



PT PLN (PERSERO)
ENERGY TRANSITION AND SUSTAINABILITY DIVISION

**Land Acquisition and Resettlement
MANAGEMENT GUIDELINE**

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1. Introduction

Development of electric power generation, transmission and distribution assets typically requires land acquisition that may result in involuntary physical and economic displacement. Where not implemented correctly, these land acquisition processes can lead to significant long-term impoverishment of the affected people and major community protests, delaying project implementation and costing the project significant additional financial outlays.

PLN is committed to avoiding or minimizing involuntary land acquisition and resettlement. Where avoidance is not possible, PLN's commitment extends to taking appropriate mitigation measures to fully mitigate the impact on affected people.

Consequently, this guideline aims to provide PLN staff some detailed technical guidance on how to avoid, minimize and mitigate adverse impact from involuntary land acquisition or resettlement to ensure that all PLN's project and activities will:

- avoid involuntary resettlement or, when unavoidable, minimize involuntary resettlement by exploring project design alternatives.
- avoid forced eviction
- mitigate unavoidable adverse social and economic impacts from land acquisition or restrictions on land use by: (a) providing timely compensation for loss of assets at replacement cost;¹ and (b) assisting displaced persons in their efforts to improve or at least restore their livelihoods and living standards in real terms to pre-displacement levels or to levels prevailing prior to the beginning of project implementation, whichever is higher.
- improve living conditions of poor or vulnerable persons who are physically displaced through provision of adequate housing, access to services and facilities, and security of tenure.²
- conceive and execute resettlement activities as sustainable development programs, providing sufficient investment resources to enable displaced persons to benefit directly from the project, as the nature of the project may warrant.

¹ "Replacement cost" is defined as a method of valuation yielding compensation sufficient to replace assets, plus necessary transaction costs associated with asset replacement. Where functioning markets exist, replacement cost is the market value as established through independent and competent real estate valuation, plus transaction costs. Where functioning markets do not exist, replacement cost may be determined through alternative means, such as calculation of output value for land or productive assets, or the undepreciated value of replacement material and labor for construction of structures or other fixed assets, plus transaction costs. In all instances where physical displacement results in loss of shelter, replacement cost must at least be sufficient to enable purchase or construction of housing that meets acceptable minimum community standards of quality and safety. The valuation method for determining replacement cost should be documented and included in relevant resettlement planning documents. Transaction costs include administrative charges, registration or title fees, reasonable moving expenses, and any similar costs imposed on affected persons. To ensure compensation at replacement cost, planned compensation rates may require updating in project areas where inflation is high or the period of time between calculation of compensation rates and delivery of compensation is extensive.

² "Security of tenure" means that resettled individuals or communities are resettled to a site that they can legally occupy, where they are protected from the risk of eviction and where the tenure rights provided to them are socially and culturally appropriate. In no event will resettled persons be provided tenure rights that are in effect weaker than the rights they had to the land or assets from which they have been displaced.

- ensure that resettlement activities are planned and implemented with appropriate disclosure of information, meaningful consultation, and the informed participation of those affected.

The realisation of these aims is achieved by integrating the requirements of the Indonesian regulatory requirements³ and relevant international standards. Note that World Bank Environmental and Social Standard 5 on Land Acquisition, Restriction on Land Use and Involuntary Resettlement (ESS5) and Asian Development Bank Safeguard Policy Statement Safeguard Requirement Two: Involuntary Resettlement are used as the benchmarks of “international standards” in the MG.

This guidance is developed based on international standards on land acquisition and resettlement process as well as main guidance on land acquisition process in PLN. The updated national regulation on land acquisition practice is also considered. See annex 5 for regulation and standard reference.

2. Disclaimer

This guideline provides an overall guidance to the PLN staff when a project or activity is implemented where land acquisition and resettlement process is needed, however, additional requirements may be applied to respective project or activity depending on the policy or standard of the financier. This guideline is prepared based on the Indonesia regulations, with reference to the the World Bank ESS5 and Asian Development Bank SPS2, as the main benchmarks for “international standards”, and will be updated from time to time based on the changes in applicable policies, standards and regulations.

This guideline should not be taken as a standard, regulation, or manual. It provides general guidance to PLN staff on how to handle land acquisition and clearance, demolition of or damage to private assets, physical relocation of affected people, income restoration of affected people, and consultation processes and information disclosure in the process. Also, the guideline does not provide detailed work instructions such as how to conduct a census, surveys and physical relocation processes. Such detailed work instructions will be provided in project level Land Acquisition and Resettlement Action Plan (LARAP) as specific details required will vary between projects.

Any revision that needs to be made to this guideline will be made following the terms and conditions in the ESMS’ Management of Change. If any revision is made; references, rationales and amended parts should be clearly defined. Also, any changes to this guideline may potentially trigger updates to such procedures.

This guideline should be reviewed, implemented, and/or enforced by and to PLN staff with relevant authorities and competencies specified in the ESMS Manual Chapter 3. Any changes to this guideline may potentially trigger the need to update other related guidelines or procedures.

³ Which includes, but not limited to Law No 2/2011, Law 6/2023, GR 19/2021, MAA Regulation 19/2021 and PR 62/2018.

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PLN's Safeguard Team (consisting of TEK Div and K3L Div) should be fully informed and adequately consulted for any update, deviation, or suggestion upon implementation of this guideline.

This guideline should be read with relevant parts of other guidelines, such as the guideline on stakeholder engagement, which provides additional clarifications to the way land acquisition and resettlement should be conducted.

3. Process Overview

The processes captured within guideline are structured around procedural aspects required to be followed for all types of land transactions conducted by PLN, and supplemented by screening and risk categorization, impact assessment, planning and implementation of compensatory measures, and monitoring and evaluation form the basis for the guideline to ensure best practice outcomes can be achieved. This guidance is aimed to additionally drive continual improvement within PLN in how it conducts stakeholder engagement, identifies and involves vulnerable people and Indigenous Peoples within resettlement planning and implementation.

In order to achieve the objectives of each step of E&S safeguard process, the Land Acquisition, Resettlement and Livelihood Restoration Management Guideline aspect will follow the following structure:

- introduction,
- key concept and best practice,
- land acquisition procedures,
- Impact screening and assessment,
- stakeholder engagement, disclosure and grievances,
- social safeguard roles and responsibilities, and
- monitoring and evaluation

4. Background

This section provides the background of land acquisition processes under PLN Projects with international financing, such as project development cycle, project types, rights, entitlement and compensation.

4.1. PLN Projects Cycle with Land Acquisition Process

Land acquisition process, as is shown in the diagram below (Figure 1), commences during the feasibility study conducted by of UIP or UIW. Land acquisition planning including the preparation of the land acquisition and resettlement plan (LARAP) is the responsibility of each PLN Project Construction Unit (UIP and UIW). These units, if necessary, may also prepare livelihood and/or income restoration programs and resettlement programs. TEK Division provides guidance in preparing LARAP document comply to ESMS, while Construction Division supervise and monitor the preparation and implementation of LARAP and providing assistance to permission process.

Figure 1 PLN Project Cycle and Organisation involvement in Project Development

STAGE	RESPONSIBLE ORGANISATION	ACTIVITIES DESCRIPTION
1. screening prefeasibility	Financial and Planning Division	Projects in the Public Interest are included in the General Plan Provision of Electric Power (RUPTL)
2. Screening for location selection	Unit Induk Pembangunan (UIP) or Unit Induk Wilayah (UIW) PLN	Social screening done, project site selected, procurement approach land stipulated: involuntary procurement, settlement of which negotiated, voluntary donations
3. Feasibility study	Unit Induk Pembangunan (UIP) or UIW PLN	Involuntary land acquisition, Negotiation Settlement, Resettlement arrangement, Voluntary Donations. Social economy census is suggested to cover all project affected people due to land acquisition process (see entitled parties)
4. Process Land Procurement	Unit Induk Pembangunan (UIP) or UIW PLN	LARAP approved, if necessary and disclosed with estimates of losses, costs, and mitigation measures. Implementation of LARAP, resettlement and livelihood restoration.

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5. Permission to start development	PLN HQ and UIP, UIW	Permit for construction was obtained LARAP compliance review report approved and disclosed, if applicable
Project Construction Started		
6. Social Safeguard Monitoring	UIP/ UIW	Progress Monitoring Report LARAP and evaluation report

After stage 4, being the point at which the LARAP is approved, the implementation of LARAP commences. The monitoring and evaluation process is established within the LARAP and is relevant to the time period of the LARAP implementation, with at least one monitoring event required every 6 months during implementation.

Land Acquisition Processes

The regulatory land acquisition processes utilised by PLN are typically divided by whether the land requirements are considered small (<5 ha) or large (>5 ha). The core difference between these is that land acquisition under 5 ha is considered as “simple”⁴ and conducted through a willing- seller -willing- buyer process. While land acquisition for more than 5 ha must follow strictly land acquisition for public interest regulations, with being classed as involuntary land acquisition. This guideline has been structured to ensure that in addition to regulatory standards, international standards for land acquisition and resettlement will be adhered to, allowing the utilisation of land acquisition for public interest with consideration of full replacement cost to be implemented no matter the land size (small or large).

Additionally, other land acquisition processes may occasionally be utilised by PLN, being negotiated settlement and voluntary land donation. Both processes are considered as voluntary where the affected people have the right to disagree to the request of PLN to use their land.

The execution of these land acquisition processes involves the engagement of an internal UIP/UIW land acquisition team (dependent on the location of the projects) and social safeguard specialist (assigned/consultant). Further, the process of land acquisition also requires an external team from land agency (or other relevant governments), land appraisal, and local governments/authorities.

4.2. Main Project Types

Based on the profile of projects that fall within PLNs remit, a summary of land requirements, settings, and impacts has been developed and summarised in the below table, with a more detailed description in the immediately following text.

⁴ Through the release of land rights, direct sale and purchase, exchange transaction, or other means agreed by both parties

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Table 1 PLN's Project and Expected Land to be Impacted

Category	Land size required	Potential Location	Expected Impact	Standards for implementation
Power plant and related facilities	More than 5 ha	Concentrated on one and/or two villages within one regency	Community land, government land, potentially forest area, potentially Indigenous people land	Law No. 2/2012 ., No. 6/2023
Transmission line and substation	Potentially more than 5 ha for series of tower and right of way	Multiple villages and multiple regencies	Community land, government land, potentially forest area, potentially Indigenous people land	Law No. 2/2012 , No. 6/2023
Distribution line (including small solar plant)	Distribution pole, transformer and line, potentially lower than 5 ha	Adjacent to settlement area, preferred to use road shoulder	Road shoulder area or limited portion of community land, voluntary donation	Law No. 2/2012 No. 6/2023

4.2.1. Power plant projects

Under the 35,000 MW Power Development Program as PLN is assigned by the government to execute, the current PLN land acquisition practice of power plant projects is done through compulsory land acquisition as regulated under the Law No. 2/2012 and No. 6/2023, and its implementing regulations. PLN as an organisation needing land must prepare a land acquisition planning document, obtaining a location determination from the respective local government for the proposed project. The regional office of the Ministry of Agrarian and Spatial Planning/National Land Agency (regional KATR/BPN) to conduct implementation of land acquisition plan, handed land ownership transferred to PLN.

The amount of land and assets which need to be acquired and the number of people who will be affected will vary from project to project. The impact may be significant for a large hydropower project that may require more than several thousand squares meters, especially as many associated facilities such as access roads and transmission lines also require more land. In such cases, development of a power generation system may result in high social impacts. A hydro power plant project may also cause loss of or access to lands where they obtain livelihoods for communities upstream and / or downstream of the power plant.

Some projects also have an impact on indigenous peoples and residents living in the forest

area as many power plants are built in remote and forest areas. In addition to land acquisition, the license to use the area for the project must also be obtained by PLN from related institutions.

4.2.2. Transmission line and substation projects

In terms of land acquisition for the construction of transmission lines and substation, social risks are relatively low compared to risks experienced in power plant projects. The permanent land to be acquired for the transmission line is relatively small, approximately 225-400 m² per tower depending on the tower type. The construction of transmission lines generally does not require construction of roads, accommodation of workers, offices, etc. However, the number of affected people who are affected by the construction of transmission lines may be higher given transmission line construction usually crosses multiple village administrative areas to connect substations.

Another important land acquisition issue is related to transmission line free space/ safety zone. Free Space/ safety zone is the area of land under the transmission line to be restricted. Building construction, tree planting, and other structures under the Free Space/safety zone is prohibited to avoid any interference with the safety zone.

Another challenge in transmission line projects is the perception of the impact of Free space/Right of way/safety zone area of high voltage transmission lines. The public has concerns and perceptions on the negative effects of electromagnetic fields and the risks to their health and safety issues.

PLN has formed a Team Internal Land Acquisition in each Unit Induk Pembangunan (UIP)⁵ which is responsible to lead and address the need for small-scale direct land acquisition (less than 5 hectare) for the installation of transmission line towers, substations and addressing the transmission line Free Space/safety zone compensation process.

4.2.3. Distribution line (including small solar power plant)

Development of the distribution system is required to maintain reliability and to accommodate electricity connections for new customers. Development of the distribution line project (strengthening / extending of medium and low voltage (JTM and JTR) networks) is also captured within the RUPTL. Distribution programs also include construction of solar plants including its requiring small plots of land (500 m² – 3000 m²)⁶. Negotiated settlements are typically utilized for these projects, and in some instances PLN through UIW uses LG owned and managed land.

Land requirements for utility poles and distribution line transformers (small substations / gardu) are relatively small so that in practice PLN does not conduct land acquisition but

⁵ Peraturan Direksi PLN No. 0289.K / DIR / 2013 tentang Pengadaan Tanah untuk Penyediaan Listrik, Biaya Operasional Pengadaan Tanah, dan Biaya Operasional Ganti Kerugian dengan PT PLN (Persero), released on 2013

⁶ Including all facilities of solar power plants (solar panels (PV modules, support structures, inverters, transformers, electrical components, mounting foundation, access road and path, SCADA, weather monitoring equipment, security infrastructure (perimeter fencing and storage), substation and operation building)

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receives access through voluntary land use and / or land donation when new distribution line / utility poles and transformer substations affect private land. Expansion and reinforcement of the distribution network generally takes place along the edge of existing roads and in community areas hence the need for any form of acquisition is typically limited. In cases where voluntary land use or donations are required, distribution network expansion would typically require (i) use of no more than 0.2 square meters (m²) of land for installing utility poles; and (ii) possible removal of non-land assets (primarily trees) located within 2.5 m of the conductors during their stringing.

Distribution transformers are classified into two categories based on mounting location; pad-mounted transformer and pole-mounted transformer. Pad-mounted transformers will be installed on (i) the premises of customers who require power at the primary distribution level, which are generally large commercial centres or industrial complexes; or (ii) public land. The number of customers fed by a single pad-mounted distribution transformer varies depending on the number of customers in an area, thus the location of transformers can be selected quite flexibly by adjusting their capacity and coverage area. Pole-mounted transformers are installed on two utility poles which occupy about 4.5 m² (1.5 m x 3 m) of land.

4.3. Legal Framework for Land Acquisition and Resettlement

4.3.1. Indonesia Legislations

There are two laws for land acquisition, Law No 2 Year 2012 and Law No. 6/2023. These laws and implementing regulations set out in detail a land acquisition procedure that is meant to be, among other things, fair, transparent, certain, and participatory. The focus is on the preparation stage and the land planning document (*referred to Dokumen Penyiapan Pengadaan Tanah or DPPT*) as the key document allowing public land acquisition. The laws also define how to raise an objection on the plan, relating to land ownership or value of the land, and how this is to be addressed within a limited stated period.

Law No. 2 Year 2012 specifies principles for land acquisition, types of public purpose development, implementation stages and arrangements for land acquisition, requirements, process and institutional arrangements during the planning, preparation, implementation of land acquisition processes, eligible affected persons, affected assets, land/asset valuation, compensation options, consultation, disclosure, complaints, financing, and release of the compensated land/assets. The Laws cover acquisition of both government and private land.

Under the new Omnibus Law, Law No. 6/2023, implementing regulations for acquisition of private land and some government land (where HH have rights to use this land) have not been issued, therefore this assessment still uses the existing regulations:

- Government Regulation (GR) No. 39/2023 amendment (GR) No. 19/2021 provides provision for the implementation of Law. 19/2021 and provision of law 11/2020 Chapter 8 on land acquisition for development for public interest.
- Minister of ATR/BPN (MAA) Regulation No. 19/2021 which provides technical procedure/provisions to implement the Government Regulation No. 19/2021 regarding Land Acquisition for Public Interest.
- Regulation of the Minister of Energy and Mineral Resources No. 13 of 2021 for compensation for land, buildings, and or plants that are under the free space (right of way) of the electric power transmission network.

With regards to the social impacts on land occupants, MAA Regulation No. 6/2020 provided further detailed provisions to implement the Presidential Regulation (PP) no 62/2018 on management of social impacts on those informal occupants of government-owned or state land. They are eligible for compensation for “non-physical assets” if they meet the following criteria: a) possess valid IDs or civil documentation issued by the local government where the land to be acquired is located, b) have occupied the land in question, with goodwill, over ten (10) years consecutively, c) get recognition by heads of villages/wards and landowners. Those who meet the criteria are entitled for compensation for (1) cost for house/structure demolition; (2) moving cost; (3) maximum 12-months’ rent; and (4) other values that are lost as a direct result of land loss that can be calculated.

In addition, for compensation appraisal, the valuation will be carried out based on MAPPI (*Masyarakat Profesi Penilai Indonesia* – Indonesian Society of Appraisers) Standards as specified in the MAPPI Guidelines on Land Acquisition Assessment for Development of Land for Public Interest, defined in the Indonesia Valuation Standards (SPI) 204 (MAPPI, 2018). According to the standard, the determination of the compensation amount is based on the “fair replacement value” which considers the principles of humanity, fairness, usefulness, certainty, transparency, agreement, participation, welfare, harmony and sustainability. Approach for appraisal will be conducted for: (i) physical components (including land; space above ground and underground; building/structures; plants and crops; and other objects attached to the land, such as utilities and facilities support building), and (ii) non-physical component (including compensation on disposal rights of landowners such as loss of a job or loss of business/profession and emotional loss (*solatium*), compensation of waiting/transition period, loss of remaining land accounts for the decline in the value of land as a result of partial plot land acquisition).

The basis of valuation is replacement costs based on the prevailing market prices and/or productivity (in the case of agricultural land – clauses 4.2.4 and 4.2.5).

Livelihood loss as a direct result of loss of land are included in Non-physical component (i.e., ‘Premium’) for compensation valuation under GR 39/2023 provides provision of implementation for law 19/2021; and embedded in ‘loss of income/ loss of means of livelihood’ for affected people occupied government land regulate under the PR 62/2018. Article 11 of the International Covenant on Economic, Social and Cultural Rights—which has been ratified by Indonesia pursuant to Law 11 of 2005—stipulates that the government must provide adequate livelihood to its citizens in order to comply with the Covenant.

Law 2/2012, its Implementing Regulations (GR 39/2023 provides provision for the implementation of law 19/2021), and the technical guideline (MAA Regulation 19/2021) stipulate that land acquisition planning will be the responsibility of a project proponent. For land acquisition below five hectares, a project proponent may execute land acquisition themselves at city/district level following location determination (*Penetapan Lokasi= Penlok*) by the Mayor/Bupati as governed by Law No 6/2023. For both land acquisition below and above five hectares, the project proponent is mandated to execute the land acquisition and hire a licensed appraiser, to provide for resettlement support which is limited to support for housing and settlement area development and moving cost, but does not include transitional support and development assistance, such as land development, credit facilities, training, or employment opportunities.

4.3.2. PLN Management Framework

The PLN existing Integrated Management System (IMS/SMT) covers compliance requirements for all Indonesian national and local laws and regulations. IMS serves as the

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basis for the PLN to assess and manage potential significant environmental and social impacts of its operations, including land acquisition and resettlement.

PLN IMS includes regulations and procedures, such as the Board of Directors Regulations (*Peraturan Direktur= Perdir*) and project specific guidelines and procedures, for land acquisition and resettlement, including:

- Perdir 153/2019 concerning 'application of PLN's Safeguard System to projects financed by ADB (PLN also applied this regulation to all projects receiving international financing). This regulation states that the land acquisition and resettlement process should be avoided wherever possible or minimized by reviewing alternative projects and other designs if not possible.
- PLN's Technical Guidelines for Land Acquisition and Resettlement, November 2019 (Draft Final)⁷. The Technical Guidelines for Land Acquisition and Resettlement, November 2019 (Draft Final) defined the steps and provisions for undertaking involuntary land acquisition and resettlement process (separated in two parts, for land procurement below and above 5ha). The guideline was intended to be applied for all PLN units/projects and allowing the Indonesia government stages consisted of four (4) stages of: planning, preparation, implementation and submission of completion results. The Technical Guidelines for Land Acquisition and Resettlement also include provisions for managing socioeconomic impacts from the land procurement including impacts on non-titled land occupants, eligibility and entitlements of compensation, as well as additional livelihood restoration for the vulnerable groups and severely impacted people. The Guideline has also covered the procedure for acquiring land through voluntary land donation (VLD).

The guidelines have not been updated to incorporate the Omnibus Law and/or recent regulations. However, PLN intends to further expand and adopt the Guidelines as part of the ESMS, formally linked to and form part of the corporate IMS.

PLN is encouraging private sector participation in the electricity supply business, including through the Independent Power Producer (IPP) scheme. An IPP is a special purpose company (SPC) which is formed to execute a Power Purchase Agreement (PPA) with PLN and develop, build, own and operate a power plant. The current PPAs include requirements for IPPs to comply with national environmental and social laws and regulations and obtain applicable permits and to follow International Practice.

This table below provides more detail on PLN guidelines.

Table 2 PLN Guidelines on Land Acquisition and Resettlement

No	PLN Management System and Technical Guideline	Descriptions related to Land Acquisition and Resettlement
1	Technical Guidelines for Land Acquisition and Resettlement, November 2019 (Draft Final)	This document contains an explanation regarding the entitled parties and appropriate entitlements, the scope of the potential impacts of the LARAP, the land acquisition and involuntary resettlement process, land acquisition and resettlement procedures for land acquisition of more than 5 ha, land acquisition procedures and resettlement in the context of land acquisition of less than 5 ha for general purposes, negotiated

⁷ As of May 2023, the guideline has not been fully adopted and implemented. It is still being consulted internally with relevant divisions/units; the document was intended to be used as basis for implementing all international-funded projects.

No	PLN Management System and Technical Guideline	Descriptions related to Land Acquisition and Resettlement
		land acquisition, voluntary land donation, income and livelihood restoration strategy, resettlement and relocation strategy.
2	Environmental Safeguards Technical Guidelines (Draft Edition 3, September 2021)	This document contains a stakeholder identification process which is the first step for the TEK Division and Regional Unit (<i>Unit Induk</i>) responsible for screening and preparing E&S documents to coordinate and collaborate for new projects and socio-economic analysis.
3	PLN's Guidelines for the Assessment of Transmission Line Corridor with Scoring System (Draft edition November 2020)	Guidelines/Procedure for the Determining the Transmission Corridor with a Scoring System/Assessment is a guide in decision making in the selection of new transmission line corridors in the form of High/Extra High Voltage Air Lines (SUTTET) or Direct Current High Voltage Air Lines (SUTTAS) for voltage levels of 70kV, 150kV, 275 kV, and 500 kV. It describes the initial screening process including environmental and social aspects, to determine project design or planning for the alternative option to minimize impact. For instance, lower score will be given if the proposed TL traverse: densely/populated area, recreational park, or public centre; cultural heritage sites; protected area; <i>masyarakat adat</i> /IP, and/or area prone to natural disasters.
4	Guideline for Preparing Feasibility Study of On-Grid Solar PV Power Generation (Edition 1, 2021)	Contains the location and condition of the site / land, including land location, land area, landowner, important matters related to social and environmental issues and feasible or not technically, environmentally and financially and / or economically.
5	<i>Peraturan Direksi PT PLN</i> (0153.P/DIR2019) regarding Implementation of PT PLN (Persero) Safeguard System on Projects Financed by The Asian Development Bank (ADB)	Contains the PLN system in order to strengthen aspects of environmental protection and management and land acquisition. It defines the steps and provisions for undertaking involuntary land acquisition and resettlement process (separated in two parts, for land acquisition below and above 5ha). PLN applied these regulations to all international financed projects.

5. Key Concepts and Best Practice

5.1 Introduction

It is important that all land acquisition be planned, executed and monitored in a manner that is consistent with both Indonesian and international standards. The amalgamation of both safeguard's frameworks will ensure that procedural aspects are adhered to and that the rights and entitlements of all parties affected by the land acquisition are respected. This chapter provides a gaps analysis of the implementing national regulations and provisions of international standard to define the best practice to be adopted by this management guidelines and a subsequent description of how the established best practice must be utilised to define the rights and entitlements of PAPs which is the fundamental aspect of preparation for all LARAP's.

5.2 Defining Best Practice

The main legal framework in which PLN operates for land acquisition and involuntary resettlement is Law No. 2/2012 and Law No. 6/2023, Chapter VIII on Land Acquisition for Development in the Public Interest (*UU Pengadaan Tanah Untuk Pembangunan Bagi Kepentingan Umum*) and its implementing regulations. There are differences between international standard, in this case Worldbank ESS 5⁸ is used as benchmark for international standard review against Indonesia land acquisition legal framework. The review gap analysis is reviewed particularly with regards to livelihoods restoration implementation and monitoring, with laws and implementing regulations not sufficiently detailed in matters pertaining to assisting displaced person to improve or restore their livelihoods to pre-displacement levels. There is no requirement under national law to develop and implement a livelihood restoration plan as part of, or as a standalone project activity. This is further outlined within the below analysis and is utilised as the basis for development of this management guideline.

⁸ Worldbank ESS 5: Land acquisition, restrictions on land use and involuntary resettlement

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Table 3 Gap Analysis between the Existing Indonesia Regulation, PLN Management Framework and ESS 5

ESS 5. Applicable laws and regulations in Indonesia have covered the main topics of the ESS5, however, some gaps are identified in terms of detailed explanations and arrangements of the issues.

Topic	Existing Indonesia Regulation and PLN Management Framework	Gap	LARAP/F Requirements (Gap Filling Measures)
General requirements and Project design	<ul style="list-style-type: none"> PLN's Perdir No.153/2019 and Technical Guidelines for Land Acquisition and Resettlement (Draft, Nov 2019) state that the land acquisition and resettlement process should be avoided wherever possible or minimized by reviewing alternative projects and other designs if not possible. Guidelines for the Assessment of Transmission Line Corridor Screening System describe the non-technical aspect such as the land use and tenure. The scoring result will determine the transmission line corridor design or planning for the alternative option. Law No 2/2011 and Law 6/2023 state that Land Acquisition Planning for Public Interest is based on the Regional Spatial Plan and development priorities listed in the Medium-Term Development Plan, Strategic Plan, and/or Work Plan of the Government/Agency concerned. GR 19/2021 has mentioned the need to do implementation monitoring of 	<p>The gaps are identified based on the implemented guideline available in PLN:</p> <ul style="list-style-type: none"> Inadequate requirement for assessing and mitigating impact of associated facilities Some existing PLN projects may have acquired land and resettle HH Lack of clarity regarding the definitions and mechanism to identify impacts severity and significance rating Lack of detailed guidance for undertaking the socioeconomic census of the project affected household (PAHs) Single process for planning land acquisition and resettlement regardless the scale Existing PLN guidelines have not been updated with recent government regulations There is no clear policy for identify and mitigating impact on IPs There are no written guidelines on mitigating potential impacts for VLD. The current guidelines don't require GRM. 	<p>Some gaps may be filled by adoption of new guidelines similar to those that have been adopted for other international projects or updates to existing technical guidelines.</p> <ul style="list-style-type: none"> Identify and mitigate impacts in relation to associated facilities Identify significance legacy issues and do not support subprojects with significance legacy issues that cannot be corrected Define clear definitions for identifying impacts severity and significance Conducting census in accordance with ESS5 Use abbreviated LARAP for small scale subprojects Use ESS5 requirements until PLN guidelines reflect new regulations and international standards The Project will help those with recognizable rights receive official recognitions to enable them to receive compensation at replacement value, and those without recognizable rights to receive rehabilitation measures in compensation, through consultative processes Identify and mitigate impacts on Ips in accordance with ESS7 . Voluntary land

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	<p>land acquisition process, however, no further details on the monitoring process mentioned.</p> <ul style="list-style-type: none"> • Conduct early screening to identify the impacts and risks of involuntary resettlement in the past, present and future, by physical and/or economic displacement as a result of land acquisition or involuntary resettlement or restrictions on access to legally designated parks and protected areas. • Develop transparent, consistent and fair procedures for land acquisition through sales purchase, to ensure that: <ol style="list-style-type: none"> 1. The Affected Persons have the right to opt out of the negotiated settlement if there is disagreement about the terms of compensation; 2. There is a third-party monitor recruited to ensure that negotiations are free from coercion and follow transparent procedures; 3. Residents who choose a negotiated settlement still have the same or better income status. 	<ul style="list-style-type: none"> • The current guidelines don't require monitoring compliance with land acquisition and resettlement program • Overall, there is limited experience within the organization with regards to livelihoods restoration practice, while national regulatory framework that would guide implementation of such a program is lacking. Thus, PLN holds the ultimate responsibility for implementation. 	<p>donations are allowed only if conditions provided in this guideline are met</p> <ul style="list-style-type: none"> • Sub projects must have appropriate grievance redress mechanisms • The LARAP must include monitoring requirements
Eligibility (Direct and indirect)	<ul style="list-style-type: none"> • With regards to occupants with recognizable right to land, under GR 	<ul style="list-style-type: none"> • The DPPT does not fully cover the requirements of ESS5. Timing of the 	<ul style="list-style-type: none"> • LARP provides details on eligibility and entitlements consistent with ESS5.

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<p>impacts, Support for affected persons who have no recognizable legal right or claim to the land they are occupying, Vulnerable Groups/ Households)</p>	<p>19/2021 and MAA Regulation 19/2021, socioeconomic assessment is part of the content that needs to be included in LARAP /DPPT.</p> <ul style="list-style-type: none"> For occupants without recognizable right to land, under PR 62/2018 [Article 8], “the general/ basic” information on the situation of the occupants needs to be included, including those without recognizable right, in the land acquisition planning document. The same mandate was also stipulated on the MAA Regulation 6/2020. The existing legal framework does not explicitly require an identification of vulnerable groups and households and a provision of additional support in the resettlement and livelihoods restoration processes. Land acquisition in the current legal framework has been conceived as a transactional process of procuring land from the community to facilitate infrastructure 	<p>preparation of the Land Acquisition Plan resulting in an inventory of affected land plots should be advanced to the planning stage.</p> <ul style="list-style-type: none"> There is no further elaboration on the details of the required socioeconomic assessment. Indirect impact was only available in the explanatory chapter in the GR 19/2021, however was not elaborated. Adverse social and economic impacts due to restrictions of access and land use are not explicitly covered under the Law 2/2012. 	<ul style="list-style-type: none"> LARP provides an entitlement matrix for the PAHs if land is acquired by repossession of public land and/or purchase of private land. Compensation for recognizable land occupants and legal owners will include income losses as a direct result of land loss (as part of “non-physical component” of land) above and beyond the compensation for the market value of the land (“physical component”). For unrecognizable land occupants, PLN will provide sufficient resources for planning and implementation of additional livelihood restoration measures such as: skill training, credit or micro-finance facilities for small businesses, short-term project generated employment, etc. to ensure that affected people are able to improve, or at least restore, their livelihoods and levels of income based on consultative processes as part of LARAP development. Identification of vulnerable groups including informal land occupants without recognizable rights, aged, disabled and other groups that will need additional support in the resettlement and livelihoods process will be eligible for additional support per this LARPF Indirect impacts due to land acquisition will be covered by this LARPF for the project once the sub-project location is confirmed.
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			Impacts caused by other factors, that is not directly from or linked to/ indirectly from land-acquisition, will be covered in UKL-UPL/ AMDAL.
Compensation and benefits for affected persons (Replacement cost, Compensation options, Livelihood restoration)	<ul style="list-style-type: none"> No gaps in replacement cost. Licensed appraisal team determines compensation for loss of physical and non-physical assets (premium and solatium) at replacement costs. There has been different mode of compensation other than cash specified in GR 19 of 2021 [Article 76], particularly in the form of relocation, land-for-land, stock ownership, and 'other forms of compensation that were agreed by both parties. Law 2/2012 and its implementing regulations do not elaborate the option and implementation of assistance and livelihood restoration. 	<ul style="list-style-type: none"> The current appraisal standard of SPI 204 is generally based on the fair replacement value and will be conducted for physical and non-physical objects, thus align with the World Bank compensation framework, but gap still exists in the quality of resettlement document which may not list all compensable impacts including for income loss or provide details of the affected people's socioeconomic data which is required to identify the level of income or asset loss. There is still gap in national system with regards to the provisions of livelihood restoration, particularly for the severely affected and vulnerable groups. There are no provisions to ensure/monitor the livelihood of affected people will be restored or improved. The law is not sufficiently detailed on assisting displaced persons in improving or restore their livelihoods to pre-displacement levels. Similarly, relocation and the improvement or restoration of 	<ul style="list-style-type: none"> LARP provides details on entitlements and compensation options at replacement costs consistent with ESS5. Compensation will be provided at replacement costs based on Licensed appraiser valuation, using prevailing market prices and/or land productivity (in the case of agricultural land) and without depreciation. LARP includes details on the type of resettlement assistance to displaced households. PLN will provide sufficient resources for planning and implementation of additional livelihood restoration measures such as: skill training, credit or micro-finance facilities for small businesses, short-term project generated employment, etc. to ensure that affected people are able to improve, or at least restore, their livelihoods and levels of income based on consultative processes as part of LARAP development.

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		<p>affected persons' livelihoods would deserve greater detail, including on intangible compensation, compensation for temporary loss of wages, and alternative income earning opportunities.</p> <ul style="list-style-type: none"> Overall, there is limited experience within the unit/project-level organization with regards to livelihoods restoration practice, while national regulatory framework that would guide implementation of such a program is lacking. Thus, PLN corporate level holds the ultimate responsibility for implementation. 	
Physical displacement (if can not be avoided)	<ul style="list-style-type: none"> Law 2/2012 does not provide details on the procedure for replacement land. GR 19/2021 does not specifically mention landspace to relocate all affected people in replacement, but it stipulates relocation as an option. Assistance to displaced households due to land acquisition are not covered by Law 2/2012 and its implementing regulations (GR 19/2021 and MAA Regulation 19/2021). 	<p>Gaps including absence of relocation assistance.</p> <p>There are challenges related to available landspace to relocate all affected people in one location.</p>	<ul style="list-style-type: none"> LARP includes details on the type of resettlement assistance to displaced households. LARP elaborates requirements for resettlement /land-for-land option including the completion of relocation arrangements prior to PAHs displacement.
Economic displacement	<ul style="list-style-type: none"> The recent regulation, GR 19/2021 does require socioeconomic assessment to be conducted in the development of Land Acquisition 	<ul style="list-style-type: none"> The DPPT does not fully cover the requirements of ESS5. Timing of the preparation of the Land Acquisition Plan resulting in an inventory of 	<ul style="list-style-type: none"> LARP includes details on the type of resettlement assistance to displaced households, and livelihood restoration monitoring post compensation.

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	<p>Plan (<i>DPPT</i>). Further, it also covers assessment on the indirect impacts to affected communities as a result of land acquisition. However, indirect impact was only available in the explanatory chapter and was not elaborated.</p> <ul style="list-style-type: none"> PR 62/2018 and MAA Regulation 6/2020 does require to provide compensation of social impacts for those who do not own the land but have occupied or utilized the land with a set of criteria, including: have been residing/ utilizing land continuously for at least 10 years, have local domicile or receive a reference letter from the subdistrict office, and the land is undisputed. 	<p>affected land plots should be advanced to the planning stage.</p> <ul style="list-style-type: none"> There is still a gap with regards to the implementation and monitoring of the affected people's livelihood post compensation. There are no provisions to ensure/monitor the livelihood of affected people will be restored or improved. 	<ul style="list-style-type: none"> LARAP will include livelihood baseline data collection which will be used as basis for monitoring of livelihood restoration.
Community engagement (Consultation with PAHs and information disclosure)	<ul style="list-style-type: none"> GR 19/2012 (article 11) requires consultation during the preparation of land acquisition planning documents. However, the consultation is more on the forms of compensation, not a deliberation of compensation values. GR 19/2021 (article 12) requires the Land Acquisition-Preparation Task Force (<i>Tim Persiapan</i>) to disclose the documents to the public via website, socialization in person, etc. However, there is no detailed 	<p>Gaps with the World Bank's principles are identified in the national system related to the level of inclusion of the affected people during consultation.</p> <ul style="list-style-type: none"> The new regulations require the project proponent to include vulnerable groups, indigenous people, and gender-balanced representatives during the consultation process with the directly impacted community, however inconsistency in implementation remains a challenge. 	<ul style="list-style-type: none"> PLN will include community engagement expert who will help identify recognizable rights that affected people may have, and provide assistance so they receive official recognition to make them eligible for compensation Key information on impacts and compensation will be disclosed in a transparent manner and consulted to the PAHs in suitable form to meet the Bank's disclosure requirements. Community engagement, including to consult on the survey census result during LARAP

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	<p>elaboration on what (key) information should be disclosed in the document.</p>	<ul style="list-style-type: none"> • However, there is no requirement or guideline to prepare a systemized stakeholder engagement plan and there is a lack of technical guidance to help plan for stakeholder engagement in a manner tailored to the specific potential impacts and risks from land acquisition. • In PLN's system, the recently developed guidelines and procedure, particularly those that have included reference to international standards (such as ADB safeguard and KfW standard) are broadly aligned with the World Bank's principles on community engagement as part of land acquisition process, but capacity gaps for proper implementation remain. PLN's land acquisition division (under Mega Project and Renewable Energy Directorate), as well as UIW and UIP, already has knowledge and experience in carrying out consultation and engagement during the land acquisition process, however, implementation performance varies between regions. 	<p>preparation with the PAHs, will form part of project implementation.</p>
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Grievance redress mechanism (GRM)	Provisions of Law No. 2/2012 and its implementing regulations (GR 19/2021 and MAA Regulation 19/2021) have elaborated procedures for filing complaints by affected households and processes to address complaints and grievances.	Gaps with regards to recording general feedback and concerns or inputs, the regulatory mechanism focusing more on objection for compensation. It is also unclear whether documentation of grievances is required.	<ul style="list-style-type: none"> LARP requires that subproject's LARAP to specify GRM processes for affected households. Documentation of grievances and implementation of GRM for affected communities, and overall RGM of the project, will be submitted to the financier as part of LARAP implementation report on a quarterly basis.
Planning and implementation (Planning instruments, reporting, monitoring and evaluation)	<ul style="list-style-type: none"> Law No. 2/2012, Law No. 11/2020 and the implementing regulations stipulates requirements to prepare a LARAP /DPPT for land acquisition above 5ha. Permen ATR/BPN No.19/2021 stated there are some conditions where small scale land acquisition (under 5ha) would be required to prepare, both: Penlok (<i>Penetapan Lokasi</i> – location determination) and DPPT (Clause 148 & 149), GR 19/2021 has mentioned the need to do implementation monitoring of land acquisition process, however, no further details on the monitoring process mentioned. 	<ul style="list-style-type: none"> They also do not provide for external monitoring of resettlement implementation and post-implementation evaluation to assess whether the objectives of the resettlement plan have been achieved. Further it is deficient in providing details on objectives of evaluation. 	<ul style="list-style-type: none"> The format and contents of LARAP consistent with ESS 5 has been provided as an annex to the LARPF and has to be prepared for all projects, regardless of size, if there is physical or economic displacement. LARAP will include the following process: <ul style="list-style-type: none"> Identify if private land is to be acquired (and the acquisition process itself doesn't really matter for purposes of the LARP , only what happens next) Identify if households will be required to move, either temporarily or permanently Identify if households will lose any aspects of their livelihoods, including from ecosystem services Define the form and as much detail of the entitlement matrix as can be done at this high level-- would it be possible to do a generic one as part of the

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			<p>RARPF, which would then be refined and completed for individual projects?</p> <ul style="list-style-type: none"> - Define monitoring and reporting requirements • LARP will include specific requirement to monitor LARAP implementation including through external monitoring and ex-post evaluation; preparation and submission of periodic monitoring reports and post-implementation evaluation. • PLN will submit LARAP implementation report in quarterly basis; and this will also need to be reported as part of the Regular Progress Report of the Project in 6-monthly and annual basis.
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5.3 Defining Rights and Entitlements

5.3.1. Overview and Objectives

Arising from an understanding of best practice as established above, it is important to carefully identify those Project Affected People (PAPs) who hold a right, what entitlements are to be afforded to them, who is eligible, and the minimum requirements for calculating compensation and assistance packages.

In the context of land acquisition and resettlement, the term 'rights' refers directly to the form of benefits that can be received as compensation, income restoration, moving assistance, income replacement and relocation for project-affected people. These rights are based on the type and level of resettlement impacts experienced by different types of affected persons, which is typically identified through procedural components of the land acquisition process including Preliminary Data Collection (Inventory of Affected Assets/Losses), Detailed Measurement Survey, Socio Economic Census, and additional information from collecting qualitative data (e.g. focus group discussions/FGDs).

Identifying land rights, entitlements, and compensation early allows PLN to:

- a. consider the social and economic impacts of displacement and take measures to mitigate negative consequences, such as providing resettlement options or vocational training for affected individuals.
- b. ensure that entitled parties are adequately compensated for the value of their assets or their displacement. Fair compensation is a fundamental right and helps maintain welfare and social justice during the acquisition process.
- c. reduce the likelihood of conflicts and legal disputes between landowners and the acquiring authority. This can save significant time, resources, and energy for all parties involved.

This section provides an overview of how to determine rights, entitlements and compensation to meet the expectations and provide appropriate data to be carried forward into the LARAP and implementation phase.

5.3.2. Scope of Definition of Rights, Entitlements, and Compensation

The nature and rights depend on the specific circumstances of each project; however, the following core components should be considered for a resettlement programme:

- Compensation for affected property (land, houses, commercial buildings)
- Compensation for loss of income
- Compensation for loss of job
- Allocation of replacement land for relocation
- Assistance in procuring income generating assets
- Assistance with moving to a new relocation site
- Assistance during transitions
- Assistance for house construction

- Provision of other public facilities at resettlement locations
- Priority of work for affected people

The processes and mechanisms developed within this guideline are intended to ensure that these fundamental rights are provided to impacted individuals, households and communities.

5.3.3. Definition of Eligible Parties/Project Affected Persons

The identification of Project Affected Persons (PAPs) is undertaken as part of the LARAP process, through census and subsequent classification into three broad categories, being (i) individual or private landowners; (ii) recognizable land occupants/users on government land (e.g., renter, sharecroppers); and (iii) Unrecognizable land occupants/users on government land. These are further defined as such:

1. **Owners and users of privately owned land:** They have formal legal rights to land or assets and have formal documentation under national law to prove their rights. In the simplest case, an area is registered in the name of an individual or a community. In other cases, a person may have a lease on the land and therefore have legal rights.
2. **Recognizable land occupants of state land/government-owned land:** This group of people have some forms of certification, or deeds or land transfer documentation acknowledged by the GR 19/2021 (Articles 18-26). These groups include the rights-holder of the land (*pemegang Hak Atas Tanah*), rightsholder to manage the land (*pemegang Hak Pengelolaan*), right holder of the Islamic-based land donation-certification (*Nazhir untuk tanah Wakaf*), right holder of outdated-certifications (*pemegang alat bukti tertulis hak lama*), customary community that is formally registered and acknowledged by the state (*Masyarakat Hukum Adat*), land occupants with good faith (*Pihak yang menguasai Tanah dengan Itikad Baik*), basic-right holder over land (*Pemegang dasar penguasaan atas tanah*), or any other form of land occupancy as per GR 19/2021.
3. **Unrecognizable land occupants:** They are the group of people who cannot prove their ownership over land against the criteria set out in GR 19/2021 (Articles 18-26). These people will be treated under the PR 62/2018 and will be eligible for non-land asset compensation and other rehabilitation support in lieu of compensation.

The number of type of PAPs needs to be identified very early in Project development. The typologies for evaluation methodologies will vary based on project type, the type of land to be acquired (e.g. private, LG-owned or forestry) and the land acquisition type. A typical scenario is provided within the below table.

Table 4 Typologies of right to land/use land and management approaches

No	Scenario	Approach	What can be valued for compensation	Legal framework to substantiate this approach
1.	Group 1: Owners and users of private land.	Prepare LARAP, which includes livelihood assistance prepared for economically displaced [due to land acquisition] people/households	Compensation for loss of “physical and non-physical components” of land Physical: Land, assets (structures, trees, fences, and other investment attached to land) at replacement cost Non-physical: Income support (equivalent to 3 months income); moving cost; cost of changing jobs; value of residual land/structures; and other values that are lost as a direct result of land loss that can be calculated ⁹	Law 2/2012, Law 6/2023; GR 19/2021; and MAA Regulation 19/2021
2.	Group 2: Occupants of government or state-owned land (including forest estate) with an official document such as tax payment receipts and other documents ¹⁰ .	Same as the group 1	Same as the group 1	Law 2/ 2012 & 6/2023; GR 19/ 2021; and MAA Regulation. 19/2021.

⁹ In the original language: Law 12/ 2012, Yang dimaksud dengan “kerugian lain yang dapat dinilai” adalah kerugian nonfisik yang dapat disetarakan dengan nilai uang, misalnya kerugian karena kehilangan usaha atau pekerjaan, biaya pemindahan tempat, biaya alih profesi, dan nilai atas properti sisa.

¹⁰ **Article 24 GR 19/2021** and **Article 46(2)(g) MAA Regulation 19/2021** provide types of “Recognizable form land titling” separately. Under **Article 24 GR 19/2021**, it refers to documentary evidence of occupation (*penguasaan*) of state land and government-owned land such as: a land title certificate which has expired but continues to be occupied by the (former) land holder, a land use/land clearing permit, a replacement plot of land designation/purchase letter; under **Article 46(2)(g) MAA Regulation 19/2021** it refers to: a sale and purchase deed in respect of land

No	Scenario	Approach	What can be valued for compensation	Legal framework to substantiate this approach
3.	Group 3: Occupants of government-owned land or state land without an official document. This group has three subgroups.			
3.a.	Group 3.a: Occupants of the state land ¹¹ (<i>Tanah Negara Bebas</i>) who do not have an official document such as tax payment receipts and other documents, but who have a decision/ letter from an authorized official as the basis for a person/legal entity to acquire and use, per Basic Agrarian Law	1. Preliminary screening to collect data for early indication of likely scenarios between Group 3a, 3b and 3c); 2. During subproject preparation, Social Assessment (SA) and stakeholder engagement will classify affected people into Group 3a, 3b and 3c; and take stock of their affected land/ non-land assets, and their livelihoods conditions, as a basis for compensation valuation and livelihoods support eligible for them; see detail on Section VI.	Same as the Group 2 This group has the right to claim ownership rights over the land if requirements of Basic Agrarian Law are met and are eligible for compensation to land and non-land assets, similar to the Group 1 and 2.	The Basic Agrarian Law (Law 5/1960)
3.b	Group 3.b: Occupants of government-owned land or state land who do not have an official document such as tax payment		Compensation for loss of “non-physical components” of land	PR 62/ 2018 and MAA Regulation 6/2020 ¹²

for which a certificate of title has been issued but the transfer of title has not been registered in Land Agency’s cadastral book; a sale and purchase deed of Adat ownership rights for which a certificate of title has not yet been issued by the Land Office (ATR/BPN). a license to dwell (*ijin menggarap tanah*) (in a government owned/state owned residential building); an auction deed; a waqf trust deed (its replacement or a waqf declaration); or other equivalent documentary evidence of occupation issued by a government agency.

¹¹ State-owned land or known as the state land or *tanah negara bebas* (literally, *Free State Land*). Definition of State Land in original language as stipulated in GR 18/2021 Article 1 (2): “*Tanah Negara atau Tanah yang dikuasai Langsung oleh Negara adalah tanah yang dilekatkan dengan suatu hak atas tanah, bukan Tanah Wakaf, bukan Tanah Ulayat dan/atau bukan merupakan aset barang milik negara/ barang milik daerah.*” State-owned land is not registrable in nature, but there is a designation of the forest area [in a form of formal document issued by the Minister of Environmental and Forestry]. From the perspective of the Government of Indonesia’ regulations, only in case of a “forest release”, occupants of state-owned lands are eligible for a land title and entitled for compensation for loss of land and non-land assets after having received a land title [after register it to the Land Office].

¹² In the original language: *Besaran Nilai Santunan sebagaimana dimaksud pada ayat (2) huruf g dihitung berdasarkan penilaian pihak independen dengan memperhatikan: a) biaya pembersihan segala sesuatu yang berada di atas tanah b) mobilisasi c) sewa rumah paling lama 12 (dua belas) bulan dan/atau d) tunjangan kehilangan pendapatan dari pemanfaatan tanah.*

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No	Scenario	Approach	What can be valued for compensation	Legal framework to substantiate this approach
	receipts and other documents, nor have recognizable land right per Basic Agrarian Law; but meet eligibility criteria under PR 62/2018 (Continuous occupancy for at least 10 years in good faith; lack of dispute; and a reference letter from the subdistrict office or village chief)	<p>3. SA report will be used as a basis of compensation appraisal, and form part of subproject LARAPs.</p> <p>4. PLN will include in LARAP additional livelihood assistance measures for low-income groups</p> <p>For group 3.a, PLN to assist identifying eligibility of affected people to claim a land title, with the assistance of the Land office (<i>Kantor Pertanahan</i>), so that Group 3.a can be treated like and eligible to entitlements for the Group 2</p>	<ul style="list-style-type: none"> Assets the value of structures and things attached to the land; Cost for house/structure demolition; Moving cost; 12-months' rent; Value of residual land/ structures Income support (equivalent to 3 months income); Other values that are lost as a direct result of land loss that can be calculated 	
3.	Group 3.c: Land occupants on government or state-owned Government-owned land ^{13/} state-owned land who do not have an official document such as tax payment receipts and other documents, nor do they have recognizable land right per Basic Agrarian Law; and do not meet eligibility criteria under PR 62/2018	<p>For Group 3.b, PLN will assist obtaining the letter from the village chiefs to make them eligible for compensation.</p> <p>For Group 3.c, PLN will facilitate obtaining a letter of reference from the village chief or other forms of 'legal document' that can assist them to move to Group 3.b.</p>	<ul style="list-style-type: none"> Similar to 3.b. 	PR 62/ 2018 and MAA Regulation 6/2020 similar to 3.b and supported by LARPF.

¹³ Government-owned land is situation when the government agency **has registered this land, under the name of the government agency**, and thus has been acknowledged legally and/or has been included in the relevant government agency's balance sheet.

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5.3.4. Defining Entitlements

Identifying and informing entitlements of PAPs needs to be conducted having regards for the following:

- Review applicable laws, policies, international standards, and related PLN internal documentation applicable to specific projects and programmes (e.g. ISLE and GreFi)
- Developing a matrix of rights that includes types of losses, types of parties entitled to compensation losses to be awarded, legal basis, and the resulting matrix through consultation with entitled parties and stakeholders others
- Compensation to cover all lost land acquisition objects or assets and economic losses both permanent and temporary, as well as the assistance needed to achieve full replacement cost for assets, income, and livelihoods is lost. Includes all types of entitled parties.

A typical broad ranging definition of entitlements is provided within the below Table.

Table 5 Entitlement Definition

No	Project Affected Persons	Entitlements and livelihood restoration measures
1	Legal/recognizable land or asset-owners who lose land and/or other assets affixed to the land (including buildings, structures, utilities, trees, etc.) (Group 1 and 2 in Table 5 above)	Compensation at replacement cost, based on value assessment carried out by licensed/ independent appraisers consistent with replacement cost principles outlined in SPI 204, which is consistent with ESS 5
2	Unrecognizable land or asset owners lose land and/or other assets affixed to the land (including buildings, structures, utilities, trees, etc.) (Group 3 above)	Compensation at replacement cost other than for affected land and other assets attached to the lost land, based on value assessment carried out by licensed/ independent appraisers consistent with replacement cost principles outlined in SPI 204, which is consistent with ESS 5 (Group 3b and 3c in Table 5) Compensation for affected land may also be payable if a decision/ letter from an authorized official as the basis for a person/legal entity to acquire, control, use, per Basic Agrarian Law is available (Group 3a in Table 5)
3	Legal/recognizable/unrecognizable landowner or occupants who lose their sources of income livelihoods that are directly derived from using the land, temporarily or permanently	Income support for three-months income based on the proof of income or official minimum monthly wage to support the livelihood restoration of the affected households. Additional income support in the form of livelihood restoration program to address "other impact" that are derived directly from using the affected land (which will be determined based on Social Assessment to be conducted for respective subprojects). The result of social assessment may provide input to include additional support to mitigate income/ business loss and restore livelihood that directly result from land acquisition.
4	Business owners with or without recognizable licenses	For land and non-land assets, same entitlements as #1 and 2 above, depending on legality and recognizability of land use and business as above. For loss of income/ revenues, the same as #3 above: three-month revenue based on the proof of business turnover or other data collected under Social Assessment to support the livelihood restoration of the affected household.

5	Renters of dwellings and other structures built on state or government land without any recognizable legal right or claim to the land they occupy	The project provides sufficient time (at least 3 months from the cut-off date/at the time of census survey) for the renters to find another place or other assistance agreed by renters and agency/entity which may include moving allowance and transition allowance and livelihood restoration assistance.
6	Sharecroppers	Assistance to livelihood restoration, such as through registering them as beneficiaries for city-level agencies skillsets or economic-support or social programs
7	Encroachers who entered the project area after the publicly announced cut-off date	Not entitled to any compensation

5.3.5. Vulnerable Groups and Indigenous Peoples

Vulnerability is context-specific. Groups who may be differentially or disproportionately affected by the project because of their disadvantaged or vulnerable status. Special attention, additional benefit, and assistance will be provided for the entitled parties considered vulnerable which include those living below the poverty line, the landless, the elderly, women (women headed household), children, indigenous people, and those without legal title to land. Their standards of living will be improved to at least national minimum.

The identification of the vulnerable group will be based on the social impact assessment for the preparation of land acquisition plan or during the identification of entitled parties at the preparation of implementation stage of land acquisition. In addition to the above, there are communities who are affected indirectly, such as host communities. Indirect impacts are not generally measured and associated mitigation is aimed at a wider level.

For land acquisition involving land that is held under recognizable customary claims from a community identified as Indigenous Peoples, the Indigenous People Management Guideline that accompanies the ESMS is to be additionally referenced.

5.3.6. Definition of Compensation and Methods of Assistance

All land acquisition objects (asset losses) must be compensated based on an assessment by the appraisal team. Performed field by field which includes; land, space above and below ground, buildings, plants, other objects related to land; and/or other measurable losses, i.e., non-physical losses equivalent to monetary value, for example, losses due to loss of business or job, relocation costs, profession change costs, and the value of the remaining property.

Land valuation/appraisal by the licensed appraisers will be carried out based on the MAPPI¹⁴ Standards as specified in MAPPI Guidelines, also known as SPI 204¹⁵, which is consistent with International Valuation Standards (IVS). Compensation should be at least equal to the “replacement value” which will be assessed as a combination of the replacement value of the Physical and Non-Physical Components of affected land which consists of the market value of affected land, buildings, structures, facilities, plants, and other things affixed to the land acquired; the cost of house/structure demolition; moving cost; 12-months’ rent; income support (equivalent to 3 months income); residual land and assets that become economically unviable; and other values that are lost as a direct result

¹⁴ Indonesian Society of Appraisers (ISA)

¹⁵ Indonesian Valuation Standard (SPI) 204.

of land loss that can be calculated. Depreciation will not be taken into account in the valuation, and transaction cost will be included in the compensation.

A summary of physical and non-physical components eligible for compensation and the basis of valuation are presented in Table Valuation Methods below:

Table 6 Physical and non-Physical Assessment Method by an Independent Appraiser

Object	Basis for Valuation
Land	Market value/ the value intrinsic to the owners
Building	Reconstruction cost without depreciation or cost for making a new building
Plant /trees	Market value ¹⁶
Transaction costs	Moving costs, taxation, notarial costs, labour
Delayed compensation payment by PLN	Entitlement + Bank interest
Other damages	Recovery costs at replacement value
Other things to be defined	Things eligible for compensation are identified under social assessment and valuated at their market values

In addition to compensation, physically and economically displaced persons, including community who do not have rights, should be provided with necessary assistance¹⁷, including

- Guarantee of ownership of the relocated land;
- Better housing in resettlement sites with comparable access to employment and production opportunities, integrating economically and socially resettled people into their local communities, and extending project benefits to local residents;
- Transition assistance and development assistance, including land development, credit facilities, training, or employment opportunities;
- Access to adequate housing;
- Livelihood restoration programmes;
- People displaced in rural areas have access to land and resources legally and affordably;
- People displaced in urban areas with appropriate sources of income are legal and affordable.

For low income and vulnerable groups who are affected by land acquisition, including disabled, aged sharecroppers, single parent households (esp. female-headed household), city/district government will provide additional livelihoods support from the existing program such as skill-based workshops, productive assets provision (sewing machine, farming equipment, seedlings, etc.), language training and classes, and support to link micro businesses to financial services.

In developing these entitlements and programmes to ensure that they are dispersed, measures need to be put in place to address both vulnerability at household level and to ensure that both men and women have equal access to receive needed assistance as outlined above.

¹⁶ Market prices that based on applicable standards, total input costs, and labour for replanting or the value of one production cycle, whichever is higher.

¹⁷ ESS5 Worldbank Land Acquisition, Restrictions on Land Use and Involuntary Resettlement

Additionally, the Indigenous Peoples Management Guidelines that form part of the ESMS also need to be captured to define any additional processes, entitlements or compensation necessary.

List of required annexes to follow for this chapter are as follow:

[Annex 5. Applicable laws and regulations](#)

[Annex 6. Instruments to ensure women's participation](#)

[Annex 8. Social Gender Analysis Requirements for CSS - PLN Project](#)

6. Land Acquisition Procedures

The integration of both safeguard systems, as described within Section Two, into the land acquisition process will occur through the development and implementation of a LARAP for every project conducted by PLN¹⁸. This process guideline places the development of the LARAP in the context of the overall PLN project cycle and captures procedural requirements for implementation during (i) land acquisition defined as being in the public interest¹⁹, (ii) negotiated settlement, and (iii) voluntary land donations. For each of these land acquisition types, the stages involved are described in detail below, with supplementary aspects describing theory and practical implementation for socio-economic baseline, impact assessment and development of impact driven entitlements captured within the following chapter.

6.1. PLN Institutional Processes Context

As described within the body of the ESMS, PLN institutional arrangements will differ at project and subproject level depending upon the type of electricity infrastructure being proposed. Typically, planning will commence with preparation of a feasibility study led by PLN's Financial Division. This study includes identification of land requirements and preparation of the *Dokumen Penyiapan Pengadaan Tanah* (DPPT)²⁰ as the key regulatory document that enables the commencement of land acquisition in the public interest. The DPPT is prepared and implemented by a division within the respective unit of PLN, with the LARAP to be developed and implemented in parallel to the DPPT. The processes detailed within this Chapter are intended to culminate in the development of the LARAP as defined by Step 4 of the below table.

Table 7 PLN Process from Pre-Construction to Construction Activities

No	Step	Division	Description
A	Preconstruction		
1	Pre-screening feasibility study and full description of activity	DIV MEB and DIV MPB (Planning Division)	The site feasibility or pre-screening feasibility (KKP/KKO) document needs to coordinate with UIP/UIW where the activities will be carried out.
2	Preferred location filtering	UIP/UIW, DIV RSL, DIV MEB, DIV MPB	Pre-Screening feasibility is carried out during the selection of activity locations by the land acquisition sub-division at UIP/UIW. If a location may have a significant impact on the socio-economic condition of the community, UIP/UIW procurement implementers must coordinate with MEB

¹⁸ In addition to the requirements detailed within this Guideline, the LARAP may also be required to be submitted to the international financing institution for review, approval and disclosure prior to any implementation commencing.

¹⁹ Land acquisition and resettlement are considered involuntary if the Entitled Party has no right to refuse land acquisition or prohibition of land use resulting in physical and economic transfer. This occurs in the case of (i) land acquired from a legally valid expropriation (ii) land acquired through a settlement in the public interest where the buyer can seek expropriation if negotiations with the seller fail.

²⁰ a national regulatory document that similar to LARAP

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No	Step	Division	Description
			and MPB and determine if there is a possibility to adjust the location or activity design to reduce the impact.
3	Feasibility Study / Operational Work Study / Financial Work Study	UIP/UIW in coordination with planning division	Land acquisition requirements and current land use are defined, including approximate cost of land and mitigation.
4	Land acquisition document setup/preparation, including screening of recipients of the livelihood recovery program.	UIP/UIW, MKS/MKJ	PLN appoints consultants to prepare land acquisition documents (LARAP for international projects). Land acquisition implementers can work with KJPP (<i>Kantor Jasa Penilai Publik</i> - licensed appraisers) to calculate fair replacement value according to MAPPI standards. Socio-economic data is needed to estimate the nominal fair replacement value and to understand the level of livelihood / welfare of the community.
5	Design and implementation of livelihood restoration programs (LRP)	UIP/UIW	The draft livelihood restoration program may be part of a land acquisition document or may be separated. All the program is submitted by UIP/UIW to the responsible Division for approval of funding for the implementation of the land acquisition, resettlement and livelihood restoration program.
7	Implementation of LARAP and LRP	UIP/UIW/UID	Implementation of LARAP, resettlement and livelihood restoration.
B	Construction		
6	Construction	UIP/UIW	May only begin when PAPs are resettled and/or compensated and disclosed to PAPs.
C	Throughout the Project		
7	Implementation monitoring	UIP/UIW	Monitoring throughout implementation and completion

6.2. Land acquisition based on land acquisition for public interest

There are four stages for land acquisition for public interest that are aligned with the international financing process, namely: planning, preparation, implementation, and submission of land acquisition results. The main activities at each stage, outputs, responsible parties and frameworks are outlined in the table below.

Table 8 LARAP process under the land acquisition regulation timeframe

Stages of Land Acquisition and Main Activities	Output	Responsible Institutions and Indicative Timeframe
I. Planning Phase		
<ul style="list-style-type: none"> • Project Feasibility Study, which includes social impact assessment, preliminary identification and inventory of land acquisition objects, Initial Cost Estimate • Public consultation and disclosure of information • Development of livelihood restoration programs • Development of resettlement programs • Setting up a grievance redress mechanism • Establishment of a monitoring system • The review and approval of the land acquisition plan had a major impact by the Land Acquisition Committee (LAC) • Disclosure/announcement of LARAP 	Disclosed Land Acquisition Plan (LARAP)	PT PLN and consultant assistance if needed No timeframe requirement
II. Preparation Stage		
<ul style="list-style-type: none"> • Notification of construction plans and sites • Data collection: verification and impact identification • Public consultation and approval of the planned construction site • Announcement of the location of the construction plan • Grievance resolution, if any • Project progress monitoring 	<p>Agreement on location of planned development by entitled parties and affected communities</p> <p>Issuance of Development Location Determination (<i>penetapan lokasi</i>)</p>	<p>Governor-Provincial SETDA Regent / City major</p> <p>PT PLN Land Acquisition Preparatory team</p> <p>75 - 210 working days (including if any complaint to the court)</p>
III. Implementation Phase		

<ul style="list-style-type: none"> Final identification and inventory of entitled parties and land acquisition objects Valuation of compensation by independent appraisers Deliberation / consultation for compensation Update of LARAP, if needed Disclosure of updated LARAP Compensation payment Handover of acquisition results Grievance handling, if any Progress monitoring 	<p>Disclosure of identification and inventory results updates the results of initial identification and inventory carried out at the planning stage.</p> <p>Disclosure of appraisal results involving a licensed appraiser.</p> <p>Acquired Land</p>	<p>Governor-Provincial SETDA Regent/ City major PT PLN Land Acquisition Implementation Team</p> <p>160 – 250 working (including if any complaint submitted to the court for resolution)</p>
IV. Handover of Land Acquisition Results		
<ul style="list-style-type: none"> Compliance reviews and reports Compliance report disclosure Land certificate Handover of land acquisition for the construction process Post LARAP evaluation (impact assessment) Project progress monitoring 	<p>Disclosure of compliance reports</p> <p>The land is ready for the construction process.</p> <p>Land registration and certificate Post LARAP evaluation disclosure (impact assessment)</p>	<p>PT PLN</p> <p>External monitoring consultant, if any</p> <p>33 days of work (maximum) for the submission of land certificates and land acquisition results</p>

Description of activities for each land acquisition stage above is described in detail as follow:

6.2.1. Planning Stage

Table 9 Activities in Planning Stage of Land Acquisition

Stage of Land Acquisition Planning with main Activities and time frames
1. Involvement and organization of safeguard system teams <ol style="list-style-type: none"> 1. Involve social safeguard system experts during and immediately after the design team is completed. 2. Determine parties to prepare LARAP (PLN or assigned units, PLN in cooperation with local government technical institutions, and professional body assistance, if needed) 3. Prepare Terms of Reference (KAK) for other institutions to be involved in LARAP 4. Including PLN staff and assigned units and consultants <ul style="list-style-type: none"> • Prepare a report system and communication between parties
2. Time-bound, detailed work plan for LARAP preparation

1. Prepare methodologies for feasibility studies and impact studies, including methods, sampling, equipment, data sources, survey limitations, implementation approaches, data quality inspection mechanisms, information needed from official sources, assistance needed from PLN (if LARAP is prepared by consultants), information needed from other PLN units, outputs and deliverables, etc.
 - The assigned PLN unit agreed with the methodology.

3. Engineering Design for Projects and Minimizing Impact

1. Cooperate with task units, planning divisions, and other relevant divisions for technical approval, projects and other important documents, including screening results documents for preparation of LARAP
2. Discuss with project designers/technical staff to discuss and establish alternative options to avoid or minimize land acquisition and resettlement through modification of project design, etc. The technical staff of the protection system participated during the preparation of the draft to minimize the scope of impact of resettlement (the detailed draft may be further revised based on the survey results);
3. Work closely with the project designer, determining the scope of impact accordingly with local regulations (including security, buffer areas, etc.)

4. Social Impact Assessment

1. Identify past, present and future social impacts based on baseline disaggregated analysis
2. Identify the full and partial, permanent and temporary socio-economic impacts, including livelihood incomes of households affected by involuntary land acquisition and resettlement (both physical and economic displacement) as well as restrictions on access to sources of assets and public property. If the project has an impact on prohibiting access to natural resources and livelihoods, then identify the impact of the ban. Conduct gender analysis, particularly in relation to the impacts and risks of resettlement. Identify needs and priorities for vulnerable groups (poor people, female-headed households, Elderly households, special needs households, landless people, indigenous peoples) to ensure their standard of living is not exacerbated by the project. Pay attention to the indigenous population. Know who the traditional chief is.
3. Conduct censuses, land/asset inventories (objects of land acquisition) to recognize the impacts and mitigation options of land acquisition and resettlement. To obtain more accurate data on the initial identification of land acquisition objects, PT PLN can cooperate with relevant local government institutions, such as the Land Agency (KATR/BPN).
4. Conduct socio economic surveys (SES) to identify impacts and mitigation options for land acquisition and resettlement. SES can be a sampling survey with accepted statistical methods. The sample should be representative of all groups including gender. If the total number of affected households is small, then SES can be carried out by means of a census covering 100% of the total households. SES data is then separated by gender.
5. The eligible parties to be interviewed/recorded are those who are permanently affected (own or control assets within the impact area) or parties who can be temporarily affected (outside the project impact area but temporarily affected during the development process). Data collection should take place within the location where the assets are affected. If the location where the assets are affected is far from the occupancy of the Entitled Party, the interview is conducted at his/her residence. And once completed, the entitled party together with the data collection officer visits the location of the asset that will be affected by the development step.

6. Summarize the objects of land acquisition affected and to what extent the consequences are. The data will be sorted and analyzed by gender and ethnicity, coded and stored into a project database managed by project management and easily accessible in subsequent monitoring.

5. Set and Announce Cut-off Date for Eligible Parties.

Cut-off date is defined with reference to regulation, in conjunction with the process of “identification of and inventory survey of eligible PAH/P and affected assets.

1. Determine the concept of a *cut-off date*²¹ that complies with the land acquisition law and its implementing regulations. Cut-off date may be when the planned project is publicly announced, or when census is conducted, or the detail measurement survey²² is conducted for valuation purpose.
2. Cut-off date is documented and published widely to project affected people. Mechanism for announcing cut-off dates and consequences are discussed and agreed with the affected people.
3. Communicate cut-off dates with stakeholders and affected people.
4. Any objections/new claims were allowed to be conveyed within 14 days since the announcement of the results of the identification and inventory survey. These are considered consistent with the international/best practice standards, which requires cut-off date to be established in conjunction with census of affected people.

6. Create an entitlement Matrix

1. Review applicable laws, PLN's internal document policies related to land acquisition and resettlement.
2. Create a rights acquisition matrix that includes the type of loss, the type of entitled party, the compensation awarded and the legal basis after approval by the entitled party and other stakeholders (see list of activities in point 7 below).
3. Formulate compensation for all objects of land acquisition as well as lost assets and their economic losses both permanent and temporary, and assistance that is necessary to obtain full reimbursement for loss of assets, income and Livelihood.

7. Public consultation and disclosure of information

²¹ Tanggal batas waktu

²² The cut-off date establishes the point in time at which the value of the land or property is assessed for compensation purposes. The cut-off date for determining eligibility for compensation or other assistance is intended to help prevent encroachment by opportunistic settlers.

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1. Public consultation and disclosure of information is carried out throughout the entire project cycle, including the stages of preparation, implementation, delivery of deliverables and construction of the project. If land acquisition involves indigenous peoples, the approach to disseminating information related to the development plan should be planned separately from the preparatory stage in order to obtain assistance from indigenous peoples, especially if the development plan causes indigenous peoples to become marginalized.
2. If necessary, identify and consult with affected parties and other stakeholders including community groups, relevant government agencies, religious groups, and non-governmental organizations. It is also important to involve traditional leaders in the community and those who can represent the interests of the community in decision-making. Assess stakeholder concerns and consider possible changes in project design to minimize the impact of resettlement.
3. Inform all eligible parties of the development plan including potential impacts, land acquisition and acquisition of their right to compensation. Ensure their participation in planning, implementation, and monitoring/evaluation.
4. Special attention should be paid to vulnerable groups and genders, particularly those below the poverty line, landless people, senior citizens, women and children, indigenous peoples, and those without land rights. Ensure their participation in the consultation.

8. Development of livelihood restoration programs

1. Prepare livelihood restoration programs for the poor and other vulnerable groups and those entitled to be severely affected in order to improve their living standards to achieve national minimum standards. In rural areas, help them by providing agricultural production and legal access options and affordable access to land and resources. In urban areas, it provides a decent source of income and affordable access options for liveable housing.
2. The implementation of livelihood recovery programs should be based on an assessment of the needs of the entitled parties, and available CSR programs. CSR programs can also be given to communities living around the project as part of the project's profits. Women's participation in the program will take precedence.
3. At the planning and construction stage, the proposed livelihood restoration program was prepared by the CSR task force in UP under the Land Subdivision and submitted to the CSR unit at PLN headquarters. If the proposal is approved, UIP's CSR unit will receive the program budget.
4. For projects that require extensive land acquisition, such as power plants as well as hydropower plants, CSR programs are prepared and implemented before the land acquisition process.

9. Creation of a resettlement program

1. Prepare strategies and plans for physical relocation (if any) for both family relocation and physical local residents. Consult with the appropriate parties for the selection of transfer sites that are easily accessible for labor, social services, and production and livelihood opportunities.
2. Consult with local residents and provide assistance to socio-cultural institutions of the displaced and local residents. Ensure additional project profits to local residents. Provide transition assistance and development assistance, such as land development, credit facilities, training, and employment opportunities; and civil infrastructure and community services, as needed.

3. Where the impacts and risks of resettlement are not voluntarily complex and sensitive, resettlement and resettlement decisions should be made prior to the social preparation phase.

10. Design and establishment of a complaint handling mechanism

1. The design of the project's complaint handling mechanism is specific in the context of the region to receive and facilitate the results of the decision in question by the entitled party.
2. Disclosure of information regarding GRM with entitled parties and other stakeholders.
3. Compiling GRM
4. Carry out capacity building of parties involved in GRM.

11. Designing Institutional Arrangements

1. Conduct institutional capacity analysis in implementing projects at national and regional levels and identify capacity building needed to manage land acquisition and settlements on a non-voluntary basis.
2. Prepare institutional arrangements for the preparation of land acquisition/resettlement, its implementation, and the stages of delivering the results.
3. Involve expert staff on social issues if needed during the construction phase, particularly for the contractor's consultant team and supervision. Prepare a draft scope of work for these expert staff.
4. Scheduling land acquisition and resettlement activities.

12. Monitoring System Establishment

Prepare monitoring progress plans, review of LARAP implementation and post-LARAP evaluation, including those who will conduct internal monitoring, whether external supervisory consultants are needed, items will be monitored, data sources needed, how the data will be reported and disclosed.

13. Budget

1. Prepare a detailed assessment methodology
2. Conduct a review to determine replacement costs from all categories of losses.
3. Consult an independent appraiser or hire them to calculate the cost of compensation and the land acquisition budget.
4. In addition to the amount of compensation for loss, calculate all benefits and costs needed to ease livelihood recovery and rehabilitation. To ensure coverage of all costs, you can use the entitlement acquisition matrix.
5. Prepare estimated land/resettlement budgets and sources budget and disbursement mechanism.

14. LARAP Preparation, Clearance, and Disclosure

1. Prepare the LARAP draft and consult with PLN's task unit regarding the draft. For wide-impact projects, the LARAP draft must be reviewed and endorsed by the LAC.
2. After the LARAP gets *clearance* from PLN (PLN task unit or LAC if affected by a wide-impact project), PLN submits the LARAP to Lenders for review and disclosure/announcement.
3. PLN uploads clearance versions on each provincial LARAP to ensure that resettlement plan documents can be accessed on time and the forms can be accessed by affected residents and other stakeholders. LARAP can be disclosed to entitled parties and stakeholders through distributing brochures and/or uploading a summary of LARAP on PLN's website.
4. PLN submits LARAP to the Governor to be processed into the preparation phase of land acquisition.

6.2.2. Preparation Stage

Table 10 Activities in Preparation Stage of Land Acquisition

Stages of the Land Acquisition Preparation Phase with Main Activities and Timeframes	
1. Preparation Team Assignment	10 Working days
<ol style="list-style-type: none"> 1. Governor/Regent/Mayor, Provincial Work Unit and PT. PLN (Persero) must establish a Land Acquisition Preparation Team no later than 10 (ten) working days. The Governor may delegate authority for the implementation of land acquisition to the Regent/Mayor based on considerations of efficiency and effectiveness, geographical conditions, human resources, and other considerations. 2. The Preparatory Team established a secretariat located in the Provincial Regional Secretariat. The duties of the Preparatory Team include notification of development plans, public consultation, determination and announcement of construction sites and other tasks related to preparation of land acquisition. 	
2. Development plan notification	20 Working days
<ol style="list-style-type: none"> 1. The Preparation Team notifies the development plan to residents who are in the planned location for electricity infrastructure construction a maximum of 20 (twenty) working days after the LARAP is received by the Governor. 2. Announcement of the Development plan must be made in each regulation as described in the approved LARAP, this guide, Law No. 2/2012 and other applicable regulations. 3. If land acquisition impacts indigenous peoples, dissemination of specific information needs to be done to gain their support for development plans. The announcement of the development plan approach must be gender-sensitive and take into account the possibility of limited access to information for vulnerable groups such as those in the LARAP. The preparation team can also work on additional steps on what is already in place in the LARAP in order to improve the effectiveness of the information delivery process and ensure its dissemination to all groups, especially women, indigenous groups, adolescents and youth, elderly citizens, vulnerable groups, landless people, etc. 4. Information regarding the Development Plan must include, among others: <ul style="list-style-type: none"> • Aims and objectives; • Required location and region; • Land acquisition plan stage; • Estimated implementation duration / required time; • Estimated time of implementation of construction; • Complaint Handling Mechanism • Compensation and rehabilitation/recovery options will be provided • Preparation of LARAP, update and implementation phase, including further survey • Other information deemed necessary. 5. Information related to the development plan will be issued in the form of a Development Plan Notification 	

<p>6. Direct announcement of development plans will be made through socialization/face-to-face meetings or official notifications. Invitations for socialization and face-to-face meetings are given to residents within 3 (three) working days before the meeting is held. The results of socialization and face-to-face meetings are recorded in the minutes signed by the head of the preparation team or an officially appointed official.</p> <p>7. The notification letter is disclosed to the public no later than 20 (twenty) working days after the land acquisition plan document is officially received by the Governor.</p> <p>8. Proof of submission of a Notification Letter is prepared in the form of a receipt letter from the village/district officials.</p> <p>9. Notices can also be filed indirectly through printed media, local and national newspapers at least the first edition on the day of work. Announcements in electronic media are also uploaded on the website of the provincial, district / city governments or PLN.</p>	
<p>3. Preliminary Identification of Eligible Parties</p>	<p>Not more than 30 (thirty) working days from the notification of the development plan</p>
<p>1. The Preparatory Team collects preliminary data on the construction site plan no more than 30 (thirty) days of work from the notification of the construction plan, as of the date stated in the minutes of the event. The preliminary data collection of the development site plan includes the collection of preliminary data on the Entitled Party and the object of land acquisition.</p> <p>2. Eligible Parties include:</p> <ul style="list-style-type: none"> • Land rights holders; • Land management rights holders; • Nadzar for waqf land; • Previous customary landowners; • Indigenous peoples; • The party authorized to manage state land; • Land tenure rights holders; • The owner of buildings, plants, or other objects related to the land regardless of the legal stature of the land. <p>3. The results of the initial data collection of the location of the development plan are determined in the form of a Provisional List of Development Plan Locations signed by the Head of the Preparatory Team. This list will be used as material for public consultation of development plans.</p>	
<p>4. Public Consultation on Development Plan</p>	<p>Within 60 days of work from the date of signing of the preliminary list of development plans</p>
<p>1. The Development Plan Public Consultation is held to obtain agreement/approval regarding the location of the development plan from the Entitled Party.</p> <p>2. Public Consultation shall be arranged in accordance with the participation plan set out in the LARAP.</p> <p>3. Public Consultation will be held at the Village Hall, District Hall or the location of the development plan, or at a place agreed by the Preparatory Team with the Entitled Party.</p>	

<ol style="list-style-type: none"> 4. Public consultations are held regularly and more than once per district. Each consultation will be carried out within a period of 60 (sixty) days of work from the date of signing the provisional list of development plans. 5. For impactful development plans, direct public consultations can involve affected people. The plan must be inclusive for all groups, especially women, indigenous people, adolescents and youth, senior citizens, vulnerable groups of landless people, etc. Where land acquisition involves indigenous peoples, separate consultations need to be held to gain their support on development plans, especially if development plans will marginalise indigenous people. 6. The Preparatory Team invites Eligible Parties and affected people to attend the Public Consultation. The invitation for public consultation on the Development Plan will be submitted directly to the Entitled Parties and affected residents or indirectly through village/sub-district officials no later than 3 (three) days before the Public Consultation. Special attention will be paid to women and vulnerable groups to ensure their participation in public consultations. They need to be notified a week before the public consultation. If they are still unable to attend, a separate public consultation with the group will be held in a place convenient for them to conduct consultation. 7. Invitations received by the Entitled Party, affected people and village officials will be used as evidence through a receipt letter signed by the Entitled Party and affected residents and village officials. 8. The Public Consultation Preparation Team will explain several things, including: <ul style="list-style-type: none"> • the aims and objectives of the development plan; • the stage and period of the land acquisition process; • the role of the Appraiser in determining the value of damages; • incentives given to land rights holders; • compensation/ compensation of the assessed object; • rights and obligations of the entitled party. 9. In the Public Consultation, a question-and-answer session was held between the Preparatory Team and the Entitled Parties and directly affected residents. 10. Public Consultation may be conducted through representatives of legal representatives from and by the Entitled Party. 11. The presence of the Entitled Party and affected residents is evidenced from the Attendance List. 12. The results of the agreement regarding the location of the development plan in the Public Consultation are stated in the Minutes of Agreement. Questions asked by participants that cannot be answered are documented in the updated LARAP and actions to be taken. 	
5. Repeated Public Consultation if There are dissenting parties	Maximum 30 days of work
<ol style="list-style-type: none"> 1. If in the Public Consultation there are Entitled Parties and affected residents who object to the location of the development plan, another public consultation will be held 30 (thirty) days of work from the date stated in the Minutes of Procedure. 2. The results of the Re-Public Consultation will be recorded in the Minutes of Public Consultation Agreement prepared. 	
6. Review of the Objections Filed	No more than 14 days of work after Receiving Objections/Complaints

1. If the Repeated Public Consultation still has objections about the location of the development plan, PT PLN (Persero) reports the objection to the Governor through the Preparatory Team, including the Minutes of Objection regarding the Location of the Development Plan.
2. The Governor then formed a Complaint Review Team to review objections/complaints about the location of the development plan. The complaint review team is tasked with compiling the issues that are the reasons for the objections to then arrange meetings and clarify them with the objecting parties and make recommendations for rejected and accepted objections.
3. The proposal of the Complaint Review Team is submitted to the Governor, after which the Governor issues a letter of acceptance or rejection of objections to the location of the development plan. The handling of objections by the Governor through the Review Team shall be carried out no later than 14 (fourteen) days after receiving the objections.
4. The Governor's decree regarding the location of the Development Plan will be submitted to PT PLN (Persero) and to the objecting party.
5. This process along with each result must be reported inside the Updated LARAP

7. Development Plan Location Decision	After agreement with eligible party
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1. The determination of the construction site will be carried out by the Governor based on the approval of the entitled party.
2. Determination of construction location attaches a map of the construction location prepared by PT PLN and create a site map. This location determination is valid for 2 (two) years. DPPT or LARAP document is therefore only valid for 2 (two) years²³.
3. Location determination can be renewed once for a maximum of 1 (one) year. Application for extension of location determination validity shall be submitted to the Governor within 2 (two) months before the expiry date of development location determination by attaching the Decree of Location Determination and Application for Renewal of Construction Site Determination.
4. Based on the request for extension of the Construction Site Determination, the Governor will grant an extension of the construction site determination before the expiration date of the construction site determination validity (2 months before the expiration date of the location determination).
5. If the construction site does not meet the given time frame, reprocessing will be carried out on the remaining land from the land acquisition not finished. The process will restart from the planning stage.

8. Location Announcement Development Plan Governor/Regent/Mayor	Not later than 3 (three) days of work after the announcement of the determination of the construction location at the latest 14 (fourteen) days of work.
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²³ Validity period of Land Acquisition and resettlement planning is based on Permen ATR/BPN 19/2021

<ul style="list-style-type: none"> • The Governor and PT PLN (Persero) announced the determination of the construction site. • Announcement of Construction Location Determination takes place at Village Hall, District Hall or Regent Office and construction site, and is announced in print and/or electronic media. • The announcement of the Construction Site Determination is made after the determination of the Construction Site Determination. • The announcement will be through local and national daily newspapers no more than 1 (one) announcement on weekdays or upload on the website of the provincial, city and village governments or website of PT PLN (Persero). 	
9. Grievance Handling	Continuous tasks, starting from the beginning of the phase
<ul style="list-style-type: none"> • Ensure that the disclosure of information about GRM to each affected community is at the beginning of a phase. • Conduct capacity building activities with people involved in GRM • Update the complaint log regularly • Provide information for progress monitoring 	
10. Project Progress Monitoring	Continuous tasks, starting from the beginning of the phase
<ul style="list-style-type: none"> • Train team members if needed • Collect information for monitoring of preparation teams and citizens • Prepare project progress monitoring reports based on available data 	

6.2.3. Implementation Stage

Table 11 Activities in Implementation Stage of Land Acquisition

Stages of the Land Acquisition Implementation with Main Activities and Timeframes
<p>1. Establishment of Land Acquisition Implementation Team</p> <ul style="list-style-type: none"> ● Based on the application for land acquisition implementation submitted by PT PLN, the Provincial/District/City Land Agency formed a Land Acquisition Implementation Team (LAIT) ● The proposal/request must be completed with: <ul style="list-style-type: none"> ○ Location decision; ○ Land acquisition planning documents; and ○ Preliminary data from the preparatory stage on the entitled parties and objects of land acquisition. ● The implementation of land acquisition is carried out by the Head of BPN at the regional (provincial) level. The regional head of BPN can delegate tasks to the head of BPN at the district / city level as the chief executive of LAIT for land acquisition located within the district / city area by considering efficiency, effectiveness, geographical condition, and human resources. ● The members of the LAIT implementation team consist of: <ul style="list-style-type: none"> ○ Officials responsible for land acquisition affairs at the BPN Regional Office; ○ Head of the Regional Land Agency at the land acquisition site; ○ Officials of the provincial work unit for land affairs; ○ The sub-district head at the land acquisition site and the village head or others at the land acquisition location.
<p>2. Preparation for the implementation of land acquisition</p> <ol style="list-style-type: none"> 1. The Chief Executive of Land Acquisition prepares the implementation of land acquisition, specifically: <ul style="list-style-type: none"> ○ Prepare the agenda for the land acquisition implementation meeting; ○ Prepare work plans and activity plans; ○ Set up task forces and task allocations if needed; ○ Estimating technical constraints that may hinder implementation; ○ Formulate strategies and solutions to anticipate obstacles and problems during the implementation period; ○ Prepare cooperation measures both internally and externally during the implementation period; ○ Set up administration if needed; ○ Propose operational budget provisions for the implementation of land acquisition; ○ Nominating appraisers; and ○ Set up meeting minutes. ● Preparation for implementation will be compiled into a work plan containing at least about: <ul style="list-style-type: none"> ○ Financing requirements for implementation; ○ The implementation period and implementation schedule; ○ Plan employment needs; ○ Planning equipment and material needs;

- Inventory and alternative solutions face inhibiting factors throughout implementation; and
- Implementation monitoring system.
- The work plan should reflect the updated LARAP in the Institutional Arrangements Chapter.

3. Task Force Assignment

Maximum 30 days of work

- The Chief Executive of Land Acquisition established two task forces:
 - Task force A is tasked with inventory of physical data on occupancy, ownership, use and utilization of land;
 - Task Force B is tasked with identifying data on entitled parties and objects of land acquisition.
- The task force prepares the implementation of land acquisition which includes:
 - Plan of activity schedule;
 - Preparation of material;
 - Preparation of technical equipment;
 - Coordination with sub-district heads and sub-districts and vice versa;
 - Land mapping
 - Notification to the Entitled Party through the village head or vice versa; and
 - Notification regarding data collection plans and schedules related to Entitled Parties and land acquisition objects

4. Inventory and Identification

- The land acquisition task force must notify the entitled party of the survey plan through the village head. Notifications can be delivered in person through socialization, face-to-face meetings, or notification letters.
- Task Force A carried out land measurement and mapping per piece of land, including:
 - Perimeter boundary measurement of land acquisition location;
 - Land measurement per piece of land, by measuring and mapping the land of a qualified party the area or diameter of the land parcel;
 - Calculate, draw field by plane and perimeter boundaries;
 - Mapping based on per-parcel of land and perimeter boundaries of land parcels;
 - The results of measurement and mapping are expressed in the form of land map.
- If in a particular parcel of land there is remaining land affected by land acquisition, whether registered or unregistered, which can no longer function in accordance with its designation and use, then the land must be measured and mapped, and must be compensated upon request from the entitled party.
- If the remaining land plots, which have been registered in the land acquisition process, can still function in accordance with their designation and use, the separation of rights related to the land parcel will be carried out by the Head of the Land Office and the costs will be borne by PT PLN (Persero).
- If in the remaining land areas, which are not registered in the land acquisition process, the land can still function in accordance with its designation and use, then it will be recorded in the village / sub-district (*Kelurahan*) book/ land office (BPN), including land title certificates. If the entitled party requests measurement and/or application for rights and registration of rights, then the fee will be charged to the entitled party.

- Task force B conducts data collection, including:
 - Name, residence, and address of the eligible person;
 - Identity number, Identity Number (NIK) or identity of the eligible person;
 - Proof of population and/or ownership of land, buildings, plants, and/or objects related to the land concerned;
 - Land location, land area and land/land identification number;
 - Land status and related documents;
 - Types of land use and utilization;
 - Control and/or ownership of land, buildings and/or other objects related to land;
 - Encumbrance of land rights, and
 - Upper and underground chambers

- The inventory and identification were prepared by Task Force B in the form of a normative list, land inventory.

- The results of the investigation and identification are submitted by the Task Force Team Leader to the Head of the land acquisition implementation team by attaching the minutes of inventory and identification.

- The results of the inventory and identification are announced by the Head of the Procurement Implementation Team

Land at the sub district /village office, sub-district office, and at the construction site no later than 14 (fourteen) working days. Announcement of inventory and identification results is made

- If there is an objection to the results of the inventory and identification, the entitled party may submit an objection to the Chairman of land acquisition within the announcement period, 14 (fourteen) working days after the announcement of the results of inventory and identification. It is worth noting in the log book on grievance/complaints (as database).
- However, if the rejection of the results of the inventory and identification is rejected, the Head of the LAIT must explain the reasons for the refusal as described in the Minutes of Objection, to be further communicated to the entitled party, who raised the objection. The minutes of the Objection were prepared.
 - The results of inventory and identification announced without objection from the entitled party, or the results of verification and improvement of inventory and identification , will be the basis for determining the party entitled in loss compensation.

5. Appointment of Appraisal Consultant

- The Head of the Land Acquisition Implementation Team will appoint an appraiser in accordance with the provisions of rules and regulations in the procurement of government goods/services. Procurement of appraisal services must be done by simple selection or general selection with a maximum period of 30 (thirty) working days. The stages of implementation of the procurement of assessment services should be recorded.
- If the procurement of appraisal services is unsuccessful or cannot be carried out within 30 (thirty) working days, the Head of the Land Acquisition Implementation Team appoints a Public Appraiser. A Public Appraiser is an appraiser who has obtained a permit from the government issued by the Ministry of Finance in order to provide appraisal services.
- In carrying out their duties, the Appraiser or Public Appraiser will request a map of land parcels, nominative lists, and required data from the head of the land acquisition implementation team as assessment material. This is recorded in the Minutes of Submission of Inventory and Identification.

- The appraiser is assigned to review the amount of compensation on land for each piece of land, including:
 - Land;
 - Above ground and underground;
 - Building;
 - Plant;
 - Objects related to the land; and/or
 - Other assessable losses;

The amount of compensation value based on the results of the appraisal by the appraiser shall be submitted to the Head of the Land Acquisition Implementation Team together with the Minutes of submission of the appraisal results,

The results of the assessment are used as a basis for consideration to determine the form of compensation. If there is a remaining piece of land, which is affected by land acquisition, and can no longer function in accordance with its designation and use, then the entitled party can request full replacement of the land.

6. Deliberation on the Form of Compensation, Within 30 working days

- The Land Acquisition Implementation Team and PT PLN (Persero) must conduct consultations with the entitled parties within 30 (thirty) working days from the time the assessment results by the appraiser are received by the Head of the Land Acquisition Implementation Team
- Deliberation was held immediately to determine the form of compensation. The amount of compensation is calculated based on the maximum value resulting from the results of the compensation assessment by the appraiser.
- Compensation may be in the form of cash, replacement land, resettlement, shareholding, or any other form agreed upon by both parties.
- The Land Acquisition Implementation Team invites the entitled parties to consider the determination of compensation by determining the place and time. The invitation must be submitted no later than 5 (five) working days before the date of execution of the compensation agreement. Deliberation is chaired by the head of LAIT or an assigned official.
- Deliberation (consultation, group discussion, meeting) can be divided into several groups by considering the number of parties entitled, the time, and place of the deliberation to determine compensation. A detailed assessment methodology should be communicated to the parties entitled during deliberations. During deliberations, special attention should be paid to women, vulnerable groups, and indigenous peoples.
- If agreement cannot be reached, the deliberations must be repeated within a maximum period of 30 working days.
- If the rightful party is unable to attend the deliberations, the entitled party may grant the following powers:
 - A person in a family related by blood up, down, or sideways to the second degree, or the spouse of a qualified person with individual status;
 - A person appointed in accordance with the rules of procedure for the rightful party as a legal entity; or
 - Other Entitled Parties

- The entitled party can only authorize 1 (one) person or 1 (one) or several plots of land located in 1 (one) land acquisition location. The power of attorney must be prepared in accordance with minutes of public agreement.
- If the rightful party has been duly invited and does not authorize anyone, the rightful party is deemed to have received the form and amount of compensation determined by the Land Acquisition Implementor.
- The agreement produced in the deliberations shall be the basis for the award of compensation to the rightful party as outlined in the minutes agreement.
- In the absence of agreement on the form and/or amount of compensation, the entitled party may file an objection to the local District Court within 14 (fourteen) working days after the signing of the minutes of agreement.
- The District Court will decide on the form and/or amount of compensation within 30 (thirty) working days from the receipt of the objection.
- If the Entitled Party objects to the decision of the District Court, cassation may be submitted to the Supreme Court within a maximum period of 14 (fourteen) working days. The Supreme Court shall issue a decision within 30 (thirty) working days from the reception of the appeal.

7. Final LARAP Update and Disclosure

- Based on the inventory and identification of final assets as well as the final assessment and consultation results, the LARAP needs to be updated
- After the updated LARAP has been completed by PLN (the assigned PLN unit or LAC, if there is a project with a significant impact), PLN submits a review and disclosure of the LARAP.
- PLN discloses the final version in accordance with the provisions of the LARAP to ensure that resettlement planning documents can be accessed in a timely manner, as well as at a place and time accessible to affected persons and other stakeholders. The updated LARAP can be disclosed to eligible parties and stakeholders through the distribution of leaflets and/or uploading the summary of the LARAP on PLN's website

8. Compensation Payment Procedure

- The implementer of land acquisition determines the form of compensation based on the minutes of the deliberative agreement on the determination of the form and value of compensation.
- Compensation may be provided in the form of cash, replacement land, resettlement, shareholding, or any other form agreed upon by both parties. Either stand-alone damages, or a combination of various indemnities, are awarded according to a par value equal to the value determined by the appraiser. In the deliberations, the land acquisition executive prioritized compensation in cash.

Terms of Compensation in Cash

1. Compensation in cash is given in rupiah. The provision of cash compensation must be carried out by PT PLN (Persero) based on validation from the Chief Executive of Land Acquisition or a designated official.
2. Compensation is awarded in connection with a waiver by the fulfilling party condition. Compensation shall be provided no later than within (7) days after the determination of compensation by the Land Acquisition implementer/executor.

3. The provision of cash compensation must be made through Banking services by opening a savings account in the name of the Entitled Party or in cash as agreed between the entitled party and PT PLN (Persero). The award of compensation must be made in connection with the release of rights by the entitled party, accompanied by the submission of proof of land ownership to the executor of land acquisition. The award of compensation is evidenced by the receipt of compensation, made in 3 (three) copies.
4. The provision of compensation in cash and waiver is recorded in the minutes of compensation and minutes of release prepared.
5. The signing of the minutes of compensation and waiver/release must be done simultaneously and documented by photo / video.

Compensation in the form of Land Replacement

6. The provision of compensation in the form of replacement land is carried out by PT PLN (Persero) at the written request of the Head of the land acquisition implementation team. The provision of compensation in the form of replacement land and the location of replacement land based on agreement in deliberations on the form of compensation. Compensation in the form of replacement land is equal to the value of compensation in cash. In the event that compensation in the form of replacement land has been agreed, PT PLN (Persero) provides replacement land no later than 6 (six) months after the determination of the form of compensation by the Land Acquisition Executor. Waiver by the rightful party will be made when the location has been agreed, and done without waiting for replacement land.
7. If PT PLN (Persero) has obtained replacement land and has been approved by qualified parties, PT PLN (Persero) will hand over the land to the rightful party after obtaining validation from the Head of the Land Acquisition Implementation team.
8. The surrender of replacement land is recorded in the minutes of surrender of replacement land, prepared accordingly and documented using photographs/videos.

Compensation in the form of Resettlement

9. Provision of compensation in the form of resettlement. Resettlement compensation must be made by PT PLN (Persero) upon written request from the Head of the land acquisition implementation team. The location of the resettlement is based on the agreement in the deliberation of the form of compensation.
10. The value of compensation in the form of resettlement is equal to the value of compensation in cash. And the provision of compensation is not more than 1 (one) year from the determination of the form of compensation by the executor of land acquisition. Waiver by the rightful party is when the location has been agreed upon, and done without waiting for the construction of the resettlement to be completed. If PT PLN (Persero) already has a resettlement area and has been approved by the entitled party, PT PLN (Persero) hands over the resettlement to the entitled party after obtaining validation from the Head of the land acquisition implementation team.
11. The provision of compensation in the form of resettlement is evidenced by proof of surrender to the qualified party, which is made in accordance with provision of compensation. The submission of compensation in the form of resettlement as referred to in paragraph (6), must be recorded in the minutes of meetings and documented in the form of photos / videos.

Compensation in the form of Share Ownership

12. The provision of compensation in the form of share ownership must be provided by an agreement between the entitled party and SOEs in the form of a public company, which receives a special assignment from the government, no later than 3 (three) months after the determination of the form of compensation by the executor of land acquisition.
13. Waiver by the rightful party is when the compensation of shareholding has been agreed. During the process, the share ownership funds are deposited in the Bank by the relevant institutions, and the value of share ownership compensation is equal to the value of compensation in cash. Waiver by the entitled party is carried out in conjunction with the deposit of money.
14. The provision of compensation in the form of share ownership must be carried out by PT PLN for and on behalf of the entitled party after obtaining validation from the Head of the land acquisition implementation team. Validation is recorded accordingly.
15. The provision of compensation in the form of share ownership is evidenced by a delivery receipt, in the form of a share compensation receipt to the entitled party. The receipt is prepared accordingly.
16. The surrender of compensation in the form of share ownership is recorded in the minutes of surrender. The minutes of submission are prepared accordingly and documented in the form of photos/videos.

Other Forms of Compensation

- Another form of compensation is a combination of two or more forms of compensation using the longest compensation period in the form of an agreed settlement, which is carried out on the basis of an agreement reached in deliberation or by a court decision, which has permanent legal force.
- The amount of compensation in other forms is equal to the value of compensation in cash. The provision of compensation in other forms to the entitled party by PT PLN (Persero) is carried out after obtaining validation from the Head of the land acquisition implementation team. Validation is recorded accordingly.
- The provision of compensation in other forms is evidenced by proof of receipt submission to the rightful party. Proof of submission or delivery made accordingly. The submission of compensation in other forms shall be recorded in the minutes of surrender, which are made accordingly and documented in the form of photographs/videos.

Compensation under Special Conditions

Compensation under special conditions can be provided in urgent conditions. Compensation under special condition is an advance payment to assist PAP who experience emergency condition and/or other urgent conditions (see details on type of conditions in *Ministry of agrarian and spatial planning regulation 19/2021 chapter 7 compensation under special condition article 123*) as evidenced by a letter from the lurah/village head. Compensation under special conditions may be paid in two tranches, in which the advance/first payment is a maximum of 25 (twenty-five) percent of the total estimated compensation (based on the sale value of the taxable object in the previous year). The remaining compensation must be paid before the land acquisition impacts occur or prior to commencement of project construction.

9. Handling of compensation that cannot be paid immediately

In case where entitled affected parties refuse to accept compensation at Fair Replacement Value or cannot be found²⁴/located after a good faith effort made to identify them, per national regulation, compensation will be deposited in the district court at the location of land acquisition. District court will be the custodian for the custody account in the appointed bank service. Consistent with the prevailing rate of inflation and based on the current MAPPI (SPI 204) standard, 1.5-2% of interest is earned over every 6 months. The applicable interest rate will be adjusted from time to time if and as inflation rates change significantly. The compensation custody account is equipped with a letter of application to the District Court by PT PLN. The application letter for compensation custody account is prepared by attaching:

1. A statement letter from the Head of the land acquisition implementation team respecting the reason for the compensation custody;
2. Name of the person entitled to compensation custody;
3. Invitation to surrender compensation

Compensation entrusted in the district court will be released under the following procedures:

- The withdrawal of compensation deposited in the District Court by the entitled party is accompanied by a letter of introduction from the Chief Executive of Land Procurement.
- Withdrawal of compensation for land acquisition objects guaranteed by the bank, compensation can be taken from the district court after obtaining a cover letter from the Head of the Land Acquisition Implementation Team and a letter of approval from the bank or mortgage rights holder
- To collect compensation, the entitled party must submit proof of land ownership or ownership of land acquisition objects to the Head of the Land Acquisition Implementation Team.
- In the event that the Head of the Land Acquisition Implementation Team no longer serves as Chairman, then a cover letter must be issued by the Head of the Regional Land Office of the National Land Agency or the Head of the local Land Office. The cover letter is prepared and recorded accordingly.

10. Handover of Land

- The release of rights of land acquisition objects must be carried out before the Head of Office Local land, and carried out simultaneously at the time of delivery of compensation. Release of rights must be done by submitting proof of land ownership or ownership of the object of land acquisition.
- The release of land acquisition rights is recorded in the minutes of the list of releases of land acquisition objects signed by the qualified party before the Head of the local Land Office. The minutes of the list of releases of objects of land acquisition should be prepared accordingly.
- For the release of rights to the object of land acquisition entrusted to the court. Minutes shall be prepared accordingly.

11. Relinquishment of the right to Land Acquisition object owned or controlled by the Government /BUMN / BUMD

²⁴ Unknown rightful parties

- The relinquishment of Land Acquisition Objects for Public Interests owned by the government shall be conducted in accordance with the provisions of laws and regulations governing the management of State / Regional owned objects.
- Relinquishment of Land Acquisition Objects for Public Interest controlled by the government or controlled / owned by BUMN / BUMD and conducted by authorized officers or assigned officers.
- Relinquishment of Land Acquisition Objects controlled by the government or controlled / owned by BUMN / BUMD are not granted a Compensation, except:
 - Buildings as the object of land acquisition that are used actively for the administration of government affairs;
 - Object of Land Acquisition owned / controlled by BUMN / BUMD; and / or
 - Land acquisition object owned by Village Treasury.
- Compensation for land acquisition objects controlled by the government or controlled / owned by BUMN / BUMD, may be provided in cash, substitute land, resettlement, share ownership, or other forms agreed by both parties. The value of compensation is based on the results of the compensation assessment.
- The relinquishment of land acquisition objects shall be executed no later than 60 (sixty) working days from the determination of the development location. If the relinquishment of land acquisition object has not been completed within that time, the land is avowedly relinquished, and becomes state land and can be directly used for development for the public interest.
- Officials who violate the provisions are subject to administrative sanctions in accordance with the law and regulation.
- Minute of relinquishment of right on land acquisition object should be prepared.
- Relinquishment of right of land acquisition object shall be recorded in minutes of right relinquishment List of Land Objects which are owned or controlled by Government / BUMN / BUMD.

12. Termination of Legal Bond

- When the granting of compensation and relinquishment of rights has been conducted before the head of the local Land Office, the ownership or right of the land of the Entitled Party is revoked and the proof of the right is evoked invalid and the land becomes land directly controlled by the State.
- Termination of the legal bond between the eligible party and the land acquisition object whose compensation has been custodies to the District Court, the ownership or right of the land of the Entitled party shall be revoked and the proof of its right shall be endowed invalid and the land becomes the land directly controlled by the State from the date of the Court's decision regarding compensation custody.
- The Head of the Land Affairs Office shall notify the termination of the legal bond to the parties concerned accordingly.
- Termination of the legal bond between the eligible party and the land acquisition object whose compensation has been custodies in the District Court, the ownership or right of the land of the Entitled party shall be revoked and the proof of its right shall be endowed invalid and the land becomes land directly controlled by the State since the issuance of Court's decision on compensation custody.
- The Head of the Land Affairs Office shall notify the termination of the legal bond to the Government / Local Government / BUMN / BUMD / Village head

- Termination of legal bond between the Entitled Party and the registered land. The Head of the Land Office shall record the revocation of rights in the Land Book and another general list.
- Termination of legal bond between the Entitled Party and the unregistered land. Chairman of land acquisition implementing team gives notification about the termination of legal bond and submitted to the Lurah / Village Head, sub-district head and authorized official who issued the letter, for further be recorded on the evidence of land ownership / proof of acquisition right and in the administrative book of the *kelurahan* or village office.

13. Documentation of Inventory Results

- The Land acquisition implementer conducts the collection, classification, processing and storage of land acquisition data.
- Land acquisition data shall be stored, documented and archived by the Head of the local Land Office. Land acquisition data can be stored in electronic data.
- Land acquisition data should be transmitted to the PLN safeguards specialist responsible for the internal monitoring process. If the project that requires External Monitoring for LARAP implementation is defined by discussion with International Financiers, then PLN safeguards specialist needs to hand over internal monitoring documentation to the External Monitoring Consultant for compliance review purposes.

6.2.4. Delivery of land acquisition result Stage

The Land Administrator shall hand over the results of the acquisition of land to PT PLN after; the compensation to the entitled parties and release of titles have been given/made; and/or the compensation given has been deposited with the district court. Following this, PLN must register the land in accordance with the provisions of laws and regulations to finalise ownership change.

After land acquisition results, delivery and certification, PLN UIPs and Wilayahs themselves through an external consultant shall prepare LARAP implementation compliance reports as soon as the LARAP implementation is finished. LARAP implementation compliance report should verify if provisions of the LARAP, local legislation, Technical Guidance Note have been met, and if any corrective measures are needed. It includes comparative analysis of the LARAP implementation planned and actual impacts and budget, process of delivery of compensations and assistance; complaints and grievances received during implementation process and ways these were solved, expropriation cases, public consultations, information disclosure activities conducted and general satisfaction of the entitled parties. The report should also specifically note what actions and associated budgets are necessary to ensure that entitlements as part of ongoing and long-term livelihood restoration programmes captured within the LARAP are implemented.

The compliance report should be sent to the lender for review. As soon as the final compliance report is disclosed in accordance with the provisions of the LARAP, PT PLN can start construction activities after the submission of the results of land acquisition.

Table 12 Activities in Delivery of Land Acquisition Result

Stages of the Land acquisition result with Main Activities and Timeframes

1. Land Acquisition Result Delivery	7 working days after completion of land acquisition
<ul style="list-style-type: none"> The head of the land acquisition implementation team must prepare documents, in duplicate 2 (two), namely 1 (one) original document and 1 (one) certified copy legalized by the land acquisition officer. The head of the land acquisition implementation team must submit 1 (one) certified copy to PT PLN, while 1 (one) original document is required for the application for a land title certificate. The chairman of land acquisition implementation must submit 1 (one) copy of land acquisition documents to PT PLN. The submission of the results of land acquisition to PT PLN (Persero) is carried out and recorded in the minutes of land handover. 	
2. Certification	Maximum 30 working days after receiving the results of land acquisition
<p>PT PLN submits a proposal for a land title certificate to the Land Office located where the land acquisition is located. The land department issues measurement letters based on the originating land parcel from the inventory and identification process by Task Force A</p>	
3. Preparation of Compliance Review Report	
<ul style="list-style-type: none"> Hire consultants if needed in the LARAP Develop methodology for post-LARAP evaluation Doing fieldwork Prepare compliance delays reports 	
4. Completion and Disclosure of the Compliance Review Report	
<ul style="list-style-type: none"> The finalized report will be submitted to PLN's head office for approval. The final compliance review report will be submitted to Lenders (if the project is supported by Lenders) without objection. As soon as the report is finalized, PLN will announce the full version on the website (or project site, if any) as well as to the affected communities in summary form with a focus on corrective action plans. Disclosure will be conducted in Indonesian and other languages that are understood by the affected community . 	
5. Preparation of a Corrective Action Plan and Addendum to the Compliance Review Report, If Necessary	
<ul style="list-style-type: none"> Prepare a CAP corrective Action plan / LARAP addendum / LRP if recommended in the post-LARAP evaluation report. Express it as specified in the LARAP/CAP. Implement LARAP as specified above as soon as the CAP corrective action plan is implemented, the compliance review report is updated, finalized with PLN and Lenders and disclosed as specified in the LARAP. 	
6. Commencement of Construction	

<ul style="list-style-type: none"> • PLN's Social Safeguard staff submitted a letter with approval of the compliance review report by Lenders addressed to the winning bidder/contractor • PT PLN can start construction
7. Identify New Impacts during Construction
<ul style="list-style-type: none"> • If a temporary or permanent impact, full or partial impact, is identified during construction in a Free Space (ROW) (under an existing design, due to design revisions, due to the need for new infrastructure such as road access), it should be reported immediately to Lenders (if the project is supported by Lenders). A corrective action plan (CAP)/PAP addendum needs to be prepared and disclosed as described in the LARAP and CAP. • As soon as the CAP is implemented, the compliance review report is updated, finalized with PLN and Lenders (if the project is supported by Lenders) and disclosed as specified in the LARAP.

6.3. Negotiated Land Acquisition

Negotiated land acquisition (willing seller-willing buyer) is a land acquisition process when landowners may agree to transfer land ownership or use the right to the project with certain agreed conditions, such as compensation in kind or cash. Negotiated settlement is applied when land procurement is needed not for development for public interest but is needed for PLN business. For example, land acquisition for the construction of offices , warehouses , employees' houses, and others. Such an acquisition is typically based on the following principles:

- Providing fair and appropriate compensation to the willing seller which will ensure, that the AP will maintain the same or better livelihood status
- Conducting meaningful and well documented consultations.
- Ensuring that all procedures are implemented in transparent, consistent, and equitable manner
- Involving an independent third-party monitor to confirm the purchasing process is free of coercion, has a balance of bargaining power and is equitable in nature.
- AP has a right to opt out from negotiated settlement if there is a disagreement on compensation terms

Where all conditions above are not met, negotiated land acquisition is considered having failed, and compensation at fair replacement value as per national regulation. The compensation will be deposited in the district court at the location of land acquisition. District court will be the custodian for the custody account in the appointed bank service. See in complete discussion in section 6.2.3 Implementation stage point **9. Handling of compensation that cannot be paid immediately.**

6.3.1. Key Steps in Implementation of Negotiated Settlement

The acquisition of land not for public interest shall be conducted directly by PLN unit assigned. Negotiated settlement is implemented in the following stages:

- Screening Process
- Establishment of Land Acquisition Implementation Team

- Establishment of Grievance Redress Mechanism
- Organisation of Public Consultation
- Conducting of Inventory and identification
- Verification of inventory results through disclosure
- Valuation of Compensation
- Determination of the form and amount of compensation through consultation
- Signing of the Sale Agreement
- Provision of Compensation
- Progress Monitoring

Detailed steps are presented in the Table below.

Table 13 Detailed Steps for Negotiated Land Acquisition

<p>Design Preparation</p> <p>During design creation, all efforts will be made to develop the project without impacting private property.</p>
<p>Screening Process</p> <p>The screening process will begin as soon as possible at the pre-feasibility stage and then the feasibility stage of project implementation. Special efforts to minimize impacts will be made at this stage.</p> <p>After the land acquisition planning documents have been received, land acquisition is carried out with the following conditions:</p>
<p>Formation of Land Acquisition Implementation Team</p> <p>The land acquisition implementation team will be formed by the General Manager/Division Head.</p>
<p>Establishment of a Grievance Redress Mechanism (GRM)</p> <ul style="list-style-type: none"> • Affected communities and people must have easy access to GRM Information and Channel • information and grievance mechanisms, especially vulnerable households and women. Complaint handling mechanisms need to be established as early as possible. • The GRM should be properly disclosed to the public during public consultations, through announcements etc. • This should be established prior to the consultation process, in particular, a grievance box should be installed (if applicable), the project's text/phone number and website/email should be disclosed/published, and responsible parties at all levels should be appointed and trained as necessary. Social staff at the regional level will be responsible for following up on all complaints and record all progress and responses during all project cycles.

Public Consultation

- Socialization to the entitled and affected parties should involve local government apparatus, community leaders, experts, and/or other relevant parties and be conducted at the location of the development plan or other locations agreed by the parties.
- Communities should be informed at least about the project, its purpose and scope, impacts on communities and proposed mitigation measures; key principles of negotiated settlements, in particular the provision of fair and appropriate compensation, involving third- party monitors to ensure the purchase process is free from coercion, has a balance of bargaining power and is fair, power of choice (APs have the right to opt out of the negotiated settlement if there is disagreement on the terms of compensation). Grievance redress mechanism, upcoming survey (timing and approach), valuation methodology, procedures for implementing the negotiated settlement, consequences of the negotiated land deal.
- Public consultations must be announced and well documented with minutes of the meeting, attendance list
- Ensure the participation of women and girls, vulnerable groups, especially those below the poverty line, the landless, the elderly, women and children, indigenous peoples and those without ownership rights to land. Special consultation meetings can be organized with them if needed.

Inventory and Investigation

The land acquisition implementation team will start inventory and identification activities. This may involve third parties, consultants and/or academics;

- An inventory and identification of the use, ownership, utilization, and control of the land, buildings, and other objects on the land will be conducted;
- Inventory identification consists of land measurement and land mapping activities, as well as data collection on entitled parties and objects of land acquisition.
- The results of the inventory and identification are displayed in the form of an inventory list and a land base map.

Verification of Inventory Results through Disclosure

- The inventory list is announced for five calendar days at the village (kelurahan) or sub-district administration office to give eligible parties the opportunity to file objections, if any.
- In the event that objections are raised by entitled parties, the land acquisition committee will scrutinize and verify the objections. This process will be documented.
- If the objection is accepted, the land acquisition committee will amend or correct the inventory list accordingly.

Assessment of Compensation

- The assessment of compensation must be carried out by a public appraiser. Procurement of public appraisers is carried out by PLN in accordance with the procurement of goods applicable in PLN.
- The appraiser should apply a methodology that ensures adequate and fair pricing of land and assets (SPI 204). The result of the valuation by the public appraiser is the basis of consideration for determining the form and amount of compensation. Minimum negotiated price when starting negotiations will not be under the valuation of other land/assets but based on market value.

Determination of the form of compensation through consultation

- The Land Acquisition Implementation Team conducts negotiations to determine the form and amount of compensation with the Eligible Parties within 30 (thirty) working days of receipt of the valuation results from the Public Appraiser. Details on "form of compensation" are in Chapter 6 on "Involuntary Resettlement".
- All negotiations should be conducted in a transparent manner and authorized by a third party (respectable citizen, representative of a notary office, local authority, any party with no interest in the process, appointed by PLN) to ensure symmetry of information availability and bargaining power of both parties.
- Documents related to the settlement/payment, such as maps, land registrations, sales records, consultation records, decision records, laws and policies related to negotiations, and development plans to be disclosed to affected persons involved in the settlement in the public interest.
- All costs to be borne by the landowner should be provided in a transparent and easy-to-understand manner (fees for property registration, taxes from the acquisition deal, etc.).
- In cases where negotiations on land acquisition end with the seller and buyer both willing, the negotiated price is acceptable to both parties.
- Affected persons (APs) have the right to opt out of the negotiated settlement if there are disagreements on the terms of compensation
- The Land Acquisition Team prepares a report (minutes) on the deliberations that must be held and signed by the entitled party and the third party.

Signing of Sales Agreement

- PLN will sign an agreement with the landowner, which should explicitly spell out all the conditions of the deal, the amount of compensation and the responsibilities of the parties.
- PLN will also engage a third party to document the sales agreement.

Compensation Provisions

- At the time of compensation, the party receiving compensation must:
 - Relinquishing rights
 - Submit proof of use or ownership of the land acquisition object to the Land Acquisition Team
- Compensation is given directly to the entitled or authorized party by special power of attorney (deed under hand or original deed)

- Compensation must be accompanied by an official record of verification signed by the manager responsible for land acquisition consisting of:
 - Identity of the entitled party
 - Copy of proof of land ownership
 - Official record of deliberations, authorized by 3rd party
 - Appraisal report by a public appraiser; and
 - Nominative list

Commencement of Construction

- Land transfer and updated records of the purchased land must be completed prior to the commencement of civil works.

6.3.2. Involvement of an External Third Party

Verification of the voluntary nature of the deal must be obtained from *each* person selling or leasing land. The third party could be a representative of the community (eminent citizen, representative local authority) , representative of notary office, representative of NGO, any party without direct interest in the negotiation process or subproject activity, who is acceptable to each of the concerned parties. Costs related to third party engagement, if any, will be borne by the project proponent. Main responsibilities of the 3rd party:

- Witness and keep a record of meetings held with the concerned parties,
- Ensure there is no coercion involved in the process of negotiated settlement,
- Ensure that the preferences and concerns of the land owner related to access, selection of site within lands held, which particularly will ensure, that the remaining land plots will be functional, etc. are recorded and any stipulated conditions met,
- Ensure that the negotiated settlement agreement is drafted in a fair and transparent manner,
- Confirm that the offered/agreed price for assets (excluding other registration costs) is at least the market price proposed by public appraiser in the valuation report,
- Ensure the negotiated settlement does not result in any negative impacts to the other party associated with the purchase activity, identify and recommend mitigation measures to land owner affected other third party, if required,
- Ensure that taxes, stamp duties and registration fees for purchased land are borne by the project or agreed with the landowner beforehand and are included in the sale agreement.
- Submit a certificate and/or sign under the public consultation, deliberation minutes as well as an agreement/construct with the landowner as witness to the settlement and transfer process.

6.4. Voluntary Land Donation

Voluntary land donation usually involves the contribution of individual land/land rights to a project that has benefits to the community. The basic idea is that the benefits of the project will markedly offset the size of the donated land. The following land rights can be contributed: a) land ownership rights; b) land use rights; and c) the right of transit or passage. Such voluntary land donations (VLD) are considered as an acceptable option only where:

- There is an option to adjust the sub-project design or location in the case that the landowners refuse to donate their land;
- The impact on the landowners is insignificant and does not result in physical displacement of households, or cause loss of households' incomes and livelihoods;
- Land donor will benefit directly from the project; and
- Land donors have the right to refuse to donate their land and therefore there should be alternative sites for sub-projects.

VLD in projects activities are commonly happen in distribution line projects. If VLD applied in projects²⁵, PLN must ensures that principles relating to informed consent²⁶ and power of choice²⁷ are adhered to. The remainder of this section defines the processes that PLN will apply to ensure that transactions can be conducted having regards for the key principles of VLD.

6.4.1. Key Steps in Implementing Voluntary Land Donations

Land identification

Once the land required for the Project has been identified PLN, consultations with the land donors or beneficiaries must be conducted in a well-informed, free and transparent manner in the presence of community leaders and facilitators. Consent from landowners and their spouse and eligible heirs must be given to donate the land in an environment that is free from any pressures. Following requirements need to be met and documented during selection of the land for the project :

- The donated land is free from any ownership disputes or any other claims (e.g., tax, retribution) or encumbrances.
- Processes and results of consultation meetings, grievances and actions taken to address such grievances should be properly documented.
- Process for land donation should be well recorded and documented in the project document (in the sub-project proposal and/or in the site development plan).
- The infrastructure must not be site specific and should have the option to be revised in case no agreement is reached .
- Land required is identified with community through participatory approach.

²⁵ This includes expansion of the distribution network requiring (i) the use of no more than 0.2 m square of land to install electricity policies , (ii) removal for repairs located within 2.5m of conductors during stretching process, (iii) pad mounted transformers, and (iv) pole mounted transformers

²⁶ Informed consent means, that people involved are fully knowledgeable about the project and its implications and consequences and freely agree to participate in the project through voluntary donation

²⁷ Power of choice means that people involved have the option to agree or disagree to the land right transfer.

- The households making voluntary donations are direct beneficiaries of the project;
- Voluntary donation is an act of informed consent and the affected people are not forced to donate land or other assets with coercion or under duress, or misled to believe that they are obliged to do so or is not eligible for compensation
- The impacts on the land owners are marginal/minor and do not result in physical displacement of households or cause loss of household's incomes and livelihood.
- The Donator does not fall under the category of poor or vulnerable.
- Donated land plot should not have any squatter, encroacher or another claimant
- Land donated is free from any dispute on ownership or any other encumbrances; the affected household has recognized legal tenure.
- Community owned land donation can only occur with the consent of individuals using or occupying the land.
- There is an option to adjust the sub-project design or location in the case that the landowners refuse to donate their land²⁸.

Assessment of impacts:

The impact on the landowners is insignificant²⁹ and does not result in physical displacement of households, or cause loss of households' incomes and livelihoods. This can be identified through the scale of land loss, income loss, and ability to adapt to impacts (e.g., through identification of household asset ownership compared to the losses). This can be driven having regard for the impact identification and assessment measures defined within the following Chapter

Documentation of VLD agreement:

- Agreement includes a written statement signed by the community member(s) who are donating the land (signed by both spouses or heirs as relevant) and witnessed by the head of the neighbourhood community ("*kepala desa/ dusun/RT/RW*") or head of wards/village and signed by heirs and other witnesses. The letter contains, among others, name and address of land donor(s); current use, location and size of the donated land; the purpose of land donation; map of the location of the land; specification whether part of the land rights are donated or subject to a permit for use or permit for passage. Once a sub-project proposal is approved by the facilitator, the landowner who donates the land identifies on the ground the donated land and site where shelter for geophysics devices would be built.
- Signed minutes of consultation with identification forms are sufficient for land use rights and transferring land rights. In case of voluntary donation of property rights, an agreement needs to be signed with the affected person and the land parcel needs to be registered itself. An agreement needs to be signed in case the land is required for the location of a distribution transformer/small size solar power plant.
- There is clear information on to PLN the land is donated, and the project should follow-up on the legal process of the status of the donated land as necessary.

²⁸ If there is no other technical option but to build the facility on the land in question, then the landowner cannot practically refuse to donate, even if s/he is willing to do so, and thus the land acquisition should be considered "involuntary"

²⁹ Please consider the following threshold : if 10% or more of total productive assets owned (land to be donated) is to be lost, then the impact is significant

- The agreement needs to make clear that the affected person is aware that they are entitled to compensation and knowingly agrees to donate land or other assets without compensation. It should be prepared in the local language, with complete data on the landowner and with a map/sketch of the location of the parcel of land with an indication of the donated parcel of land. The Agreement is properly documented with the signatures and/or seals of the affected persons, representatives of the Territory and witnesses. Affected households must receive one original signed agreement. The implementing agency ensures that the land to be donated is free from the burden of taxes / or in disputes over ownership, or the results of encroachment. Furthermore, the donated land registration is carried out at the official land registration office. Official land ownership documents must be updated. The handling of certificates or equivalent documents will be funded by the project. During the process in order to obtain a land title or equivalent document, the land grant letter/agreement must be registered at the Village Office at least before handing over the assets.
- The land of the community or government which is bypassed by the project shall be accompanied by a passing permit authorized by the Village Head.
- Letter of Grant, Permit of Use, and Pass Permission must be attached in the Annex of Distribution Line Project Plan.

Subproject will perform verification and ensure that:

- The required criteria for voluntary land documentation have been met, with required documentation and evidence of compliance to the LARAP.
- Land donors have voluntarily agreed to donate his/her/their land for the proposed sub-project. They also need to ensure that land contribution decisions are made by both spouses (husband and wife) or heirs and through participatory mechanisms.
- The originals of the donation deeds should be kept both by Regional Unit and by the land donor.

Establish a Grievance Redress Mechanism and Conduct Consultations:

A grievance redress mechanism needs to be established as early as possible. The GRM should be properly disclosed to the community during public consultations, through announcements etc. This mechanism should be established prior to the consultation process of VLD, in particular, a grievance box should be provided (if applicable), sms/phone numbers as well as project email/website should be disclosed/publicized, and responsible parties at all levels should be assigned and trained if necessary. The social staff in charge of the area will conduct follow-up on all grievances and record progress and respond during the entire project cycle.

The consultation process with affected households should be conducted in a free and transparent manner with the participation of third parties and documented in minutes with signatures of the landowners, third parties and local authorities. It must be ensured, that the following meaningful information is disclosed:

- Affected households receive clear and adequate information on the project, and participate in project planning.

- Affected households are informed that they have the right to refuse to donate land and to receive compensation for their land and an equivalent amount of compensation for the land they wish to donate (during face-to-face meetings and in writing in the agreement).
- Affected households are informed of all legal consequences related to decisions on land ownership transfer rights, use rights and/or permits transferred.
- Maps are presented to the affected households showing the required land portions and/or site visits are arranged with the affected households to show the affected land parcels on site. These site visits should be properly documented with photographs and minutes.
- Affected households are informed that a grievance redress mechanism is available through which they can express their unwillingness to donate or express concerns on other questions and issues.

6.4.2. Involvement of Independent Third Parties

As an independent third party it should be involved in documenting and validating the donation process to ensure that informed consent and strength of choice principles are followed. Verification of the voluntary nature of the land donation should be obtained from any person donating the land. The third party can be a representative of the community (citizen, representative of the local authority), representative of the notary office, representative of an NGO, any party that does not have a direct interest in the donation process or subproject activities, acceptable to each party concerned. Costs associated with third party involvement, if any, will be borne by the project owner. Primary responsibility of the third party:

- o Witness and keep records of meetings held with the parties concerned.
- o Ensure that there is no coercion in the land donation process.
- o Ensure that donors are not from vulnerable groups/poor families.
- o Ensure that the preferences and issues of concern of the land owner/donor with regard to access, choice of location on his/her land etc., are recorded and any stipulated conditions are met.
- o Ensure that land donation agreements are made in a fair and transparent manner,
- o Ensure that the price offered/agreed is fair and in line with the market price of land of similar value and condition in the area,
- o Ensure that the donation does not result in negative impacts on third parties related to the donation activities,
- o Identify and recommend mitigation measures to landowners/donors/affected third parties, if required,
- o Ensure that taxes, stamp duty and registration fees for the donated land are covered by the government, and

o Submit certificates as witness to the donation process and handover process

7. Impact screening and assessment

An integral part of the LARAP development for all types of land acquisition as described within Chapter 2, is ensuring that impact screening, identification and assessment forms an integral part of defining entitlements for the various typologies of PAPs, particularly around addressing impacts of physical and economic displacement. This section provides a description of the recommended impact screening and assessment processes that will be integrated into LARAP development, and as supplemented by specific requirements that may be applied by PLN for various projects and subprojects to meet requirements of Lenders. The approach of mitigating impact of land acquisition should be decided through impact assessment process. The mitigation measures actions are designed proportionately to the nature of risk, impact and vulnerability identify in impact assessment process.

7.1. Impact Screening

All projects shall be screened to identify past, present and future involuntary resettlement impacts and social risks to determine level of social impact assessment to mitigate the risks and impacts and to consider the project location or alignment. It shall be done as early as possible on project selection (prefeasibility) and then project preparation (feasibility) stage. The project shall be screened again on the other stages of its implementation, if the design, project scope is being revised and/or new project component(s) are being added. Unless otherwise specified, impact screening is to be conducted in two phases, being (i) screening for selection of project investment, and (ii) screening for land acquisition and resettlement impacts once a project has been confirmed for development. These are described further below.

7.1.1. Screening phase I. Screening for Selection of Project Investment.

PLN screens all potential projects to select the projects which will be included in the PLN's investment pipeline in the General Plan of Electricity Development (RUPTL). The PLN standard of screening for investment will use the following key indicators: land (20%), technical (60%), social (10%), and environmental (10%)³⁰. The land screening is required to consider the following indicators:

The land related indicators for screening process include:

- a. Size of land required
- b. Estimated cost of land acquisition – desktop review based on available documents or site observation (if possible to find information on community displacement potential) such as google map and/or earth, cadastral maps, previous social economic studies (if any)

The social indicators captured within the screening process include:

- a. Information about regional spatial planning and maps to understand if the potential projects are in compliance with the regional spatial planning.

³⁰ In addition to these indicators, specific projects/sub-projects may be required to be screened against specific inclusion.

- b. Information regarding Indigenous people's existence. The identification of the existence of the indigenous people will be based on;
 - i. Identification of the existence of Indigenous Peoples by the World Bank.
 - ii. Identification of existence of remote Indigenous People (Kelompok Adat Terpencil-KAT) issues by the Ministry of Social Affairs.
 - iii. Identification of the existence of the Indigenous Territory issued by the Customary Land Registration Board (BRWA).
- c. Information on status of land, including communally/privately owned land,
- d. Indicative Map on the Social Forestry Area issued by Ministry of Environmental and Forestry 2016 to understand if project is located or traverse social forestry areas,

Safeguard staff of the division of planning and / or business development (or consultant on their behalf) will conduct this screening utilising the latest information available³¹ on those key indicators and variables. Screening and scoping exercises for a project site prioritization/ selection are straightforward, desk-based exercises based on the experience and professional judgment of PLN social specialists. Based on the project peculiarities and available information, a field visit could also be conducted. Among the sites being screened, the one with the highest total score and less potential issues is selected as a project /sub project location.

7.1.2. Screening Phase II. Screening for Potential LAR impacts of Selected Project Site

Upon a Project making it through screening for inclusion within the RUPTL and the development process commencing, it will be subject to detailed impact screening for potential land acquisition/donation and resettlement impacts and risks to scope up work required to complete a social impact assessment as part of LARAP preparation. Specific focus of the screening is on identifying potential impacts to PAPs from land acquisition, key stakeholders, and the types of documents that need to be prepared. The following steps needs to be undertaken for screening process by PLN unit assigned with help of experts (as needed) to identify potential social risks:

- Collect project map superimposed on the cadastral and/or google earth map. The boundary of the land needed for the project, including all safety and buffer zones, assess roads, utilities to be relocated, stringing etc. should be made available by the engineer (design engineer or engineer from respective PLN Unit) based on the draft or detailed design. The boundary could be superimposed on the Cadastral map and/or on the google earth map to understand potential impact of the proposed design, including impact on private, community, state owned lands as well as illegally used land plots.
- Review available especially information collected from the social screening stage that uses social gender and collect additional information required
- Conduct field visit if needed
- Identify: direct and/or indirect impacts, full and/or partial, past, present, future, preconstruction and construction, operation stage impacts; impacts on vulnerable groups, women and girls, customary communities.

³¹ The information can be obtained at PLN HQ, UIP, Wilayah as well as from the other relevant sources (local governments, line ministry, study reports, etc.).

- a. Identify if it is possible to minimize impact through modifications to the project design and/or scope. Minimization attempts should be conducted through meetings with the design engineering team and field visits where needed.
- b. Determine level of project impacts, whether the project has significant impact on land acquisition and involuntary resettlement or not. The indicator on significant impacts is as follow;
 - If more than 200 entitled persons need to be physically relocated or lose permanent productive income and/or livelihood.
 - If the project is in the forest area occupied by people
 - If the project requires huge land acquisition (more than 25 ha)
 - If the project requires the relocation of indigenous people.

In addition to more accurately defining impacts, the screening process should guide project design having regard for the need to the project needs to avoid impacts from land acquisition and resettlement. If impossible to avoid, then at least the impact of the project must be minimized. If it is determined that the location may have a significant impact on the socio-economic condition of the community, UIP/UIW land procurement team/division must inform the Financial Division and determine if there is a possibility to adjust the location or activity design to reduce the impact. The outcomes of this process are to be documented within the LARAP.

During this step, a guideline to conduct the social impact assessment as part of the LARAP will be developed.

7.2. Impact identification and Assessment

7.2.1. Impact identification

Identification of impact categories should be carried out during the social impact assessment and data collection initial (asset inventory). The type of impact depends on the specific circumstances of each project, but the general impact type in table below should be considered. All impacts occurred due to involuntary resettlement and/or restrictions for involuntary land use or restrictions on access to parks and legally designated protected areas should be reduced through compensation and/or providing assistance.

Table 14 Summary Impact Category Identification

Physical Displacement	Economic Displacement
Relocation, loss of land stay, or loss of a place to shelter due to (i) involuntary resettlement, or (ii) involuntary restrictions (access restrictions) on land use or on access to parks and protected areas legally stipulated.	Loss of land assets, access to assets, source of income, or means of livelihood due to (i) involuntarily land acquisition, or (ii) involuntarily land use restrictions or on access to parks and protected areas legally established.
Full impact	Partial impact
Land acquisition has an impact on entire plot of land.	Only some part of land holdings is affected which result in partial economic displacement

Permanent Impact	Temporary impact
Irreversible impact /cannot be rehabilitated after the project was completed	Recoverable impact / rehabilitated after completion part or all of the project: shop which will be temporarily relocated access to agricultural land is closed while etc.
Past Impact	Current and Future Impact
Impacts occur because activities resettlement took place in anticipation of new projects.	Possible impact resulting from the project, in particular, on livelihoods and standards of life off the people who are moved.

All impacts should be reflected in this categorization as this will be the basis for determining eligibility and determining the form of the assistance package in the land acquisition and resettlement program concept. Impact categories generally include:

- Permanent procurement of private land, state land and municipal land
- Temporary rental
- Loss of housing
- Partial impact on houses and other structures
- Temporarily affected companies
- Loss of private business income
- Loss of a job
- Loss of access to environmental services and resources
- Loss of access to cultural heritage or attachment land for indigenous peoples
- Impact on public infrastructure and other community assets
- Loss of standing plants
- Indirect impacts in the impact zone (not given unconditionally, must be considered carefully and claims must be well documented)
- Relocation

At this phase, a socio-economic survey needs to be conducted in parallel to the PAP census. The survey and census are to attain the following information

- (i) Identification of all land owners and occupants who will lose land or access to land, including state/ government land;
- (ii) Identification of vulnerable groups who may be find it difficult to restore livelihoods; and
- (iii) Identification of all loss of land and non-land assets as well as all losses that are compensable under entitlement matrix of this LARPF including importantly loss of livelihoods as a direct result of land acquisition;
- (iv) Classification of affected people into a) PAPs with recognizable right to land and b) PAPs without recognizable right to land;
- (v) Identification and assessment of what support the project must provide to help those with recognizable rights to be eligible for compensation;

- (vi) Definition of preferable livelihood-support/ mitigation measures. In cases of economic displacement, the data collected is to make it explicit if there are variations in how the land has been used by the PAPs in specific location (to capture additional production values derived from land use, based on specificity of the locality); and how the potential loss of production from land use is associated with land acquisition. For instance, if in a specific place during the wet season, people can earn extra income from catching crabs, then this potential loss of earnings associated with land use in specific locality is to be included in the social assessment.

7.2.2. Impact assessment

Land acquisition and resettlement impact assessment is carried out based on the screening result on land acquisition impacts; initial consultation result with potentially affected households and community and having regards for Project description and outcomes of the socio-economic surveys. This is to be conducted in accordance with the procedural aspects for land acquisition as described within Section 3, primarily Section 3.31 "Planning Stage of Land Acquisition for Involuntary Resettlement". As described within Section 3.3.1, it is to drive the development of entitlements and compensation as be conducted in a consultative approach, draw upon input from independent licensed appraisers, capture legal provisions for compensation for asset loss, addressing livelihood and economic displacement concerns, and identify and evaluate any specific vulnerability concerns. It is also possible that during implementation of the LARAP or LRP, either through monitoring or the grievance mechanism channels, that there will be impacts that were unanticipated and revisions to aspects of approach required to ensure outcomes consistent with the MG. The LARAP provides for monitoring and review cycles which are consistent with management of change and review processes as outlined within the ESMS itself.

7.2.3. Peculiarities of Screening Process for Projects with Different Infrastructure

Depending on the power plant types the site could be concentrated in one village and / or two villages of a sub-district. Screening should cover not only the power plant, but also its associated facilities, including potential impacts and the project risks on communities and population groups upstream and/or downstream of the power plant.

Screening on a transmission lines project involves selection of the location of substation and location of the tower that connects from one substation to another. Depending on the length of the transmission line to be built, often the number of those affected in a development network of transmission lines can be larger and spread in some villages and sub-districts and even between provinces/ countries if transmission is interconnected. Land use restrictions under the transmission line RoW (stringing) needs to be considered during the screening process.

On a distribution line project, the screening is aimed to determine the alignment of the distribution line. The screening is carried out simultaneously with a survey on distribution alignment conducted through tracking of potential alignment with GPS and observation of the feasibility of access and alignment. Based on the screening and survey, efforts will be taken by PLN Wilayah (UPPK or PLN

Area) to minimize the risks and impacts. If the risk and impacts are manageable, PLN will proceed with the location of distribution line. However, if the risks and impacts are significant and potentially hampering or not executing the project, then PLN will decide to move the location realign the distribution line.

7.3. Impact management

After identifying the impact since the feasibility and planning process, the unavoidable impact of physical and economical displacement should be managed. In managing the impact of land acquisition after the payment of replacement cost, the common strategy options are resettlement strategy and livelihood strategy. Similar to the impact assessment process, the development of mitigation and management measures (to be captured as entitlements for PAPs) is to be conducted in consultation with the PAPs, village heads, sub-district offices, the Land Office and any other relevant partner institutions that may have a role in providing livelihood restoration services and training. The intent is that impacts are minimised to minor or negligible and are to be embedded in strategies and plans as described in the following sections.

List of required annexes for this chapter are as follow:

[Annex 7 . Definition of Equal Access and Vulnerable/Marginalized Groups](#)

[Annex 9. Screening of potential impact due to land acquisition and resettlement at pre-feasibility phase](#)

[Annex 10. Matrix of Women and Potential Vulnerable Groups and Identification of Ways to Address Vulnerabilities](#)

[Annex 11. Screening of potential impacts of land acquisition and resettlement from checklist of selected sites](#)

7.3.1. Resettlement, Relocation and Livelihood Restoration Planning

Overview

Following the impact screening and assessment, management, mitigation and monitoring measures need to be developed within the LARAP and within any specific plans or procedures as needed. This chapter captures relocation requirements, and measures for affected persons based on the principles of protection of eligible parties/persons, including attention to gender and vulnerable groups. The principle of resettlement is to provide assistance to displaced persons both physically and economically, including where there is relocation that:

1. have secured conditions in the relocation site, improved housing conditions in the resettlement site equivalent to access to employment opportunities, both economic and social of the resettled persons to their host communities;
2. provision of assistance during the transition and development period, such as land development, credit facilities, training, or employment opportunities; and
3. public infrastructure and community services, as necessary.

Relocation Options

People who are likely to be affected have three relocation options:

- a. **Relocation on the same site:** It is possible that if the number of affected people is limited, population density is relatively low, then the project involves small and dispersed or adjoining sites. Relocation in the same area usually does not affect the socio-economic arrangements, livelihoods and social organization of the affected people as they are not far away/only being moved to a short distance. This is generally the case in linear projects.
- b. **Self-relocation:** when affected people are individuals or groups who choose to relocate to a place of their own choosing rather than to a designated resettlement site. They do this for economic reasons, including opportunities for employment and availability of replacement land, and proximity to relatives. They make their own decisions about important issues, social contacts and economic well-being. They may need specific social support or assistance in securing employment from the project to regain their pre-project standard of living. Some guidance to consider for making better decision on self-relocation are:
 - Assess individuals or group financial situations and budget for the costs associated with relocation, including moving expenses, securing new housing, and potential adjustments to your daily expenses.
 - Explore alternative housing options, including their affordability, accessibility, and suitability for individual or group needs. Consider factors such as proximity to employment opportunities, schools, healthcare facilities, and social support networks.
 - Evaluate employment opportunities in the area where individuals or groups plan to relocate. Ensure that there are job prospects that align with your skills and career goals.

- Reflect on the social and cultural ties individuals or groups have in the current community. Consider how a move might affect individuals or group connections with family, friends, and cultural or religious groups.

c. Relocation to resettlement sites assisted by the project: Generally, this has been consulted and discussed between the project proponent and the potentially affected persons and local people. Usually, the relocation area is located 2 - 3 km from the original village location. In cases where there is no available relocation within the range, the project consults with local government and affected people on the options of relocation sites.

If the location is far from tensions and stress, especially if the local area is different in terms of environmental conditions, economic and livelihood patterns, or social and cultural, and economic characteristics. Such conditions need to be avoided if possible. If unavoidable, affected people who move to resettlement sites are likely to become more marginalized and thus require more livelihood and income support.

The project should know the number of Affected Households (AHs) for each relocation option as at the planning stage, this can be seen in the table below.

Table 15 Number of AHs for each relocation option

No.	Relocation Options	List of household names and addresses.
1	Relocation in the same place	
2	Relocate independently	
3	Relocation to resettlement sites assisted by the project	

Key Requirements and Steps for Relocation

The following are non-negotiable requirements for relocation and the steps that PLN or its assigned unit must take to ensure that the planning can be implemented and the person entitled to be relocated will be better off in the new location.

1. Social Planning and Preparation: Resettlement should be completed within one year after the determination of the form of compensation. Therefore, planning should be prepared as well as possible from the preparation of land planning documents.
 - Projects where the impacts are specifically related to civil works.
 - Provide options and involve affected communities in site selection.
 - Conduct an Environmental Impact Assessment (EIA) for the selected site

- The scale and sensitivity of relocation issues, requires serious consultation and information sharing; and it also depends on the type of relocation/distance, change of location/rural-urban area.
 - Ensure to identify the different needs of men, women, vulnerable groups and children
 - Ensure to identify what natural, physical, financial, and skill resources should be put in place and nurture existing social capital related to survival for both men and women.
 - Complete social baseline census and impact analysis
 - Changes in livelihood practices and skills transfer
 - For large-scale projects, special attention should be paid to things that have been done in stages but doing projects in stages has many disadvantages. People refuse to move, projects are delayed and demands are excessive.
2. Transition Time
- Temporary or residential sites should be avoided where possible through efficient planning,
 - Temporary sites are often poorly constructed and this adds to the stress of relocation.
 - Based on absorption capacity different levels of support are required
 - Men, women, children, youth
 - Social services, schooling, infrastructure
 - The shorter the transition, the better planning is required. Pilot projects and safety nets
3. Land, housing, guarantee of land status
- Soil: quality, quantity
 - The design should be sensitive to the functional requirements of the home household needs/care for children, etc.
 - Ownership or use rights, moratorium on sales
 - Ensure the sustainability of physical areas of key focus for women and men in accordance with the Social and Gender Integration Plan (SGIP) process.
4. Location and Service considerations
- Good access
 - Provision of public facilities and social services
 - Opportunities for income generating activities/business
 - Land suitability for cultivation
 - Gender considerations: close proximity to forest resources means that survival is possible
 - Consideration of impacts on local populations
 - No environmental impact due to construction of Relocation Site
5. Relocation Site Development
- Involve affected communities, including indigenous peoples (IPs) where possible, in decision-making and site development.

- The size and area of the settlement area should consider the urban/rural context, cultural aspects and land requirements.
 - Facilities should be needs-based and take into account the local population and increased demand due to natural growth.
 - Relocation is only done when the site is fully developed and ready for occupancy.
 - Provide transportation and transition assistance
 - Assistance continues to be provided until the households are well settled and economically stable.
6. Local Residents
- Identifying residents and radius
 - Assess dynamics, social cohesion and conflict
 - Service coverage capacity, physical capacity
 - Inclusion rather than exclusion
 - Consultation before and not after the problem
7. Time frame
- Relocation plans, selection of options, and construction of infrastructure and services at resettlement sites need to be integrated with the overall project implementation arrangements to minimize disruption to the entitled parties.
 - The resettlement plan implementation schedule should be synchronized with the civil works construction project schedule. All major activities of the resettlement plan (land acquisition, payment of compensation, relocation to a new location) should be completed well before civil works construction begins.
 - As soon as it is implemented and the project has been completed, the resettled person needs to take responsibility for the relocation site and its services.

The planning and construction phases for the relocation sites are to incorporate the following primary steps:

- Feasibility Study on alternative sites: conduct a feasibility study on alternative sites and consider the potential of the sites in terms of ecological similarities, land prices, employment, access to marketing, and other economic opportunities for possible livelihoods for the relocated HHs and local residents and in accordance with local planning
- Layout and design of relocation sites: Identify the current location of physical and social facilities in the affected community, layout and design of the relocation site in accordance with cultural practices and specifications; consult with affected HHs and local residents on the layout and design - community input should be integral to the design process.
- Construction of relocation area: Building on-site infrastructure requires residential land and production land (if any) to relocate HHs. Relocated HHs should be given the option to build their houses and not given pre-built shelters. All public and social infrastructure and services, especially water and electricity, should be in place before recolonized households are asked to move into the site.

- PLN will identify an area that can be allocated for HHs to use for housing. The location of the allocated land should be agreed with the HH and in accordance with the local land use plan.
- Relocating HHs should be informed in advance of the schedule and place of payment of compensation and cash assistance to enable them to actively make plans to relocate and rebuild their homes. Announcements should be made formally and in writing and/or during public consultation meetings.
- Compensation and cash assistance should be paid in full. PLN should provide non-cash assistance for rebuilding houses, if any (e.g. support by PLN for levelling housing foundations, rocks for wall protection and erosion prevention) so that affected HHs can rebuild their houses in the shortest possible time.
- For relocation in the same area and self-moving HHs, PLN will make a statement with the local electricity company and water company to provide water and electricity connections to the relocated HHs if requested by the HHs and if the services are available at the site.
- Construction permits to rebuild houses will be provided to relocated HHs at no cost. PLN will make representations with relevant agencies to ensure that new land titles are issued or existing land titles are amended at no cost to the relocated HHs.

Resettlement Assistance

Other important factors to be considered for relocation are as follows:

- Resettlement site development - it is important to understand both the current situation of the displaced persons and their future resettlement requirements. Infrastructure services and general quality of life should be better than pre-project levels.
- Initiate income restoration and repair activities. Implementing agencies need to reaffirm that income restoration programs are still feasible and generally acceptable to affected people.
- Considerations on gender issues especially on-site selection, location, design, suitability to the physical area are major concerns of women and men. The design should be sensitive to the functional requirements of the house and household needs/care for children etc.

Relocation to Project Sponsored Resettlement Organizations

In order to ensure smooth and effective implementation of all relocation and resettlement operations, Agencies need to coordinate with relevant local governments and agencies concerned to establish a Relocation and Resettlement Task Force.

The Task Force will be primarily responsible for ensuring that the Rules and Implementing Regulations on relocation are adhered to:

Structure and Composition:

Head of District / Sub-district or legally appointed representative of the relevant government agency authorized over relocation / resettlement as Chairperson;

Organization will include the following:

- Legal Services Group
- Security Group
- Demolition and Relocation Group
- Community Relations Group
- Census and Tagging Group
- Monitoring Group

An Action Team will be formed by the Chairperson for each relocation and resettlement in order to supervise/perform the actual relocation/resettlement of the affected families.

The Action Team will consist of, but not limited to the following:

- District/District Engineer/Development Officer
- Medical/Health Personnel
- Relocation Officer / Demolition Crew
- Social Worker
- Village Head
- NGO Representative

7.3.2. Income and Livelihood restoration strategy

In addition to addressing relocation arising from physical displacement, planning for entitlements should also ensure that economically displaced PAPs have their livelihoods or at least restored their livelihood. Cash compensation for the land loss is typically not a sufficient and sustainable mitigation measure for resettlement impacts with households, particularly those economically vulnerable, using the compensation for household consumption, social expenses, rather than for viable investments. Therefore, mitigation measures designed and executed as part of an integrated livelihood restoration program (LRP) are needed to ensure substitution for the lost sources of livelihood.

The principles of land acquisition as stated in Law No. 2 (2012) on land acquisition for development in the public interest, also pay attention to the issue of restoring community welfare conditions. While Government Regulation No. 73 of 2023 acknowledges the need to manage the social impact of land acquisition for national development, it lacks specific components focused on community empowerment programs. These could systematically improve the livelihoods of affected people, who often face significant challenges bouncing back from such losses. Notably, international financial institutions' social safeguard standards demand that project owners conducting land acquisition prioritize the livelihoods of affected individuals, ensuring they don't fall into poverty after losing their land.

This chapter presents the main steps in addressing income and livelihood recovery programs from the project planning stage to the preparation of the Livelihood Restoration Plan (LRP) and after monitoring implementation.

Livelihood Restoration Program Development

Cash compensation alone is not sufficient to fully restore, let alone improve, the living standards of affected people, especially those who are severely affected and those who are part of vulnerable communities, such as the poor, people with disabilities, ethnic minorities, and the elderly. They may experience adverse impacts from the proposed project more severely than others due to their vulnerable status. It is therefore important to develop measurable measures, including appropriate supplementary assistance for the specific conditions of the affected vulnerable persons, to ensure that they do not experience disproportionately adverse impacts of the project. It is therefore important to undertake planning and implementation of income and livelihood restoration programs for those severely affected by the loss of productive assets including sources of income, for those who have to relocate their homes, and for vulnerable households,

In this regard, PLN will need to start considering livelihood restoration programs as soon as possible at the pre-feasibility study stage. This includes describing the impact, scale and extent of expected losses of each of the options considered, especially on poor households, vulnerable households and women where possible. Important steps in this process include:

- Identify the economic activities or livelihoods of the community, whether male or female, so that appropriate plans can be prepared for the adjustment of the economic activities and livelihoods of the community in the new location in accordance with the Social & Gender Integration Plan (SGIP) process.
- Identify the existence of resources in the location so that appropriate plans can be prepared for the adaptation of the economic activities and livelihoods of the community in the new location in accordance with the SGIP process.
- Analyse the income sources and productive activities of the entitled party, to identify present income sources and productive activities of entitled entities, including formal sources of income and informal economic activities.
- Analyse the present economic conditions on the project site to identify the economic resources base and assess market conditions.
- Conduct impoverishment risk analysis on the stage of LARAP preparation; Based on the demographic data, desk research of livelihood sources in the community, consultations with local government, community, experts and different stakeholders conduct analysis of impoverishment risk from resettlement activities, which will help you to understand what groups could be affected by the project. Impoverishment risks for poor, vulnerable groups and women (including women heads of households), children, persons with disabilities, landless persons, persons without land rights and indigenous peoples should be considered separately.

- Identify opportunities for income and livelihood recovery programs by identifying new economic opportunities and improvement measures and feasibility study that fits the needs and aspirations of the entitled party (including sharing of development benefits, revenue-sharing arrangements, joint stocks for capital/ equity participation contributions such as land, discussing sustainability and safety net). Develop special measures for AHs who are disadvantaged in terms of income generation and employment, including women-cantered income generation activities.

Completion of these steps is often conducted as an integrated part of census and socio-economic baseline surveys. Consultation could be in the format of consultation meetings and social surveys, which should include both quantitative (face-to-face interviews) and qualitative approaches (in-depth interviews, focus group discussions). Samples for the surveys could be designed based on the several criteria, particularly, based on type of impact (residential relocates, farmers, losing agricultural land, employees etc.); and type of livelihood (groups of craftsmen, fish men etc.). It is important to ensure that women are represented equally in the quantitative survey sample. Separate need assessment surveys with poor, vulnerable groups as well as Indigenous people is encouraged.

A key outcome of this process is to develop a list of households and the type of livelihood that they pursue as their primary and secondary income sources.

Table 16 Livelihood Assessment activities category

No	Categories Livelihood	Include the household name and address.
1	Land-based income restoration	
2	Employment-based income restoration	
3	Enterprise-based income restoration	

Design income restoration strategies

An important component of an LRP, particularly where the possibility of poverty is identified, a detailed analysis to design an income restoration strategy. This must take into account the socio-economic situation of each participating household - e.g. the composition of the affected household members (age, gender, physical condition, age, education level, etc.), and the remaining resources of the affected households as determined through surveys and capture a needs based assessment to identify the possible livelihood restoration activities of the affected households based on factors such as their own individual preferences, ability of household members to undertake various possible livelihood activities (e.g. determined by age, physical conditions, and existing skills), key available resources of the affected households, opportunities available in the community and in the surrounding area to engage in the preferred livelihood activities, and the resources and services available from government agencies and private organizations that can be used for the preferred livelihood restoration activities. It is recognised that these last two points may not be

comprehensively captured during baseline survey and PAP consultation and therefore additional engagement may be required.

Methods for obtaining the necessary additional information to drive detailed design of livelihood restoration programmes include:

- In parallel with holding initial needs assessment meetings with affected households, consultants will also thoroughly review existing assistance programmed and planned, including employment opportunities, from government organizations and private organizations. In the review, the consultant will meet with relevant government agencies and private organizations to discuss the needs of participating affected households. A profile of existing and planned programs and assistance will be prepared by the consultant for use as a reference in completing Income Restoration Program planning sessions with affected households.
- Asking (and answering) the following questions can help understand the needs of affected households and opportunities in subproject assistance and develop appropriate strategies for revenue recovery and enhancement:
 - *How will the project impact income sources and livelihoods? What is the income level of the affected people?*
 - *Are there other non-monetary sources of livelihood?*
 - *What are the barriers and opportunities for income generation in the area? Is replacement farmland available?*
 - *Is it possible to continue with agricultural activities?*
 - *How many economically displaced people cannot take back their previous jobs? What are the current skills of the displaced person?*
 - *What kind of training do displaced people need and is there capacity to provide it? How many displaced people will start their own businesses? Are there opportunities for employment or income generation in key investment subprojects?*
 - *Is project management committed to revenue recovery beyond compensation? Are there any ongoing income generating or livelihood development programs (e.g. poverty reduction) within the subproject area?*

The development of livelihood restoration programmes also needs to account for the local socio-economic context. For example, in areas where the local economy is predominantly agricultural (where most land acquisition impacts are anticipated to occur), income restoration activities that may be undertaken by affected households may be agriculture- based (agriculture-related) or non-agriculture-related. However affected households can engage in both types of income restoration activities. The logic behind the Income Restoration Program is based on the fact that while affected households are struggling to rehabilitate their main source of livelihood (for those who did not change their pre-subproject occupation), or stabilize and adjust to the requirements of their new main occupation (such as those who used to farm but now have to learn and earn income from off-farm jobs), there will be other livelihood activities that can be undertaken by other members of the affected households and that can meet the daily needs of the household. Possible livelihood restoration programmes falling under this category include: (i) increasing or maximizing the

productivity and income from agricultural land (e.g. land given to the household if the mode of compensation payment is land-for- land, or the remaining agricultural land of the household) through the provision of a combination of technical data, agricultural inputs, agricultural implementation, or a combination of these in addition to technical advice and support in handling and marketing agricultural produce; (ii) provision of technical assistance (e.g. trainings and backstop support) and seed capital, as needed, in breeding fattening livestock (such as chickens, pigs, goats, ducks etc.) that require a short gestation period and that will provide food and cash in the short term (note: in the long term affected HHs may eventually try to breed livestock such as cattle and buffalo, which require a long gestation period).

For non-land-based livelihoods, possible income generation activities under this category that participating HHs may engage in: (i) starting a small business or shop and/or (ii) working for a salary. In both activities, household members may require skills training. Moreover, for those who choose to start a small business, they may require start-up capital, in which case the livelihood restoration program should be able to link participating households to low-interest credit facilitation.

A summary of potential livelihood programmes is captured within the below table.

Table 17 Types of Income restoration/Repair and Strategies/Good Practices

Type of Revenue Restoration /Repair	Strategy/Good Practice
Land-based Income Restoration	<ul style="list-style-type: none"> ○ Replacement of lost land with new land that is potentially as productive or better. It is suggested to offer the affected people replacement of land first (if possible) before offering cash compensation as the replacement of impacted land. As a common practice, the affected people will not receive land replacement if they choose to have cash compensation. ○ Complementing soil-based activities by providing training in new farming techniques and agricultural inputs to make existing soils more productive.
Employee-based Revenue Recovery	<ul style="list-style-type: none"> ○ Take advantage of employment opportunities resulting from the subproject (e.g. at construction sites, offices). ○ Can be combined with skills training programs for jobs that require qualifications and experience that the exposed person does not have.

Self-employment-based income restoration	<ul style="list-style-type: none"> ○ The aim is to provide support to established entrepreneurs who have been resettled or encourage new small businesses. ○ Requires an assessment of the need for specific products, services and skills. ○ Small businesses and entrepreneurs also need the following support: ○ Training to improve existing skills and learn new ones, including skills for business management. ○ Advise on technical issues ○ Access to credit ○ Assistance in marketing
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For each participating household, a *check list of* livelihood restoration activities to be undertaken by the household (please note that in theory, a household with an average size of 4 people could be involved). in various activities, both agriculture-related and non-agricultural) will be prepared. The checklist can be expanded to include more details, but the sample format below lists the risks that may hinder the successful implementation of the livelihood restoration program and the measures that will be taken to address these risks.

<i>LRP Activities</i>	<i>Risk description</i>	<i>Methods of reducing risk</i>	<i>Person/group responsible to mitigate risks and to provide the necessary support</i>

It should be emphasized that the planning and implementation of the livelihood restoration program is a collaborative exercise of the households and subproject authorities with support from existing government and private organizations in the subproject area. The livelihood restoration program is intended to assist livelihood restoration in addition to the compensation and other cash assistance received by households for their lost productive assets. Therefore, the compensation received for lost productive assets should also be invested in the livelihood restoration program. For households participating in the livelihood restoration program that may not have lost productive assets, such as vulnerable households, their employment and other tangible contributions are their investment in the livelihood restoration program.

Explore opportunities for cooperation

PLN can implement the program independently or in cooperation with other relevant institutions. Integration of income recovery programs with other agencies will ensure the sustainability of program implementation especially for long term programs which may require years of support and service before the affected party is deemed to have returned to a viable life.

LRP budget sources

Assessable sources of budget for the program implementation should be clearly defined. Discussion with the project's financiers (lenders) and corporate law division is necessary to understand relevant loan requirements, laws and regulation. At least three options of budget source for LRP can be considered:

1. PLN project budget (allocated through loan agreement with financiers),
2. Corporate Social Responsibility funds (This fund can be utilised as an alternative budget to support community development activity under LRP. CSR budget cannot be used for purchasing land under LARAP for resettlement purposes),
3. External budget sources (e.g. local government budget in the case of programs linked to economic empowerment programs implemented by the local government, budget funds, NGOs in the case of working with ongoing NGO programs at the project site).

Determination of Livelihood Outcome

The following indicators can be assigned as Livelihood Outcome:

- Increase easy access to microfinance credit for affected communities and displaced vulnerable communities through the establishment of revolving funds, savings and informal group-based lending schemes.
- Strengthen the capabilities and technical skills of landless and unemployed men & women, agricultural labourers and youth in culturally inappropriate occupations. This is done through identifying income generation and employment opportunities and then providing needs-based vocational training.
- Increase off-farm income generation opportunities for affected and displaced people and for youth to develop the necessary linkages for small business development.
- Strengthen existing new community development programs and introduce them in mechanisms that address future disasters and human insecurity and as an integral part of agricultural production, vocational training and social resilience packages that benefit people affected by project construction.

These are to be defined as monitoring parameters within the LRP.

Designing a Monitoring and Evaluation Program

The monitoring program should include progress monitoring and impact evaluation. Progress monitoring should focus on the number of project-affected people participating in the program, indicators of program progress, problems encountered etc. Intensive monitoring in the early stages of program implementation will help understand whether the program is working well. Impact monitoring and evaluation should focus on the socioeconomic recovery of affected families including the response of displaced people to new economic opportunities.

Implementation, Monitoring and Evaluation of the Livelihood Restoration Plan

Progress monitoring should be conducted during the implementation of the LRP against the progress indicators established within the LARAP or LRP. At the end of the LRP implementation,

an evaluation should be conducted to understand if LRP implementation could meet the main goal, i.e. restoration of the AHs livelihood. Impact monitoring should be conducted per different impact groups: residential relocates, employees, farmers. Poor, vulnerable groups and women should be considered separately during monitoring and impact evaluation surveys

Public Consultation and participation

Ensure the participation of HHs and other relevant stakeholders during the planning and implementation of the LRP, especially in stages 2-5. Relevant stakeholders can be from government and private institutions, including NGOs active in community empowerment programs. The objectives of the consultations may include: (a) collect data, relating to existing government or private programs that will be conducted in the vicinity of the planned development site; (b) collect inputs from relevant parties as a reference in preparing the LRP; (c) link or synchronize government or private programs with the planned LRP to avoid overlap and to be more effective.

List of required annexes for this chapter are as follow:

- [Annex 7 . Definition of Equal Access and Vulnerable/Marginalized Groups](#)
- [Annex 9. Screening of potential impact due to land acquisition and resettlement at pre-feasibility phase](#)
- [Annex 10. Matrix of Women and Potential Vulnerable Groups and Identification of Ways to Address Vulnerabilities](#)
- [Annex 11. Screening of potential impacts of land acquisition and resettlement from checklist of selected sites](#)
- [Annex 36. Sample of social census instrument for land acquisition process](#)

8. Stakeholder Engagement, Disclosure and Grievances

During the land acquisition process where affected people and other stakeholders are involved, the PLN project is expected to implement ranges of strategy of stakeholder engagement including grievance mechanism strategies.

8.1. Stakeholder Engagement

Consultation and disclosure for land acquisition starts from the planning phase and continues through, preparation and implementation phases as described in the procedures within Section 3 above. In summary, Law No. 2/2012 defines the key points at which consultation should be carried out, as summarised in the below table:

Table 18 Key Activities on Consultation and Disclosure

Land Acquisition Stage	Key Activities on Consultation and Disclosure	Media/Approach	Institute of Responsible Leaders
Planning Stage	<p>Plan public consultations and information disclosure activities to be conducted during all project cycle, including preparation, implementation, results delivery and construction. If land acquisition involves indigenous peoples, information dissemination approaches need to be planned separately.</p> <p>Identify and consult with the entitled parties and other stakeholders including community groups to inform them about the planned physical investment sites, development objectives, measures and timeframes for land acquisition, potential impacts, land acquisition and their rights to compensation.</p> <p>Assess stakeholder concerns and consider possible changes in project design to minimize impact resettlement.</p>	<ul style="list-style-type: none"> Public, media and information meetings in nearby villages. A dialog approach, which may be conducted more than once, depending on the need and the agreement reached. 	PLN / Land Acquisition Team

Preparation Stage	<p>Public consultation on the Development Plan to obtain agreement/ consent on the location of the development plan from the Entitled Party.</p> <p>The Preparatory Team on Public Consultation explains several things, among others:</p> <ol style="list-style-type: none"> 1. the aims and objectives of the development plan; 2. stages and duration of the land acquisition process; 3. the role of the appraiser in determining the value of compensation 4. incentives to be given land right holders 5. compensation of the object assessed; 6. Compensation for community facilities; 7. Rights and obligations of eligible parties <p>The result of the agreement on the location of the development plan in the Public Consultation is recorded in the minutes of the agreement. Questions, which have been raised by participants, that cannot be answered need to be documented.</p> <p>If during the Public Consultation there are Eligible Parties and affected communities who object to the location of the development plan, a repeat public consultation shall be held within 30 (thirty) working days from the date indicated on the minutes.</p> <p>The results of the repeated Public Consultation will be recorded in the Minutes of Agreement Public Consultation</p>	<ul style="list-style-type: none"> ● Public meetings at the Village Office, Sub-district or at the location of the development plan, or at a place agreed by the Preparation Team and the Eligible Parties. ● Public meetings are organized in stages and more than once, depending on local conditions. ● Official letter ● Project Information Brochure 	Local Government /Land Acquisition Preparation Team
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<p>Implementation Stage</p>	<p>The Task Force of the LAIT shall notify the Entitled Party on the plan of the inventory and survey of land acquisition objects through the Lurah/village head.</p> <p>Inventory and identification prepared by the team in the form of a Nominative List</p> <p>The inventory and identification results are announced by the chairperson of the Land Acquisition Implementation Team in the village office, sub-district office, and at the construction site within at least 14 (fourteen) working days.</p> <p>If there is an objection to the Inventory and identification results, the Eligible Person may submit an objection to the chairman of LAIT within the announcement period (14 (fourteen) working days after the announcement of the inventory and identification results).</p> <p>The Land Acquisition Committee (LAIT) and PT PLN (Persero) will deliberate with the entitled parties within 30 (thirty) working days after the results of the assessment conducted by the appraiser are received by the chairman of the LAIT Land Acquisition Committee. The deliberation is conducted immediately to determine the form of compensation. The amount of compensation is calculated based on the maximum value resulting from the valuation of compensation conducted by the appraiser.</p>	<ul style="list-style-type: none"> • Notification can be delivered directly through socialization, face-to-face meetings, or notification letter • Deliberation with eligible parties can be done in the form of a public meeting or may be divided into several group meetings by considering the number of entitled parties, time and place of the compensation determination deliberation. 	<p>BPN/Land Acquisition Committee (LAIT)</p>
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	If the agreement cannot be reached a repeated deliberation shall be conducted in the period of maximum 30 working days.		
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The procedural aspects are accompanied by principles to ensure that these processes are embedded in best practice. The methods for identification of stakeholders (including vulnerable stakeholders), stakeholder analysis, and engagement planning for each of the procedural steps above are to be conducted in accordance with the provisions of the Stakeholder Engagement (SE) MG, and capture the following principles:

- a. According to Law of the Republic of Indonesia no. 2/2012 on Land Acquisition for Development in the Public Interest Article 2 land acquisition must be transparent Land acquisition for development is carried out by providing access to the public to obtain information on land acquisition.
- b. Participation should begin in the early stages of project planning and continue throughout the project implementation phase, including but not limited to consultations to determine project locations – if any – and consultations to determine livelihood improvement program needs;
- c. Affected people should have the opportunity to participate in the planning, implementation, monitoring and evaluation of resettlement programs.
- d. Consultations should be conducted with affected persons, local residents and non-governmental organizations concerned.
- e. Consultations should be conducted in an open manner and free from intimidation;
- f. Consultations should be gender inclusive and responsive and tailored to the needs of disadvantaged and vulnerable groups. During the planning and implementation of consultation activities pay attention to the needs of vulnerable people, the landless, the elderly, women, children and those without legal status to land to ensure their participation.
- g. When land acquisition involves indigenous peoples, consultations should be intensified to gain their support for the development plan, especially if the development plan will cause indigenous peoples to be marginalized. It is important to identify indigenous leaders in the community and those who can represent the community's interests in decision-making.
- h. The consultation process should make it possible to incorporate all relevant views of affected people and other stakeholders in decision-making, such as project design, mitigation measures, development benefit sharing and opportunity and implementation issues.
- i. Project-related information should be clearly communicated, understandable and accessible to entitled parties and affected communities.

The stakeholder engagement processes, including those for land acquisition, are to be identified and driven by the principles and mechanisms defined within the Stakeholder Engagement (SE) MG.

8.2. Disclosures

Disclosure of all relevant project documentation is driven through the SE MG and may vary from project to project. Generally, the Indonesian language version of the draft and final approval LARAP

must be made available in the Regional Unit, field sub-project office, relevant village office, and the website of PLN.

8.3. Grievance Redress Mechanism

Grievance Handling is a System or Procedure for Dealing with and Addressing Complaints/objections. The objectives are: (i) reduce conflicts, risks of undue delays and complications in project implementation; (ii) develop the quality of project activities and outcomes; (iii) ensure that the rights of affected communities will be met; (iv) identify and respond to unintended impacts of the project on individuals; and, (v) maximize participation, support, benefits to local communities; (vi) democratize the development process at the local level, foster transparency and also establish accountability to the Affected Communities; To facilitate the smooth implementation of the LARAP and prevent delays in project implementation. The requirements for a GRM as outlined below capture best practice provisions and align with procedural components as detailed within Section 3 of this MG. The below is to form the basis of any GRM related to land acquisition conducted by PLN, with all other grievances pertaining to non-land matters for a Project to be captured and resolved through the mechanism as defined within the SEMG.

Key Requirements and Principles

The following are the main principles of implementing and maintaining GRM:

1. **Efficient:** GRM is said to be efficient, when: (a) It is designed proportionally to the context and needs of the specific project in terms of scope, timing, procedures and institutional structure; (b) It fits as a mechanism that ensures that aggrieved parties have proper access to sources of information, advice, and expertise needed to engage in the grievance process on fair and reasonable terms; (c) It fits into existing systems without undermining them; (d) It is run by professionally trained CGU implementers; (e) It is monitored during implementation; (f) It has a sufficient budget for implementation.
2. **Accessible:** The GRM should be easily accessible to the Affected People, especially vulnerable groups. Access to the Affected Communities is assessed based on the physical location of existing communications in the vicinity and access to transportation; language; literacy and education level; and access to conventional means of communication (telephone, mail, internet). Some important grievance entry points such as face-to-face meetings, written complaints, telephone conversations, suggestion boxes, or emails should also be considered.
3. **Understandable:** The GRM should be easily understandable to affected communities, especially vulnerable groups. Access to affected communities is assessed based on their awareness and understanding of the GRM implementation. It is recommended that the format of the GRM (implementation letter) be presented as simply as possible. The GRM should also be presented in detail in the information brochure.
4. **Transparent:** A mechanism that provides sufficient transparency of its processes and outcomes to accommodate concerns about the public interest at stake. Affected communities and the general public should have the opportunity to be part of the GRM so that the grievance resolution process is transparent to both parties, the affected communities and other interested parties.
5. **Culturally appropriate:** The GRM should consider specific cultural attributes and existing traditional mechanisms for raising and resolving issues. The GRM for each specific project

should be discussed with local government, formal and non-formal leaders, communities, including affected people, women and vulnerable groups to ensure cultural appropriateness.

8.3.1. Structure, Process and Procedures

In the Grievance Redress Mechanism process, the procedures, requirements and timing of filing complaints should be finalized during the land acquisition process for **public purpose projects**, complying with Law No. 2 Year 2012 and its implementing regulations (including amendments). In addition, the Agency involved should use its existing grievance redress system, if any, or establish a new one to receive and respond to complaints. In principle, objections to specific aspects of physical investments and land acquisition will be addressed through consultations to reach agreement and settlement, and resolved as much as possible at the physical investment level. Relevant institutions, such as district/city, sub-district and village governments will be involved in grievance resolution. Where grievances cannot be addressed, resolution will be through court procedures as stipulated in Law No. 2 of 2012 and Presidential Regulation No. 71 of 2012.

Structure of the GRM. The Grievance Redress Mechanisms (GRM) comprises a four-tier system, i.e. district/city, provincial and national level. Complaint handling and dispute resolution will be the responsibility of various agencies in each of these levels. GRM in the lower level may hierarchically relate to the higher levels (and vice versa), depending on the nature of the complaints and at what level the follow-up, decision or solution to the complaints can take place. For instance, a complaint that needs to be followed up by a revision or an establishment of a new regulation, might involve several agencies and regional or national interests so that solution of such a complaint must be brought up to the national level. In contrast, straightforward complaints such as dust or noise during construction can be solved on site immediately at PLN or project level.

GRM at PLN or Project level. PLN UIP or Wilayah shall establish GRM team or dedicated member for Land Acquisition Committee (LAC) or assigned project contractor to receive and facilitate resolution of specific concerns of affected communities and physical investment participants not only limited to environmental and social issues, but other issues related to the development of the project. Related with all complaints/disputes that may be raised by AP/AH, the PLN GRM or LAC shall be responsible for recording and storing records on all complaints delivered and handled. PLN project staff will maximize efforts and work closely with village chiefs and/or locally recognized informal leaders such as religious leaders or neighbourhood community leaders, whenever possible, to resolve all complaints at the local level to prevent the appeal to a higher level.

Generally, an aggrieved AP/AH may bring his/her grievance/complaint either verbally or in written directly to PLN GRM team/ LAC/ assigned project contractor through the village chiefs and/or informal community leaders chief who will submit it to the PLN GRM team/ LAC / assigned project contractor. Where the complaints are received verbally, it will be written down for documentation purposes. PLN GRM team/ LAC/ assigned project contractor together with the village chiefs or other recognized informal community leaders will attempt to seek consensus to achieve an acceptable settlement with the aggrieved AP/AH.

PLN has an effective grievance management system consisting of (i) a 123 Call Centre that can be accessed by anyone anywhere in Indonesia via website, email, telephone, and social media; (ii) an Integrated Online Grievance Resolution Application; and (iii) Frontline Customer Service Officers who provide information and receive complaints. Regional Offices and Units will take immediate action on public complaints, including those concerning construction impacts, the environment, public safety and health, and resettlement issues, whether during construction projects or subsequent operations, by mobilizing PLN technical service responders. The 123 call centre as PLN's general grievance handling system will be explained to affected communities at the planning, preparation and implementation stages.

At the project implementation stage, in addition to the 123 Call Centre, each UIP assigns a Land Acquisition Implementation Team that is responsible for recording and resolving grievances received at the project level. For small-scale land acquisitions, UIPs are responsible for recording and resolving objections and assign a Land Acquisition Implementation Team to carry this out. For land acquisitions exceeding 5 hectares, PLN works with the Land Acquisition Implementation Team to handle objections during the land acquisition process. Dialogue with objectors is prioritized to resolve objections and minimize objection escalation. Taking objections to court is a last resort, as it takes time and additional costs.

If PLN Regional Office staff in UIPs or Regions find problems that require resolution beyond their capacity, they can submit the problems to their immediate supervisors, who will coordinate with the LAC or the Health, Safety, Security and Environment Division (K3L Division) at PLN Headquarters

The LAIT handles compensation-related grievances during the implementation phase and works with the UIP to resolve them. If grievances relating to compensation cannot be resolved at the Land Acquisition Implementation Team/UIP level, the entitled party may file an objection with the local district court, with a possible appeal up to the Supreme Court level. Although the responsible agency at this level is the MASP/NLA, PLN as the Agency requiring the land has been prosecuted in several land acquisition cases. The current case process has progressed since the issuance of Supreme Court Regulation No. 2/2016 on Guidelines in Disputes on Location Determination of Development for Public Interest and Supreme Court Regulation No. 3/2016 on Procedures for Filing Objections and Custody of Compensation to the District Court in Land Acquisition for Development for Public Interest.

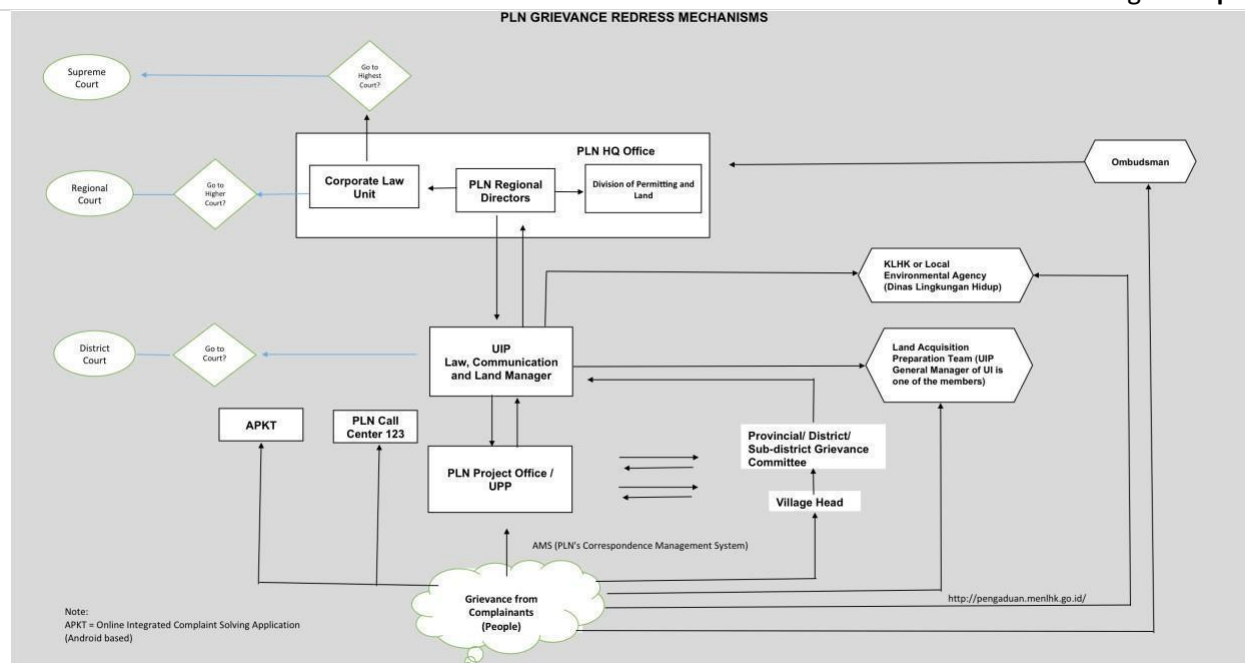


Figure 2 PLN Grievances Redress Mechanisms

GRM at the district/city level. The district government institution assigned by the governor/mayor that regulates project development, will be responsible for managing objections and their resolution and follow-up. The district/city government will establish a *focal point* unit at the site that will work with the PLN UIP or Region to utilize the existing GRM system (including objection access/uptake points, staff assigned to manage the GRM, standard operating/service procedures, etc.) and make continuous improvements to meet the requirements and needs to address project-related objections.

The district/city government will coordinate and cooperate with the village and/or sub-district heads to resolve the grievance/objection. If the grievance cannot be addressed by this approach, the *focal point* will forward the grievance to the relevant institution at the district/municipal government; and if it remains unsolved then the grievance will be forwarded to the relevant institution at the provincial level.

GRM at the Provincial Level. It should be noted that for projects whose location crosses the administrative boundaries of more than one district/city, complaints/objections need to be addressed at the provincial level. The Governor's Office or designated institution at the provincial level will be the *focal point* that will work closely with UIP PLN to manage objections related to the preparation and implementation of the land acquisition and resettlement process. The provincial

government will coordinate with each district to find solutions to grievances/objections in cases where the administrative location of the subproject is within more than one district. When necessary, the institution that is the *focal point* of grievance/objection management will forward the objection to the relevant institution at the provincial level; if at this level the objection remains unsolved, it will be forwarded to the national level.

GRM at the National Level. At the central level, PLN Pusat (*Head Quarter*) will be the *focal point* that will coordinate GRM with institutions at the national level. In the case of objections that cannot be resolved at lower levels (provincial and district/city levels), PLN Pusat will facilitate case follow-up and dispute resolution with relevant national institutions as needed. PLN Pusat will establish an GRM team to receive and facilitate cases with special concerns from affected communities and physical investment participants, not limited to environmental and social concerns, but also other project-related concerns, wherever possible using and building on the existing GRM.

Grievance Redress Process. The GRM includes procedures for receiving, recording/documenting and responding to complaints within a time period. A mechanism that provides clear and known procedures within a specified timeframe at each stage of implementation and clarity on the type of process and outcomes it can/cannot offer. The following stages may illustrate this:

Objection:

- a. Raising Objections/Questions/ Issues. Receiving and registering an objection should be a clear process whereby any Affected Citizen can raise their concerns directly, or through a third party, to PLN. Objections, questions or concerns will be registered in the Complaints Register or Complaints Database. An Objection Record should be created for ease of tracking the status of the complaint.
- b. Eligibility Screening. On receipt of an objection, question, or concern, the *focal* point within PLN/UIP/Wilayah decides on its eligibility. A decision will be made as to whether the objection can be effectively reviewed within the GRM, or whether action is required at a higher level. If the objection is found not to be valid, PLN develops a response and sends a written answer to the objector, explaining the reasons for the rejection.
- c. Generation of Objection Receipt. The relevant unit within PLN needs to acknowledge receipt of the objection and inform the individual(s) concerned about the estimated timeframe for reviewing the objection. The review period should be disclosed for each project separately, taking into account the specific circumstances of a project. If the case is complex and requires further investigation (e.g. scrutiny from technical experts or legal opinions from state or certified private bodies), the period for reviewing the objection may be extended. In such cases, a written notification should be sent to the objector, explaining the reason for the extended period of objection resolution, describing the process and providing an estimated date for submission of the review results. The notification mechanism may differ depending on the specifics of the

project and the type of objection received. For example, the notification may be made in written form on a copy of the objection or notified in a separate letter.

Obtaining Clarification:

The party responsible for handling the Affected People's objections should initiate a review within the stipulated time frame . PLN should (a) schedule neighbourhood visits when necessary, (b) seek additional clarification from consultants, technical experts, and other relevant parties as needed, (c) hold meetings with APs as needed. All site visits, communications with experts and Affected People should be appropriately documented: minutes of meetings, correspondence, and photographs should be produced and retained.

Preparation and Implementation of the Action Plan:

- a. Draft an Action Plan to Resolve the Objection. Based on the background information and clarifications received, PLN should draft a time-bound action plan to resolve the objection. The Action Plan should have a clear timeline for completion of each action, the party responsible for performing and completing each stage, and the expected outcome.
- b. Allocate Necessary Resources to Implement the Action Plan. Necessary resources need to be provided to ensure timely resolution of the objection.
- c. Implementing the Action Plan. All actions taken should be in accordance with the Action Plan and should be thorough, documented for reporting and disclosure purposes.

Objection Resolution:

Disclose the results of the Implemented Action Plan. Upon implementation of the Action Plan, PLN sends a written response to the Affected People regarding the outcome of the objection. A separate meeting with the Affected People may be scheduled to ensure that the objector's claim has been fully resolved and no further action has been taken required or explain to the Affected People the reasons why the claim was not resolved, if the claim was not resolved.

In the case that the objection cannot be resolved completely or the affected residents are not satisfied with the answer received, the objection of the affected residents is investigated further.

8.3.2. Grievance Redressal Procedure

Steps that need to be followed to ensure an effective GRM is in place and functioning properly:

- Designing project-specific GRM

The Grievance Redress Mechanism should be designed and function in accordance with Law No.2/2012 on Land Acquisition for Development in the Public Interest, the relevant regulations at national or local level and the principles specified in the GRM Structure. To ensure that the GRM is proportionally designed to address project impacts, during LARAP preparation, the existing GRM should be adopted as per the project needs to ensure that it is efficiently accessible, easy to understand, transparent and culturally appropriate. Ensure the existence of vulnerabilities or risks of social conflicts involving women and vulnerable groups (such as: children)

It is necessary to anticipate the possibility of risks that will occur as well as the planned risk mitigation.

- Developing and Building Capacity

Establish institutions and appoint key people, committee members etc. In the early stages of LARAP preparation/implementation. Identify capacity gaps among GRM implementers (responsible PLN units/experts, local focal points, local government, formal/informal leaders etc.) and prepare Capacity Development Plan. During the preparation of Terms of Reference (TOR) for local and international consultants in terms of design, supervision, implementation tasks of the TOR capacity development plans of contractors should also be considered. Elements of the Capacity Development Plan include:

- a. Assessment of the Capacity required for GRM Implementation (PLN, UIP, Region, Local Government, Non-Governmental Organization, etc.) and identification of gaps;
- b. Develop mechanisms designed to bridge capacity gaps. For example, carry out capacity development for GRM members so that they can manage the implementation of mechanisms or procedures; train GRM members throughout the project processing and implementation cycle.

- Creating awareness and publicizing GRM

GRM-related information should be communicated to affected communities and other interested parties at the right time, in the right place and accessible to all interested parties. Take special consideration in ensuring awareness of the poor, vulnerable groups and women. This should be done in the early stages of the project during public consultations, through information brochures, announcements as well as oral communications and all relevant media. Information disclosure on the PRSP should continue throughout the project cycle.

- Update project GRM if necessary

If during Project implementation, the GRM is found to be non-functional, it must be updated. As soon as the GRM is updated, it should be communicated to stakeholders, all relevant documents are updated, including the LARAP .

- Monitoring and Reporting

The project-specific GRM sets out data collection mechanisms, reporting, and key indicators for monitoring and evaluation of the GRM at all stages of the project. All grievances need to be registered in the grievance logbook from initial filing to post- resolution. (PLN/UIP/Region monitors the implementation of the grievance resolution process and enters the results into the project grievance database. Complaints received and resolved by contractors are reported to PLN on a quarterly basis. For sensitive projects, it may be reported on a monthly basis. Key indicators consist

of the number and type of complaints, resolved cases, time to resolution, vulnerability status of complainants, gender, IP (Indigenous Peoples) representatives, etc. Grievance analysis with respective data will be presented in periodic social monitoring reports.

8.3.3. Grievance Handling Mechanism at Each Stage and Type of Project

GRM for all stages of the project. An aggrieved AP/AH (Affected Person/Affected Household) may file a complaint either directly to the project office or PLN contractor or to a locally recognized informal leader at the *rukun warga/ rukun tetangga* level, or a leader at the village level who will take the complaint to the Contractor or PLN Office, at the first opportunity to seek resolution. PLN/contractors/formal and informal community leaders have fourteen (14) days to resolve the complaint.

- If the grievance cannot be resolved, the AP/AH may raise the grievance with the informal community leader at the sub-district level (if any) or take it directly to the sub-district (Camat) for resolution. At this level, the sub-district has fourteen (14) days to resolve the complaint.
- If the grievance cannot be resolved, the AP/AH may submit it to the district level for resolution. The district has fourteen (14) days to resolve the grievance.
- If the aggrieved AP/AH is not satisfied with the decision taken on their complaint, the complainant can file a complaint with the Court for final legal determination.

In relation to all grievances/disputes that may be raised by AP/AH, PLN LAC is responsible for recording and maintaining records of all grievances received and addressed. PLN Project Staff will make every effort and work with the village head and or locally recognized informal leaders such as religious leaders or community leaders in the neighbourhood, whenever possible to resolve all grievances at the local level to prevent appeals to higher levels.

In general, an aggrieved AP/AH can bring his/her complaint either orally or in writing to the PLN LAC or Land Agency through the village head and/or informal community leader who will submit it to the PLN LAC or Land Agency. If the complaint is received verbally, it will be written down for documentation. The PLN LAC together with the village head or other recognized informal community leaders will attempt to seek consensus to reach a settlement acceptable to the aggrieved AP/AH.

GRM is related to the Location of Project Components:

- An AP/AH may raise any complaint to the Head of region (regent / mayor / governor depending on whether land acquisition is carried out by the province or district / city) or General Manager of PLN UIP. The Head of Region will establish a team to review and assess the complaint.
- If the complaint is meritorious, the Head of Region asks the PLN General Manager/Head of Unit to find another location for that component of the project. However, if the complaint is not acceptable, the team will recommend the Head of Region to reaffirm the project location determination/permit.

- If after the determination of the construction location there is still an objection, the entitled party may file a lawsuit to the State Administrative Court (PTUN) no later than 30 (thirty) working days from the date of location determination.
- Any party who objects to the decision of the Administrative Court, may appeal to the Supreme Court (MA) within a period of 14 (fourteen) working days.
- The Supreme Court shall issue a decision within 30 (thirty) working days from the receipt of the appeal. The judicial ruling that has legal power remains the basis whether the development in the public interest is to be continued.

GRM Related to Inventory of Affected Assets:

- The aggrieved AP/AH can appeal the DMS (Detailed Measurement Survey) results on the affected land along with other assets (buildings, factories, other objects) to LAC PLN.
- PLN LAC within 14 days will verify the DMS results on the affected AH assets and will make necessary revisions/corrections, as needed.
- If the grievance/complaint relates to the ownership/control of land and/or other assets found on the affected land, PLN's LAC will seek settlement with the conflicting parties through consultation.
- If the consultation does not result in a settlement, LAC PLN will advise the APs to resolve their case through the Court.
- LAC keeps a record of grievances and disputes handled.

GRM Related to Compensation

- The aggrieved entitled party (AP/AH) may submit a complaint/ grievance regarding the level of compensation directly to the PLN LAC or through the Village or Adat Leader who will submit it to the PLN LAC either in writing or convey it verbally. The PLN LAC together with the Adat or Village Leader will seek consensus to reach a settlement that is acceptable to the aggrieved entitled Party (AP/AH).
- Eligible parties (Affected People/AP/AH) who are not satisfied with the initial compensation amount offered by the PLN LAC have 90 days to reach an agreement with the PLN LAC regarding the level of compensation for the affected assets, including loss of income for the negatively affected business or occupation.
- If compensation negotiations with the PLN LAC fail, the PLN LAC shall advise the Board of Directors or an official one level below the Board of Directors or General Manager / Head of Unit to move the construction plan to another location or the PLN LAC shall request the Board of Directors or an official one level below the Board of Directors or General Manager / Head of Unit to approve the amount of compensation requested by the entitled Party (AP/AH).

GRM in Power Generation Projects. For power generation/ power plant projects and other types of projects with significant impacts, UIPs may develop or facilitate formation of a grievance committee in each village affected to address any complaint raised by individuals or groups. At the same time this team also works as a project grievance focal point at village level. The members of the village grievance committee consist of the head of the village, local formal and informal leaders, and other community members. The village grievance committee works closely with the UIP LAT responsible for the project. The mechanism, process and procedure will follow the above guidelines.

GRM in Transmission Line Projects. In some projects for transmission lines, the handling of the grievance/ complaint needs to be coordinated with various agencies or districts as this type of project requires a land corridor that may involve more than one district. PLN shall set up a grievance committee at provincial level to help PLN in handling cross-administrative boundary issues .

GRM in the Distribution Line Project. For distribution lines, most grievances are related to the location of distribution line power poles and distribution substations. Complaints regarding distribution lines are handled through PLN's grievance management system and can be resolved at the PLN or project level through consultation and negotiation with the entitled party (AP/AH). During the construction and operational phases of distribution lines, PLN field staff at two levels below the Wilayah level (at the Kecamatan level) have a grievance focal point (PLN Jaga). Verbal complaints received through the call centre or addressed to PLN Jaga should be handled by Jaga staff; if the complaint cannot be resolved at the Jaga level, it is referred to Rayon (District level). If not resolved at the Rayon level, the complaint is taken to the regional level, and if still not resolved, the complaint is taken to the respective Region for resolution.

List of required annexes for this chapter are as follow:

- [Annex 8. Social Gender Analysis Requirements for CSS – PLN Project](#)
- [Annex 19. Stakeholder Analysis](#)
- [Annex 20. Consultation Method](#)
- [Annex 21. Check List for Stakeholder Identification](#)
- [Annex 23. Protocol for Public Consultation Arrangement](#)
- [Annex 24. Information Brochure Structure Per Project Implementation Stage](#)
- [Annex 25. Complaint Reporting and Monitoring Form](#)

9. Social Safeguards Roles and Responsibility

9.1. Headquarters (HQ)

Headquarters (HQ) attention to Energy Transition and Sustainability Division (TEK Division) and Project Management and New Renewable Energy³² has the responsibility to ensure that LARAP prepared and implemented by UIP and UIW comply with Indonesian laws and regulations, international standards, and PLN policies (ESMS). PLN HQ is collaborating with the Ministry of Agrarian and Spatial Planning/National Land Agency (MASP/NLA; Ministry of Environment and Forestry³³, Ministry of Public Works and Housing³⁴, other related institutions to make sure PLN Land Acquisition, Restrictions on Land Use and Involuntary Resettlement Guidelines comply with national policies including the implementation guidelines issued by related ministries.

Land acquisition under UIP responsibility except distribution lines (see Annex 2). The Construction Division's responsibility is to support PLN in achieving "clean and clear" land acquisition and licensing. The Construction Division's specific responsibilities include planning, implementation and evaluation, budgeting, licensing, and administration of land affairs; as well as facilitating UIP to coordinate with relevant ministries. These roles are gradually expanding. Starting in 2018, the Construction Div leads project site selection, at the start of project planning (after the master plan is determined) to screen proposed projects and minimize social risks. The Construction Division supervises UIP and supports the budget for the preparation and implementation of LARAP, while the Distribution Strategic Planning Division supports and supervises UIW.

The Construction Divisions has the primary mandate to support and supervise the planning and implementation of LARAP for all projects except distribution lines/activities (see Annex 2). The Construction Division's responsibility is to support PLN in achieving "clean and clear"³⁵ land acquisition and permitting. This division's specific responsibilities include planning,³⁶ implementing and evaluating,³⁷ budgets, permits, and land affairs administration; issuing guidelines on land acquisition, and providing guidance to the UIP.

The Construction Division and Unit Induk Pembangunan (UIP), also coordinate with the Corporate Communication SER/TJSL³⁸ Division under the PLN Corporate Secretariat. UIPs rely on the PLN Corporate Communication SER Division to provide funding on an ad hoc basis to resolve issues

³² Based on PerDir 054/ 2022 on ORGANISASI DAN TATA KERJA PT PLN (PERSERO)

³³ Collaboration with the Ministry of Environment and Forestry (MOEF) is related to PLN projects that traverse forest areas and which require forestry permits and resettlement of affected persons occupying or using forest areas.

³⁴ Collaboration with the Ministry of Public Work and Housing is related to PLN projects that traverse or use the Ministry's lands and facilities.

³⁵ The target for PLN's land acquisitions is to secure land for the construction of electricity infrastructure. Achieving the target involves several processes, including licensing, land acquisition, compensation, and complying with the requirements of those processes in accordance with the prevailing regulatory regime governing land use. If PLN complies with all requirements, land becomes available "clean and clear". For permitting, PLN must fulfill all licensing requirements in carrying out electricity projects and operating electricity installations.

³⁶ This includes planning to handle land acquisition and permits that UIPs cannot handle.

³⁷ This includes evaluating and supervising land acquisitions which have potential IR issues. The Land Acquisition Committee collaborates with all relevant parties to settle any issues which arise.

³⁸ Tanggung Jawab Sosial Perusahaan/CSR

that arise during the land acquisition process that are not included in the budgets of LARAP documents. PLN Board of Directors Regulation No. 366.K. Dir.2007 concerning Standard Operation Procedure on the implementation of Partnership and Community Development Program details the involvement of PLN's Corporate Social Responsibility / TJSL³⁹ and CID (Community Involvement and Development) program with LARAP and the mitigation of involuntary resettlement impacts.

Currently, PLN Internal Regulation No. 0014/KON 00.03/KDIVPPT/2018 dated 21 August 2018 detailed the proposal requesting for allocating of CSR funds for social safeguards purposes on respective UIPs requiring land acquisition for PLN projects.

9.2. Regional Level

Regional staff is primarily responsible for implementation and delivery.

Unit Induk Pembangunan. There is 11 UIPs throughout Indonesia.⁴⁰ UIPs operate at the provincial and multi-province level. UIPs are led by a General Manager (GM) and are responsible for controlling the construction and management of power plants and network activities. All land acquisition activities, including livelihood restoration programs, are the responsibility of the UIP Licence/Permit, Land and Communication Section, which is headed by a Manager. The Section prepares LARAP, and its implementation, including livelihood restoration program, manages permitting, and monitors all stages of the land acquisition process as well as engaging with stakeholders.

For all issues related to land acquisition, the GM of a UIP reports directly to the Construction Division respective Regional Director on all communication and documentation. All formal communication between UIPs and the Construction Division must be channelled through the Construction Division Head. Per the PLN Board of Directors Regulation 054.P/DIR/2022, in case of any issue concerning land acquisition and IR safeguards, the UIP GM makes the final decision with coordination with Project Management and New Renewable Energy. For all other matters, UIP GMs report to their respective Regional Director at HQ. In addition to the formal reporting lines, there is ongoing informal communication between UIP, UPP, PPT, and CSR staff.

PLN UPPs operate at the district or multi-district level and report to PLN UIPs. UPPs supervise project design and manage construction as well supporting implementation and supervision of land acquisition, controlling and overseeing acquired land and ROW and CSR activities. When a construction project for any type of power infrastructure is completed, the responsible UIP hands the facility over to the Wilayah that will operate it. Each PLN UPP has a Land Acquisition Division, headed by the Land Acquisition Supervisor. The UPP team is on the front line and coordinates and collaborates closely with local government agencies and relevant community leaders.

³⁹

⁴⁰ There are 4 UIPs in Sumatera, 5 UIPs in Java, 3 UIPs in Kalimantan, 2 UIPs in Sulawesi, 1 UIP in Nusa Tenggara, 1 UIP in Maluku, 1 UIP in Papua, and 1 UIP ISJ.

PLN Transmisi. PLN Transmission Unit Induk is responsible for operation and maintenance of the transmission lines. While the transmission project is under the responsibility of UIP.

PLN Pembangkitan. The Generating Unit Induk is tasked with operating the generating unit in accordance with the schedule of the Generating Operations System (SOP), in order to meet power requirements and to record periodic business unit figures to maintain the reliability and continuity of the power plant. Power generating project is under the responsibility of UIP.

PLN Wilayahs/Distribution. Unit Induk Distribusi is responsible for the operation and maintenance of power plants, substations, transmission lines for distribution lines and solar PV. Social issues related to land acquisition for distribution lines and solar PV (below 10MW) are handled by the UIW. UIW is responsible for preparing and implementing the LARAP for distribution and solar PV. Each Wilayah is led by a General Manager who reports directly to the respective Regional Director at HQ. Each Wilayah has several Areas, each of which oversees the operation of substations, transmission lines and distribution lines. Each Area has several Rayon, each of which oversees customer services, including maintenance of distribution lines within sub-districts. Each Rayon has several Jagas, each of which is responsible for daily maintenance of distribution lines. Areas do not have dedicated staff responsible for social issues. However, if any social issues arise, any Rayon or Jaga staff must report the issue to the Area Manager.

The annexes required for this section are:

[Annex 2. Reporting and Coordination for LA and IR safeguards](#)

[Annex 3. LA and IR Safeguards in UIPs and their Relationship with PLN HQ](#)

[Annex 4. UIPs and their relationships with UPPs](#)

10. Monitoring and Evaluation

Monitoring and evaluation are management tools to assess achievement of the resettlement goals and objectives, assessment of implementation progress, rescheduling of key activities, and timely identification of challenges for resolution of problems/ non-compliances. It is a continuous process, which ensures two-sided communication between affected/beneficiary communities, stakeholders and PLN. This chapter defines main principles adopted for monitoring and evaluation, types of monitoring to be conducted, responsible parties and disclosure of monitoring reports.

10.1. Scope of Monitoring and Evaluation

All projects with land acquisition and involuntary resettlement and/or negotiated settlement and/or voluntary donation shall be monitored and resettlement outcomes shall be assessed, including monitoring of impacts on the standards of living of displaced persons, and whether the objectives of the land acquisition plan have been achieved by considering the baseline conditions. Monitoring should be conducted periodically from preparation stage to the land acquisition implementation and construction stage.

The process of negotiated land acquisition and voluntary donations, including, the establishment of GRM, and complaints received, public consultations organized, agreements reached etc. should be reported in the progress monitoring reports.

Attention to gender and vulnerable groups will be provided in the monitoring activities and reporting. Conduct the SGIP (Social and Gender Integration Plan) Monitoring and Evaluation and the overall program by using gender perspective tools.

10.2. Institutional Provisions for Monitoring and Evaluation

PLN is responsible for monitoring and evaluation processes, reporting and disclosure activities PLN may collaborate with independent institutions (research institutes, development NGOs, universities or consultants) for implementation of monitoring and evaluation activities. For projects with significant IR impacts, PLN shall involve an external third-party monitoring consultant for Compliance review and Impact evaluation which was not involved in the project planning and implementation before.

For land acquisition for power plant, transmission line, PLN UIP will be responsible for monitoring the progress of land acquisition and involuntary resettlement activities and their impact on the living standard and livelihood of the entitled parties. PLN UIP will be supported by PLN UPP for the day-to-day monitoring and project implementation consultant, if any.

For the distribution line program, PLN Wilayah or PLN Distribution will be responsible for monitoring with the support of PLN UPPK, PLN Area, PLN Rayon, and PLN Jaga.

10.3. Type of Monitoring and Evaluation to be Conducted

10.3.1. Performance/process/progress monitoring

Progress monitoring related to processes, direct outputs and outcomes to ensure that the project safeguards implementation schedule is on time, grievances are addressed in a timely manner to adjust the work program, if necessary.

Monitoring and evaluation should be carried out during all project cycles regularly in accordance with the magnitude of the land acquisition impacts. Particularly, monitoring and evaluation of small-scale land acquisition (small impact) should be done semi-annually, meanwhile, large-scale land acquisition (severe impact) should be conducted quarterly.

Monitoring data was collected through the following methods:

- Desk research/Literature Study (census data, socio-economic, inventory and valuation data, data received from land acquisition preparation and implementation teams, grievance records, minutes of meetings with stakeholders, affected parties and entitled parties, local authorities, reports and other internal documentation)
- Interviews with key informants (land acquisition preparation and implementation team, affected and entitled parties, local authorities, other stakeholders, etc.)
- Consultation with affected communities, group discussions
- Survey

Regarding the permit and license process, PT PLN (Persero) uses the *Permit Management and Inter-Agency Affairs Application (PINTAR)* to monitor the process and ensure timely issuance of permits and licenses.

PLN uses PINTAR to monitor land acquisition and involuntary resettlement implementation progress.

10.3.2. LARAP compliance review

A compliance review (CR) of the LARAP (Land Acquisition Plan) is conducted internally immediately after land acquisition is completed. The objective of the CR is to determine whether the provisions of the LARAP / LRP (Livelihood Restoration Program), corrective action plan if any, local laws, Technical Guidance Notes have been met, and whether corrective actions are required. This includes a comparative analysis of the implementation of the planned LARAP and its actual impact and budget, the process of delivery of compensation and assistance; grievances and complaints received during the implementation process and ways of resolution, expropriation cases, public consultations, implementation of information disclosure activities and general satisfaction of the entitled parties.

Specific methods and tools need to be designed for the compliance review process. The following methods may be used:

- Desk Survey (asset inventory and valuation documentation, signed contracts/agreements, payment documentation, information disclosure documents, meeting minutes, grievance logbooks, grievance letters and their respective responses, progress reports, other documents and data bases)
- Quantitative satisfaction survey with a representative sample⁴¹
- Qualitative surveys, including in-depth interviews and focus groups. Here special attention should be paid to whistleblowers, special cases, vulnerable groups, and women.

Resource allocation for compliance review

PLN's compliance review for LARAP implementation is carried out internally by the ESMS Project Planning Team with expertise in land acquisition process. This team is expected to involve responsible PLN units and staff with expertise in the land acquisition process who developed and implemented the LARAP document. This team can ask for advice from other PLN land acquisition units outside the PLN unit being reviewed. The budget for the compliance review is expected to be determined based on the PLN Headquarters Project Budget.

10.3.3. Impact Evaluation

Impact evaluation is conducted on assessing whether resettlement objectives are met, in particular whether livelihoods and living standards of eligible parties have been restored or improved compared to pre-displacement conditions⁴² with particular attention to eligible and heavily affected parties, vulnerable persons (the poor, women - including female heads of households, children, persons with disabilities, landless persons, persons without land rights and indigenous peoples who are often overlooked) and gender equality; whether resettlement has been conducted in an efficient, effective and sustainable manner. This is done for lessons learned for future projects.

An impact assessment should be conducted with a CR at the end of land acquisition for small-scale land acquisition projects and annually for large-scale land acquisition. This should be defined in the LARAP.

The impact evaluation will recommend appropriate additional assistance to eligible parties if the results show that the objectives of the LARAP/LRP have not been achieved. A Corrective Action Plan (CAP) should be prepared in this case.

10.4. Monitoring Indicators

For internal monitoring:

PLN will perform internal resettlement monitoring by (i) meeting with village leaders, and representatives of community-based organizations, if any; (ii) holding group discussions with

⁴¹ Special sampling of vulnerable households may be required

⁴² The socio-economic survey of entitled parties conducted during LARAP preparation will be used to compare pre- and post-project conditions

households who are severely affected and vulnerable households; and (iii) meeting with households that are marginally affected. It was suggested that indicators could be added for external monitoring. Suggest adding indicators for external monitoring. The focus of internal resettlement monitoring is as follows:

- Updating Socioeconomic Status from LARAP baseline information.
- Updating Total numbers of Project Affected People disaggregated by gender, age, area of residency, type of impact.
- Data confirmation the number of severely affected households and the number of marginally affected households.
- Progress in the implementation of resettlement: amounts disbursed in compensation and cash assistance and date these are given to the affected households, and progress in payment of compensation and cash assistance, and land acquisition progress vis-à-vis the schedule of resettlement indicated in the approved URP.
- Information dissemination and public participation: number of public consultation-meetings held during dissemination of calculation of detailed compensation and assistance; the number of affected households participating in the meetings; comments, suggestions and concerns of the affected households and how these have been addressed.
- Progress in the implementation of the income restoration program: which income restoration activities have been implemented and status of their implementation (in subsequent monitoring periods, inquire on whether or not the income restoration activities carried out or are being implemented are effective).
- Smooth transition period between the completion of relocation activities and the start of civil works.
- Grievance redress: number of affected households with complaints, nature of the complaints, resolutions of the complaints; assessment of efficiency of the grievance redress mechanism.
- Gender concerns: participation of women in meetings and in implementation of resettlement; concerns of women in connection with their resettlement and resolution of their grievances.

10.5. Reporting and Information Disclosure

Quarterly / Mid-Year Progress Report

- UIPs and PLN Regions will prepare monitoring reports and submit quarterly to PLN headquarters (PMU - Project Management Unit) for approval starting from project preparation.
- The quarterly report will include the status of the project, methodology for preparation of the report, overview of progress made in planning, preparation, implementation, delivery of results, monitoring and evaluation for the current period compared to planned timelines and targets with gender disaggregated data and specific sections on vulnerable groups and IPs; safeguards issues raised during the construction period with respective mitigation measures; performance in dealing with community consultation and stakeholder participation, information disclosure, complaints received and addressed, ongoing court

cases, identification of corrective and preventive actions required; lessons learned from implementation.

- As soon as the report is approved, PLN will disclose the full version on its website (or project website, if applicable) as well as to affected communities/persons in summary form with identification of implementation status, information regarding benefit sharing and corrective action plan (CAP) through the PMU. The disclosure will be made in Bahasa Indonesia and other languages understandable to the affected people.

LARAP Compliance Implementation Report

- PLN UIPs and wilayah itself either through an external consultant will prepare a LARAP implementation compliance report as soon as LARAP implementation is finished.
- The compliance report will cover: methodology of CR preparation, assessment of compliance, including compliance to the impacts and budget planned under the LARAP; implementation modalities, particularly, contract conclusion and compensation disbursement, implementation of legalization and corrective action plans if any, communication with entitlement parties, including public consultations and information disclosure, grievance handling and expropriation, results of satisfaction survey with special attention to vulnerable groups and women.
- Finalized report will be submitted to the PLN head office (PMU) for approval. As soon as the report is cleared, PLN will disclose the full version on its website (or project website, if applicable) as well as to affected communities/ persons in summary form with focus on the corrective action plans. Disclosure will be in Bahasa and other languages which is understandable by the affected people.

Post-Resettlement Evaluation Report

- PLN UIPs and Wilayahs themselves either through an external consultant will prepare post resettlement evaluation reports and submit to PLN head office (PMU) for approval.
- The report will cover: methodology for evaluation, activities implemented for livelihood restoration of the AHs (listed in the LARAP and LRP) comparative analysis of the baseline data on socio economic and livelihood conditions of the entitled parties and current situation with specific attention to vulnerable groups, IPs, landless AHs with gender disaggregated data, recommendation for appropriate supplemental assistance for the entitlement parties if livelihood was not restored.
- As soon as the report is cleared, PLN will disclose the full version on its website (or project website, if applicable) as well as to affected communities/ persons in summary form with focus on main findings and the corrective action plans. Disclosure will be in Bahasa and other languages which are understandable by the affected people.

10.6. Summary of Key Implementation Steps in M&E

Table 19. Summary of Main Implementation Steps in Monitoring and Evaluation

Stage	Activities	Progress Monitoring (Continuous task)
Planning LARAP	<ul style="list-style-type: none"> Establish monitoring, evaluation and reporting methodologies and LARAP preparation procedures: Determine who will monitor, what (research questions and indicators) and how (data sources and collection methods), reporting period and frequency, opening and disclosure. Consider special attention to vulnerable groups and women during methodology development Assign if necessary an External Monitoring Consultant to verify monitoring information for projects with major impacts and risks. Determine the timing and frequency of internal monitoring and post evaluation of the LARAP. Establish disclosure requirements for progress monitoring reports, compliance review reports, post-LARAP evaluation reports <ul style="list-style-type: none"> Define budget sources for monitoring activities (could also be LARAP budget) Prepare ToR (Terms of Reference) for the external Monitoring Party if required in the LARAP. Develop a progress and performance monitoring database to obtain monitoring results on a regular basis. A database on resettlement planning and implementation will be established and updated regularly to monitor various activities. 	<ul style="list-style-type: none"> In case of small impact - semi-annually. In the case of large/severe impacts – quarterly monitoring. Document and disclose monitoring results and identify corrective and preventive actions required in periodic progress monitoring reports.
LARAP preparation and implementation	<ul style="list-style-type: none"> Hire an EM consultant (External Monitor) if requested by the LARAP Update data in the performance monitoring database periodically Track Grievances in the Grievance log and review periodically both in quantitative and qualitative terms Document all consultation meetings and discussions with entitled parties and stakeholders. Conduct Compliance review, including interviews and desk survey Disclose Compliance Review report as soon as cleared as specified in the LARAP 	

	<ul style="list-style-type: none"> • Update Compliance Review report if LARAP was updated/CAP was prepared and/or Compliance review • report included corrective measures to be implemented. Disclose updated Compliance Review Report. 	
Post LARAP evaluation	<ul style="list-style-type: none"> • Hire Consultant if required in LARAP • Develop Methodology for post-LARAP evaluation • Doing site work • Disclose post LARAP evaluation reports as specified in the LARAP. • Prepare CAP/addendum to LARAP/LRP if recommended in the Post LARAP evaluation report. Disclose them as specified in the LARAP. As soon as the CAP is implemented, update the Compliance review report and disclose it as specified in the LARAP. 	
Construction	<ul style="list-style-type: none"> • Conduct regular field visits to monitor the current GRM • Analyze Contractor and PLN Complaint Logbooks • Monitor that impacts during construction outside the RoW are recorded and mitigated. • Monitor RoW impacts, prepare CAPs if impacts occur, implement and prepare addendums for Compliance Review Reports. Disclose CAP and CR per LARAP. • Monitor design revisions (if any). Conduct social safeguard screening processes if design was revised. Prepare a CAP and Addendum to the Compliance review report after CAPs' implementation. Disclose CAP and CR per the LARAP. 	

List of required annexes for this chapter are as follow:

[Annex 8. Social Gender Analysis Requirements for CSS - PLN Project](#)

[Annex 22. Gender Indicators in Public Consultation and Participation](#)

[Annex 26. Project Progress Monitoring Scope](#)

[Annex 27. Monitoring & Evaluation Using Gender Perspective](#)

[Annex 28. Research Questions for Internal Monitoring](#)

[Annex 29. Research Questions for Compliance Review and Post Evaluation of Land Acquisition Program](#)

[Annex 30. Livelihood restoration program indicators](#)

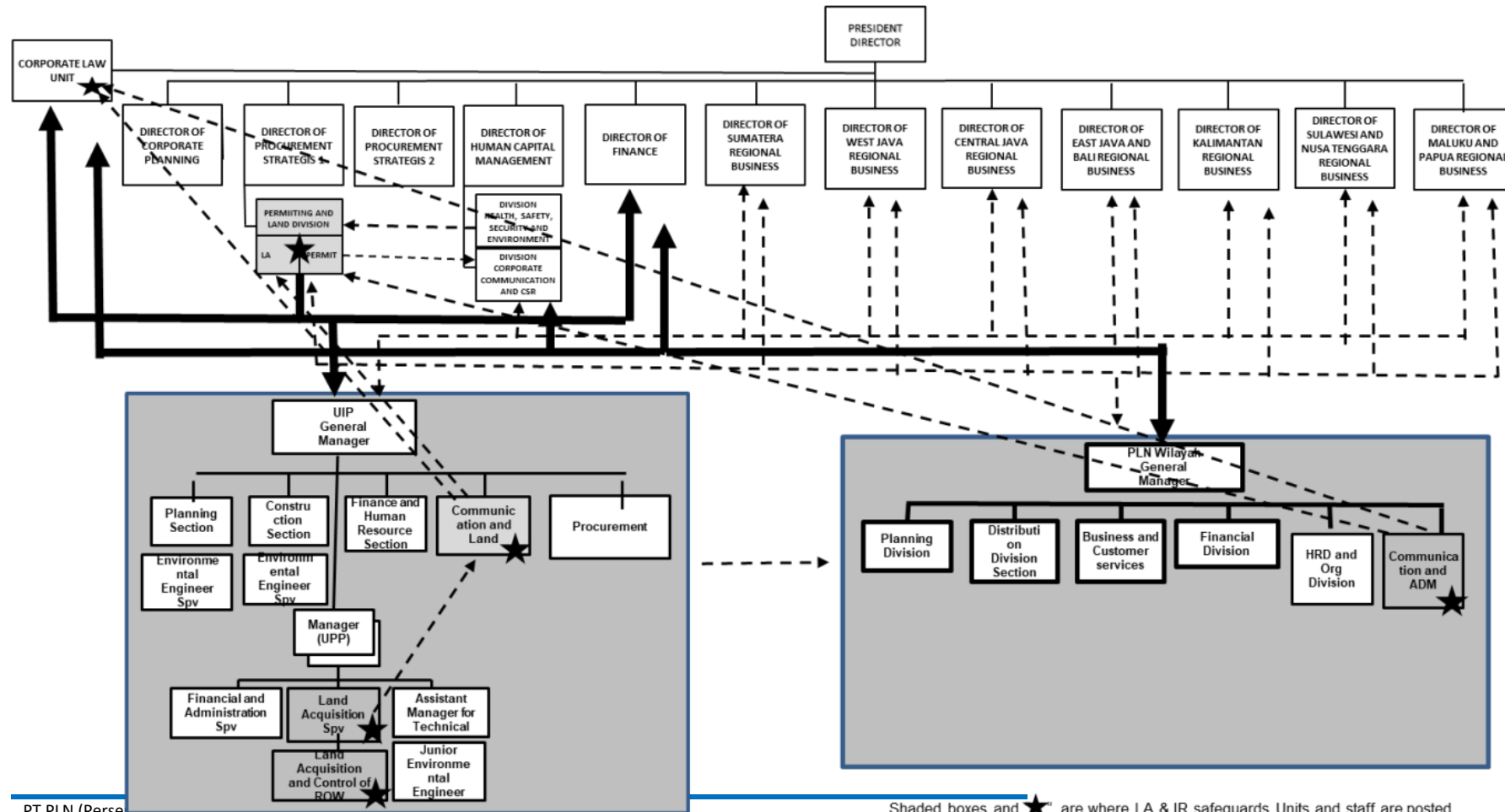
Annexes

Annex 1. Land Identification Checklist for VLD

- Fill in the checklist for each plot of land.
 - If all answers are "Yes", the project can continue with voluntary land donation practice.
 - In the case of land use rights and passing rights, this form can be signed rather than as a treaty.
1. (Infrastructure name) is not site specific and there is an option to revise design if no agreement is reached. Yes/No
 2. Land alignment/identification is discussed with the community/government local and landowners. Yes/No
 3. The land owner is the direct beneficiary of the sub-project. Yes/No
 4. Voluntary donation of the land is an act of consent based on information and landowners are not forced to donate land and/or other assets by force or under pressure, or tricked into being convinced that he is obligated to do so or not entitled to compensation. Yes/No
 5. The impact on landowners is marginal/small and does not result in physical displacement of households or causing loss of income and household livelihood. Yes/No
 6. Landowners are not categorized as poor or vulnerable. Yes/No
 7. The donated plot of land is not occupied by squatters, encroachers or other plaintiffs. Yes/No
 8. The donated land is free from any ownership disputes or other confiscations; Affected households have admitted mass legal ownership. Yes/No
 9. In the case of community-owned land: People who use or occupy the land have been consulted and an agreement has been reached. Yes/No

Annex 2. Reporting and Coordination for LA and IR safeguards

Organogram 2. Reporting and Coordination for LA and IR Safeguards



PT PLN (Persero)

Shaded boxes and ★ are where LA & IR safeguards Units and staff are posted

Formal direct reporting/coordination
Informal communication/coordination

Number of full-time staff responsible/or LA & IR safeguards:

PPT Division = 11 persons

Each UIP = 4-14 persons in the Law, Communication and Land Sub-Division

Each UPP = 2-4 persons

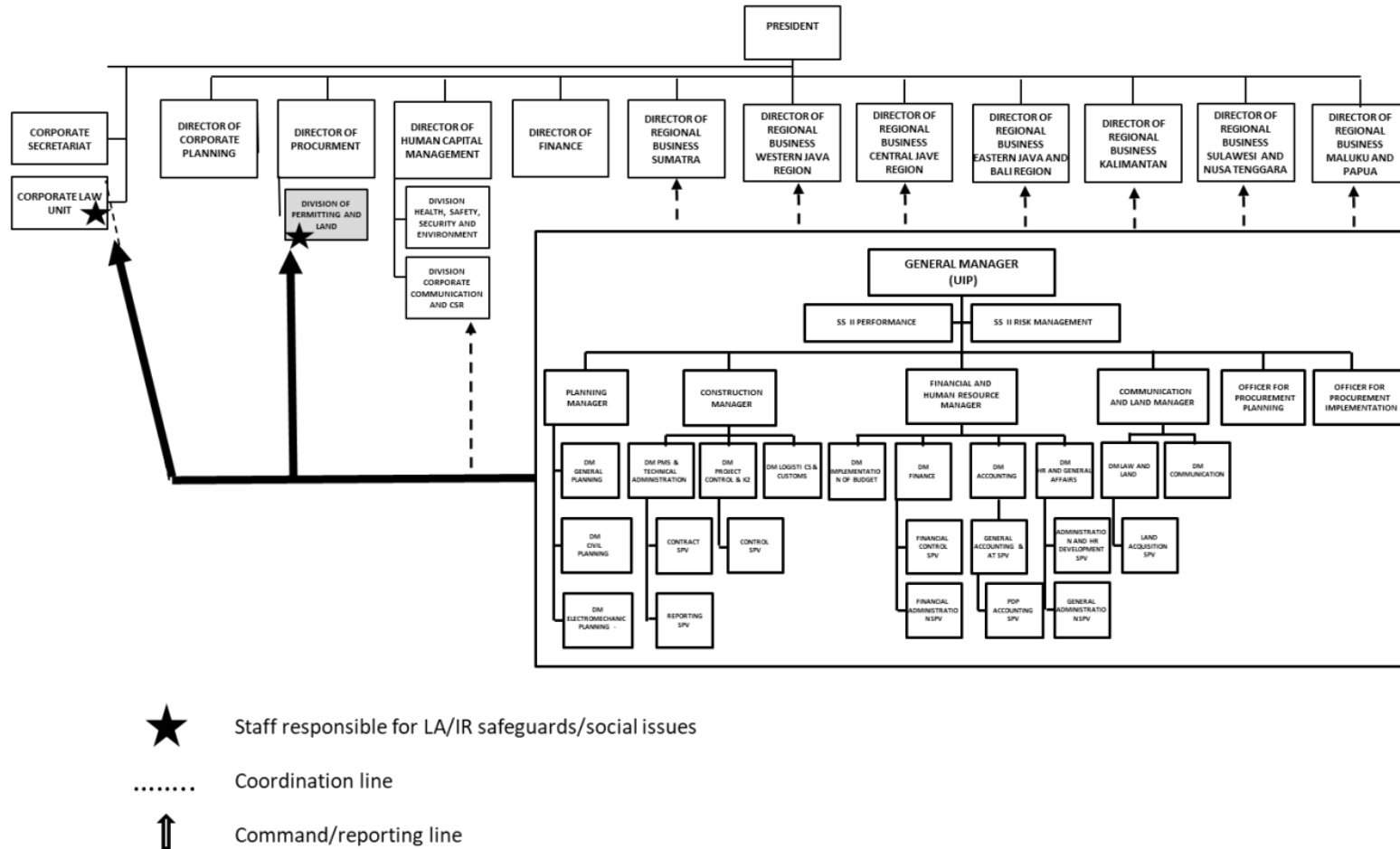
Each Wilayah = 2-4 persons

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Annex 3. LA and IR Safeguards in UIPs and their Relationship with PLN HQ

Organogram 3. LA and IR Safeguards in UIPs and their Relationship with PLN HQ



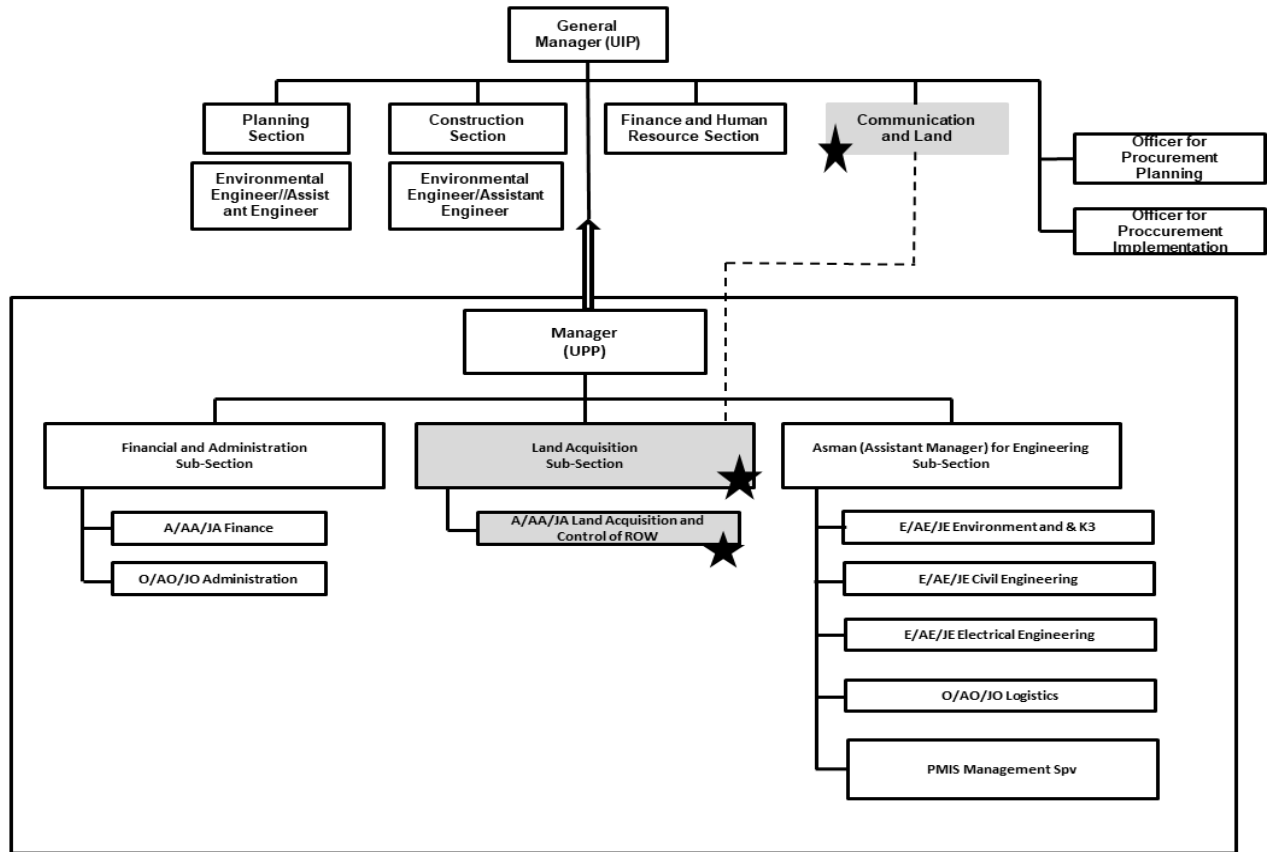
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Annex 4. UIPs and their relationships with UPPs

Organogram 4. UIPs and their relationship with UPPs



Division and staff responsible for Land Acquisition and IR Safeguards

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Coordination line



Command/reporting line

Annex 5. Applicable frameworks, laws and regulations

PLN Management Framework

1. Technical Guidelines for Land Acquisition and Resettlement, November 2019 (Draft Final ADB)
2. Environmental Safeguards Technical Guidelines (Draft Edition 3, September 2021)
3. PLN's Guidelines for the Assessment of Transmission Line Corridor with Scoring System (Draft edition November, 2020)
4. Guideline for Preparing Feasibility Study of On-Grid Solar PV Power Generation (Edition 1, 2021)
5. Peraturan Direksi PT PLN (0153.P/DIR2019) regarding Implementation of PT PLN (Persero) Protection System (PLN's Safeguard System) On Projects Financed by The Asian Development Bank (ADB)

Key legal bases for land acquisition for Development in the Public Interest

6. Undang-Undang Republik Indonesia No. 2/2012 tentang Pengadaan Tanah bagi Pembangunan untuk Kepentingan Umum
7. Peraturan Presiden Republik Indonesia No. 71/2012 tentang Penyelenggaraan Pengadaan Tanah bagi Pembangunan untuk Kepentingan Umum.
8. Peraturan Presiden Republik Indonesia No. 40/2014 tentang Perubahan atas Peraturan Presiden No. 71/2012 tentang Penyelenggaraan Pengadaan Tanah bagi Pembangunan untuk Kepentingan Umum.
9. Peraturan Presiden Republik Indonesia No. 99/2014 tentang Perubahan Kedua atas Peraturan Presiden No. 71/2012 tentang Penyelenggaraan Pengadaan Tanah bagi Pembangunan untuk Kepentingan Umum.
10. Peraturan Presiden Republik Indonesia No. 30/2015 tentang Perubahan Ketiga atas Peraturan Presiden No. 71/2012 tentang Penyelenggaraan Pengadaan Tanah bagi Pembangunan untuk Kepentingan Umum.
11. Peraturan Presiden Republik Indonesia No. 148/2015 tentang Perubahan Keempat atas Peraturan Presiden No. 71/2012 tentang Penyelenggaraan Pengadaan Tanah bagi Pembangunan untuk Kepentingan Umum.
12. Peraturan Menteri Keuangan No. 13/PMK.02/2013 tentang Biaya Operasi dan Biaya Pendukung Penyelenggaraan Pengadaan Tanah bagi Pembangunan untuk Kepentingan Umum yang bersumber dari Anggaran Pendapatan dan Belanja Negara.
13. Peraturan Menteri Keuangan No. 10/PMK.02/2016 tentang Perubahan atas Peraturan Menteri Keuangan No.13/PMK.02/2013 tentang Biaya Operasional dan Biaya Pendukung Penyelenggaraan Pengadaan Tanah bagi Pembangunan untuk Kepentingan Umum yang bersumber dari Anggaran Pendapatan dan Belanja Negara.
14. Peraturan Menteri Keuangan No. 219/PMK.01/2015 tentang Organisasi dan Tata Kerja Lembaga Manajemen Aset Negara.

15. Peraturan Menteri Dalam Negeri No. 72/2012 tentang Biaya Operasional dan Biaya Pendukung Penyelenggaraan Pengadaan Tanah bagi Pembangunan untuk Kepentingan Umum yang bersumber dari Anggaran Pendapatan dan Belanja Daerah.
16. Peraturan Kepala Badan Pertanahan Nasional No. 5/2012 tentang Petunjuk Teknis Pelaksanaan Pengadaan Tanah.
17. Peraturan Menteri Agraria dan Tata Ruang/Kepala Badan Pertanahan Nasional No. 6/2015 tentang Perubahan atas Peraturan Kepala Badan Pertanahan Nasional No. 5/2012 tentang Petunjuk Teknis Pelaksanaan Pengadaan Tanah.
18. Peraturan Menteri Agraria dan Tata Ruang/Kepala Badan Pertanahan Nasional No. 22/2015 Perubahan Kedua atas Peraturan Kepala Badan Pertanahan Nasional No. 5/2012 tentang Petunjuk Teknis Pelaksanaan Pengadaan Tanah.
19. Instruksi Menteri Agraria dan Tata Ruang/Kepala Badan Pertanahan Nasional No. 2/Ins/VIII/2016 tentang Percepatan Pelaksanaan Pengadaan Tanah untuk Kepentingan Umum untuk Pembangunan Proyek Strategis.
20. Peraturan Mahkamah Agung No. 2/2016 tentang Pedoman Beracara dalam Sengketa Penetapan Lokasi Pembangunan untuk Kepentingan Umum di Peradilan Tata Usaha Negara.
21. Peraturan Mahkamah Agung No. 3/2016 tentang Tata Cara Pengajuan Keberatan dan Penitipan Ganti Kerugian ke Pengadilan Negeri dalam Pengadaan Tanah bagi Pembangunan untuk Kepentingan Umum.
22. Peraturan Menteri Keuangan No. 101/PMK01/2014 tentang Penilai Publik.
23. Peraturan Menteri Keuangan No. 56/PMK.01/2017 tentang Perubahan atas Peraturan Menteri Keuangan No. 101/PMK 01/2014 tentang Penilai Publik
24. Government Regulation No. 19/2021 provides provision for the implementation of Law 11/2020 Chapter 8 on Land Acquisition for Development for Public Interest
25. Minister of Agrarian Affairs and Spatial Planning/National Land Agency Regulation No. 19/2021 which provide technical procedure/provisions to implement the Government Regulation No. 19/2021 regarding Land Acquisition for Public Interest.
26. President Regulation no 62/2018 on management of social impacts in the context of land acquisition
27. Regulation of the Minister of Energy and Mineral Resources No. 13 of 2021 for compensation for land, buildings, and or plants that are under the free space (right of way) of the electric power transmission network.
28. In addition, for compensation appraisal, the valuation will be carried out based on the MAPPI Standards as specified in the MAPPI Guidelines on Land Acquisition Assessment for Development of Land for Public Interest, defined in the Indonesia Valuation Standards (SPI) 204 (MAPPI, 2018). According to the standard, the determination of the compensation amount is based on the "Fair Replacement Value" (FRV) which consider the principles of humanity, fairness, usefulness, certainty, transparency, agreement, participation, welfare, harmony and sustainability. Specifically, FRV consist of the value of the affected land's: (i) physical components (including land; space above ground and underground; building/structures; plants and crops; and other objects attached to the land, such

- as utilities and facilities support building), and (ii) non-physical component ("Premium" including income loss, emotional loss (solatium) and "other premium" that can be measured; transaction cost (e.g. moving cost, tax); waiting time compensation; and residual land and other physical structures on the residual land)
29. Presidential Regulation 39/2023 : Amendment to government regulation number 19 of 2021 concerning the implementation of land acquisition for development for the public interest
30. Minister of Agrarian Affairs and Spatial Planning/National Land Agency Regulation No. 6/2021 on Implementation provisions on the implementation of presidential regulation number 62 of 2018 concerning the handling of social impacts social impacts in the context of land provision for national development

Other legal regulations related to land acquisition, among others:

1. Undang-Undang Republik Indonesia No. 5/1960 tentang Peraturan Dasar Pokok-Pokok Agraria.
2. UU (Peraturan Pemerintah Pengganti UU) No. 51/1960 tentang Larangan Pemanfaatan Lahan Tanpa Izin dari Pemilik atau Perwakilan.
3. Undang-Undang Republik Indonesia No.11/2005 tentang Pengesahan Konvensi Internasional tentang Hak-Hak Ekonomi, Sosial, dan Budaya.
4. Undang-Undang Republik Indonesia No.39 / 2009 tentang Zona Ekonomi Khusus.
5. Undang-Undang Republik Indonesia No 41/1999 tentang Kehutanan.
6. Undang-Undang Republik Indonesia No. 23/2014 tentang Pemerintah Daerah.
7. Undang-Undang Republik Indonesia No. 11/ 2009 tentang Kesejahteraan Sosial.
8. Undang-Undang Republik Indonesia No. 41/2009 tentang Perlindungan Lahan Pertanian Pangan Berkelanjutan.
9. Undang-Undang Republik Indonesia No. 1/2011 tentang Perumahan dan Kawasan Pemukiman.
10. Peraturan Pemerintah Republik Indonesia No. 105/2015 tentang Perubahan Kedua atas Peraturan Pemerintah No. 24/2010 tentang Penggunaan Kawasan Hutan.
11. Peraturan Pemerintah Republik Indonesia No. 104/2015 tentang Tata Cara Perubahan Peruntukan dan Perubahan Fungsi Kawasan Hutan.
12. Peraturan Presiden Republik Indonesia No. 88/2017 tentang Penyelesaian Penguasaan Tanah dalam Kawasan Hutan.
13. Peraturan Presiden Republik Indonesia No. 3/2016 tentang Percepatan Proyek Strategis Nasional.
14. Peraturan Presiden Republik Indonesia No. 102/2016 tentang Pendanaan Pengadaan Tanah bagi Pembangunan untuk Kepentingan Umum dalam rangka Pelaksanaan Proyek Strategis Nasional
15. Peraturan Presiden Republik Indonesia No. 56/2017 tentang Penanganan Dampak Sosial Masyarakat dalam Rangka Penyediaan Tanah untuk Proyek Strategis Nasional
16. Instruksi Presiden No. 9/2000 tentang Pengarusutamaan Gender dalam

Pembangunan Nasional

17. Undang-Undang No. 23/2014 tentang Pemerintah Daerah
18. Undang-Undang No. 13/2013 tentang Penanganan Orang Miskin
19. Peraturan Pemerintah No. 14/2016 tentang Implementasi Kawasan Perumahan dan Pemukiman
20. Peraturan Presiden No. 4/2016 tentang Percepatan Pembangunan Infrastruktur Ketenagalistrikan
21. Undang-Undang No. 40/2007 tentang Perseroan Terbatas
22. Undang-Undang No. 14/2008 tentang Pengungkapan Informasi Publik
23. Peraturan Pemerintah No.3/2014 tentang Implementasi UU No.15/1997 tentang Transmigrasi sebagaimana telah diubah dengan UU No. 29/2009 tentang Amandemen UU No 15/1997 tentang Transmigrasi
24. Peraturan Pemerintah (PP) No. 39/2023 amandemen (PP) No. 19/2021 memberikan ketentuan untuk pelaksanaan UU. 19/2021 dan ketentuan UU No. 11/2020 Bab 8 tentang pengadaan tanah bagi pembangunan untuk kepentingan umum.
25. Peraturan Menteri ATR/BPN (Permen ATR/BPN) No. 19/2021 yang memberikan prosedur/ketentuan teknis untuk mengimplementasikan Peraturan Pemerintah No. 19/2021 tentang Pengadaan Tanah bagi Pembangunan untuk Kepentingan Umum.
26. Peraturan Menteri ESDM No. 13 Tahun 2021 untuk ganti rugi tanah, bangunan, dan atau tanaman yang berada di bawah ruang bebas (right of way) jaringan transmisi tenaga listrik

Specific regulation on mitigation of impact of land acquisition for electricity sector

1. Undang-Undang No. 30/2009 tentang Ketenagalistrikan
2. Peraturan Menteri Energi dan Sumber Daya Mineral No. 38/2013 tentang Ganti Kerugian untuk Tanah, Bangunan, dan Pabrik yang terletak di bawah Jalur Transmisi Daya Tinggi (SUTT) dan Transmisi Tenaga Ekstra Tinggi (SUTET) mencakup identifikasi dampak IR.
3. Peraturan Menteri Energi dan Sumber Daya Mineral No. 33/2016 tentang Solusi Teknis untuk Tanah, Bangunan, dan/atau pohon yang dimiliki oleh Masyarakat di dalam Kawasan Hutan untuk Percepatan Pembangunan Infrastruktur Ketenagalistrikan.
4. Peraturan Menteri Badan Usaha Milik Negara PER-09/MBU/07/2015 tentang Program Kemitraan Badan Usaha Milik Negara
5. Keputusan Direksi PLN No. 0344.P/DIR/2016 tentang Pengadaan Tanah di PLN
6. Keputusan Direksi PLN No. 289/2013 tentang Pengadaan Tanah untuk Penyediaan Listrik, Biaya Operasional untuk Pengadaan Tanah, dan Biaya Kompensasi Operasional
7. Keputusan Direksi PLN No. 366.K/DIR/2007 tentang Prosedur Operasional Standar

Pelaksanaan Program Kemitraan BUMN dengan Usaha Kecil dan Pengembangan Masyarakat

Gender-Sensitive Regulations related to Land Acquisition and Unvoluntary Resettlement

1. SDGs Point 1 *No Poverty: End all forms of poverty everywhere*
2. SDGs Point 2 *Zero Hunger. End hunger, achieve food security and improved nutrition and support sustainable agriculture*
3. Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

Article 1

The term "discrimination against women" means any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field by women irrespective of their marital status on the basis of equality of men and women.

4. Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

Article 2

States Parties condemn discrimination against women in all its forms and agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women, and to this end undertake:

(f) Take all appropriate measures, including legislation, to amend and eliminate laws, regulations, customs and practices that discriminate against women;

5. *Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)*

Article 3

States Parties shall take in all fields, in the political, social, economic and cultural spheres, all appropriate measures, including legislation, to ensure the full development and advancement of women, with a view to ensuring that they exercise and enjoy human rights and fundamental freedoms on a basis of equality with men.

6. Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

Article 5

States Parties shall take appropriate measures: (a) to change the social and cultural patterns of behavior of men and women with a view to achieving the elimination of prejudices, customs and any other practices based on the inferiority or superiority of either sex or based on stereotyped roles for men and women;

7. *Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)*

Article 14.2

States Parties shall take appropriate measures to eliminate discrimination against women in rural areas, and ensure that they participate in and enjoy the benefits of rural development on a basis of equality between men and women, in particular guaranteeing to rural women the right: (a) To participate in the elaboration and implementation of development planning at all levels; (g) To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform and in resettlement schemes; (h) To enjoy adequate living conditions, particularly with regard to housing, sanitation, electricity and water supply, transportation and communications.

8. *Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)*

Article 15

1. States Parties shall accord women equality with men before the law. 2. States Parties shall grant to women, in civil matters, legal capacity identical to that of men. they shall grant women equal rights to conclude contracts and to administer property.

9. *Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)*

Article 16

States Parties shall take appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations on the basis of equality of men and women, and in particular shall ensure: (g) Equal rights for both spouses with respect to the ownership, acquisition, management, administration, enjoyment, and disposition of the property, whether free of charge or for a valuable consideration.

10. Law No. 7 of 1984 Concerning the Ratification of the Convention on the Elimination of All Forms of Discrimination Against Women

Article 2:

States Parties condemn discrimination against women in all its forms, agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women and, to this end, undertake:

(f) To take all appropriate measures, including legislation, to modify or eliminate existing laws, regulations, customs and practices that constitute discrimination against women.

11. Law of the Republic of Indonesia No. 7/1984 on the Ratification of the Convention on the Elimination of All Forms of Discrimination Against Women

Article 3:

States Parties shall take in all fields, political, social, economic and cultural, all appropriate measures, including legislation, to ensure the full development and advancement of women, to guarantee them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.

12. Law of the Republic of Indonesia No. 7/1984 on the Ratification of the Convention on the Elimination of All Forms of Discrimination Against Women

Article 5:

States Parties shall take all appropriate measures: (a) To modify the social and cultural patterns of behavior of men and women, with a view to achieving the elimination of prejudices and customs and all other practices based on notions of inferiority or superiority of either of the sexes or on stereotyped roles for men and women.

13. Law of the Republic of Indonesia No. 7/1984 on the Ratification of the Convention on the Elimination of All Forms of Discrimination Against Women

Article 14:

States Parties should take all appropriate measures to eliminate discrimination against women in rural areas to ensure, on the basis of equality of men and women, that they participate in and benefit from rural development...

(a) To participate in the elaboration and implementation of development planning at all levels; ...

(g) To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform and in land resettlement schemes;

(h) To enjoy adequate living conditions, particularly with regard to housing, sanitation, electricity and water supply, transportation and communication

14. Law of the Republic of Indonesia No. 7/1984 on the Ratification of the Convention on the Elimination of All Forms of Discrimination Against Women

Article 16:

1. States Parties shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage.

and family relationships and shall ensure, based on the equality of men and women:...

(h) Equal rights for both spouses with respect to the ownership, acquisition, management, administration, enjoyment and regulation of the property, whether gratuitously or for a valuable consideration.

15. Law Number 5/1960 on Agrarian Principles Article 9

(1) Only Indonesian citizens can have the most complete relationship with the earth, water and airspace, within the limits specified in the provisions of Articles 1 and 2.

(2) Every Indonesian citizen, whether male or female, has an equal opportunity to acquire land rights and to benefit from them for himself or for his family.

16. Law of the Republic of Indonesia Number 7 of 2012 concerning Social Conflict Handling

Article 47

(1) Membership of the Regency / City Social Conflict Resolution Task Force as referred to in Article 45 letter a consists of elements of the Regional Government and the community.

(2) Elements of the Regional Government as referred to in paragraph (1) consist of: a. regent/mayor; b. chairman of the Regency/City DPRD; c. government agencies and/or regional unit work units as needed; d. head of the police resort; e. military district commander/commander of TNI elements; and f. head of the state attorney's office.

(3) The elements of the community as referred to in paragraph (1) consist of: a. religious leaders; b. traditional leaders; c. community leaders; d. peace activists; and e. representing conflicting parties.

(4) The community elements as referred to in paragraph (3) must pay attention to women's representation of at least 30% (thirty percent).

17. Presidential Instruction No. 9/2000 on Gender Mainstreaming in National Development

To improve the position, role and quality of women, as well as efforts to realize gender equality and justice in family life, society, nation and state, it is deemed necessary to implement a gender mainstreaming strategy into the entire national development process; Gender mainstreaming is needed in the entire development process as an integral part of the functional activities of all government agencies and institutions at the Central and Regional levels;

Destination

Gender mainstreaming is intended for the implementation of planning, preparation, implementation, monitoring and evaluation of national development policies and programs with a gender perspective to realize gender equality and justice in family life, society, nation and state.

Part C, Strengthening Implementation

In order to strengthen the implementation of gender mainstreaming, Heads of Departments and government agencies both Central and Regional:

1. Establish and/or appoint an internal mechanism/working unit/responsible person for the smooth implementation of gender mainstreaming in its environment;
2. Develop job descriptions and determine the necessary steps in implementing gender mainstreaming;

18. Village Minister Regulation No. 2/2015 on Village Code of Conduct and Decision-Making Mechanism

Article 2

(1) Village Consultation or other names are deliberations between the Village Consultative Body, Village Government, and elements of the community organized by the Village Consultative Body to agree on strategic matters.

(2) Strategic matters as referred to in paragraph (1) include:

- a. Village arrangements;
- b. Village planning;
- c. Village cooperation;
- d. investment plans coming into the village;
- e. Establishment of BUM Desa;
- f. Addition and disposal of Village assets; and
- g. extraordinary events.

(3) Village meetings are held at least once every 1 (one) year or as needed.

19. Village Minister Regulation No. 2/2015 on Village Code of Conduct and Decision-Making Mechanism Article 3

(1) Village meetings are held in a participatory, democratic, transparent, and accountable manner based on community rights and obligations.

(2) Community rights in the implementation of Village Consultation as referred to in paragraph

(1) include:

- a. obtain complete and correct information on strategic matters to be discussed at the Village Conference;
- b. supervise the activities of the Village Conference and follow up on the decisions of the Village Conference;
- c. equal and fair treatment for those elements of the community who attended the Village Conference;
- d. have an equal and fair opportunity to share oral or written aspirations, suggestions and opinions in a responsible manner responding to matters related to strategic issues during the Village Conference.
- e. receive protection and safeguards from harassment, threats and pressure during the Village Conference.

(3) Community obligations in the implementation of the Village Deliberation as referred to in paragraph (1) include:

- a. encouraging self-help movements and cooperation in the preparation of public policies through Village Conferences;
- b. prepare themselves to be empowered in expressing their aspirations, views and interests related to strategic matters;
- c. encourage the creation of participatory, democratic, transparent, and accountable Village Deliberation activities;
- d. encourage the creation of a safe, comfortable and peaceful situation during the Village Deliberation process;

- e. applying consultative values, agreement on kinship processes, and cooperation in decision- making related to public policy.

20. Village Minister Regulation No. 2/2015 on Village Code of Conduct and Decision-Making Mechanism Article 5 paragraph 3: Elements of society as referred to in paragraph (2) consist of:

- a. customary law;
- b. religious character;
- c. community leaders;
- d. Educator;
- e. farmer group representatives;
- f. representatives of fishermen groups;
- g. representative of the crafters' group;
- h. representation of women's groups;
- i. representatives of observer and child protection groups; and representatives of poor groups

Annex 6. Instruments to ensure women's participation

To ensure that no one is left behind, each stage of the procurement and *involuntary resettlement* process needs to ensure the involvement of all communities in the society. This is in line with the principle of the *Sustainable Development Goals (SDGs)* that *no one is left behind*. Similarly, the implementation of the stages after the procurement site needs to be done in a participatory manner. The following tools can assist in ensuring that each stage of the process is participatory, especially by involving women.

Women's Participation Indicators

Participation Level	Indicator	How to Verify	Achievement s
<i>Attend</i>	Percentage of women in attendance (10-30% of all participants)	Register Attendees	
<i>Attend</i>	Percentage of women who attend and deliver needs to be at least (30% of all participants)	Activity Minutes	
	Availability of a list of needs identified with by involving women	Document list of needs that identified	
<i>Attend</i>	Percentage of women present and involved in the process negotiation decision making	Activity Minutes	
	Availability negotiated agreement prepared with involving women	Agreement document	

Requirements for women's participation in consultation processes

Women's participation in Indonesia for any type of public meeting is generally very low due to most areas in Indonesia having patriarchal culture where men are the main stakeholders in decision making for most of Indonesia's provinces. This condition can be found in many public consultations where women are minority participants as the results, their voices and needs are not captured properly for impact assessment and management. Article 2 (3) of Law No. 2/2011 on political parties is utilized to encourage more women representatives in decision making, hence it determines that the minimum quota for women's participation in politics is 30 percent. This provision becomes a reference and is used nationally, among others, by women's empowerment units in local governments as a basis for women to participate in community activities.

The IFC performance standards outline that the consultation process should:

- Accommodate the opinions of men and women, and if necessary, the process should include a separate forum for men and women or the involvement of women in the process. separate,
- reflect men's and women's different issues and priorities on impacts, mitigation mechanisms, and benefits, as appropriate.
- ensuring the involvement of other vulnerable groups such as disabled people and minority groups
- consider the existence of patriarchal traditions and social norms and values that may limit women's participation in leadership roles and decision-making processes.

The Social and Gender Integration Plan (SGIP) requires that any project component that includes community consultation and input needs to follow the following gender inclusive process:

- Minimum 30% presence of women in all community planning activities (as per government regulations)
- Organize FGDs or meetings with women as part of project development, to gather and record their needs and priorities.

Annex 7. Definition of Equal Access and Vulnerable/Marginalized Groups

Equal Access

Equal access in the context of gender equality is defined as equal access to resources and benefits, equal participation in decision-making and equality before the law for men and women. FAO recognizes that social and economic disparities between men and women undermine food security and nutrition and hinder economic and agricultural growth. Thus, if men and women have equal access to agricultural resources, services and employment opportunities, this will increase agricultural production, food security, economic growth and the well-being of families, communities and countries.

Vulnerable/Marginalized Groups

Vulnerable/marginalized groups are defined as those who experience a higher risk of poverty and social exclusion than the general population. Ethnic minorities, migrants, people with disabilities (PWDs), the homeless, those struggling with substance abuse, isolated elders and children often face difficulties that can lead to further social exclusion, such as low levels of education, and unemployment or underemployment⁴³. The IFC Performance Standards stipulate that disadvantaged or vulnerable status can stem from race, color, sex, language, religion, political opinion or individual opinion, national or social origin, property, birth, or other status. Social (ethnicity - e.g. indigenous population, gender, age) and economic (poor defined by land and asset ownership, natural resources, capital/income, employment, household size and dependents) aspects are the most important factors that determine a group's vulnerability. What constitutes a vulnerable group is usually context-specific and given scope of PLN CSS Project.

⁴³ http://ec.europa.eu/employment_social/spsi/vulnerable_groups_en.htm

Annex 8. Social Gender Analysis Requirements for CSS - PLN Project

Project Preparation

- Apply established social and gender evaluation criteria in proposal review
- Analyzing the gender-differentiated impacts of the PLN Protection System Project infrastructure on work, workload, and division of labor
- Assess budget costs, labor savings, and how and where time and money are spent
- Ensure gender analysis has been applied to the implementation plan and that the plan includes strategies to enable women's active participation in the project (e.g., job training, maintenance).
- Incorporate gender considerations in off-take (w h o uses and how) and "team" (constituency, and for training in operations and maintenance) analysis.
- Ensure the project developer's proposal includes the information collected above on the gender-differentiated impacts of the PLN Safeguard System Project infrastructure on employment, workload, and division of labor and strategies to address gaps.
- Ensure short- and long-term risks (and opportunities) are identified and addressed (generating a matrix that can be tracked during implementation)

Project Implementation

- Project implementation plans incorporate gender analysis and include strategies to enable women's active participation in the project.
- Ensure the project implementation plan includes specific activities (with costs) that mitigate the risks identified during project preparation.
- Engage women in the project through skills upgrading, productive activity opportunities, and job training in maintenance and operations
- Ongoing consultations supporting complementary economic activities targeting women's potential productive activities.

Gender Map in Land Acquisition & Involuntary Resettlement PLN

*) Disaggregated by age group, gender, persons with disabilities and other vulnerable groups disaggregated by gender and in particular land ownership data based on population profiles. This is done to ensure that no one is left out or left behind, in line with the principles of the Sustainable Development Goals.

) The consultation process needs to include representation from every element of the community. Representation consists of at least 40 people: consisting of 7 elements i.e. men, women, female heads of households, the elderly, young people, children, the disabled, and other vulnerable groups (may not be the same in each region).

*) Facilities and infrastructure for public services, sanitation, organizational life, education, access to markets

See below gender map

Annex 9. Screening of potential impact due to land acquisition and resettlement at pre-feasibility phase

Screening at the Pre-Feasibility Study phase

Early in project planning, it is necessary to consider land acquisition costs that can significantly affect the overall project budget. At this phase, potential land acquisition needs, including potential costs, should be estimated.

The aim is to avoid physical and/or economic displacement wherever possible. However, it is important to note that resettlement should not be avoided if there is a substantial risk to the health, safety and well-being of the affected people. For example, where a community is not physically affected but will be economically impacted in such a way that their survival is jeopardized, then resettlement may be a better long-term solution. Similarly, where communities are only partially affected, attention needs to be paid to the potential loss of social networks and the general social impacts that divide communities.

Most of the activities in this phase will be based on the review of available documents (e.g. map review and/or Google Earth, cadastral maps, results of previous studies or local socio-economic data). If field visits can be undertaken, it is possible to better understand the general characteristics of the area concerned and to understand the complexity and scale of the impact that could occur. For example, a visit to the project area may reveal whether there are informal settlements located on the project site, or whether there are vulnerable groups or uses of natural resources as a means of livelihood on the site.

The information available is important enough to know the regulatory requirements at the national level and what the standard land acquisition process is. Understanding the role of the national level authorities requires consideration of whether special agreements or other arrangements need to be made with national authorities for land acquisition and/or relocation requests to be made for a project. Such information will assist in estimating the time it will take to acquire land so that it is ready for construction.

Engagement with stakeholders in this phase is usually limited, as there is not enough detailed information that can be shared with the public. Some meetings with local government may be possible, especially as they are usually already involved in other project planning activities. The focus of the meetings will most likely be on avoidance and/or minimization of potential risks.

All information gathered should be reported to the project manager, project designers and engineers, finance manager and legal team. Given that land acquisition and physical/economic displacement of people and communities will have serious impacts on the project budget and schedule, there should be early consideration of alternative projects to avoid such impacts.

Annex 10. Matrix of Women and Potential Vulnerable Groups and Identification of Ways to Address Vulnerabilities

The following table presents ways to address the vulnerability of specific groups for various reasons. This table can be used or adapted to identify women's groups and marginalized groups.

PLN Project Type	Potential Vulnerable Groups (Sex Disaggregated)	Potential Vulnerability
Power plant project	<ol style="list-style-type: none"> 1. Poor households 2. Ethnic Minorities, poor migrant groups 3. A low social class that exclusively works for the elites 4. Local farmers, who derive their income from agriculture in the local area 5. Forest communities that derive their livelihoods from the forest. This group 6. can also protect water resources 	<ol style="list-style-type: none"> 1. Unable to pay for social/ public services 2. Dominant group favoritism, lack of established social networks and/or representation, may not lack information and access to participation and benefits 3. Routine agricultural activities may be hampered. 4. Forest communities may face economic dislocation if forests and water resources are located within protected areas.
Transmission Line and Substation Project	<ol style="list-style-type: none"> 7. Poor households 8. Households living near or below transmission line lines 9. Ethnic Minorities, poor migrant groups 10. Low social class that only works for the elites 	<ol style="list-style-type: none"> 1. Unable to pay for social/ public services 2. Health and Safety hazards due to high voltage electricity 3. Dominant group favoritism, lack of established social networks and/or representation, may not lack information and access to participation and benefits
Distribution Line Project	<ol style="list-style-type: none"> 11. Poor households 12. Ethnic Minorities, poor migrant groups 13. Low social class who only work as maids elite group 	<ol style="list-style-type: none"> 1. Unable to pay for social/ public services 2. Dominant group favoritism, lack of established social networks and/or representation, may not lack information and access to participation and benefits

Annex 11. Screening of potential impacts of land acquisition and resettlement from checklist of selected sites

Instructions

Assigned PLN unit⁴⁴ with expert assistance if required: complete and submit form to LAC for approval.

(ii) Project classification is an ongoing process. If there is a change in the project components, the project design or the assigned PLN unit completes and submits a new form. The old form is attached for reference.

(iii) Screening is conducted for all types of infrastructure requiring construction work under the projects listed in point 4 below.

1. Project name:				
2. Name of sub-project:				
3. Location (Province, city, village)				
4. Infrastructure to be built (all types including access roads, ornaments etc):				
5. Does the project include infrastructure that requires land for public use/development?				
Yes (specify)		No		
6. Does the Project include infrastructure that requires land for non-public development purposes?				
Yes (specify)		No		
7. Name of the assigned PLN unit (Region / UIP):				
8. Screening completed				
First time _____ Time (specify the reason) _____				
9. Project/sub-project start date				
10. Project/sub-project completion date				
11. Screening Date				
12. Field visits are conducted No				
Yes (add date and field location)				
Question	Yes	No	Unknown	Observation , notes
Impact Due to Land Acquisition/Donation				

⁴⁴ UIP PLN for power plant and transmission line projects and PLN Wilayah for distribution line projects

1. Does the Project potentially involve temporary or permanent and full or partial physical displacement? (Specify under anticipated displacement type)				
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2. Does the Project potentially involve temporary or permanent, and full or partial, economic displacement (e.g. loss of assets or access to resources due to land acquisition/donation or access restrictions - even in the absence of physical relocation)? (Specify under anticipated displacement type)				
3. Is there an impact on usage practices illegal land?				
4. What is the current status of ownership and use of the land to be acquired/donated known?				
5. Will there be no land acquisition voluntarily for land with an area of more than 5 hectares?				
6. Will there be any involuntary land acquisition for land with an area of less than 5 hectares?				
7. Will there be any land acquisition negotiated?				
8. Will there be voluntary land donations?				
9. Will there be loss of residence and/or land for residence due to land acquisition/donation?				
10. Will there be losses from agricultural activities and other productive assets due to land acquisition/donation?				
11. Will there be any loss of crops, trees and fixed assets due to land acquisition/donation?				
12. Will there be business losses or company due to land acquisition/donation?				
13. Will there be a loss of sources of income and means of livelihood due to land acquisition / donation?				
14. Whether social or economic activities will be affected by the changes related land use?				
Involuntary restrictions on land use or access to parks legally designated and protected areas				
15. Will people lose access to natural resources , facilities and communal service ?				
16. Will the project result in restrictions on land use and/or right of comfort?				
17. If the land use is changed, will it have an adverse impact on social activities and economy?				

18. Whether access to land and resources are owned communally or restricted by the state?				
Data on Impact and Vulnerable Groups				
19. Is the land area required for the project known? (Provide an estimate in Notes, including ownership status: central/provincial/district government; state/local company; private sector if available)				
20. Is any land owned by PLN? If yes, please provide details in the description / comments, including the year and acquisition conditions.				
21. Is there an estimate of the likely number of people who will be displaced due to the presence of the Project?				
22. Are any of them poor, female-headed, or vulnerable to the risk of poverty? Provide some estimate				
23. Are the displaced people from indigenous or minority ethnic groups? Provide some estimates				
Gender				
24. Is there a possible impact on gender equality and/or women's situation and girl?				
25. Does the Project potentially reproduce discrimination against women based on gender, particularly with regard to assessment of assets, opportunities and benefits?				
26. Is the Project potentially restricting the ability of women to use, develop and protect natural resources, taking into account the different roles and positions of women and men in accessing environmental goods and services? For example, activities that can lead to degradation or reduction of natural resources in communities that depend on these resources for livelihoods and their well-being.				

Indigenous Communities			
27. Whether indigenous peoples/indigenous communities exist/live in the project area (including the area Project influence)? (see Indigenous People Management Guideline for further explanation on indigenous people screening)			
28. Is it possible that the Project or parts of the Project will be located on lands and territories claimed by indigenous peoples? indigenous communities?			
Prepared by _____ Checked By _____ Approved by _____			

Note: Attach additional information about the project, as needed. For example, maps, photographs, expert conclusions, minutes of meetings etc

Annex 12. Scope of Land Acquisition Documents

The minimum requirements for the content and substantive aspects of the LARAP are presented below in the form of an overview of the document. It should be noted, that the level of detail and completeness of the LARAP is commensurate with the significance of the potential impacts and risks of involuntary resettlement.

- (i) **Purpose and Objectives of the Development Plan.** This should indicate the aims and objectives of the planned development and its outcomes for the benefit of the public.
- (ii) **Compliance with the Regional Spatial Plan (RTRW) and National and Regional Development Plans.** This describes the suitability of Land Acquisition sites and Regional Spatial Planning and Development Priorities.
- (iii) **Land Acquisition Policies and Entitlements.** Explains land acquisition policies and the rights of the entitled parties to receive compensation and assistance, which refers to Law No. 2 of 2012 and implementing regulations related to the rights of the entitled parties.
- (iv) **Participation, Consultation and Announcement.** Describe mechanisms for inclusion of communities and eligible stakeholders in all stages of the land acquisition process, taking into account gender and vulnerable groups (poor, landless, female-headed households, elderly, indigenous peoples). Approach to notification of development plans.
- (v) **Grievance Redress Mechanism.** Describes the mechanism for receiving, evaluating and facilitating the resolution of grievances raised by affected people, as well as objections to project implementation performance. The mechanism explains how the procedures can be achieved by the Eligible Parties and affected communities and is gender-sensitive.
- (vi) **Scope and Impact of Land Acquisition,** including:
 - (a) Identification and inventory of eligible parties and objects of land acquisition include; physical data on land ownership, land utilization and use; and data on Eligible Parties and objects of land acquisition.
 - (b) *Location of the land.* Clearly indicate the name of the village, sub-district, district and province. Boundaries should also be clearly defined with coordinate points.
 - (c) *Total land area required.* This includes (i) the total land area and the outer area (outer boundary) affected by the project; (ii) the area of land owned; (iii) the party entitled to the land object; (iv) the utilization of the affected land.
 - (d) *Overview of land status.* This describes the plot-by-plot status of the land to be acquired. Land tenure includes land rights, management rights, waqf land, customary land, indigenous community land, state land, and land ownership.
 - (e) *Buildings.* Including main buildings and secondary buildings that will be affected by the type of materials and type of use (residential, for business purposes, etc.). The identification of building loss also includes utilities attached to the building such as electrical connections, telephone, and potable water installations.
 - (f) *Plants.* Describes the type and number of lost plants that will be affected due to land acquisition and the remaining plants.

- (g) *Above- and below-ground space*. This includes above-ground and below-ground space that is free or restricted in use due to land acquisition.
- (h) *Objects attached to the land*. Describes other objects attached to the land affected by land acquisition, including utilities such as electricity networks, drinking water networks, and gas pipelines etc.
- (i) *Other assessable losses*. Provide information on other permanent and temporary losses that can be assessed, i.e., non-physical losses equivalent to monetary value, including loss of business or employment, cost of transferring premises, cost of transition period for relocation, and value of residual and other property
- (vii) **Socio-economic Profile of Entitled and Affected Persons**. Describes the socio-economic and demographic areas where the project and the land to be acquired are located. It also outlines the socio-economic profile of the entitled parties and affected people that the assessor will use as a consideration for determining compensation and a baseline for monitoring.
- (viii) **Estimation of Land Value and Object of Land Acquisition**. Land estimation is conducted on a per parcel basis per type of loss. Types of losses in land estimation are divided into two, namely physical and non-physical losses. The estimated land value describes the estimated compensation value for the object of land acquisition, including: land, space above and below ground, buildings, plants, objects related to land, and other losses that can be valued.
- (ix) **Resettlement Strategy**. Describes resettlement options to eligible parties as one of the compensation options, alternative resettlement sites to be considered in consultation with eligible parties, resettlement measures, provision of public facilities and infrastructure at resettlement sites, and integration strategies with local communities, and resettlement timeframes. Resettlement strategies consider women and vulnerable groups.
- (x) **Income or Livelihood Restoration Program**. Identify risks of land acquisition to livelihoods of eligible parties and describe income or livelihood restoration programs. Measures to support vulnerable persons (female-headed households, elderly, special needs, and landless households) and severely affected persons, including Eligible Parties who need to be relocated to restore or even improve their incomes and livelihoods. Compensation and restoration of income or livelihoods takes gender into account.
- (xi) **Budget Planning**. Prepare a detailed budget for all land acquisition and resettlement activities, including for compensation, operational costs, staff training, monitoring and evaluation, and DPPT preparation.
- (xii) **Institutional Arrangements**. Describes the institutional arrangements for implementing the land acquisition process at all levels, from national (if applicable), provincial (if applicable), district/city, sub-district and village levels.
- (xiii) **Estimated Schedule**. Estimated time for land acquisition, consisting of: time for land preparation phase, implementation phase, and estimated time for construction.
- (xiv) **Monitoring and Evaluation**. Describe appropriate mechanisms and benchmarks suitable for the project to monitor the progress of implementing the land acquisition plan, evaluate the achievement of the land acquisition principles set out in the legal

framework. And the impact of land acquisition on the living standards and livelihoods of eligible parties

Example of Land Acquisition Agreement Negotiation

Negotiation of Settlement Agreement

The following agreement was made on the day date..... between Mr. / Mrs.
....., age....., resident of.....
Kelurahan....., sub-district (owner)
and (receive/support the project).

1. That land with certificate no..... is part of , with boundaries to the East....., to the West....., to the North....., and to the South.....
2. That the owner holds the right to the transferable land (area in square meters), with the Field number at the location mentioned above (including a copy certified maps, if available).
3. That the Owner testifies that the land/building is free from squatters or encroachers and is not subject to any other claims.
- 3.1. That the owner(s) agree to sell the aforesaid asset at the agreed price according to the attached schedule.
- 3.2. That the project owner agrees to pay the agreed price for the land and other assets within two weeks from the date of obtaining approval for the project from the Government/PMU
- 3.3. In the event of late payment within the stipulated time, this agreement will be null and void and the recipient will no longer have any claim on the land and assets.
4. That the Owner is aware of his right to opt out of the agreement before signing the agreement.
5. That the recipient will build and develop and take all possible precautions to avoid damage to adjacent land / buildings / other assets. If the land/building/other adjacent assets are damaged, compensation will be paid to the Landowner.
6. That the terms of this agreement shall enter into force from the date of signing this deed.

..... Owner's Name and Signature

Witness:

1. (Signature, name and address)
2. (Signature, name and address)
3. (External third-party signature)
4. Signature of the initiator/representative of the sub project

Annex 13. Schedule of Compensation of Assets and Prices

Summary of Affected Units/Assets	Units to Buy	Agreed Unit Price	Total Price Agreed
1. Land (agricultural, residential, etc.)			
2. House/building to be demolished (unit/m2)			
3. Affected trees			
4. Affected crops			
5. Other fixed assets affected (well, electricity meters, other buildings)			

.....

(Owner's signature)

(Sub project initiator's signature)

.....

(Village Chief's signature)

(External third party's signature)

Include a record of any complaints filed by the owner;

Attach a map of the area showing the location of the affected soil.

Annex 14. Land Identification

- Fill in the checklist for each land parcel.
- If all answers are "Yes", the project can continue with the practice of voluntary donations.
- In the case of land use rights and land rights release, this form can be signed instead of an agreement.

1. (Infrastructure name) is not location specific and there is an option to revise design if no agreement is reached.	Yes/No
2. Land alignment/identification is discussed with the community/government local and landowners	Yes/No
3. Landowner is a direct beneficiary of the subproject	Yes/No
4. The voluntary donation of the land is an act of informed consent and the landowner is not coerced into donating the land and/or other assets by force or under duress, or tricked into believing that he/she is obliged to do so or not entitled to compensation.	Yes/No
5. Impacts on landowners are marginal and do not result in physical displacement of households or cause loss of income and household livelihoods.	Yes/No
6. The landowner is not poor or vulnerable.	Yes/No
7. The donated land parcel is not occupied by squatters, encroachers or other plaintiffs	Yes/No
8. The donated land is free of any ownership disputes or other encumbrances; the affected households have recognized the period of legal ownership.	Yes/No
9. In the case of community-owned land: People who use or occupying the land has been consulted and agreement has been reached.	Yes/No

Annex 15. Example of Voluntary Land Donation Agreement

Project Information

Sub-projects:.....km

Location

PLN UIP/Wilayah:

Contractor:

Voluntary Donation Land Agreement

The following agreement was made on the day date between Mr. / Mrs., age....., resident of..... Kelurahan....., sub-district.....

.....(owner) and..... (project recipient/supporter).

1. That land with certificate no..... is part of, with boundaries to the East....., to the West....., to the North....., and to the South.....

2. That the owner holds the right to the transferable land (area in square meters), with the Field number at the location mentioned above (including a copy certified maps, if available).

3. That the Owner testifies that the land/building is free from squatters or encroachers and is not subject to any other claims.

3.1. That the Owner hereby grants to (name beneficiary) assets listed in the table below for development and development of for the benefit of the community.

Type of Loss (asset)	Total	Unit	Note
Land		M2	
Trees		amount	
Plants		M2	
Building		M2	

3.2. The owner declares that he has previously been notified by (local authorities, Area) on the right to receive compensation for loss of property (land, buildings, trees/plants, and access) that may be caused by the construction of Project infrastructure on its m2 land section (each map attached).

3.3 That the Owner will not claim any compensation against the gift of such assets or obstruct the development process on his land, if this happens the Owner will be subject to sanctions in accordance with applicable laws and regulations.

3.4 That (name of project initiator) agrees to accept this asset grant for the stated purpose.

4. That the recipient will build and develop
..... and take all possible precautions to avoid damage to adjacent
land/buildings/other assets. If the land/building/other adjacent assets are damaged,
compensation will be paid to the Owner.

5. That the terms of this agreement shall enter into force from the date of signing this deed.

I also ensure that I do not seek compensation for loss of land, buildings, trees/plants, and
access and will ask local authorities to consider this grant as my donation to the Project.

..... Owner's Name and Signature

Witnesses:

1. (Signature, name and address)
2. (Signature, name and address)
3. (Signature of the initiator/representative of the sub-project)

Annex 16. Proposed Research Questions for Planning and Development of Livelihood Recovery Strategies

- How will the project impact income and livelihoods?
- What is the income level of the displaced residents?
- What are the income sources of affected households? Are there other non-monetary sources of livelihood?
- What are the constraints and opportunities for income generation in the relocation site?
- Is it possible to continue farming?
- Is farmland replacement available?
- What do eligible parties expect from the livelihood restoration program?
- What skills do eligible parties (vulnerable and highly affected groups, including those to be relocated?) have?
- What type of training is needed by eligible parties (vulnerable and highly affected groups)? Is there the capacity to provide it?
- Are there employment opportunities in development projects?
- Are there any ongoing economic empowerment programs in the project area?
- Are there financial and other development support institutions, such as banks, savings and credit institutions active in the area?

Annex 17. Income and Specific Livelihood Restoration Program

(Source: Involuntary Resettlement protection system. Planning and Implementation Document "Good Practice Sourcebook" - Working Draft)

Land-based income restoration. This program replaces lost land with new land of equal or better productive potential elsewhere. This approach is the preferred option in rural areas as the livelihoods of displaced people generally depend entirely on land. Non-land options may make them vulnerable, although many do not find new land of the same quality as the lost land. Other forms of land-based programs require access to forests, grazing land, or water resources. While land scarcity is often a constraint in achieving this approach, this option should be explored if displaced people wish to continue land-based income restoration. However, in this case the next generation may have different priorities.

Employment-based income restoration. Projects generate employment opportunities at construction sites, in project offices, and elsewhere that can absorb many of the workers made unemployed by displacement. The challenge is that many of these jobs are temporary. But a project can also create long-term employment opportunities - for example working in community-based road maintenance activities. While these jobs may also require qualifications and experience that most displaced people do not have, to some extent these issues can be addressed through carefully designed skills training programs.

Entrepreneurship-based income restoration. These programs can strengthen existing entrepreneurs who have been resettled or encourage many new small businesses, especially for the poor. These enterprises are often household-based economic activities. A needs assessment for products, services and skills is always required before any business is launched - without sufficient demand, it will fail. Small enterprises and entrepreneurs need assistance in other ways as well, including (a) training to improve existing skills and to learn new ones, including skills for business management; (b) advice on technical issues; (c) access to credit; and (d) assistance in marketing.

Annex 18. Stakeholder Analysis

It is important to know who the project stakeholders are and their roles that can influence project activities. As the first step in the consultation planning process starting from the initial assessment or feasibility study of the project, the team should start with the identification of project stakeholders, especially key stakeholders and eligible parties including vulnerable groups. During identification stakeholders obtain advice through consultation from local governments, formal and informal leaders, experts and communities. Project stakeholders need to be grouped together to identify specific consulting needs, requirements or approaches that need to be defined (Use the Tools for stakeholder identification presented below). For example, separate public consultation meetings can be held with affected citizens facing job loss, women, vulnerable people, landless people, etc. It should be noted, however, that vulnerable groups, especially those below the poverty line, the landless, the elderly, women and children, Indigenous People, and those without land rights should be considered part of household-based communities. For land acquisition involving indigenous peoples, proper identification of indigenous leaders must be carried out.

Key Stakeholder Structure:

<i>No</i>	<i>Affected Community Stakeholders</i>	<i>Institution Stakeholders</i>
<i>1</i>	<i>Directly affected people</i>	<i>National Government (Central)</i>
<i>2</i>	<i>Indirectly impacted people</i>	<i>Local Government</i>
<i>3</i>	<i>Indigenous Peoples and Indigenous Leaders in cases of indigenous peoples' involvement</i>	<i>Regional Institutions</i>
<i>4</i>	<i>Religious group/community</i>	<i>Civil Society, including national NGOs and international, community-based organizations, research institutes, unions workers etc</i>
<i>5</i>	<i>Other social communities (women, farmers, entrepreneurs' groups) and influential groups</i>	<i>Media</i>

Stakeholder Analysis Tools

Stakeholder Groups	Describe stakeholder groups, including their interests, the potential impact of the project and the perception of the problem (insert additional lines if necessary)	Describe the specific subgroups identified, especially vulnerable groups, especially those below the poverty line, the landless, the elderly, women and children, and those without rights Land ownership	Describe specific information needs	Describe the consultation methods that will be applied at each stage of the Land Acquisition process	Describe information disclosure methods to apply at each stage of the Land Acquisition process
Community Based Household					
People who Directly Affected					
People who Indirectly Affected					
Indigenous Peoples and Indigenous Leaders in cases of involvement Indigenous people					
Group/community religious					
Other social communities And influential groups					
Stakeholder Institutional					
Central Government					
Local Government					

Regional Institutions					
Civil Society, Including NGOs National and international, community-based organizations, research institutes, unions workers etc.					
Media					

Annex 19. Consultation Method

There are various methods of consultation. Some of the methods are described below:

Public Meetings

During public meetings, both Affected People and the general public should have the opportunity to participate and express their views and concerns, be informed about various aspects of the project.

Survey

Meaningful consultation is an integral part of the social impact assessment process. During the scoping and baseline assessment phases, communities can be made aware that the information sought is part of a shared agenda to mitigate future project impacts and identify opportunities for improvement in social and economic conditions. Key conclusions from baseline study analyses should be discussed with communities as part of an iterative process. It is essential that there is good and frequent two-way communication between the baseline study team and the consultation team, which are two separate units; however, where possible these should be conducted by the same team.

Survey teams are the gatekeepers who provide information to communities and affected people. Detailed Measurement Survey, census and asset inventory teams should be trained, so that they can provide meaningful consultation to People in Need as needed. Considering that surveyors are not protection specialists and may provide the wrong consultation to affected people, the information that can and cannot be provided to affected people must be defined. Surveys can be used as an opportunity to disclose a matrix of belongingness or provide a brief information brochure.

Other consultation opportunities are qualitative surveys: focus group discussions (FGDs), in-depth interviews. Qualitative group or individual interviews are usually organized in an open and conversational manner. People, such as women and vulnerable groups can feel more comfortable during focus group discussions (FGDs) and present, formulate their questions, concerns and recommendations.

Meeting Group, individual with People Affected People, other stakeholders

Consultations with groups of affected people with specific/special needs can be organized separately, in addition to the general meeting. For example, separate meetings with vulnerable PAPs, women or PAPs with legalization/registration issues etc. The purpose is to provide consultation to PAPs on their specific needs. The purpose is to provide consultation to affected people on their specific needs.

Annex 20. Check List for Stakeholder Identification

Draft a list of stakeholders and then answer the following questions:

- Are all stakeholders registered?
- Are vulnerable groups registered?
- Are all types of women stakeholders considered?
- Are indigenous people registered as stakeholders?
- Are people without land, without legal rights to land considered?
- Are there any other groups, which could be directly or indirectly negatively affected by the project?
- Are there other groups, which could be directly or indirectly positively affected by the project?
- Are formal and informal leaders registered?
- Have all potential supporters and opponents of the project been registered?

Annex 21. Gender Indicators in Public Consultation and Participation

- Have women representing all socio-economic categories been included in the project?
- Number of women attending by socioeconomic category
- % of women present in public participation out of the total participants?
- Do women have information about the proposed project?
- Are women consulted about resettlement plans?
- How to inform affected women of the plan?
- Is there a mechanism to ensure women's participation at every stage of the project?
- Is it necessary to have a separate meeting specifically for women?

Annex 22. Protocol for Public Consultation Arrangement

1. Consultations should be conducted during the planning, implementation and monitoring of the Land Acquisition and Resettlement Action Plan (LARAP).
2. In some cases, focused consultations on specific social groups can be constructive, especially where high unemployment rates or lack of employment occur, or where projects are likely to affect vulnerable populations such as the young and the elderly. Likewise, where there are marginalized ethnic or minority groups, consultations should be designed to accommodate their views.
3. The consultation process should include women and ensure that their participation is crucial in identifying impacts, developing adequate solutions, and being active in their implementation and monitoring.
4. Ensure adequate representation and presence of women from different socio-economic groups.
5. Ensure a proportion or representation of 50% women during the planning and presentation of the resettlement plan and obtain opinions from women on the issue.
6. Consider separate meetings with women, using female facilitators to get women's views, especially on sensitive issues such as toilets, sanitation, water, and house planning.
7. Consultation should start early in the project preparation stage. It should then be conducted on an ongoing basis throughout the project cycle to provide affected people with an overview of project development, changes in legal regulations, etc.
8. Depending on project specifications, the Land Acquisition and Resettlement (LAR) Public Consultation may be held on the same day as the environmental public consultation as needed.
9. All public consultation activities should be known and open to relevant civil society organizations and non-governmental organizations for their participation.
10. Meaningful consultation requires detailed planning: clear objectives, mechanisms, respective resources, timelines and monitoring. The public consultation strategy should be described in detail in the Land Acquisition and Resettlement (LAR) project. All planned public consultation activities should be posted on PLN's website for public information.
11. All questions raised by the affected people during the public meeting must be answered. If not, a clear reason must be provided to the affected people, when and how the answer will be provided after additional examination, and clarification with the responsible agency.
12. The venue should be chosen so as to ensure accessibility, free discussion with affected people, for example, if in the community women do not usually participate in public events, a separate consultation meeting should be organized and the venue convenient.
13. The meeting venue for women should consider the possible timing and location that can make them easier to join the meeting. Providing childcare arrangement is

suggested when possible as it will help women and parents to join and fully participate in public consultation or meeting activity.

14. It must be ensured that vulnerable groups have sufficient opportunities to participate in consultations.
15. Affected people must be given meaningful information about the public consultation. Good practice is to make an announcement a week before the Public Consultation and to call and invite each affected citizen individually.
16. Consultation and participation can be optimized by utilizing existing community organizations (both formal and informal) and local government entities.
17. Public Consultation Documentation (minutes, attendance list, recordings if possible)

Annex 23. Information Brochure Structure Per Project Implementation Stage

Project information brochures should only contain relevant and important information. Presentations should be to the point and in a user-friendly manner.

1. *Project Information Brochure at the feasibility stage*

The brochure should provide a general understanding of the project and its anticipated impact, especially, details on the feasibility of compensation and entitlements, public consultation plans/approaches, Grievance Redress Mechanisms (GRM), project tentative timelines etc.

Outline of suggested information:

- Introduction (purpose of the brochure)
- Project/sub-project description
- List of relevant documents (policies, decisions, etc.) governing the project
- Safeguard system of potential impact projects/sub-projects
- Stakeholders, public consultation/communication plan
- Eligibility and empowerment of affected persons
- Institutional arrangements and grievance redress mechanisms

2. *Project Information Brochure at the preparation stage of the LARAP.* This brochure is intended for the presentation of the approved project, its implementation schedule, including LARAP preparation and implementation schedule. Details on LARAP implementation (e.g., how owners living outside the affected communities can sign contracts, how compensation amounts will be transferred, etc.) of the project's grievance redress mechanism (GRM) as well as eligibility and compensation entitlements should be presented. Details and consequences of the LARAP preparation survey, including inventory, identification and announcement of losses, contract signing process, time limit categories should be presented.

Outline of suggested information:

- a. Introduction (purpose of the brochure)
- b. Project/sub-project description
- c. Relevant documents (policies, decisions, etc.) governing the project
- d. Eligibility and empowerment of affected persons
- e. Institutional arrangements and grievance redress mechanisms
- f. LARAP survey: process and consequences
- g. Project completion time
- h. Project impact
- i. Exhaustiveness and implementation schedule of Land Acquisition and Resettlement
- j. Frequently asked questions

3. *Project Information Brochure at the final stage of implementation of the Land Acquisition and Resettlement Plan*

If the schedule disclosed to the PAPs at the Land Acquisition and Resettlement Plan (LARP) preparation stage is substantially shifted, then the information brochure may be disclosed with details on the implementation schedule.

4. *Project Information Brochure at Construction Start-up Stage*

The brochure is intended to be a presentation of the construction approach and schedule, as well as possible environmental and social risks. Usually at this stage the LARAP is fully implemented, however, stakeholders should be informed that in the event of impacts, the construction Contractor is obliged to receive the grievance submitted by stakeholders or affected people. When the project owner receives any grievance about LARAP, the LARAP team provides assistance to investigate this grievance forward.

Annex 24. Complaint Reporting and Monitoring Form

Note: Databases in Excel form can be compiled using the following format:

Notes: Excel databases can be organized using the following format:

Details about the Applicant

1. Name:
2. Address:
3. ID card number:
4. Contact Information (another contact person can be mentioned in case the affected person does not have a cellphone number):
5. Gender
6. Vulnerability status, if any
7. Indigenous People (yes/no)
8. Status: affected people, Intermediary, NGO, Local Authority, other

Details about Complaint

1. Date of registration
2. Details of the focal point/institution that received the complaint (name, position, name of receiving office)
3. Grievance formats: letter, phone call, email, verbal complaint, suggestion box, other
4. Type of issue (e.g. land acquisition, compensation/assessment, construction, other)
5. Problem description (summary)
6. Person/company responsible for causing the problem
7. Action Plan (action, name of person in charge, date)
8. Final resolution (summary)
9. Complainant satisfaction letter and other feedback (summary)

Details on Responsible Person Monitoring

1. Name:
2. Position:
3. Deadline of form completion

Annex 25. Project Progress Monitoring Scope

<p>The scope of regular monitoring of project progress, bottlenecks, and follow-up should at least include:</p>
<p><i>Land Preparation Stage</i></p>
<ul style="list-style-type: none"> • Notice of development plan; • Verification and identification of entitled parties and objects of land acquisition; • Public consultation and information disclosure; • Announcement of location determination; • Grievance handling;
<p><i>Land Acquisition Phase</i></p>
<ul style="list-style-type: none"> • Inventory and identification of entitled parties and objects of land acquisition; • Determination of assessors and implementation of assessments; • Deliberation for compensation and participation of entitled parties; • Providing compensation, assistance to all eligible parties in various categories in accordance with the compensation and assistance policy (alignment); • Custody of damages (if any); • Public Consultation and information disclosure • Complaint Handling • Implementation of livelihood restoration programs (especially for vulnerable groups who will be relocated); • Resettlement (if applicable), the impact of land acquisition on the livelihoods of entitled parties, especially vulnerable groups and relocated parties; • Objection resolution; • Takeover cases, if any provisions related to gender, indigenous peoples and vulnerable groups • Release of land acquisition object; • Termination of legal relationship; and • Documentation of land acquisition results. • Preparation of compliance report
<p><i>Land Acquisition Phase, including Construction Phase</i></p>
<ul style="list-style-type: none"> • Public Consultation and information disclosure • Complaint Handling • Implementation of livelihood restoration programs (especially for vulnerable groups who will be relocated); • Resettlement (if applicable), the impact of land acquisition on the livelihoods of entitled parties, especially vulnerable groups and relocated parties; • Post-implementation (impact) evaluation of the LARAP

- Design revisions if any with each social protection and mitigation system screening process
- Impacts during construction within the area right of way (RoW) and mitigation
- Impacts during construction beyond the area Right of Way (RoW) and mitigation

Annex 26. Monitoring & Evaluation Using Gender Perspective

The M&E policy requires that as far as possible data should be disaggregated by sex and as appropriate gender is integrated into impact evaluations. Below are some examples of indicators for PLN's Land Acquisition State Protection System:

- Number (#) of men, women and marginalized groups trained on Gender
- Proportion (%) of women and marginalized groups as beneficiaries of PLN Land Acquisition Investments
- Proportion (%) of women and marginalized groups benefiting from project investments

Some impact evaluations are prepared under PLN's Land Acquisition State Protection System. Here are some questions for impact evaluation from a Social and Gender Perspective.

For the PLN Land Acquisition Safeguards System, a special focus on potential positive and negative impacts on women and vulnerable groups should be included. Potential evaluation questions may include:

- How do changes in electricity use affect women's use of time, and what results from their reallocation of time to other activities? Is productivity affected and how? How does it affect household income and women? In what ways does it impact power relations within the project community and family? How does it affect women's roles and activities in their communities?
- How do household decision-making patterns impact on how families use the improved electricity: e.g. who decides what appliances are purchased in the home and for what use (productive vs. leisure)? What is the impact on household costs (have household costs decreased - e.g. costs of running the household)?
- Impact on education and knowledge: this applies both to children's learning outcomes and to women in the home (e.g. does increased TV time expand knowledge and awareness of broader social issues. Does this result in lower productivity/less time spent on housework?)
- Do more secure land rights strengthen women's productive potential? Do land restriction processes undermine access for certain groups?
- What types of PLN Typology Projects and investment types have greater returns to women's productivity? How does this impact male productivity?

A separate qualitative assessment of the quality of participatory and consultative processes in PLN Land Acquisition and the ability to ensure meaningful involvement of women and vulnerable groups and the extent to which outcomes in substantive benefits are proposed to be carried out midway through implementation, to enable the PLN Institution to learn and refine its direction and approach, if necessary.

Annex 27. Research Questions for Internal Monitoring

Note: All indicators must be disaggregated by gender

Problem Monitoring	Internal Monitoring Indicators
Budget and Timeframe	<ul style="list-style-type: none"> • Have all land acquisition and resettlement staff been appointed and mobilized for field and office work as scheduled? • Have capacity building and training activities been completed on schedule? • Were resettlement implementation activities completed in accordance with the agreed implementation plan? • Are funds for resettlement allocated to resettlement agencies in a timely manner? • Has the resettlement office received the scheduled funds? • Have funds been disbursed according to the Land Acquisition and Resettlement Plan? • Has all land been acquired and occupied in time for project implementation?
Conveyance of the Rights of Affected Residents	<ul style="list-style-type: none"> • Have all Affected People received relief in accordance with the amount and category of loss specified in the relief matrix? • Are the Affected People receiving payments on time? Have all Affected People received resettlement benefits according to the agreed payment schedule? • How many affected households have received land titles? • How many affected households were relocated and established their new buildings in the new location? • How many Affected People are able to purchase replacement land (houses and their yards and agricultural land)? Are Affected People able to access schools, health services, cultural sites and activities? • Are income and livelihood restoration activities implemented as planned? • Have the affected businesses received their dues? Have Affected People who lost their eroded land received adequate compensation? • Are community buildings compensated and rebuilt in new locations? Are local communities adequately assisted with facilities where necessary?

Consultation, Complaints and Special Problems	<ul style="list-style-type: none"> • Have resettlement information brochures/flyers been prepared and distributed? • Has consultation taken place as scheduled including meetings, groups, community activities? • How many Affected People know their rights? • How many know if they have been accepted? Have any Affected People used the grievance procedure? • What is the outcome? Has the conflict been resolved?
Benefits Monitoring	<ul style="list-style-type: none"> • What changes have occurred in work patterns compared to the situation before the project? • What changes have occurred in income and expenditure patterns compared to the pre-project situation? • Does the income of the displaced residents match with this change? • What changes have occurred in vulnerable groups?

Annex 28. Research Questions for Compliance Review and Post Evaluation of Land Acquisition

Notes: All indicators should be disaggregated by gender

Problem Monitoring	External Monitoring Indicators
Basic Information on Affected Households	<ul style="list-style-type: none"> • Location • Structural composition, age, education level and skills • Gender type of household head • Ethnic households • Access to health, education, utilities and other social services • Housing type • Land and other resource ownership and use patterns • Professions and occupational patterns • Source and level of income • Agricultural production data • Value of assets forming compensation and resettlement benefits
Restoration of Living Standards	<ul style="list-style-type: none"> • Is the compensation for houses made free of depreciation, fees or transfer costs to the Affected People? • Have the Affected People accepted the replacement of key social and cultural elements?
Livelihood Restoration	<ul style="list-style-type: none"> • Are compensation payments free from deductions for depreciation, fees or transfer costs to Affected People? • Is the compensation payment sufficient to replace the lost assets? • Is adequate replacement land available at an appropriate standard? • If costs are involved, do the transfer and relocation payments cover these costs? • Is the income replacement payment sufficient for the transition period? • Did the affected commercial enterprises receive adequate compensation and rebuild? • Have vulnerable groups been provided with effective income generation opportunities? • Are affected vulnerable people provided with jobs in civil works projects?

Satisfaction level of affected people	<ul style="list-style-type: none"> • How much do Affected People know about resettlement procedures and eligibility? Do the Affected People know their rights? • Do Affected People know when these have been fulfilled? • How do Affected People assess the extent to which their living standards and livelihoods have been restored? • How much do Affected People know about grievance procedures and conflict resolution procedures?
The Effectiveness of Resettlement Planning	<ul style="list-style-type: none"> • Are the Affected People and their assets properly named? • Are any land speculators being assisted? • Is the time frame and budget sufficient to achieve the objectives? • Is there too much influence? • Are vulnerable groups identified and assisted? • How do resettlement implementers handle unforeseen problems?
Other impact	<ul style="list-style-type: none"> • Are there any undesirable environmental impacts? • Are there any unintended impacts on employment or income?

Annex 29. Livelihood restoration program indicators

The following indicators, among others, can be considered as output indicators that the Livelihood Restoration Program is achieving its objectives:

- Leading/direct indicators:
Improvement or restoration of the eligible party's sustainable income;
- Indirect indicators:
 - a. Productive assets have been replaced in a form that is more or less equivalent to the social, economic and environmental conditions and have started to generate the anticipated level of income;
 - b. Jobs are replaced/found, which are economically viable and can be considered sustainable (e.g., assurance that jobs will be provided in no less than 3 (three) years)
 - c. Affected households achieve economic independence and families have different sources of income.
 - d. And others

Key indicators of progress for monitoring income restoration programs include:

- Beneficial activities for each household member, including information on income and expenses or savings associated with each activity (such as transportation costs and liability costs associated with new work locations and capital grants);
- Type of problem encountered;
- The need for additional assistance, including the type of assistance;
- Individual satisfaction with current economic activities;
- Consumption behaviour: consumption/sale of household furniture, animals, farm equipment, etc.

Annex 30. Example of PLN LAND ACQUISITION PLANNING DOCUMENT

DEVELOPMENT PROJECT (Project Name)

BUILDING PROJECT (Project Name)



PT PLN (PERSERO) UNIT INDUK PEMBANGUNAN

Construction Year 2015

Document Name:

Document Date:

Attachment:

- a. Social Economic Survey,
- b. Site Feasibility,
- c. Development Cost-Benefit Analysis for Regions and Communities,
- d. Estimated Land Value,
- e. Environmental and Social Impacts that may arise due to Land Acquisition and development,
- f. Other studies that are specifically required

A. Aims and Objectives of the Development Plan

Outlines the aims and objectives of the planned development and the benefits of electricity infrastructure development. Goals and Objectives of the Development Plan include:

- a. The purpose of this development plan is to carry out national electricity infrastructure development;
- b. The aim is to fulfill national electricity needs, especially to fulfill the electricity needs of the Province, and Districts, Sub-districts, and Villages, which are the location of the Development Plan;
- c. The development of electricity infrastructure is beneficial to the community in improving the welfare of the community and developing the potential of the region.

B. Conformity with the Regional Spatial Plan (RTRW)

Describe the suitability of the Land Acquisition site plan with the Regional Spatial Plan. Conformity with the Regional Spatial Plan is made in detail down to the District/City and Sub-district RTRW.

C. Conformity with the General Plan for Electricity Supply

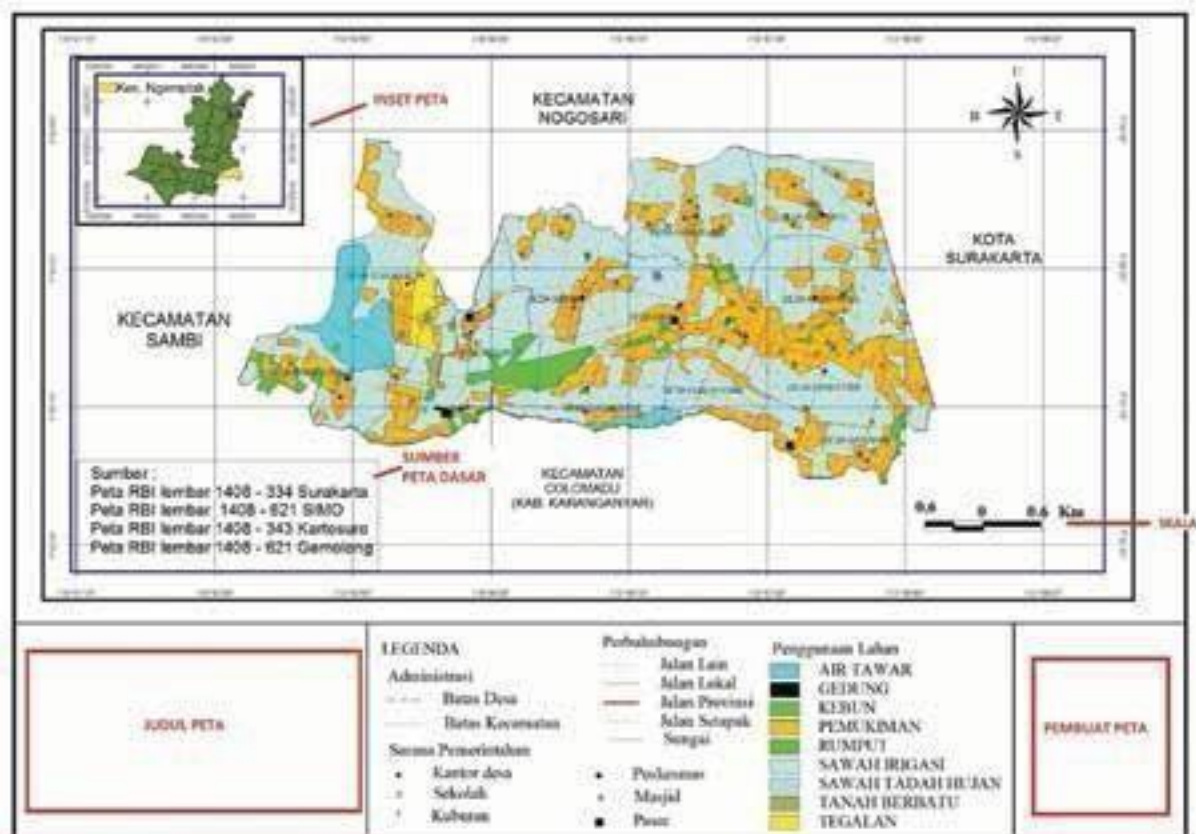
Describe the suitability of the Land Acquisition location plan with the General Plan for Electricity Supply of PT PLN (Persero).

D. Location, Size and Status of Land

Table of Land Location, Area, and Status

Location			Project No.	Eligible Parties	Land Area (m2)	Land Status	Land Rights
Village	District	District/City					
						Land Property/Tanah h Manage/Tanah n ah Waqf/ land custom/other a	Certificate. girik / <i>letter</i> C/De ed Buyi ng and selling More

Land Acquisition Location Map



E. Estimated Timeframe for Land Acquisition

[illegible]

[illegible]

Annex 31. Component of Full and Abbreviated LARAP

Full LARAP

The scope and level of detail of the full LARAP vary with the magnitude and complexity of resettlement. The plan covers the elements below as relevant:

A full LARAP requires a socioeconomic survey of at least twenty five percent of affected households in order to establish the baseline household composition and socio-economic status in terms of health, education, livelihood, income, expenditure and vulnerability to improvement risks.

- A description of the project;
- Identification of potential project impacts;
- The objective of resettlement program;
- Both a baseline survey of socio-economic condition and a census of all household and assets
- The legal framework;
- The institutional framework and organizational responsibilities;
- Eligibility and entitlement matrix;
- Methodologies for valuation of losses and compensation for losses;
- A description of compensation packages/resettlement measures;
- Site selection, site preparation and relocation;
- Environmental protection and management;
- PAP participation, consultation and disclosure;
- Measures to mitigate the impact of resettlement on any host communities;
- Grievance procedure mechanism;
- Organizational responsibilities;
- Implementation schedule and budget; and
- Monitoring and evaluation activities.

Abbreviated LARAP

An abbreviated LARAP will contain, at a minimum, the following elements:

- Census survey of all PAPs, including assets lost and valuation of assets
- Compensation and rehabilitation assistance description;
- Consultation with PAPs about compensation alternatives;
- Institutional responsibility for implementation and procedures for grievance redress;
- Arrangements for monitoring and implementation; and
- Schedule and budget.

Annex 32. Format of Minutes of Public

Minutes of Public Consultation from XXXX

Date: XXX Start

Time: xxx finish

Time: xxx

Participants: Attach List of Participants

1. Meeting objectives

The purpose of this meeting was to inform and obtain opinions from the public on the proposed XXXX development, potential environmental impacts and mitigation measures. Stakeholders and the public were invited by sending invitation letters. Annex 2 is a list of invited stakeholders. Local communities are also informed through XXX and announcements through

XXX. Over XXX people participated in the meeting including, residents of XXX, owners of XXX, relevant government agencies and so on.

2. Remarks

Regent/District Head XXX opened the meeting by welcoming the participants and briefly explaining the purpose of the Project and today's meeting.

3. The statement by the Representative of PT PLN (Persero) UIP XXX explained that XXX community members were aware of the Project. While they were invited to today's meeting, XXX explained XXX.

4. Presentation XXX, representative of PT PLN (Persero) UIP XXX explained about XXX project

5. The presentation materials

6. Q&A session. After the presentation, the Q&A session conducted is summarized in the table below

7. Summary of Q&A session

8. Additional Opinion

9. Conclusion and Follow-up

10. Closing remarks of UIP XXX PT PLN (Persero) and District Head/Sub-district Head

Annex 33. Sample Invitation Letter for Public

PT PLN (Persero)
UIP XXXX
XXX address

Dear Madam/ Sir,
At the village
Subject: Invitation to Public Consultation on

XXXXX With respect,

We, PT PLN (Persero) hereby invite you to attend the Meeting to be held at XXXX.

We would like to give all residents the opportunity to get an explanation of the XXX project and answer any questions you may have. You will have the opportunity to speak with officials from PT PLN UIP/Wilayah as well as representatives from the Local Government. The Bupati/District Head/Village Head will also be present, as will some of the XXX. Presentations will be made to explain the development activities planned for the site and how the development activities may affect your circumstances. The meeting will be followed by an open Q&A session.

The meeting will be held at XXX in XXX village. The length of the meeting will depend on the number of questions asked after the presentation, however we would like to conclude it by

If you have any questions about this meeting, please feel free to contact my colleague XXX at XXX.

Best wishes
XXX, General Manager of UIP XXX

Annex 34. Format of Proposed Livelihood Restoration Program Document

Table of Contents

Table of Figure

Executive Summary

1. Introduction
 - a. Background
 - b. Target
2. Methods of Preparation for Livelihood Restoration Program
3. Characteristics of eligible parties
4. Design of Livelihood Restoration Program for implementation
 - a. Training Program Design
 - b. Material Assistance Program Design (living allowance, relocation assistance/allowance, etc.)
5. Monitoring and Evaluation System Design
6. Implementation Stage
7. Committee implementation organization
8. Required Support System
9. Livelihood Restoration Program Implementation Schedule
10. Budget Plan for Costs
11. Cover

Annex 35. Poverty Risks and Reconstruction Framework for Analysis and Resettlement Planning

(Source: Involuntary Resettlement Sourcebook. Planning and Implementation in Development Projects, World Bank)

The following are the nine main categories of poverty risk defined in the Poverty Risk and Reconstruction Framework:

Landlessness - Loss of **land** due to Development Projects, especially in agricultural areas, can be the source of the most severe form of permanent poverty.

Unemployment - Job loss may be overlooked if planners focus only on land loss, but this risk affects many Development Projects, and creating new jobs is one of the biggest challenges in resettlement.

Homelessness - Replacement housing is only one aspect of relocation. Relocation can also disrupt family and neighborhood relationships that are vital to the restoration of living standards.

Marginalization - Loss of economic power and social status pushes these families closer to the poverty line, or even further below it. Resettlement can result in social marginalization.

Increased morbidity (illness) and mortality (death) - Relocation is likely to expose displaced people to new sources of disease or cause new or more intensive debilitation, or may deprive them of access to health services or traditional medicine.

Food insecurity - Reduced self-reliance and disruptions in food production and supply can cause or exacerbate chronic undernutrition (defined as calorie or protein intake below the minimum level required for normal growth and work).

Disruption of the education process - School activities are often disrupted during displacement; furthermore, children are required to work to contribute to the recovery of family income and cause them not to return to school, or they may lack access to schools in the relocation site.

Loss of access to common property - Groups most vulnerable to poverty (especially women in these groups) rely heavily on common property resources, such as forests, water bodies, grazing areas, and firewood. These resources are often lost in displacement, and a rapid assessment process should address such losses.

Social segregation - Social capital can be lost through the dismantling or weakening of community-level networks and associations, kinship systems, and mutual aid arrangements.

Annex 36. Sample of social census instrument for land acquisition process

Disclaimer: Please adjust this template as needed based on the needs for each project and monitoring indicator for each project!

A social census instrument for the land acquisition process is a tool used to gather comprehensive information about the individuals and communities affected by a land acquisition project. This information is crucial for assessing the social impact of the project, determining compensation and resettlement needs, and ensuring that the rights and well-being of affected populations are protected. Social census for land acquisition process should be done to 100% affected households.

Below is a template for a social census instrument:

Title: Social Census Instrument for Land Acquisition

Project Name:

(Insert the name of the land acquisition project)

Date of Census:

(Insert the date when the census is conducted)

Location:

(Provide the geographical coordinates or description of the project area)

Census Team:

(Names and roles of the census team members)

Introduction:

This social census aims to collect information about individuals and communities affected by the [Project Name] land acquisition project. The data collected will be used for project planning, compensation, resettlement, and ensuring the welfare of affected populations. Participation is voluntary, and all information will be treated confidentially.

Section 1: Household Information

1. Household ID: (Unique identification number for each household)
2. Name of the Head of Household:
3. Total Number of Household Members:
4. Address:
 - Village/Town:
 - District:
 - State/Province:
 - Country:

Section 2: Demographic Information

5. Name (Full Name):

6. Gender:

- Male
- Female

7. Date of Birth (or Age):

8. Marital Status:

- Single
- Married
- Divorced
- Widowed
- Other (Specify):

9. Relationship to Head of Household:

10. Ethnicity/Caste:

11. Religion:

Section 3: Livelihood and Occupation

12. Main Source of Income:

13. Type of Occupation:

- Agriculture
- Livestock
- Fisheries
- Wage Labor
- Small Business
- Other (Specify):

14. Land Ownership:

- Owned
- Leased
- Tenant
- Other (Specify):

15. Livestock Ownership (if applicable):

Section 4: Impact of Land Acquisition

16. How is your household affected by the land acquisition project?

- Displacement:
- Loss of Livelihood:

- Other (Specify):

17. Do you have legal land titles or documents for the affected land?

- Yes

- No

- Mention the titles or documents owned

18. Have you received any information or compensation related to the project?

- Yes (Specify)

- No

- Mention the source of information

Section 5: Resettlement and Compensation Needs (if applicable)

19. Do you require resettlement assistance?

- Yes

- No

- If yes, please provide suggestion

20. Are you seeking compensation for land and assets?

- Yes

- No

- if yes, please mention expected value

Section 6: Additional Comments and Concerns

21. Please provide any additional comments, concerns, or suggestions related to the land acquisition project:

Declaration:

I, [Name of Enumerator], certify that the information provided in this social census instrument is accurate to the best of my knowledge and that all responses were obtained with the informed consent of the respondents.

Enumerator's Signature: _____

Date: _____

This social census instrument can be customized and adapted to suit the specific needs and requirements of the land acquisition project and the local context. It should be administered by trained enumerators who can communicate effectively with the affected communities and ensure the ethical and respectful collection of data. Additionally, it's important to comply with relevant legal and ethical guidelines for data collection and privacy protection.