnerable communities, or other relevant social & environmental aspects.
5	Photographs/Pictures	Photographs, pictures etc.	

Part 2: Information for Fodder Development Programme (FD)

Environmental and Social Management Framework for FD

Table 6: Environmental and Social Management Framework for FD

Key E & S Impacts, Issues and Risks	Measures Incorporated in NDP I	Mitigation/enhancement measures
<ul style="list-style-type: none"> • Risks associated with pesticide use • Enhancing water and fodder security 	<ul style="list-style-type: none"> • Awareness program on ICAR/ agricultural universities package of practices on fodder production 	<ul style="list-style-type: none"> • Awareness programmes through village meetings /Gram Sabhas on the following topics: <ul style="list-style-type: none"> - Use of ICAR/ agricultural universities recommended package of practices on Integrated Pest Management / pesticide use - Water conservation in the local context (actions to be taken by the villages) – reduce, reuse, link with government programmes on water management - Fodder conservation – burning of crop residues
<ul style="list-style-type: none"> • Targeting of smallholder farmers, especially women farmers 	<ul style="list-style-type: none"> • Seed Distribution also covers smallholders and women; • Participation of smallholders and women farmers in Training and Demonstration 	<ul style="list-style-type: none"> • Improve inclusion of women, smallholders, and SC/ST in all the awareness programmes/ demonstrations under fodder development
<ul style="list-style-type: none"> • Risks associated with leachate from silage pits 	<ul style="list-style-type: none"> • Silage demonstration in the village 	<ul style="list-style-type: none"> • Awareness on risks associated with leachate from silage making (as part of demonstrations)
<ul style="list-style-type: none"> • Risks associated with construction of Fodder Seed processing plants and densification plants 	<ul style="list-style-type: none"> • Land used for making fodder seed processing plant should be encumbrance free • Wherever additional land is required ensure that there is no physical displacement 	<ul style="list-style-type: none"> • Training on Health and Safety of workers of seed processing plant and densification plant

Suggested E&S Action Plan for FD

Table 7: Suggested E&S Action Plan for FD

Fodder Development Programme								
S.No.	Key Actions	Units	No. of Targets per year			Unit Cost	Total cost of activity	Remarks
			Year 1	Year 2	Year 3			
1	E&S awareness in Training of Technical officers/ Fodder Development Officers	No. of awareness programmes				NA		To be conducted as part of trainings of Technical Officers at NDDB
2	Awareness programmes on pesticide use, water and fodder conservation	No. of awareness programmes						<u>EIA level:</u> wherever possible KVK representatives and agricultural university experts may be involved. These programmes will be conducted in the form of clusters of 4-5 villages per meeting with 50 farmers participating per programme. Cost will cover expenses of travel for participants, venue cost, presentation logistics, food, honorarium for resource persons.

Fodder Development Programme								
S.No.	Key Actions	Units	No. of Targets per year			Unit Cost	Total cost of activity	Remarks
			Year 1	Year 2	Year 3			
*3	Awareness on risk associated with leachate from silage pits	number of units same as silage making demonstrations				NA		<u>EIA level:</u> To be conducted with demonstrations
*4	Training on workers' health and safety in fodder seed processing plants and fodder densification plants	No. of trainings						<u>EIA level:</u> participants will be staff (technical + non-technical) involved in seed processing plants and densification plants. Cost will cover expenses of IEC material, honorarium for external resource person and refreshments.
	Total cost of E&S activities							

Note: * These activities will be undertaken only in SPPs where they are applicable.

Reporting Format for FD

Table 8: Reporting Format for FD

S.No.	Fodder Development (PD)	Monthly/Qtly Reporting	Remarks
	E&S Monitoring & Reporting Indicators	Data Type	
1	Training programmes in which E&S was covered (at NDDB Level)	Number	Mention number of staff of EIA that received training
2	Awareness programmes on pesticide use, water and fodder conservation etc.	Number	Programmes conducted by EIA at villages level
	Name of the villages where such pesticide awareness programmes were conducted	Text	Names of villages covered during reporting period
	No of total participants	Number	
	of which women	Number	
	of SC/ST	Number	
	Qualitative information on awareness camps held during the reporting period	Text	Briefly document issues related to status of pesticide use in fodder cultivation, water and fodder situation & conservation that came up during the awareness camp.
3	Awareness on risk associated with leachate from silage pits during silage making demonstrations	Number of demonstrations	
	Name of the village in which the Silage making demonstration was done during reporting period	Text	
	Name & Address of the Beneficiary who availed the silage making through NDP I	Text	Separate text with Name and Address inputs
	No of total participants	Number	
	of which women	Number	
	of SC/ST	Number	

S.No.	Fodder Development (PD)	Monthly/Qtly Reporting	Remarks
	E&S Monitoring& Reporting Indicators	Data Type	
4	Training on workers' health and safety in fodder seed Processing / fodder densification plants * <i>*(Note: Only applicable to plants for which funding was provided under NDP I)</i>	Number	Number of trainings during reporting period
	Number of participants	Number	
	Of which women	Number	
	Of which SC/ST	Number	
	Qualitative information on trainings held during the reporting period	Text	Mention major topics covered, names of resource persons, and existing health and safety concerns, if reported by the participants.

Part 3: Information for Strengthening Semen Station sub projects (SSS)

Environmental and Social Management Framework for SSS

Table 9: Environmental and Social Management Framework for SSS

Key E & S Impacts, Issues and Risks	Measures Incorporated in NDP I	Mitigation/ enhancement measures
<ul style="list-style-type: none"> • Land requirement could affect livelihoods 	<ul style="list-style-type: none"> • No funding for land purchase under NDP I • Wherever additional land is required ensure that there is no Physical Displacement • All land should be encumbrance free 	
<ul style="list-style-type: none"> • Risk of spread of livestock and zoonotic diseases 		<ul style="list-style-type: none"> • Awareness camps on zoonotic diseases • Coordinating Livestock ring vaccination camps with relevant department
<ul style="list-style-type: none"> • Public health risk from improper biomedical waste disposal 		<ul style="list-style-type: none"> • Establishment of Biomedical Waste management system
<ul style="list-style-type: none"> • Environmental risk from improper animal waste management 		<ul style="list-style-type: none"> • Establishment of livestock waste management system for Animal dung and feed and fodder wastes
<ul style="list-style-type: none"> • Workers' health and safety 		<ul style="list-style-type: none"> • Training on Health and Safety of workers

Suggested E&S Action Plan for SSS

Table 10: Suggested E&S Action Plan for SSS

Strengthening Semen Stations								
S.No.	Key Actions	Units	No. of targets / year			Unit Cost	Total cost of activity	Remarks
			Year 1	Year 2	Year 3			
1(a)	Ring vaccination camps	No. of camps				NA		EIA level: Where AH department is doing vaccination, EIA may request coordination with the department and provide data on calendar of events and progress made.
1(b)	Awareness camps on zoonotic diseases	No. of camps						Awareness camps may be organized along with vaccination camps or exclusive awareness camps may be conducted. Cost will be provided for IEC material and honorarium for Resource Person and tea & snacks for participants. About 40 -50 participants are expected to attend. Awareness camps may also be organized for schools within ring vaccination zone.
2	Establishment of biomedical waste management system (for wastes such as discarded/rejected semen straws, discarded AVs, sharps, mouth & head caps, gloves, syringes, antibiotic vials, microbiology wastes, etc.)	Waste segregation system, contract with CBWTF						EIA level: EIA to segregate and collect biomedical waste in compliance with relevant bio-medical waste management regulations (Central or State). For treatment of wastes EIA should enter into contract with CBWTFs operating in the area. Contract document should be available for verification.

Strengthening Semen Stations								
S.No.	Key Actions	Units	No. of targets / year			Unit Cost	Total cost of activity	Remarks
			Year 1	Year 2	Year 3			
3	Establishment of biogas plant	Biogas plant						
*4	Training on workers' health and safety	No. of trainings						<u>EIA level activity</u> : suggested for all staff inclusive of fodder development/ production. Training will be of one day duration. Cost will cover expenses for food, IEC material, Honorarium for external Resource Persons. One training will cover about 25 participants. Topics covered will be use & maintenance of PPEs, general first aid, fire safety and use of fire safety equipment, fire drill, use of mechanical and electrical equipment, occupational health, health check-ups and record keeping, other topic as per demand.
	Total cost of E&S activities							

Note: * if some of the topics are already covered by the EIA, the cost of the training may be reduced accordingly.

Reporting Format for SSS

Table 11: Reporting Format for SSS

S. No.	Strengthening of Semen Stations (SSS)	Monthly/ Qtly Reporting	Remarks
	E&S Monitoring& Reporting Indicators	Data Type	
1 (a)	Ring Vaccination camps	Number	
	Name of villages in which the vaccination camps were conducted	Text	Note: These include all villages within the radius of 10 kilometers of semen stations for ring vaccination
	No of participants	Number	
	of which women	Number	
	of SC/ST	Number	
1 (b)	Awareness camps on zoonotic diseases	Number	
	Name of villages in which the camps were conducted	Text	Note: These include all villages within the radius of 10 kilometers of semen stations
	No of participants	Number	
	of which women	Number	
	of SC/ST	Number	
2	Has the bio-medical waste management system been established/ strengthened under NDP I?	Yes/No	
	If yes, describe progress	Text	Mention initiatives taken such as procurement and utilization of waste segregation bins, arrangement with Common waste treatment facility etc. during reporting period
	Management of Bio-medical waste system done by	Internal/ External Agency	
3	Establishment of new biogas plant	Yes/No	
	Whether biogas plant is functional?	Yes/No	Whether plant is functional during reporting period.
	Description of biogas plant	Text/pictures	Description document and pictures/ photographs. Provide once after plant is completed/becomes operational.

S. No.	Strengthening of Semen Stations (SSS)	Monthly/ Qtly Reporting	Remarks
	E&S Monitoring& Reporting Indicators	Data Type	
4	Training on workers' health and safety	Number	
	Total number of participants	Number	
	Of which women	Number	
	Of which SC/ST	Number	
	Qualitative information	Text	Mention existing issues of health and safety if mentioned by participants, how training has been useful to them.

Part 4: Information for PS, PT sub projects

Environmental and Social Management Framework for PS & PT

Table 12: Environmental and Social Management Framework for PS & PT

Key E & S Impacts, Issues and Risks	Measures Incorporated in NDP I	Mitigation/ enhancement measures
<ul style="list-style-type: none"> • On farm increase of water consumption • Compatibility between milch animal type and availability of resources with the farmer 	<ul style="list-style-type: none"> • Breeding policy considers resource availability and does not promote increase in herd size • Delivery of Animal Health services as part of AI delivery services 	<ul style="list-style-type: none"> • Awareness programs on water and fodder conservation
<ul style="list-style-type: none"> • Increased awareness of women livestock owners 		<ul style="list-style-type: none"> • Awareness programs specifically targeting women
<ul style="list-style-type: none"> • Risk of disease from improper waste management by doorstep AI technicians/veterinary services providers 		<ul style="list-style-type: none"> • Waste management training on AI Delivery and Vaccination Waste disposal to AI workers and Veterinary service providers

Suggested E&S Action Plan for PS & PT

Table 13: Suggested E&S Action Plan for PS & PT

PS, PT								
S.No.	Key Actions	Units	No. of Targets per year			Unit Cost	Total cost of activity	Remarks
			Year 1	Year2	Year 3			
1	Awareness programme on water and fodder conservation	No. of programmes/ extension meetings						EIA level program on water and fodder conservation in the local context; zoonotic diseases, etc. Faculty from other organizations/NGO representatives may be invited to share experience on the subjects. Cost of event will cover venue cost/ tent, chairs, mikes, one meal, tea & snacks, rent for instruments for making presentation, honorarium for Resource person. 40 participants expected per program. At least 25% of the programs will be conducted with women only
2	Waste management session for AIOs/ District & Area Coordinators/ Project Coordinators	No. of trainings				N.A.		at NDDB as part of Orientation of AIOs/ District & Area Coordinators/ Project Coordinators

PS, PT								
S.No.	Key Actions	Units	No. of Targets per year			Unit Cost	Total cost of activity	Remarks
			Year 1	Year2	Year 3			
3	Waste management training for AI workers and supervisors	No. of trainings				N.A.		EIA level: Session on Biomedical waste management will be covered in AI Training. Training to be conducted by staff who have received abovementioned training (S. No. 2).
	Total cost of E&S activities							

Reporting Formats for PS, PT

Table 14: Reporting Formats for PS, PT

S. No.	AI, PT, and PS	Monthly Reporting	Remarks
	E&S Monitoring & Reporting Indicators	Data Type	
1(a)	Awareness programme on water and fodder conservation	Number	Number of camps
	Name of villages in which the camps were conducted	Text	
	No of participants	Number	
	of which women	Number	
	of which SC/ST	Number	
	Qualitative information on camps organized during reporting period		Names of external resource persons if any, issues raised in the camps
1(b)	Awareness camps for women	Number	Number of camps
	Name of villages in which the camps were conducted	Text	
	No of participants	Number	
	of which SC/ST	Number	
	Qualitative information on camps organized during reporting period		Names of external resource persons if any, issues raised in the camps
2	Waste management session for AIOs/ District & Area Coordinators/ Project Coordinators	Number	Number of staff from EIA who attended the training at NDDB
3	Waste management training for AI workers and supervisors (to be conducted by EIAs)	Number	Number of trainings during reporting period in which waste management was covered
	No of participants	Number	
	of which women	Number	
	of which SC/ST	Number	

Part 5: Information for VBMPs sub projects

Environmental and Social Management Framework for VBMPs

Table 15: Environmental and Social Management Framework for VBMPs

Key E & S Impacts, Issues and Risks	Measures Incorporated in NDP I	Mitigation/ enhancement measures
<ul style="list-style-type: none"> • Expanding membership of smallholder farmers, especially women and SC and ST smallholders • Mainstreaming E&S issues in dairying 	<ul style="list-style-type: none"> • Optimized Milk route • 30% of new members from women • Ensuring women's participation in milk unions through sensitization and capacity building • Sensitization on role of women in dairy in training of DCS secretaries • At least 20% of new cooperatives would be women's cooperatives • Mobilization of smallholder farmers with milch animals, in SPP area • Training on CMP, Shelter and Waste management • Accessible collection points and BMC 	<ul style="list-style-type: none"> • Training on E&S issues and gender awareness on all these trainings - FOP, FIP, ToT, BAP at NDDB • Formation of women DCS by EIA where possible
<ul style="list-style-type: none"> • Increased empowerment and reduction in vulnerability of SC, ST households through increased income opportunities 		<ul style="list-style-type: none"> • Awareness programs on government schemes for SC/ST • Awareness programme for SC/ST on dairying <p>Note: these activities will be taken up where tribal or SC families are present</p>
<ul style="list-style-type: none"> • Managing vehicular pollution due to milk transportation 	<ul style="list-style-type: none"> • Contract with transporters for compliance with vehicle emission norms 	
<ul style="list-style-type: none"> • Water/noise/air Pollution from BMC DCS 	<ul style="list-style-type: none"> • Sanitary disposal of effluents from BMCs 	

Suggested E&S Action Plan for VBMPs

Table 16: Suggested E&S Action Plan for VBMPs

S. No.	Key Actions	Units	No. of Targets per year			Unit Costs	Remarks
			Year 1	Year 2	Year 3..		
1	Training on E&S issues and gender in FIP					NA	At NDDB
2	Training on E&S issues and gender in FOP					NA	At NDDB
3	Training on E&S issues and gender in BAP					NA	At NDDB
4	Training on E&S issues and gender in ToT					NA	At NDDB
5	Awareness programs for SC/ ST DCS members						<u>Village level program:</u> The objective is to generate awareness about development schemes for SC and ST. The program will be organized for relevant members of societies from about 10-11 villages. Milk Union and DCS will share their achievements, and their initiatives for the empowerment and livelihood support of SC/ST members. The representatives from Social Welfare/ Tribal Development Department will share information about relevant development schemes with the objective of better linkage of members to the schemes. This will be a one day program. About 250 people are expected to participate including about 200 SC/ST

S. No.	Key Actions	Units	No. of Targets per year			Unit Costs	Remarks
			Year 1	Year 2	Year 3..		
							members. Invitations to participate will be sent by the Union. The venue of the event will be a public place in a village where a functional BMC/ DCS is located. Cost of event will cover venue costs, presentation aids and mike, tea and lunch, inverter, stationery, photo-documentation costs.
6	Awareness programs for SC / ST on dairying (for households not currently members of DCS in new villages)						<u>Village level program:</u> The meeting will be conducted at village level. About 50 persons are expected to participate in a meeting. The event is expected to be of about 2 hours. The Resource Persons from the DCS or EIA will discuss the importance of dairy to the livelihoods of tribal households and motivate them to join the DCS. In villages already having functional DCS, left out SC/ST households can be invited to existing meetings. In villages where new DCS are to be formed, awareness meetings will be conducted for SC/ST households having the potential to join the DCS.
7	Contract with internal/ external transporters for compliance with emission norms	Valid contract				NA	Evidence of existence of valid contract with transporters having clause for compliance with emission norms. If existing contract does not have this clause, then ensure its inclusion during renewal of contract.

S. No.	Key Actions	Units	No. of Targets per year			Unit Costs	Remarks
			Year 1	Year 2	Year 3..		
8	Sanitary disposal of effluents from BMCs (where BMCs are proposed under NDP I)	Existence of sanitary disposal system				NA	<u>EIA level activity:</u> EIA will follow appropriate sanitary methods for disposal of wastewater so that no environmental hazard is faced by the local community
	Total cost of E&S activities						

Reporting Format for VBMP

Table 17: Reporting Format for VBMP

S. No.	Village Based Milk Procurement System (VBMP)	Monthly Reporting	Remarks
	E&S Monitoring & Reporting Indicators	Data Type	
1	Training on E&S issues and gender in FIP	Number	Number of staff from EIA who attended the training at NDDB
	Participants attending the training programme	Number	
2	Training on E&S issues and gender in FOP	Number	Number of staff from EIA who attended the training at NDDB
	Participants attending the training programme	Number	
3	Training on E&S issues and gender in BAP	Number	Number of staff from EIA who attended the training at NDDB
	Participants attending the training programme	Number	
4	Training on E&S issues and gender in ToT	Number	Number of staff from EIA who attended the training at NDDB
	Participants attending the training programme	Number	
5	Awareness programmes on government schemes for SC / ST (for current members)	Number	To be conducted by EIAs
	No of participants	Number	
	of which women	Number	
	Qualitative information	Text	Resource Persons' name and organization. Mention some major schemes covered, and mention schemes in which tribals took interest, concerns mentioned.
6	Awareness programmes for SC / ST on dairying (for households not currently members of DCS, in new villages)	Number	To be conducted by EIAs

S. No.	Village Based Milk Procurement System (VBMPS)	Monthly Reporting	Remarks
	E&S Monitoring & Reporting Indicators	Data Type	
	Name of villages in which the camps were conducted	Text	
	No of participants	Number	
	of which women	Number	
	Qualitative information	Text	Issues raised in relation to taking up dairy as livelihood
7	Contract with transporters for compliance with motor vehicle and emission norms (as per existing state/center legislation)	Yes/No	
8	Has system for sanitary disposal of effluents from BMCs been established?	Yes/No	
	If yes then describe	Text	Minimum of 200-400 words