Social Safeguards Due Diligence Report

Project Number: 52069-001
August 2022

Islamic Republic of Pakistan: Improving Workforce Readiness in Punjab Project

Prepared by the Industries, Commerce, Investment and Skills Development Department (ICISDD), Government of the Punjab for the Asian Development Bank.

CURRENCY EQUIVALENTS

(as of 20 August 2022)

Currency unit	–	Pakistan rupee/s (PRe/PRs)
PRe1.00	=	$ 0.004657
$1.00	=	PRe 214.75

ABBREVIATIONS

ADB	–	Asian Development Bank
CBTA	–	competency-based training and assessment
COE	–	centre of excellence
GoP	–	Government of Pakistan
GoPb	–	Government of Punjab
ICISDD	–	Industries, Commerce, Investment and Skills Development Department
IWRPP	–	Improving Workforce Readiness in Punjab Project
JFPR	–	Japan Fund for Poverty Reduction
LMIS	–	labour market information system
MIS	–	management information system
NVQF	–	National Vocational Qualifications Framework
PAM	–	project administration manual
P&DD	–	Planning and Development Department
PGS	–	Punjab Growth Strategy
PIU	–	project implementation unit
PPP	–	public-private partnership
PSDA	–	Punjab Skills Development Authority
PSDF	–	Punjab Skills Development Fund
PSTA	–	Punjab Skills Testing Agency
PVTC	–	Punjab Vocational Training Council
SSC	–	sector skills council
TEVTA		Technical Education and Vocational Training Authority
TVET	–	technical and vocational education and training

NOTES

(i) The fiscal year (FY) of the Government of Pakistan ends on 30 June. “FY” before a calendar year denotes the year in which the fiscal year ends, e.g., FY2022 ends on 30 June 2022.

(ii) In this report, “$” refers to United States dollars.

Contents

SOCIAL SAFEGAURDS DUE DILIGENCE FOR 20 SELECTED COEs

A. INTRODUCTION

1. Background

1. The Technical and Vocational Education and Training (TVET) sector in Punjab faces several challenges that limit its ability to promote competitiveness and inclusive economic growth within the province and country wide. In Punjab, Technical Education and Vocational Teaching Authority (TEVTA)[1] and Provincial Vocational Training Council (PVTC)[2] are two principal TVET providers in public Sector. There are 400 institutes working under TEVTA and PVTC is operating about 270 institutes. Both TEVTA and PVTC institutes operations are financed by the Government. The funds for TEVTA are managed through Industries, Commerce, Investment and Skills Development Department (ICISDD), while PVTC is funded through the Zakat/Usher Department and the Planning and Development (P&D) Department of Punjab. TEVTA and PVTC also operate TVET teacher training centres. In addition, the Punjab Skills Development Fund (PSDF), a Section 42 company established in 2010, also operates as a technical training service provider that uses government and donor funds for purchasing training from private sector TVET providers.

2. Skills development is central to the Government of Punjab's (GoPb) Punjab Growth Strategy and the GoPb agenda on developing industrial clusters as indicated in the Punjab Spatial Strategy 2047. However, the TVET sector in Punjab faces several challenges that limit its ability to promote competitiveness and inclusive economic growth within the province and country wide through the supply of skilled workers. This warranted induction of new investment in the TVET Sector for improving workforce readiness with adequate skills level to create enabling environment and achieve industrial growth and prosperity in the province. For the very purpose, the Government of Punjab with financial assistance from ADB has planned to design and implement Improving Workforces Readiness Project in Punjab. Under the projects, 19 selected TVET institutes will be developed as Centres of Excellence in 8 selected TVET sectors.

2. Safeguard Due Diligence Requirement

3. The IWRPP is designed to deliver three out puts that include: (i) Quality and Relevance of TVET improved; (ii) Equitable access to TVET increased; and (iii) TVET Sector Institutional Framework Strengthened. The designed output-1 under the IWRPP project entail development of selected TVET institutes into Centres of Excellence by investing on improvement of physical infrastructure (renovation/refurbishing the existing buildings and providing new facilities and equipment for opted TVET Sector in each selected institute) and on soft components (improving curricula, training materials and examination systems) to improve TVET Education System in Punjab.

4. Since, the IWRP will be implemented through ADB's financial support, therefore ADB's safeguards policy requirements as outlined in the SPS 2009 will apply to screen and assess the potential adverse social and Involuntary Resettlement Related impacts likely from acquisition of land and suggest measures to avoid, minimize and mitigate the project impacts on affected people when avoidance is not possible. Therefore, this safeguards due diligence is conducted to screen

[1] TEVTA has some 400 institutes including Technology Colleges providing three years diploma of associate engineer's program and technical and vocation training institutes providing certificate course programs in different Tevet disciplines.

[2] There 270 PVTC operated Vocational Training Institute that provide short to long term certificate courses in different TVET Sectors. TC are government funded

potential for land acquisition and assess affected households facing involuntary resettlement (IR) and project impacts on indigenous people (IP) that could be likely form the execution of project works and for developing requisite safeguard due diligence documents that are required to achieve the ADB's safeguards policy objectives and comply social safeguards requirements throughout project implementation cycle.

3. Due Diligence Scope and Objectives

5. This safeguard due diligence is required to screen and assess likely IR and IP impacts, determine the IR/IP category and prepare relevant IR/IP categorization checklists and safeguard documents required for complying outlined IR and IP safeguards requirements in the SPS 2009. The project will invest on physical infrastructure for establishing 19 Centres of Excellence (COEs) under output 1, while output 2 and 3 are focused to finance soft component only. As per architectural design, planned physical works include renovation of existing buildings and construction of need based missing facilities required at selected 19 COEs.

6. It is affirmed that the project design will not entail construction of new TVET institutes and/or new building blocks in selected TVET institutes/COEs that may involve acquisition of land. Therefore, keeping in view architectural design and layout plan for proposed construction activities all selected COEs were visited for the purpose of this social safeguards' due diligence with following objectives:

- verify the land plot size available/occupied by the selected TVET institute and screen potential IR related risks and IP issues likely from restricted third-party land use rights (if any);
- review available land record and confirm title of land for all selected institutes;
- confirm that no business or livelihood activities will be adversely affected by the construction activities of the project;
- consult institute administration to understand the institute specific requirement and potential social risks likely from execution of project works; and
- prepare the social due diligence report confirming the potential IR and IP category, assessment on associated social risks with suggested measures to address the risks/issues and grievances that could be likely during execution of project works.

4. Approach and Methodology

7. The safeguards due diligence, screening and assessment of involuntary resettlement and IP related impacts associated with establishment of COEs followed, i) collection and review of base line information/data about available land plots size, its title and usages; ii) review of existing building facilities and architectural design layout for proposed renovation works and construction of new facilities (classrooms, workshops and dormitories) as needed; iii) review of ADB's safeguards requirements and screening of IR and IP impacts by using prescribed IR/IP screening checklists; and iii) consultations with the project stakeholders including, TEVA/PVTC authorities, TRTA design team, administration of each selected COE, the architectural design professions and the community.

8. The architectural design layout plans of proposed renovation and construction works for all 19 selected COEs were reviewed and analysed with information and data available about land plot sizes, its usages and layout of existing building facilities. All COEs were visited between 24 Feb-07 to Mar 2020 for i) on ground verification of land plot size, its ownership status, usage (covered area under existing building and open/vacant area) with vacant land available for hosting

designed new facilities (classrooms, workshops and dormitories) wherever needed; ii) identifying formal or informal third party land uses established within institute periphery and iii) screening IR / IP impacts likely from acquisition of land or restricted third party land uses and adversely affected business/livelihood sources (if any). Meanwhile, additional round of site visits was carried out in May-June 2022 to verify the on ground status and carryout consultations with the stake holders including TVET authorities and management of the COEs.

9. During visit the institute administration was briefed on planned works for each institute and consultations were carried out to understand institute specific issues and requirements, document potential safeguard related concerns and options to avoid, minimize and mitigate social risks (if any). The institute buildings and land area within institute periphery was surveyed to screen and document potential safeguards risks likely from restricted third-party land uses and are access to the resources.

B. PROJECT DESCRIPTION AND DESIGN

1. Project Description

10. The weaknesses in TVET sector have caused a serious shortage of adequately skilled workers in Punjab that is retarding performance of industry and restricting economic growth of the province. Through market surveys, it is observed that the TVET system did not produce enough number of skilled people with required skill level. Therefore, the IWRPP is designed to help the TVET system for improving technical education and training, producing skilled workforce with augmented job opportunities in selected priority economic sectors. The IWRPP is consistent with the directions identified in the Punjab Growth Strategy (PGS) 2023 and is included in the ADB's country operations business plan for Pakistan 2020−2022. It encompasses the important role for TEVTA, PVTC, and the private sector in the delivery of TVET.

11. The IWRPP is designed to deliver three out puts that include: (i) Quality and Relevance of TEVT improved (ii) Equitable participation in TEVT increased and (iii) TEVT Sector Institutional Framework Strengthened. Its execution will help in skill development and increased access to quality technical education and employment for both male and female workforces in Punjab. The project scope of work is summarized below.

2. Project Scope of Work

12. The IWRPP has three main areas of implementation i.e.,

(i) **Output 1: Quality and Relevance of TVET in Priority Economic Sectors Improved**. It includes upgrading of 19 institutes (16 TEVTA institutes and 3 PVTC institutes) into COEs in 8 priority economic sectors; 4 selected COEs (ICT & Textile) will use high-level technology for training (focusing on girls) with private sector participation; and Work Based Training through Build 4 Skills (2 COEs - Construction).

(ii) **Output 2: Equitable access to TVET Increased.** Provincial wide market relevant and gender focused skills training in priority economic sectors; and social marketing campaigns to improve the image of TVET, and encourage more female participation on non-traditional skills areas.

(iii) **Output 3: TVET sector institutional framework strengthened**. Develop a strategy, policy of TVET development in Punjab; capacity and developing the

regulatory framework for Punjab Skills Development Authority; and develop a comprehensive TVET MIS and LMIS.

13. The IWRPP scope under the respective Output is further explained below:

i) Output 1: Quality and relevance of TVET in priority economic sectors improved.

14. **Establishment of centers of excellence.** This output will finance the establishment of TVET COEs – institutes that will deliver high quality and relevant technical education and training in selected priority economic sector and will provide leadership and support for other TVET institutes. Under the project establishment of 19 COEs is planned out of which 16 COEs will be managed under TEVTA and other 03 under PVTC. COEs will offer competency-based National Vocational Qualifications Framework (NVQF) programs in 8 selected priority economic sectors. Under output-1 the IWRP will provide upgraded building facilities (renovated existing buildings with additional facilities like classrooms and workshops etc.), updated equipment and improved curricula and enhanced capacity. Some will receive student dormitories. Among the TEVTA-based COEs, institutes will operate under revised funding and governance arrangements, including increased institutional budget and management autonomy; revised pay and staffing arrangements, including competitive recruitment of staff; intensive management training; and increased levels of institutional funding (discussed further below). Similarly, revised funding and governance arrangements will be made for PVTC institutes.

15. The project encourages private sector engagement at COEs for enhanced relevance of training and promote sustainability. This may include involvement of the private sector in training of master trainers or teachers, particularly for courses with use of high technologies, as well as collaborations to facilitate work-based training for COE trainees. While COEs remain public institutes and hence will not charge tuition or other fees, they may experiment with other forms of additional revenue generation such as contract training for firms, allowing access to labs and equipment to external training providers and other mechanisms to promote financial sustainability.

16. COEs will not necessarily cover all programs offered within a given institute. Based on physical infrastructure and equipment assessments of the proposed COEs, the project will upgrade workshops and classrooms that are used for COE programs, and undertake major or minor renovations and re-construction of certain buildings. The purpose is to ensure an upgraded physical feel to the entire institute. However, within each institute, the focus on upgrading equipment and curriculum will be targeted to the relevant courses associated with the priority economic sectors.

17. **Use of High-Level Technology for Training Targeting Girls.** ADB has been undertaking a regional study[3] on how economies can transition effectively to Fourth Industrial Revolution (4IR). The study followed evidence-based approach for understanding the opportunities and challenges posed by 4IR and it includes the case of Punjab with specific focus on illustrative industries which is crucial for growth, employment, and 4IR. Among the key findings are an urgent need to equip young people, especially girls with training on latest high technology, and the promotion of Industry-Institute cooperation is a key to ensure the relevance. Adoption of 4IR can increase efficiency and productivity and application of 4IR technologies can help Punjab move up the value chain in their products and services. The project supports development of a gender focused training with the use of high-level technology in ICT sectors including business processing operations and textile and garments sector. Four (4) COEs will develop a course with

[3] ADB. Forthcoming. *Assessing the Implication of Industry 4.0 on Jobs and Skills in High-Growth Industries in Central Asia.* Manila.

strong private sector participation in responding to emerging trends of use of industry including use of Internet of Things, Artificial Intelligence, Cloud Computing and Cyber Security.

18. **Build4Skills.** Build4Skills (B4S) is a cooperative venture between the German Government and ADB which aims to strengthen the practical/on-the-job component of TVET training in infrastructure projects. The IWRPP will incorporate B4S through the (i) establishment of COEs in the construction technology sector, and (ii) inclusion of an on-the-job training component in all construction supervision consultancies and civil works contracts under the IWRPP. The calls for tender for the IWRPP construction supervision and construction contracts will require winning firms or consortia to provide both construction supervision services or construction services and provide on- and off-job training to an agreed number of trainees (at least 200 students).

ii) Output 2: Equitable access to TVET increased.

19. This output will provide finances for increased purchasing and imparting of demand-driven training programs. Trainings will be purchased from private providers and COEs on performance-based payment modality. The training programs will prioritize increasing female participation in non-traditional areas and highly skilled occupations, and programs targeted at disadvantaged groups and underserved areas. This output will also help to finance a challenge fund to pilot innovative mechanisms for improving the performance of the TVET sector through promoting labour market integration and marketing campaigns to improve image of TEVT Sector among relevant stakeholders.

20. The objective of this training is to increase the number of skilled workers, especially women in priority economic sectors (non-traditional sectors for women) through a competitive training fund for public and private sector training providers. The project funds will be used to purchase training from technical and vocational education and training (TVET) providers based on market demand. EA will set out a five-year training program and annual plan which will be adjusted annually. Training programs will cover National Vocational Qualifications Framework (NVQF) recognized qualifications, and include more entrepreneurship and work-based training. Payments to providers would be performance-based, with payments linked to labor market outcomes of graduates. The project funds will be paid through the project implementation unit (PIU) and be managed by the Industries, Commerce, Investment and Skills Development Department (ICISDD).

21. The contracting of training providers will be administered by the IWRPP, which would select providers on a competitive basis through public and private and not for profit training providers. The cost and quality based selection criteria will have to be followed for the training providers who met certain screening criteria. The public training providers eligible to compete would include the Punjab Technical Education and Vocational Training Authority (TEVTA), the Punjab Vocational Training Council (PVTC), and any other public sector training provider. All private and not-for-profit training providers will be eligible to compete. This training program would ensure that at least 40% of the training participants should be female. Moreover, targeting women would be done: (i) during selection, the training provider applying for funds under the competitive scheme will receive a higher score for having outreach mechanisms for the poor; and, (ii) from the pool of applicants who meet course entry requirements, training providers will be required to give preference to individuals with demonstrable poor socio-economic conditions. Key aspects

pertaining to courses selection and the contracting of training providers will be detailed[4] with support of consultants during the project implementation.

iii) Output 3: TVET sector institutional framework strengthened.

22. This output will support the implementation of the TVET reforms being introduced under the World Bank's Punjab Skills Development Project. It will also finance activities to improve strategic planning and management of the TVET sector in Punjab by supporting (i) integration of the PSDA into the TVET institutional framework; (ii) academic research agenda to examine key policy and other issues being faced by the TVET sector in Punjab; and (iii) introduction of a TVET MIS and LMIS in the TEVT Sector in Punjab for improving access to quality information.

23. **Support for TVET reforms.** This output will finance a number of sub-outputs focused on supporting the implementation of the TVET reforms to improve management of, and strategic planning in, the TVET sector in Punjab. These include (i) strengthening the policy and analytical capacity of the PSDA; and (ii) introducing a TVET management information system (MIS) and labor market information system (LMIS) to improve the quality and timeliness of information available to sector planners, TVET institutes, employers, graduates, and students.

24. **MIS and LMIS.** Upgrading of the existing TVET MIS and the LMIS is a key activity under this output given the poor state of sector information. The project would first prepare a detailed plan for upgrading the TVET MIS and LMIS. It would then finance the introduction of a supply-side TVET MIS and LMIS that integrate information from TEVTA, PVTC, and private institutes. It would be linked to the Federal National Skills Information System. The project would also introduce demand-side TVET MIS that links trade associations/chambers of commerce, employer associations, the Bureau of Overseas Employment, and job portals.

3. Project Component with Investment on Physical Infrastructure

25. Form the project description summarized in preceding section, it is understood that the investment on physical infrastructure is required for establishment of 19 COEs under output 1. The other output-2 and output 3 are merely aimed to finance soft components like increasing equitable access to Tevet Sector and strengthening of institutional frameworks under the project. Nonetheless, to avoid land acquisition and construction of new TEVT COEs, project design is focused to select existing TEVT institutes to be upgraded as COEs in different economic sectors therefore scope of this social due diligence is aimed to screen and assess IR/IP impacts that could be likely from execution of designed works for renovation and upgrading existing building facilities, updating the equipment and construction of student dormitories as need in selected COEs. The sections below explain Selection of COEs with their geographic spread in the Punjab Province.

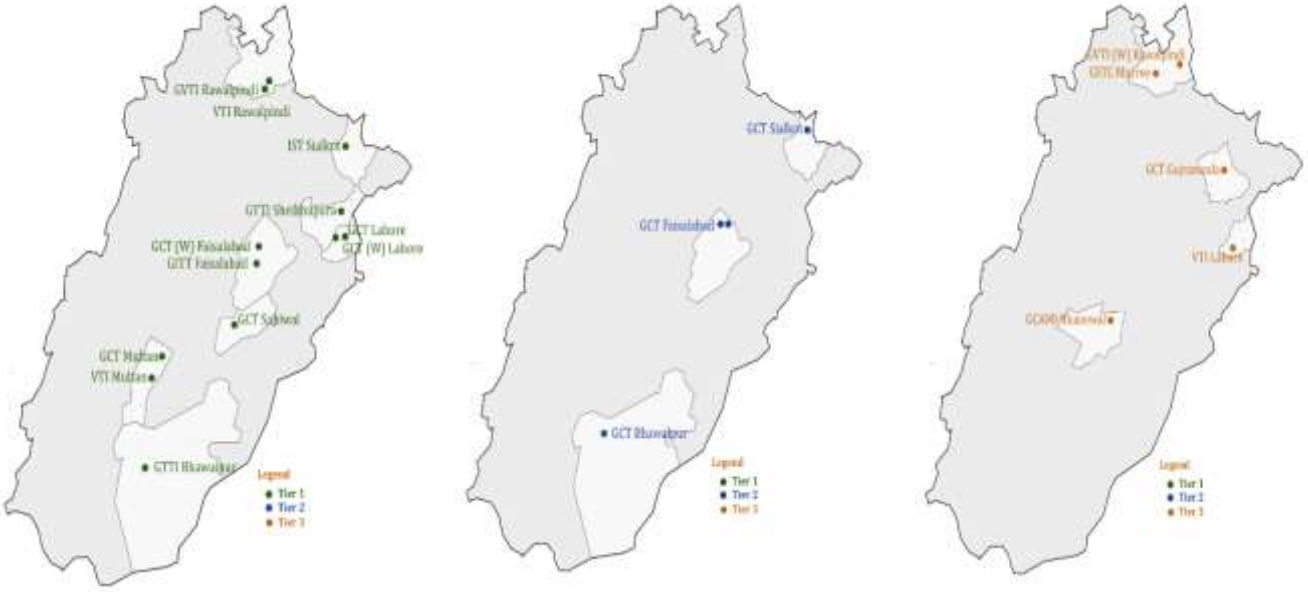
4. Selection Criteria of COEs

26. Keeping in view the distribution and spread of industry in different regions of the Punjab, the COEs are selected based on i) priority economic sectors, ii) geographic spread around industrial clusters, iii) available land and building facilities owned/occupied by the identified TEVT

[4] These will include: (i) identification and selection of training providers eligible to compete in the contracting process administered by the ICISDD; (iii) guidelines which would govern women targeting in specific training programs; (iv) criteria by which a training provider is assigned to the public or private training providers; (v) technical and financial selection criteria; (vi) procedures governing certification of course graduates; (vii) decision rules regarding penalties for non-performance in regard to contractual terms (for example, dropout rates from individual training programs would be monitored in order to ensure the training providers meets the completion rate stipulated as part of the eligibility criteria for TP financing); and (viii) third party monitoring of the training program.

institutes. The particular focus for selection and establishment of COEs was on a range of existing and emerging vertical and cross cutting TEVT sectors and market demand. After cross sectoral and geographic spread assessment, following 7 priority sectors are selected for establishing the COEs. Based on noted sectors, the TEVT institutes having potential for upgrading as COEs were reviewed and a final list of 20 COEs was finalized that are located in 10 districts[5] of the Punjab with a spread from North to South. Further, for implementation of the IWRPs a phased approach is followed and the selected COEs are distributed in three tiers. The geographic spread of selected COEs with phased implementation arrangement is presented in Figure (i) below.

- Information communication technology (3)
- Automobile/motorbike assembly, parts and repair (2)
- Food processing (2)
- Tourism and hospitality (4)
- Construction (2)
- Textiles and garments (2)
- Light engineering (5)



Tier-1 Tier-2 Tier-3

Figure-(i) Phased implementation arrangement of COEs

5. Architectural Design for Centre of Excellence

27. All selected institute have adequate building facilities and physical works to be implemented for upgrading those as COEs will primarily focus on renovation and refurbishment of the existing building for upgrading the classrooms and workshops with allied facilities and updated equipment. In addition, wherever required and justified, dormitories particularly for girls will be designed. The institutes will be solarized and if required back-up generators could be considered. Construction of new buildings and facilities have been minimized to maximum possible extent and where required vertical design approach is preferred to avoid land acquisition.

[5] The 10 Districts with 20 selected COEs include: i) Lahore (3 COEs), ii) Sheikhupura (1 COE), iii) Faisalabad (3 COEs), iv) Gujranwala (1 COEs), v) Sialkot (2 COEs), vi) Sahiwal (1 COEs), vii) Khanewal (1 COE) , viii) Multan (2 COEs), ix) Bahawalpur (2 COEs) and x) Rawalpindi (3 COEs).

The institute specific architectural design (preliminary) with layout plan and details about construction works for proposed facilities including dormitories has been done and costed.

28. The review of design confirmed that the designed construction works for upgrading existing institute into Centres of Excellence include renovation of existing buildings and new facilities like additional class rooms, workshops/labs, and multipurpose halls are provided. The dormitories for female students are designed in four COEs while day care centres are designed in 8 institutes. Institute specific design details and architectural layout plans and likely IR impacts are discussed in the next chapter.

C. SAFEGUARDS DUE DILIGENCE FINDINGS

29. The institute specific baseline data and information about architectural design with proposed layout plan were accessed and reviewed for all 19 TEVT institutes that have been planned to be upgraded as COEs under IWRPP. All selected institutes were visited from 24 Feb 2020 to 7 March 2020 to review and assess ownership status of land owned/occupied by the institutes and to document impacts that could be likely due to acquisition of land or restricted third part land use right. The baseline information and land ownership record about land available and occupied by selected institute was accessed and reviewed for confirming land title and area occupied by each institute. Whereas, the current status of all selected institutes was reconfirmed and during consultation meetings with the project stakeholders and site visits of selected COEs during May-June 2022.

30. During site visits, the institute building and land occupied within the institute periphery were surveyed, land title was verified based on provided land record and Involuntary Resettlement related impacts were screened and assessed for each institute following architectural design layouts. Consultations were conducted with the institute administration wherein project design options and ADB's safeguards requirements as outlined in the SPS 2009 were explained. The institute specific findings are presented in sections below and summary of land available and occupied by each institute is presented as Annex-1.

1. Institute Specific IR and IP impact assessment

a. Government College of Technology (Women) Lytton Road Lahore

31. **The Land and Facilities Available:** The institute was established in 1964 by purchasing building (known as Shadi Lal Building) with land admeasuring 4.0 acres (173820 ft^2) from Evacuee Trust of Pakistan. Out of purchased land, the land possessed by the institute free from encumbrances is about 3.3 acres (143900 ft^2). While, land measuring more or less 0.8 acres (34500 ft^2) is occupied under residential quarters of Income Tax Department employees for which land title dispute is pending in court of law. The existing layout plan showing different building blocks and vacant land owned/occupied by institute is presented in figure 1 below and the disputed land area that is already cordoned off from the institute premises by putting walls is not shown in the layout plan.

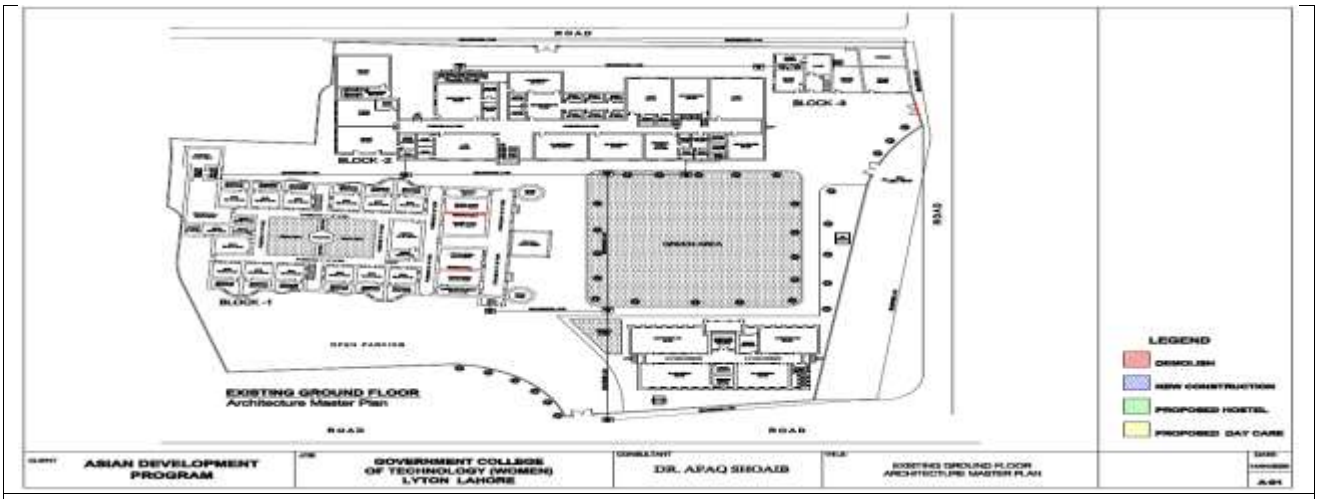


Figure-1: Existing Layout of Governmnet College of Technology (Women) Lytton Road Lahore (T-1).

32. **Proposed layout and design of physical works:** The exiting institute layout show three main building block that are separated by a green grassy lawn in the center on the front side of the institute building. These three building blocks include i) the old Shadi Lal Building constructed in 1920, ii) main academic and administration block constructed around 1992 and, iii) ICT building block constructed around 2004. Under IWRPP the designed works are as under:

- Existing academic and administration building blocks will be renovated by providing some additional facilities (classrooms and workshops) on the 1st floor.
- The old Shadi Lal Building will be rehabilitated and upgraded to serve as student hostel.
- A multipurpose hall will be constructed (new building) in vacant land available with old building.

33. The preliminary design maps below show the layout plans for proposed new facilities and construction of student dormitory. The area highlighted blue in the design drawings below represent the designed layout for proposed new facilities (classrooms, workshops and multipurpose hall) while, the highlighted green sections represent designed dormitories. Except for the multipurpose hall designed on the vacant land parcel, all other construction works will be confined to the existing building blocks.

Figure-1-A: Designed layout (G.floor and 1st floor) for GCT (W) Lahore

34. **Assessment of IR impacts from proposed works**: The institute has three building blocks, i) the old Shadi Lal Building, ii) main academic and administration block and, iii) ICT block. All class rooms and workshops are held in main block and ICT blocks while the old Shadi Lal building is mostly unused due to deferred maintenance. Total ground floor area of three building blocks is about 65273 ft^2 (1.5 acres) and remaining 1.8 acres is vacant land available as a lawn in front and open corridors on either side of the Old Shadi Lal Building.

35. All planned renovation activities and civil works for designed new facilities will be executed on the land available and occupied by the institute and land acquisition has been avoided. Third party land uses or restricted access to resources is not perceived because the institute owned precincts are well guarded by constructing boundary walls and installing entry gates with adequate security. It is confirmed that no business or livelihood activities will be adversely affected by construction activities of the project. Therefore, execution of project works for this institute will not cause involuntary resettlement impacts. The project site is located in Punjab where indigenous people are not recorded so execution of works will not trigger IP safeguards requirements.

b. Government College of Technology Printing & Graphic Arts, Iqbal Town Lahore

36. **The Land and Facilities Available:** The college was established in 1973 in a building constructed in 1968-69 on 4.1 acres of land acquired from local landowners under land acquisition act 1894 provisions in1961[6] and allocated to the institute. As per record, constructed ground floor area of the institute is 70649 ft^2 (1.6 acres) and the remaining 2.5 acres is vacant land. During consultations, the institute administration informed that the institute has academic building block, a hostel building and residences for staff. The layout plan below shows the institute periphery with built up area and the land space available as grey area.

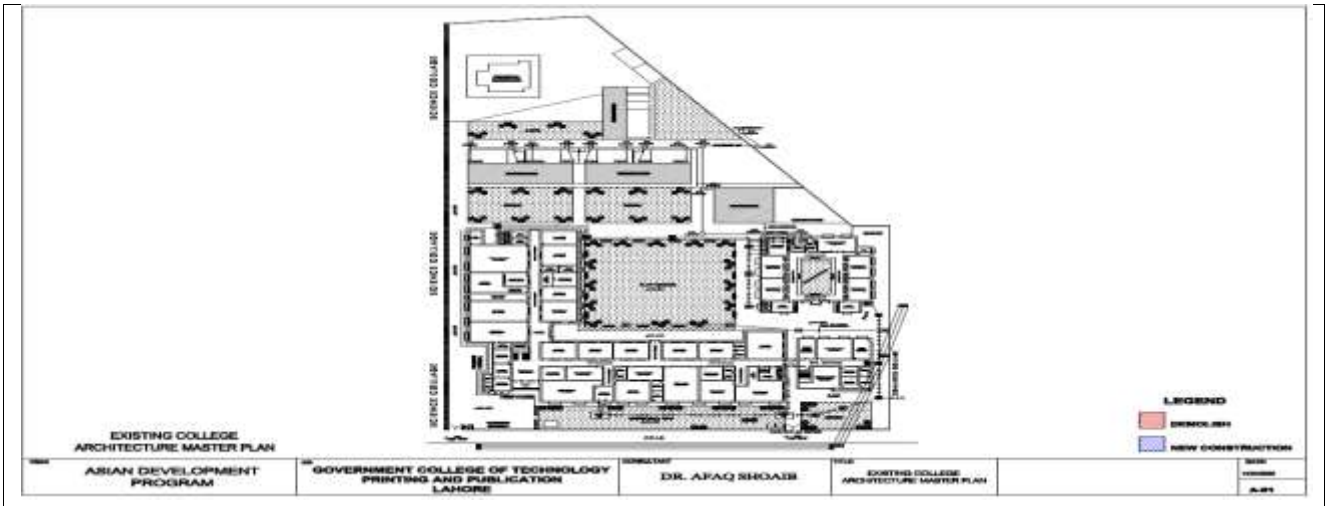


Figure-2: Existing Layout of Government College of Technology Printing & Graphic Arts, Iqbal Town Lahore (T-1).

37. **Proposed layout and design of physical works:** The exiting institute layout show two main building blocks i.e., main academic and administration block (L shaped) and hostel block (square shaped) separated be green grassy lawn in the center. Vertical design approach is followed in the architectural design and construction of new facilities below are planned alongside with required repair and renovation works.

- Construction of new classrooms and workshops; and
- Construction of a multipurpose hall.

38. The design maps below show the layout plans for proposed new facilities. The area highlighted blue in the design drawings below represent the designed layout for proposed new facilities (classrooms, workshops and multipurpose hall). All designed works are restricted to renovate and upgrade existing building block and no new block requiring additional land is considered in design.

[6] In 1961, a compact land parcel admeasuring 30 acres was acquired by government from local land owners to establish educational institutes. This 30-acre land parcel has been allocated to three colleges i.e. i) Government College of Technology (Printing and Graphics Art), ii) Government Science Degree College, and iii) Government Commerce College and office of District Manager TEVTA.

Figure-2 A: Designed Layout of (G. floor & 1st floor) of GCT (P&G) Lahore

39. **Assessment of IR & IP impacts from proposed works**: The land owned and occupied by the college is well guarded by constructing boundary wall and installing entry gates. The institute administration confirmed that the land acquired under Land Acquisition Act 1894 was mutated to the institute name in 1970 and there are no pending issues that could affect the project. Third-party land uses are not noticed. A land plot measuring 0.5 acres (22000 ft^2) is vacant between academic block and hostel that is used for assembly and hosting college functions. Review of land record confirmed that the land is recorded in the colleges name and is occupied free of encumbrances. During consultations, the institute management suggested to consider vertical construction option for designing new facilities.

40. Accordingly, a vertical design approach is followed and new facilities including additional classrooms, workshops and a multipurpose hall are designed as 1st floor on existing building. By adopting vertical design approach acquisition/use of vacant land has been avoided. It is confirmed that no business or livelihood activities will be adversely affected by construction activities of the project. So, it is confirmed that the IR related impacts due to infringed third part land use rights or restricted access to resources will not occur. Based on noted facts, it is understood that implementation of project works in this institute will not entail IR and IP related impacts.

c. Government Technical Training Institute Sheikhupura

41. **The Land and Facilities Available:** It was established in 1972 in existing building constructed during 1970-72. The land owned and occupied by the institute is 10.6 acres of which 0.9 acres (39670 ft^2) is occupied under institute building and the remaining 9.7 acres is mostly vacant land. The institute has three academic building blocks, i.e., i) main building block of 1972, ii) Textile and cooking workshops building of 2006 and iii) Auto Machinic and Industrial Automation Workshop of 2013. Other constructed area includes hostel building and staff residence that were constructed in 1985. The hostel facility is closed and the building is being used as office for District Manager of TEVTA. The image below shows the institute periphery with built up area and the land space available as lawn and passageways is free of encumbrances.

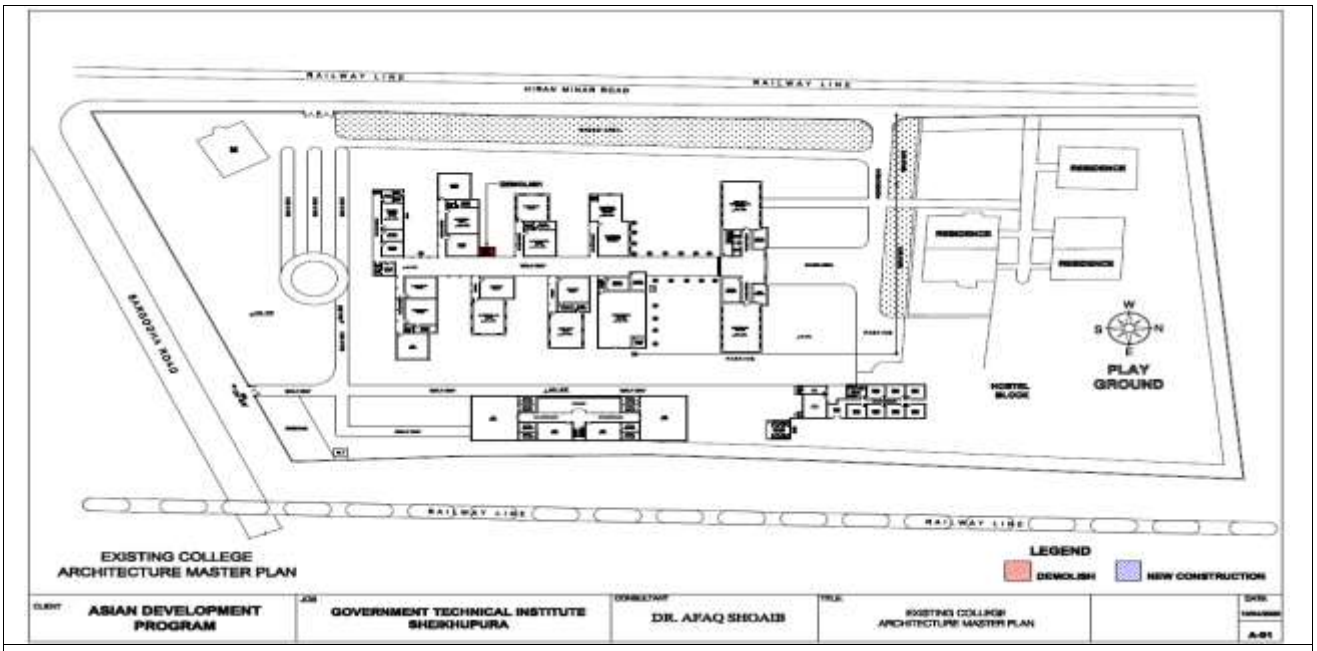


Figure-3: Figure-1: Existing Layout of Government Technical Training Institute, Sheikhupura (T-1).

42. **Proposed layout and design of physical works:** The exiting institute layout plan show multiple blocks aligned on either side of the corridor for main building block. These building blocks are separated by void land (grassy lawns). The void land areas between the last block of old building and the textile workshops is adequately wide to host new buildings. Therefore, in the architectural design construction of three new blocks below are planned alongside with required repair and renovation works.

- Block-A: Mechanical Draftsman (classrooms and workshops)
- Block-B: Mechanist Laboratory Building
- Block C: Auto mechanic Workshop and Computer Lab

43. The area highlighted blue in the design drawings below represent the designed layout for proposed new building blocks and facilities (classrooms and workshops). All the designed facilities are provided on the ground floor.

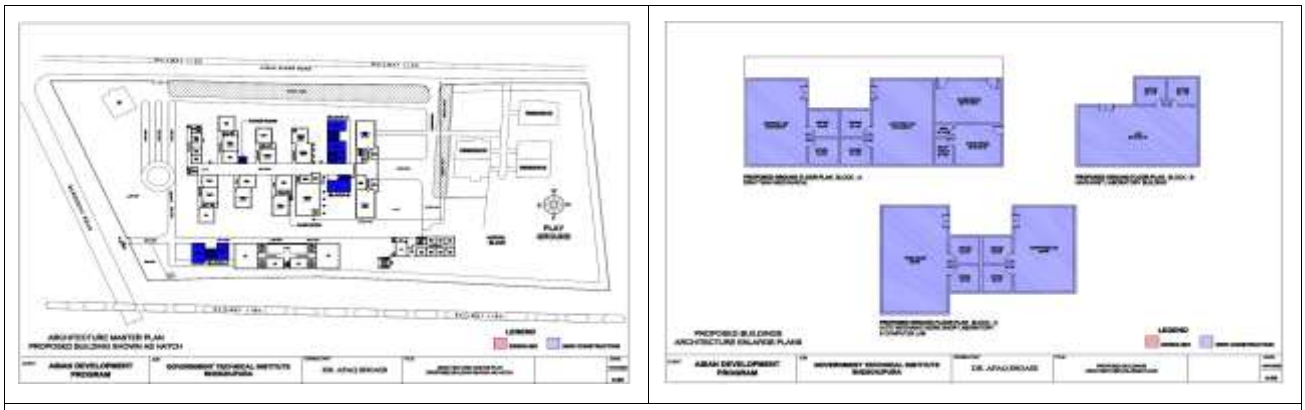


Figure-3 A: Designed layout of new building b locks in GTTI, Sheikhupura

44. **Assessment of IR & IP impacts from proposed works**: Review of land record and the institute management confirmed that the land occupied by the institutes is recoded as institute owned land in the land record. Out of 10.6 acres land more than 8 acres of land is vacant that is

available (free from encumbrances) for construction of new building blocks and facilities (classrooms and workshops) under the project.

45. During field survey and consultations with institute management, it was also noted that the land owned by the institute is well protected by constructing institute boundary walls and third-party land uses are not spotted. It is confirmed that no business or livelihood activities will be adversely affected by construction activities of the project. Since, the designed new blocks and facilities will be constructed on the vacant land parcels, so it is affirmed that the execution of civil works will not entail IR and IP related impacts.

d. Government College of Technology (Women), Faisalabad

46. **The Land and Facilities Available:** The college was established in 1981 in existing building. The land owned and occupied by the college is 3.7 acres of which 0.7 acres (33026 ft^2) is occupied under institute building and remaining 3.0 acres vacant land is grassy lawn area and playgrounds on the front and back sides of the institute building. The institute has a U-shaped building with two story front and single-story side wings. The classrooms and workshops are mostly located on the ground floor. Except for one fashion design classroom and workshop on the first floor, other rooms are reserved as hostel where about 25 students are accommodated. Existing Layout plan below show the institute periphery with built up area and the land space available as green lawn and passageways.

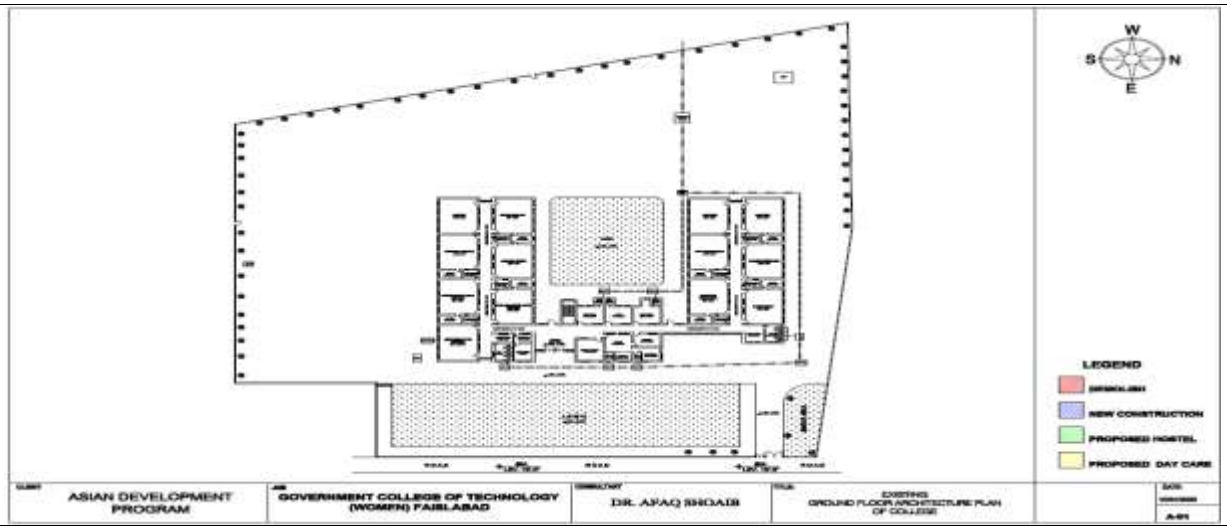


Figure-4: Existing Layout of Governmnet College of Technology (Women), Peoples Colony, Faislabad (T-1).

47. **Proposed layout and design of physical works:** The exiting institute layout plan represent a u-shaped building with open lawns and playgrounds on front, back and in the left side of left wing. Keeping in view land availability, both horizontal and vertical design approaches are followed. Besides designed renovation works for existing building, the architectural design provided construction of new facilities that include:

- New construction of classrooms and workshops by extending the 1st floor mostly on to the rooftop on right wing of existing building.
- Construction of student hostel and day care center in open land on back of the right wing.

48. The construction area highlighted yellow and green in design layout plan below is proposed new day care center and two-story student hostel building. The blue shaded area

represents proposed new facilities, i.e., class rooms and computer labs that are provided as first floor.

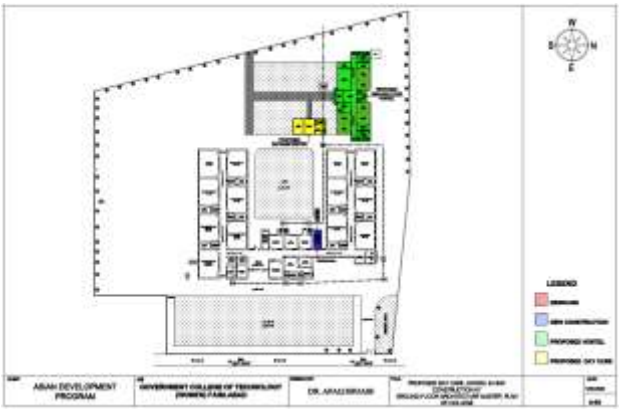


Figure-4 A: Designed layout plan for (Hostel, D. Care and new facilities) GCT (W) Faisalabad

49. **Assessment of IR and IP impacts from proposed works**: The government of Punjab vide its directive No. TEVTA/GM (Ops-I)/Commerce/2-58 dated 15-11-19, has directed to separate the left wing (commerce block) by constructing a wall and handover it to the Higher Education Department (HED) of the Punjab. In this case, the existing building and the available land occupied by the GCT (women) will be distributed equally among two colleges, right half of the building with land in front and back will be occupied by existing GCT for (Women) under administrative control of TEVTA and Left half (left wing of building with land) will become Government Girls Commerce College under administrative control of HED, Punjab. In site visit and consultations, it was noticed that the land owned and occupied (free of encumbrances) by institute is secured by boundary walls and third-party land uses were not noticed.

50. It is noted that the new facilities including student hostel, day care center and construction of additional classrooms and workshops are aligned towards the right wing of the existing building to fit the notified division of premises. The hostel and daycare buildings are planned in the playground on the back of right wing and new academic facilities (classrooms & workshops) are planned as first floor. Based on noted facts, it is arrived that implementation of project works and construction of new hostel building will remain within the land available and occupied by the institute. It is confirmed that no business or livelihood activities will be adversely affected by construction activities of the project Therefore, IR and IP related impacts are not envisioned from execution of the project works as per design.

e. Government Institute of Textile Technology, Faisalabad

51. **The Land and Facilities Available:** The institute of textile technology was established in 2014 in a newly constructed building (2013-2014). The land owned and occupied by the institute is 3.9 acres of which about 1.0 acre (45000 ft^2) is occupied under institute building blocks and staff residences. Remaining 2,9 acres vacant land is grassy lawns between main institute building and the buildings constructed along front and left side, while on the back of the building is open land plot for future development. The institute has a U-shaped building with classrooms and workshops on each floor. Some short courses are administered in a building block located along the front wall. The figure 5, existing layout plan below show the institute periphery with built up area and the land space available (free of encumbrances) as green lawn and passageways.

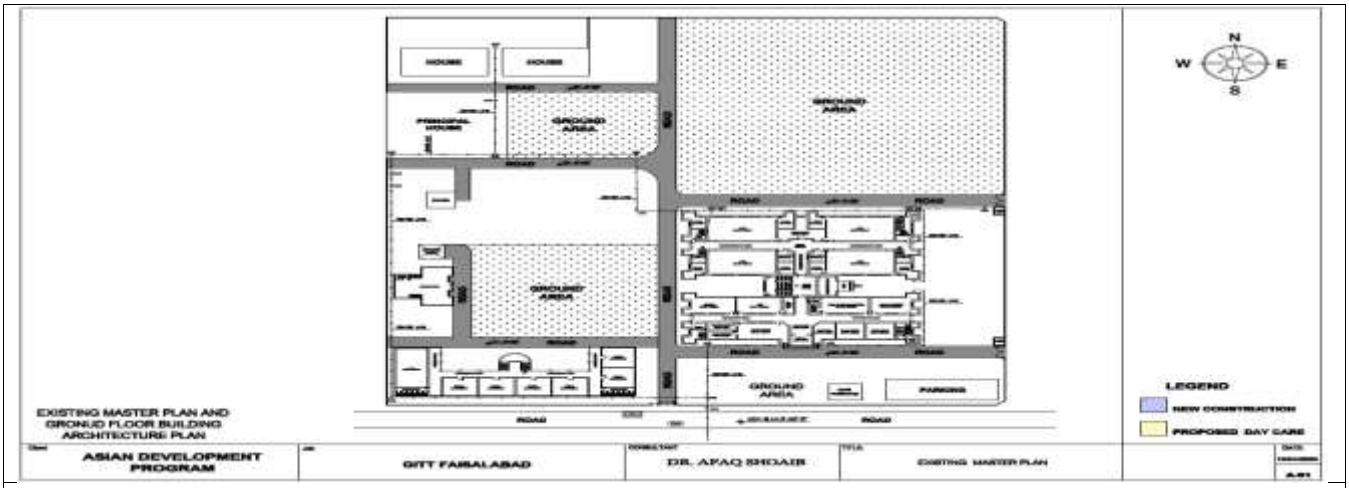


Figure-5: Existing Layout of Government Textile Technology Institute, Millat Town, Faisalabad (T-1).

52. **Proposed layout and design of physical works:** The institute has new building that was constructed in 2013-2014 which has adequately designed building and facilities needed for its upgradation as COE for textile and design sector. However, some minor renovation (repair and paint works) will be executed in the main building and a girl's common room and day care center is designed in open land on right-side of the institute building.

53. The construction area highlighted yellow and blue in design layout plan below is proposed new day care center and girls' common room. These facilities are provided on ground and are designed as single-story buildings.

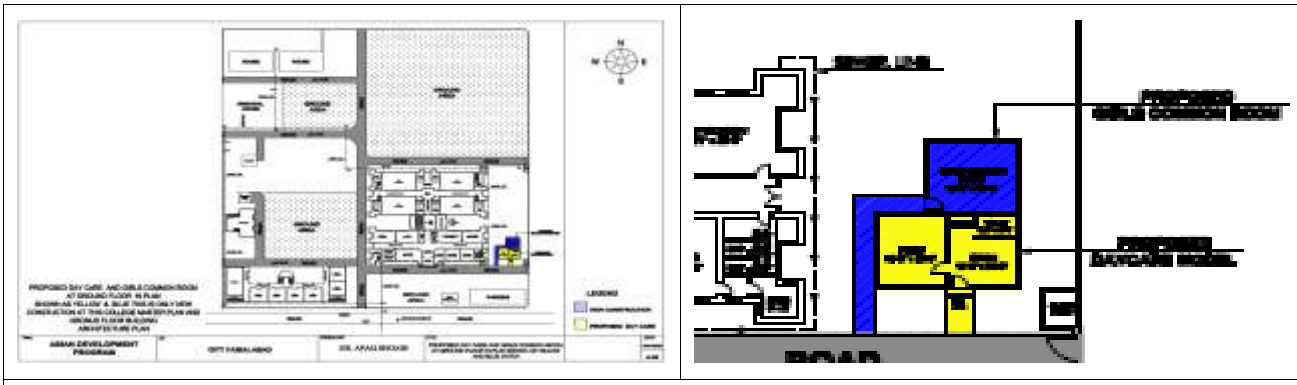


Figure-5 A: Designed layout plan for new G. Floor facilities (D. Care and Common room) GITT Faisalabad

54. **Assessment of IR & IP impacts from proposed works**: The designed facilities including proposed common room for girls and daycare center are placed on the institute owned land. More vacant land is available on the back side of the right wing that can be used for future extension or add new facilities like student hostel for females (if so needed) because the textile technology sector has a proven potential for increase in enrollment of female students.

55. The institute land is well protected by constructing boundary walls and new land acquisition is out of scope. Further, third party land use rights on the land owned and occupied by institute are not noticed and it is confirmed that no business or livelihood activities will be adversely affected by construction activities of the project. Therefore, it is established that, the execution of designed project works will not entail IR and IP related impacts and accordingly social safeguard requirements as outlined in SPS 2009 will not trigger.

f. Government College of Technology Sahiwal

56. **The Land and Facilities Available:** The government college of Technology was established in 1969 on land admeasuring 60.5 acres of government owned land allotted[7] for the institute. It was operated as poly technical institute until upgraded as technology college in 1986. Except for the building blocks of B-Tech department and Food Technology department that were constructed in 1985 and 2005 respectively, the college is being operated in the building that was constructed and handed over to institute in 1970. Out of 60.5 acres (2628880 ft^2), the land covered under buildings is 5.2 acres (228685 ft^2). Remaining 55.2 acres (2400195 ft^2) include open land mostly reserved for grassy lawns on front (east) and between different building blocks, playgrounds and passageways. During survey, it was observed that about 6-7 acres of land along western boundary wall is leased for cultivation on yearly basis by the institute administration. The image below shows the institute periphery with built up area shown as small green rectangles (parking area) at start, yellow blocks (different technology departments), pink and brown blocks (hostels and residential colony) and the land space available with passageways as grey. The cultivated area along western wall is highlighted by pasting green vegetation stickers and work area is encircled red.

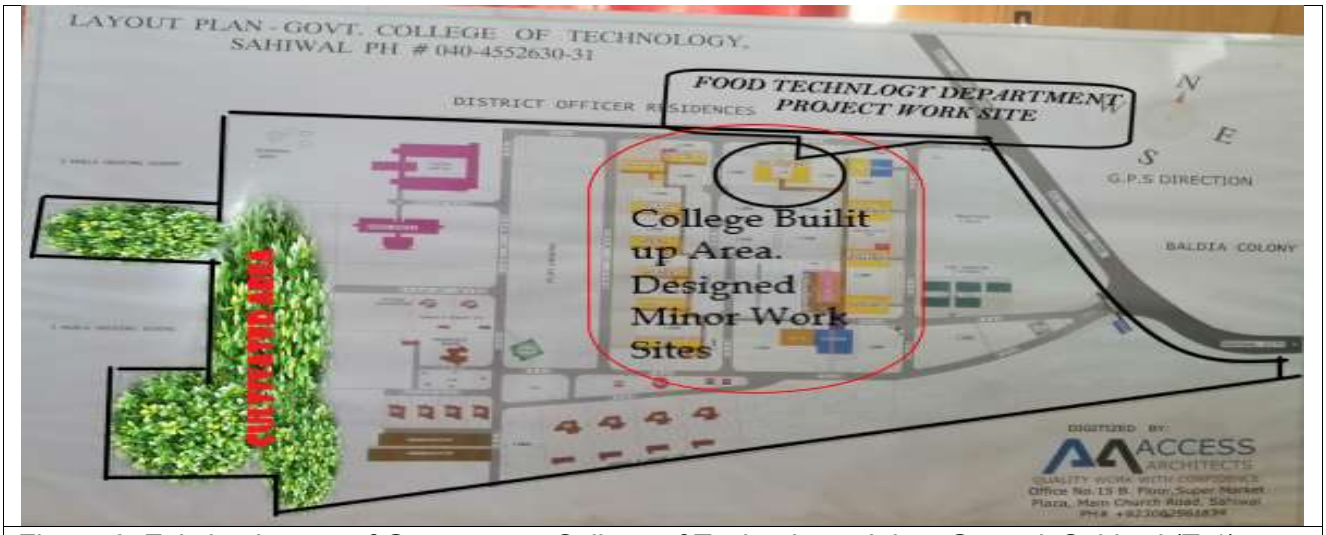


Figure-6: Existing Layout of Government College of Technology, Jahaz Ground, Sahiwal (T-1).

57. **Proposed layout and design of physical works:** The exiting institute layout plan represents different academic building blocks constructed in two parallel rows with one O-shaped building block (blue outlined in drawing below) located in the center of two rows on the northern side. This O-shaped block is the Food Technology Department which is designed to establish it as COE. In addition, provisions of new parking areas (5 in number) are designed and required repair and maintenance of the existing administration block will be carried out. During survey and consultations, it was noted that the existing food technology department is constructed as single-story building while it was originally designed as three-story building. Keeping in view the original plan, vertical design approach is followed and new facilities below are proposed and planned.

- 1st Floor: Three laboratories and girls' common room are designed

[7] "The institute management clarified that the land owned/occupied by institute (admeasuring 60.5 acres) was government owned land which was allotted for establishing the institute in 1960s (exact year of land rights transfer is not confirmed)".

- 2nd Floor: Four classrooms are designed with front side of roof kept open
- Construction of a multipurpose hall in open area close to entry gate.

58. The proposed parking areas are located along the paved road and are highlighted as blue in enlarged layout plan below. While construction plan for 1st and 2nd floor of food technology department is shown in next drawings. Construction of these facilities will not require additional land.

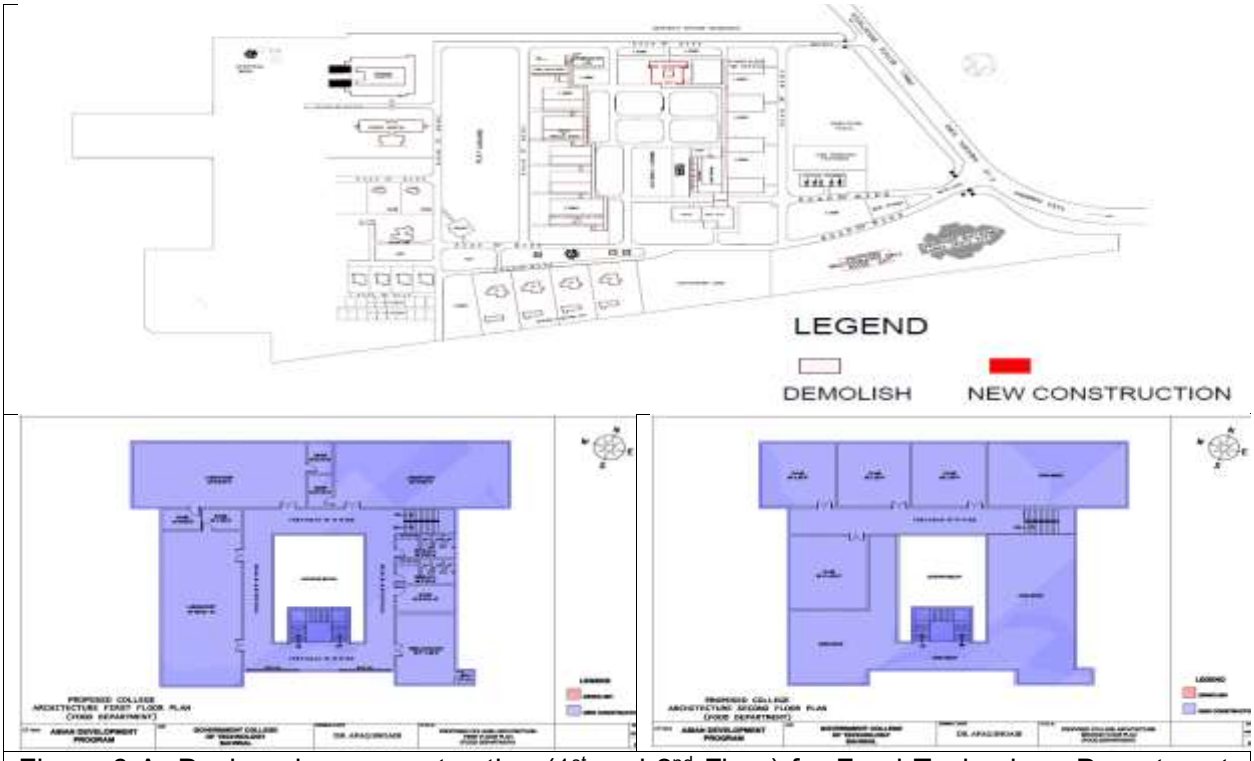


Figure-6 A: Designed new construction (1st and 2nd Floor) for Food Technology Department, GCT Sahiwal

59. **Assessment of IR & IP impacts from proposed works**: During site visit and consultations, it was confirmed that the land is government owned and recorded in the name of institute which is fully protected by constructing boundary walls. More or less 53 acres of institute owned land is available free from encumbrances as grassy lawns and playgrounds with the administration, academic and residential blocks and other 6-7 acres is leased out by institute for cultivation purpose. Except for leased land[8] along western boundary wall, no third partly land uses were noted on void land (grassy lawns and playgrounds etc.) located in and around the academic blocks. It is confirmed that no business or livelihood activities will be adversely affected by construction activities of the project. Based on noted facts, it is affirmed that the implementation of designed upgradation works for Food Technology Department and development of parking areas will not cause any IR and IP related impacts.

60. During consultations, the Principal of GCT and the Head of Food Technology Department explained that the food department was designed as three-story building, but only ground floor with available facilities (2 classrooms and 4 labs) was constructed that is insufficient to meet academic needs. They were explained that, the vertical design approach is followed to provide

[8] The leased land plots are more than 200 meters away from planned construction site. Execution of works will not interfere cultivation and prevalent land use of leased parcels.

missing facilities, including three laboratories and 4 class rooms with allied facilities and installations. During consultations, it was learnt that the food processing technology has potential for enrollment of female students that may require to add a female hostel in future for which adequate land is already available within institute periphery.

g. Government College of Technology Multan

61. **The Land and Facilities Available:** The college was established in 1965 on 50.8 acres (2214000 ft^2) of land owned and occupied (free of encumbrances) by the college. Out of total land the college building blocks and hostels occupy 7.8 acres (340445 ft^2) of land and rest 43.0 (187355 ft^2) acres is open land used as lawns and passages between different building blocks and playgrounds with the hostels building. The college building has different building blocks including main Old building blocks of 1965, and building blocks constructed in 1984, 1987, 1995, and 2007. The college premises are divided by the Bahawalpur road with main college building and Civil Engineering, Chemical and Mechanical Department on the east and Textile engineering department and hostel on the west of the road. The lay out plan below show the institute periphery with built up area and the land space available with passageways.

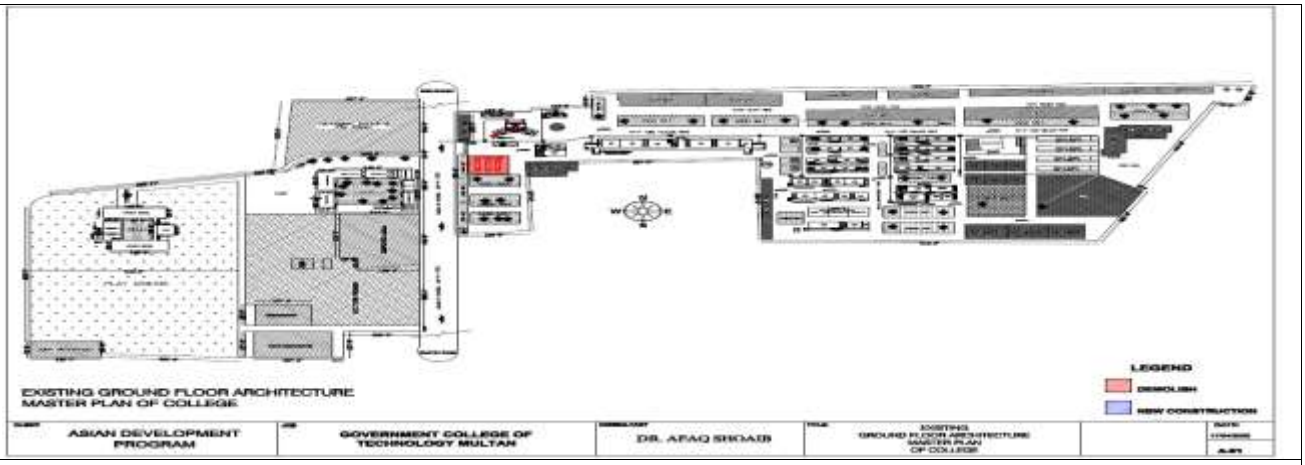


Figure-7: Existing Layout of Government College of Technology, Qasim Pur Multan (T-1).

62. **Proposed layout and design of physical works:** The planned work includes renovation of existing building facilities in Civil Engineering Department and providing new facilities as needed. Both horizontal and vertical design options are adopted for upgradation of this institute building. The upgradation works designed include:

- Construction of Multipurpose Hall and renovation of parking facility.
- Upgradation and renovation of the administration blocks and lavatories
- Construction of additional facilities with electrical department and lavatories

63. The Multipurpose Hall is planned on open land currently used as parking area while existing administration block is upgraded by designing additional rooms both at ground and first floor level. While additional facilities (classrooms and workshops) for electrical department are designed on first floor of the existing building and the lavatories are designed with different blocks. The blue shaded area shown on drawings below represent proposed new construction areas.

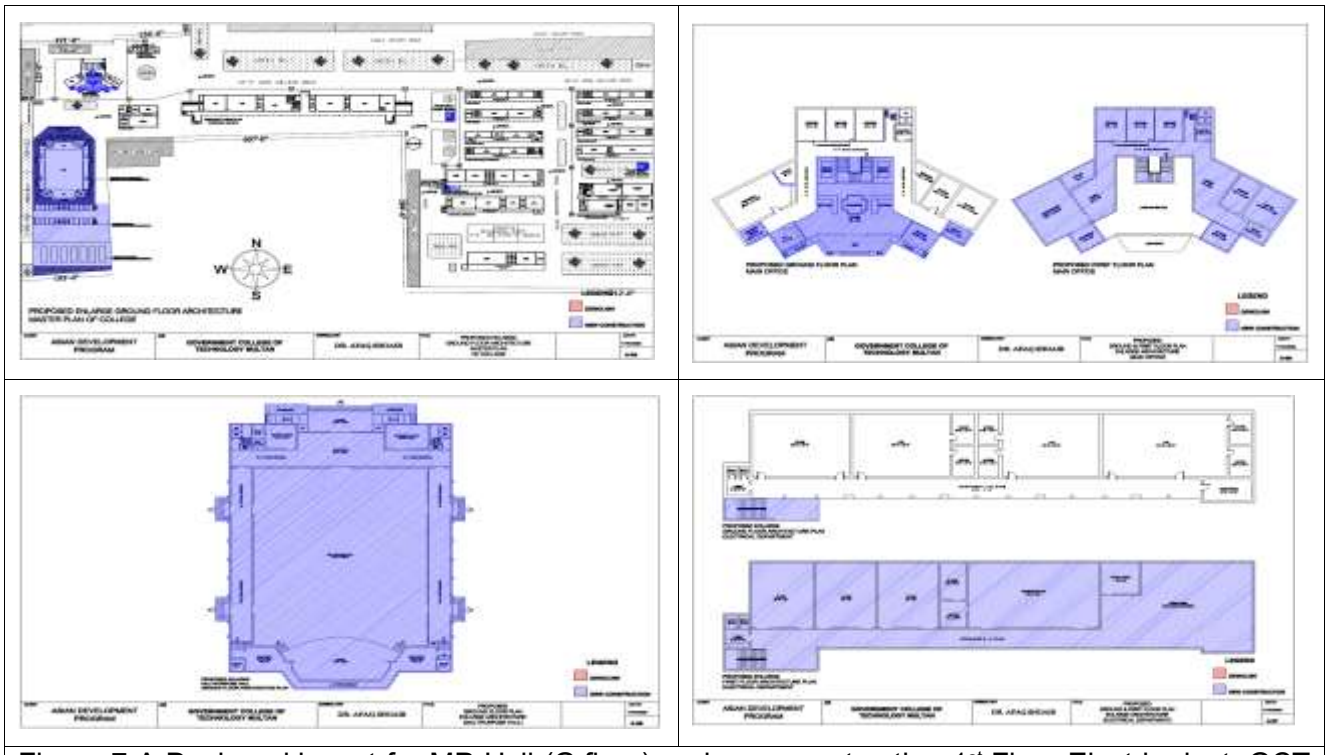


Figure-7 A:Designed layout for MP Hall (G.floor) and new construction 1st Floor Electric dept. GCT Multan

64. **Assessment of IR & IP impacts from proposed works**: The land owned and occupied (free of encumbrances) by the college is well guarded by boundary wall and no third-party land uses are noted. The institute management apprised that the Civil Engineering Department building was constructed in 2007 which has adequate number of classrooms and workshops. It was confirmed that i) adequate free land is available for new construction as planned and even if needed in future; and ii) no business or livelihood activities will be adversely affected by the construction activities of the project. Based on noted facts, it is confirmed that implementation of designed project works in this institute will not entail IR and IP related impacts.

h. Vocational Training Institute, Multan

65. **The Land and Facilities Available:** Vocational Training Institute, Multan was established in 1999 in the building of previously operated Pak-Netherland Technical Training Center, Multan. The institute building with land was transferred to and taken over by the PVTC in January 1999. The total area owned and occupied by the institute is one acre (44,649 ft^2) of which 0.4 acres (15,246ft^2) is covered area and remaining 0.6 acres (29,403 ft^2) is open land as parking area and two grassy lawn one on front and other in center of the building. The college building is 01 block in square shape with one canteen on the back and mosque at front side. The image below shows the institute periphery with built up area and the land space available as lawn and passageways.

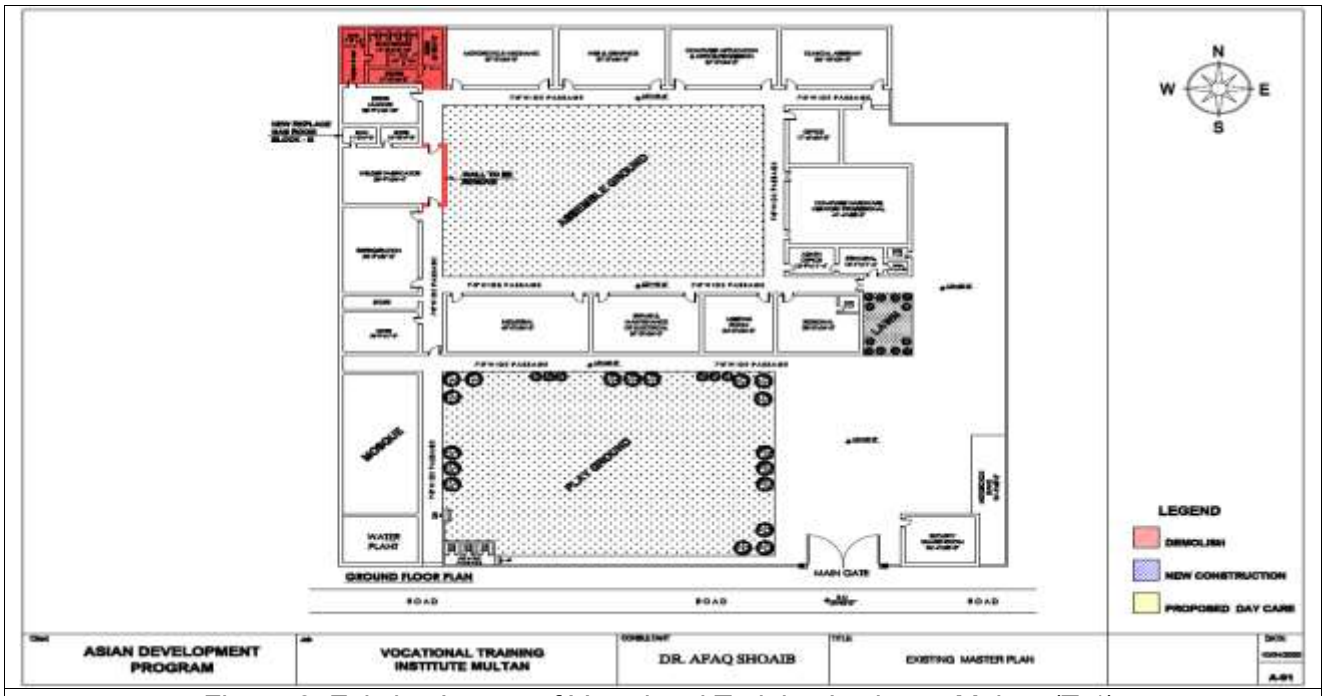


Figure-8: Existing Layout of Vocational Training Institute, Multan (T-1).

66. **Proposed layout and design of physical works:** The planned work includes renovation of existing building facilities and construction of new facilities including day care center, classrooms and workshops etc. Both horizontal and vertical design options are followed to design required facilities. The upgradation works designed include:

- Renovation of Existing Building and reconstruction of Lavatories.
- Construction of additional facilities i.e. class rooms and workshops and multipurpose hall
- Construction of day care center to be located on open land with front wall (refer area highlighted yellow).

67. The reconstruction of lavatories and construction of new facilities like workshops (shaded blue) and day care center (shaded Yellow) are designed on the ground floor (left side drawing). The classrooms and multipurpose hall is planned on 1st floor above the new constructed workshops and other facilities. The designed layout plan below represents proposed new construction areas.

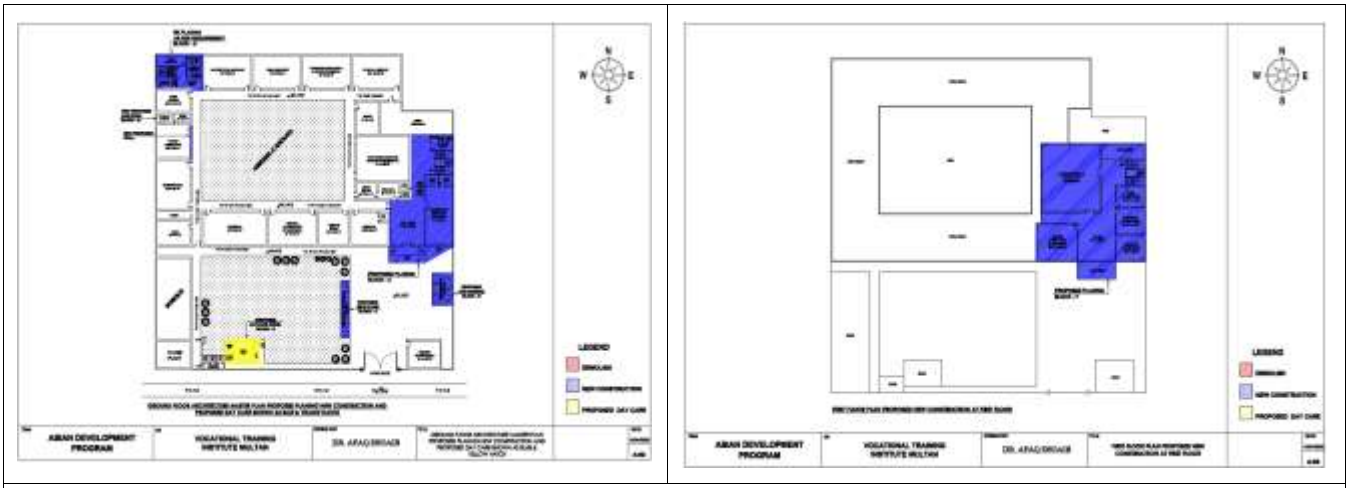


Figure-8 A: Designed layout plan for G. Floor and 1st Floor layout VTI, Multan

68. **Assessment of IR & IP impacts from proposed works**: Based on review of land related information shared and noted facts during site visits, it is confirmed that i) the land owned and occupied by the institute is free of encumbrances, which is well protected by constructing institute boundary walls and third-party land uses are not observed; and ii) no business or livelihood activities will be adversely affected by the construction activities of the project. The designed facilities are well confined in the available institute land and execution of works will not entail IR and IP related impacts.

i. Government Technical Training Institute, Bahawalpur

69. **The Land and Facilities Available:** The institute was established in 1973 on land admeasuring 5.7 acres owned and occupied by the institute. Out of total land, 1.3 acres (55709 ft^2) is covered under existing institute building blocks and staff residences while remaining 4.4 acres is vacant land available as grassy lawns, open areas and passages in front of the building and between different building blocks. The institute building block has administration offices, academic buildings (classrooms and workshops) and hostel facility for boys. The layout plan below shows the institute periphery with built up area including different building blocks and passageways (shown in white) and the open land space available (shown as gray) within the institute periphery.

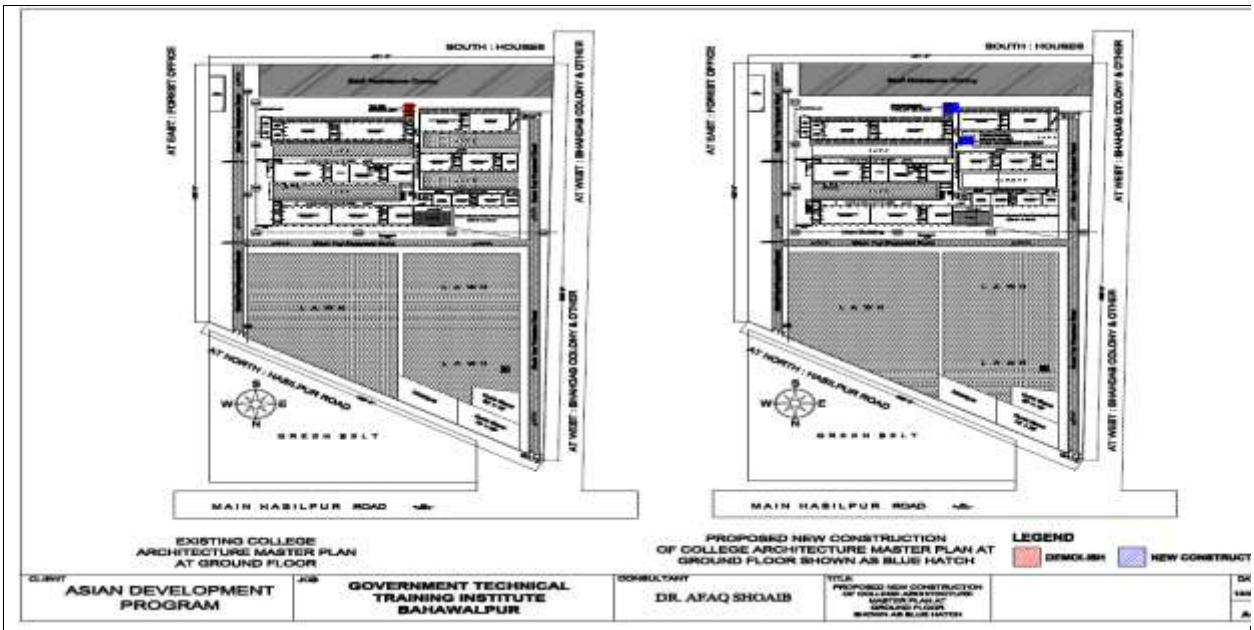


Figure-9 Existing Layout of Government Technical Training Institute, Hasilpur Road, Bahawalpur.

70. **Proposed layout and design of physical works:** The planned work includes renovation of existing building facilities and construction of new facilities. To avoid using void land available within the institute periphery, vertical design approach is followed and except for a lavatory block and stair cases, all new construction is designed on the roof top of two right wings of existing building. The upgradation works designed include:

- Construction of classroom, laboratories and wash rooms.
- Construction of multipurpose hall with stairs, passageway, and flyover.

71. Except for washrooms block and stair cases for Multipurpose hall, all facilities are designed on the roof top as 1st floor of the existing building. The blue shaded area shown on right side layout plan above is proposed washing area and staircases planned on ground floor and the blue shaded area in drawing below is new construction on 1st floor.

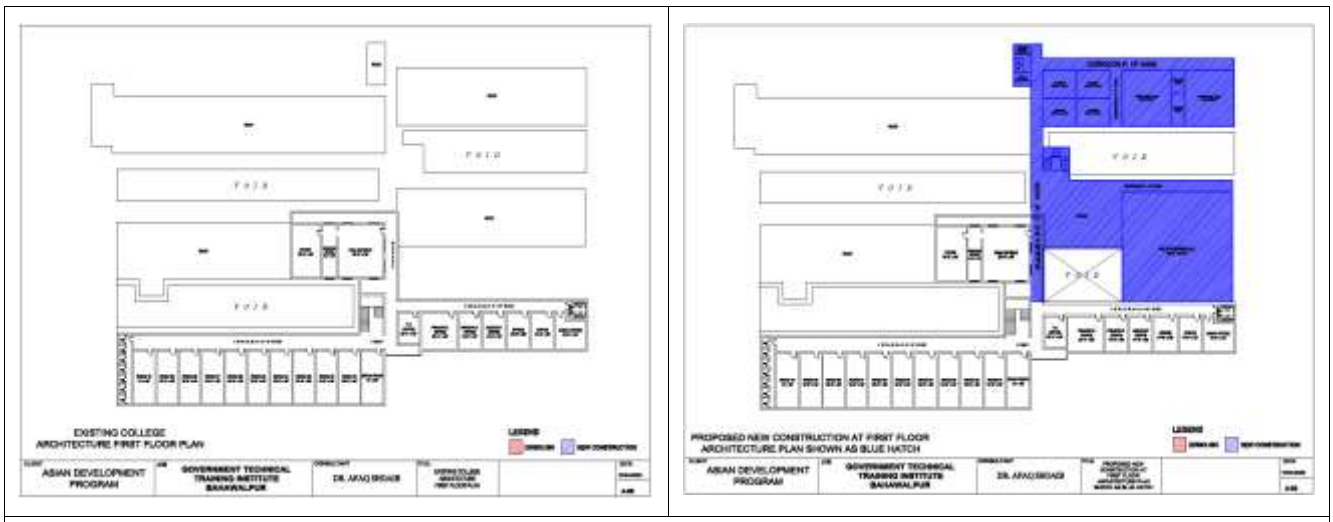


Figure-9 A: Designed Layout plan new facilities (MP Hall, class rooms/labs) GTTI, Bahawalpur

72. **Assessment of IR & IP impacts from proposed works**: The institute owned land (occupied free of encumbrances) is well protected by constructing boundary walls and no third-party land uses are observed. Based on noted facts, it is understood that implementation of project works and construction of new facilities will remain within the land available and occupied by the institute. It is confirmed that no business or livelihood activities will be adversely affected by the construction activities of the project. Therefore, IR and IP related impacts are not perceived at this stage.

73. During survey, the institute principal stressed on enhancing capacity of the hostel facility and he also pointed about enrollment of fair number of female students could be attracted from nearby rural areas if hostel for female students could also be provided. During visit, a strip pf open land with divider wall between institute and the residential building blocks was noted that can be considered for female students' hostel in future.

j. Government Institute of Surgical Technology, Sialkot

74. **The Land and Facilities Available:** The institute of surgical technology is established in 2015 in a newly constructed building in a government owned land leased to Government Metal Industries (Surgical and Allied) Development Center (MIDC) Sialkot, a public sector service providing enterprise operated under TEVTA. Although MIDC has a lease agreement for 2.52 acres (11000 ft^2) which is mostly occupied under the administrative building, workshops and the institute building with a grassy lawn on front. The land occupied under new constructed institute building is almost 0.2 acre (9970 ft^2). About 1 acre of land is open area consisting of grassy lawn in front of MIDC and Surgical institute buildings and passageways between different workshops. The lay out plan below show the institute building block on the west of grassy lawn and administrative building block with workshops of MIDC on the North side.

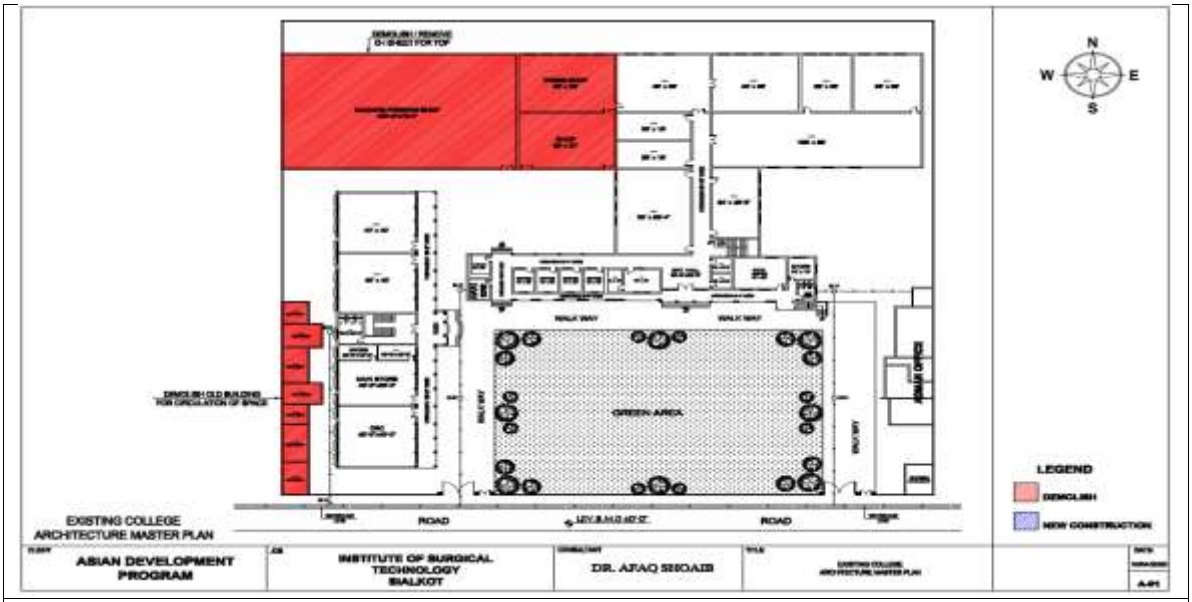


Figure 10: Existing Layout of Government Institute of Surgical Technology, Sialkot.

75. **Proposed layout and design of physical works:** The Surgical institute was constructed in 2015 and its building may require minor renovation and installation of equipment for upgrading it as COE. However, at this location designed physical works include replacement of roof for machine forging workshop and construction of a gas rooms attached to this workshop. The roof to be replaced is shown as red and blue colors in existing layout plan and proposed lay out plan.

In addition to replacement of roof some old rooms located with northern wall along institute building will be demolished.

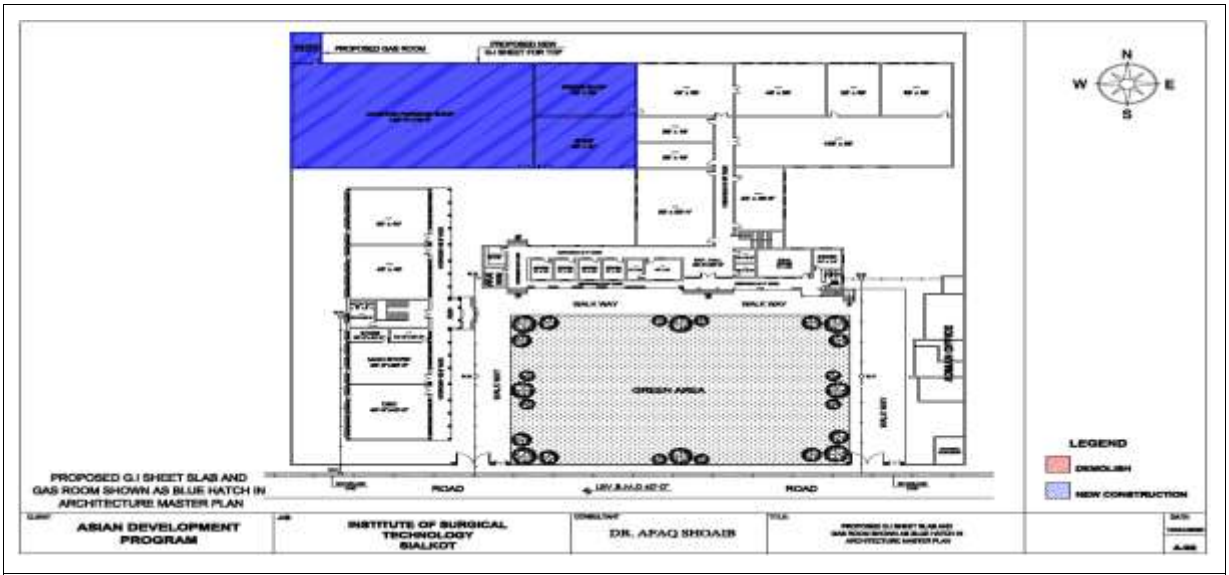


Figure-10 A: Designed layout for (Roof Slab and Gas room) GIST Sialkot

76. **Assessment of IR & IP impacts from proposed works**: It is noted that the institute is located on government/state owned land that was leased for a period of 99 years to MIDC, a TEVTA run enterprise. This lease is valid until year 2064 that could be extended further on same terms for continued use. Th land is occupied free of encumbrances and well protected by the boundary walls and no third-party land uses were observed. It is confirmed that no business or livelihood activities will be adversely affected by the construction activities of the project. All planned repair works and construction activities will remain confined in the land owned and occupied by TEVTA for GIST and MIDC a purpose-built service providing center in public sector. Based on noted facts it is envisaged that the project works will not have any IR and IP related impacts.

k. Government College of Technology Faisalabad

77. **The Land and Facilities Available:** The college was established in 1966 as poly technical institute on more or less 30 acres of government owned land[9] allocated to institute. The institute was upgraded as technology college in 1981. Out of total land occupied by the college, the college building blocks and hostels occupy 5 acres (217000 ft^2) of land and rest 25 acres is open land used as lawns and passages between different building blocks, play grounds with the hostels building and vacant land with the residential colony. The old academic and administration building blocks including mechanical and auto farm machine departments with many others and staff residence were constructed in 1966. The food technology department was established in 1970 that followed construction of B-tech and textile technology department with hostel and parking stands in 2002. The academic building block and staff residential colony are separated by a rood passing through the college premises. The layout plan below shows existing institute periphery with built up area (seen white) and the land space available as green lawn (gray) and passageways.

[9] The institute management clarified that the land owned/occupied by institutes (admeasuring 44 acres) was government owned land, which was allotted for establishing the institute at site in 1960s (exact year of land right transfer is not confirmed). Out of that, about 30 acres is occupied under technology college and other 14 acres is occupied under government degree college samanabad, Faisalabad.

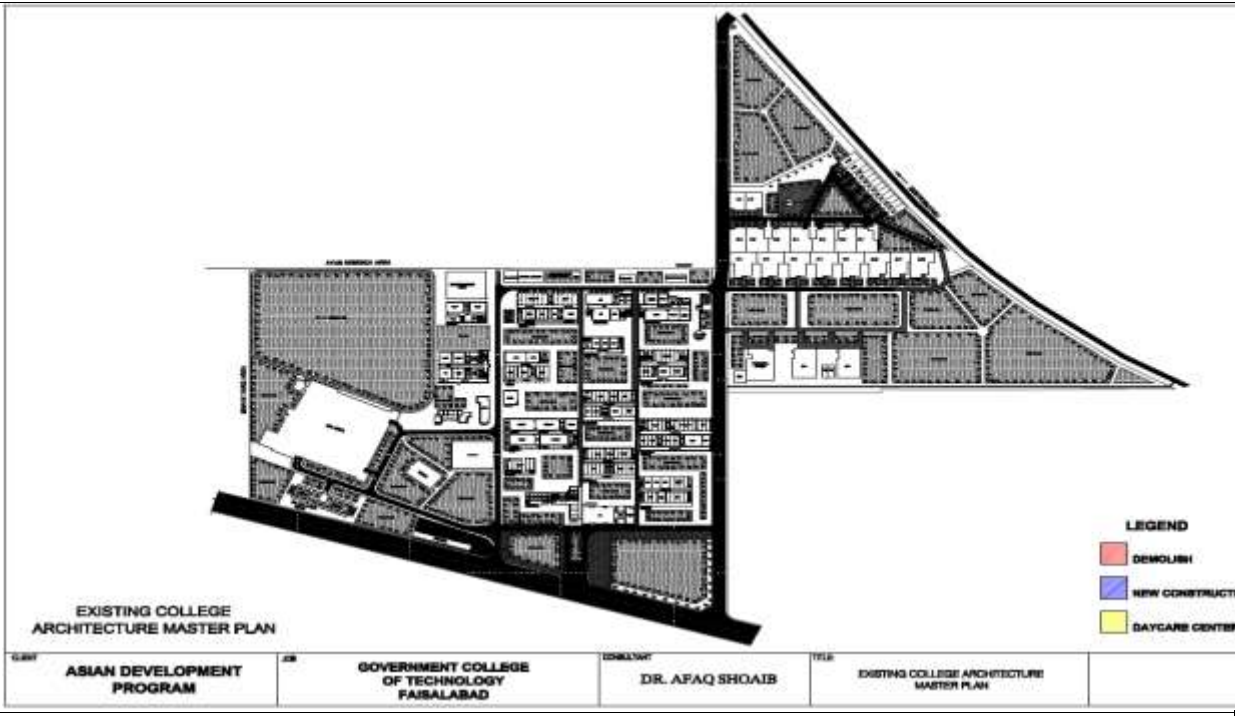


Figure-11: Existing Layout of Governmnet College of Technology, Samanabad, Faisalabad (T-2).

78. **Proposed layout and design of physical works:** The planned work includes renovation of existing building facilities and construction of new facilities for food technology, auto farm machines and mechanical department and new building blocks as needed. Both horizontal and vertical design options are adopted for this institute. The upgradation works designed include:

- Designed multipurpose hall, library and day care center as new buildings.
- Land scaping and upgradation of play area.
- Construction of new classrooms, labs/workshops and allied works for food and auto farm mechanical departments.

79. The works indicated in first two bullets will be executed on ground floor. Construction of additions facilities with selected sectors will be executed as first floor on existing building blocks. The blue shaded area shown on drawings below represent proposed new construction areas.

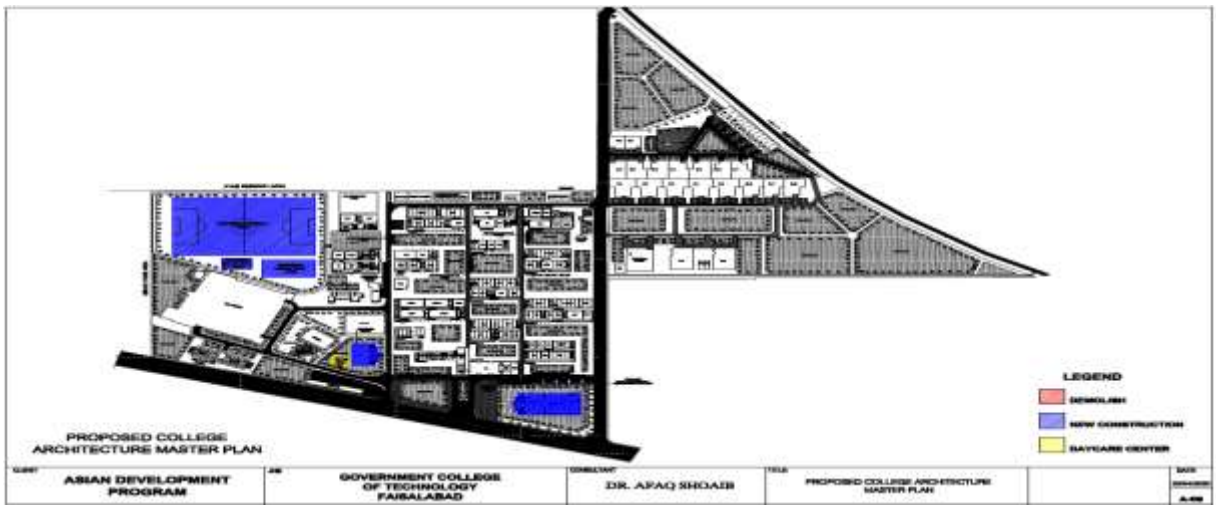
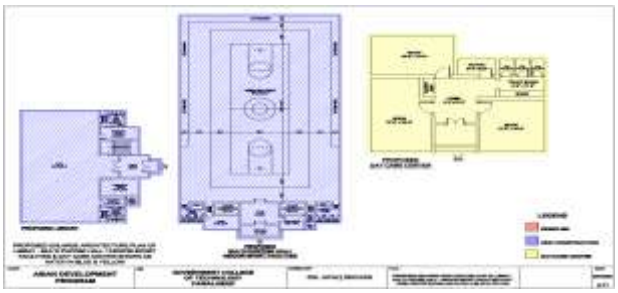
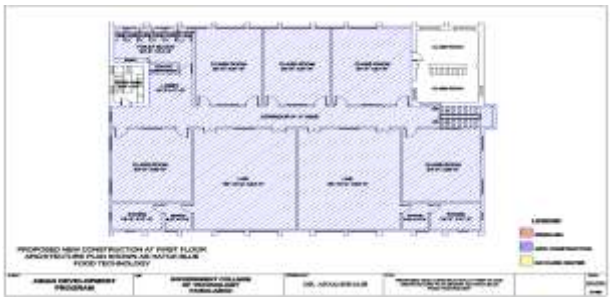
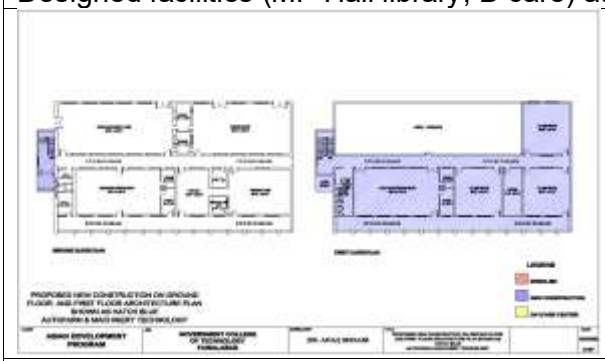


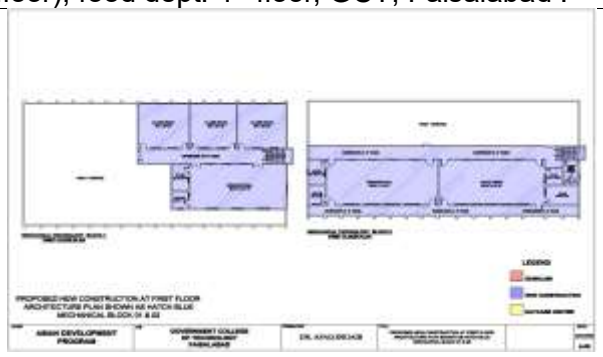
Figure-11 A: Designed layout plan for Ground floor, GCT Faislabad (Blcoks below show the designed facilities)





Designed facilities (MP Hall library, D care) at G. floor), food dept. 1st floor, GCT, Faisalabad .





Designed 1st Floor for Mechanical and Auto Farms Machinery Depts. GCT Faisalabad.

80. **Assessment of IR & IP impacts from proposed works**: The land owned and occupied (free of encumbrances) by the college is well guarded by the boundary wall and no third-party land uses are noted. Vacant land is abundantly available for execution of design works and it is confirmed that no business or livelihood activities will be adversely affected by the construction activities of the project. Based on noted facts, it is confirmed that implementation of project works in this institute will not entail IR and IP related impacts.

I. Government College of Technology Bahawalpur

81. **The Land and Facilities Available:** The college was established in 1963. It owned 17 acres of land. The college has two academic building blocks. The old building was constructed in

1962 and the new building block is constructed in 2004. The hostel was constructed in 1964. As per record, cumulative ground floor area of the college buildings is 4.8 acres (208543 ft^2) and the remaining 12.2 acres is vacant and open land used as grassy lawns, play grounds and passages. The layout plan below show the institute periphery with built up area and the land space available as lawns play area and passageways.

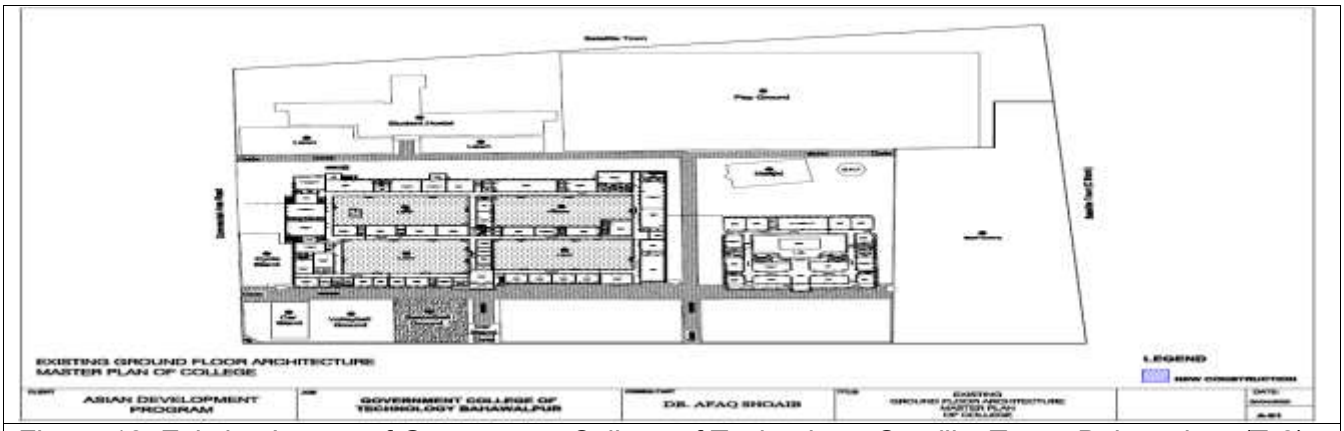


Figure-12: Existing Layout of Government College of Technology, Satellite Town, Bahawalpur (T-2).

82. **Proposed layout and design of physical works:** The planned work includes renovation of existing building facilities and construction of new facilities. Both horizontal and vertical design options are adopted for this institute. The upgradation works designed include:

- A multipurpose hall and construction yard designed in front of new building block.
- Construction of new classrooms and civil soil testing (computer and mechanical) labs.

83. The works indicated in first bullet will be executed on open land available in front of the existing new building block, while civil soil testing (computer and mechanical) labs have been design on first floor of existing old building block. The blue shaded area shown on drawings below represent proposed new construction areas.

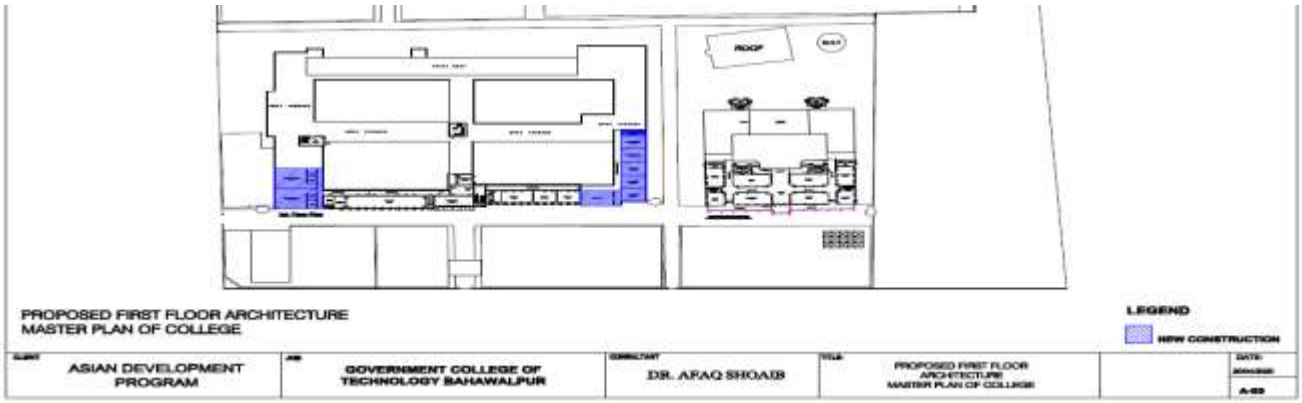


Figure-12 A: Designed layout plan for (G- floor and 1st Floor) GCT, Bahawalpur.

84. **Assessment of IR & IP impacts from proposed works**: The land owned and occupied (free of encumbrances) by the college is well guarded by the boundary wall and no third-party land uses are noted. During consultations, the college principal stressed for renovating and upgrading hostel facility because existing hostel is inadequate to cope with the requirement and demand. In addition, the need for construction yard and soil testing labs was pointed. Accordingly, the needed facilities are designed expect hostel. Vacant land is available with the exiting hostel building where a new hostel building can be planned (if needed) in future. It is confirmed that no business or livelihood activities will be adversely affected by the construction activities of the project. Based on noted facts, it is understood that implementation of project works in this institute will not entail IR and IP related impacts.

j. Government College of Technology, Sialkot

85. **The Land and Facilities Available:** It was established in 1932 as Government Metal Works Institute, which was later changed to government technical training institute in 1957. In 1962, the institute was named as government poly technical institute that was upgraded as college of technology in 2010. The land owned and occupied by the institute is 3 acres of which 1.7 acres (75750 ft^2) is occupied under college building blocks including Main office and Civil block (constructed in 1932), Mechanical/Auto diesel block with canteen and other facilities (constructed in 1962) and electronics block (constructed in 1988). About 1.3 acres of land is open area available as lawns and passageways between different building blocks. The existing layout plan below show the institute periphery with built up area and open land available as lawns and paved area/-passageways.

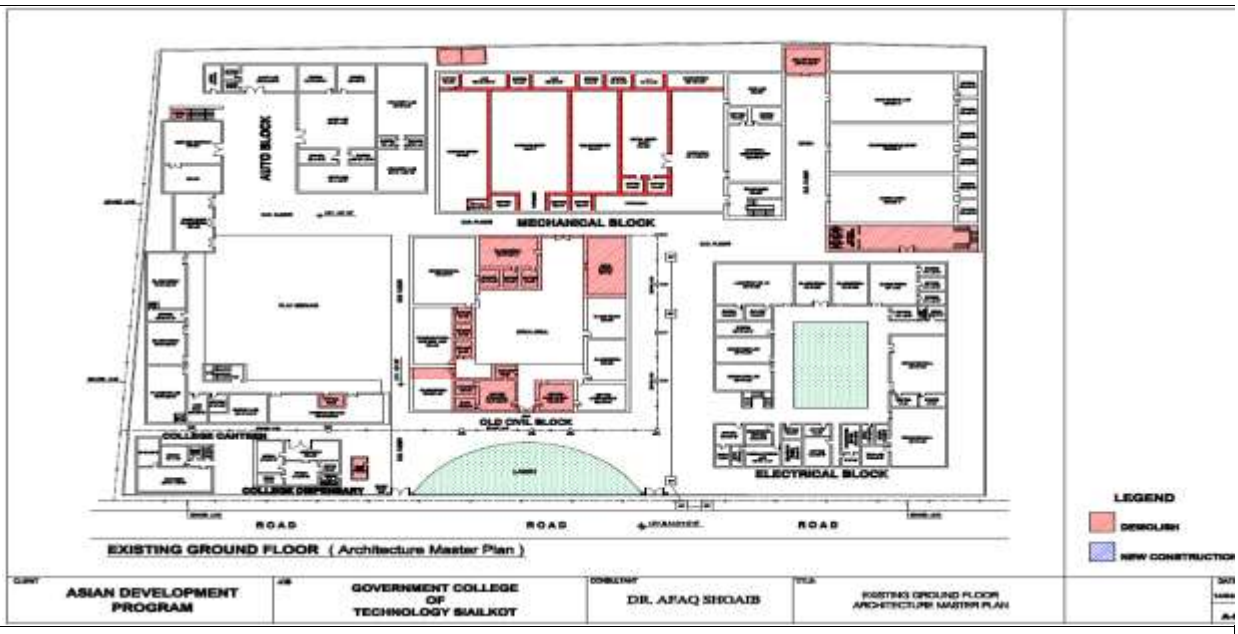


Figure-13: Existing Layout of Governmnet College of Technology, Sailkot (T-2).

86. **Proposed layout and design of physical works:** The designed works for this institute includes, renovation and reconstruction of some building blocks because, institute land lacks enough open space to design new building blocks. So, the old and unsafe building blocks will be demolished to create space for reconstruction of demolished building blocks with additional facilities. Both on ground and vertical design approach is followed to augment new facilities. The upgradation works designed include:

- Ground floor construction is mostly focused to reconstruction of demolished parts of old civil blocks, demolished stairs with woodwork workshop and lavatories.
- First floor construction will include classrooms and workshops and library.
- A multipurpose hall is design as second floor on old civil blocks.

Figure-13 A: Designed Layout plan new facilities GCT Sialkot, Khanewal

87. **Assessment of IR & IP impacts from proposed works**: During consultations, the college principal and teaching staff pointed that old civil block building (constructed in 1932) is facing severe wear and tear due to deferred maintenance and suggested its reconstruction by demolishing the existing one. Accordingly, the reconstruction and addition of new facilities are planned and thus the available open land is not utilized. Based on review of land related

information shared and noted facts during site visits, it is confirmed that i) the land owned and occupied (free of encumbrances) by the institute is well protected by constructing institute boundary walls and design has strictly followed the limitations; ii) no business or livelihood activities will be adversely affected by the construction activities of the project. So, it is confirmed that execution of designed works will not entail IR and IP related impacts.

k. Vocational Training Institute, Green Town, Lahore

88. **The Land and Facilities Available:** Vocational Training Institute, green town Lahore was established in 1998 on a land plot measuring 0.8 acres that was purchased by the PVTC from Punjab transport board. Out of total land owned by the institute, about 0.4 acres (16000 ft^2) is occupied under institute building and remaining 0.4 acres (16000 ft^2) is open area in front of the institute building which is mainly used for parking of vehicles. The layout plan below shows the institute periphery with built up and open area available as drive way in front of the building.

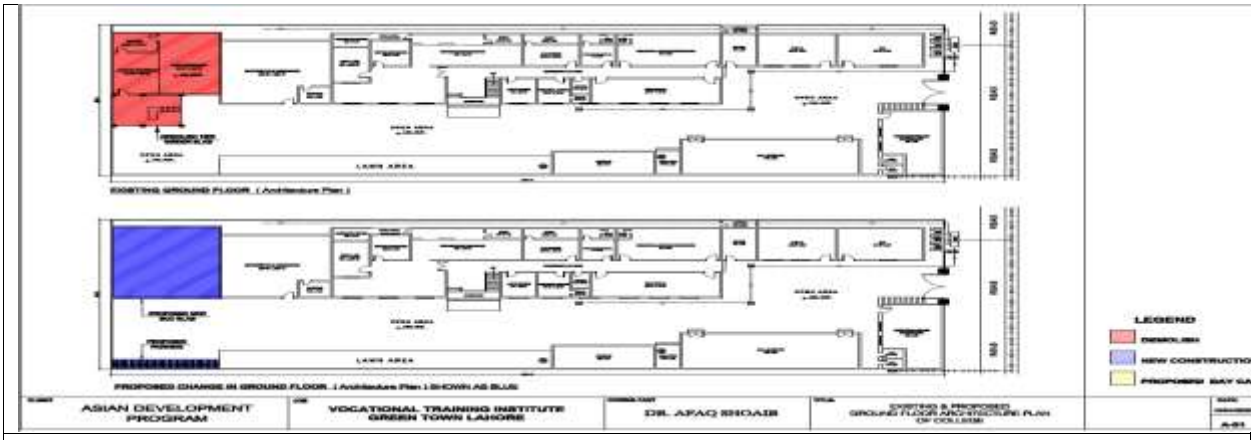


Figure-14: Existing Layout of Vocational Training Institute, Green Town Lahore (T-3).

89. **Proposed layout and design of physical works:** The designed works for includes, renovation, reconstruction of existing and new construction of additional facilities. Except for replacing ceiling of existing Auto Mechanic Workshop with concrete slabs all other new facilities are planned as first floor and 2nd floor. The upgradation works designed include:

- Repair and Renovation of exiting building (ground and first floor).
- Replacement of existing tier girder slab roof with RCC slabs and construction of new day care facility as first floor on roof of existing auto mechanic workshop.
- Construction of new facilities like classrooms, computer labs and theater halls as 2nd floor.

90. By following vertical design approach, all needed facilities are designed on the existing building block. Thus, available open land is avoided from construction and is kept open as for drive through and parking cars and motorcycles in designed parking sheds with the institute boundary wall.

Figure-14 A: Design layout plan for ground & 1st and 2nd floors floor of VTI, Green Town Lahore

91. **Assessment of IR & IP impacts from proposed works**: After review of shared land record it is confirmed that that the institute land is owned (free of encumbrances) by the PVTC. During site survey, it was noted that the land owned by institute is well protected by constructing boundary walls and no third-party land uses were noted. It is confirmed that no business or livelihood activities will be adversely affected by the construction activities of the project. Further, architectural design layout plan confirmed that all new facilities are provided on the existing building by following vertical design approach. Therefore, it is confirmed that execution of designed works will not entail IR and IP related impacts.

I. Centre of Agricultural Machinery and Industry

92. **The Land and Facilities Available:** The Centre for Agricultural Machinery Industries (CAMI) was established in 1992 with collaboration and technical support by the Dutch Government under Punjab Small Industries Corporation, at Small Industries Estate Mianchanu, Khanewal. It is a service-cum-facility center involved in manufacturing of agricultural machinery and equipment that also offer training facilities for skill up gradation. The land owned and occupied by the college is 9.4 acres of which 0.8 acres (35940 ft^2) is occupied under institute building and remaining 8.6 acres vacant land is grassy lawn area and playgrounds. The layout plan below presents the institute periphery with built up area and the land space available.

Figure-15: Existing Layout of Center fro Agricultural Machinery and Industry,Khanewal (T-3).

93. **Proposed layout and design of physical works:** The planned work includes renovation of existing building facilities and providing new facilities as needed. Since adequate land is

available, so instead of considering vertical design solution, the new facilities are designed on ground. Designed new facilities include:

- Demolishing of exiting parking garages
- Construction of multipurpose hall, new administration block and renovation of parking facility.

94. All planned facilities are designed on vacant land. The multipurpose hall and parking space are designed on land that was used as parking garages for old farm machinery. While the administration block is designed on the north of designed multipurpose hall. The blue shaded area shown on drawings below represent proposed new construction areas.

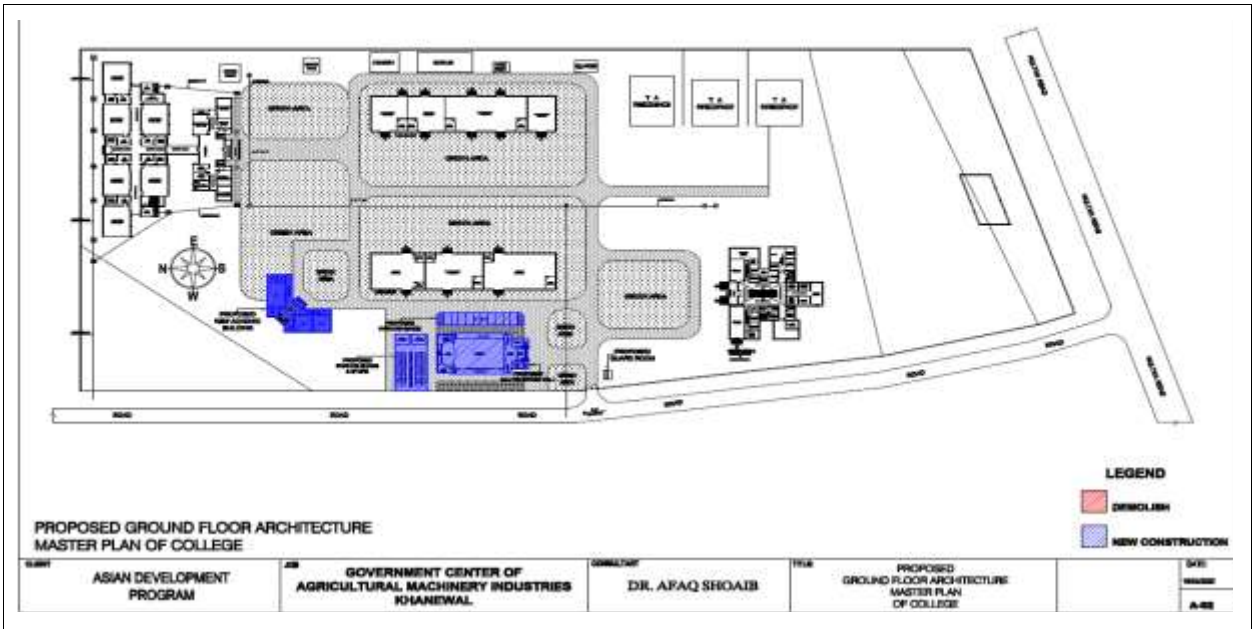


Figure-15 A: Designed Layout plan new facilities (Multipurpose hall and Admin Block) CMIT, Khanewal

95. **Assessment of IR & IP impacts from proposed works**: It is noted that the land owned and occupied (free of encumbrances) by the institute is well guarded by constructing boundary wall and no third-party land uses were noticed during field visit. All designed facilities will remain confined within institute owned land that is available abundantly. It is confirmed that no business or livelihood activities will be adversely affected by the construction activities of the project. Based on noted facts, it is understood that implementation of project works and construction of new building blocks will not involve IR and IP related impacts.

m. Government College of Technology, Gujranwala

96. **The Land and Facilities Available:** The government college was established as Government Poly Technique Institute in 1993 on 50 acres of land at Chak Jaura near Wazirabad. However, in 2003, Rachna campus of University of Engineering and Technology was established in the building and land owned by the Poly Technique Institute at Village Jaura and the institute was shifted to current location in 2006. In 2015 it was upgraded as college of technology.

97. The land now owned and occupied by the college at Nagar Chowk Gujranwala is 2.7 acres of which about 1.1 acre (45900 ft^2) is occupied under the building and remaining 1.6 acres is open area in surroundings of building block. Present building of the college was completed and handed over in 2016. The land owned and occupied by the college is government owned which was

previously used as residential colony of another TEVTA administered institute named “Leather Institute of Technology”. The Layout plan below show the institute periphery with built up area and the land space available as green lawn in the center and open paved area surrounding the building block.

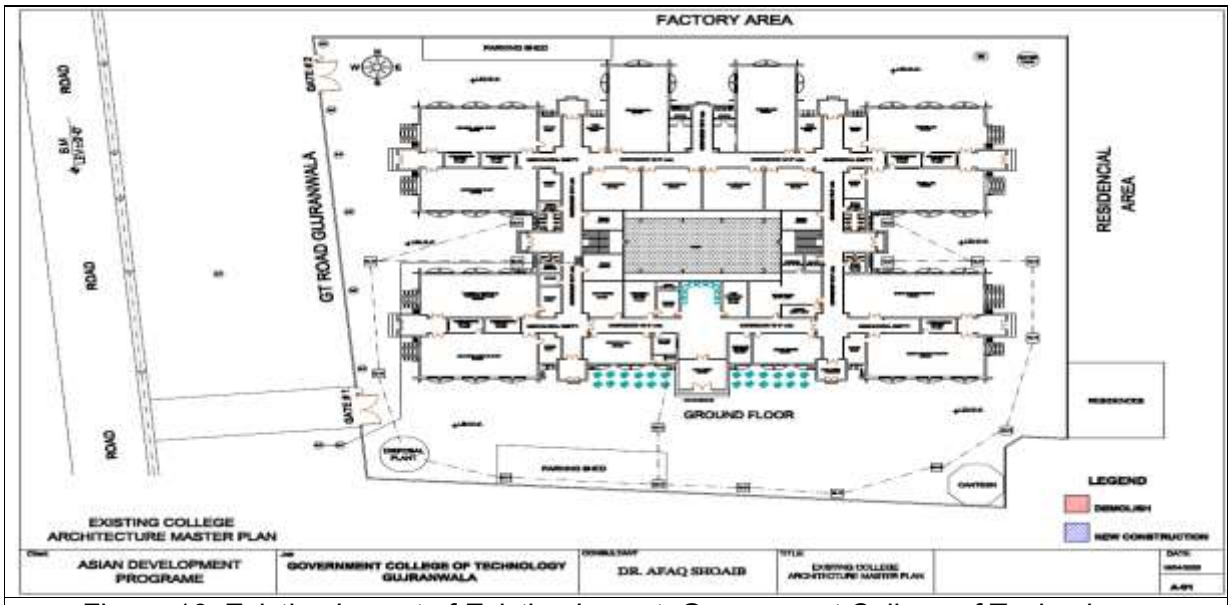


Figure-16: Existing Layout of Existing Layout, Government College of Technology, Gujranwala (T-3).

98. **Proposed layout and design of physical works:** The existing building of the college was constructed and handed over in 2016 and will not require much renovation work. However, some additional facilities like, workshops and additional classrooms are designed as 2nd floor on the existing building. On ground and first floor some minor changes in layout of exiting rooms and workshops can be considered. Blue shaded area shown in architectural drawing below is the proposed new construction area.

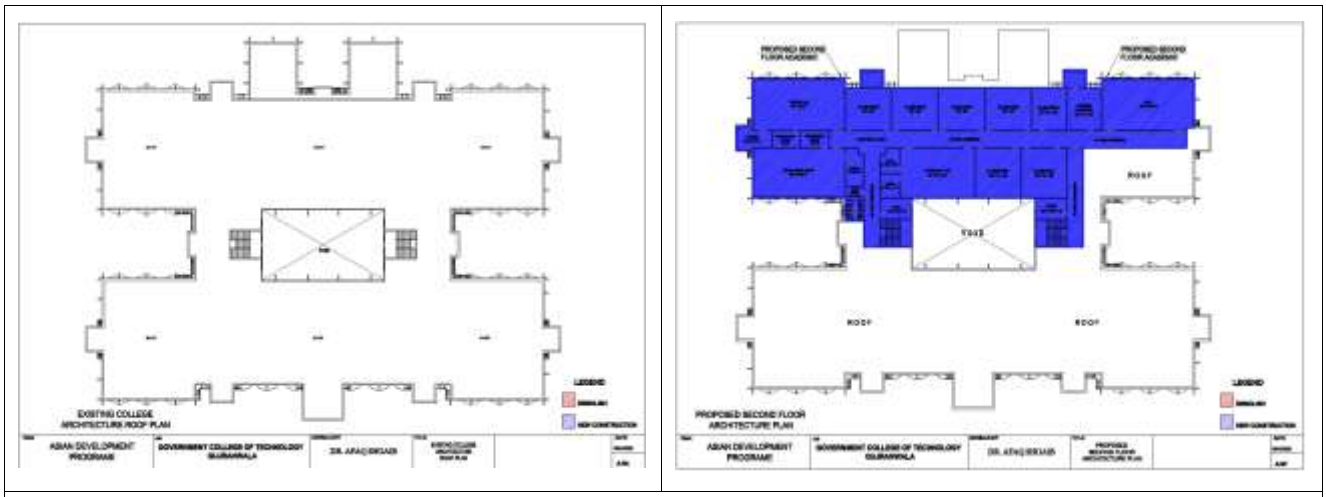


Figure -16 B: Designed Layout plan new facilities (class room and labs), GCT, Gujranwala

99. **Assessment of IR & IP impacts from proposed works**: Based on review of record and information provided by the institute administration, it is affirmed that the land owned and occupied (free of encumbrances) by institute is well protected by constructing boundary walls. During site survey, no third-party land uses are noted and it is affirmed that no business or livelihood activities

will be adversely affected by the construction activities of the project. Based on noted facts, it is confirmed that implementation of renovation works and construction of new facilities as 2nd floor will not entail IR and IP related impacts.

n. Vocational Training Institute, Marrir Chowk Rawalpindi

100. **The Land and Facilities Available:** The Vocational Training Institute was established in 1999 in the multi-story building which was reportedly owned by the Zakat Department in past and was given to PVTC for establishing the institutes. This three-story building with a basement is constructed on 5500 ft^2 land plot. Entire land area owned by institute is covered and there is no space available as open area except the roof on top of 3rd floor. The layout plans below show the use and space allocation for existing (drawing on the left) and designed basement and ground floors.

Figure-17: Vocational Training Institute, PVTC Building, Mareer Chowk, Rawalpindi (T-3).

101. **Proposed layout and design of physical works:** The designed works for this institute are focused to renovation of existing building and construction of a multipurpose hall. Installation of elevator is also planned by rehabilitating the elevator shaft. This work will be executed for basement to 4th floor i.e., the roof of existing building. The multipurpose hall is designed on the roof top as 4th floor. This multipurpose hall will be built by using light weight material, i.e., steel frame structure with galvanized sheet ceiling. Blue shaded area shown in architectural drawing below is the proposed new construction area.

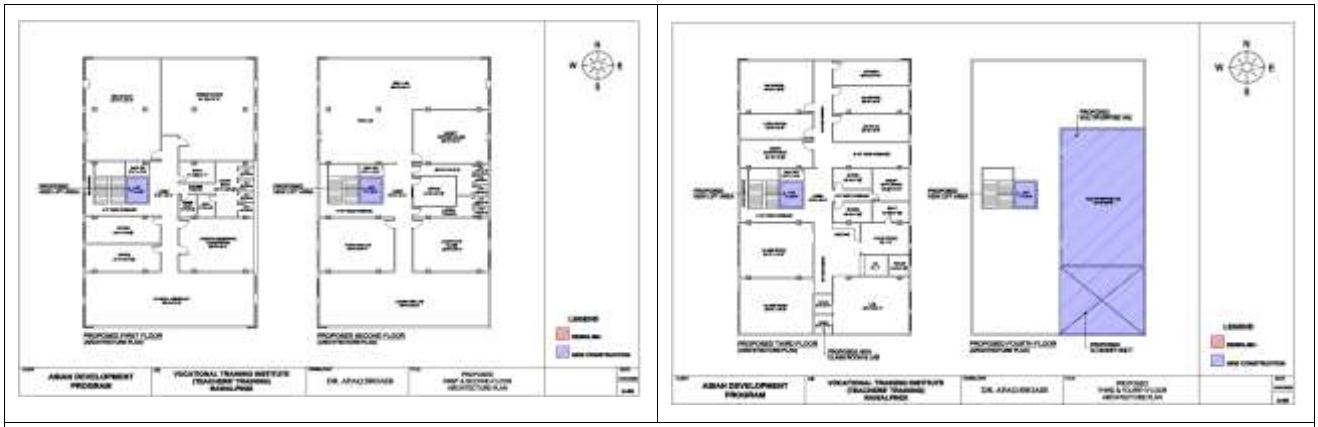


Figure-17 A: Designed Layout plan new facilities (MP Hall), PVTC Building, Rawalpindi

102. **Assessment of IR & IP impacts from proposed works**: The land plot owned by institute is fully utilized and covered under existing building block. The entire building is in use of VTI itself and the regional office of the PVTC which is on third floor. The rehabilitation works will be carried

out within institute building and new construction is planned on open space available at rooftop. It is confirmed that no business or livelihood activities will be adversely affected by the construction activities of the project. Execution of designed renovation and improvement works will not entail IR and IP related impacts.

o. Government Technical Training Institute (women), Murree, Rawalpindi

103. **The Land and Facilities Available:** The Government Technical Training Institute (Women) at Jhika Gali, Murree was established in 1986. The institute owned new building was constructed in 2010 on a land plot jointly shared with Government Staff Training College (GSTC) Murree. As per record 4.34 acres (189000 ft^2) of land is allocated of which 0.65 acres (28215ft^2) is covered under building (academic and administration blocks, dispensary and canteen etc.). The vacant land available is more or less 3.69 acres which is hilly terrain with some land patches that can be developed for new construction. The lay out plan below show the building blocks and land area allocated for two TEVTA institutes i.e., Government technical training institute (women), and Government Staff Training College.

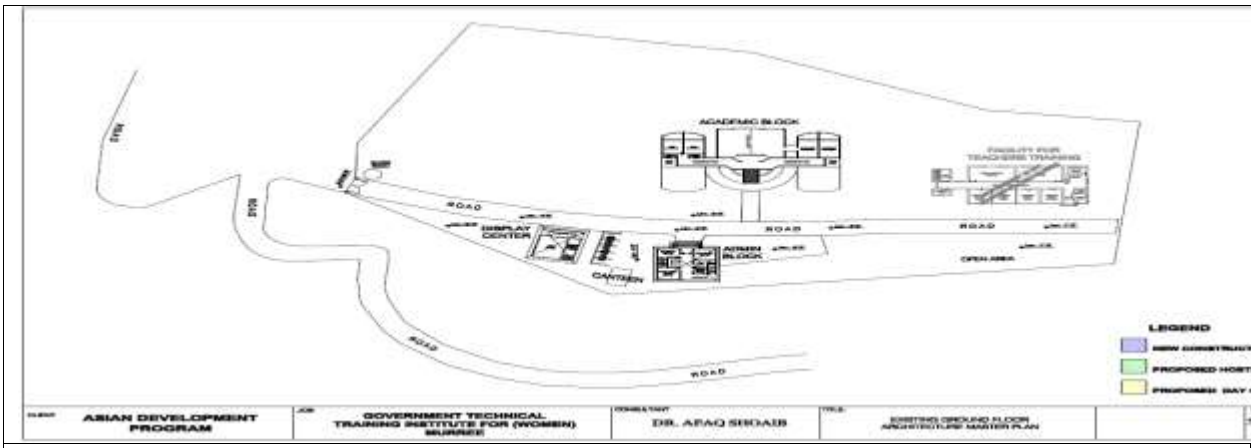


Figure-19: Existing Layout of Governmemnt Vocational Training Institute (Women), Shabir Lane Rawalpindi (T-3).

104. **Proposed layout and design of physical works:** The designed institute building was built in 2010 for which designed works are limited to renovation of the existing built-up facilities. In addition, a day care center and a student hostel are designed on vacant land in front of the Institute building. The construction area highlighted yellow and green in design layout plan below are the designed day care center and a student hostel building.

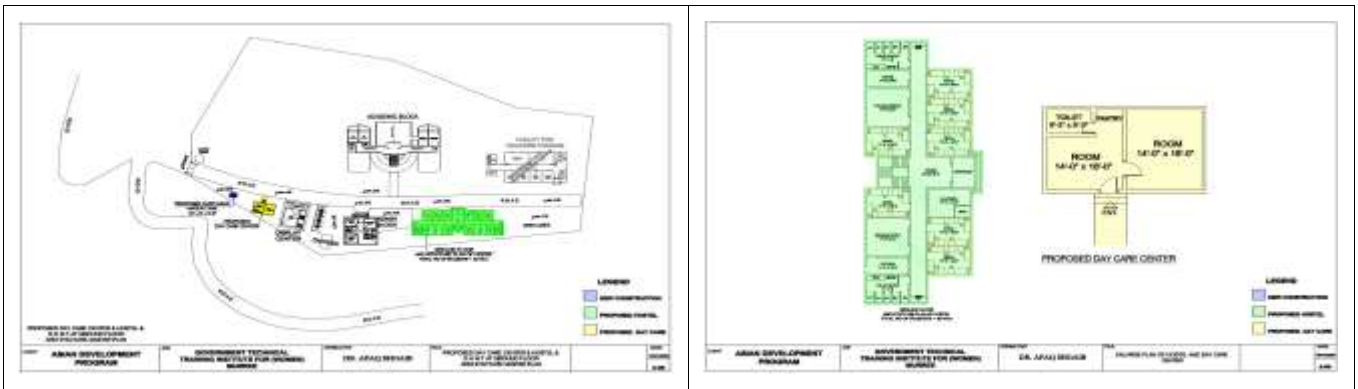


Figure-19 A: Designed Layout plan new facilities (Hostel and Day Care) GTTI, Murree, Rawalpindi

105. **Assessment of IR & IP impacts from proposed works**: The institute owned land is well protected by fencing with iron grill and is occupied free of encumbrances. The entrance is gated with a room for deployed security staff. During site visit it was noted that other TEVTA owned institute (Government Staff Training College) is also constructed in same locality. Due to gated security no third-party land uses were observed and it is affirmed that no business or livelihood activities will be adversely affected by the construction activities of the project. Based on noted facts, it is confirmed that the designed facility is on institute owned land and its construction will not entail IR and IP related impacts.

p. Government Staff Training College, Murree, Rawalpindi

106. **The Land and Facilities Available:** Government Staff Training College (GSTC) was established in 2011 at Murree in Rawalpindi District. The institute building is constructed on government land allocated for Government Staff Training College and The Government Technical Training Institute (Women) at Jhika Gali, Murree. As per record 3.34 acres (147000 ft^2) of land is allocated for staff training college out of which 0.34 acres (14700 ft^2) is covered under three-story college building. The ground and first floors are used as administration and academic blocks while second floor are maintained as hostel for the participants of courses. The vacant land available is more or less 3.0 acres (132300 ft^2) which is hilly terrain with some land patches that can be developed for new construction. The lay out plan below show the building blocks and land area allocated for two TEVTA institutes i.e. Government Staff Training College and Government Technical Training Institute (women). It is noted that the operational and functional charge of the institute is given to Pakistan Air Force (PAF) for 5 years under MOU signed by Chairman TEVTA and PAF in 2016.

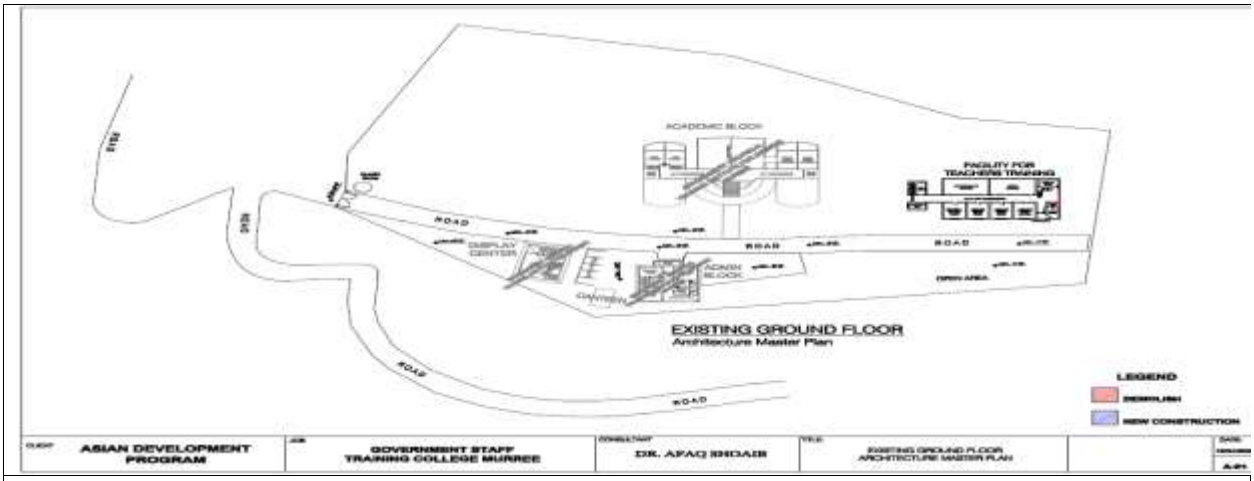


Figure-20: Existing Layout of Government Staff Training College, Jeeka Gali, Muree (T-3).

107. **Proposed layout and design of physical works:** The institute is selected as COE for tourism and hospitality sector, but there was no cooking lab available in this institute. Hence, a cooking lab with store and office is designed for this institute in land space available adjoining to the institute building on the back. Besides a water tank is planned on roof of new proposed cooking lab. Blue shaded area shown in architectural drawing below is the proposed new construction area.

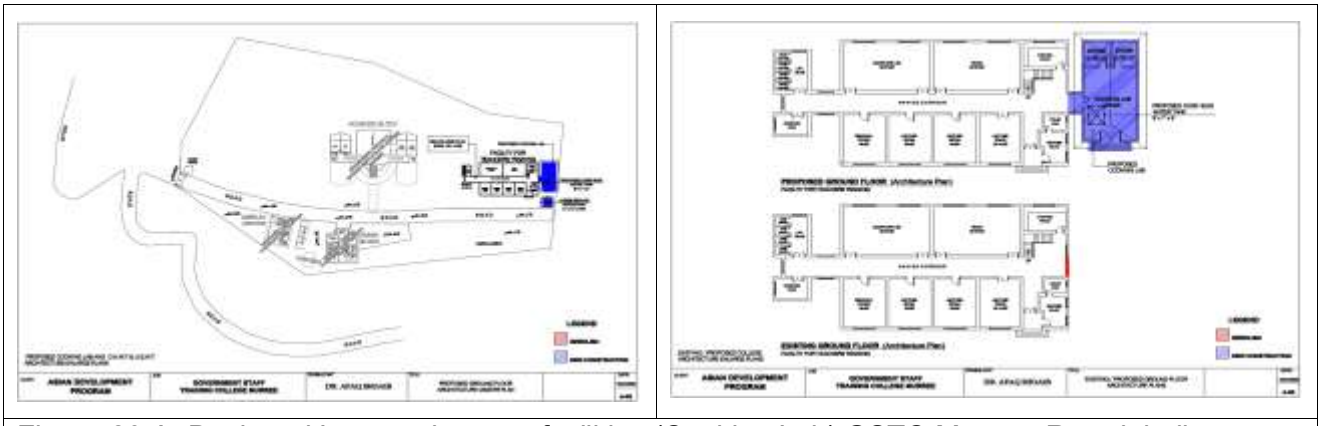


Figure-20 A: Designed Layout plan new facilities (Cooking Lab) GSTC Murree, Rawalpindi

108. **Assessment of IR & IP impacts from proposed works**: During visit it was observed that the land available and allocated to institute is well fenced by installing iron grill on the boundary and entrance gate with security cabins is provided. During consultations it was affirmed that the institute is located on government owned land occupied (free of encumbrances) by the institute and no business or livelihood activities will be adversely affected by the construction activities of the project. Based on noted facts, it is confirmed that the designed facility is on institute owned land and its construction will not entail IR and IP related impacts.

2. Stakeholder Consultations

109. The stakeholder consultations were ensured that were limited to discussions with Principals and staff of the selected institutes and project design team. Since, the IR and IP related impacts are avoided in the project design, so identification and consultations with affected persons and households were not possible. These consultations with Institute management and staff were held during field survey (26 February to 14 March of selected COEs 2020 and May-June 2022). The Consultations were carried out to confirm the institute land title, verify the open land for hosting designed facilities, explain the design outline and learn views and concerns of the institute administration about alternative design options to ensure IR and IP impacts are avoided. The main objectives of the consultation were to:

- Share information on the proposed interventions and the expected impact on the socio-economic environment of the project corridor;
- Record concerns regarding various aspects including existing condition of the building, upgrading requirements and plausible design options to avoid adverse impacts;
- Understand and document potential IR and IP related impacts associated with architectural design; and
- Suggest measures for incorporating noted requirements in architectural design and construction management strategies.

110. During consultation meetings, discussed concerns/requests of the principals and staff of the respective COEs that were mainly related to COEs design and required renovation of and face-uplift of the existing building blocks. Noted concerns were explained to the architectural design expert and other project team members to ensure that design team may consider to incorporate suggested design measures.

111. Besides, highlighting design related concerns the management of the CEOs shared their views and concerns related construction activities and associated risks. The consultation findings are summarized in table 3-1 below:

Table 3-1: Consultations with management and staff of selected Centers of Excellence

#	Name of the Institution	Consulted stakeholders	Concerns / Apprehensions	Suggestions / Recommendations
1	Govt. College of Technology (Women), Lahore	Principal and Instructors	• Historical importance of the Shadi Lal Block should be intact. • Accesses restriction and privacy of the female students and staff will be the main concern during construction period. • Shadi Lal building is being used as girls' hostel and other services e.g. canteen and dispensary, etc.	• Efforts should be made to restore the Shadi Lal Block instead of its renovation to maintain its historical importance. • Barriers should be installed keeping in view the privacy of GCT. For this purpose, 2nd gate of the GCT will be used instead of main gate. • The hostel, canteen and dispensary may be shifted some other building block in the GCT.
2	Govt. College of Technology Printing & Publication, Lahore	Principal and Instructors	• Concerns related to layout and HSE. • Currently, building is being used as CIT Department which will be shifted somewhere else during construction period. • Disruption of teaching due to loud recitations in nearby mosque.	• There must be a provision of toilets on each floor of the proposed building. • HSE standards should be ensured during construction. • Timely completion of the construction must be ensured so that CIT Department could be run on routine basis. • Sound proofing of the rooms adjacent to the mosque needs to be done.
3	Govt. Technical Training Institute, Sheikhupura	Principal and Instructors	• Concerns related to HSE.	• Implementation of HSE standards should be ensured during construction.
4	Govt. College of Technology (Women), Peoples Colony Faisalabad	Principal and Instructors	• Interference during construction especially from labor perspective	• Effective labor management mechanism should be in place
5	Govt. Institute of Textile Technology, Millat Town Faisalabad	Principal and Instructors	• The disturbance in studies due to noise pollution during construction	• Noise barriers should be installed
6	Govt. College of Technology, Jahaz Ground Sahiwal	Principal and Instructors	• Concerns related to HSE • The disturbance in studies due to noise pollution during construction	• HSE standards should be ensured during construction. • Noise barriers should be installed

#	Name of the Institution	Consulted stakeholders	Concerns / Apprehensions	Suggestions / Recommendations
			• Construction activities will disturb routine schedule of labs and classes	• Timely completion of the construction must be ensured to run routine activities of the Department.
7	Govt. College of Technology, Qasim Pur Multan	Principal and Instructors	• Interference during construction especially from labor perspective	• Effective labor management mechanism should be in place
8	Vocational Training Institute, Khenwal Road Multan	Principal and Instructors	• Dumping of access construction material can disrupt access. • Labor management issues	• A separate access must be provided to the labor to avoid any kind of hindrance during construction
9	Govt. Technical Training Institute, Satellite Town Bahawalpur	Principal and Instructors	• Restriction of access due to storage of access construction material. • Labor management issues	• A separate access must be provided to the labor to avoid any kind of hindrance during construction
10	Govt. Institute of Surgical Technology, Sialkot	Project Director and Instructors	• No concerns	• The college building is new, and we must focus on upgrading our capacity on EHS matters.
11	Govt. College of Technology, Samanabad, Faisalabad	Principal and Instructors	• Privacy of the female students and staff will be the main concern during construction period.	• Barriers should be installed keeping in view the privacy of GCT. For this purpose, separate access to workers will be provided
12	Govt. College of Technology, Satellite Town Bahawalpur	Principal and Instructors	• Interference during construction especially from labor perspective	• Effective labor management mechanism should be in place
13	Govt. College of Technology, Paris Road Sialkot	Principal and Instructors	• The disturbance in studies due to noise pollution during construction • Concerns related to HSE issues and access restriction due to construction material. • Storm flooding • Currently, building is being used as Old Civil Block and administrative purposes	• Noise barriers should be installed • HSE standards should be ensured during construction. • Drainage system needs to be improved as Old Civil Block gets flooded during rainy season • Timely completion of the construction must be ensured to run routine activities of the Department.
14	Vocational Training Institute, Green Town, Lahore	Principal and Instructors	• Concerns related to HSE • Demolition waste • Currently, buildings are being used for Auto	• HSE standards should be ensured during construction. • Demolition waste should be managed properly

#	Name of the Institution	Consulted stakeholders	Concerns / Apprehensions	Suggestions / Recommendations
			Mechanics, Halal Butcher, computer related classes which will be shifted somewhere else during construction period	• Timely completion of the construction must be ensured to run routine activities of the VTI.
15	Centre For Agricultural Machinery Industries, Mianchanu, Khanewal	Principal and Instructors	• The institute is located along National Highway, so road accident hazards highlighted.	• In consultation with NHA regional office, proper signage for traffic speed regulation and installation of rumbling strips can be ensured.
16	Govt. College of Technology, Asghar Colony Gujranwala	Principal and Instructors	• Better layout and future perspective of GCT. The college is located in industrial area, so severe problem of air pollution is being faced.	• Possibility for uses of extra land from adjacent government owned leather center/institute may be considered during.
17	Govt. Vocational Training Institute, Marir Chowk Rawalpindi	Principal and Instructors	• Concerns related to HSE	• HSE standards should be ensured during construction.
18	Govt. Technical Training Institute (Women), Murree	Principal and Instructors	• Privacy issues. • Building layout and design.	• Wall raising to make the residential area separate • Roof slope must be provided for easy snow removal
19	Govt. Staff Training College, Murree	Principal and Instructors	• Proposed site for GSTC is not suitable as it will affect many trees and affect GSTC boring system.	• Location of proposed site must be changed.

3. Assessment of Social Risks other than IR & IP Impacts

112. From the project design it is understood that emergence of construction related IR impacts is not likely, however, some social risks could emerge during implementation of construction works. The project sites are located in the urban areas where issues like disruption of traffic and accidental risks could be likely due to transportation and dumping of construction material on roads/streets outside the institute. Therefore, social risks of the project during the construction period are reviewed and assessed to recommend measures for addressing social risks associated with construction works. Some major risks could be:

- Increased traffic disruption and accidental risks from,
    - Movement of construction machinery and equipment;
    - Transportation/dumping of construction material on congested urban roads/streets;

- Health and safety risks to students, teaching staff and contractor employees;
- Exploitation of resources;
- Conflicts between local community and construction workers;
- Gender issues;

113. Notwithstanding that all the above impacts and risks will be addressed with mitigations in the environmental management plan (EMP) prepared for each COE, however, construction related social risks and mitigations are suggested in table below for smooth and hassle-free execution of project works.

Table 3-2. Social Risks Mitigation Measures.

Social Impact/Risk	Mitigation Measure	Responsibility	Stage
Increased traffic disruption from movement of construction machinery and construction material			
Movement of construction machinery and transportation of construction material and equipment may disrupt local traffic and increase accidental risk.	• Proper site-specific measures will be carried out and equipment and machinery to be mobilized will be finalized in consultation with Engineer to ensure that the deployed machinery could easily move in the road and streets to access the construction sites in congested urban areas. • Transportation of construction material and movement of equipment should be avoided during peak hours in day time and late night. • Traffic management plan highlighting alternative routes and movement patterns should be designed and executed	Contractor/ Engineer	Construction
Dumping and storing construction material on roads/streets outside institute buildings may disrupt local traffic and congestion may lead to accidental risk.	• The construction material should not be transported and stored in access and its dumping on roads/street outside institutes should be avoided to ensure disruption free traffic and movement of local communities. • For transportation of construction materials in congested and narrow street, conventional means for transportation of material should be explored and followed.	Contractor/ Engineer	Construction
Health and Safety issues for Students, Staff and Construction Employees/labour at construction sites.			
Occurrence of accidents / incidents during the construction activities, particularly from demolishing (building or parts thereto), excavation activities and mishandling if construction material is common. The students, staff and workers near the work sites will particularly be at risk.	• The EMP developed as part of the environmental assessment process will include detailed measures to address occupational safety and health issues of workers and public health. However, keeping in view site sensitivity some management actions below are proposed to ensure health and safety of students • Ensure standard engineering practices to cordon off construction sites to avoid interruption in studies and student's interference. • Ensure safety precautions for construction workers as per international conventions and labour laws. And implement social awareness programs, trainings on Occupational Health and safety measures and make available PPEs at site and ensure their proper and sustained usage.	Contractor/ Engineer	Construction

Social Impact/Risk	Mitigation Measure	Responsibility	Stage
Injuries to Construction workers and students	• Contractor will ensure the provision of medicines, first aid kits, vehicle, etc. at the site.	Contractor/ Engineer	Construction
Increased probability for Spread of STDs including HIV / AIDS amongst the project labor and local population	• Awareness campaigns about STDs including HIV / AIDS should be managed through contractor to give awareness in the field camps and construction sites on regular basis by a qualified expert. • Proper recreational facilities will be ensured in campsites and contractor will restrict his permanent staff from mixing with the locals to avoid any social and health problems.	Contractor/ Engineer	Construction
Exploitation of Resources.			
Local water supplies exploited to meet labour camp and construction requirements causing disrupted supplies and unrest among local communities.	• The contractor should avoid using local water supplies by making his separate arrangements so that the existing community water resources are not impacted.	Contractor/ Engineer	Construction
Shortage of construction material in local market due to bulk purchase by the contractor and price hike of construction material.	• Instead of local purchase contractor should prefer procurement from producers and suppliers of construction material directly.	Contractor/ Engineer	Construction
Social Conflicts and Employment of Locals on the Project			
Presence of outside construction workers could be a reason of social disruption and confrontation with the local community due to social and cultural differences.	• Employment opportunities for local community should be explored for skilled and unskilled jobs and mixing of outside labour with local communities should be restricted. The construction manager and contractor should maintain a good working relation with locals communities.	Contractor/ Engineer	Construction
Gender Issues			
The induction of outside labor may create social and gender issues due to ignorance of local customs and norms. It may also cause hindrance to the mobility of female students and staff within the institute and local women in the surrounding residences	• The gender specific measures elaborated in GAP and EMP will be implemented and monitored. • The Contractors staff and workers will not be allowed to wander in the institute particularly in ones for women and they will be strictly bound to construction area. • Local traditions and customs will be strictly adhered to avoid any gender related social impacts and a harassment free environment will be maintained. • During execution of works on rooftop, the adjoining house owners will be informed for making prior arrangement to maintain sanctity of veil and walls.	Contractor/ Engineer	Construction

D. INSTITUTIONAL SET-UP FOR PROJECT IMPLEMENTATION

1. Executing Agency

114. The project executing agency will be the Industries, Commerce, Investment and Skills Development Department (ICISDD) of the Punjab. For purpose of project implementation, a fully empowered project implementation unit (PIU) will be established in the ICISDD that will have its own advance account. With the PIU, the Technical Education and Vocational Training Authority (TEVTA), the Provincial Vocational Training Council (PVTC) and the Punjab Skills Development Fund will work as implementation partner for delivering project outputs.

2. Project Implementation Unit

115. The Project Implementation unit will be over all responsible for performing project implementation functions and to ensure project objective and outputs are delivered timely and efficiently. The PIU will be headed by a Project Director who will be deployed by the ICISDD and the PIU will be supplemented by engaging consulting firms and individual consultants in specialized areas for delivering day to day functions related to project implementation and monitoring of implementation progress. The figure below represents the PIU Implementation set-up including specialist staff positions to be provided in the Project Implementation Unit.

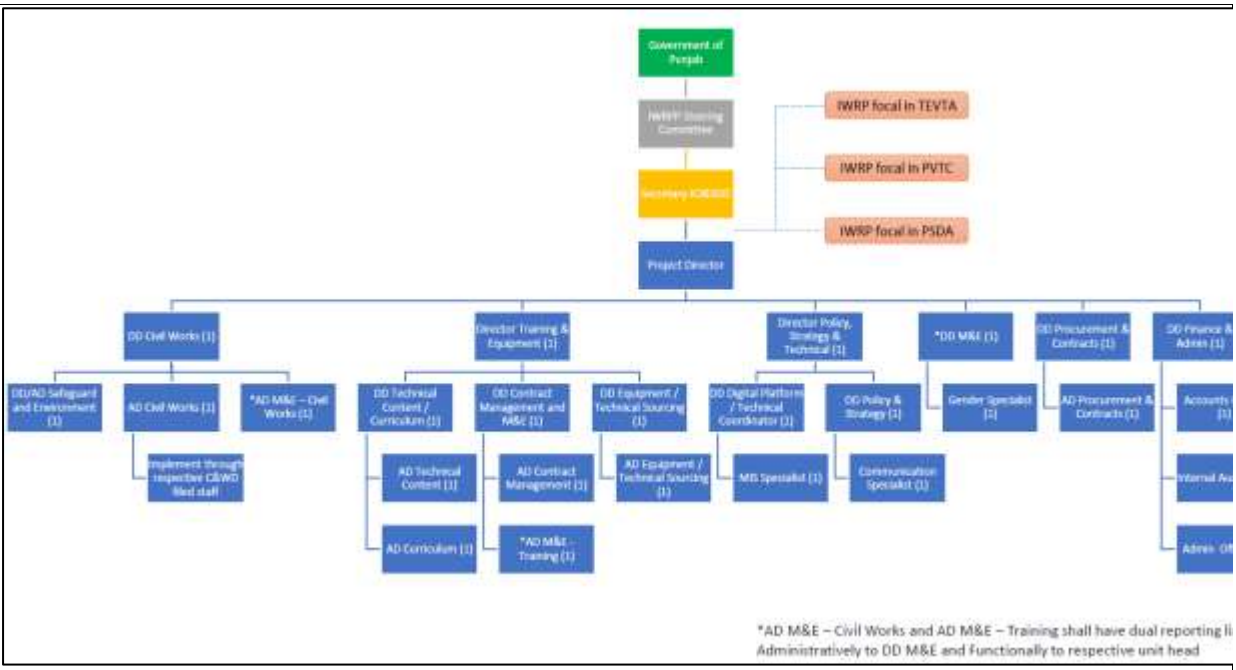


Figure-21: Project implementation arrangement set-up for IWRPP

3. Social Safeguards Management Set-up in PIU

116. The PIU will include dedicated staff i.e., DD/AD safeguards/Environment as well as a Gender Specialist who will coordinate and supervise the safeguard staff to be mobilized by the Construction Supervision Firm. The M&E specialist in the PIU will support the PIU safeguards staff in designing the monitoring tools and delivery of quality monitoring reports as per requirements. Notwithstanding that the land acquisition is avoided and execution of project will not entail IR and IP impacts, however, mobilization of safeguards staff under construction supervision consultant may be needed to address construction related safeguard issues, and

facilitate the PIU based GRM in addressing the complaints and concerns regarding social issues and delivery of safeguards due diligence and monitoring reports as and when needed.

4. Grievance Redress Mechanism

117. During execution of project, the local people and stakeholders may raise queries, questions and concerns related to project design and execution of works. Sometime such queries and concerns, if not responded timely and efficiently at project level are elevated to the national judicial fora or to the ADB's accountability mechanism which impede project execution. Therefore, a project-based Grievance Redress Mechanism (GRM) has to be established in the PIU for providing an effective and systematic mechanism to record, review and respond to queries feedbacks and complaints received from affected parties/persons and other key stakeholders including general public.

118. The GRM will include a designed protocols and procedures for grievance handling and a grievance redress committee notified under PD PIU with engineering, procurement and safeguards staff as its member. This GRM and its functioning will be explained to the affected communities and relevant stakeholders. The complaints received during the design and construction stages of the project will be recorded, reviewed and redressed through the GRM.

E. CONCLUSION AND RECOMMENDATIONS

119. The due diligence was undertaken to screen and assess likely involuntary resettlement and indigenous people related impacts and prepare requisite safeguards documents including Land Acquisition and Resettlement Plan "LARP" (if needed) to comply ADB's IR and IP safeguards requirements as outlined in the SPS2009. The land related record was accessed and reviewed for confirming land owned and occupied by selected COEs and site visits were conducted for verifying likely IR and IP impacts from planned and designed construction activities during the study. The information gathered through filed visits and stakeholders' consultations was analysed during the exercise to conclude study findings and recommendations.

1. Conclusion

120. Based on reviewed record and noted facts it is concluded that i) the institutes are established in their owned/titled land plots; ii) the institute land plots are well protected from encroachment by constructing boundary walls and fencing their territories; iii) all designed renovation and construction activities will be confined within the institute building and periphery; iv) no business or livelihood activities will be adversely affected by the construction activities of the project; and iv) execution of project works will not entail IR related impacts. From review of socio-economic profile of the Punjab province, it is confirmed that the selected project institutes are located in major urban centres which are industrial and economic hubs of the Punjab province where indigenous people are not noted.

121. This due diligence confirmed that IR and IP safeguards category C is justified for the project because designed and planned rehabilitation works in selected COEs will not involve acquisition of land and IR/IP related impacts due to restricted land uses and access to resources.

122. During study, construction related social impacts and risks were also reviewed and assessed. Nonetheless construction related social risks and impacts are mitigated through the EMPs, however, a matrix highlighting potential issue with proposed mitigation plan is also provided in findings section above.

2. Recommendations

123. For effective handling of unanticipated impacts that could emerge during detailed design or execution of the construction works following actions are recommended to ensure project implementation is consistent with the ADB's safeguards requirements.

- The selected institutes will not be swapped and best engineering practices will be ensured to avoid IR impacts at detailed design stage to ensure project design and implementation is compliant with the ADB's IR category C safeguards requirements.
- In case any unanticipated resettlement impacts emerge at detailed design/construction stage in any of the selected COE, it will be reported to EA and ADB project team; IR impact screening and assessment will be carried out and due diligence will be updated to ensure IR impacts could be avoided. If avoidance is not possible than IR categorization will be reviewed/revised and RP will be prepared in accordance with the ADB SPS (2009).
- Construction related social issues and risks will be reviewed and managed through the construction supervision consultants to ensure mitigation measures proposed are executed in letter and spirit by the contractor;
- A GRM will be established and operationalized to record, review and respond complaints and grievance that could emerge during design and implementation of construction

works. Consultation will be continued with the local institute management and surrounding communities to raise awareness about project design and outcomes as well as address the social issues and risks through project implementation cycle.

Annex-1

Summary table about land availability for each institute

#	Tier	Name of the COE	Dept.	Est. Year	Land Details			Land Title	Remarks
					Total (Acre)	Covered (Acre)	Vacant (Acre)		
1	1	Government. College of Technology (Women). Lytton Road Lahore.	TEVTA	1964	3.3	1.5	1.8	Owned Institute/TEVTA	• Vacant land available, used for MP Hall. • **Old building renovated as student hostel.** • IR and IP impacts not noted for designed construction
2	1	Govt. College of Technology (Printing/Graphic Arts). Iqbal Town Lahore	TEVTA	1973	4.1	1.6	2.5	Owned Institute/TEVTA	• Vacant land available but not used. • IR and IP impacts not noted for designed construction as 1st floor.
3	1	Govt Technical Training Institute, Nabipura, Sheikhupura.	TEVTA	1972	10.6	0.9	9.7	Owned Institute/TEVTA	• Vacant land used for new building blocks. • IR and IP impacts not noted for designed construction
4	1	Government College of Technology (Women) Peoples Colony Faisalabad.	TEVTA	1981	3.7	0.8	3.0	Owned Institute/TEVTA	• Vacant land available. • **Hostel/day care designed in vacant land.** • IR and IP impacts not noted for designed construction**.**
5	1	Govt Institute of Textile Technology, Millat Town, Faisalabad	TEVTA	2014	3.9	1.0	2.9	Owned Institute/TEVTA	• Vacant land available, • Day care and girls common room designed**.** IR and IP impacts not noted for designed construction**.**
6	1	Government College of Technology, Jahaz Ground, Sahiwal.	TEVTA	1974	60.4	5.2	55.1	Owned Institute/TEVTA	• Vacant land available. • Construction of 1st and 2nd floor designed for existing Food Tech. Dept. • IR and IP impacts not noted for designed construction**.**

#	Tier	Name of the COE	Dept.	Est. Year	Land Details			Land Title	Remarks
					Total (Acre)	Covered (Acre)	Vacant (Acre)		
7	1	Government College of Technology, Qasim pur, Multan.	TEVTA	1965	50.8	7.8	43.0	Owned Institute/TEVTA	• Vacant land available for new construction. • IR and IP impacts not noted for designed layout plan.
8	1	Vocational Training Institute, Khanewal road Multan.	PVTC	1999	1.0	0.4	0.7	Owned Institute/TEVTA	• Lawn on front could be used for new • Day care facility designed in lawn • IR and IP impacts not noted for designed layout plan.
9	1	Government Technical Training Institute, Satellite Town, Bahawalpur	TEVTA	1973	5.7	1.3	4.4	Owned Institute/TEVTA	• vacant land available for new construction. • IR and IP impacts not noted for designed layout plan.
10	1	Govt Institute of Surgical Technology, Ghazipur Sialkot	TEVTA	2015	0.2	0.2	0.0	Leased by MIDC/ Cantonment Board	• New building completed in 2015 • IR and IP impacts not noted for designed layout plan.
11	2	Government College of Technology, Samanabad, Faisalabad	TEVTA	1966	32.3	4.3	28.0	Owned Institute/TEVTA	• Vacant land available for new construction. • IR and IP impacts not noted for designed layout plan.
12	2	Government College of Technology, Satellite Town, Bahawalpur	TEVTA	1963	17.0	4.8	12.2	Owned Institute/TEVTA	• Vacant land available for new construction. IR and IP impacts not noted for designed layout plan.
13	2	Govt. College of Technology, Paris Road, Sialkot	TEVTA	1932	3.0	1.7	1.3	Owned Institute/TEVTA	• Land inadequate for new construction. • Re-construction of old building suggested.
14	3	Vocational Training Institute, Green Town, Lahore	PVTC	1998	0.7	0.4	0.4	Owned Institute/PVTC	• Land inadequate for new construction. • IR and IP impacts not noted for designed layout plan.

#	Tier	Name of the COE	Dept.	Est. Year	Land Details			Land Title	Remarks
					Total (Acre)	Covered (Acre)	Vacant (Acre)		
15	3	Centre For Agricultural Machinery Industries, Mianchanu, Khanewal	TEVTA	1992	9.4	0.8	8.5	Owned Institute/TEVTA	• Vacant land available for new construction. • IR and IP impacts not noted for designed layout plan.
16	3	Government College of Technology, Asghar Colony, Gujranwala,	TEVTA	1993	1.7	0.3	1.4	Owned by Institute/TEVTA	• Land inadequate for new construction. • IR and IP impacts not noted for designed layout plan.
17	3	Vocational Training Institute, Mareer Chowk, Rawalpindi	PVTC	1999	0.1	0.1	0.0	Owned by Institute/PVTC	• 3 floor building & basement, no land available. • IR and IP impacts not noted for designed layout plan.
18	3	Govt Technical Training Institute, Murree,	TEVTA	1986	4.4	0.7	3.7	Owned by Institute/TEVTA	• Vacant land available for new construction. • **Hostel and Day care designed.** IR and IP impacts not noted for designed layout plan.
19	3	Govt. Staff Training College, Rawalpindi Murree	TEVTA	2011	3.4	0.3	3.0	Owned by Institute/TEVTA	• Vacant land available for new construction IR and IP impacts not noted for designed layout plan.