

Disclosure of Social Management Framework for World Bank assisted “India Food Processing and Value Addition Project”

Ministry of Food Processing Industries (MoFPI) proposes to implement World Bank assisted “India Food Processing and Value Addition Project (IFPVAP)” for promotion of unorganized food processing sector in States of Punjab, Uttar Pradesh, Maharashtra and Andhra Pradesh.

The objective of the Project is to modernize and enhance the competitiveness of the unorganized segment of the food processing industry in selected States. This will be achieved by supporting the creation of more favorable economic, financial, and regulatory frameworks for micro food processing enterprises to upgrade, grow and compete in the domestic and global markets.

As per the World Bank Project requirement, MoFPI assigned the task of preparing Study Reports, in the said four States, on Social Assessment & Social Management Framework to M/s PricewaterhouseCoopers Private Limited (PwC). PwC has submitted draft Reports on Social Assessment & Social Management Framework.

MoFPI facilitated the arrangements for field visits and interaction with the stakeholders including State Governments. The findings, outcome, recommendations etc. made in the draft Reports have been authored by PwC. PwC alone are responsible for the contents in these reports at this stage.

Comments are solicited on the draft Social Management Framework placed below. The comments may be submitted at the email id wbap-mofpi@gov.in on or before 3rd May, 2019 by 05.00 PM.

Social Assessment and Social Management Framework for IFPVAPP

Gram Samridhi Yojana

April 2019

Draft

Table of Contents

Executive Summary	6
1. Introduction	8
1.1. Project Background.....	8
1.2. Sector Context – unregistered food processing sector in India	8
1.3. Project Description of IFPVAPP – “Gram Samridhi Yojana”	9
1.4. Project Components / Sub-Components.....	9
1.7. Structure of the Report	15
2. Regulations and Policy Framework	16
2.1. Introduction	16
2.2. Country level Laws/Acts/Policies	16
2.3. State level Regulations and policies	20
2.4. Relevant Programmes and Schemes of the Government of India	26
2.4.1. Key policies and schemes focused on women and other social groups, relevant to IFPVAPP project interventions	28
2.5. World Bank Safeguard Policies	33
3. Socio-Economic Profile Analysis	38
3.1. Socio Economic Review of Project Area	38
3.2. Demographic Profile	38
3.3. Social Profile.....	41
3.4. Economic Profile	44
3.5. Religious Profile	48
3.6. Size and Spread of Food Processing Sector in target districts	Error! Bookmark not defined.
3.7. Socio-Economic review of unorganized food processing sector in Uttar Pradesh.....	50
3.7.1. Social Profile.....	51
3.7.2. Economic profile.....	52
3.7.3. Workers profile and facilities available at the unit.....	53
3.7.4. Challenges in operating the business.....	55
3.8. Socio-Economic review of unorganized food processing sector in Punjab	58
3.8.1. Social Profile.....	59
3.8.2. Economic profile.....	60
3.8.3. Workers profile and facilities available at the unit.....	61
3.8.4. Challenges in operating the business.....	63
3.9. Socio-Economic review of unorganized food processing sector in Andhra Pradesh.....	66
3.9.1. Social Profile.....	66
3.9.2. Economic profile.....	68
3.9.3. Workers profile and facilities available at the unit.....	69
3.9.4. Challenges in operating the business.....	70

3.9 Socio-Economic review of unorganized food processing sector in Maharashtra.....	73
3.9.1 Social Profile.....	74
3.9.2 Economic profile.....	75
3.9.3 Workers profile and facilities available at the unit.....	76
3.9.4 Challenges in operating the business.....	77
3.10 Self Help Groups (SHG's)	80
4. Stakeholder Consultation and Public Disclosure	84
4.1. Stakeholder Mapping	84
4.2. Institution Level Consultation	85
4.3. Identification of Key Roles and Responsibilities	89
4.4. Key Observations.....	99
4.5. Consultation and Communication Framework	100
4.6. Information disclosure.....	102
5. Resettlement Policy Framework (RPF).....	103
5.1. Introduction	103
5.2. Principles and scope of RPF	103
5.3. Understanding land requirement under IFPVAPP	103
5.4. Preparation of Resettlement Action Plan (RAP)	109
5.5. Entitlement policy Matrix.....	109
5.6. Monitoring of RAP	116
5.7. Stakeholder Consultation and Grievance Redress.....	116
6. Gender Action Plan.....	117
6.1. Introduction and Objective.....	117
6.2. Policy and Regulatory Framework.....	117
6.3. Gender Profile	120
6.4. Gender Assessment	124
6.5. Key Gender Issues	129
7. Labour Standard Action Plan	132
7.1. Introduction and Objective.....	132
7.2. Key Labour related Issues.....	132
7.3. Applicability of Labour Laws.....	133
7.4. Mitigation Plan and Implementation strategies	137
8. Tribal Development Framework	139
8.1. Introduction and Objective.....	139
8.2. Background	139
8.3. Relevant Policies and Programmes at the national level.....	142
8.4. Tribal Assessment.....	148
8.5. Tribal Development Framework.....	153
9. Social Assessment and Social Management Framework.....	156

9.5. Capacity building and enhancement plan	163
9.6. Monitoring, Evaluation and Reporting Plan.....	164
10. Grievance Redress Mechanism	166

List of abbreviations

APFPS	Andhra Pradesh Food Processing Society
CPRs	Common Property Resources
DIC	District Industries Center
FUPs	Firm-Level Upgradation Plan
FPO	Farmers Producers Organization
FBO	Food Business Operator
FGD	Focused Group Discussion
FPI	Food Processing Unit
FSSAI	Food Safety and Standards Authority of India
GST	Goods and Services Tax
GoAP	Government of Andhra Pradesh
GoI	Government of India
GoUP	Government of Uttar Pradesh
GRCs	Grievance Redress Cells
IIFPT	Indian Institute of Food Processing Technology
IFPVAPP	The India Food Processing and Value Addition Pilot Program
IPR	Intellectual Property Rights
KVIC	Khadi and Village Industries Commission
LAP	Land Acquisition Plan
MSEs	Micro and Small Enterprises
MUDRA	Micro Units Development & Refinance Agency Ltd
MoFPI	Ministry of Food Processing Industries
MSMEs	Ministry of Micro, Small and Medium Enterprises
M&E	Monitoring and Evaluation
NABARD	National Bank for Agriculture and Rural Development
NIFTEM	National Institute of Food Technology Entrepreneurship and Management
NMD	National Mission Directorate
NRLM	National Rural Livelihood Mission
NTIs	National Technical Institutes
NPMU	Nodal Project Management Unit
PAPs	Project Affected Persons
PIU	Project Implementing Unit
PPP	Public Private Partnership
RPF	Resettlement Policy Framework
SC	Schedule Caste
ST	Schedule Tribe
SHG	Self Help Group
SA	Social Assessment
SIA	Social Impact Assessment
SMF	Social Management Framework
SECF	Stakeholder Engagement and Consultation Plan
SPIU	State Program Implementing Unit

TDF	Tribal Development Framework
-----	------------------------------

Executive Summary

The Food Processing Industry (FPI) is one of the most promising sectors in India and plays an important role in terms of production, growth, consumption, and export of the country. The Indian food processing industry accounts for approximately 14 percent of manufacturing GDP and approximately 13 percent of manufacturing employment, with a total of 6.87 million workers (2015-2016 census) employed in the sector. It is one of the largest industries in India and is ranked fifth in terms of production, consumption, and exports. However, India's food processing industry is highly fragmented with the unorganized sector still a key contributor. About 42 percent of the output comes from the unorganized sector (also referred to as unregistered enterprises). According to the latest National Sample Survey data of June 2015-2016, the number of enterprises in this segment is about 2.38 million - mostly involved in primary processing

Ministry of Food Processing Industry has agreed on World Bank assisted "India Food Processing and Value Addition Pilot Program (IFPVAPP)" for promotion of unorganized food processing sector. The Aim of IFPVAPP is to improve micro enterprises competitive capabilities in selected States in India. The Project Development Objective of IFPVAPP is to modernize and enhance the competitiveness of the unorganized segment of the food processing industry in selected States and districts of India. This will be achieved by supporting the creation of more favorable economic, financial, and regulatory frameworks for micro- and small-scale food processing enterprises (MSEs) to upgrade, grow and compete on domestic and global markets. The Program is expected to benefit approximately 90,000 MSEs; generating an additional some 135,000 jobs.

The key components of the program are:

1. Enabling the business environment for the food processing industry.
2. Strengthening capacities of support providers for food processing enterprises
3. Enhancing Food processing micro enterprises to improve performance and competitiveness
4. Project Management, Monitoring and Evaluation and Knowledge sharing

It is envisaged that the program will support small and unorganized food processing unit owners with no factory license or employing less than 10 workers in selected four states viz; Andhra Pradesh, Maharashtra, Punjab and Uttar Pradesh. In each of these states districts have been categorized into project and aspirational districts. All 145 districts from the four states will be covered with special focus on 17 aspirational districts identified by NITI Aayog.

For this program, Social assessment across these four states were undertaken to understand the baseline situation of unorganized food processing sector including the owners and unit workers. Two district from each state; one project and one aspirational were selected for social assessment. District selection was based on a sampling strategy which considered demographic, social and economic criteria, presence of food processing clusters, geographical spread and on recommendations of MoFPI Nodal agencies. The assessment helped in capturing baseline situation of unorganized food processing sector with respect to gender diversity, food processing sector categories, workers participation, and common issues prevailing at the unit level. Detailed baseline report for each state is provided in chapter 3 in the report. The assessment also helped in assessing gender specific issues and issues pertaining to vulnerable section of the society.

A total of 192 units were assessed out of which 8 were under SHGs and 3 under FPOs. Most of the unit owners in Andhra Pradesh were member of SHGs but were running their units independently registered as proprietorship or unregistered home based units. It was found that around **40%** of the units covered did not have any registration and around **47%** of the units covered did not obtain FSSAI registration. Around 55 units with female ownership is covered and marketing of product was a common challenge identified across female entrepreneurs. Through social assessment, it was observed that 70% of unit owners face challenge with respect to availability of finance, for running and expanding the business and marketing was a common demand from unit owners. It was also observed that there is lack of awareness among the unit owners and workers regarding prevailing national and state regulations.

For this program, Social Management Framework has been developed to assist in screening, assessment, identification of social risks as per applicable requirements of Government of India regulations and World Bank policies during the subproject design, implementation and operation phases. The framework will also help in making the program inclusive in nature so that the marginalized sections of society are not left out. The framework will also help in ensuring that the program is gender inclusive.

The framework will provide specific guidance on the policies and procedures to be followed for mitigation of impact along with roles and responsibilities of the implementing agencies. A systematic methodology has been provided in SMF that can be followed along with institutional interventions as required for the sub-project activities to effectively implement social safeguards. SMF document also contains Resettlement Policy Framework (RPF), Tribal Development Framework (TDF), Gender Action Plan, Labour standard action plan and Stakeholder Engagement & Consultation Framework (SECF)

Under this program National Project Management Unit (NPMU) will be responsible for preparation and implementation of sub project along with required safeguards which needs to be undertaken. The SMF presents detail guidelines and formats for carrying out these activities. Based on these and other relevant documents, NPMU along with State PIU will assess the need for further Social assessment or SIA.

Resettlement Policy Framework (RPF) in the report aims to implement land acquisition process on account of its sub projects in a manner that the project affected people do not suffer from adverse impacts and shall improve or at the minimum retain their previous standard of living, earning capacity and production levels. Resettlement Policy Framework (RPF) has been developed to guide detailed resettlement planning to address land acquisition and resettlement impacts. This framework establishes the involuntary resettlement and compensation principles, organizational arrangements to be applied to meet the needs of the people who may be affected by the project activities resulting due to land acquisition, loss of shelter, assets or livelihoods, and/or loss of access to economic resources. The Policy of Resettlement and Rehabilitation for this project will be adhering to the national regulations as well as the Safeguard Policy guidelines of the World Bank.

The objective of the Tribal Development Framework (TDF) serves two objective; one to minimize significant impacts on the tribal community because of implementation of subprojects and second is to implement the program in an inclusive way so that vulnerable communities should get maximum benefit from the program.

The gender assessment outlines the policy and regulatory environment specific to women involved in the food processing sector, the profile of women involved in this sector, a gender assessment to identify key gender gaps, and barriers to gender mainstreaming in the sector. The abovementioned areas have been culminated to prepare a gender action plan.

A good communication strategy among the institution and community needs to be established to ensure that the project specific information along with the SMF is effectively communicated to the beneficiaries and the primary stakeholders. There are two key objectives of Stakeholder Engagement and Public Disclosure. First, it is to keep all stakeholders informed of the project activities, the potential beneficial and adverse impacts. Second, it is to ensure that stakeholders actively participate in all levels of the project cycles, come up with sharing of valuable local knowledge - mitigation plans to minimize the potential negative impacts of the project, and are well trained and equipped to take over the responsibilities of operation and management once the project phases out.

This framework also outlines the disclosure of documents planned under the project. It should be noted that communication on social issues and on SMF needs to be carried out during implementation of subprojects in an inclusive manner with active participation from women representatives, communities and vulnerable social groups.

1. Introduction

1.1. Project Background

- a) India has immense growth potential as a food supplier as well as a consumer nation. Food processing sector has been identified as a key sector under Make in India initiative of GoI. Success of this sector is also closely linked with multiple other national level plans and ambitions like doubling income of farmers.
- b) The Indian food processing industry accounts for approximately 14 percent of manufacturing GDP and approximately 13 percent of manufacturing employment, with a total of 6.87 million workers (2015-2016 census) employed in the sector. It is one of the largest industries in India and is ranked fifth in terms of production, consumption, and exports. (Source: CII 2017).
- c) However, despite a large and diverse agriculture and food base, the degree of processing is very low. While processing of food to consumable standards are as high as 80 percent in some developed countries, the overall processing level in India has barely reached 10 percent. (Source MoFPI 2017)
- d) Rapid growth of the food processing industry is of enormous significance for India's development. In recent years, the food processing sector in terms of value addition has been growing at an average annual growth rate of 2.88 percent as compared to 1.88 percent in agriculture. Significant acceleration in the growth of the food processing sector is necessary (and inevitable) to enhance shelf life and reduce wastage, add value, diversify job opportunities and increase farmers income

1.2. Sector Context – unregistered food processing sector in India

- e) India's food processing industry is highly fragmented with the unorganized sector still a key contributor. About 42 percent of the output comes from the unorganized sector (also referred to as unregistered enterprises). According to the latest National Sample Survey data of June 2015-2016, the number of enterprises in this segment is about 2.38 million - mostly involved in primary processing.
- f) These unorganized units generate a considerable number of jobs (estimated in 2015-2016 at some 5.1 million people of which 24.7 percent are female) and represent a significant pool from which high-growth potential enterprises can arise. Most of these units are also located in rural areas (69 percent) contributing to reducing regional disparities through the creation of employment opportunities in rural areas and mobilizing local resources more readily than large-scale industries. (Source MoFPI 2017)
- g) These units face numerous challenges including: (a) lack of productivity and innovation due to limited skills and access to modern technology and machinery for production and packaging; (b) deficient quality and food safety control systems, including lack of basic awareness on good hygienic practices (GHP) and good manufacturing practices (GMP); (c) inadequacy of information and difficulties in promoting typical products; unorganized food processing enterprises are unable to access food growth markets because of low levels of formal relationship with large firms impacting their ability to leverage up stream markets and also have stable and secure business contracts; and (d) limited access to credit from formal financial institutions to expand production capacities. (Source: Project document IFPVAPP, World Bank)

Definition of Unorganized Enterprises- *different arms of Government use different definitions:*

As per Factories Act, 1948, unregistered enterprises are those which employ less than 10 or 20 workers depending on whether power is being used for manufacturing or not respectively. In certain States, Maharashtra and Rajasthan, Factories Act has been amended recently and increased the respective numbers to 20 or 40 workers.

Directorate General of Employment and Training (DGET) defines all establishments employing ten workers and above as “organized”

National Commission of Unorganized Enterprises recommended criteria in terms of number of workers in addition to ownership criteria is appropriate and defined as “The unorganized sector consists of all unincorporated private enterprises owned by individuals or households engaged in the sale and production of goods and services operated on a proprietary or partnership basis and with less than 10 total workers.

The definition of unorganized or unregistered enterprise for IFPVAPP and this study is limited to those enterprises that are excluded under the factories act definition.

1.3. Project Description of IFPVAPP – “Gram Samridhi Yojana”

- h) Ministry of Food Processing Industry has agreed on World Bank assisted “India Food Processing and Value Addition Pilot Program (IFPVAPP)” for promotion of unorganized food processing sector. The Aim of IFPVAPP is to improve micro enterprises competitive capabilities in selected States in India.
- i) The Project Development Objective of IFPVAPP is to modernize and enhance the competitiveness of the unorganized segment of the food processing industry in selected States and districts of India. This will be achieved by supporting the creation of more favorable economic, financial, and regulatory frameworks for micro- and small-scale food processing enterprises (MSEs) to upgrade, grow and compete on domestic and global markets. The Program is expected to benefit approximately 90,000 MSEs; generating an additional some 135,000 jobs.
- j) The PDO translates into other objectives of this program:
 - Increase incomes of farmers, food processing unit owners, and workers associated with the sector.
 - Improve availability and access to credit.
 - Increase availability of off-farm jobs and better job opportunities.
 - Enhance availability of safer, higher quality and more affordable processed food products for consumer
 - Reduce post-harvest wastage and increase value addition in agri-produce.
- k) The need for IFPVAPP is based on the fact that in 2017, GoI launched a new Central Scheme - National Mission on Food Processing (Pradhan Mantri Kisan Sampada Yojana - PMKSY). This scheme incorporates in a single umbrella, the seven schemes of Mega Food Parks, Integrated Cold Chain and Value Addition Infrastructure, Creation/Expansion of Food Processing and Preservation Capacities, Infrastructure for Agro-Processing Clusters, Creation of Backward and Forward Linkages, Food Safety and Quality Assurance Infrastructure, and Human Resources and Institutions. The PMKSY scheme is however mostly directed towards the organized food sector and is largely by-passing the sizeable presence of unorganized micro and small food processing enterprises.

1.4. Project Components / Sub-Components

- l) Key project interventions under IFPVAPP are described below:

Firm Level Interventions	Regional Interventions	State/ Ecosystem Capacity Building Interventions
<i>Enhancing the business planning and management</i>	Identification of focus commodities/ value chains/ geographies to develop intervention plans	Increasing the capacity of the Nodal ministry/ department
<i>Adoption of efficient technologies</i>	Building capacity of the technical service providers	Standardize the process of data collection, analysis and dissemination
<i>Improve food safety and quality parameters</i>	Increasing the access to technology and products	Facilitate information portals to enhance access to technical and business
<i>Provide easy access to credit</i>	Provision of support through common facilities such as food testing, storage effluent treatment, incubators	Increase in the investment for the food processing sector
<i>Build linkages to new markets</i>	Provision of support to enterprise associations of scale in selected functions	Enhance the capacity to design and manage interventions
<i>Increase in gross sales and employment of supported firms</i>	Increase in incremental value added per unit of agricultural raw material processed	
	Increase in the total volume of processed products	

m) Key project components of IFPVAPP are defined as:

<p>Project Component 1:</p> <p>Enabling the business environment for the food processing industry: This component aims at providing the appropriate business environment for the effective implementation of this project.</p>	<p>I. Building institutional capacity at the state and national level:</p> <ul style="list-style-type: none"> • Policy and technical specialists within MoFPI • Increase the technical capacity of the nodal institutions at state level • Coordinate the required bodies and councils for scheme convergence <p>II. Policy formulation, data platforms and coordination and convergence:</p> <ul style="list-style-type: none"> • Provision of technical support for research and data collection to support policy formulation targeting food processing MSE's • Implementation of monitoring mechanisms • Support on the regulatory reforms as needed
---	--

III. State Strategic Upgradation Plans:

- Provision of supporting the selected states in developing Strategic State Upgradation Plans (SSUPs) through aiding the costs of the diagnostic study and the technical inputs needed to develop the SSUPs.

2	<p>Project Component 2:</p> <p>Strengthening capacities of support providers for food processing MSEs</p>	<p>I. Strengthening National Institutions under MoFPI:</p> <ul style="list-style-type: none"> • NIFTEM and IIFPT to become the `apex institutions' in transferring knowledge to state-level institutions <p>II. Developing state-level public and private sector capacity for provision of technical and entrepreneurial support services:</p> <ul style="list-style-type: none"> • Provision of support for institutional capacity building costs • Aiding the capacity building of DIC or equivalent body at district and sub-district level to engage with food processing SMEs. <p>III. Development of an accredited core of specialized technical and entrepreneurial experts to support last mile service delivery</p>
3	<p>Project Component 3:</p> <p>Enhancing food processing MSEs performance and competitiveness</p>	<p>I. Provision of support of technical services to targeted MSEs for development and implementation of firm-level upgradation plans (FUPs) and DPRs for commercial bank linkages.</p> <p>II. Networking & Aggregation / Cluster-level interventions:</p> <ul style="list-style-type: none"> • Facilitation of lead-buyer supplier contracts so that the MSE's can be linked to the mainstream markets which promotes the MSE's associations for joint actions and knowledge sharing. This supports cluster-level food safety improvements and ongoing handholding services in development business plans and commercial loan applications <p>III. Facilitating access to credit for food processing MSEs</p>

		<ul style="list-style-type: none"> • Consultations with primary lending institutions • Aiding the financing of technical partners and pilot partnerships with credit providers on identification and improvement of risk management practices relating to food processing enterprises.
4	<p>Project Component 4:</p> <p>Project management, monitoring and evaluation, and knowledge sharing</p>	<p>I. Project management, monitoring and evaluation (M&E) (including procurement and financial management) through the provision of goods, consultant services, training, and financing of incremental operating costs.</p> <p>II. Knowledge development and sharing</p>

- n) IFPVAPP program is planned to be implemented, on pilot scale, in four identified states of Punjab, Andhra Pradesh, Maharashtra and Uttar Pradesh. Key features are described below:
- All 145 districts of these four states to be covered with special focus on the 17 Aspirational Districts identified by NITI Aayog.
 - The target beneficiaries under this program are units with less than ten workers and with investment in P&M as defined in the MSME (Development) Act to be covered (not exceeding Rs. 25 lakh).
 - Individual Entrepreneurs, Proprietorship and Partnership firms are eligible for financial assistance under this program which will only be a onetime assistance

1.5. Scope and Objective of the Social Assessment

The target segment under IFPAVPP program is characterized by a non-homogenous project beneficiary profile. This profile is rather, quite diverse comprising a number of sub-groups identifiable on the basis of their differential endowment, gender, ethnicity, different economic groups and other regional features, spread across different states and regions in India. It is vital to understand the needs and address specific requirements of the all the sub-groups, with special attention towards the rural and tribal poor and other normally socially excluded sub-groups. Besides, there are a large number of stakeholders, some internal and others external to the project, who would have varying degrees of influence and impact on project activities and outcomes.

It is imperative at the project design stage to provide a framework for participation of all stakeholder groups to solicit their contribution towards project design. Hence, a comprehensive social assessment is required to develop a robust Social Management Framework for IFPVAPP's activities, along with development of relevant management plans.

The objective of SMF is to frame guidelines and procedures to address social impacts associated with the implementation of this project. The specific objectives are as follows:

- Ensure that the social management plans are aligned with the requirements of the country system as well as with the World Bank safeguard requirements
- Outline the process identify and assess the social risks/ impacts/ issues relevant to the proposed project
- To establish clear procedures and methodologies for the social screening, review, approval and implementation of sub-projects to be financed under the Project

- To ensure that mitigation measures are designed to effectively mitigate the potential adverse social impacts
- To mitigate any adverse social impacts on gender, tribal and vulnerable communities and to mainstream them through this project
- To specify appropriate roles and responsibilities at the national and state levels, and outline the necessary reporting procedures, for managing and monitoring social concerns related to sub-projects

1.6. Methodology for Sample Selection for the Social Assessment

The India Food Processing and Value Addition Program (IFPVAPP) - Gram Samridhi Yojna, Ministry of Food processing Industry seeks to work with unorganized food processing units in select states of Andhra Pradesh, Maharashtra, Punjab and Uttar Pradesh to help them overcome constraints and achieve higher economic growth.

As per the terms of reference, this social assessment will cover four states i.e. Uttar Pradesh, Punjab, Andhra Pradesh and Maharashtra. Within each state, two districts including one aspirational district will be covered. The list of aspirational districts is being identified by MOFPI and provided in Terms of Reference. Table below indicates distribution of project district and aspirational district in each state.

Table 1: List of number of project district and number of aspirational district

State	Number of Project District	Number of Aspirational district
Andhra Pradesh	10	3
Maharashtra	32	4
Punjab	19	2
Uttar Pradesh	67	8

Criterion for shortlisting of districts

- Based on various parameters such as presence of food sectors, geographical spread and other socio-economic indicators such as participation of women in workforce, presence of tribal areas, and presence of scheduled caste people etc., a list of key shortlisted districts within each state were identified.
- These shortlisted set of districts formed a basis of consultation with the nodal representatives of Ministry in each state and their advice were taken on the districts
- Subsequently, on the basis of discussion with the nodal representatives, the final list of districts was decided, as described below.

Table 2: List of state wise selected district for the study

S.N.	State	Project District	Aspirational District
1	Uttar Pradesh	Hathras	Fatehpur
2	Punjab	Amritsar	Ferozpur
3	Andhra Pradesh	Prakasam	Vizianagaram
4	Maharashtra	Pune	Nandurbar

Below noted are the rationale, basis which the districts were selected

Table 3: Socio- economic matrix of the selected district

State	District	Rationale
-------	----------	-----------

Andhra Pradesh	Prakasam	<ul style="list-style-type: none"> • Presence of three Food Processing sectors • 42.12 % of working women in the total women population • 23.19 % of SCs population in total district population • High potential identified for food processing industries as per the MSME district profile
	Vizianagaram	<ul style="list-style-type: none"> • Presence of one Food Processing sectors • 40.46 % of working women in total women population • Presence of tribal area in the district • 10.57 % of SCs population in total district population
Maharashtra	Pune	<ul style="list-style-type: none"> • Highest number of identified food sectors present • 27.21 % of working women in total women population • Presence of 1000+ small and micro agro based units • 12.52 % of SCs population in total district population
	Nandurbar	<ul style="list-style-type: none"> • Around 70% ST population, signifying presence of tribal in high numbers • 45 % of working women in total women population
Punjab	Amritsar	<ul style="list-style-type: none"> • Presence of two major food sectors • 700+ small and micro agro based units • 15.58 % of working women in total women population • 30 % of SCs population in total district population
	Ferozpur	<ul style="list-style-type: none"> • 16.74 % of working women in total women population • 42.17 % of SCs population in total district population • Maximum number of Enterprises/HBUs (Number of micro and small Agro based units) among the aspirational districts
Uttar Pradesh	Hathras	<ul style="list-style-type: none"> • Presence of high number of food sectors in the district, most of them being unorganized • 8.34 % of working women over total women population • 35.47 % SCs population over total district population
	Fatehpur	<ul style="list-style-type: none"> • 2200+ small and micro agro based units • Presence of food & beverage and organic product industry • 18.64 % of working women over total women population • 24.75 % SCs population over total district population

1.7. Structure of the Report

The Social Assessment and Social Management Framework Report is structured in the following layout:

Table 4: Layout for structure of the report

Chapter	Title	Description
Chapter 1	Introduction	A brief description on the background, objective and design of the project along with the scope of the Social Assessment.
Chapter 2	Regulations and Policy Framework	A brief on the applicability of the national, state and World Bank's policies and regulation on the project.
Chapter 3	Socio-Economic Profile Analysis	A brief on the socio-economic profile of the project districts and enterprises consulted.
Chapter 4	Stakeholder Consultation and Public Disclosure	The chapter covers mapping of the stakeholders along with the description of the particular roles and responsibilities for them. A suggestion is provided in the form of Consultation and Communication Framework for continued consultation in the Project.
Chapter 5	Resettlement Policy Framework (RPF)	A brief on the principle and scope of the Resettlement Policy Framework (RPF) along with an overview on the land & assets acquisition.
Chapter 6	Gender Action Plan	An overview of the socio-economic profile of the women in the project districts capturing the key gender issues in the area. The section also guides on the potential concerns and ways to mitigate the same.
Chapter 7	Labor Standard Action Plan	A brief on the key labour issues in the project districts, mitigation plan and monitoring and reporting plan. The chapter also covers the key labour law applicable.
Chapter 8	Tribal Development Framework	The chapter covers the key tribal groups in the project districts and the potential impacts on them along with the mitigation strategy.
Chapter 9	Social Assessment & Social Management Framework	The chapter includes details of identified social impacts and associated risks due to project activities, assessment of significance of impacts and presents mitigation measures for minimizing and /or offsetting adverse impacts identified. An outline of Social Management Framework (SMF) taking into account identified impacts and planned mitigation measures and monitoring requirements.
Chapter 10	Grievance Redress Mechanism	The chapter proposes the arrangement for redress of grievances under the project.

2. Regulations and Policy Framework

2.1. Introduction

The section below discusses the acts, rules and regulations relevant and applicable to the proposed Gram Samridhi Yojna. The section covers Acts, rules, regulations policies designed by Government of India and state governments to safeguard social interest of the community/individual.

In addition to the above, applicability of World Bank operational policies has also been analysed.

2.2. Country level Laws/Acts/Policies

The following table presents various Regulations and Legislations issued by Government of India (GoI) relevant to this project.

Table 5: National level regulation and legislation relevant to the project

Sr. No	Name of relevant Act/Policies/Rules	Objective	Relevance to Project Interventions
1	The Child Labour (Prohibition & Regulation) Act, 1986	This Act prohibits employment of child labour in hazardous activities. It also regulate the conditions of work of children in employments where they are not prohibited for working.	Applicable- The project intends to benefit the unorganized food processing units where there is high risk of child labor due to the nature of work (unorganized units and home based setup).
2	The Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act (RFCTLARR), 2013	The Act minimizes displacement and to promote, as far as possible, non-displacing or least-displacing alternatives. It also ensure adequate rehabilitation package and expeditious implementation of the rehabilitation process with the active participation of the displaced families. It also ensures entitlement of compensation, R & R assistance and benefits for the displaced families due to land acquisition with special provisions for ST and SC communities	Applicable- The project will lead to development of common facilities, infrastructure or other activities where land and property acquisition may be involved.
3	The Minimum Wages Act, 1948	The Act requires that all employer is supposed to pay not less than the Minimum Wages fixed by the Government as per provisions of the Act	Applicable- This project will propose development activities which will employ labour / worker and all provisions of this Act needs to be complied.
4	The Payment of Wages Act, 1936	The Act mandates the date by which the payment to the workers should be made and what deductions can be made from the wages of the workers	Applicable- The project will lead to development of common facilities, infrastructure or other activities which will employ labour/ worker and all provisions of this Act needs to be complied.
5	The Maternity Benefit (amendment) Act, 2017	The Act protects the employment of women during the time of her maternity and entitles her the maternity benefit such as leaves, crèche etc.	Applicable- The project will lead to development of common facilities, infrastructure or other activities which may employ women labour/ worker and all

Sr. No	Name of relevant Act/Policies/Rules	Objective	Relevance to Project Interventions
			provisions of this Act needs to be complied.
6	The Payment of Gratuity Act, 1972	The Act mandates each employer to pay gratuity to its employee on satisfaction of certain conditions on separation if an employee has completed 5 years of employment	Applicable- The project will lead to development of common facilities, infrastructure or other activities which will employ labour/ worker and all provisions of this Act needs to be complied.
7	The ESI (Employee state insurance) Act, 1948	The Act ensures that certain benefits to employees are provided in case of sickness, maternity and employment injury.	Applicable- The project will lead to development of common facilities, infrastructure or other activities which will employ labour/ worker and needs to comply with the provisions of this Act.
8	Equal Remuneration Act, 1979	The Act provides payment of equal wages for work of equal nature to male and female workers and not for making discrimination against Female employees	Applicable- The project will lead to development of common facilities, infrastructure or other activities which will employ labour including women and needs to comply with the provisions of this Act.
9	The Workmen's Compensation Act, 1923	The Act provides financial protection to workmen and their dependents in case of injury by accident arising out of and during the course of employment	Applicable- The project will lead to development of common facilities, infrastructure or other activities which will employ labour/ worker and all provisions of this Act needs to be complied.
10	The contract Labour (Regulation and abolition Act, 1970)	The Act regulates the employment of contract labour and prevent exploitation of contract workers by contractors. The Contract Workmen are hired, supervised and remunerated by the Contractor, who in turn, is remunerated by the Establishment hiring the services of the Contractor.	Applicable- The project will lead to development of common facilities, infrastructure or other activities which may employ contractors and contract labour and all provisions of this Act needs to be complied.
11	The Payment of Bonus Act, 1965	The Act provides for the payment of bonus to persons employed in establishments meeting the defined criteria. The payments of annual bonus is subject to a minimum of 8.33% of wages and maximum of 20% of wages of an employee	Applicable- The project will lead to development of common facilities, infrastructure or other activities which will employ labour / worker and all provisions of this Act needs to be complied.
12	The Bonded Labour System (Abolition) Act 1976	The Act provides for the abolition of bonded labour system to prevent the economic and physical exploitation of the weaker sections of the people	Applicable- The project will lead to development of common facilities, infrastructure or other activities which will employ labour/ worker and all provisions of this Act needs to be complied.
13	The Sexual Harassment of Women at Workplace	The Act provides protection to women against sexual harassment at workplace, be it in public or private. It also provides means for	Applicable- The project will lead to development of common facilities, infrastructure or other activities which may employ

Sr. No	Name of relevant Act/Policies/Rules	Objective	Relevance to Project Interventions
	(Prevention, Prohibition and Redressal) Act, 2013	the prevention and redress of complaints of sexual harassment against any women employee.	women labour and all provisions of this Act needs to be complied.
14	Building & Other Construction workers (Regulation of Employment & Condition of Service) Act, 1996	Under the preview of this Act, all the establishments who carry on any building or other construction work and employs 10 or more workers are covered under this Act; the employer of the establishment is required to provide safety measures at the construction work and other welfare measures, such as canteens, first-aid facilities, ambulance, housing accommodation for Workers near the workplace, etc.);	Applicable- The project will lead to development of common facilities, infrastructure or other activities which will employ labour/ worker and hence all provisions of this Act needs to be complied.
15	The Panchayats (Extension to the Scheduled Area) Act, 1996	The Act provide specifying special provisions for Panchayats in Schedule V areas. The Fifth Schedule of the Constitution deals with the administration and control of Scheduled Areas as well as of Scheduled Tribes residing in any State other than the States of Assam, Meghalaya, Tripura and Mizoram.	Applicable- This project may propose activities in schedule areas. Hence, the planned interventions and their implementation in the scheduled areas needs to comply with the provisions of this Act.
16	The Scheduled Tribes and other Traditional Forest Dwellers (Recognition of Forest Rights) Act, 2006	This Act grants legal recognition to the rights of traditional forest dwelling communities, partially correcting the injustice caused by the forest laws. Makes a beginning towards giving communities and the public a voice in forest and wildlife conservation	May be applicable: The project development activities may lead to diversion of forest land on which the Scheduled Tribes and other Traditional Forest Dwellers are dependent.
17	Ancient Monuments and Archaeological Sites and Remains Act, 1958,	As per the act, every area beginning at the limit of the declared ancient site or the ancient monument, as the case may be, and extending to a distance of one hundred meters in all directions shall be the prohibited area in respect of such protected area or protected monument No permission including carrying out any public work or project essential to the public or other constructions, shall be granted in any prohibited area	May be applicable: The project interventions with respect to development of common infrastructure and facilities like sorting, grading, packaging, testing and storing may or may not come in defined prohibited area as per the act.
18	The Right to Information Act, 2005	This Act empowers to set a system of right to information to citizens to access information under control of public authorities and to promote	Applicable- The project will lead to the formulation of National Project Management Unit (NPMU), State PIUs and other

Sr. No	Name of relevant Act/Policies/Rules	Objective	Relevance to Project Interventions
		<p>transparency and accountability in working of every public authority. It requires public authorities to disclose of the particulars, relating to the functions, powers and duties of its officials/ employees, norms, rules, regulations, instructions, records etc. It also requires public disclosures of all relevant information and appointment of designated officer in each public authority.</p>	<p>project implementing agencies for its successful implementation and it is mandatory to implement the provision of this Act.</p>

2.3. State level Regulations and policies

Table 6: State level regulation and legislation relevant to the project

Sr. No	Name of Policy	Managed by Institution and Applicable Since	Key objective	What does the policy say about Food Processing Industry
1	AP Food Processing Policy, 2015 -2020	Andhra Pradesh Food Processing Society (APFPS). Will take support from institutions such as CIPET, CFTRI, NIFTEM, NABARD etc. 2015	a) Attract new investments worth INR 5,000 Crores in the sector by 2020 b) Create 50,000 additional employment in the state by 2020 c) Develop commodity-based clusters to enable a focused and planned approach to developing the food processing industry through a coordinated approach between government departments. d) Identify and bridge existing infrastructure gaps affecting the food processing industry. e) Promote innovation, research & development in the industry and ensure continuous technology up gradation. f) Undertake capacity building and enhance competitiveness of food processing industry in both domestic and international markets	<p>The government shall introduce a set of initiatives that will ease the compliance procedures for new and existing food processing companies</p> <p>GoAP will strive to setup Integrated food parks across all districts of Andhra Pradesh</p> <p>Focus on commodity based cluster development to enable a focused and planned approach</p>
2	Industrial Development Policy 2015-2020	State Investment Promotion Board (SIPB) - Andhra Pradesh 2015	The key objective of this policy is to provide fiscal incentives to the categories of Micro/Small Enterprises, Medium Enterprises and Large Industries, Schedule Caste/ Schedule Tribe Entrepreneurs and Women Entrepreneurs	<p>Given policy is not directly linked with Food processing industries but it focusses on promoting any manufacturing industry in general. Salient features are noted below:</p> <p>Single Desk: GoAP shall create an e-platform, for facilitating all necessary clearances for starting and operating an industry within 21 working days. This platform shall integrate requisite pre-establishment and pre-operation stage clearances provided by multiple agencies/departments with provision for online filing and tracking.</p>

Sr. No	Name of Policy	Managed by Institution and Applicable Since	Key objective	What does the policy say about Food Processing Industry
				<p>Spot Approvals: Spot approvals shall be given in case of clearances / approvals which require only a scrutiny of basic documents. They include Registration under Professional Tax, Registration of Shops and Establishments, Registration of establishments deploying contractual workmen / interstate migrant workmen among others</p> <p>Labour and Skill Development: State will identify required quantum of skilled manpower, map industry specific skill sets and provide courses at different levels of education – matriculation and above.</p> <p>Training institutions at divisional level shall be setup through PPP approach to facilitate industry wide initiatives aimed at enhancing the employability of unskilled/semi-skilled labour.</p> <p>Assistance to Foreign Investors: Government is committed to provide world class infrastructure, state of art R&D centers and quality human capital to attract FDI inflows into the state. Following support services will be provided to potential investors by select country specific desks:</p> <ul style="list-style-type: none"> • Provide bespoke investor facilitation • Handholding services in the form of local information and expertise.
3	Maharashtra Industrial Policy, 2013-2018	Maharashtra Industrial Development Corporation (MIDC) 2013	<ul style="list-style-type: none"> • Develop less focused regions • Development of MSMEs • Strengthening industrial infrastructure • Incentive packages for Ultra Mega and Mega Industrial investment 	<ul style="list-style-type: none"> • Units under Food Processing Sector will be granted additional 10% incentives and additional one year towards eligibility period • Grape Processing industry policy to support grape production and infrastructure for wine parks across state

Sr. No	Name of Policy	Managed by Institution and Applicable Since	Key objective	What does the policy say about Food Processing Industry
4	The U.P Food Processing Industry Policy, 2017	Directorate of Horticulture and Food Processing - Government of Uttar Pradesh 2017	The key objective of this policy is to promote the development of food processing industries which will generate new employment opportunities and also increase the skill level of the manpower	The objective of this policy is to ensure the balanced economic development of the state and provide maximum benefit to all stake holders by establishing Uttar Pradesh as a leading state in food processing sector. This will be done by: Ensuring fair and remunerative price of the produce to the growers Value addition to the price of raw produce, promote setting up of food processing industries Easy availability of processed food products to consumers at competitive prices Generation of new employment opportunities to build capacities Increase the skill level of the manpower in this sector and also make available additionally required manpower.
5	Industrial Investment and Employment Promotion Policy of Uttar Pradesh 2017	Government of Uttar Pradesh 2017	The key objective of this policy is to skill the workforce of the state to ensure employability and empowerment. The policy further facilitates the provision of pro-active support to micro, small, medium enterprises	The GoUP intends to provide various facilities and incentives to promote the Agro and Food Processing Sector under the “Mukhya Mantri Khadya Prasansakaran Mission Yojana”. The GoUP intends to provide: Interest free loan to small scale food processing units for their establishment and expansion Development of cold chain, value addition and processing infrastructure Establishment of primary processing sector and collection centers in rural areas The provision of vehicles/ mobile pre-cooling vans The uninterrupted power supply and reimbursement of VAT/ CST/ GST to food processing units

Sr. No	Name of Policy	Managed by Institution and Applicable Since	Key objective	What does the policy say about Food Processing Industry
				<p>Creation of infrastructure facilities for degree/ diploma/ certificates courses, food processing skill development programs, etc.</p> <p>Provisions of assistance in preparation of bankable projects</p> <p>Research and quality development</p> <p>Market development and brand promotion as well as the encouragement of standardization.</p> <p>GoUP intends to promote establishment of mega food parks in state as well as establish Food processing park in all the regions of the state with packaging, exports and research facilities.</p> <p>Fiscal Incentives: Exemption from Mandi fee for all new food processing units on purchase of raw material for 5 years.</p>
6	UP MSME Export Promotion Policy	Government of Uttar Pradesh 2017	<p>The policy targets to achieve the following:</p> <p>Annual growth rate of MSME to be increase by 15%</p> <p>Annual employment to increase by 15%</p> <p>To facilitate land and technological requirements for new enterprises</p> <p>To maintain environmental sustainability for inclusive growth</p> <p>Financial credit for new investment</p> <p>To provided technical infrastructure for quality assurance for MSME products</p> <p>To converge and benefit from other Government of India schemes like</p>	The policy is applicable for all the sectors covered under MSME

Sr. No	Name of Policy	Managed by Institution and Applicable Since	Key objective	What does the policy say about Food Processing Industry
			MUDRA, Startup India, Make in India etc	
7	Industrial and Business Development Policy 2017, Amended as on 30.07.2018	Department of Industries & Commerce, Government of Punjab	<ul style="list-style-type: none"> • To accelerate growth of MSMEs • To focus on Start-ups and Entrepreneurship • To facilitate availability of skilled manpower to the Industry • To improve the ease of doing business in the State 	<ul style="list-style-type: none"> • 100% Reimbursement of Market Fee, Rural Development Fee and other State taxes and fees on raw material for food processing industries upto 10 years • Schemes for Fiscal Incentives to MSMEs
8	Draft National Food Processing Policy, 2017	Ministry of Food Processing Industries along with the State 2017	Aims for overall growth and development of food processing industry	<p>It is suggested that the state may additional incentives to promote women led enterprises Labour & Employment Department, Government of State should make necessary amendments and declare food processing industry as essential service under State Essential Services Maintenance Act Under all relevant labour laws, food industry should be treated as seasonal industry and benefits available to a seasonal industry suggested to be extended to it</p> <p>It is suggested that State Governments work towards strengthening the food safety regulatory systems with adequate number of trained and qualified personnel so as to effectively discharge its regulatory functions</p> <p>It is suggested that industries working on traditional Indian foods and therapeutic foods are incentivized to help them standardize ingredients and preparation procedure and technologies for manufacture of traditional and therapeutic foods.</p> <p>Assistance will be provided for industry recognized skill certifications from recognized institutions</p> <p>Assistance will be provided for meeting the expenditure of obtaining patent and other IPR subsidy including the cost consultant fee, government fee etc.</p>

Sr. No	Name of Policy	Managed by Institution and Applicable Since	Key objective	What does the policy say about Food Processing Industry
				<p>It is suggested to allocate funds to promote creation and upgradation of new product development including packaging</p> <p>Assistance to food processing industries is suggested to be provided for research work approved by government undertaken by reputed research institutions</p> <p>For technology up-gradation/modernization of existing food processing units, state government is suggested to provide capital subsidy to an extent</p> <p>It is suggested that states revise Biochemical oxygen demand (BOD) and Chemical oxygen demand (COD) requirements for processing unit and to consider food processing in the green category</p> <p>Special assistance to be provided for internationally accepted quality or environmental certification, viz. ISO 14001, ISO 22000, HACCP</p> <p>To promote the Made in India brand for the processed foods to drive exports it is suggested to establish a Special Purpose Vehicle (SPV) fund in PPP mode to help facilitate branding of value added Indian food products overseas, through activities such as Roadshows, marketing campaigns, exhibitions etc.</p>

2.4. Relevant Programmes and Schemes of the Government of India

Key regulations specific to Food Safety and Standards applicable to Food Processing Operators (FPOs) are managed by Ministry of Health and Family Welfare.

The table below explains the relevant acts and regulations as per Food safety and standards applicable to food processing operators.

Table 7: Relevant acts and regulations as per Food Safety and Standards applicable to FPOs

S.N	Key regulations	Provisions under regulations
1	Food Safety and Standards (Licensing and Registration of Food Businesses) Regulations 2011 and subsequent amendments	<p>Objective The regulations are applicable on “Petty Food Manufacturer” defined as any food manufacturer, who (a) manufactures or sells any article of food himself, or (b) such other food businesses including small scale or cottage or such other industries relating to food business or tiny food businesses with an annual turnover not exceeding Rs 12 lakhs and/or whose production capacity of food (other than milk and milk products and meat and meat products) does not exceed 100 Kg/ltr per day.</p> <p>For dairy petty manufacturers are those whose procurement or handling and collection of milk is up to 500 litres of milk per day and for meat & poultry are those whose slaughtering capacity is 2 large animals or 10 small animals or 50 poultry birds per day or less</p> <p>Governing requirements:</p> <ul style="list-style-type: none"> Registration of Petty Food Business Every petty Food Business Operator shall register themselves with the Registering Authority The petty food manufacturer shall follow the basic hygiene and safety requirements provided in Part I of Schedule 4 of these Regulations and provide a self-attested declaration of adherence to these requirements with the application <p>Exception: A producer of milk who is a registered member of a dairy Cooperative Society registered under Cooperative Societies Act and supplies or sells the entire milk to the Society shall be exempted from this provision for registration.</p>
2	Food Safety and Standards (Food Products Standards and Food Additives) Regulations, 2011 and subsequent amendments	<p>Objective: The key objective of this regulation is to provide vertical standards for the various food products and prescribe the limits of the various food additives used across different food groups.</p> <p>It covers the following food categories:</p> <ol style="list-style-type: none"> 1. Grains and Oilseed 2. Meat and Marine 3. Fruits & Vegetable 4. Dairy 5. Salt, spices, condiments and related products 6. Sweetening agents including honey 7. Beverages (Other than dairy and fruits and vegetables based) 8. Other food product and ingredients 9. Proprietary food 10. irradiation of food
3	Food Safety and Standards (Packaging and Labelling) Regulation,	<p>Objective</p> <p>The Food Safety and Standards Authority of India has decided to bifurcate the existing Food Safety and Standards (Packaging and Labelling) Regulations, 2011 into the following:</p> <ul style="list-style-type: none"> Food Safety and Standards (Packaging) Regulations, 2018Food

S.N	Key regulations	Provisions under regulations
	2011 and subsequent amendments	<p>Safety and Standards (Labelling and Display) Regulations, 2018</p> <ul style="list-style-type: none"> The Packaging Regulations, 2018 have been enforced since 24th December, 2018 replacing the provisions for packaging under the existing 2011 Regulations. Food Business Operators have been directed to comply with the provisions of these Regulations within 1st July, 2019. The Labelling and Display Regulations, 2018 have not yet been notified and thus the 2011 Regulations are still in force and has been amended vide the Food Safety and Standards (Packaging and Labelling) First Amendment Regulations, 2018, effective 24th December, 2018.
4	Food Safety and Standards (Contaminants, Toxins and Residues) Regulation, 2011 and subsequent amendments	<p>Objective The regulation applies to all food business operators. These Regulations govern the permissible limits for various Contaminants, Toxins and Residues to be adhered to during manufacture of various articles of food.</p>
5	Food Safety and Standards (Prohibition and Restriction on Sales) Regulation, 2011	<p>Objective The regulation applies to all food business operators. It establishes prohibitions and restrictions on the sales of various food products, ingredients and their admixtures.</p>
6	Food Safety and Standards (Food Recall Procedure) Regulation, 2017	<p>Objective The key objective of this regulation is to ensure the removal of food under recall from all stages of the food chain and ensure follow up action if required.</p> <ul style="list-style-type: none"> Under these regulations, it is required that food business operator shall have procedures and systems in place to identify the food businesses to whom they have supplied their food. The food business operator shall maintain the food distribution records which include the names and addresses of suppliers and customers, nature of food, date of purchase, date of delivery, lot number, batch code, pack size, brand name, date of manufacture, date of expiry and best before date, and shall maintain such records for a period of one year from best before date or the expiry date, as applicable. All food business operators engaged in the manufacture or importation or wholesale supply of food regulated under the Act must have an up-to-date recall plan.
7	Food Safety and Standards (Fortification of Foods) Regulations, 2018	<p>Key features of Food Fortification Regulations are as follows: It prescribes the standards of addition of micronutrients for the purpose of food fortification. The manufacturers of the fortified food are required to provide a quality assurance undertaking. Packaging and labelling of the fortified food must state the food fortificant added, logo and the tagline "Sampoorna Poshan Swasth Jeevan". Also, it</p>

S.N	Key regulations	Provisions under regulations
		should be in compliance to the Food Safety and Standards (Packaging and Labeling) Regulations, 2011 or amendments thereof.
8	Food Safety and Standards (Advertising and Claims) Regulations, 2018.	<p>Objective: These regulations are aimed at establishing fairness in claims and advertisements of food products and make food businesses accountable for such claims /advertisements so as to protect consumer interests. As per these regulations, food business cannot use the words/phrases such as natural, fresh, original, traditional, authentic, genuine, real etc. on the food labels except under specific conditions detailed therein. Such restrictions are primarily aimed at restricting an open-ended use of these words/phrases by food businesses on frivolous grounds</p>
9	Food Safety and Standards (Organic Foods) Regulations, 2017	<p>Objective: The regulation is applicable on any person responsible for manufacture, packaging or selling of organic food items, except those dealing with organic food which is marketed through direct sales to the end consumer by the small original producer or producer organization is exempted from the provisions of the certification. Small original producer or producer organization is the one whose annual turnover does not exceed Rs. 12 Lakhs per annum. The regulation prescribes compliance with applicable provisions of two systems of certification i.e. Participatory Guarantee System (PGS) implemented by the Ministry of Agriculture and Farmers Welfare and National Programme for Organic Production (NPOP) implemented by the Ministry of Commerce and Industry. It also provides direction on labeling and traceability</p>

2.4.1. Key policies and schemes focused on women and other social groups, relevant to IFPVAPP project interventions

One of the sub project of the program is to converge existing similar schemes at national and state level so that larger benefit can be derived by the target group. The table below showcases schemes similar to IFPVAPP for women and other social groups.

1. The Khadi and Village Industries Commission (KVIC):	
<i>Institution, its objective and responsibility</i>	<i>Linkage and relation to IFPVAPP's objective</i>
<p>KVIC is an apex organisation under the Ministry of Micro, Small and Medium Enterprises. It is responsible the planning, promotion, organisation and implementation of programs for the development of Khadi and other village industries in</p>	<p>KVIC has three main objectives which guide its functioning:</p> <ul style="list-style-type: none"> • The Social Objective - Providing employment in rural areas • The Economic Objective - Providing saleable articles • The Wider Objective - Creating self-reliance amongst people and building up a strong rural community spirit. <p>Its functions also comprise of:</p> <ul style="list-style-type: none"> • Building up of a reserve of raw materials and implements for supply to producers, • Creation of common service facilities for processing of raw materials as semi-finished goods and provisions of facilities for marketing of KVI products • Training of artisans engaged in these industries and encouragement of co-operative efforts amongst them.

the rural areas in coordination with other agencies engaged in rural development.	<ul style="list-style-type: none"> • Providing financial assistance to institutions and individuals for development and operation of Khadi and village industries
<p>Implementation of programs and schemes: The KVIC has broadly re-grouped various village Industries under seven heads for the purpose of implementation of its programs. One of the heads is Agro Based & Food Processing Industry (ABFPI) which consists of:</p> <ul style="list-style-type: none"> • Pulses & Cereals Processing Industry • Gur & Khandsari Industry • Palmgur Industry • Fruit & Vegetable Processing Industry • Village Oil Industry <p>The process of Implementation of schemes and programs is decided, funded and approved by MSME. KVIC implement its programs either directly - Through its 29 state offices, by directly funding Khadi and Village institutions and co-operatives, or indirectly through 34 Khadi and Village Industries Boards, which are statutory bodies formed by the state governments within India.</p>	
<i>Key policies and schemes relevant to food processing sector</i>	<i>Influence on project's activities</i>
1	<p>Prime Ministers Employment Generation Program (PMEGP)</p> <p>Nature of assistance: The maximum cost of the project/unit admissible in manufacturing sector is ₹ 25 lakhs. The balance amount of the total project cost will be provided by the banks in the form of term loan and working capital.</p> <p>Eligibility: An individual, above 18 years of age. At least VIII standard pass for projects costing above Rs.10 lakh in the manufacturing sector Only new projects are considered for sanction under PMEGP. Self Help Groups (including those belonging to BPL provided that they have not availed benefits under any other Scheme), Institutions registered under Societies Registration Act, 1860; Production Co-operative Societies, and Charitable Trusts are also eligible.</p> <p>Financial assistance to women and other social groups: Rural beneficiaries receive up to a 25% margin compensation in rural areas and 15% in urban areas for the general category and 35% in rural areas and 25% in urban areas for SCs, STs, OBCs, minorities and women among other special categories</p> <p>Under PMEGP, KVIC has also developed and posted sample project profiles for establishing various food processing units. These can be accessed online at the following URL: https://www.kviconline.gov.in/pmegp/pmegpweb/docs/jsp/newprojectReports.jsp</p>

2. National Horticulture Board (NHB)	
Institution, its objective and responsibility	Linkage and relation to IFPVAPP's objective
NHB is registered as a Society under the Societies Registration Act 1860, with its headquarters at Gurugram.	The main objectives of the NHB are to improve integrated development of Horticulture industry and to help in coordinating, sustaining the production and processing of fruits and vegetables. Amongst all its activities, its function also comprises of development of integrated, energy efficient cold chain infrastructure for fresh horticulture produce
Key policies and schemes relevant to food processing sector	Influence on project's activities
1 Development of Commercial Horticulture through Production and Post-Harvest Management - Integrated Post Harvest Management projects	Nature of assistance: Integrated Post Harvest Management projects relating to Pack House, Ripening Chamber, Reefer Van, Retail Outlets, Pre- cooling unit, Primary processing etc. are assisted under this component. NHB also accepts standalone projects of PHM in component mode. Financial assistance to social groups: Credit linked backed subsidy @ 35% of the total project cost limited to Rs 50.75 lakh per project in general area and @ 50 % of project cost limited to Rs. 72.50 lakh per project in NE, Hilly and Scheduled areas
2 Capital Investment Subsidy Scheme for Construction/Expansion/ Modernization of Cold Storages and Storages for Horticulture Products	Nature of assistance: Setting up of cold storage (of capacity above 5000 MT and up to 10000 MT) and their modernization are eligible for assistance under the NHB Scheme of Capital Investment subsidy for construction/ expansion/ modernization of cold storage for Horticulture Products (a sub scheme under MIDH). It is open ended credit linked scheme with scale of assistance @ 40% of capital cost of project limited Rs 30.00 lakhs per project in general area and 50% limited to Rs 37.50 lakhs per project in case of NE, Hilly & Scheduled Areas Note: due to high investment cost, this scheme does not directly apply to unorganised and micro food processing units, however, it can form a basis for their cluster aggregation and development under IFPVAPP

3. Development Commissioner - Ministry of Micro, Small and Medium Enterprises (DC-MSME)	
Institution, its objective and responsibility	Linkage and relation to IFPVAPP's objective
MSME is the Apex body for the formulation and administration of rules, regulations and laws relating to micro, small and medium enterprises in India.	The primary responsibility of promotion and development of MSMEs is of the State Governments. However, the Government of India, supplements the efforts of the State Governments through various initiatives. The role of the M/o MSME and its organizations is to assist the States in their efforts to encourage entrepreneurship, employment and livelihood opportunities and enhance the competitiveness of MSMEs in the changed economic scenario. The schemes/ program undertaken by the Ministry and its organizations seek to facilitate/provide: <ul style="list-style-type: none"> i) Adequate flow of credit from financial institutions/banks; ii) Support for technology upgradation and modernization; iii) Integrated infrastructural facilities;

		<ul style="list-style-type: none"> iv) Modern testing facilities and quality certification; v) Access to modern management practices; vi) Entrepreneurship development and skill upgradation through appropriate training facilities; vii) Support for product development, design intervention and packaging; viii) Welfare of artisans and workers; ix) Assistance for better access to domestic and export markets and x) Cluster-wise measures to promote capacity-building and empowerment of the units and their collectives. <p>Key schemes which have additional focus on Women or other social groups are described below.</p>
<i>Key policies and schemes relevant to food processing sector</i>		<i>Influence on project's activities</i>
Technology Upgradation and Quality Certification		
1	Financial Support to MSMEs in ZED Certification Scheme	<p>Nature of assistance: Provided by the Government of India, the subsidy for Micro, Small & Medium Enterprises will be 80%, 60% and 50% respectively. There shall be an additional subsidy of 5% for MSMEs owned by SC/ST/women.</p> <p>Pattern of Assistance: All manufacturing Micro, Small and Medium enterprises (MSME) having Udyog Aadhaar Memorandum can apply.</p>
Entrepreneurship and Skill Development Programme		
1	Assistance to Training Institutions (ATI)	<p>Nature of assistance: 20% of the total targeted of ESDPs (Entrepreneurship Development Programs) are conducted exclusively for weaker sections of the society such as the SC/ST communities and women with a stipend of Rs.500/- per month per candidate under the Promotional Package for MSEs. No fee is charged from the candidates under these programs.</p> <p>Pattern of Assistance: These programs are conducted by MSME-DIs of Ministry.</p>
Infrastructure Development Program		
1	Micro & Small Enterprises Cluster Development (MSE-CDP)	<p>Nature of assistance: Hard interventions such as setting up of Common Facility Centers with maximum eligible project cost of Rs 15.00 cr with GoI contribution of 70% (90% for special category States and for clusters with more than 50% women/micro/village/ SC/ST units).</p> <p>Pattern of Assistance: Clusters, Industrial associations/Consortia are applicable to apply for this scheme.</p>

4. Pradhan Mantri MUDRA Yojana (PMMY)	
<i>Objective and its responsibility</i>	<i>Linkage and relation to IFPVAPP's objective</i>

<p>MUDRA (Micro Units Development & Refinance Agency Ltd.) was set up by the Government of India as a wholly owned subsidiary of Small Industries Development bank of India (SIDBI). This agency is responsible for developing and refinancing all micro-enterprises sector by supporting the finance institutions which are in the business of lending to micro / small business entities engaged in manufacturing, trading and service activities. It partners with Banks, MFIs and other lending institutions at state level / regional level to provide micro finance support to the micro enterprise sector in the country</p>	<p>The main interventions under this program are:</p> <ol style="list-style-type: none"> 1. Shishu: This covers loans upto INR 50,000 2. Kishor: This covers loans above INR 50,000 and upto INR 5 lakh 3. Tarun: This covers loans above INR 5 lakh and upto INR 10 lakh <p>The program covers food product activities such as papad making, achar making, jam / jelly making, agricultural produce preservation at rural level, sweet shops, small service food stalls and day to day catering / canteen services, cold chain vehicles, cold storages, ice making units, ice cream making units, biscuit, bread and bun making, etc.</p> <p>The products being offered by MUDRA are designed in such a way that they meet the requirements of different sectors, business activities as well as business and entrepreneur segments.</p> <p>The funding support from Mudra is of four types:</p> <ol style="list-style-type: none"> 1. Micro Credit Scheme 2. Refinance Scheme for Banks 3. Women Enterprise Program 4. Securitization of Loan Portfolio <ul style="list-style-type: none"> • All schemes are inclusive of women and other social groups however the 'Women Enterprise Program' is primarily aimed at encouraging and uplifting women entrepreneurs. This scheme is described below.
<p><i>Funding support from MUDRA</i></p>	<p><i>Influence on project's activities</i></p>
<p>3</p>	<p>Women Enterprise Program</p> <p>Nature of assistance: In order to uplift women entrepreneurs, the financing banks consider extending additional facilities such as interest reduction on their loan, which also encourages women to undertake entrepreneurial activities.</p> <p>Pattern of Assistance: At present, MUDRA extends a reduction of 25bps (Basis Points) in its interest rates to the institutions which are providing loans to women.</p>

2.5. World Bank Safeguard Policies

5. The Agricultural and Processed food Products Export Development Authority (APEDA)	
<i>Institution, its objective and responsibility</i>	<i>Linkage and relation to IFPVAPP's objective</i>
<p>The primary objective of APEDA is to undertake the development and promotion of export of various categories of raw as well as processed food products included in the First Schedule to the APEDA Act.</p>	<p>Other key objectives of the APEDA are:</p> <ul style="list-style-type: none"> • Development of industries relating to the Scheduled products for export by way of providing financial assistance or otherwise for undertaking surveys and feasibility studies, participation in the equity capital through joint ventures and other reliefs and subsidy schemes • Fixing of standards and specifications for the Scheduled products for the purposes of export. • carrying out of inspection of meat and meat products in any slaughterhouse, processing, plant, storage premises, conveyances or other places where such products are kept or handled for the purpose of ensuring the quality of such products;
<i>Key policies and schemes relevant to food processing sector</i>	<i>Influence on project's activities</i>
<p>1 APEDA is currently financing assistance to Agriculture and processes foods exporters through three major schemes:</p> <ol style="list-style-type: none"> 1) Export Infrastructure Development 2) Quality Development 3) Market development 	<p>Nature of assistance:</p> <ol style="list-style-type: none"> Development of Export Infrastructure: Financial assistance to the APEDA registered exporters for setting up of infrastructure such as pack house facilities with packing/grading lines, precooling units with cold storages and refrigerated transportation etc. It also intends to support equipment and technologies of various types of screening sensors to detect external / internal quality of the produce as well. <p>Pattern of Assistance: Up to 40% of the total cost subject to a ceiling of Rs. 100 lakhs for each of the activities. No specific assistance to various social groups, All APEDA registered units can claim assistance based on the project profile. No specific assistance to women or other social groups</p> <ol style="list-style-type: none"> Quality Development: Implementation and Certification of quality and Food Safety Management Systems for all APEDA scheduled products for registered manufacturers and exporters only. (Food Safety Management System such as HACCP, India HACCP, ISO22000/FSSC-22000, BRC, ISO-14001, GAP, India GAP, GHP, ISO-9001 etc., in house quality control lab equipment, etc.) <p>Pattern: up to 40% of the total cost subject to a ceiling of Rs. 4 lakh per beneficiary.</p> <p>No specific assistance to women or other social groups</p>

World Bank OP/ BP	Objective & Brief Description	Applicability
Involuntary Resettlement OP/BP 4.12	<p>Key objectives of the World Bank's policy on involuntary land acquisition are to avoid or minimize involuntary resettlement where feasible, exploring all viable alternative project designs; assist displaced persons in improving their former living standards, income earning capacity, and production level, or at least in restoring them; encourage community participation in planning and implementing resettlement; and provide assistance to affected people regardless of the legality of land tenure. The policy covers not only physical relocation, but any loss of land or other assets resulting in relocation or loss of shelter; loss of assets or access to assets; loss of income sources or means of livelihood whether or not the affected people must move to another location. When the policy is triggered, a Resettlement Action Plan must be prepared. An abbreviated plan may be developed when less than 200 people are affected by the project.</p>	<p>Triggered: The project will lead to development of common facilities, infrastructure or other activities where land and property acquisition may be involved.</p>
Indigenous Peoples OP/BP 4.10	<p>Key objectives of the Indigenous Peoples policy are to:</p> <ol style="list-style-type: none"> 1. ensure that indigenous people affected by World Bank funded projects have a voice in project design and implementation; 2. ensure that adverse impacts on indigenous peoples are avoided, minimized or mitigated; and 3. Ensure that benefits intended for indigenous peoples are culturally appropriate. <p>The policy is triggered when there are indigenous peoples in the project area and there are likely potential adverse impacts on the intended beneficiaries of these groups. When this policy is triggered an Indigenous Peoples Development Plan is to be prepared to mitigate the potential adverse impacts or maximize the positive benefits of the project.</p>	<p>May trigger: This project will propose various developmental activities in areas where indigenous people may be affected.</p>
Gender and Development OP 4.20	<p>The prime objective of the Gender and Development policy is to assist member countries to reduce poverty and enhance economic growth, human well-being, and development effectiveness by addressing the gender disparities and inequalities that are barriers to development, and by assisting member countries in formulating and implementing their gender and development goals. In sectors and thematic areas where the Country Assistance Strategy has identified the need for gender-responsive interventions, the Bank's assistance to the country incorporates measures designed to address this need.</p> <p>Projects in these sectors and thematic areas are designed to adequately take into account the gender implications of the project. Preparation of a Gender Action Plan and its implementation should be ensured by each project undertaken with Bank support.</p>	<p>Triggered: Women will be involved in the entire process of project development and its implementation.</p>

2.6. Comparison of GoI and World Bank Policies

Category	Government of India (GoI) Policy	World Bank (WB) Policy	Comparison between GoI & WB policy	Recommendations
A. Involuntary Resettlement and Loss of Land/Structure Crop/Income Source (OP/BP-4.12)	<ul style="list-style-type: none"> Valuation of the land shall be done following the procedure laid down in LARR, 2013. Value of the land and compensation amount shall be approved by the negotiation committee. The compensation towards the damage are provided without the acquisition of land which are assessed/reviewed by the Revenue Authorities. 	As per World Bank requirement, regardless of the property title status, solutions on both situations of physical and/or economic displacement should be developed in consultation with the affected people. This may include inter alia measures such as e.g. provision of alternative housing, moving assistance, relocation allowances, compensation or other forms of support in order to improve or at least re-establish the livelihood of the affected people	<p>National Regulations do not cover all displaced persons, such as non-titled on government land.</p> <p>While World Bank mandates compensation for all affected people regardless of property title status</p>	<ul style="list-style-type: none"> Detailed social assessment should include indicative valuation and associated differential compensation for titleholders and non-titleholders. The project should have provision for compensation to titleholders and non-titleholders The community assets need to be replaced in a condition better than before.
B. Indigenous People & Community (IP&C) (OP/BP-4.10)	<ul style="list-style-type: none"> The Panchayats (Extension to the Scheduled Area) Act, 1996 provide special provisions for Panchayats in Schedule V areas The Fifth Schedule of the Constitution deals with the administration and control of Scheduled Areas as well as of Scheduled Tribes residing 	<p>WB policies ensures free, prior, and informed consultation (FPIC) with the affected indigenous people to obtain broad community support to the project.</p> <p>Social Impact Assessment should be carried out to identify potential impacts</p>	As per national laws specific entitlements and provisions are kept for tribal people however as per WB policies a tribal development plan needs to be developed to ensure that indigenous people receive social and	<ul style="list-style-type: none"> At each sub-project level free prior informed consultations should be carried out with the indigenous community and other vulnerable communities to obtain broad consent for the project. <p>Project will prepare Vulnerable Community Development Framework (VCDF) based on</p>

	in any State other than the States of Assam, Meghalaya, Tripura and Mizoram.	and prepare plan to ensure that indigenous peoples receive social and economic benefits that are culturally appropriate.	economic benefits that are culturally appropriate	community needs of indigenous as well as other vulnerable communities.
C. Gender Development	<ul style="list-style-type: none"> Through constitution of India, guidelines prepared to address gender issues and barriers. These policies also cover indicators for monitoring progress of plans on inclusion of all genders. National Rural Livelihood mission (NRLM) lay provisions for inclusion of women into entrepreneurial activities by Self Help groups (SHGs) and help women in attaining financial independence. 	<p>Equal access should be ensured to female members as of the male members of the society to the opportunities created and the activities performed by Bank supported development interventions.</p> <p>Appropriate Plans and policies should be formulated and implemented adhering to the principles of free, prior and impartial consultation and participation of the women throughout the project cycle.</p>	No need for Gender action plan is formulated adhering to the principles of free, prior and impartial consultation and participation of the women throughout the project cycle.	<ul style="list-style-type: none"> Each sub-project will prepare Gender Action Plan and implement the plan to ensure unrestricted equal access to various opportunities created by the project

3. Socio-Economic Profile Analysis

3.1. Socio Economic Review of Project Area

The chapter presents the socio-economic profile of the project districts and the target beneficiaries under the project. The source of information for the analysis of the districts is the Primary Census Abstract, Census of India 2011 and the analysis for the beneficiaries have been based on the primary/household survey conducted under the project districts for the social assessment. The aspects of analysis include: demographic characteristic, economic profile, social profile and challenges in operating the business.

3.2. Demographic Profile

Punjab – The state accounts for nearly 2.2% (2.77 cr) of the population of India (121 cr) as per the Census of India, 2011. Similarly, in the selected districts Amritsar and Ferozpur accounts 9.2% and 8.6% of the total population of Punjab. The average household size in Punjab (5.03) is higher as compared to national average of 4.8 and the average household size in the selected districts are even higher than the state average. The overall male and female population in Punjab (Male – 52.77% & Female – 47.23%) and its selected districts is almost similar to the national average (Male – 51.47% & Female – 48.53%). Working age population in Punjab is 63.98% out which 52.26% are male and 47.74% are female.

Uttar Pradesh - Uttar Pradesh is India's most populous state and accounts for nearly 16.5% (19.98 cr) of the population of India (121 cr) as per the Census of India, 2011. Similarly, in the selected districts Hathras and Fatehpur accounts nearly 0.75% and 1.3% of the total population of Uttar Pradesh. The average household size in Uttar Pradesh (5.97) is higher as compared to national average of 4.8 and the average household size in the selected districts are almost similar to the state average. The overall male and female population in Uttar Pradesh (Male – 52.29% & Female – 47.21%) and its selected districts is almost similar to the national average (Male – 51.47% & Female – 48.53%). Working age population in Uttar Pradesh is 77.73% out which 52.24% are male and 48.16% are female.

Andhra Pradesh – The state accounts for nearly 4% (4.94 cr) of the population of India (121 cr) as per the Census of India, 2011. Similarly, in the selected districts Prakasam and Vizianagram accounts nearly 4% and 2.7% of the total population of Andhra Pradesh. The average household size in Andhra Pradesh (4.02) is lower as compared to national average of 4.8 and the average household size in the selected districts are almost similar to the state average. The overall male and female population in Andhra Pradesh (Male – 50.09% & Female – 49.91%) and its selected districts is almost similar to the national average (Male – 51.47% & Female – 48.53%). Working age population in Andhra Pradesh is 63.54% out which 50.14% are male and 49.86% are female.

Maharashtra – The state accounts for nearly 9.3% (11.24 cr) of the population of India (121 cr) as per the Census of India, 2011. Similarly, in the selected districts Pune and Nandurbar accounts nearly 8.4% and 1.4% of the total population of Maharashtra. The average household size in Maharashtra (4.60) is lower as compared to national average of 4.8. While the average household size in the selected districts of Pune and Nandurbar are 4.38 and 5.09 respectively. The overall male and female population in Maharashtra (Male – 51.83% & Female – 48.17%) and its selected districts is almost similar to the national average (Male – 51.47% & Female – 48.53%). Working age population in Maharashtra is 71.01% out which 50.16% are male and 49.84% are female.

Below tables gives the summarized demographic profile of the project districts in comparison with the state and country situation for each state and its selected districts.

Table 8: Demographic profile of the districts of Punjab in comparison to the state and country level

S.No	Indicators	India	Punjab	Overall Project Districts	Overall Aspirational Districts	Amritsar	Ferozepur
1	Total Population (in Cr)	121.01	2.77	2.47	0.30	0.25	0.2
2	Average HH size	4.8	5.03	5.03	5.03	5.09	5.18
3	Total male (%)	51.47%	52.77%	52.76%	52.82%	52.81%	52.81%
4	Total female (%)	48.53%	47.23%	47.24%	47.18%	47.18%	47.19%
5	Urban Population (%)	31%	37.48%	38.92%	26.03%	53.59%	27.23%
6	Urban male (%)	51.84%	53.33%	53.33%	53.29%	53.28%	53.47%
7	Urban female (%)	48.16%	46.67%	46.67%	46.71%	46.72%	46.53%
8	Rural Population (%)	69%	62.52%	61.08%	74.97%	46.41%	72.77%
9	Rural male (%)	51.31%	52.43%	52.40%	52.65%	52.53%	52.57%
10	Rural female (%)	48.69%	47.57%	47.60%	47.35%	47.47%	47.43%
11	Working age population (15-59 Years) (%)	62.5%	63.98%	64.16%	62.57%	64.31%	62.63%
12	Male working age group (15-59 years) (%)	51.47%	52.26%	52.23%	52.50%	52.22%	52.47%
13	Female working age group (15-59 years) (%)	48.53%	47.74%	47.77%	47.50%	47.78%	47.53%

Source: Census 2011 www.data.gov.in

Table 9: Demographic profile of the districts of Uttar Pradesh in comparison to the state and country

S.No	Indicators	India	Uttar Pradesh	Overall Project Districts	Overall Aspirational Districts	Hathras	Fatehpur
1	Total Population (in Cr)	121.01	19.98	17.56	1.6	0.15	0.26
2	Average HH size	4.8	5.97	5.95	6.05	5.99	5.58
3	Total male (%)	51.47%	52.29%	52.3%	52.23%	53.43%	52.60%
4	Total female (%)	48.53%	47.71%	47.70%	47.77%	46.57%	47.40%
5	Urban Population (%)	31%	22.27%	23.42%	9.70%	21.26%	12.23%
6	Urban male (%)	51.84%	52.79%	52.80%	52.55%	53%	52.50%
7	Urban female (%)	48.16%	47.21%	47.20%	47.45%	47%	47.50%
8	Rural Population (%)	69%	77.73%	76.58%	90.30%	78.74%	87.77%
9	Rural male (%)	51.31%	52.15%	52.80%	52.80%	53.00%	52.61%

10	Rural female (%)	48.69 %	47.85%	47.20%	47.20%	47.00%	47.39%
11	Working age population (15-59 Years) (%)	62.5 %	77.73%	79.50%	90.30%	78.74%	87.77%
12	Male working age group (15-59 years) (%)	51.47 %	52.24%	52.04%	51.99%	53.58%	52.69%
13	Female working age group (15-59 years) (%)	48.53 %	48.16%	47.96%	48.01%	46.42%	47.31%

Source: Census 2011 www.data.gov.in

Table 10: Demographic profile of the districts of Andhra Pradesh* in comparison to the state and country

S.No	Indicators	India	Andhra Pradesh	Overall Project Districts	Overall Aspirational Districts	Prakasam	Vizianagaram
1	Total Population (in Cr)	121.01	4.94	3.9	0.95	0.34	0.23
2	Average HH size	4.8	3.89	3.88	3.98	3.95	3.99
	Total male (%)	51.47 %	50.09%	50.13%	49.93%	50.47%	49.54%
4	Total female (%)	48.53 %	49.91%	49.87%	50.06%	49.53%	50.46%
5	Urban Population (%)	31%	29.58%	27.85%	36.84%	19.56%	20.94%
6	Urban male (%)	51.84 %	49.91%	49.83%	50.17%	49.97%	49.10%
7	Urban female (%)	48.16 %	50.32%	49.83%	50.17%	49.53%	50.90%
8	Rural Population (%)	69%	70.42%	72.15%	63.16%	80.44%	79.06%
9	Rural male (%)	51.31 %	50.17%	50.24%	49.79%	50.59%	49.66%
10	Rural female (%)	48.69 %	49.83%	49.76%	50.21%	49.41%	50.34%
11	Working age population (15-59 Years) (%)	62.5 %	71.01%	72.66%	64.09%	62.80%	63.76%
12	Male working age group (15-59 years) (%)	51.47 %	50.16%	50.22%	49.89%	50.50%	49.37%
13	Female working age group (15-59 years) (%)	48.53 %	49.84%	49.78%	50.11%	49.50%	50.63%

Source: Census 2011 www.data.gov.in

*Telangana districts has been removed from Andhra Pradesh 2011 Census data.

Table 11: Demographic profile of the districts of Maharashtra in comparison to the state and country

S.No	Indicators	India	Maharashtra	Overall Project Districts	Overall Aspirational Districts	Pune	Nandurbar
1	Total Population (in Cr)	121.01	11.24	10.67	0.5	0.94	0.16

2	Average HH size	4.8	4.60	4.59	4.70	4.38	5.09
	Total male (%)	51.47 %	51.83%	51.86%	51.23%	50.55%	52.22%
4	Total female (%)	48.53 %	48.17%	48.14%	48.77%	49.45%	47.78%
5	Urban Population (%)	31%	46.70%	46.75%	15.89%	60.99%	16.71%
6	Urban male (%)	51.84 %	48.14%	48.14%	48.77%	49.45%	49.45%
7	Urban female (%)	48.16 %	52.56%	52.56%	51.85%	52.52%	52.82%
8	Rural Population (%)	69%	53.30%	53.25%	84.11%	39.01%	83.29%
9	Rural male (%)	51.31 %	51.11%	51.24%	51.25%	51.75%	50.09%
10	Rural female (%)	48.69 %	48.89%	48.76%	48.75%	48.25%	49.91%
11	Working age population (15-59 Years) (%)	62.5 %	63.13%	63.32%	59.52%	65.74%	58.01%
12	Male working age group (15-59 years) (%)	51.47 %	57.75%	52.16%	51.88%	52.37%	51.93%
13	Female working age group (15-59 years) (%)	48.53 %	42.25%	47.84%	48.12%	57.63%	48.07%

Source: Census 2011 www.data.gov.in

3.3. Social Profile

The assessment of the social profile for the project districts includes review of Sex ratio, literacy rate, Schedule Caste (SC) and Schedule Tribe (ST) population.

Punjab – The average sex ratio is 895, which is low as compared to the national average of 943. The literacy rate among the female population (70.7%) is better than national average of 64.63% and male literacy rate is similar to national average. However, in aspirational districts (Ferozpur), the literacy rate for both male and female is lower than the country level corresponding figures. Further, Punjab has one of the highest SC population at 30.91% but doesn't have any population under ST category. The SC population in Amritsar is almost similar to that of the state average but the SC population at Ferozpur (42.17%) is higher than the state average.

Uttar Pradesh – The average sex ratio is 912, which is low as compared to the national average of 943. Literacy rate among the female population (57.18%) is lower than the national average of 64.63% and a similar trend is noted in male literacy rates also. However, in Hathras, the literacy rate for male (82.38%) is higher but for female (59.23%) is lower than the country level corresponding figures. Further, the SC population of the state is 21.1% which is higher than the national average of 16.2%. However, the ST population is very low compared to the national average. The ST population in both the selected districts are very low at 0.06% and 0.01 %.

Andhra Pradesh – The average sex ratio is 996, which is high as compared to the national average of 943. The literacy rate among the female population (59.15%) is lower than national average of 64.63% and a similar trend is noted in male literacy rates also. Also, in selected districts of Vizianagaram, the literacy rate for both male (68.15%) and female (49.87%) is lower than the country level corresponding figures. The SC population in the state is almost similar to that of national average but the ST population is lower than the national average. The ST population in Vizianagaram (10.05%) is higher than the state average.

Maharashtra – The average sex ratio is 929, which is lower as compared to the national average of 943. The literacy rate among the female population (75.87%) is better than national average of 64.63% and a similar trend is noted in male literacy rates also. The Literacy rate in Maharashtra is higher mainly due to the inclusion of Mumbai. The SC population (10.20%) in the state is lower than the national average (16.63%) while the ST population (8.9%) is higher than the national average (8.63%).

Below tables gives the summarized social profile of the project districts in comparison with the state and country situation for each state and its selected districts.

Table 12: Social profile of the project districts of Punjab in comparison with state and country

S.No	Indicators	India	Punjab	Overall Project Districts	Overall Aspirational Districts	Amritsar	Ferozpur
1	Sex Ratio	943	895	895	893	889	893
2	Child Sex Ratio	918	846	845	851	826	847
3	Literacy Rate (%)	72.98%	67.43%	68.17%	61.34%	76%	60.50%
4	Literacy rate among females	64.63%	70.7%	61.8%	56.91%	71.96%	61.69%
5	Literacy rate males	80.88%	80.4%	70.2%	66.13%	80.15%	75.44%
6	SC population	16.63%	31.94%	31.0%	40.30%	30.95%	42.17%
7	SC Male Population (%)	51.41%	52.37%	52.38%	52.32%	52.67%	52.06%
8	SC Female Population (%)	48.59%	47.63%	47.62%	47.68%	47.33%	47.94%
9	ST Population	8.63%	0.0%	0.0%	0.0%	0.00%	0.00%
10	ST Male Population (%)	50.26%	0.0%	0.0%	0.0%	0.00%	0.00%
11	ST Female Population (%)	49.74%	0.0%	0.0%	0.0%	0.00%	0.00%

Source: Census 2011 www.data.gov.in

Table 13: Social profile of the project districts of Uttar Pradesh in comparison with state and country

S.No	Indicators	India	Uttar Pradesh	Overall Project Districts	Overall Aspirational Districts	Hathras	Fatehpur
1	Sex Ratio	943	912	912	914	871	901
2	Child Sex Ratio	918	902	899	927	865	907
3	Literacy Rate (%)	72.98%	67.68%	57%	49%	71.59%	67.43%
4	Literacy rate among females	64.63%	57.18%	50%	39%	59.23%	56.58%
5	Literacy rate males	80.88%	77.28%	66%	57%	82.38%	77.19%
6	SC population	16.63%	21.1%	18%	18.9%	35.47%	24.75%
7	SC Male Population (%)	51.41%	52.41%	52.41%	52.52%	50.68%	52.63%

8	SC Female Population (%)	48.59%	47.59%	47.59%	47.48%	49.32%	47.37%
9	ST Population	8.63%	0.1%	0.3%	2.9%	0.06%	0.01%
10	ST Male Population (%)	50.26%	51.23%	51.14%	51.35%	50.38%	55.59%
11	ST Female Population (%)	49.74%	48.77%	48.86%	48.65%	49.62%	44.41%

Source: Census 2011 www.data.gov.in

Table 14: Social profile of the project districts of Andhra Pradesh in comparison with state and country

S.No	Indicators	India	Andhra Pradesh	Overall Project Districts	Overall Aspirational Districts	Prakasam	Vizianagram
1	Sex Ratio	943	996	994	1002	981	1018
2	Child Sex Ratio	918	943	943	946	932	959
3	Literacy Rate (%)	72.98%	67.41%	67.98%	65.04%	63.08%	58.89%
4	Literacy rate among females	64.63%	60.01%	60.92%	56.21%	59.06%	61.25%
5	Literacy rate males	80.88%	74.83%	75.04%	73.96%	72.92%	68.15%
6	SC population	16.63%	17.10%	18.57%	10.96%	23.19%	10.57%
8	SC Male Population (%)	51.41%	49.81%	49.87%	49.52%	50.42%	49.04%
9	SC Female Population (%)	48.59%	50.19%	50.13%	50.48%	49.58%	50.96%
7	ST Population	8.63%	5.53%	4.27%	9.77%	4.45%	10.05%
10	ST Male Population (%)	50.26%	49.77%	50.15%	49.05%	50.73%	48.69%
11	ST Female Population (%)	49.74%	50.23%	49.85%	50.95%	49.27%	51.31%

Source: Census 2011 www.data.gov.in

Table 15: Social profile of the project districts of Maharashtra in comparison with state and country

S.No	Indicators	India	Maharashtra	Overall Project Districts	Overall Aspirational Districts	Pune	Nandurbar
1	Sex Ratio	943	929	928	952	910	978
2	Child Sex Ratio	918	894	894	907	883	940
3	Literacy Rate (%)	72.98%	82.34%	72.97%	64.97%	86.15%	64.38%

4	Literacy rate among females	64.63%	75.87%	67.52%	58.22%	81.05%	56.47%
5	Literacy rate males	80.88%	88.38%	78.03%	71.39%	90.84%	72.17%
6	SC population	16.63%	10.2%	11.81%	11.90%	12.52%	2.91%
7	SC Male Population (%)	51.41%	50.98%	50.97%	51.18%	51.05%	50.58%
8	SC Female Population (%)	48.59%	49.02%	49.03%	48.82%	48.95%	49.42%
9	ST Population	8.63%	8.9%	8.27%	30.02%	3.70%	69.28%
10	ST Male Population (%)	50.26%	50.57%	50.70%	49.91%	51.35%	49.74%
11	ST Female Population (%)	49.74%	49.43%	49.30%	50.09%	48.65%	50.26%

Source: Census 2011 www.data.gov.in

3.4. Economic Profile

Punjab - The per capita income of Punjab (8423) is lower than the national average of 18301. The workforce participation rate (WPR) at the national, state and selected project district level are almost equal. The workforce participation rate in Punjab is slightly higher than the national average, however in the selected districts, it is lower than the national average. The male constitute around 82% of the working population in the state while female constitutes around 18%. The poverty levels have been assessed based on the composition of people living below poverty line (BPL) as identified by the Planning Commission of India. Punjab has lower level of poverty (8.46%) as compared to national average of 21.92%.

Uttar Pradesh - The per capita income of the state (10637) is lower than the national average of 18301. The workforce participation rate (WPR) at the state level (32.94%) is lower than the national average (39.8%) but the selected districts Fatehpur (50.10%) and Hathras (53.12%) has higher WPR compared to both state and national average. The male constitute around 76% of the working population in the state while female constitutes around 24%. Uttar Pradesh has higher level of poverty (29.43%) as compared to national average of 21.92%.

Andhra Pradesh - The per capita income of the state (21372) is higher than the national average of 18301. The workforce participation rate (WPR) at the state level (45.81%) is higher than the national average (39.8%). The selected districts Vizianagram (49.39%) and Prakasam (50.05%) has higher WPR compared to both state and national average. The male constitute around 61% of the working population in the state while female constitutes around 39%. Andhra Pradesh has one of the highest female working population in the country. The state has lower level of poverty (9.2%) as compared to national average of 21.92%.

Maharashtra - The per capita income of the state (41331) is higher than the national average of 18301. The workforce participation rate (WPR) at the state level (43.99%) is higher than the national average (39.8%) but the selected districts Pune (30.60%) has lower WPR compared to both state and national average. The male constitute around 66% of the working population in the state while female constitutes around 34%. Maharashtra has lower level of poverty (17.35%) as compared to national average of 21.92%.

Below tables gives the summarized economic profile of the project districts in comparison with the state and country situation for each state and its selected districts.

Table 16: Workforce profile of the project districts of Punjab in comparison with state and country

S.No	Indicators	India	Punjab	Overall Project Districts	Overall Aspirational Districts	Amritsar	Ferozepur
1	Per Capita Income (Rs.)	18301	8423	8348	9173	8664	9173
2	BPL	21.92%	8.46%	-	-	-	-
3	Work force Participation (% of total population)	39.8%	44.0%	35.7%	36.68%	36.85%	37.29%
4	Male workforce (% total workforce)	68.9%	81.58%	81.83%	80.11%	80.10%	78.82%
5	Female work force (% total workforce)	31.1%	18.42%	18.17%	19.89%	19.90%	21.18%
6	Work force Participation (% of working age (15-59 years) population)	55.9%	68.36%	65.07%	77.86%	65.81%	72.56%
7	Male workers (% of working age male population)	53.3%	87.04%	86.75%	89.45%	87.90%	89.44%
8	Female workers (% of active female population)	25.5%	21.51%	21.07%	25.26%	23.86%	26.54%
9	Main Workers (more than 6 months) (% total workforce)	75.2%	85.39%	85.26%	83.30%	85.77%	81.72%

Source: Census 2011 www.data.gov.in, State Domestic Product of Punjab (1980-81 to 1990-91)

Table 17: Workforce profile of the project districts of Uttar Pradesh in comparison with state and country

S.No	Indicators	India	Uttar Pradesh	Overall Project Districts	Overall Aspirational Districts	Hathras	Fatehpur
1	Per Capita Income (Rs.)	18301	10637	11055	8894	13714	8115
2	BPL	21.92%	29.43%	-	-	-	-
3	Work force Participation (% of total population)	39.8%	32.94%	33%	36%	53.12%	50.10%
4	Male workers (% of total workforce)	68.9%	75.74%	75.11%	69%	71.93%	82.79%
5	Female workers (% of total workforce)	31.1%	24.26%	24.89%	31%	28.07%	17.21%

6	Work force Participation (% of working age population)	55.9%	80.49%	80.98%	89.11%	56.54%	89.43%
7	Male workers (% of working age male population)	53.3%	80.89%	74.07%	71.18%	85.94%	78.71%
8	Female workers (% of working age female population)	25.5%	28.83%	39.41%	32.53%	31.94%	57.23%
9	Main Workers (%)	75.2 %	75.74%	67.13%	59%	59.74%	63.00%

Source: Census 2011 www.data.gov.in, Economics and Statistics Division, Govt. of Uttar Pradesh.

Table 18: Workforce profile of the project districts of Andhra Pradesh in comparison with state and country

S.No	Indicators	India	Andhra Pradesh	Overall Project Districts	Overall Aspirational Districts	Prakasa m	Vizianag ram
1	Per Capita Income (Rs.)	18301	21372	20829.05	22955	20722	14834
2	BPL	21.92 %	9.2%	-	-	-	-
3	Work force Participation (% of total population)	39.8 %	46.51%	46.66%	45.90%	50.05%	49.39%
4	Male workers (% of total workforce)	68.9 %	62.91%	62.94%	62.78%	58.32%	58.66%
5	Female workers (% of total workforce)	31.1%	37.09%	37.06%	37.22%	41.68%	41.34%
6	Work force Participation (% of working age group)	55.9%	65.50%	64.21%	71.62%	79.70%	77.47%
7	Male workers (% of active male population)	53.3%	82.14%	80.47%	90.11%	92.05%	92.06%
8	Female workers (% of active female population)	25.5%	48.75%	47.80%	53.20%	67.10%	63.25%
9	Main Workers (% total work force)	75.2 %	83.72%	84.5%	80.45%	86.06%	82.32%

Source: Census 2011 www.data.gov.in

Table 19: Workforce profile of the project districts of Maharashtra in comparison with state and country

S.No	Indicators	India	Maharashtra	Overall Project Districts	Overall Aspirational Districts	Pune	Nandurbar
1	Per Capita Income (Rs.)	18301	41331	35094.33	24044.25	60375	28517
2	BPL	21.92%	17.35%	-	-	-	-
3	Work force Participation (% of total population)	39.8 %	43.99%	43.73%	48.78%	30.60%	48.05%
4	Male workers (% of total workforce)	68.9 %	65.99%	66.45%	58.10%	65.67%	55.92%
5	Female workers (% of total workforce)	31.1%	34.01%	33.55%	41.90%	34.33%	44.08%
6	Work force Participation (% of working population)	55.9%	69.67%	69.07%	81.96%	65.31%	82.84%
7	Male workers (% of active male population)	53.3%	88.18%	94.89%	92.27%	91.27%	87.27%
8	Female workers (% of active female population)	25.5%	49.51%	52.16%	29.14%	48.81%	36.81%
9	Main Workers (%)	75.2 %	38.94%	38.86%	40.56%	92.65%	83.86%

Source: Census 2011 www.data.gov.in

Child labour

The problem of child labour is global phenomenon, even today it is not confined to the Third World Countries. It is more or less prevalent everywhere in the world, the difference, if any is only of degree or kind.

As per Census 2011, the total child population in India in the age group (5-14) years is 259.6 million. Of these, 10.1 million (3.9% of total child population) are working, either as 'main worker' or as 'marginal worker'. In addition, more than 42.7 million children in India are out of school.

Below table reflects the working children in the age group of 5 – 14 years as per Census 2011

Working children population (5 to 14 years) as per census 2011		
States	2001	2011
Andhra Pradesh	1363339	404851
Maharashtra	764075	496916
Punjab	177268	90353
Uttar Pradesh	1927997	896301
Total (India)	12666377	4353247

In Andhra Pradesh, there has been a slight decline from 10.8% to 9.3%. However in rest of the project states there has been an increase in the working children population. For instance in Maharashtra it has increased from 6% to 11.4%, in Punjab it has increased from 1.4% to 2.1%, in Uttar Pradesh it has increased from 15.2% to 20.6%.

3.5. Religious Profile

Punjab – The state is dominated by Sikh population of around 57%, followed by Hindu population of 38%. Muslim and Christian population in the state is very less at 2% and 1% respectively.

Uttar Pradesh – The state follows a similar religious profile to that of nation but has slightly more Muslim population (19.26%) than the national average of 14.23%. The selected districts Fatehpur and Hathras has high Hindu population of around 86% and 89% respectively. Presence of other religions is less than 1%.

Andhra Pradesh – The state is predominantly dominated by Hindu religion with a percentage of 88 % followed by Muslim population of around 10%. The project districts Vizianagram and Prakasam has even higher presence of Hindu religion at 98% and 93% respectively.

Maharashtra - Similar to other states, Maharashtra is also dominated by Hindu population (79%) followed by Muslim (11%), however unlike other states, it has Buddhist population of around 6%. Below tables gives the summarized religious profile of the project districts in comparison with the state and country situation for each state and its selected districts.

Table 20: Religious profile of the project districts of Punjab in comparison with state and country

S.No	Indicators	India	Punjab	Overall Project Districts	Overall Aspirational Districts	Amritsar	Ferozpur
1	Hindu Population (%)	79.80%	38.49%	38.89%	35.20%	27.74%	44.67%
2	Muslim Population (%)	14.23%	1.93%	2.10%	2.38%	0.50%	0.34%
3	Christian Population (%)	2.30%	1.26%	1.68%	3.5%	2.18%	0.95%
4	Sikh Population (%)	1.72%	57.69%	57.02%	58.55%	68.94%	53.76%
5	Buddhist Population (%)	0.70%	0.12%	0.13%	0.02%	0.04%	0.02%
6	Jain Population (%)	0.37%	0.16%	0.18%	0.05%	0.13%	0.06%
7	Others (%)	0.90%	0.35%	0.36%	0.3%	0.48%	0.20%

Source: Census 2011 www.data.gov.in

Table 21: Religious profile of the project districts of Uttar Pradesh in comparison with state and country

S.No	Indicators	India	Uttar Pradesh	Overall Project Districts	Overall Aspirational Districts	Hathras	Fatehpur
------	------------	-------	---------------	---------------------------	--------------------------------	---------	----------

1	Hindu Population (%)	79.80%	79.73%	79.77%	76.88%	89.30%	86.40%
2	Muslim Population (%)	14.23%	19.26%	19.20%	22.51%	10.19%	13.32%
3	Christian Population (%)	2.30%	0.18%	0.18%	0.14%	0.09%	0.08%
4	Sikh Population (%)	1.72%	0.32%	0.35%	0.08%	0.03%	0.02%
5	Buddhist Population (%)	0.70%	0.10%	0.10%	0.12%	0.03%	0.01%
6	Jain Population (%)	0.37%	0.11%	0.11%	0.02%	0.08%	0.01%
7	Others (%)	0.90%	0.30%	0.29%	0.25%	0.28%	0.16%

Source: Census 2011 www.data.gov.in

Table 22: Religious profile of the project districts of Andhra Pradesh in comparison with state and country

S.No	Indicators	India	Andhra Pradesh	Overall Project Districts	Overall Aspirational Districts	Prakasam	Vizianagram
1	Hindu Population (%)	79.80%	88.46%	87.96%	92.42%	92.72%	98.07%
2	Muslim Population (%)	14.23%	9.56%	10.03%	5.85%	6.49%	0.70%
3	Christian Population (%)	2.30%	1.34%	1.35%	1.25%	0.55%	0.76%
4	Sikh Population (%)	1.72%	0.05%	0.05%	0.03%	0.01%	0.02%
5	Buddhist Population (%)	0.70%	0.04%	0.05%	0.01%	0.00%	0.00%
6	Jain Population (%)	0.37%	0.06%	0.08%	0.05%	0.01%	0.03%
7	Others (%)	0.90%	0.49%	0.87%	0.92%	0.21%	0.42%

Source: Census 2011 www.data.gov.in, Planning Department and Directorate of Economics & Statistics Govt. of Andhra Pradesh.

Table 23: Religious profile of the project districts of Maharashtra in comparison with state and country

S.No	Indicators	India	Maharashtra	Overall Project Districts	Overall Aspirational Districts	Pune	Nandurbar
1	Hindu Population (%)	79.80%	79.83%	79.55%	85.13%	85.80%	92.31%

2	Muslim Population (%)	14.23%	11.54%	11.73%	7.87%	7.14%	5.84%
3	Christian Population (%)	2.30%	0.96%	1.00%	0.27%	1.42%	0.51%
4	Sikh Population (%)	1.72%	0.20%	0.21%	0.04%	0.29%	0.04%
5	Buddhist Population (%)	0.70%	5.81%	5.84%	5.29%	3.69%	0.30%
6	Jain Population (%)	0.37%	1.41%	1.43%	0.95%	1.36%	0.38%
7	Others (%)	0.90%	0.79%%	0.79%%	0.85%	0.38%	0.55%

Source: Census 2011 www.data.gov.in, Directorate of Economics and Statistics, Govt. of Maharashtra.

3.6. Socio-Economic review of unorganized food processing sector in Uttar Pradesh

The socio-economic review of the target beneficiaries is based on the analysis of the data collected during the survey conducted at sample unorganized food processing units in the shortlisted project districts for social assessment. For Uttar Pradesh the select districts were Fatehpur and Hathras. Sectors, products and number of units covered under each district are mentioned below in a tabular form.

Table 24: Distribution of units covered in Uttar Pradesh

District	Sector	Products	Number of Units
Fatehpur	Grains & Oil Seeds	Rice, Oil, Flour, Spices (Chilli, Turmeric and Coriander)	11
	Dairy Products	Ice cream, Packed milk, Chilled milk	5
	Packaged food	Bakery items (Bread, Bun and Rusk)	5
	Fruits & Vegetables	Jam, Squash, Pickle, Murabba, Ketchup, Amla candy, Canned Mushroom	5
Hathras	Grains & Oil Seeds	Flour, edible seeds and Mustard oil	5
	Dairy Products	Milk, Dahi, Ghee and Paneer	3
	Packaged food	Bakery items (Bread, Bun and Rusk)	10
	Fruits & Vegetables	Murabba, Ketchup, Petha and Pickle	4
Total number of unorganized food processing units covered			48

The units covered are of various nature depending upon ownership; the ownership varies from proprietorship, partnership to SHGs. Majority of the units are registered as proprietorship firm while few have registered as private limited. During the survey, Self Help Groups (SHG) were also covered to understand the challenges faced by women in managing the unit. Out of the total units covered during the survey, 8% of the units were under SHG's.

The table below gives a glimpse of pattern of ownership in the selected sectors.

Table 25: Type of ownership of the units visited in UP

Sectors	Partnership	Proprietorship	Private Limited	SHGs	Unregistered
Grains & Oil Seeds	19%	62%	0%	0%	19%
Dairy Products	13%	87%	0%	0%	0%
Packaged food	0%	54%	13%	20%	13%
Fruits & Vegetables	11%	78%	0%	11%	0%
Total	10.5%	67%	4%	8%	10.5%

In the following section, the analysis of the socio-economic profiles of the unit owners will be analysed. For social analysis, SHGs are separately analysed because of their different nature of operation and structure.

3.6.1. Social Profile

The analysis of the demographic profile of the surveyed food processing units include the household size, gender, education and age of the owners. For demographic analysis, SHGs owned units have been excluded because of its different structure compared to enterprises which includes ten to twelve women of different age group and literacy level working together. The table below gives basic understanding of demographics of unit owners covered during the survey.

Table 26: Demographic analysis of unit owners in UP

Sectors	Total units covered	Male owner	Female owner	Average Household size	% of Female owner
Grains & Oil Seeds	16	15	1	2.36	6.25%
Dairy Products	8	6	2	7.5	25%
Packaged food	12	12	0	5	0%
Fruits & Vegetables	8	6	2	3	25%
Total	44	39	5	4.2	11.36%

Average household size of owners of unorganized food processing sector stands at 4.2 with range varying from 2.36 to 7.5. Dairy units generally have larger family size, and grain and oil seeds based units are having smaller household size. National average household size is 4.8 (As per 2011 census) while state average is 5.97.

Out of the 44 units covered (excluding 4 SHGs) only 5 were found to be owned by female and no female owner was found in packaged food category.

Age profile analysis indicates that majority of owners were in the range of 30-50 years. Out of the 48 units covered, 4 were SHGs where women from different age group ranging from 22 years to 60 years were members. Below table depicts the distribution of remaining 44 units which are either unregistered, proprietorship or privately owned.

Table 27: Age profile of owners of food processing units in UP

Sectors	Below 30 Years	30 Years-50 Years	More than 50 Years
Grains & Oil Seeds	19%	56%	25%
Dairy Products	0%	75%	25%
Packaged food	17%	58%	25%
Fruits & Vegetables	13%	75%	12%
Total	14%	64%	22%

Analysis of age groups of family members was done to understand the demographics of family members of the unit owners. Analysis reflected that, both in terms of number of adults and number of children (age below 18 years) male have more representation over female. The table below indicates the sector wise profile of family structure.

Table 28: Profile of families of unit owners in UP

Sectors	% of male Adults	Representation of female adults	Representation of male children (Below 18 Years)	Representation of female children (Below 18 Years)
Grains & Oil Seeds	29%	32%	21%	18%
Dairy Products	43%	25%	27%	5%
Packaged food	34%	19%	27%	19%
Fruits & Vegetables	30%	26%	30%	13%
Total	34%	25%	26%	15%

Education background of the unit owners was analysed to assess their education level. Most of them were found to be literate and having graduate degree or pursued graduation and left for personal reason. The overall literacy rate of Uttar Pradesh is 67.68% and that of female literacy rate is 57.18%. Low literacy levels amongst females in the state and project areas also supports their limited participation as workforce in the industry. The table below depicts breakup of educational background of unit owners.

Table 29: Education level of unit owners in UP

Sectors	Education (10 th and Below)	Education (10 th -12 th)	Education (12 th -Graduate)	Education (Post Graduate and above)
Grains & Oil Seeds	50%	19%	31%	0%
Dairy Products	12%	50%	38%	0%
Packaged food	8%	32%	50%	8%
Fruits & Vegetables	13%	37%	38%	13%
Total	25%	32%	38%	5%

3.6.2. Economic profile

This section analyses the economic profile of the unit and their owners by understanding average sales and profit they are making from their business. Land ownership with the unit owners were also analysed.

Average monthly sales of unorganized food processing sector varies significantly from few thousands to lakhs with average monthly profit ranging from 5% to 15% of the total sales. Out of 44 Table below depicts the sector wise average monthly sales and profit for each sector.

Table 30: Average sales and profit of the unit in UP

Sectors	Average monthly sales (lakhs)	Average profit margin (%)	Average monthly Production
Grains & Oil Seeds	4.12	9.4%	2.08 tones
Dairy Products	1.06	14.8%	6.06 tones
Packaged food	6.20	5%	3 tones
Fruits & Vegetables	1.84	13.6%	2.53 tones
Total	3.83	6.75%	

It was also observed that level of education has direct impact on business turnover. Table below shows that owners with education qualification of graduate or above have better turnover compared

to those with lower education level. Primary reason for being that higher education group owners have better access to information and also they have educated social group which help them in effectively running their business

Table 31: Average sales pattern based on owner's education background in UP

Education Background	Average Sales(Lakhs)
10th and Below	0.9
11th and 12 th	1.75
Graduation and above	7.5

During the survey significant variation in average land size use by different sectors were noted. It was found that maximum land area is required for dairy and grain & oil seed processing sector. Average land size requirement in grain and oil seed sector varies significantly because some units are automated mills which require large land area while others are small mills running from homes which require quite insignificant amount of area. The table below illustrates average land size requirement in different sectors and also captures the land require for future expansion of business.

Table 32: Land requirement in UP

Sectors	Average area of operation in m2 (Range of area)	Requirement of additional land (no. unit owners who have said yes)
Grains & Oil Seeds	392 (15-2500 m2)	12.5%
Dairy Products	672 (7.5-1800 m2)	50%
Packaged food	248 (500-550 m2)	60%
Fruits & Vegetables	214 (18-500 m2)	33%
Total	490	37.5%

It was also found that majority of the units were run from owners own land and only few were running from rented premises. The table below depicts the pattern of land ownership by various food processing unit owners.

Table 33: Type of ownership of land in UP

Sectors	Owned	Rented	Leased
Grains & Oil Seeds	94%	0%	6%
Dairy Products	100%	0%	0%
Packaged food	73%	20%	7%
Fruits & Vegetables	78%	22%	0%
Total	86%	10%	4%

3.6.3. Workers profile and facilities available at the unit

Indian food processing sector is mainly dominated by unorganized players. The unorganized food processing sectors provides employment opportunity to both regular as well as part time employment.

It is important to analyse workers participation and nature of their current job to understand their preferences. This analysis does not include SHGs because of their different nature and structure compared to enterprises.

It can be easily seen from the table below that women participation (workers) is less than one third of the overall workers employed in the unorganized food processing industry. Some of the reasons for low employment of women are physically demanding nature of job and mechanical process which makes it difficult for women to participate in workforce. The highest participation of women was

observed in the fruits and vegetable sector followed by grains and oil seeds, implying that sectors which do not demand strenuous mechanical processes and/or the need for women to work outside their residential premises, are preferred sectors for women participation.

The table indicates the ratio of male and female participation (regular employee) in unorganized food processing sector.

Table 34: Participation of Male and Female in full time work force in UP

Sectors	Male	Female
Grains & Oil Seeds	79%	21%
Dairy Products	100%	0%
Packaged food	91%	9%
Fruits & Vegetables	73%	27%
Total	78%	22%

Significant number of employees are also employed as part time employees in unorganized food processing sector. During the survey it was found that there was almost equal participation of full time and part time employees.

Part time employees are mainly hired to reduce the fixed cost of the unit and also for some specific work such as loading-unloading for which contract workers are hired. Also some of the part time employment is for specific purpose like cutting and preparing vegetables which are seasonal in nature in fruit and vegetable processing industry. The table below gives a break-up of full time and part time employment in different sectors.

Table 35: Full time and Part time employment in UP

Sectors	Full time	Part time
Grains & Oil Seeds	40%	60%
Dairy Products	50%	50%
Packaged food	62%	38%
Fruits & Vegetables	70%	30%
Total	55%	45%

These unorganized food processing sector does not provide basic amenities to the workers like drinking water facilities, toilets, basic medical kits and others. The table below shows basic amenities provided by the units. Only 17% have separate toilet for females and only 12% have separate eating space.

Table 36: Common facilities at workplace in UP

Sectors	Common toilets	Separate Toilet for female(s)	Eating space	Drinking water	Work shed
Grains & Oil Seeds	92%	8%	8%	100%	92%
Dairy Products	50%	0%	25%	100%	100%
Packaged food	64%	29%	7%	100%	100%
Fruits & Vegetables	83%	33%	17%	83%	83%
Total	71%	17%	12%	74%	95%

The table below indicates that there is a mixed demand for both skilled and unskilled workforce. Sometimes, basic training are provided by the unit owners to their workers but in most cases no such training are provided. For instance, no such trainings are provided in the dairy sector. During the discussion, it was found that most of the training in the industry are provided by NRLM, ATMA or food processing department.

As per the unit owners, milk processing skills are required in the dairy sector and hygiene, health and safety, cleanliness training are required in the packaged foods sector. For better quality of the product, the dairy sector requires workers skilled in breeding practices and primary and secondary milk processing. Similarly, for grain and oil seeds sector, operating knowledge of milling machines and standard practices to reduce wastage is the key requirement. The fruits and vegetables sector requires basic cleanliness training and training on machine operations.

Table 37: Availability of skilled workers and trainings provided in UP

Sectors	Skill required	No skill Required	Training provided	No training provided	Skilled workers present (out of total workers in the sector)	Unskilled workers (out of total workers in the sector)
Grains & Oil Seeds	63%	37%	32%	68%	42%	58%
Dairy Products	40%	60%	0%	100%	80%	20%
Fruits & Vegetables	43%	57%	48%	52%	48%	52%
Packaged Foods	75%	25%	25%	75%	75%	25%
Total	56%	44%	34%	66%	54%	46%

3.6.4. Challenges in operating the business

During the survey, the existing operating practices along with the challenges faced by them were analysed. Most of the units operate from home or are operating from residential area in small scale. Very few of them have taken land in industrial area. Majority of them sell their produce to local markets or local community and majority of the units are facing challenge in selling product because of poor access to market. These units also face competition from branded products in terms of quality as well as price.

Availability of raw material was also observed as one of the challenges faced the owners but it is mainly due to seasonal nature of the raw material and no proper storage area for bulk purchase. Most of the units faces managing working capital as one of the key challenge.

During the survey, respondents were asked to select major challenges faced by them in running their business. Many of the respondents have selected multiple challenges and most common among them are availability of finance and access to market.

Below table captures the responses provided by the owners on the various challenges faced by them. The figures in the table indicates the responses which are answered as yes.

Table 38: Challenges faced by Unit owners in UP

Sectors	Access to Market	Availability of Raw Material	Logistics services	Availability of Labour	Access to latest technology	Availability of Finance
Grains & Oil Seeds	6%	31%	6%	0%	6%	25%
Dairy Products	75%	12.50%	12.50%	12.50%	0.00%	37.50%
Packaged food	7%	0	13%	0	7%	33%
Fruits & Vegetables	22%	11%	11%	0%	11%	44%
Total	21%	15%	10%	2%	6%	33%

Access to Raw material:

Raw material is mostly procured locally (within district) by these food processing units. Packaged food producers particularly Asafoetida (*Hing*) manufacturers procure raw material from Delhi or import from Afghanistan directly.

Most of the raw materials required are common food products like flour, Ghee, Sugar, Vegetables and Fruits. Both Fatehpur and Hathras has local market which makes it easier for food processing unit owners to procure raw material locally.

Table 39: Procurement of raw material in UP

Sectors	Local	Outside	Both
Grains & Oil Seeds	81%	0	19%
Dairy Products	87.50%	12.50%	0
Packaged food	60%	40%	0
Fruits & Vegetables	89%	0	11%
Total	77%	15%	8%

Access to market

One of the major challenge faced by these unorganized food processing sector is access to market. Most of them sell their produce to the neighbors or local community. Only few have established market to supply to dealers and wholesalers. The following table provides details of customer segmentation of unorganized food processing sector.

Table 40: Customer segmentation in UP

Sectors	Neighbours	Family members	Local community	Dealers/Retailers	Wholesalers	Brands
Grains & Oil Seeds	69%	0	75%	6.25%	19%	6.25%
Dairy Products	12.50%	12.50%	0	25%	25%	12.50%
Packaged food	40%	0	47%	47%	27%	0%
Fruits & Vegetables	33%	11%	22%	44%	22%	11%
Total	44%	4%	44%	29%	23%	6%

Major challenges faced by these unorganized food processing owners is in identifying new market or lack of awareness and knowledge of other market. Also they do not have ability nor access to market their product effectively. Some of the challenges identified in selling their product are mentioned in the table below.

Table 41: Challenges faced in selling the product in UP

Sectors	Logistics	Ability to identify new market	Peer competition	Quality of Product
Grains & Oil Seeds	0	25%	31%	0
Dairy Products	0	37.50%	25%	25%
Packaged food	13%	13%	53%	20%
Fruits & Vegetables	22%	22%	56%	22%
Total	8%	23%	42%	15%

Access to Finance

Unit owners were consulted to understand various modes of finance they use to start and run their business. Majority of them have used their own savings to start and run their business. Only few of them have taken loan from bank and support of government schemes. Most of the respondent stated that taking loan from bank is a challenge mainly due to long process, I requirement of too many documents, availability of collateral etc. Owners belonging to educated families have recognized the

benefits of registering the enterprise in the name of a female member to leverage the government schemes and subsidies. The table below depicts the various modes of finance, the owners have used or are using to start and run their business.

Table 42: Modes of finance used by unit owner to start their business in UP

Sectors	Loan From Bank	Loan From Family	Own Savings	Government funding scheme
Grains & Oil Seeds	6%	6%	87.50%	12.50%
Dairy Products	12.50%	0	75%	12.50%
Packaged food	20%	0	67%	13%
Fruits & Vegetables	33%	0	67%	11%
Total	17%	2%	75%	12.50%

Table 43: Modes of finance used by unit owner to run their business in UP

Sectors	Loan From Bank	Diversifying from other Business	Own Savings	Government funding scheme
Grains & Oil Seeds	0%	13%	100%	0%
Dairy Products	100%	50%	100%	0%
Packaged food	19%	27%	85%	4%
Fruits & Vegetables	20%	44%	80%	40%
Total	20%	29%	86%	9%

It can be seen that food processing unit owners face challenges in obtaining loan from banks and getting benefits from government schemes as well. During the survey it was found that few of the unit owners were aware about Mudra Loan and schemes under UPSIDC but the number was very less and many of them do not have clarity of the process and requirement. Further, it was observed during the consultations, that major challenge of obtaining finance through formal sources were tedious process of application and its repayment schedule. The table below depicts the challenges faced by food processing unit owners in obtaining finance from banks and government schemes.

Table 44: Challenges in taking loan from banks in UP

Sectors	Proposal making	Tedious process of application	Requirement of collaterals	Repayment schedule	Lack of support from officials
Grains & Oil Seeds	0	19%	0	6%	12.50%
Dairy Products	12.50%	12.50%	0	0	0
Packaged food	13%	13%	20%	20%	0%
Fruits & Vegetables	22%	44%	22%	22%	0
Total	10%	21%	10%	12.5%	4%

Table 45: Challenges in taking assistance from government schemes

Sectors	Awareness of financial schemes	Lack of support from government officials/department
Grains & Oil Seeds	13%	19%
Dairy Products	12.50%	25%
Packaged food	7%	0%

Fruits & Vegetables	22%	11%
Total	13%	12.5%

Registration status of firm

Many of the unorganized food processing units, around 29%, were operating without any registrations or licenses. Out of the survey sample 44% had GST registration and 65% had FSSAI registration. Table below depicts the summary of the various registrations taken by food processing unit owners.

Table 46: Different registrations undertaken by unit owners in UP

Sectors	GST	FSSAI	MSME	None
Grains & Oil Seeds	31%	56%	0	31%
Dairy Products	62.50%	75%	0	12.50%
Packaged food	40%	60%	13%	33%
Fruits & Vegetables	56%	78%	0	22%
Total	44%	65%	4%	29%

3.7. Socio-Economic review of unorganized food processing sector in Punjab

The socio-economic review of the target beneficiaries is based on the analysis of the data collected during the survey conducted at sample unorganized food processing units in the selected project districts for social assessment. The respondents of the survey are the owners or representatives of unorganized food processing units in the projects districts.

Sector wise details of various food sectors and units covered during the survey in Punjab in Amritsar and Ferozepur are presented below:

Table 47: Distribution of units covered in Punjab

District	Sector	Products	Number of Units
Amritsar	Grains & Oil Seeds	Papad, Flour and Wadi	10
	Dairy Products	Cottage Cheese (Paneer), Milk, Curd, Butter, Cream and Ghee	9
	Packaged food	Green Tea, Spices (Turmeric), Bakery items (biscuits, bread, buns etc.)	4
	Fruits & Vegetables	Murabba, Pickle, Jaggery and Squash	8
Ferozepur	Grains & Oil Seeds	Papad, Wadi, Flour	4
	Dairy Products	Cottage Cheese (Paneer), Curd, Ghee, Cream, Khoya, Sweets, Ice Cream	4
	Packaged food	Snack and Bakery items (biscuits, bread, buns, cream roll etc.)	4
	Fruits & Vegetables	Pickle	1
Total number of unorganized food processing units covered			44

The units covered belongs to various ownership pattern ranging from proprietorship, partnership to SHGs. Majority of the units are registered as proprietorship firm because of requirement of GST registration while 16% are unregistered units. Out of the total units covered in Punjab, 7% of the units found are run by SHGs. The table below gives a glimpse of pattern of ownership in the selected sectors

Table 48: Ownership of units covered in Punjab

Sectors	Partnership	Proprietorship	Private Limited	SHGs	Unregistered
---------	-------------	----------------	-----------------	------	--------------

Grains & Oil Seeds	0%	92.86%	0%	0%	7.14%
Dairy Products	0%	76.92%	0%	0%	23.08%
Packaged food	12.5%	87.5%	0%	0%	0%
Fruits & Vegetables	0%	33.33%	0%	33.33%	33.33%
Total	2%	75%	0%	7%	16%

3.7.1. Social Profile

The analysis of the demographic profile of the surveyed food processing units include the household size, gender, education and age of the owners. For demographic analysis, SHGs owned units have been excluded because of its different structure compared to enterprises which includes ten to twelve women of different age group and literacy level working together. The table below gives basic understanding of demographics of unit owners covered during the survey.

Table 49: Demographic analysis of unit owners in Punjab

Sectors	Total units covered	Male owner	Female owner	Average Household size	% of Female owner
Grains & Oil Seeds	14	13	1	3.85	7.69%
Dairy Products	13	13	0	4.71	0%
Packaged food	8	7	1	3.75	12.5%
Fruits & Vegetables	6	6	0	4.57	0%
Total	41	39	2	4.27	4.87%

Average household size of the units covered during survey is 4.27 with range varying from 3.75 to 4.71. During the survey, it was noted that generally Dairy units have larger household size. The ownership type basis the gender was also analyzed and it was found that women participation is very less. Even for processing of fruits and vegetables (where they mostly make pickles and other fruits and vegetables based products) women representation was found to be low with a maximum of 11.11% for packaged foods.

Out of the 44 units covered 3 were run by SHGs, out of which only one was headed by women member. Further, the female worker participation in the SHG's was negligible. More than 50% the unit's owners belongs to the age category of 30 to 50 years.

Table 50: Age profile of owners of food processing units in Punjab

Sectors	Below 30 Years	30 Years-50 Years	More than 50 Years
Grains & Oil Seeds	21.43%	42.86%	35.71%
Dairy Products	7.69%	69.23%	23.08%
Packaged food	12.5%	62.5%	25%
Fruits & Vegetables	33.33%	16.67%	50%
Total	17.07%	51.22%	31.71%

Analysis of age groups of family members was done to understand the demographics of family members of the unit owners. Analysis reflected that, both in terms of number of adults and number of children (age below 18 years) male have slightly more representation over female. The table below indicates the sector wise profile of family structure.

Table 51: Profile of families of unit owners in Punjab

Sectors	Representation of male Adults	Representation of female adults	Representation of male children (Below 18 Years)	Representation of female children (Below 18 Years)
Grains & Oil Seeds	30%	31%	23%	16%
Dairy Products	38%	32%	15%	15%
Packaged food	31%	31%	19%	19%
Fruits & Vegetables	37%	40%	13%	10%
Total	35%	33%	17%	15%

Education background of the unit owners was also analysed. Most of them are found to be literate but many of them have discontinued their education after 12th. The overall literacy rate of Punjab is 75.8% and that of female literacy rate is 70.7%. Low literacy levels amongst females in the state and project areas also supports their limited participation as workforce in the industry. The table below illustrates the breakup of the educational background of unit owners.

Table 52: Education level of unit owners in Punjab

Sectors	Education (10 th and Below)	Education (10 th -12 th)	Education (12 th -Graduate)	Education (Post Graduate and above)
Grains & Oil Seeds	50%	36%	14%	0%
Dairy Products	46%	31%	15%	8%
Packaged food	12.5%	25%	62.5%	0%
Fruits & Vegetables	33%	50%	17%	0%
Total	39%	34%	25%	2%

3.7.2. Economic profile

Average monthly sales of unorganized food processing sector varies significantly from 1.35 lakh to 5.5 lakh with average monthly profit ranging from 8.9% to 11.4%. Table below depicts the sector wise average monthly sales and profit for each sector.

Table 53: Average sales and profit of the unit in Punjab

Sectors	Average monthly sales (lakhs)	Average profit margin (% of sales)	Average monthly Production
Grains & Oil Seeds	1.35	9.4%	6.4 tones
Dairy Products	3.9	8.9%	5.95 tones
Packaged food	2.5	9.1%	3.2 tones
Fruits & Vegetables	5.5	11.4%	11.5 tones
Total	3.93	9.63%	6.7 tones

It was also observed that level of education has direct impact on business turnover. Table below shows that owners with education qualification of graduate or above have better turnover compared to those with lower education level. Primary reason for being that higher education group owners have better access to information and also they have educated social group which help them in effectively running their business.

Table 54: Average Sales pattern based on Owner's Education Background

Education Background	Average Sales(Lakhs)
10 th and Below	1.68
11 th and 12 th	5.19
Graduation and above	9.15

There was significant variation observed in the average land size used by different sectors. During the survey it was found that maximum land area is required for packaged food processing followed by fruits and vegetables sector. The land size requirement in grain and oil seed sector varies significantly mainly because of the types of unit, some are automated mills requiring large land areas while some are running from home based setups requiring minimal area. The table below provide details of the average land size requirement in different sectors and also provides the requirement of land for expansion.

Table 55: Land requirement in Punjab

Sectors	Average area of operation	Requirement of additional land
Grains & Oil Seeds	133.33	50%
Dairy Products	69.23	54%
Packaged food	209	44%
Fruits & Vegetables	171	56%
Total	145.63	51%

During the survey, it was observed that most of the units, around 91% were operating out of their own land, including units running from home based setups while around 9% were operating from rented premise. The table below depicts the pattern of land ownership by various food processing unit owners.

Table 56: Type of ownership of land in Punjab

Sectors	Owned	Rented	Leased
Grains & Oil Seeds	93%	7%	0%
Dairy Products	92%	8%	0%
Packaged food	75%	25%	0%
Fruits & Vegetables	100%	0%	0%
Total	91%	09%	0%

3.7.3. Workers profile and facilities available at the unit

Indian food processing sector is mainly dominated by unorganized players. The unorganized food processing sectors provides huge employment opportunity to both regular as well as part time employment.

It is important to analyse workers participation and nature of their current job to understand their preferences. This analysis does not include SHGs because of their different nature and structure compared to enterprises.

It can be easily seen from the table below that women participation is almost negligible and mainly dominated by male population.

Some of the reasons for low employment of women are physically demanding nature of job, involvement of mechanical process, household responsibility on women which makes it difficult for women to participate in workforce.

The highest participation of women was observed in the grain and oil seeds sector, wherein women are mostly employed within their residential areas which helps them divide the responsibilities towards both household and work. The table illustrates the male and female participation (regular employee) in unorganized food processing sector.

Table 57: Participation of Male and Female in full time work force in Punjab

Sectors	Male	Female
Grains & Oil Seeds	93%	7%

Dairy Products	100%	0%
Packaged food	100%	0%
Fruits & Vegetables	100%	0%
Total	98%	2%

It was observed that most of the workers were employed as full time employees and around 38% were employed as part time employees. Further, analysis indicated that almost equal participation of full time and part time employees were observed in packaged foods sector. However, in the dairy and fruits and vegetable sector, majority of the workers are full time employees.

Part time employees are mainly hired to reduce the fixed cost of the unit and also for some specific work such as loading-unloading. Also some of the part time employment is for specific purpose like cutting and preparing vegetables which are seasonal in nature in fruit and vegetable processing industry. The table below gives a break-up of full time and part time employment in different sectors.

Table 58: Full time and Part time employment in Punjab

Sectors	Full time	Part time
Grains & Oil Seeds	34%	66%
Dairy Products	80%	20%
Packaged food	48%	52%
Fruits & Vegetables	74%	26%
Total	62%	38%

These unorganized food processing sector does not provide basic amenities to the workers such as drinking water facilities, toilets, basic medical kits and others. The table below details out the basic amenities provided by the units. It can be seen that none of the units have provided separate toilets for female and also there are no designated eating area for the workers.

Table 59: Common facilities at workplace in Punjab

Sectors	Common toilets	Separate Toilet for female	Eating space	Drinking water	Work shed
Grains & Oil Seeds	86%	0%	0%	93%	29%
Dairy Products	100%	0%	0%	100%	15%
Packaged food	75%	0%	0%	100%	63%
Fruits & Vegetables	100%	0%	0%	100%	22%
Total	91%	0%	0%	98%	30%

The table below indicates that only few owners prefer hiring skilled work force for the job. As per the unit owners the nature of work does not require any specific skills and if required general trainings are provided to the workers. However, in the grains and oil seeds, dairy products, packaged foods sectors, no trainings are provided to the workers. Further, as per 66% of the unit owners in the packaged foods sector, skilled workforce is required but then also only 11% of them provide training. Mostly, the training in the sector are provided by NRLM, ATMA or food processing department.

As per the unit owners, grains and oil seeds segment requires training in operating the machinery and requires cleaning and grinding skills.

Most of the sectors require basic skill sets such as operating machines and packaging in the dairy sector, jaggery making in the fruit and vegetables sector but still no such trainings are provided by the unit owners. Out of the total work force, only 11% receives some kind of trainings. Most of the workers learn themselves while working.

Table 60: Availability of skilled workers and trainings provided in Punjab

Sectors	Skill required	No skill Required	Training provided	No training provided	Skilled workers present (out of total)	Unskilled workers (out of total)

					workers in the sector)	workers in the sector)
Grains & Oil Seeds	28.57%	71.43%	0%	100%	14.29%	85.71%
Dairy Products	15.38%	84.62%	0%	100%	7.69%	92.31%
Fruits and Vegetables	22.22%	77.78%	0%	100%	11.11%	88.89%
Packaged Foods	66.67%	33.33%	11.11%	88.89%	33.33%	66.67%
Total	31.11%	68.89%	2.22%	97.78%	15.56%	84.44%

3.7.4. Challenges in operating the business

During the survey, the existing operating practices along with the challenges faced by them were analysed. Most of the units are currently using the traditional methods of processing because of which more efforts are required and hence they are willing to upgrade their units with new machines and technologies.

Majority of them sell their produce to local markets or local community and majority of the units are facing challenge in selling product because of poor access to market. These units also face competition from branded products in terms of quality as well as price.

Availability of labour was also observed as one of the challenges faced the owners. Most of the units faces managing working capital as one of the key challenge.

During the survey, respondents were asked to select major challenges faced by them in running their business. Many of the respondents have selected multiple challenges and most common among them are availability of finance and access to market.

Below table captures the responses provided by the owners on the various challenges faced by them. The figures in the table indicates the responses which are answered as yes.

Table 61: Challenges faced by Food processing unit owners in Punjab

Sectors	Access to Market	Availability of Raw Material	Logistics services	Availability of Labour	Access to latest technology	Availability of Finance
Grains & Oil Seeds	14%	0%	0%	86%	100%	100%
Dairy Products	0%	0%	0%	100%	100%	100%
Packaged food	38%	25%	0%	50%	88%	88%
Fruits & Vegetables	11%	22%	0%	78%	100%	100%
Total	14%	9%	0%	82%	98%	98%

Access to Raw material:

Raw materials are mostly procured locally (within district) by the food processing units, except for few processors dealing in green tea and spices processing, which procures their raw material from Assam, Gujarat and Kerala.

Most of the raw materials required are common food products like cereals, flour, Ghee, Sugar, Milk, Spices. Both Amritsar and Ferozepur has rich local market which makes it easier for food processing unit owners to procure raw material locally.

Table 62: Raw Material procurement by the units

Sectors	Local	Outside	Both
Grains & Oil Seeds	100.00%	0.00%	0.00%
Dairy Products	84.62%	0.00%	15.38%
Packaged food	75.00%	12.50%	12.50%

Fruits & Vegetables	100.00%	0.00%	0.00%
Total	90.91%	2.27%	6.82%

Access to market

One of the major challenge faced by these unorganized food processing sector is access to market. Most of them sell their produce to the neighbours or local community and only few have established linkages to market wherein they supply to dealers and wholesalers. The following table provides details of customer segmentation of unorganized food processing sector.

Table 63: Customer segmentation in Punjab

Sectors	Neighbors	Family members	Local community	Dealers/Retailers	Wholesalers	Brands
Grains & Oil Seeds	86%	86%	93%	29%	14%	7%
Dairy Products	85%	85%	85%	0%	8%	0%
Packaged food	50%	38%	63%	25%	13%	13%
Fruits & Vegetables	89%	67%	100%	0%	0%	0%
Total	80%	73%	86%	18%	5%	2%

Major challenges faced by these unorganized food processing units are in identifying new market or lack of awareness and knowledge of other market. Also they do not have ability nor access to market their product effectively. Some of the major challenges faced are peer competition and maintaining the quality of the product and access to new market. Some of the challenges identified in selling their product are mentioned in the table below.

Table 64: Challenges faced in selling the product in Punjab

Sectors	Logistics	Ability to find new market	Peer competition	Quality of Product
Grains & Oil Seeds	0%	79%	100%	93%
Dairy Products	0%	54%	100%	100%
Packaged food	25%	88%	100%	88%
Fruits & Vegetables	11%	78%	89%	78%
Total	7%	73%	98%	91%

Access to Finance

Food processing unit owners were consulted to understand various modes of finance used by them to start and run their business. Majority of them have used their own savings to start and run their business while only few have taken loan from bank. Owners belonging to educated families have recognized the benefits of registering the enterprise in the name of a female member to leverage the government schemes and subsidies. The table below depicts the various modes of finance, the owners have used or are using to start and run their business

Table 65: Modes of finance used by unit owners to start their business initially in Punjab

Sectors	Loan From Bank	Loan From Family	Own Savings	Government funding scheme
Grains & Oil Seeds	7%	0%	93%	0%
Dairy Products	15%	0%	85%	0%
Packaged food	13%	0%	100%	0%
Fruits & Vegetables	11%	0%	89%	11%

Total	11%	0%	91%	2%
-------	-----	----	-----	----

Table 66: Modes of finance used by unit owners to run their business in Punjab

Sectors	Loan From Bank	Diversify Into Other Business	Own Savings	Government funding scheme
Grains & Oil Seeds	7%	0%	93%	0%
Dairy Products	8%	0%	92%	0%
Packaged food	25%	11.11%	100%	0%
Fruits & Vegetables	11%	11.11%	89%	0%
Total	11%	4.44%	93%	2%

It can be seen that food processing unit owners face challenges in obtaining loan from banks and getting benefits from government schemes as well. It was found that major challenge of obtaining finance through formal sources were tedious process of application and lack of support from respective officials. The table below provide details of challenges faced by food processing unit owners in obtaining finance from banks and government schemes.

Table 67: Challenges in taking loan from banks in Punjab

Sectors	Proposal making	Tedious process of application	Requirement of collaterals	Repayment schedule	Lack of support from Govt. officials
Grains & Oil Seeds	0%	0%	0%	0%	21%
Dairy Products	0%	25%	17%	25%	17%
Packaged food	0%	38%	25%	25%	25%
Fruits & Vegetables	0%	11%	11%	22%	56%
Total	0%	25%	14%	9%	36%

Table 68: Challenges in taking assistance from government schemes in Punjab

Sectors	Awareness of financial schemes	Lack of support from bank officials
Grains & Oil Seeds	0%	0%
Dairy Products	17%	0%
Packaged food	25%	38%
Fruits & Vegetables	11%	11%
Total	14%	11%

Registration status of firm

Many of the unorganized food processing units, around 50%, are operating without any registrations or licenses. Out of the survey sample, 34% had FSSAI registration while only 16% had GST registration. Table below depicts the summary of the various registrations taken by food processing unit owners.

Table 69: Different registrations undertaken by food processing units

Sectors	GST	FSSAI	MSME	None
Grains & Oil Seeds	14.3%	21.4%	14.3%	57%
Dairy Products	7.7%	23%	7.7%	61.54%

Packaged food	50%	50%	62.5%	25%
Fruits & Vegetables	0%	56%	11%	44%
Total	16%	34%	20.45%	50%

3.8. Socio-Economic review of unorganized food processing sector in Andhra Pradesh

The socio-economic review of the target beneficiaries is based on the analysis of the data collected during the survey conducted at sample unorganized food processing units in the selected project districts for social assessment. For Andhra Pradesh the selected districts were Prakasam and Vizianagram. Sectors, products and number of units covered under each district are mentioned below in a tabular form.

Table 70: Distribution of units covered in Andhra Pradesh

District	Sector	Products	Number of Units
Prakasam	Grains & Oil Seeds	Multi grain flour, Ragi, Jowar, Perrel Millet, Rice, Spices	2
	Dairy Products	Sweets	1
	Packaged food	Snacks items including Vadiyalu, spice powder, sweet	17
	Fruits & Vegetables	Packed Mushroom, Pickles, Karappodi	3
Vizianagram	Packaged food	Snack items (Chikodi), Papad, Sweets	13
	Fruits & Vegetables	Pickle	5
Total number of unorganized food processing units covered			41

The units covered during the survey include different types of ownerships such as proprietorship, partnership, SHG and unregistered. Majority of the units are registered as proprietorship firm because of requirement of GST registration while few are unregistered. Most of the unit owners in Andhra Pradesh were member of SHGs but were running their units independently either registered (proprietorship) or unregistered.

The table below gives a glimpse of pattern of ownership in the selected sectors

Table 71: Ownership of units covered in Andhra Pradesh

Sectors	Partnership	Proprietorship	Private Limited	SHGs	Unregistered
Grains & Oil Seeds	0%	100%	0%	0%	0%
Dairy Products	0%	100%	0%	0%	0%
Packaged food	0%	90%	0%	0%	10%
Fruits & Vegetables	0%	50%	0%	0%	50%
Total	0%	83%	0%	0%	17%

3.8.1. Social Profile

The analysis of the demographic profile of the surveyed food processing units include the unit size, gender, education and age composition of the owners. The table below gives basic understanding of demographics of unit owners covered during the survey in Andhra Pradesh.

Table 72: Demographic analysis of unit owners

Sectors	Total units covered	Male owner	Female owner	Average Household size	% of Female owner
Grains & Oil Seeds	2	2	0	4.5	0.00%
Dairy Products	1	0	1	6	100.00%
Packaged food	30	4	26	5	86.67%
Fruits & Vegetables	8	1	7	4.12	87.50%
Total	41	7	34	4.82	82.93%

Average household size of the units covered during survey is 4.82 with range varying from 4.12 to 6. Dairy units generally have largest land area due to the nature of work while grain and oil seeds units are mainly based out of home setup. National average household size is 4.8 (As per 2011 census) while state average is 3.89.

Age profile analysis indicates that majority (around 62%) of owners were in the range of 30-50 years. Out of the 41 units covered 4 were run by SHGs, out of which three was headed by women. Below table depicts the distribution of remaining 37 units which are either unregistered, proprietorship or privately owned.

Table 73: Age profile of owners of food processing units

Sectors	Below 30 Years	30 Years-50 Years	More than 50 Years
Grains & Oil Seeds	100.00%	0.00%	0.00%
Dairy Products	0.00%	100.00%	0.00%
Packaged food	16.67%	63.33%	20.00%
Fruits & Vegetables	25.00%	62.50%	12.50%
Total	20.00%	62.50%	17.50%

Analysis of age groups of family members was done to understand the demographics of family members of the unit owners. On analysis it was found that both in terms of number of adults and number of children (age below 18 years) female have slightly more representation over male. The table below illustrates the sector wise profile of family structure.

Table 74: Profile of families of unit owners

Sectors	Representation of male Adults	Representation of female adults	Representation of male children (Below 18 Years)	Representation of female children (Below 18 Years)
Grains & Oil Seeds	20.00%	40.00%	20.00%	20.00%
Dairy Products	50.00%	33.33%	0.00%	16.67%
Packaged food	35.48%	35.48%	12.90%	16.13%
Fruits & Vegetables	28.00%	36.00%	12.00%	24.00%
Total	33.94%	35.76%	12.73%	17.58%

Education background of the unit owners was also analysed to assess their education level. Most of them are found to be literate but many of them have discontinued their education after 10th. The overall literacy rate of Andhra Pradesh is 67.41% and that of female literacy rate 60%. The table below depicts breakup of educational background of unit owners.

Table 75: Education level of unit owners

Sectors	Education (10 th and Below)	Education (10 th -12 th)	Education (12 th -Graduate)	Education (Post Graduate and above)
Grains & Oil Seeds	50%	50%	0%	0%
Dairy Products	100%	0%	0%	0%
Packaged food	73.33%	23.33%	3.33%	0.00%
Fruits & Vegetables	50.00%	37.50%	12.50%	0.00%
Total	68.29%	26.83%	4.88%	0.00%

3.8.2. Economic profile

Average monthly sales of unorganized food processing sector varies significantly from 0.9 lakh to 3.05 lakh with average monthly profit ranging from 10 to 46% of total sales. Table below depicts the sector wise average monthly sales and profit for each sector.

Table 76: Average sales and profit of the unit

Sectors	Average monthly sales (lakhs)	Average profit margin (% of sales)	Average monthly Production
Grains & Oil Seeds	3.05	10%	0.95
Dairy Products	0.9	46%	3
Packaged food	1.56	26%	5.17
Fruits & Vegetables	0.54	20%	0.45
Total	1.44	24%	3.8

In Andhra Pradesh 93% of units covered has owners educated till intermediate only (12th). Very few of the owners were graduate and they have just started the business so business turnover was not taken into consideration for them.

Table 77: Average Sales pattern based on Owner's Education Background

Education Background	Average Sales(Lakhs)
10th and Below	1.44
11th and 12 th	1.55
Graduation and above	0.95

There was significant variation observed in the average land size used by different sectors. During the survey it was found that maximum land area is required for Grains and oilseeds. The land size requirement in grain and oil seed sector varies significantly mainly because of the types of unit, some are automated mills requiring large land areas while some are running from home based setups requiring minimal area. Also majority of the units covered in Andhra Pradesh were from packaged food and fruits and vegetables sector, so the average land area required for operation in the state is lower than other states. The table below indicates average land size requirement in different sectors and also provides the land require for expanding the business.

Table 78: Land requirement

Sectors	Average area of operation (Square metre)	Requirement of additional land
Grains & Oil Seeds	419.14(36.8 - 801.5)	50%
Dairy Products	46	0%
Packaged food	146.16 (9.2-1000)	57%
Fruits & Vegetables	106.4 (55-160)	75%

Total	142.8	56%
-------	-------	-----

During the survey it was also found that majority (around 69%) of the units are run from owners own land, including units running from home based setups and only few were running from rented premises. The table below depicts the pattern of land ownership by various food processing unit owners.

Table 79: Type of ownership of land

Sectors	Owned	Rented	Leased
Grains & Oil Seeds	50%	50%	0%
Dairy Products	100%	0%	0%
Packaged food	61%	22%	17%
Fruits & Vegetables	100%	0%	0%
Total	69%	19%	12%

3.8.3. Workers profile and facilities available at the unit

It is important to analyse workers participation and nature of their current job to understand their preferences. It can be understood from the table below that women participation is gaining traction especially in the packaged and fruits and vegetables sector (where they mostly make pickles and other fruits and vegetables based products). The women participation is high in dairy sector also whereas in the grains and oil seed sector, their participation is low

Some of the reasons for low employment of women are physically demanding nature of job, involvement of mechanical process, household responsibility on women which makes it difficult for women to participate in workforce.

The table illustrates the male and female participation (regular employee) in unorganized food processing sector.

Table 80: Participation of Male and Female in full time work force

Sectors	Male	Female
Grains & Oil Seeds	78%	22%
Dairy Products	40%	60%
Packaged food	24%	76%
Fruits & Vegetables	33%	67%
Total	30%	70%

During the survey, it was observed that mostly full time employees were preferred over the part time employees. Almost 95% of the workers employed in the units visited were full time workers.

The table below gives a break-up of full time and part time employment in different sectors.

Table 81: Full time and Part time employment

Sectors	Full time	Part time
Grains & Oil Seeds	100%	0%
Dairy Products	50%	50%
Packaged food	99%	1%
Fruits & Vegetables	75%	25%
Total	95.45%	4.55%

These unorganized food processing sector does not provide basic amenities to the workers such as drinking water facilities, toilets, basic medical kits and others. The table below details out the basic amenities provided by the units. It can be seen that only 18% of the units have provided separate toilets for female and only 33% have separate eating area for the workers.

Table 82: Facilities for workers at the units

Sectors	Common toilets	Separate Toilet for female	Eating space	Drinking water	Work shed
Grains & Oil Seeds	50%	50%	50%	100%	100%

Dairy Products	100%	0%	0%	100%	100%
Packaged food	67%	19%	37%	85%	26%
Fruits & Vegetables	50%	0%	25%	100%	100%
Total	65%	18%	35%	88%	41%

The table below indicates that there is a required of both types of workforce i.e. both skilled and non-skilled. However the unskilled workforce is more than 60% of the total work force.

As per the unit owners the nature of work does not require any specific skills and if required general trainings are provided to the workers. Most of the unit owners does not provide any training to the workers. Maximum trainings are provided in the fruit and vegetable sector while no training are provided in dairy and grain and oil seed sector.

Table 83: Availability of skilled workers and trainings provided

Sectors	Skill required	No skill Required	Training provided	No training provided	Skilled workers present (out of total workers in the sector)	Unskilled workers (out of total workers in the sector)
Grains & Oil Seeds	0%	100%	0%	100%	0%	100%
Dairy Products	100%	0%	0%	100%	100%	0%
Fruits and Vegetables	61%	39%	52%	48%	35%	65%
Packaged Foods	29%	71%	14%	86%	57%	43%
Total	52%	48%	39%	61%	39%	61%

3.8.4. Challenges in operating the business

During the survey, the existing operating practices along with the challenges faced by them were analyzed. Most of the units are currently using the traditional methods of processing because of which more efforts are required and hence they are willing to upgrade their units with new machines and technologies.

Majority of them sell their produce to local markets or local community and majority of the units are facing challenge in selling product because of poor access to market. These units also face competition from branded products in terms of quality as well as price. Most of the units faces managing working capital as one of the key challenge.

During the survey, respondents were asked to select major challenges faced by them in running their business. Many of the respondents have selected multiple challenges and most common among them are availability of finance and access to latest technology. The table below provides details of different types of challenges faced by the units.

Table 84: Challenges faced by Food processing unit owners in AP

Sectors	Access to Market	Availability of Raw Material	Logistics services	Availability of Labour	Access to latest technology	Availability of Finance
Grains & Oil Seeds	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Dairy Products	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
Packaged food	15.38%	3.85%	19.23%	0.00%	30.77%	76.92%

Fruits & Vegetables	75.00%	37.50%	25.00%	0.00%	0.00%	37.50%
Total	27.03%	10.81%	18.92%	2.70%	21.62%	70.27%

Access to Raw material

Raw materials are mostly procured locally by the food processing units, except for few processors which procure their raw material from nearby districts. 79% of the units procure raw materials locally. Most of the raw materials required are common food products like grains, flour, ghee, milk, sattu.

Table 85: Raw Material procurement by the units

Sectors	Local	Outside	Both
Grains & Oil Seeds	50%	50%	0%
Dairy Products	100%	0%	0%
Packaged food	81%	19%	0%
Fruits & Vegetables	80%	0%	20%
Total	79%	18%	3%

Access to market

One of the major challenge faced by these unorganized food processing sector is access to market. Most of units sell their produce to the neighbours or local community while some of them have established market to supply to dealers and wholesalers also. The following table provides details of customer segmentation of unorganized food processing sector.

Table 86: Customer segmentation

Sectors	Neighbours	Family members	Local community	Dealers/Retailers	Wholesalers	Brands
Grains & Oil Seeds	50%	0%	100%	50%	0%	0%
Dairy Products	100%	0%	100%	0%	0%	0%
Packaged food	15%	4%	58%	65%	54%	4%
Fruits & Vegetables	25%	13%	100%	13%	0%	0%
Total	22%	5%	70%	51%	38%	3%

Major challenges faced by these unorganized food processing unit owners is in identifying new market or lack of awareness and knowledge of other market. Logistics management is also an issue which prohibits the units from expanding to new markets. Some of the challenges identified in selling their product are mentioned in the table below.

Table 87: Challenges faced in selling the product

Sectors	Logistics	Ability to identify new market	Peer competition	Quality of Product
Grains & Oil Seeds	100%	0%	0%	0.00%
Dairy Products	NA	NA	NA	NA
Packaged food	50%	50%	50%	30.00%
Fruits & Vegetables	40%	100%	0%	0.00%
Total	50%	63%	31%	18.75%

Access to Finance

Food processing unit owners were consulted to understand various modes of finance they uses to start and run their business. Majority of them have used their own savings to start and run their business. Only few of them have taken loan from bank and support of government schemes by

means of loan provided through SHG or government schemes like MUDRA. Out of the 41 units covered, only 13 are aware about government schemes to support their business. The table below depicts the various modes of finance, the owners have used or are using to start and run their business

Table 88: Modes of finance used by food processing unit owners to finance their business initially

Sectors	Loan From Bank	Loan From Family	Own Savings	Government funding scheme
Grains & Oil Seeds	100%	50%	100%	0%
Dairy Products	0%	100%	100%	0%
Packaged food	42%	12%	62%	31%
Fruits & Vegetables	75%	13%	25%	25%
Total	51%	16%	57%	27%

Table 89: Modes of finance used by food processing unit owners to run their business

Sectors	Loan From Bank	Diversify into other Business	Own Savings	Government funding scheme
Grains & Oil Seeds	0%	0%	100%	0%
Dairy Products	0%	0%	100%	0%
Packaged food	17%	17%	67%	33%
Fruits & Vegetables	0%	83%	33%	33%
Total	11%	30%	63%	30%

During the interaction with owners/ representatives, it was noted that they face challenges in obtaining loan from banks and find proposal making a challenge. It was found that major challenge of obtaining finance through formal sources is to arrange for collaterals. The table below provide details of challenges faced by food processing unit owners in obtaining finance from banks and government schemes.

Table 90: Challenges in taking loan from banks

Sectors	Proposal making	Tedious process of application	Requirement of collaterals	Repayment schedule	Lack of support from govt. officials
Grains & Oil Seeds	50%	50%	50%	50%	0%
Dairy Products	0%	100%	100%	0%	0%
Packaged food	61%	50%	67%	22%	56%
Fruits & Vegetables	50%	17%	17%	17%	0%
Total	56%	44%	56%	22%	37%

Table 91: Challenges in taking assistance from government schemes

Sectors	Awareness of financial schemes	Lack of support from bank officials
Grains & Oil Seeds	0%	0%
Dairy Products	100%	0%
Packaged food	67%	28%
Fruits & Vegetables	50%	17%
Total	59%	22%

Registration status of firm

Many of the unorganized food processing units, around 69%, are operating without any registrations or licenses. Out of the survey sample, 19% had FSSAI registration while only 11% had GST registration. Table below depicts the summary of the various registrations taken by food processing unit owners

Table 92: Different registrations undertaken by food processing unit owners

Sectors	GST	FSSAI	MSME	None
Grains & Oil Seeds	50%	50%	0%	50%
Dairy Products	100%	100%	0%	0%
Packaged food	8%	15%	12%	77%
Fruits & Vegetables	0%	13%	25%	75%
Total	11%	19%	14%	73%

3.9 Socio-Economic review of unorganized food processing sector in Maharashtra

The socio-economic review of the target beneficiaries is based on the analysis of the data collected during the survey conducted at sample unorganized food processing units in the shortlisted project districts for social assessment. For Maharashtra the select districts were Pune and Nandurbar. Sectors, products and number of units covered under each district are mentioned below in a tabular form.

Table 93: Distribution of units covered

District	Sector	Products	Number of Units
Pune	Grains & Oil Seeds	Rice, Papad, Oil, Flour, Spices (turmeric and Coriander)	6
	Dairy Products	Ice cream, Packed milk, Sweets	4
	Packaged food	Bakery items (Bread, Bun and Rusk)	9
	Fruits & Vegetables	Jam, Squash, Pickle, Murabba, ketchup, Amla candy, Canned Mushroom	9
Nandurbar	Grains & Oil Seeds	Flour, edible seeds & Mustard oil	13
	Dairy Products	Milk, Dahi, Ghee, Paneer, Khoya	1
	Packaged food	Bakery items (Bread, Bun and Rusk) and Snacks items	14
	Fruits & Vegetables	Murabba, Ketchup, Petha and Pickle	3
Total number of unorganized food processing units covered			59

The units covered are of various ownership pattern ranging from proprietorship, partnership to SHGs and FPO's. Majority of the units are registered as proprietorship firm while few have registered as partnership firms. During the survey, Self Help Groups (SHG) and Farmer producer organization (FPO) were also covered to understand the challenges faced by their members in managing the unit. Out of the total units covered during the survey, 2% and 5% of the units were under SHG's and FPO's respectively.

The table below provides a glimpse of pattern of ownership in the selected sectors.

Table 94: Type of ownership of the units

Sectors	Partnership	Proprietorship	Private Limited	SHGs	FPO
Grains & Oil Seeds	5%	90%	0%	0%	5%
Dairy Products	20%	80%	0%	0%	0%
Packaged food	9%	83%	0%	4%	4%
Fruits & Vegetables	8.33%	75%	8.33%	0%	8.33%
Total	8%	83%	2%	2%	5%

3.9.1 Social Profile

The analysis of the demographic profile of the surveyed food processing units include the household size, gender, education and age of the owners. The table below gives basic understanding of demographics of unit owners covered during the survey.

Table 95: Demographic analysis of unit owners

Sectors	Total units covered	Male owner	Female owner	Average Household size	% of Female owner
Grains & Oil Seeds	18	13	5	7.1	28%
Dairy Products	5	4	1	6.75	20%
Packaged food	21	15	6	5.6	29%
Fruits & Vegetables	11	9	2	4.5	18%
Total	55	41	14	6.15	25%

Average household size of owners of unorganized food processing sector stands at 6.15 with range varying from 4.5 to 7.1. Dairy units generally have larger family size, and fruits and vegetables based units are having smaller household size.

Out of the 55 units covered only 14 were found to be owned by female, however only one such unit was owned by female in the dairy sector.

Age profile analysis indicated that majority of owners were in the age group of 30-50 years. Below table depicts the distribution of remaining 55 units which are either unregistered, proprietorship or privately owned.

Table 96: Age profile of owners of food processing units

Sectors	Below 30 Years	30 Years-50 Years	More than 50 Years
Grains & Oil Seeds	5%	67%	28%
Dairy Products	0%	75%	25%
Packaged food	7%	60%	33%
Fruits & Vegetables	27%	55%	18%
Total	10%	63%	27%

Analysis of age groups of family members was done to understand the demographics of family members of the unit owners. Analysis reflected that, both in terms of number of adults and number of children (age below 18 years) male have more representation over female. The table below indicates the sector wise profile of family structure.

Table 97: Profile of families of unit owners

Sectors	% of male Adults	Representation of female adults	Representation of male children (Below 18 Years)	Representation of female children (Below 18 Years)
Grains & Oil Seeds	30%	30%	20%	20%
Dairy Products	32%	24%	22%	22%
Packaged food	40%	31%	13%	16%
Fruits & Vegetables	41%	41%	15%	3%
Total	35%	29%	18%	18%

Education background of the unit owners was analyzed to assess their education level. Most of them were found to be literate and having graduate degree or pursued graduation and left for personal reason. The overall literacy rate of Maharashtra is 82.34% and that of female literacy rate is 75.87%. Low literacy levels amongst females in the state and project areas also supports their limited participation as workforce in the industry. The table below depicts breakup of educational background of unit owners.

Table 98: Education level of unit owners

Sectors	Education (10 th and Below)	Education (10 th -12 th)	Education (12 th - Graduate)	Education (Post Graduate and above)
Grains & Oil Seeds	56%	11%	33%	0%
Dairy Products	75%	0%	0%	25%
Packaged food	22%	33%	45%	0%
Fruits & Vegetables	27%	9%	37%	27%
Total	39%	18%	35%	8%

3.9.2 Economic profile

Average monthly sales of unorganized food processing sector varies significantly in lakhs with average monthly profit ranging from 12% to 14% of the total sales. Table below depicts the sector wise average monthly sales and profit for each sector.

Table 99: Average sales and profit of the unit

Sectors	Average monthly sales (lakhs)	Average profit margin (%)	Average monthly Production
Grains & Oil Seeds	2.02	12%	6.1 tones
Dairy Products	1.64	13%	5.62 tones
Packaged food	2.9	12%	4.33 tones
Fruits & Vegetables	3	14%	3.83 tones
Total	2.54	12%	4.77 tones

In Maharashtra relationship of average sales with education level is similar but it is less contrasting as compare to Punjab and Uttar Pradesh.

Table 100: Average Sales pattern based on Owner's Education Background

Education Background	Average Sales(Lakhs)
10 th and Below	2.12
11 th and 12 th	1.75
Graduation and above	3.64

There was significant variation in average land size use by different sectors. During the survey it was found that maximum land area is required for grains and oil seed sector followed by packaged food processing. Average land size requirement in grain and oil seed sector varies significantly because some units are automated mills which require large land area while others are small mills running from homes which require quite insignificant amount of area. The table below indicates average land size requirement in different sectors and also provides the land require for expanding the business.

Table 101: Land requirement

Sectors	Average area of operation in m2 (Range of area)	Requirement of additional land (no. unit owners who have said yes)
Grains & Oil Seeds	381.1 (5.52 to 1500)	52.63%
Dairy Products	60.54 (18.4 to 100)	100.00%
Packaged food	312.4 (11.96 to 4048)	78.26%
Fruits & Vegetables	88.8 (4.6 to 460)	58.33%
Total	208.4	67.8%

During the survey it was also found that majority of the units were run from own land, including units running from home based setups and only few are running from rented premises. The table below depicts the pattern of land ownership by various food processing unit owners.

Table 102: Type of ownership of land

Sectors	Owned	Leased	Rented
Grains & Oil Seeds	89%	0%	11%
Dairy Products	80%	0%	20%
Packaged food	74%	0%	26%
Fruits & Vegetables	83%	0%	17%
Total	81%	0%	19%

3.9.3 Workers profile and facilities available at the unit

It is important to analyse workers participation and nature of their current job to understand their preferences. This analysis does not include SHGs and FPOs because of their different nature and structure compared to enterprises.

It can be easily seen from the table below that women participation (workers) is more than half of the overall workers employed in the unorganized food processing industry. The highest participation of women was observed in the dairy products and packaged foods followed by fruits and vegetables sector.

The table indicates the ratio of male and female participation (regular employee) in unorganized food processing sector.

Table 103: Participation of Male and Female in full time work force

Sectors	Male	Female
Grains & Oil Seeds	45%	55%
Dairy Products	29%	71%
Packaged food	33%	67%
Fruits & Vegetables	44%	56%
Total	37%	63%

Significant number of employees are also employed as part time employees in unorganized food processing sector. During the survey it was found that there was almost equal participation of full time and part time employees.

Part time employees are mainly hired to reduce the fixed cost of the unit and also for some specific work such as loading-unloading for which contract workers are hired. Also some of the part time employment is for specific purpose like cutting and preparing vegetables which are seasonal in nature in fruit and vegetable processing industry. The table below gives a break-up of full time and part time employment in different sectors.

Table 104: Full time and Part time employment

Sectors	Full time	Part time
Grains & Oil Seeds	80%	20%
Dairy Products	100%	0%
Packaged food	50%	50%
Fruits & Vegetables	53%	47%
Total	55%	45%

These unorganized food processing sector does not provide basic amenities to the workers like drinking water facilities, toilets, basic medical kits and others. The table below shows basic amenities provided by the units. Only 19% have separate toilet for females and only 28% have separate eating space.

Table 105: Common facilities at workplace

Sectors	Common toilets	Separate Toilet for female(s)	Eating space	Drinking water	Work shed
Grains & Oil Seeds	81%	13%	31%	88%	100%
Dairy Products	100%	0%	20%	100%	100%
Packaged food	95%	29%	38%	95%	86%
Fruits & Vegetables	100%	18%	9%	91%	91%
Total	92%	19%	28%	92%	92%

The table below indicates that almost half of the unit owners have a demand of skilled workforce. Sometimes, basic training are provided by the unit owners to their workers. Mostly the workers learn on the job.

Table 106: Availability of skilled workers and trainings provided

Sectors	Skill required	No skill Required	Training provided	No training provided	Skilled workers present (out of total workers in the sector)	Unskilled workers (out of total workers in the sector)
Grains & Oil Seeds	63%	37%	32%	68%	42%	58%
Dairy Products	40%	60%	0%	100%	80%	20%
Fruits & Vegetables	43%	57%	48%	52%	48%	52%
Packaged Foods	75%	25%	25%	75%	75%	25%
Total	56%	44%	34%	66%	54%	46%

3.9.4 Challenges in operating the business

During the survey, the existing operating practices along with the challenges faced by them were analyzed. Most of the units operate from home or are operating from residential area in small scale. Very few of them have taken land in industrial area. Majority of them sell their produce to local markets or local community and majority of the units are facing challenge in selling product because of poor access to market. These units also face competition from branded products in terms of quality as well as price. Most of the units faces managing working capital as one of the key challenge. During the survey, respondents were asked to select major challenges faced by them in running their business. Many of the respondents have selected multiple challenges and most common among them are availability of finance and access to market closely followed by access to latest technology.

Below table captures the responses provided by the owners on the various challenges faced by them. The figures in the table indicates the responses which are answered as yes.

Table 107: Challenges faced by Food processing unit owners

Sectors	Access to Market	Availability of Raw Material	Logistics services	Availability of Labour	Access to latest technology	Availability of Finance
Grains & Oil Seeds	42%	26%	21%	11%	16%	89%
Dairy Products	5%	0.00%	5.26%	0.00%	5.26%	26.32%
Packaged food	47%	21%	26%	11%	32%	84%
Fruits & Vegetables	21%	21%	11%	16%	21%	63%
Total	37%	22%	20%	12%	24%	85%

Access to Raw material:

Raw material is mostly procured locally (within district) by these food processing units. Packaged food producers procure raw material from nearby districts.

Most of the raw materials required are common food products like grains, flour, Ghee, Sugar, Vegetables and Fruits. Both Nandurbar and Pune has local market which makes it easier for food processing unit owners to procure raw material locally.

Table 108: Procurement of raw material

Sectors	Local	Outside	Both
Grains & Oil Seeds	74%	26%	0%
Dairy Products	100%	0%	0
Packaged food	82%	18%	0
Fruits & Vegetables	92%	8%	0%
Total	83%	17%	0%

Access to market

One of the major challenge faced by these unorganized food processing sector is availability of finance followed by access to market. Most of them sell their produce to the neighbours or local community, while many have established market to supply to retailers and wholesalers. The following table provides details of customer segmentation of unorganized food processing sector.

Table 109: Customer segmentation

Sectors	Neighbours	Family members	Local community	Dealers/Retailers	Wholesalers	Brands
Grains & Oil Seeds	68%	21%	79%	37%	37%	21%
Dairy Products	100%	0%	100%	80%	80%	0%
Packaged food	70%	9%	78%	74%	70%	4%
Fruits & Vegetables	83%	8%	92%	92%	83%	50%
Total	75%	12%	83%	66%	63%	19%

Major challenges faced by these unorganized food processing unit owners is to manage the logistic arrangement and peer competition.

Table 110: Challenges faced in selling the product

Sectors	Logistics	Ability to identify new market	Peer competition	Quality of Product
Grains & Oil Seeds	31.5%	26%	37%	10.5%
Dairy Products	40%	0%	0%	0%
Packaged food	9%	4%	13%	0%
Fruits & Vegetables	17%	17%	8%	0%
Total	20%	14%	19%	3%

Access to Finance

Food processing unit owners were consulted to understand various modes of finance they use to start and run their business. Majority of them have used their own savings to start and run their business. Only few of them have taken loan from bank and support of government schemes. The table below depicts the various modes of finance, the owners have used or are using to start and run their business.

Table 111: Modes of finance used by food processing unit owners to start their business

Sectors	Loan From Bank	Loan From Family	Own Savings	Government funding scheme
Grains & Oil Seeds	5%	32%	84%	26%
Dairy Products	0%	20%	100%	0%
Packaged food	35%	43%	74%	17%
Fruits & Vegetables	50%	33%	100%	1%
Total	25%	36%	85%	15%

Table 112: Modes of finance used by food processing unit owners to run their business

Sectors	Loan From Bank	Diversifying from other Business	Own Savings	Government funding scheme
Grains & Oil Seeds	0%	33%	100%	0%
Dairy Products	100%	0%	100%	0%
Packaged food	19%	8%	85%	4%
Fruits & Vegetables	20%	0%	80%	40%
Total	20%	13%	86%	9%

It can be seen that food processing unit owners face challenges in obtaining loan from banks and or find proposal making a challenge as well. It was found that major challenge of obtaining finance through other formal sources as they find it difficult to arrange for collaterals. The table below provide details of challenges faced by food processing unit owners in obtaining finance from banks and government schemes.

During the survey and interactions with the unit owners, it was noted that many of them has faced various challenges in obtaining loan from banks and getting benefits from government schemes. Major challenges of obtaining finance through other formal sources were tedious process of application and lack of support from officials. The table below depicts the challenges faced by the respondent in obtaining finance from banks and government schemes.

Table 113: Challenges in taking loan from banks

Sectors	Proposal making	Tedious process of application	Requirement of collaterals	Repayment schedule	Lack of support from officials
---------	-----------------	--------------------------------	----------------------------	--------------------	--------------------------------

Grains & Oil Seeds	16%	26%	16%	16%	26%
Dairy Products	0%	20%	20%	0%	20%
Packaged food	26%	30%	22%	17%	13%
Fruits & Vegetables	25%	75%	67%	17%	75%
Total	20%	37%	29%	15.25%	31%

Table 114: Challenges in taking assistance from government schemes

Sectors	Awareness of financial schemes	Lack of support from officials
Grains & Oil Seeds	16%	53%
Dairy Products	20%	40%
Packaged food	22%	35%
Fruits & Vegetables	58%	17%
Total	27%	37%

Registration status of firm

Many of the unorganized food processing units, around 24%, are operating without any registrations or licenses. Out of the survey sample 32% had GST registration and 54% had FSSAI registration. Table below depicts the summary of the various registrations taken by food processing unit owners

Table 115: Different registrations undertaken by food processing unit owners

Sectors	GST	FSSAI	MSME	None
Grains & Oil Seeds	26%	47%	32%	42%
Dairy Products	60%	80%	40%	0%
Packaged food	30%	43%	30%	17%
Fruits & Vegetables	33%	75%	33%	17%
Total	32%	54%	32%	24%

3.10 Self Help Groups (SHG's)

SHG are small groups of people who come together for a common cause and provide mutual supports to each other. SHG's promote small savings among their members and their savings are kept with the bank under the common account in the name of the SHG. Such SHG are usually comprises of groups ranging from 10 to 15 members and are generally run by women. From one family, only one person can become a member of an SHG. In most cases, one member takes the overall charge of a particular SHG and the responsibilities are equally divided among all members. The overall profit of the business is equally divided among all the members and a portion of the profit is deposited in the SHG account for managing the unit activities.

During the survey, such SHG's were found in all the states, except for Andhra Pradesh. Such SHG's were mostly found active in the processing of spices, fruits and vegetables, papad manufacturing, jaggery, grain and oil and dairy. Most of the SHG's visited during the survey were formed under the guidance of NRLM (National Rural Livelihood Mission) or ATMA (Agriculture Technology Management Agency). Both NRLM and ATMA guide the members in forming SHG's and how it can benefits them. They also provide basic training on the food processing and also facilitates in taking livelihoods/income-generating activities. NRLM also provided an initial funding for starting and forming the SHG's.

SHG's is a good model to eradicate poverty and increase the participation of women in the food processing sector. SHG's help women to earn an additional income by utilizing their free time and at the same time they are able to manage their household responsibilities also.

During survey we consulted with a total of 8 SHG and 3 Farmers Produce Organization (FPOs). Out of these majority were found in packaged food industry, majorly in the area of making papad, Pickle, Muraba. These category of food processing units are popular with women SHGs because of low investment, simple process and technical know-how of making the product.

Table 116: Distribution of SHG and FPO owned units visited

Sectors	Uttar Pradesh	Punjab	Maharashtra	Andhra Pradesh	Total
Grains & oil	0	0	1 (FPO)	0	1
Dairy Products	0	0	0	0	0
Packaged Food	3	0	1 SHG and 1 FPO	0	5
Fruits & Vegetables	1	3	1 (FPO)	0	5
Total	4	3	4 (SHG & FPO)	0	11

Farmers Producers Organization (FPO) is one type of Producers Organization (PO) where the members are farmers. Small Business Agri Business Consortium is providing support for promotion of FPOs. PO is a generic name for an organization of producers of any produce.

A producer organization is a legal entity formed by producers like farmers, fishermen, milk producers, artisans, craftsmen etc. A PO can be a producer company, trust, society or any other legal form which provides for sharing of profits/benefits among the members.

The main aim of the PO is to ensure better income for the producers through an organization of their own. Small producers do not have volume individually (both inputs and produce) to get the benefit of scale. Besides the PO also support in bringing transparency by eliminating intermediaries from the long value chain production to selling in the market.

These POs are generally supported by NABARD, SFAC, and Government Departments etc. and hence have better access to finance. These agencies provide financial or technical support to the producer organization for promotion and hand holding. Each agency has its own criteria for selecting the project/promoting institution to support.

Forming SHGs and FPOs can be better alternate for small and unorganized food processing units together these units can have better bargaining power to procure raw material, sell their produce and avail financial supports from banks and government schemes.

Recommendations to overcome challenges in operating the business

Top three challenges that was identified for these small and unorganized food processing units are Availability of finance, Access to market and Access to raw material. Common and specific challenges and recommendations are discussed below.

Access to raw materials

Access to raw material is sector and region specific like Dairy units is not facing trouble in access to raw material may be because of their close access to milk farmers and also dairy sector has strong associations to take care of these basic needs.

However for other sectors like fruits and vegetables and packaged foods access to raw material is also a challenge especially for women entrepreneurs. In states like Uttar Pradesh, women face the challenge of going to market and procure raw material themselves. To resolve such a problem support from KVIC (discussed in detail in chapter 2) can be taken. The KVIC is charged with the

planning, promotion, organisation and implementation of programs for the development of Khadi and other village industries in the rural areas in coordination with other agencies engaged in rural development wherever necessary

Its functions also comprise building up of a reserve of raw materials and implements for supply to producers, creation of common service facilities for processing of raw materials as semi-finished goods and provisions of facilities for marketing of KVIC products apart from organisation of training of artisans engaged in these industries and encouragement of co-operative efforts amongst them. To promote the sale and marketing of khadi and/or products of village industries or handicrafts, the KVIC may forge linkages with established marketing agencies wherever feasible and necessary

Access to market

It was observed during the survey that most of the units supply their produce locally and many of them do not want to explore new markets because of extra effort, lack of marketing support and fear of competition. Selling the produce has even been challenge for cooperatives and KVIC products. Even today only cooperatives in the dairy sector like Gujarat Cooperative Milk Marketing Federation (GCMMF) and Milkfed Punjab is leading the market but in other food processing sector like packaged foods, beverages etc. private companies like Dabur, Parle, Nestle are predominant.

Through this scheme, ministry can develop support mechanisms to promote cooperatives structure in other food processing sector so that cooperatives can become popular like it is in dairy sector.

Cooperative structure will help in developing a brand just like in dairy sector we have AMUL. Cooperative structure will help in branding and advertisement and also help in gaining better access to market.

Government through its various channel like canteens in government offices, hospitals and other areas can start promoting produce of these cooperatives. Trade fairs can be organized for food processing units to sell and market their produce.

Access to Finance

Availability of finance is the major challenge faced by these entrepreneurs to effectively run their business. Surplus finance help in procurement of raw material at cheaper rate, extra money can also be spent of marketing and advertisement. Extra manpower can be hired for selling the product to different places and cities. Also the most important factor is seasonal nature of business which reduces the cash flow of these units in off season and make it difficult for them to meet fixed operational cost.

Own savings is the most frequent mode of finance that these entrepreneurs have used to start and support their business. Loan from bank is another source of finance but because of its tedious process of application many entrepreneurs avoid going to bank.

As a part of these scheme government can facilitate these entrepreneurs in developing business proposals for them which can be accepted in banks and help entrepreneurs in getting loans. SHG and FPO structure can also help in provisioning finance for these entrepreneurs.

It has been observed in few states like Andhra Pradesh, SHG members are obtaining loan from their SHG to start their own business. Repayment rate of SHGs have also been very good and banks have more trust on a group than on an individual.

Third common source of financing is government schemes. It was understood during the survey that entrepreneurs are aware of some schemes of the government but they lack the knowledge of availing those schemes. Some of the schemes like MUDRA are popularly known by entrepreneurs because of its better communication through print and electronic media but very few of the entrepreneurs have availed those schemes.

It was observed that ministry should communicate transparently the requirements of these schemes so that anyone can easily understand and get benefited. Mobile based applications in English as well

as vernacular language can be developed where in entrepreneurs can fill their basic details can can check types of financial schemes available for him/her and can also understand basic requirements to avail the scheme.

A common facility centre can be opened for these entrepreneurs which can support them across the value chain of their business. Common facility centre can help in better access to raw material, better access to market and availability of finance. Moreover the common facility center can also train these entrepreneurs in adopting required national and state regulations.

DIC which has the role of acting as single window interacting agency at the district level to provide service and support to small entrepreneurs can be strengthened and supported with required staff and resources to meet facilitate these entrepreneurs.

4. Stakeholder Consultation and Public Disclosure

4.1. Stakeholder Mapping

Likely social issues that needs to be addressed during project preparation are identified through in-depth consultations with various stakeholders. The consultation resulted in understanding the current scenario in the micro enterprises of the food processing industry and planning for a sustainable development of the sector. The consultation focused on understanding the sector's access to finance, health, marketing, awareness etc. Even learnings from previous project interventions are also noted.

The key institutional stakeholders which were selected for consultation and their linkages to the project for the proposed Gram Samridhi Yojna is provided in the Annexure A3.

4.2. Institution Level Consultation

Table 117: Details of institutional level consultation

Agency	Consultation with district official nominated under IFPVAPP
<p>Nodal agency of the Ministry of Food Processing Industry</p>	<ul style="list-style-type: none"> • The Nodal agency was aware about the IFPVAPP scheme, however the roles and responsibilities are yet to be planned and finalized. • Majorly the FBO in informal sector (micro enterprises) are dominated by spice processing, Pickles, Bakery and Dairy industry and other small level prepared foods like Papad, Wadi etc. • Meat processing and poultry industry is predominantly found either at small enterprise level, in some states like UP they are more or less organized since unorganized setups are not allowed to operate slaughter house and process meat. • One of the key challenges surfacing regarding Unorganized food processing sector deal with difficulties in selling their products, mainly because of low branding and advertisement opportunities. • Unorganized FBO are not adequately equipped to avail benefits of various government schemes. • One of the key role and responsibility of the person at the district level office is providing training on food preservation and food processing, the category would vary from state to state. • In the past, the nodal officers have had experience of providing assistance to many units in scaling up, applying for FSSAI license and also spreading awareness about applicable government schemes. • The nodal officers do not have any technical expertise or background with regards to the challenges related to food safety. • There is no dedicated E&S cell at the state or nodal level and less familiarity of working with various safeguard instruments such as those of World Bank or ADB. <p>Few pointers related to specific states /districts: Lucknow/Fatehpur:</p> <ul style="list-style-type: none"> • The horticulture and food processing dept. has engaged Deendayal Upadhyaya State Institute of Rural Development to undertake a diagnostic study to map the existing food processing units in each districts in UP.

	<ul style="list-style-type: none"> The Department works closely with MSME department in assisting establishment of Food Processing units. Also, they have recently worked on Diversified Agricultural Support Project (DASP), funded by World Bank, to increase agricultural productivity, promote private sector development, and improve rural infrastructure. Inadequate number of workforce is one of the major challenge that their department is facing. Almost, 50% of the positions are vacant in the department at district and divisional level. <p>Maharashtra: Below noted were some of the challenges faced by the food processing units:</p> <ul style="list-style-type: none"> High taxes on machines is acting as a deterrent for starting an enterprise. Difficult to get formal finance due to lack of collateral. Lack of technology upgradation, most of the units are using old machines. Lack of market linkages for small enterprises. 																								
Food Safety and Standards Authority of India (FSSAI)	Structure of the Institution																								
	<p>The institute has 1 NABL Accredited State Lab in SAS Nagar in Punjab, No State Lab in Andhra Pradesh, 2 NABL Accredited State Lab in Maharashtra and No NABL Accredited State Lab in Uttar Pradesh (current source of this information is obtained through FSSAI website and can be cross verified)</p> <p>Some other details for these states is listed below:</p> <table border="1" data-bbox="472 948 1700 1171"> <thead> <tr> <th>S.No</th> <th>State</th> <th>Designated Officers</th> <th>Food Safety Officers</th> <th>Food Analyst</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Punjab</td> <td>Full Time: 22 Part Time: 22</td> <td>Full Time: 30 Part Time: 30</td> <td>1</td> </tr> <tr> <td>2</td> <td>Andhra Pradesh</td> <td>Full Time: 14</td> <td>Full Time: 32</td> <td>3</td> </tr> <tr> <td>3</td> <td>Maharashtra</td> <td>62</td> <td>FDA: 265 Local Bodies: 27</td> <td>13</td> </tr> <tr> <td>4</td> <td>Uttar Pradesh</td> <td>72</td> <td>Full Time: 604</td> <td>16</td> </tr> </tbody> </table> <ul style="list-style-type: none"> As per ground information, major FBO in unorganized food processing sector are likely to be of Fruits & Vegetables Processing, Bakery, Dairy based, Flour Milling categories. FSSAI has developed its outreach, they have set up online registration process for applying for FSSAI and they have setup community centers where people can get assistance to filling forms. 	S.No	State	Designated Officers	Food Safety Officers	Food Analyst	1	Punjab	Full Time: 22 Part Time: 22	Full Time: 30 Part Time: 30	1	2	Andhra Pradesh	Full Time: 14	Full Time: 32	3	3	Maharashtra	62	FDA: 265 Local Bodies: 27	13	4	Uttar Pradesh	72	Full Time: 604
S.No	State	Designated Officers	Food Safety Officers	Food Analyst																					
1	Punjab	Full Time: 22 Part Time: 22	Full Time: 30 Part Time: 30	1																					
2	Andhra Pradesh	Full Time: 14	Full Time: 32	3																					
3	Maharashtra	62	FDA: 265 Local Bodies: 27	13																					
4	Uttar Pradesh	72	Full Time: 604	16																					

	<ul style="list-style-type: none"> • The department runs awareness programs as well to make people aware of FSSAI requirement and bring most of them under FSSAI registration, but focus is less on informal sector. • As per the consultation, it was discussed that the concern regarding hygiene and food safety would be biggest challenge if such program (IFPVAPP) is implemented to scale up the informal sector FBO's. • The accessibility of testing labs is also a major hindrance. For example, there is no testing lab in Fatehpur which is a major challenge, because of which samples are sent to Gorakhpur or Lucknow for testing which delays the process. The department team informed that only few of the unorganized food processing units have taken FSSAI registration/license. Most of the units avoid taking license, until visited by them. Identifying and mapping units running without FSSAI registration/license is also a challenge. • There is a lack of awareness among enterprises on the benefits which they can prevail after obtaining FSSAI registration/license. They also conduct sessions to promote awareness on FSSAI registration/license and benefits. • There is an acute shortage of licensing and enforcement officers (Designated Officers and Food Safety Officers) in the states severely affecting food safety measures in the states. • The department does not have any database on the presence of unorganized food processing units in their respective districts. The only data they maintain is of the registered or license FSSAI units. Identifying and mapping units running without FSSAI registration/license is also a challenge.
District Industries Centre (DIC)	<ul style="list-style-type: none"> • Amongst the food categories being explored, rice mills mostly have factory license. • Prevailing units in unorganized food processing sector are likely to be flour milling/grain processing, dairy based processing units, bakery, sweets, smaller prepared and packaged food items and fruits and vegetables ripening or processing units for pickle, jams etc. • • Mudra Loan, Credit Guarantee Fund Trust for Micro and small enterprises (CGTMSE) are the current schemes running for micro and small enterprises. • • Most of the small and micro units does not come under the preview of any regulation and hence such units are hardly monitored. • • The biggest challenge to promote IFPVAPP could be its communication and awareness to the beneficiaries and also to analyse the willingness of the owners to convert from unorganized to organized units.
	<p>Structure of the Institution</p>

National Rural Livelihood Mission (NRLM)	<p>NRLM target is to cover 7 Crore rural poor households, across 600 districts, 6000 blocks, 2.5 lakh Gram Panchayats and 6 lakh villages in the country through self-managed Self Help Groups (SHGs) and federated institutions and support them for livelihoods collectives in a period of 8-10 years.</p> <p>The support structure, for the program are as noted below:</p> <ul style="list-style-type: none"> • National level – Empowered Committee (EC) & National Rural Livelihoods Promotional Society (NRLPs) • State level – State Rural Livelihoods Missions (SRLMs) & State Mission Management Units (SMMUs) • District level – District Mission Management Units (DMMUs) • Block level – Block Mission Management Units (BMMUs) 																								
	<table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>S.No</th> <th>State</th> <th>State team</th> <th>District team</th> <th>Block team</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Punjab</td> <td>17</td> <td>14</td> <td>86</td> </tr> <tr> <td>2</td> <td>Andhra Pradesh</td> <td>147</td> <td>654</td> <td>3672</td> </tr> <tr> <td>3</td> <td>Maharashtra</td> <td>37</td> <td>225</td> <td>1953</td> </tr> <tr> <td>4</td> <td>Uttar Pradesh</td> <td>36</td> <td>359</td> <td>1006</td> </tr> </tbody> </table> <ul style="list-style-type: none"> • Major schemes for rural development in the target district are NRLM, PMSKY, Kaushal Vikas Yojna. However no schemes is being run especially for unorganized food processing sector. • Major focus of these schemes is to train people for white collar jobs. • There are 5200 SHGs registered under Aligarh NRLM and out of them more than 1500 were from scheduled caste category. • Nationalised banks are more than happy to support SHGs because of their high repayment rate (More than 95%). • SHGs into food processing are facing challenge with respect to new business opportunities. • Most of the SHG are not able to sustain themselves for long due to lack of product demand. For instance, In Fatehpur, SHGs were formed for spice processing but currently no work is been done by them. All the SHGs members are working on other work as there is no demand for the spices. The situation in Punjab is even worst, number of SHGs were formed but none are functional at the moment. • Most of the SHGs members are uneducated, lack technical ability, skills which acts as a constraint to improve their efficiency. • Prevalence of many exclusions (caste/religious/class groups) which intersect in complex ways creating barriers in creating comprehensive groups of members from different community. 	S.No	State	State team	District team	Block team	1	Punjab	17	14	86	2	Andhra Pradesh	147	654	3672	3	Maharashtra	37	225	1953	4	Uttar Pradesh	36	359
S.No	State	State team	District team	Block team																					
1	Punjab	17	14	86																					
2	Andhra Pradesh	147	654	3672																					
3	Maharashtra	37	225	1953																					
4	Uttar Pradesh	36	359	1006																					

Agriculture Technology Management Agency (ATMA)	<ul style="list-style-type: none"> Technology Management Agency (ATMA) assists small scale entrepreneurs of the sector by providing them training assistance, spaces for promoting and selling their products, sometime financial/ infrastructural assistance, by making people aware about latest policies towards upliftment of rural entrepreneurs etc. Women entrepreneur are present in the region but because of various prevailing cultural issues.
National Bank for Agriculture and Rural Development (NABARD)	<ul style="list-style-type: none"> They are running a Dairy Entrepreneur Development Scheme which aims to provide assistance in setting up dairy farms however, the response received till date is limited. One of the key challenge which the unorganized food processing industry is facing is that the enterprises lacks the willingness to get organized because of the fear of increased regulations.
Financial Institutions (Aryavart)	<ul style="list-style-type: none"> Even for applying bank loan under government schemes, the unit needs to provide collateral or guarantor. Further, it is difficult to provide loans to home run units because of the viability of the project. Risk of NPA is high in the sector.
Mahila Arthik Vikas Mahamandal (MAVIM)	<ul style="list-style-type: none"> Challenges faced by women for starting an enterprise and the organization's role in helping them.

4.3. Identification of Key Roles and Responsibilities

Table 118: Role Matrix for Gram Samridhi Yojana

#	Inputs	Outputs	NPMU	Role of MOFPI	National Level agencies for technology, packaging, food safety, R&D	National Level agencies for Credit	National level institutions on Branding & Marketing, entrepreneurs hip Development	Role of PIU	Role of SNA	Role of District level Agency(DIC etc)	State Level agencies for technology, packaging, food safety, R&D, Credit	State level institutions on Branding & Marketing, entrepreneurs hip Development	Agency for diagnostic study and SSUP
I	Enabling the business environment for the food processing industry												

1	(i) Providing Technical Assistance for formulation /revision of policies at the National and State level	Updated Policy guidelines for the unorganized sector in FPI	Key responsibility	Approving	Provide inputs	Provide inputs	Provide inputs	Key responsibility	Approving	-	Provide inputs	Provide inputs	Provide inputs
	(ii) Study relevant Regulatory reform action points from EODB of DIPP relevant for FPI	Identified Regulatory reforms required for enhanced EODB	Key responsibility	Approving	Provide inputs	Provide inputs	Provide inputs	Key responsibility	Approving	-	Provide inputs	Provide inputs	Provide inputs
2	Facilitating convergence of schemes at National, State and District levels	Convergence of appropriate schemes at National, State and District level	Key responsibility	Approving	Provide inputs	Provide inputs	Provide inputs	Key responsibility	Approving	Key responsibility	Provide inputs	Provide inputs	Provide inputs
3	Funding of Branding and Marketing agencies to	Access/Creation of National/State level brands	Key responsibility	Approving	-	-	Provide inputs	Key responsibility	Approving	Facilitating	Provide inputs	Provide inputs	Provide inputs

	facilitate access to brands/create new brands for the products of the enterprises (70000 nos)	for all the products of the micro enterprises											
4	Funding R&D activities for evolving appropriate & affordable technologies	Appropriate and affordable technologies for the target micro enterprises in the unorganised sector	Facilitating	Approving	Key responsibility	Provide inputs	-	Facilitating	Approving	-	Key responsibility		Provide inputs
5	Preparation of templates for Firm Level Up-gradation Plans (FUPs) , DPRs and Financial Products by technical agencies for the enterprises - coordinated	Bankable DPRs and FUPs for every micro enterprise in the target group.	Facilitating	Overseeing	Provide inputs	Provide inputs	Provide inputs	Key responsibility	Approving	Provide inputs	Provide inputs	Provide inputs	Provide inputs

by the State PIUs.-Hiring of a firm for the preparation of these templates													
--	--	--	--	--	--	--	--	--	--	--	--	--	--

#	Inputs	Outputs	NPMU	Role of MOFPI	National Level agencies for technology, packaging, food safety, R&D	National Level agencies for Credit	National level institutions on Branding & Marketing, entrepreneurship Development	Role of PIU	Role of SNA	Role of District level Agency (DIC etc)	State Level agencies for technology, packaging, food safety, R&D, Credit	State level institutions on Branding & Marketing, entrepreneurship Development	Agency for diagnostic study and SSUP
II Strengthening capacities of support systems for food processing micro enterprises													
1	Training of MOFPI, State and District agencies for programme implementation, convergence etc.	G2B Service delivery capacities at National, State and district levels.	Facilitating	Approving	-	Provide inputs	-	Facilitating	Approving	Facilitating	-	-	Provide inputs
2	Strengthening/Setting up of Food Testing labs in districts.	Access to 17 Food testing labs in Aspirational districts.	Facilitating	Facilitating	Provide inputs	-	-	Key responsibility	Approving	Facilitating	Provide inputs	-	Provide inputs

	aspirational districts												
3	Strengthening/Setting of new institutions focusing on R&D, technology, Innovation funding, Mentor accreditation and related activities	1 Institutions at National level and 4 at State level (1 in each State)	Key responsibility	Approving	Provide inputs	Provide inputs	-	Key responsibility	Approving	-	Provide inputs		Provide inputs
4	Strengthening/Setting up of new institutions focusing on Branding, Marketing & Entrepreneurship development at National and State level	One Branding, Marketing & Entrepreneurship development institute for FPI at the National level and in each State, with a separate focus on micro and unorganised enterprises	Key responsibility	Approving			Provide inputs	Key responsibility	Approving	-	-	Provide inputs	Provide inputs

#	Inputs	Outputs	NPMU	Role of MOFPI	National Level agencies for technology, packaging, food safety, R&D	National Level agencies for Credit	National level institutions on Branding & Marketing, entrepreneurship Development	Role of PIU	Role of SNA	Role of District level Agency(DIC etc)	State Level agencies for technology, packaging, food safety, R&D, Credit	State level institutions on Branding & Marketing, entrepreneurship Development	Agency for diagnostic study and SSUP
III Enhancing Food processing micro enterprises to improve performance and competitiveness													
1	Augmentation/Provision of common facilities such as sorting, grading, packaging, storing etc. for all the target enterprises in each district	Adequate number of common facilities for all the target enterprises in each district	Facilitating	Overseeing	Provide inputs	-	Provide inputs	Key responsibility	Approving	Facilitating	Provide inputs	Provide inputs	Provide inputs
2	Facilitating Enterprise Agglomerations(clusters)-through creation/strengthening of	Optimum number of Enterprise Agglomerations created out of the target micro	Facilitating	Overseeing	Provide inputs	-	Provide inputs	Key responsibility	Approving	Facilitating	-	Provide inputs	Provide inputs

	FPOs and SHGS etc	enterprises in each district											
3	Outreach and Mobilization	Access to finance and technical assistance to all target enterprises	Facilitating	Overseeing	Provide inputs	Provide inputs	Provide inputs	Key responsibility	Approving	Facilitating	Provide inputs	Provide inputs	Provide inputs
4	Provision of subsidy for an average of Rs 3 lacs for each unit for 70000 enterprises with 12% allocation for enterprises in Aspirational Districts.	Disbursement of credit to all the micro enterprises comprising the target group.	Facilitating	Overseeing	Provide inputs	Provide inputs	Provide inputs	Key responsibility	Approving	Facilitating	Provide inputs	Provide inputs	Provide inputs
5	Skill trainings and Entrepreneurship development trainings to all the enterprises	Skill training to all the micro enterprises in the target group	Facilitating	Overseeing	Key responsibility	Provide inputs	Key responsibility	Facilitating	Approving	Facilitating	Key responsibility	Key responsibility	Provide inputs

in the target group													
---------------------	--	--	--	--	--	--	--	--	--	--	--	--	--

#	Inputs	Outputs	NPMU	Role of MOFPI	National Level agencies for technology, packaging, food safety, R&D	National Level agencies for Credit	National level institutions on Branding & Marketing, entrepreneurship Development	Role of PIU	Role of SNA	Role of District level Agency (DIC etc)	State Level agencies for technology, packaging, food safety, R&D, Credit	State level institutions on Branding & Marketing, entrepreneurship Development	Agency for diagnostic study and SSUP
IV Project Management, Monitoring and Evaluation and Knowledge sharing													
1	(i) Setting up of NPMU- within MoFPI comprising operational staff and specialists	NPMU with requisite staff and specialists for the programme at MOFPI.	-	Key responsibility	-	-	-	-	-	-	-	-	-
	(ii) Facilitate Inter State exchange programmes for sharing of knowledge	At-least 2 Inter State Exchange programmes every year.	Key responsibility	Approving	Provide inputs	Provide inputs	Provide inputs	Facilitating	Approving	Facilitating	Provide inputs	Provide inputs	Provide inputs

	and best practices												
	(iii) Hire/develop expertise to build a comprehensive MIS database at National and State levels.	Blue print for MIS created	Key responsibility	Approving	-	-	-	Provide inputs	Provide inputs	Provide inputs	-	-	-
	(iv) Hire technical expertise for developing the National Portal	Build a National Portal	Key responsibility	Approving	Provide inputs	Provide inputs	Provide inputs	Provide inputs	Provide inputs	Provide inputs	Provide inputs	Provide inputs	Provide inputs
2	Setting up of State PIUs in every State	State PIUs with technical expertise in each of the 5 Pilot States	Facilitating	Overseeing	-	-	-	-	Key responsibility	-	-	-	-
3	Providing additional resources at the District	Adequate number of technical	Facilitating	Overseeing	-	-	-	Key responsibility	Approving	Facilitating	-	-	-

	levels for increased outreach to the enterprises.	resources in each District											
4	Support participating states in developing Strategic State Upgrading Plans (SSUPs)	SSUPs for every State.	Facilitating	Overseeing	-	-	-	Key responsibility	Approving	Provide inputs	Provide inputs	Provide inputs	Key responsibility

4.4. Key Observations

Primary consultation has been done in 4 states with especial focus to understand challenges and opportunities for on women and tribal entrepreneur. Following observations were made specific to mode of communication and channels available with the entrepreneur with respect to government scheme:

- It has been observed that there is a lack of awareness of government schemes present in the food processing sector amongst the enterprises/unit owners across all the 4 states.
- Mostly, the government schemes and Government notifications are communicated through local newspaper which is not the preferred medium for the beneficiaries and hence may lack in outreach
- Currently, information for many schemes reaches through outreach program by government department's officials, NGOs, institutions etc. at the village, block and district level. These outreach programs are generally direct interaction with the stakeholders.

Some of the scenarios observed during the survey are noted below:

Case 1:

There is a lack of awareness among enterprises on the benefits which they can prevail after obtaining FSSAI registration/ license. FSSAI officials conduct sessions to promote awareness on FSSAI registration/license and benefits. These sessions are not effective because:

- They don't ensure complete participation of owners due to lack of prior effective communication about the sessions,
- Most of the women do not participate
- Identifying and mapping units running without FSSAI registration/license is also a challenge for officials.

Case 2:

One District, One Product (ODOP) is a scheme run by government of UP to promote indigenous and specialized products. Asafoetida or hing has been identified as the focused product under this scheme. Hence, enterprises working in the Hing processing sector can take benefits through these scheme. However, during the field visit in Hathras, team came across with Asafoetida (Hing) processing unit completely unaware of ODOP scheme. This unit was running from last 1 year and have FSSAI and GST registration.

- Non- convergence of different department, directly and indirectly related to sector such as FSSAI, DIC, Nodal agencies to propagate information.
- No common facilitation center wherein the enterprises can go and obtain information and advice. Also, the complex nature of policy and there requirement is a challenge for less educated entrepreneurs in the unorganized sector

Case 3:

In UP and Punjab, SHGs working in food processing are found to use WhatsApp groups to communicate information regarding training sessions, benefits and business related information. These SHGs are women run and have access to smartphone and internet in the family.

Case 4:

In Andhra Pradesh, accessibility to smartphone and internet is found less among the tribal women. During the field visit to Andhra Pradesh, Integrated Tribal Development Agency is helping tribal population to access government schemes. They are also supported by NGOs and institutions like NABARD and KVK. In areas like this where other communication schemes are not effective, NGOs and institutions can be effective mode to ensure that scheme reaches to the population.

Case 5:

Presence of electronic communication medium such as television and radio are present across all the state. Though, access to electronic medium is present across the 4 states, communication of the schemes in the food processing sector through this medium is not utilized properly

4.5. Consultation and Communication Framework

Consultation and communication framework is an important aspect for any of the scheme and it should be effective so that the scheme awareness can reach to all its target beneficiaries. Consultation and communication during project implementation is also required for compliance of the social development principles of inclusiveness, participation, accountability and transparency. A consultation and communication framework for the project has been developed and the following approach shall be adopted to implement it effectively:

- Consultation and communication with clear objective
- Identify stakeholders representing wide range of area (cluster) and diversity (sectors)
- Participatory approach by working closely with stakeholders and the beneficiaries
- Identify key stakeholders' interests and highlighting them
- Integrate verbal, electronic and written consultation mechanisms for effective outreach
- Ensure gender friendly approach
- Maximize transparency

Most important element of the consultation and communication is identification of stakeholders. Hence, stakeholders should be identified at an early stage of the project implementation. Stakeholder identification and analysis shall continue throughout the project cycle and shall remain dynamic. The identification of stakeholders shall include the following:

- Entrepreneurs in the unorganized food processing sector
- Producer groups and other value chain participants
- People likely to be adversely affected directly or indirectly by the project intervention
- Poor, women and vulnerable groups of the society
- Groups of professionals/academicians and institutions and
- Community based organizations and community leaders

Table 119: Consultation and Communication Framework

Activity	Responsibility	Method/Tools	Outcome
Preparatory Stage			
Disclosure of SMF	MoFPI and State Nodal Agencies	Uploading in MoFPI's website In Hindi and English Communication of SMF in vernacular language by State Nodal Agencies.	Community especially potential beneficiaries and stakeholders become aware about the SMF provisions.
Preparation of Information, Education and Communication (IEC) materials for awareness campaign	MoFPI and State Nodal Agencies	By engaging an experienced and expert agency/person by MoFPI/Nodal Agencies	IEC materials will be utilized in the initial awareness campaign about the scheme
Awareness campaign for entrepreneurs in unorganized sectors and value chain participants' level to disseminate information about IFPVAPP and its coverage to benefits and proposed activities.	State Nodal Agencies department at district level & their field officials and DIC	Distribution/display/organization of handouts, posters, puppet shows, awareness camps Use of electronic media and social media through internet and television for awareness. Collaboration with NGOs and other institution working in the sector for communicating.	Awareness about the project initiative. Target groups are encouraged to participate.

Consultation with potential beneficiaries and other stakeholder on the provisions of IFPVAPP scheme.	State Nodal Agencies department at district level & their field officials and DIC	FGDs, Small Group Meetings, interactive workshops and public consultation meetings Use of social media/internet for effective planning for consultation meetings and workshops. Provision of women officials in the consultation team for ensuring women participation.	Increased awareness about the project initiative, Issues and suggestions obtained Target groups are encouraged to participate
Implementation and Operation Stage			
Preparation of IEC materials on good business practices, benefit of utilization of storage facilities at warehouses, financial and credit literacy campaign, access to market and new technology etc	MoFPI and State Nodal Agencies	By engaging an experienced and expert agency/person by MoFPI/ State Nodal Agencies	IEC materials will be utilized in the initial awareness campaign
Disclosure of selected list of beneficiaries and stakeholders for various services/benefits of the project	MoFPI, State Nodal Agencies & their district level department and DIC	Uploading of list in MoFPI, State Nodal Agencies web portal Display of list of production and enterprise clusters in vernacular language GP, Block, Circle, Sub-Division and DC's offices.	Transparency ensured Opportunity given for any grievance on selection.
Consultation with selected beneficiaries and stakeholders for disclosure of provision of Social Audit, Citizen Feedback System (CFS), Gender Action Plan (GAP), Tribal Action Plan (TAP) and Grievance Redressal Mechanism (GRM)	MoFPI, State Nodal Agencies & their district level department and DIC	FGDs, Small Group Meetings, interactive workshops and public consultation meetings	Selected beneficiaries and stakeholders become aware about the mechanism to ensure social development.
Community consultations for financial and credit literacy	MoFPI, State Nodal Agencies & their district level departments and financial institutions	FGDs, Small Group Meetings, interactive workshops, film shows and public consultation meetings	Better financial decisions and management Access to credit facility
Disclosure of half yearly reports of social audit	State Nodal Agencies and their social unit/cell	Uploading of details in MoFPI, State Nodal Agencies web portal Display in office notice board of concerned institutions at district and divisional level for one month and available to public on demand at any time, if sought for	Transparency ensured Opportunity given for any suggestions/grievance
Disclosure of half yearly progress report on implementation of GAP and TDF	State Nodal Agencies and their social unit/cell	Uploading of details in MoFPI, State Nodal Agencies web portal	Transparency ensured
Disclosure of periodic internal and external monitoring reports	State Nodal Agencies and their social unit/cell	Uploading in MoFPI and State Nodal Agencies web portal	Transparency ensured

Disclosure of annual social audit report	State Nodal Agencies and their social unit/cell	Uploading of details in MoFPI, State Nodal Agencies web portal	Transparency ensured
Completion Stage			
Consultations with community especially project beneficiary and stakeholders on service	MoFPI, State Nodal Agencies and their social unit/cell	FGDs, Small Group Meetings, interactive workshops and public consultation meetings	Satisfaction level
Disclosure of final internal and external Monitoring and evaluation reports	MoFPI, State Nodal Agencies and their social unit/cell	Uploading of details in MoFPI, State Nodal Agencies web portal	Transparency ensured

4.6. Information disclosure

Most often a development project, including its socio-economic setting, fails due to lack of information or misinformation. For the success of a given program the management must share all the information obtained about the proposed activities and their expected results with the affected and interested public. In collaboration with different local authority, NGOs and other groups, the project need to disclose all its relevant information to PAPs in the various stages of project cycle. Agencies working for social aspects should also be informed at both local and national level about the ongoing and planed activities, to identify jointly appropriate protective or corrective measures. Subprojects will adopt the following approaches to make information accessible to all the concerned stakeholders throughout the project cycle.

- **Mass Media:** Local media like newspaper, radio and TV will be used to broadcast any information regarding the project.
- **Meeting/Workshops:** Meetings and workshops will be held to disseminate the information.
- **Distribution of project document:** Project related information materials in local language version will be distributed to local officials, PAPs and other concerned offices like Nodal Department at district level, DIC, Block office etc. Such information should include entitlement frameworks various periodic information sheets on compensation entitlements, project time frames etc.

An information centre will be established during implementation stage to disseminate all the documents related to the project activities. Based on the policy on public information disclosure, MoFPI and nodal agencies will unveil the information through its website.

If SIA triggers for sub-project activities, two rounds of consultation meetings will be conducted, including consultations for obtaining the informed views of the affected people and local Non-governmental Organizations (NGOs).

- FGDs, Small Group Meetings, interactive workshops and public consultation meetings.
- Hold consultations after preparing draft SIA report with local communities. At this time SMF, RAP/ARAP to be disclosed at relevant local authorities and made available in local language to the public and other stakeholders.

5. Resettlement Policy Framework (RPF)

5.1. Introduction

The components proposed under IFPVAPP covers,

- Enabling the business environment for the food processing industry,
- Strengthening institutions involved in the delivery of food processing MSE services,
- Enhancing food processing MSEs' performance and competitiveness,
- Project management, monitoring and evaluation and knowledge sharing.

While most of the project components do not require significant land, however few components require development of common facility centers, infrastructural setup of food testing labs and additional infrastructure for nodal agencies which might require additional land.

The Resettlement Policy framework aims to resettle and rehabilitate the affected persons on account of project components in a manner that affected people do not suffer from adverse impacts and shall improve or at the minimum retain their previous standard of living, earning capacity and production levels

Resettlement Policy Framework (RPF) has been developed to guide resettlement planning to address land acquisition and resettlement impacts. This framework establishes the involuntary resettlement and compensation principles, institutional arrangements to meet the needs of the people who may be affected by the project activities resulting due to land acquisition, loss of shelter, assets or livelihoods, and/or loss of access to economic resources.

The Policy of Resettlement and Rehabilitation for this project is adhering to the applicable national regulations as well as the Safeguard Policy guidelines of the World Bank.

5.2. Principles and scope of RPF

The following are the principles on which the Resettlement Policy Framework is developed:

- Involuntary resettlement should be avoided wherever feasible, or minimized, exploring all viable alternative project designs.
- Where it is not feasible to avoid resettlement, resettlement activities should be conceived and executed as sustainable development programs, providing sufficient investment resources to enable the persons displaced by the project to share in project benefits. Displaced persons should be meaningfully consulted and should have opportunities to participate in planning and implementing resettlement programs
- Displaced persons should be assisted in their efforts to improve their livelihoods and standards of living or at least to restore them, in real terms, to pre-displacement levels or to levels prevailing prior to the beginning of project implementation, whichever is higher
- Relocation and resettlement of the affected persons/households close to the current place of residence until and otherwise he/she willingly prefer to relocate him/herself;
- Inclusive programs for the enhancement of socio- economic development of disadvantageous groups such as Dalit, tribal groups and single women etc. should be developed;
- Compensation Support should be provided for the built properties including resettlement and rehabilitation benefits for persons/households who do not have land or legal right for the currently operated land;
- Access on project benefit (share allocations) to the affected persons/households for projects where return on investment is potential to be provided.

5.3. Understanding land requirement under IFPVAPP

Project interventions which might require additional land has been identified based on project document and consultation with various stakeholders.

The summary of project activities that would require land for developing infrastructure are identified and listed in table below:

Table 120: List of identified project activities that would require land for development of infrastructure

Project component	Activity which may trigger land requirement	Type of Construction	Type of land required
Enabling the business environment for the food processing industry	<p>No requirement of land envisaged under this component</p> <p>This component seeks to build sustainable policy formulation and regulatory capacity for the food processing sector at the national and state level</p>	NA	NA
Strengthening institutions involved in the delivery of food processing MSE services	<p>Requirement of land for developing infrastructure for Nodal Technical Institutions (NTIs) and development of testing labs</p> <p>The objective of this component is to strengthen the capacity of selected technical and business support institutions (both public and private) to raise the quality of their existing services and create new ones in response to the needs of food processing MSEs. Key activities included in this component are</p> <ul style="list-style-type: none"> • support capacity building of NIFTEM and IIFPT - national institutions under MoFPI - as well as other competitively selected national • Support selected Nodal Technical Institutions (NTIs) with the objective of improving service quality standards to MSEs. • Provide finance to enhance their capacity in terms of dedicated human resource and infrastructure to strengthen their service delivery to MSEs • Develop a pool of high-quality, accredited TSPs and strengthen their outreach capacity to provide last-mile services to MSEs 	Construction of offices and testing labs	<ul style="list-style-type: none"> • Governm ent Land • Commun ity land • Panchay at/town/ municipa lity land
Enhancing food processing MSEs' performance and competitiveness	<p>Requirement of land for developing and upgrading common facility infrastructure</p> <p>The objective of this component is to help remove important obstacles to food processing MSEs growth and lead to a more competitive sector</p> <p>Key activities include:</p> <ul style="list-style-type: none"> • Facilitating MSEs access to standardized and quality technical services. All firms will go through a 	Construction of offices and common facility infrastructure	<ul style="list-style-type: none"> • Governm ent Land • Commun ity land • Panchay at/town/ municipa lity land

	<p>mandatory initial diagnostic exercise conducted by a TSP to ascertain market viability, ability to absorb technical support and benefit from further project interventions</p> <ul style="list-style-type: none"> • enhance firm/cluster performance and competitiveness, including in terms of organization and skills development (technical and financial), adoption of resource efficient production technology (spurring energy savings and reduction of waste); upgradation of production equipment; introduction of IT systems; management capacity building and quality improvements • facilitate access to finance for individual MSEs and MSE clusters by establishing a Dedicated Financial Facility (DFF) for short and long-term investment • Enhancing food safety standards of unorganized food processing MSEs upgrading of food safety testing infrastructure and developing strategy at the state-level to communicate improved food safety outcomes to markets 		
Project management, monitoring and evaluation, and knowledge sharing	<p>No Requirement of land</p> <p>This component will strengthen capacities of MOFPI and State Nodal Agencies for Project management and monitoring and evaluation (M&E) through the provision of appropriate staffing, goods, consultant services, training, and financing of incremental operating costs</p>	NA	NA

As described in the above table land requirement will only be triggered because of activities of component 2 and 3. Also land will be required for construction activities mostly for offices of nodal agencies and technical support providers (TSPs) or for development of food testing labs and common facility center like warehouses, market places etc.

The facilities shall be developed either on government land, panchayat/town committee/municipality land, along existing Right of Way (RoW) (in case of road connectivity) or the lands donated by the community for developing facilities for the project beneficiaries.

Mechanisms for land acquisition

The World Bank's Policy, 4.12 Involuntary Resettlement, will guide the social safeguards (land acquisition and involuntary resettlement) planning and compliance during implementation of sub-projects. In the event that a sub-project requires acquisition of land or asset, necessary measure should be taken to ensure that the affected persons are:

- Informed about their options and rights pertaining to resettlement;
- Consulted on, offered choices among, and provided with technically and economically feasible resettlement alternatives;
- Provided prompt and effective compensation at full replacement cost for losses of assets attributable directly to the project.

If the impacts include physical relocation, the resettlement plan or resettlement policy framework includes measures to ensure that the displaced persons are

- Provided assistance (such as moving allowances) during relocation; and
- Provided with residential housing, or housing sites, or, as required, agricultural sites for which a combination of productive potential, locational advantages, and other factors is at least equivalent to the advantages of the old site.

Where necessary to achieve the objectives of the policy, the resettlement plan or resettlement policy framework also include measures to ensure that displaced persons are

- Offered support after displacement, for a transition period, based on a reasonable estimate of the time likely to be needed to restore their livelihood and standards of living and
- Provided with development assistance in addition to compensation measures such as land preparation, credit facilities, training, or job opportunities.

Depending on extent of land requirement for sub-project, the nature of land acquisition process could be through following three processes:

- Involuntary land acquisition
- Acquisition through negotiation
- Voluntary land donation

The details of the processes to be followed under all three possible mechanisms are listed in the following sub sections.

Involuntary Land Acquisition

Where a sub-project involves land acquisition (more than 10% of individual asset) against compensation or loss of livelihood or shelter, it should not be approved until a satisfactory Resettlement Action Plan (RAP) is prepared and shared with the affected persons and local community; and works should not start until the compensation and assistance is made available in accordance with the framework.

RAP is prepared for (a) projects involving acquisition of private land or permanent loss of private assets and livelihood, (b) if the project involves physical displacement of more than 200 PAPs and (c) projects which requires resettlement sites.

The resettlement plans should be prepared based on the principles of World Bank Operational Policy (OP) 4.12 Involuntary Resettlement as well as the Government of India's National and State Land Acquisition laws.

The resettlement and rehabilitation (R&R) benefits should be extended to all the Project Affected Families (PAF). Compensation amounts should be based on the principle of replacement value. The exact value of compensation and replacement cost will be different for each sub-project activity at different project locations and should be based on an economic and social survey of the area of the activity and of affected persons.

The Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013 (TRFCTLARR, 2013) is the governing act for land acquisition in India. The Act is applicable when:

1. Government acquires land for its own use, hold and control, including land for Public sector undertakings.
2. Government acquires land with the ultimate purpose to transfer it for the use of private companies for stated public purpose
3. Government acquires land for immediate and declared use by private companies for public purpose.

The act will govern entitlement of compensation, R & R assistance and benefits for the displaced families due to land acquisition with special provisions for ST and SC communities.

Acquisition of Land through Negotiations

The land acquisition through negotiation i.e. 'willing to buy-willing to sell' is always the preferred process for land acquisition. However, certain checks and balances needs to be maintained while following the process.

The acquisition of land through negotiations should be based on the following criteria

- Preparation of Land Acquisition Plan (LAP) for the Project: The project layout should be superimposed on cadastral map to identify the affected plots and its corresponding area. The details of other assets should also be identified during this process
- The LAP should be officially verified and ownership details of affected land parcels should be identified by land survey - land revenue department
- The land acquisition through negotiation should be done in transparent manner and without any pressure/threat on asset owner. The documents pertaining to transfer of land, consents from owners should be properly documented and published in public domain
- The land owners should be consulted by the state nodal agencies to explain the project proposal and acquisition of land through direct negotiation process
- The value of land and other assets should be decided through negotiation between the land owner and the revenue department, with the negotiation process adequately documented. The value of land and assets should be at least as per the prevailing market price
- Additional mechanisms must be adopted to avoid any significant discrepancy in the valuation/pricing of land and other assets

Voluntary Land Donation

The project will comply with the practical safeguard measures to reduce impact to people due to the loss of land, damage of residential and other structures, livelihood and minor assets to as minimum level as possible by (i) avoiding loss or acquisition of land, damages or loss of structures and livelihoods as far as possible by seeking alternative options, and (ii) extending repair and restoration assistance and cash assistance to the affected families as per Entitlement Matrix provisions.

The voluntary land donation must follow the following criteria:

The land donation should be voluntary, legally recorded market transactions in which the seller is given an opportunity to retain the land and to refuse to sell it, and is fully informed about available choices and their implications – i.e. not involving expropriation. In instances of the voluntary land transactions resulting in physical displacement or loss of livelihood, other than the seller, who occupy, use or claim rights to the land in question, the resettlement policies as defined in the SMF should be applied¹.

Subject to prior World Bank approval, voluntary land donation can be a mode of land acquisition providing the Borrower demonstrates that:

- Impacts on individual households should be marginal limiting up to 10% of the productive assets and the remaining assets are economically viable to ensure livelihood or shelter; the amount of land being donated is minor and will not reduce the donor's remaining land area below that required to maintain the donor's livelihood at current levels
- the donor is expected to benefit directly from the project

¹ This may include situations where a project supports voluntary transactions between communities, governments and investors involving significant areas of land. In such cases, in applying the relevant provisions of this ESS, special care must be taken to ensure: (a) that all tenure rights and claims (including those of customary and informal users) affecting the land in question are systematically and impartially identified; (b) that potentially affected individuals, groups or communities are meaningfully consulted, informed of their rights, and provided reliable information concerning environmental, economic, social and food security impacts of the proposed investment; (c) that community stakeholders are enabled to negotiate fair value and appropriate conditions for the transfer; (d) that appropriate compensation, benefit sharing and grievance redress mechanisms are put in place; (e) that terms and conditions of the transfer are transparent; and (f) mechanisms are put in place for monitoring compliance with those terms and conditions.

- the potential donor or donors have been appropriately informed and consulted about the project and the choices available to them
- The land donation is done in transparent manner without coercion and shall not affect household's food security;
- potential donors are aware that refusal is an option, and have confirmed in writing their willingness to proceed with the donation;
- Project affected people are fully aware of required procedures and entitlement as well as principle of land donation;
- If the project results into the loss of business of women, compensation shall be provided to the women themselves. If affected women are single women or the heads of their families, their presence is must while distributing compensation
- For community or collective land, donation can only occur with the consent of individuals using or occupying the land. The Borrower will maintain a transparent record of all consultations and agreements reached
- In case the legal owner fails to be present to receive compensation within given time by the project, compensation can be handed over to their spouse or legitimate heirs or to the nearest relatives if they have no immediate heirs such as spouse or children. For this, the compensation receiving person must submit evidences to prove that they are legitimate heirs along with certification describing reason of inability of legal owner to presence themselves for claiming compensation

The land donation process will be adopted as per the procedures laid down as per the R&R Policy of the State. The steps to be followed for land donation process shall be

- Publish the important project information to the community
- Conduct transect walk along with the representatives from the community, revenue department, forest department, to identify the locations requiring additional land, land owners, assets likely to be impacted
- Conduct consultation with the affected households and explain the land donation procedure
- Ensure that commencement of civil works in the donated land starts only after the legal formalities are done and registration is complete
- Maintain records on land donation including the agreement with donors
- Ensure no coercion to elicit land donation and the external monitoring agency will be responsible to verify and ensure that there is no force donation

Additional Mechanisms Lease/Rent of land Parcels

In case, there is a requirement of land/property/building to be taken on lease/rental basis, a rental deed shall be executed on a stamp paper between land owner and concerned stakeholder.

Government land

The procedure for inter departmental transfer of land should be followed through the concerned departments. The land alienation proposal will be initiated by the Deputy Commissioner based on the land requisition. A certificate from the circle officer of the concerned revenue circle with details of the land (patta no., dag no etc.) should be obtained along with the proposal for all the sub-projects submitted under IFPVAPP. A due diligence exercise shall be carried out to ascertain presence of any squatter or encroacher in the required land area for each sub-project site

The process of obtaining government land shall be as follows:

- Screening of the land ownership status: The PIU shall undertake a screening exercise to confirm the land ownership and utilisation status (refer screening checklist for land utilisation)

- Certification of Land ownership documents from the office of the respective divisional Sub-registrar of lands and Map of the land
- Confirmation of encumbrance free status of the land as part of the check list
- In case of involuntary displacement due to the project, the census survey of affected households shall be carried out
- In case of any involuntary resettlement due to the proposed project, assistance shall be provided as per the entitlement matrix

5.4. Preparation of Resettlement Action Plan (RAP)

The RPF has been developed by adopting two principles: to avoid/ minimize land acquisition and involuntary resettlement. Firstly, in all cases structural alternatives will be explored to select the area for construction activities to avoid construction on private land or alongside populated areas.

Land acquisition and resettlement requirement under the project is expected to be of limited nature as the civil works shall either be limited to few activities and restricted within existing government land of the nodal department/agencies minimizing the distress to poor households

However an inclusive Resettlement Policy Framework has been drafted to accommodate any possible losses or damages because of project activities. The resettlement plans is prepared based on the principles of national laws and World Bank Operational Policy (OP) 4.12 i.e. Involuntary Resettlement.

5.5. Entitlement policy Matrix

The Entitlement Policy Matrix is prepared with a view to provide assistance and support to those who need some support and assistance even though the land donations are voluntary.

Table 121: Definition of key terms used in Entitlement Policy Matrix

S. No.	Affected Area	Definition
1	Affected Area	Such area as may be notified by the appropriate Government for the purposes of land acquisition
2	Agricultural Land	Land used for the purpose of: (i) agriculture or horticulture; (ii) dairy farming, poultry farming, pisciculture, sericulture, seed farming breeding of livestock or nursery growing medicinal herbs; (iii) raising of crops, trees, grass or garden produce; and (iv) land used for the grazing of cattle;
3	Building	Means a house, out house or other roofed structure whether masonry, brick, wood, mud, metal or any other material whatsoever but does not include a tent or other portable and temporary shelter;
4	Corridor of impact (Col)	Refers to the minimum land width required for construction and laying of pipes including embankments, facilities and features such as approach roads, drains, utility ducts and lines, fences, green belts, safety zone, working spaces etc. Additional land width would be acquired/purchased or taken on temporary lease if the Corridor of Impact extends beyond the available Right of Way;
5	Encroacher	A person who has extended their building, agricultural lands, business premises or work places into public/government land without authority;
	Income	Income of the PAP shall mean the amount prior to the cut-off date from all occupations taken together calculated by an objective assessment;

	Land	"Land" includes benefits to arise out of land, and things attached to the earth or permanently fastened to anything attached to the earth
	Project Affected Family	It includes- a) A family whose land or other immovable property has been acquired; b) A family which does not own any land but a member or members of such family may be agricultural laborers, tenants including any form of tenancy or holding of usufruct right, share-croppers or artisans or who may be working in the affected area for three years prior to the acquisition of the land, whose primary source of livelihood stand affected by the acquisition of land; c) The Indigenous people and other traditional forest dwellers who have lost any of their forest rights recognized under the operational plan of community forest d) Family whose primary source of livelihood for three years prior to the acquisition of the land is dependent on forests or water bodies and includes gatherers of forest produce, hunters, fisher folk and boatmen and such livelihood is affected due to acquisition of land; e) A member of the family who has been assigned land by the State Government or the Central Government under any of its schemes and such land is under acquisition; f) A family residing on any land in the urban areas for preceding three years or more prior to the acquisition of the land or whose primary source of livelihood for three years prior to the acquisition of the land is affected by the acquisition of such land;
9	Project Affected Person (PAP)	Any person affected either directly or indirectly by the project and/or project related activity, irrespective of the legal ownership status and would include: a. Title holders, b. Encroachers, c. Squatters, d. Tenants, Leaseholders, Sharecroppers, e. Employees, Landless labourers,
10	Project Affected Household (PAH)	A social unit consisting of a family and/or non-family members living together, and is affected by the project negatively and/or positively;
11	Replacement Cost	A replacement cost/value of any land or other asset is the cost/value equivalent to or sufficient to replace/purchase the same land or other asset and other applicable taxes to be incurred by the affected person.
12	Shop	Means any premises where any trade or business is carried on and where services are rendered to customers;
13	Squatter	A person who has settled on public/government land, land belonging to institutions, trust, etc., and or someone else's land illegally for residential, business and or other purposes and/or has been occupying land and building/asset without authority;

14	Temporary Impact	Impact expected during implementation of the project in the form of earth spoil, tremors and vibrations, etc. affecting land and structure
15	Tenant	A person who holds/occupies land-/structure of another person and (but for a special contract) would be liable to pay rent for that land/structure. This arrangement includes the predecessor and successor-in-interest of the tenant but does not include mortgage of the rights of a landowner or a person to whom holding has been transferred; or an estate/holding has been let in farm for the recovery of an arrear of land revenue; or of a sum recoverable as such an arrear or a person who takes from Government a lease of unoccupied land for the purpose of subletting it.
16	Vulnerable Households	Vulnerable PAPs: Vulnerable PAPs are those defined in VCDF
17	Cut-off date	In the cases of land acquisition affecting legal titleholders, the cut-off date would be the date of issuing the preliminary notice under the TRFCTLARR, 2013. In cases where people lack title, the cutoff-date shall be the date of start of the Census survey undertaken by the project authority

Entitlement for Project Affected Persons (PAPs)

The entitlement for different categories of impacts is explained in the following entitlement matrix. The entitlement matrix presents the entitlements for different impact categories in the following order:

1. Impact to title holders which covers
 - a. Loss of Land
 - b. Loss of Residential Structures
 - c. Loss of commercial structures
2. Impact to tenants and leaseholders
 - a. residential
 - b. commercial
3. Impacts to non-title holders
 - a. Loss of residential structures
 - b. Loss of commercial structures
 - c. Loss to encroachers
4. Loss of Livelihoods (Permanent loss and Temporary disruption to income) to all affected PAPs
5. Additional benefits and assistance to Vulnerable Households
6. Impacts to Community Assets
7. Loss of access to residences/place of business
8. Impacts to trees, plants and standing crops
9. Unidentified impacts

The exact value of compensation and replacement cost will be different for each sub-project activity at different project locations and should be based on an economic and social survey of the area of

the activity and of affected persons. An indicative entitlement matrix for IFPVAPP project is described in table below.

Table 122: Indicative entitlement matrix for IFPVAPP project

Type of Loss	Entitlement Unit	Description of Entitlement	Implementation procedures
Agricultural, Residential, Commercial, Pasture and Forestry Land			
Loss of Private Land under any form of tenure	Titleholder	<ul style="list-style-type: none"> • Provide compensation at full replacement cost, or • Provide full title to land of equal area and productivity acceptable to owner in the vicinity. • If land is not available elsewhere, then provide cash compensation at full replacement cost based on current market rate. • In case of vulnerable groups preference should be to replace land for land • Resettlement assistance in lieu of compensation for land occupied (land, other assets, employment) at least restore their livelihoods and standards of living to pre-displacement levels. • In the case of farmland, the AP will be entitled for the cultivation disruption allowance equal to one-year production. • If remaining land becomes unusable as a result of land acquisition, land owner will have an option to relinquish unusable remaining portion of land and receive similar benefits to those losing all their land parcel(s). 	<ul style="list-style-type: none"> • A List of available public land in each district is required. • A list of affected and entitled persons and the area of land loss is required. • Notice to vacate the land should be served at least a month ago to acquisition date. • To ensure fair compensation, determination of rates will be established not more than one year prior to property acquisition. • Land registration in the name of both land owner and spouse (in case of land for land compensation) • In case of cash compensation, deposited into a joint account in the name of both land owner and spouse.
Loss of Tenancy Land	Landowners Tenants	<ul style="list-style-type: none"> • Both the landlord & the tenant will be entitled for 50 percent of land compensation amount each (As per Tenancy Act India, 2017). • Non-registered tenant/renter/lease holder does not qualify for compensation for land losses; however they will be entitled to compensation for crops. Any upfront cost for the tenancy agreement will be reimbursed. 	<ul style="list-style-type: none"> • Where a renter/leaseholder has a share cropping arrangement, the compensation payable should be apportioned according to the arrangement. • An advance prior notice will be provided to landlord and tenant

Type of Loss	Entitlement Unit	Description of Entitlement	Implementation procedures
Temporary Loss of Private Land	Titleholder Tenants and landlord (As both are the owner of equal (i.e. 50 %) share, hence treated as private land holder.	<ul style="list-style-type: none"> • Compensation for crop, land productivity and other property losses for the duration of temporary occupation. • Compensation for other disturbances & damages caused to property. • Project and the nodal agencies to ensure that persons other than the owner affected as a result of temporary acquisition are compensated for the temporary period. • Land should be returned to the owner at the end of temporary acquisition period, restored to its original condition or improved as agreed with owner. 	<ul style="list-style-type: none"> • Advance notice for crop harvesting • The owner/entitled party will sign a temporary occupation contract specifying: <ol style="list-style-type: none"> 1. Period of occupancy, 2. The terms and conditions for calculation of production losses, 3. The frequency of compensation payment, and 4. Annual inflation adjustment 5. Land protection and rehabilitation measures. • Advance notice to vacate the land before civil works start • Compensation for any losses crops/structures,
Trees and Crops			
Loss of Trees & Crops (Perennial/ Non-perennial)	Owner of affected trees, fruits and crops	<ul style="list-style-type: none"> • Advance notice to harvest crops • Net value of existing crops where harvesting is not possible. • The crops, which live, in short time will be paid in accordance with one-year output value. The crops which have lived for several years will be compensated at market value on the basis of loss of future production, based on 5 years annual net production for fruit & fodder trees & 3 years annual net production for timber/ fuel wood trees & other perennial crops 	<ul style="list-style-type: none"> • Inventory of the tree and plant species list • List of owner, non-perennial crops and the area (if applicable) of cultivation should be prepared • The APs will get notice 2 months in advance regarding crop harvesting. Crops grown after the issue of the notice will not be compensated. • The work schedule has to be adjusted considering the crop seasons for avoiding crop damage. • Crop/trees/bamboo market values will be determined in consultation with District agriculture and forestry office. • Where a tenant/renter/lessee & landowner have a share cropping arrangement, the

Type of Loss	Entitlement Unit	Description of Entitlement	Implementation procedures
			<p>compensation payable should be apportioned according to the arrangement.</p> <ul style="list-style-type: none"> • Materials may be salvaged with no deduction from compensation
Structures and Other basic facilities			
Loss of Privately owned structures (residential, commercial and other structure)	Titleholder /non-titleholder	<ul style="list-style-type: none"> • Compensation for full or partial loss of structures at full replacement cost of materials and labor according to structure type, with no deduction for depreciation. • Resettlement assistance (rental, dislocation and transportation allowances) for residential and commercial structures. • Households losing residential structures entitled to receive additional training or benefits for the households losing more than 10% of their land. 	<ul style="list-style-type: none"> • Replacement cost at market value of structures will be determined by the nodal agencies in consultation with the state revenue department and compensation prices will be finalized with participation of AP representatives. • Other structures include: toilet, sheds, walls, fences, water mills, workshop etc. • Materials may be salvaged with no deduction from compensation. • Notice to vacate at least a month prior to acquisition. • Renter/ lessee holder will not be entitled for compensation of structures. However if the structures are made by them, they will be entitled to compensation or will be according to the lessee agreement
Community and Cultural Assets/ Facilities			
Loss of land and structures	Local community user's group	<ul style="list-style-type: none"> • Restoration of affected structures by the project leaving such facilities in a better condition than they were before; or cash compensation at full replacement cost. • Restoration of access to community resources. • The land revenue office in the district and concerned nodal agencies will be requested to assist communities for land replacement identifying the area nearby. 	<ul style="list-style-type: none"> • The land revenue office in the district and nodal agencies will be requested to assist communities for land replacement identifying the area nearby.

Type of Loss	Entitlement Unit	Description of Entitlement	Implementation procedures
Loss of community forests and other natural resources due to construction	Community Forest group/Other Concerned Groups	<ul style="list-style-type: none"> Mitigation measures should be initiated to control erosion caused by tree cutting, and to stabilize and rehabilitate the slopes with suitable bioengineering works and vegetation. Community forestland lost due to construction activities should be replaced and reforested. Advance notice to harvest resources from affected community forest areas. Compensation for trees to the community. 	<ul style="list-style-type: none"> List of plant and tree species lost and an assessment for maintaining that kind of vegetation. Compensation for trees calculated on the basis of type, age, and productive value of affected trees in consultation with concerned forest office and the community. To minimize damage, the concerned forest office will be requested for necessary action.
Rehabilitation Assistance			
Displacement of household	Titleholders Tenants	<ul style="list-style-type: none"> Housing displacement allowance for loss of own residential accommodation House rent allowance Transportation allowance 	<ul style="list-style-type: none"> Displaced households will receive a house rent allowance for 6 months Allowances will be paid at the time of serving the notice to vacate.
Loss of income	AP from Vulnerable groups	<ul style="list-style-type: none"> One time financial assistance in case of loss; or Skill training and income generation support Preferential access to project construction employment opportunities Priority should be given to vulnerable group and affected households for skilled/unskilled employment. 	Vulnerable groups as defined in the VCDF
Damages caused during Construction – temporary losses			
Any kind of private and public properties	All categories of entitled persons	<ul style="list-style-type: none"> Extreme care should be taken by nodal agencies to avoid damaging public and private property unnecessarily. Where damages do occur to public or private property 	

Type of Loss	Entitlement Unit	Description of Entitlement	Implementation procedures
		<p>as a result of construction works, the affected parties shall be compensated immediately for damages to crops and trees, damaged land, structure and infrastructure shall be restored immediately to their former conditions.</p> <ul style="list-style-type: none"> • Compensation at market price for the loss of income, damaged crops, trees etc. 	

5.6. Monitoring of RAP

Regular monitoring of land requirement and adverse impact on social or involuntary resettlement will be undertaken by the independent M& E agency hired for IFPVAPP. A half yearly M & E Report shall be submitted to the World Bank. Project Implementing Agencies will take corrective actions, if necessary, based on the findings of the external monitoring reports.

5.7. Stakeholder Consultation and Grievance Redress

Consultations as part of the implementation stage would be direct interactions of the nodal agencies with the Project Affected Persons (PAPs). These would comprise of consultations towards relocation of the PAPs, relocation of cultural properties and towards addressing the impacts on common property resources (CPRs) such as places of religious importance, community buildings, trees, etc. With the implementation of the R&R provisions in progress, consultations and information dissemination is to be undertaken to let the affected persons informed of the progress. Implementation stage also involves redress of grievances in case of R&R aspects as well as relocation of common property resources through the grievance redress mechanisms as discussed in detail in Chapter 11 of SMF.

6. Gender Action Plan

6.1. Introduction and Objective

Accounting for nearly 32% of the country's total food market, the food processing industry is one of the largest industries in India and is ranked fifth in terms of production, consumption, and expected growth². The Confederation of Indian Industry (CII) estimates that the sector has the potential to generate employment worth 9 million person days in the coming 10 years³. Currently, the industry is highly fragmented with a large conglomeration of unorganized sector players delivering various components of the food processing value chain. The sector constitutes 13.72% of employment in unregistered manufacturing sector⁴. About 42% of the output comes from the unorganized sector, 25% from the organized sector and the rest from small players⁵. Though the unorganized segment varies across categories, approximately 75% of the market is still in this segment⁶. This is furthered by limited participation of women in the sector, which is specifically skewed towards micro-sized firms. There is immense potential for women to emerge as micro entrepreneurs and raise overall female participation in the work force in the sector⁷.

The gender assessment outlines the policy and regulatory environment for the food processing sector, the profile of the sector using a gender lens, an assessment of the gender gaps identified through primary assessment, and barriers to gender equality in the sector. The abovementioned areas have been culminated to prepare a gender action plan.

6.2. Policy and Regulatory Framework

The Government of India has formulated and implemented several Plan schemes to provide financial assistance for establishing and modernizing food processing units, creation of infrastructure, support for research and development and human resource development in addition to other promotional measures to encourage growth of the sector. These are supplemented by cross converging schemes, policies and acts of the Government focusing on skill enhancement, gender equality, labour force participation, improvement in employment and entrepreneurship, organizational behavior, agriculture, and health.

Acts including The Right to Information Act, 2005, The Child Labour (Prohibition & Regulation) Act, 1986, The Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act (RFCTLARR), 2013, The Minimum Wages Act, 1948, The Payment of Wages Act, 1936, The Payment of Gratuity Act, 1972, The Workmen's Compensation Act, 1923 remain silent on any special provisions for women. These Acts and provisions are directly or indirectly applicable to the workers in the unorganized sector also.

Below is a list of acts, rules, regulations, and schemes that make special provisions for women specifically with respect to wages, work place benefits, equal opportunities, and employability in the food processing sector:

Wages:

Below is a summary of applicable Acts for wages in the food processing sector, specifically focusing on women in the unorganized sector:

1. The Equal Remuneration Act, 1979 seeks to provide for the payment of equal remuneration to men and women workers and for the prevention of discrimination, on the ground of sex, against women in the matter of employment and for matters connected therewith or incidental thereto⁸. The act in conjunction with Minimum Wages Act, is applicable towards ensuring that all workers are entitled to a fair and equal compensation regardless of their gender.

2. The ESI (Employee state insurance) Act, 1948 provides financial relief in cases of sickness, maternity, disablement and medical benefits to employees of factories and establishments, and their

² Retrieved from <http://www.gpcenvvis.nic.in/Thesis/Food-Processing-Sector-in-India.pdf>

³ Ibid.

⁴ Retrieved from <http://www.makeinindia.com/sector/food-processing>

⁵ Retrieved from <http://www.nirdprojms.in/index.php/jrd/article/download/93334/69159>

⁶ Ibid.

⁷ Ibid.

⁸ Retrieved from https://labour.gov.in/sites/default/files/equal_remuneration_act_1976_o.pdf

dependents⁹. The act is also applicable to non-seasonal factories using power and employing 10 or more employees, and non- power using factories and certain other establishments employing 20 or more employees¹⁰. Specifically for women, under Section 46, the Act provides for periodical payments to an insured woman in case of confinement or miscarriage or related sickness. Workers covered by the Act can claim maternity benefit upto 70 percent of their salary. Further, under Section 70 of the Act, employers are prohibited from dismissing, discharging, or otherwise punish an employee, during the period when the employee is in receipt of maternity benefit. As the Act extends itself to a non-seasonal factory establishment employing 10 or more employees, it may extend itself to an unorganized establishment, provided it fulfills the criteria.

Work place benefits:

Below is a summary of applicable Acts focusing on work place benefits. The analysis draws out key benefits specific to women working in the unorganized sector:

1. The Maternity Benefit Act, 1961 regulates the employment of women in certain establishments for certain periods before and after child-birth and provides maternity benefits.

2. The Unorganized Workers' Social Security Act, 2008¹¹ recognizes conjunction with Acts including (but not limited to): The Workmen's Compensation Act, 1923, The Employees State Insurance Act, 1948, The Maternity Benefit Act, 1961, The Employees Provident Funds and Miscellaneous Provisions Act, 1952, and The Payment of Gratuity Act, 1972. The Act also recognizes the following schemes for the unorganized workers including (but not limited to): Indira Gandhi National Old Age Pension Scheme, National Family Benefit Scheme, Janani Suraksha Yojana, Janshree Bima Yojana, Aam Admi Bima Yojana, and Rashtriya Swasthya Bima Yojana.

3. The Contract Labour (Regulation And Abolition) Act, 1970 provisions for separate latrines and urinals for women and men (Rule 53), and separate washing facilities (Section 57).

4. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 extends itself to both the unorganized and organized sector. The Act has defined "sexual harassment" (Sec. 2n) to include any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely: (i) physical contact and advances; (ii) a demand or request for sexual favors; (iii) making sexually colored remarks; (iv) showing pornography; or (v) any other unwelcome physical, verbal or non-verbal conduct of sexual nature¹². Further, the following may also amount to sexual harassment: (i) implied or explicit promise of preferential treatment; (ii) implied or explicit threat of detrimental treatment; (iii) implied or explicit threat about present or future employment status; (iv) interference with work or creating an intimidating or offensive or hostile work environment; or (v) humiliating treatment likely to affect health or safety¹³.

Equal opportunities:

Increase of women participation in workforce can give further boost to our economy and Skill India mission is committed to facilitate this through equipping our women with market relevant skills and lead them to a path of self-sufficiency through entrepreneurship.

The National Skill Development and Policy focuses on inclusive skill development with the objective of increased women participation for better economic productivity. To achieve this, emphasis has been laid on creating additional infrastructure both for training and apprenticeship for women.

It promotes cross linkages between different government schemes and programmes like Skill India with **Pradhan Mantri MUDRA Yojana**, a scheme which extends institutional finance to small business entities including small manufacturing units, food service units and small industries to name a few. Amongst the four funding support mechanisms available through the scheme, one core mechanism focuses on Women Enterprise programme¹⁴. The programme aims to encourage financing banks / MFIs to consider extending additional facilities, including interest reduction on loans

⁹ Retrieved from <https://www.esic.nic.in/attachments/actfile/a4be21587177569bb213b8254b83148e.pdf>

¹⁰ Ibid.

¹¹ Retrieved from http://www.wiego.org/sites/wiego.org/files/resources/files/law_unorganised-workers-soc-sec-act-2008.pdf

¹² Retrieved from <http://legislative.gov.in/sites/default/files/A2013-14.pdf>

¹³ Ibid.

¹⁴ Retrieved from <https://www.mudra.org.in/offering>s

taken by women entrepreneurs¹⁵. At present, MUDRA extends a reduction of 25bps in its interest rates to MFIs / NBFCs, who are providing loans to women entrepreneurs.

The scheme also specifically targets women entrepreneurs through the **Women Enterprise Programme (Mahila Uddyami Yojana)** – This scheme is an important part of MUDRA Yojana targeted specifically at women entrepreneurs. It is designed to encourage individual women entrepreneurs, women's Joint Liability Groups and Self Help Groups to set up various micro enterprises. Special concessions may be afforded in such cases for example reduction in interest rates of up to 0.25% on loans granted.

In addition, schemes like **Pradhan Mantri Kaushal Vikas Yojana** strive to promote increased participation of women in the workforce through appropriate skilling and gender mainstreaming of skills. Close to 50% of the candidates enrolled and trained under PMKVY are women; out of the total 56 lakh candidates who have benefited from the scheme¹⁶.

Programs under the Skill India Mission are designed to not only train women in relevant skills that are sought by employers, they are also sensitive to their needs by providing safe transport, flexible schedules and childcare support.

Benefits and employability in the food processing sector

The Ministry of Food Processing Industries (MOFPI) is largely responsible for providing fervor to the sector. The Ministry is responsible for implementing the recently launched central scheme - **Pradhan Mantri Kisan SAMPADA Yojana**. The PM Kisan SAMPADA Yojana is a comprehensive package which will result in creation of modern infrastructure with efficient supply chain management from farm gate to retail outlet. The scheme will not only provide a big boost to the growth of food processing sector in the country but also help in providing better returns to farmers and is a big step towards doubling of farmers income, creating huge employment opportunities especially in the rural areas, reducing wastage of agricultural produce, increasing the processing level and enhancing the export of the processed foods.

The scheme is being implemented in conjunction with various allied sectors and actions. A critical component of the scheme aims to provide skill development to address the skill gap in the food processing sector, which is being managed by MOFPI. The Ministry is collaborating with the Food Industry Capacity and Skill Initiative (FICSI), the sector Skill Council (SSC) in food processing, for the validation of the Qualification Packs (QPs) for identified job roles and developing course curriculum for food processing sector through the National Institute of Food Technology Entrepreneurship and Management (NIFTEM).

However, the Pradhan Mantri Kisan SAMPADA Yojana, makes no specific reference to women entrepreneurs or any specific benefits for them.

However, there are state specific schemes and acts that are supporting in promotion of female entrepreneurs in the unorganized sector and/or food processing sector. Some of the schemes include:

1. The Maharashtra Industrial Draft Policy: The policy discusses the launch of a new employment-generation programme (Chief Minister Employment Generation Program / CMEGP)¹⁷. The scheme covers both manufacturing and service sector units. To promote women workforce participation, the State Government will provide budgetary support through scheme expenditure & if necessary in proportion of beneficiaries from Special Component Plan (SCP) & Tribal Sub Plan (TSP) & Women & Child Development Department.

2. The Andhra Pradesh Industrial Development Policy (IDP) 2015-2020, allows fiscal benefits covering the categories of (a) Micro, Small & Medium Enterprises (b) Large Industries (c) Scheduled Caste & Scheduled Tribe Entrepreneurs (d) Backward Class Entrepreneurs (e) Women Entrepreneurs and (f) Mega Projects. Specifically for women entrepreneurs, the benefits includes: (i) 25% investment subsidy on fixed capital investment by women entrepreneurs, with a maximum limit per unit of 30 lakhs, and (ii) Seed capital assistance to First Generation Entrepreneurs @ 15% of the Machinery cost, which will be deducted from the eligible investment subsidy.

¹⁵ Retrieved from <https://www.mudra.org.in/offersings>

¹⁶ Retrieved from https://www.msde.gov.in/assets/images/latest%20news/Press%20release%20-%20Women%20get%20a%20special%20focus%20under%20Skill%20India%20Mission_Final.pdf

¹⁷ Retrieved from <https://www.aipma.net/Industry-Update/Maharashtra%20Industrial%20Policy%20Draft%20Modified%20on%2002.03.2019.pdf>

3. The Punjab Startup and Entrepreneurship Development Policy¹⁸ 2017 focuses on promoting women entrepreneurship by providing Interest subsidy @ 5% pa only to SC Entrepreneur/ Women subject to maximum of Rs. 10 lakh per year for 3 Entrepreneur years. The Policy also states that the State government will work with the Banks within Standup India and MUDRA framework to promote Women Entrepreneurs, SC Entrepreneurs and Micro Units. The State will also connect with National SC-ST Hub for better implementation of various GOI initiatives in the State.

4. The Industrial Investment and Employment Promotion Policy of Uttar Pradesh 2017¹⁹ states that Special attention will also be given to skill development of SC/ ST/ Backward class and women entrepreneurs on handicrafts and household business. The policy also discusses improving the flow of capital and credit for MSMEs by providing margin money subsidy on a lower scale together with interest subsidy and the beneficiaries who belong to SC, ST and women categories will have their projects dovetailed with Stand-up India Yojna.

In addition, to promote SC/ ST/ Women and Differently Abled entrepreneurs GoUP intends to promote industrial units with minimum 75% ownership of SC/ ST/Women/ Differently abled entrepreneurs by providing additional benefits on the following incentives provided under the policy – (i) 20% exemption from stamp duty with the maximum limit of 100%; (ii) 2.5% reimbursement in Capital interest with the maximum limit of 7.5%; (iii) 2.5% reimbursement on Infrastructure interest subsidy with the maximum limit of 7.5%; and (iv) 10% EPF reimbursement with the maximum limit of 70%.

6.3. Gender Profile

Demographic profile

As per Census 2011, the population of India is more than 121 Crore with 48.5% females, 949 female to 1000 males in rural India against 929 females to 1000 males in urban India. Amongst project states UP constitutes highest population density nearly 16.5% (19 Cr) whereas Punjab accounts only for 2.3% (2.7 Cr). In UP, Moradabad is one of the most populous project district with population of 47.72 lakh and Mohaba the least populous, with a population of 8.75 lakh. Similarly, in Punjab, Ludhiana is most populous 34.98 lakh and Moga 9.95 lakh has the lowest population.

Both Punjab and Uttar Pradesh's gender composition is less than country average while the composition is similar among states. But Uttar Pradesh as a state has agrarian economy and hence most people reside in rural areas especially in aspirational districts where 90% people live in the rural areas. The gender composition of Andhra Pradesh is similar to that of the national average. The urban and rural population profile is also similar to that of the national average. Prakasam, the shortlisted project district and Vizianagram, the shortlisted aspirational district, are agrarian cities with a rural population of 80.44% and 79.06% respectively, much higher than the national average. This can help understand the social behavior of unit workers and customers. The units have a similar gender composition to the national average. Maharashtra has a higher urban population of 46.75%, much higher than the national average due to certain districts like Mumbai and Pune. The gender composition is similar to the national profile.

Table 123: Table summarizing demographic profile of the 4 project states in comparison with state and country

S.No	Indicators	India	Punjab	Uttar Pradesh	Andhra Pradesh	Maharashtra	Project Districts in Punjab	Project Districts in Uttar Pradesh	Overall Project Districts in AP	Overall Project Districts in Maharashtra
1	Total Population (in Cr)	121.01	2.7	19.98	8.4	11.24 Cr	2.31	17.56	3.9	10.67

¹⁸ Retrieved from http://investpunjab.gov.in/Content/documents/Notifications/startup_policy.pdf

¹⁹ Retrieved from http://udyogbandhu.com/pdf/Draft_Industrial_Investment_Employment_Promotion_Policy_UP_2017.pdf

2	Average HH size	4.9	5.03	5.97	4.023	4.6	5.03	5.95	3.88	4.59
3	% of males population	51.47	52.77	52.29	52.77	51.83	52.77	52	50.13	51.86
4	% of females population	48.53	47.23	47.71	47.23	48.17	47.23	48	49.87	48.14
5	Urban Population (%)	31	37.48	22.27	49.68	46.75	7.01	20.5	27.85	46.75
6	Rural Population (%)	69	62.52	77.73	50.11	54.78	66.03	68.2	72.15	53.25

Social profile

The Sex Ratio is least for the Girl Child (0-19 Years) but 1033 females over 1000 males in the age group of 60+ indicating a threat of less economic activity by a sizable population²⁰. The economically active age group (15-59) has 944 females to 1000 males²¹. The considerably low sex ratio reflects itself in limited participation of women in workforce in organized sector.

As per 2011 census, literacy rate in India has been reported as 72.98% with a 13% increase to that in 2001, whereas the hike is maximum for rural women at 20% in the last decade, which may be attributed to literacy mission of Government of India. The female literacy rate according to the 2011 census is 64.63% whereas the male literacy rate is over 80%. As per NSS 71st Round, in rural India, the primary reason for dropping/discontinuance of education in the age group 5-29 years for male was engagement in economic activity, while for females the primary reason for dropping out was engaged in domestic activity.

The average sex ratio is 890 in Punjab, which is very low as compared to the national average. The literacy rate among the female population is better than national average which shows state's effort in girl education. The same trend is visible in male literacy rates. In Uttar Pradesh, sex ratio is 910 and lower than national average, but compared to Punjab it has better ratio. The state has a low literacy rate (48.42%) among its female population compared to the national data for the same. Literacy rate amongst male population is comparatively better at 65.31%. This reflects that females in the state are not given enough equal opportunities to pursue education. The sex ratio in Andhra Pradesh at 0.993 is comparable to the national average with the sex ratio in aspirational districts being more than 1. The literacy rate at 67.02% is much higher than the national average with both male and female literacy rate above the national average. The SC/ST population break-up is similar to that of the national profile. The sex ratio in Maharashtra at 0.929 is lower than the national average of 0.94. The literacy rate at 72.75% is higher than the national average of 63.06%. The literacy rate among male and female is also higher. The project districts show a higher literacy rate than aspirational districts due to the better developed districts like Pune and Mumbai.

²⁰ Retrieved from http://www.mospi.gov.in/sites/default/files/publication_reports/Women%20and%20Men%20%20in%20India%202018.pdf

²¹ Ibid.

Table 124: Social profile of the states covered under the project

S.No	Indicators	India	Punjab	Uttar Pradesh	Andhra Pradesh	Maharashtra	Overall Project Districts in Punjab	Overall Project Districts in Uttar Pradesh	Overall Project Districts in Andhra Pradesh	Overall Project Districts in Maharashtra
1	Sex Ratio	0.940	0.89	0.91	0.993	0.929	0.89	0.91	0.994	0.928
2	Child Sex Ratio	0.919	0.846	0.902	0.939	0.939	0.845	0.889	0.943	0.89
3	Literacy Rate (%)	63.06	67.43	57.25	67.02%	72.57%	66.2	57	60.82%	72.97%
4	Literacy rate among females (%)	55.97	63.12	48.42	59.15%	67.05%	61.8	50	54.68%	67.52%
5	Literacy rate males (%)	69.76	71.29	65.31	74.88%	77.70%	70.2	66	66.93%	78.03%
6	SC population	16.63	31.9	20.7	16.41%	11.81%	31.0	18	18.57%	11.81%
7	ST Population	8.61	0	0.6	7.00%	9.35%	0	0.3	4.27%	8.27%
8	SC Male Population (%)		52.37	52.41	49.81%	50.98%	52.38	52.41	49.87%	50.97%
9	SC Female Population (%)		47.63	47.59	50.19%	49.02%	47.62	47.59	50.13%	49.03%
10	ST Male Population (%)		0	51.23	50.17%	50.57%	0	51.14	50.15%	50.70%
11	ST Female Population (%)		0	48.77	49.83%	49.43%	0	48.86	49.85%	49.30%

Workforce participation

As per Census 2011, the workforce participation rate for females is 25.51% against 53.26% for males. Rural sector has a better female workforce participation rate of 30.02% compared with 53.03% for males whereas for urban sector. As per NSS 68th Round, in rural areas the most of the females and male workers are self-employed at 59.3% and 54.5% respectively. However, in urban areas, the percentage of female self-employed are 42.8% and also the same percentage of females are regular/salaried employees.

The workforce participation in Punjab and project districts is lower than the national level. Gender level data shows that male constitute 81.58% of the working population in the state and similar is the

case in the project districts. Female workers constitute less than 20% of the total work force in the state. The workforce participation in Uttar Pradesh (32.94%) and project districts is very low than the national level (39.8%). Gender level data shows that male constitute 75.74% of the working population in the state and similar is the case in the project districts. However, females constitute less than 25% of the workforce. The workforce participation in Andhra Pradesh is 45.81%, much higher than the national average. Although the male workforce participation at 61.35% is much higher than the female workforce participation at 38.65%, the female workforce participation is higher in the state than the national average. The workforce participation in Maharashtra at 43.99% is higher than the national average. Female workforce participation at 34.01% is much lower than the male workforce participation at 65.99%. Female workforce forms a significant part of the workforce especially in aspirational districts as the male workforce participation is lower than the national average.

Table 125: Summary of workforce participation in the project states

S.No	Indicators	India	Punjab	Uttar Pradesh	Andhra Pradesh	Maharashtra	Overall Project Districts in Punjab	Overall Project Districts in Uttar Pradesh	Overall Project Districts in Andhra Pradesh	Overall Project Districts in Maharashtra
1	Work force Participation (% of total population)	39.8 %	35.67 %	32.94 %	45.81 %	43.99 %	35.7%	33%	46.66 %	43.73%
2	Work force Participation (% of active population)	55.9 %	68.36 %	80.49 %	73.36 %	69.67 %	65.07 %	80.98 %	68.82 %	69.07%
3	Main Workers (more than 6 months) (%)	75.2 %	85.39 %	75.74 %	25.37 %	38.94 %	85.26 %	67.13 %	26.34 %	38.86%
4	Male workers (% of total workforce)	68.9 %	81.58 %	75.74 %	61.35 %	65.99 %	81.83 %	75.11 %	62.94 %	66.45%
5	Male workers (% of active male population)		87.04 %	80.89 %	89.77 %	88.18 %	86.75 %	74.07 %	86.41 %	94.89%
6	Female workers	31.1 %	18.42 %	24.26 %	38.65 %	34.01 %	18.17 %	24.89 %	37.06 %	33.55%

	(%of total workforce)									
7	Female workers (% of active female population)		21.51 %	28.83 %	56.86 %	49.51 %	21.07 %	39.41 %	55.24 %	52.16%
8	Per Capita Income (Rs.)	18301	8423	10637	21372	41331	8348.455	11055.34	20829.05	35094.33
9	Poverty Level	21.92 %	8.46 %	29.43 %	9.2%	17.35 %				

6.4. Gender Assessment

An analysis of the demographic profile of the surveyed food processing units highlights critical subliminal concerns pertaining to women's participation in the sector, concerns for women at work place, and enabling factors for women towards employability in the sector.

Ownership of units by women:

Table 126: Summary of female owners across sectors in the industry across the 4 states

Sectors	Total units covered in UP	Female owner in UP	% of Female owner in UP	Total units covered in Punjab	Female owner in Punjab	% of Female owner in Punjab	Total units covered in Maharashtra	Female owner in Maharashtra	% of Female owner in Maharashtra	Total units covered in AP	Female owner in AP	% of Female owner in AP
Grains & Oil Seeds	16	1	6.25	14	1	7.6	17	5	29	2	0	0
Dairy Products	8	2	25	13	0	0%	4	1	25	1	1	100
Packaged food	12	0	0%	8	1	11.11	21	7	33	24	21	87.5
Fruits & Vegetables	8	2	25	6	0	0	11	2	18	4	3	75
Total	44	9		41	2		53	15	28	31	25	80.64

*Above total excludes SHGs and Community based organizations

Literacy levels amongst women

In Punjab, it was observed that women have very less participation in food processing businesses. Even for processing of fruits and vegetables (where they mostly make pickles and other fruits and vegetables based products) women representation is low with a maximum of 11.11% for packaged foods. Out of the 44 units covered 3 were operated and managed by SHGs, in which 1 SHG has female ownership though the female worker population. In Uttar Pradesh, results showed that, women have very less participation in food processing businesses. Except for processing of fruits and vegetables (where they mostly make pickles and other fruits and vegetables based products) women representation in other food based units are less than 50%. Further, out of the 48 units covered, 4 were SHGs where women from different age group ranging from 22 years to 60 years were members.

Lack of women's ownership stems from the poor literacy levels amongst women in Punjab and Uttar Pradesh. Consequently, women with a basic level of education were seen as more actively participating in various aspects of the value chain of the industry. In both UP and Punjab, low literacy levels amongst females in the state and project areas also supports their limited participation as workforce in the industry. Consequently, as men are more literate, they were seen to take charge of the units. In many cases, it was observed that the unit was registered in the name of a woman but was being operated by a male family member of hers. This highlights, that even though efforts are being made to create an enabling environment for women to emerge as entrepreneurs, there is misuse of the same at ground level.

Case study 1

A unit is located in Rampur tharaiyon village of Fatehpur district, Uttar Pradesh. The district is blessed with fertile land and paddy is one of the major crop produced in the city. Rampur Tharaiyon is one of the most backward village with one of the lowest female literacy rate. Around 47% of population is female but only 19% of them are literate.

The unit processes around 20-30 tons of paddy per day. They get paddy from the farmers and process it into simple rice (Thick rice) which they sell to the government, retaining only 10% for local selling. The unit employs 40-50 workers but most of them are on contract basis and are employed only during milling season and otherwise work at the farm.

On visiting the Mill, a group of women were found sewing the rice sacks in the rice mill. Through interactions with them, it was learnt that the unit employed women workers (8-10) for packing and sewing rice sacks. These women came in groups and sewed rice sacks for the unit. They worked for 8 hours a day and earned about INR 200/day. All the women were locals and illiterate, with an average age group of 40-45 years. On discussion with them it was found that they face difficulty in getting a job because unit owners think that women are slow and cannot work efficiently and effectively. They were involved in bag preparation, which is a task much lower in the value chain of rice milling, as it does not require any skill or literacy. Surprisingly none of them were aware of Self Help Group and denied being approached by any officials to form the group.

As per the MoFPI Nodal agency representative, the village is so backward that they could not find single woman who has completed secondary education. He also indicated the difficulties in forming and operating women's self-help groups. In addition, with regressive social norms, most women did not step out of their premises for work and usually did household chores and only picked up tasks that could be performed within their household premises.

Case study 2

A unit in Uttar Pradesh (UP), registered under a woman, who recently started manufacturing ice cream in a small space at their home in an area of around 500 square metre. Her husband is in Indian army and also helps her wife in running the business.

On discussion it was found that they have taken support from UP state Industrial development corporation to purchase machinery and set up the ice-cream making facility. They received assistance of INR 10 lakh under the scheme. As the scheme promotes women entrepreneurs and have certain reservation for women entrepreneurs so the unit is named under his wife but actually it is operated by her husband and his brother. All the workers in the unit were male and they were working on temporary basis.

The case substantiates the fact that even though the government is trying to promote women entrepreneurship by providing reservations in subsidies and loans to women, misuse of the same

is being done at ground level. All the work including procurement of raw material to ice-cream manufacturing to selling of ice-cream is handled either by the husband or his brother. The wife has a little role of managing books and keeping tab on accounts.

There is high possibility that many of the units in UP under the registration of women are being run like this where women has little or minimal participation. Interventions needs to be applied which can actually promote women entrepreneurship and participation.

Women participation as work force

Unorganized food processing sector gives significant opportunity of both regular as well as irregular employment. In UP, women participation is less than one third in the overall unorganized food processing industry²². Some of the reasons for low employment of women is physically demanding nature of job and mechanized process which makes it difficult for women to participate in workforce. The highest participation of women was witnessed in the fruits and vegetable sector followed by grains and oil seeds, implying that sectors which do not demand strenuous mechanical processes and/or the need for women to work outside their residential premises, are preferred sectors for women participation. More often, women perform tasks much lower in the value chain in such sectors, making their efforts replaceable.

The data for Punjab reflects a minimal engagement of women reported to be less than one tenth in the overall unorganized food processing industry. Some of the reasons for low employment of women is bulky nature of job and mechanical processes augmented by limited capacity and skill amongst women to perform the tasks, which makes it difficult for women to participate in workforce. Further, with low literacy, women find it difficult to cope with matured processes with respect to the volume and use of technology in the value chain. The maximum participation is witnessed in the grains and oil seeds sector where women are mostly employed within their residential spaces and more often provide support towards work which is much below in the value chain.

Table 127: Ratio of male and female participation (regular employee) in unorganized food processing

Sectors	Male (%) in UP	Female (%) in UP	Male (%) in Punjab	Female (%) in Punjab	Male (%) in Maharashtra	Female (%) in Maharashtra	Male (%) in AP	Female (%) in AP
Grains & Oil Seeds	79	21	93	7	46	54	77.78	22.22
Dairy Products	100	0	100	0	40	60	40.00	60.00
Packaged food	91	9	100	0	42	58	64.71	35.29
Fruits & Vegetables	73	27	100	0	44	56	55.56	44.44
Total	78	22	98	2	35	65	65.77	34.23

The reasons for limited participation of women can be augmented with limited availability of basic amenities to the workers like drinking water facilities, toilets, basic medical kits and others in the food processing industry. In UP, only 17% units reported to have separate toilet for females and only 12% have separate eating space. In Punjab, none of the units have a separate toilet for women or a separate eating space. The table below summarizes primary data for the same:

²² Retrieved from http://shodhganga.inflibnet.ac.in/bitstream/10603/30220/8/o8_chapter%202.pdf

Table 128: Table summarizing basic amenities to the women workers across 4 states

Sectors	Separate Toilet for female(s) in UP (%)	Eating space access in UP (%)	Drinking water availability in UP (%)	Separate Toilet for female(s) in Punjab (%)	Eating space access in Punjab (%)	Drinking water availability in Punjab (%)	Separate Toilet for female(s) in Maharashtra (%)	Eating space access in Maharashtra (%)	Drinking water availability in Maharashtra (%)	Separate Toilet for female(s) in AP (%)	Eating space access in AP (%)	Drinking water availability in AP (%)
Grains & Oil Seeds	8	8	100	0	0	93	12	29	82	50	50	100
Dairy Products	0	25	100	0	0	100	0	20	100	0	0	100
Packaged food	29	7	100	0	0	100	26	35	87	19.23	34.62	73.08
Fruits & Vegetables	33	17	83		0	100	17	8	92	0	20	80
Total	17	12	74	0	0	98	18	26	80	17.14	31.43	82.86

Access to basic facilities by women as entrepreneurs and workers in the sector:

During the survey existing practice of running their operation and challenges faced by unit owners were analysed. It was learnt that most of the units operate in-house or are operating from residential area in small scale. Very few of them have taken land in industrial area. Majority of them sell their produce in local markets or local community and majority of the units are facing challenge in selling product because of poor access to market. These units also face competition from branded products in terms of quality as well as price.

Availability of raw material was also observed to be a challenges but it is mostly because of seasonal nature of the raw material or higher price of raw material. Many of them face shortage of finance as well because of higher credit cycle and poor cash flow. In both UP and Punjab, majority of them have used their own money to start and run their business. Very few of them take loan from Bank and support of government schemes. Those belonging to educated families recognized the benefits of registering the enterprise in the name of a female, hence leveraging government subsidies and/or loans towards establishing their business.

Case study 3

A self-help group comprising of 10 women with age range varying from 28-50 is based out of Hathras, Uttar Pradesh. The average education level also varies from primary level education to graduate. The SHG is involved in making packaged food like potato and other vegetable chips. The activity helps women to get additional income and also utilize their free time in some productive way. They have capacity to produce 50 Kgs of chips daily.

Only women from the SHG are involved in performing all activities of the value chain, from procuring raw material, to producing chips and selling them in the market. On interacting with the women, it was learnt that they don't face any challenges in procuring raw materials. Many of them have their own farm land from where they procure raw material. These women coordinate among themselves and work in a planned way to produce chips. According to their availability and capacity each women is given target to produce certain quantity of chips and accordingly profit is shared. They have a very strong record keeping where they diligently maintain daily production and contribution from each member.

However, on discussion it was found that these women do not have understanding of market and hence face major difficulty in selling their produce. If some market channels can be provided to them where they can easily sell their produce then their income and profitability can be increased. Common market place/facility centre where these SHGs based enterprise can bring their produce and sell to common people, retailers, wholesalers etc. can be a good solution to promote these enterprises. This is augmented by the fact that the unit has not obtained registration from FSSAI and hence is currently facing challenge in openly marketing their produce.

Women SHGs

Women SHGs are generally formed under the ambit of the National Rural Health Mission (NRLM)²³. The NRLM rests on three major pillars – universal social mobilization, financial inclusion and livelihoods enhancement. It works towards bringing at least one member (preferably a woman) from all poor families into the SHG network. The SHGs and their federations offer their members services such as savings, credit and livelihoods support. As the Institutions of the Poor (IoP) mature, they are facilitated to take up livelihoods/income-generating activities.

Across the states, nearly 7-8 SHGs were visited. In majority, all the SHGs were operated by women and governed by NRLM guidelines.

Case study 4

In 2014, A man in Amritsar, Punjab established a home-based unit with the main aim of following his passion for food by commercializing home made products such as 'achaar' and 'murabba' and showcasing them in the market.

The unit was initially started with the employment of 5 women. Today, the unit employs 3 male workers and 5 female workers. The women working at the unit were employed as they knew the art of making 'achaar' and 'murabba' and to also provide them with an opportunity to uplift their status in society and encourage them to be financially independent. As the nature of work was home-based, it offered women the flexibility to focus on domestic duties in the off-season.

To augment the skills of the workers, the owner, along with 3 of the 5 female workers underwent trainings at the Agricultural Department before starting the unit. The initial and ongoing financial investment were made through the personal savings of the owner and his wife and they are not aware of any policies or schemes which are applicable to them. The unit procures the primary raw material i.e.: fruits and vegetables from the local 'mandi or the owners farm' while the additional raw material is procured from the local department stores. The owner is the one who is in charge of procuring the raw materials and the workforce prefer not to get involved. The women are also actively told to engage in the procurement process as well as the selling of the product however there is resistance from their end. For few women, they are not comfortable stepping out of their comfort zone and prefer to stay indoors while a few women face restrictions by their family members, especially if they wish to travel outside of Amritsar for showcases.

Once the raw material is procured, the processing of the fruits and vegetables takes place manually in the owner's house. The main processes are cutting, cleaning, brining, baking and packing. Their annual production is less than 1 ton which they hope to increase. Once the products are prepared, they are showcased and sold in trade fairs and exhibitions which are held in and around Amritsar.

Their main consumer base is trade fairs and exhibitions and they wish to open up their own store in the near future when they have access to more skilled labour, land as well as finances.

²³ Retrieved from <https://aajeevika.gov.in/content/faq>

6.5. Key Gender Issues

Basis the data from secondary sources, complemented through primary analysis, the following key gender issues were compiled:

- **Limited understanding about government schemes and benefits amongst women:** Women reflect a limited and poor knowledge about schemes, benefits and programmes for their empowerment. This is a pattern across women workers and entrepreneurs. The low levels of education amongst women can be associated as one of the areas of having the knowledge gap. This can also be due to the lack of accessible information for women.
- **Limited skills:** Despite several government schemes to promote women entrepreneurship at the national and state level, only a minuscule of population interviewed included skilled female entrepreneurs. This can be attributed to limited access to schemes and programmes for skill enhancement for women.
- **Limited ownership of women in enterprises:** Despite several policies and regulations focusing on promoting women entrepreneurship at the state level, the industry is still largely dominated by men. Women generally only possess ownership when operated through Self Help Groups or only for documentation purposes. The women owned enterprises are often are not managed and operated by women.
- **Poor access for women to the market:** Most women interviewed had limited awareness about where can they procure and sell their products. The strong patriarchy in managing economic activities in a family often emerges as the reason for women being restricted to roles not directly engaged in the economic activity of marketing and also physical movement of women to the markets is often restricted.
- **Limited participation of women across the food processing value chain for food processing units:** Low status of women in the social structure, coupled with limited education levels and skills, women are usually seen participating in much lower and supporting tasks across the assessed food processing value chain c, making their contribution dispensable.
- **Poor workplace amenities for women to work in a conducive atmosphere:** Restricted participation of women can also be attributed to the poor work place amenities such as limited access to separate toilets for women, limited eat space, lack of drinking water facilities etc. These act as strong barriers for women to work outside their household premises, restricting their participation in the sector.

6.6. Gender Action Plan

The gender issues identified from the consultations mostly relate to participation and inclusion of women in the sector. Provisions should be laid down in the project to address the issues and concerns of the women. It is suggested to integrate the existing relevant government programs for the socio-economic benefit of the women beneficiaries for the sector. Based on this approach, a GAP is prepared in order to address these issues and ensure women participation across the value chain in the sector.

Table 129: Gender Action Plan

Stages	Procedures	Activities	Indicators	Responsibility
Inputs	<ul style="list-style-type: none"> Understand women centric policies and regulations for entrepreneurship and empowerment Decode women's access to finance Assess women's access to land/physical space to conduct accessing Understand women's access to skill development and skill training 	<ul style="list-style-type: none"> Prepare a compendium of women entrepreneurship specific policies, regulations and programmes in the food processing industry Identify sources for women's access to finance in conjunction with specific schemes and programmes Skill gap assessment for women's existing vis-a-a-vis aspired skills Organize women stakeholder meeting and conduct training for women entrepreneurs on: <ul style="list-style-type: none"> Policy, schemes and programmes applicable Required skill sets Financing options 	<ul style="list-style-type: none"> A detailed compendium of women specific: <ul style="list-style-type: none"> Specific policies, regulations and programmes Financing options Skill gap report for project districts highlighting specific gaps in skilling Number of consultations organized Minutes of the meetings signed by participants Feedback from these consultations 	MOFPI/WB
Production	<ul style="list-style-type: none"> Decode women's access to raw materials 	<ul style="list-style-type: none"> Disseminate women's role in production of raw materials 	<ul style="list-style-type: none"> Number of consultations organized Minutes of the meetings signed by participants Feedback from these consultations 	MOFPI/WB
Procurement and Storage	<ul style="list-style-type: none"> Assess women's role in procurement and storage 	<ul style="list-style-type: none"> Identify different market places as per different food processing value chains to map sources for raw materials Prepare training material to disseminate Organize women stakeholder meetings and conduct capacity building sessions for women to identify suitable market places to access raw materials 	<ul style="list-style-type: none"> Training material prepared Number of consultations organized Minutes of the meetings signed by participants Feedback from these consultations 	MOFPI/WB

Processing	<ul style="list-style-type: none"> Decode women's role in food processing operations 	<ul style="list-style-type: none"> Identify different roles women can perform as per different food processing value chains Draw cross linkages between different skill enhancement trainings for the same Prepare training material to disseminate Organize women stakeholder meetings and conduct capacity building sessions for women in different operations of the industry 	<ul style="list-style-type: none"> Training material prepared Number of consultations organized Minutes of the meetings signed by participants Feedback from these consultations Increase in women's presence in different operations of the industry 	MOFPI/WB
	<ul style="list-style-type: none"> Ensure women participation in SHGs 	<ul style="list-style-type: none"> Help women to actively participate in the project activities Ensure adequate representation of women in the institutions 	<ul style="list-style-type: none"> Women representation in SHGs and other market place groups No. of women office bearers in FPOs/ Market Committees/CSCs No. of women participated in the training and capacity building programs 	MOFPI/WB
	<ul style="list-style-type: none"> Ensure equal wages for equal work in all food processing SHGs 	<ul style="list-style-type: none"> Maintain a wage register at the site and ensure it is filled on a daily basis. Monitor wage payment 	<ul style="list-style-type: none"> Actual wages paid to women No. of complaints on wage payment 	MOFPI/WB
Retailing	<ul style="list-style-type: none"> Decode women's access to market Assess women's understanding of marketing products Assess women's role in downstream processes in the industry including sale of produce in the market 	<ul style="list-style-type: none"> Identify gaps in women's knowledge about market places Prepare training material to capacitate women on existing market places and marketing strategies Conduct training sessions on the same 	<ul style="list-style-type: none"> Training material prepared Number of consultations organized Minutes of the meetings signed by participants Feedback from these consultations Increase in women's presence in market place 	MOFPI/WB

7. Labour Standard Action Plan

7.1. Introduction and Objective

Unorganized food processing sector involves different skillsets of labour ranging from skilled machine operators to unskilled worker for manual loading, packaging, cleaning etc. Most of the Labour employed at the unit are of both permanent and temporary in nature (because of seasonal nature of business). The participation of women in the sector requires multiple skillsets and varies significantly with respect to type of food processing units.

Labour will also be deployed for construction of facility centers, offices, processing units and other construction activities for long time period which necessitate the need for implementation of applicable laws governing health and safety of the workers engaged in various project related activities.

7.2. Key Labour related Issues

1. Nonpayment of minimum wages

During the survey, it was noted that the minimum wage being paid to the workers ranges from INR 2000 to 6000 per month, which is lower as compared to the prevailing legal minimum wages in each state.

During the site visit minimum wage being paid to the workers are mentioned below

UP – INR 4500

Maharashtra – INR 2000

Punjab –INR 5100

Andhra Pradesh – INR 3000

2. Variation in wages among male and female workers

During the survey, it was observed that women are involved in less value addition work such as packing, cleaning etc. for which they get less wage compared to other workers who are involved in machine operations. As per the survey data it was observed that in all the four states minimum wage is being paid to women and most of them were involved in packaged food sector.

3. Lack of basic amenities in the units

During the survey, it was observed that most of the units were not providing the basic amenities to the workers such as toilet for workers, separate toilet for female workers, designated eating area, drinking water facility, first aid kit etc.

4. Extensive working hours and no weekly off

It was observed during the survey that in most of the units there are no formal system to record working hours. In most cases the working hours were flexible and varies depending upon the work load. In general, the working hours varies from 4 to 13 hours. Also, during the survey it was noted that in most cases there was no fixed weekly off provided to the workers. It generally depends on the work load.

5. Social benefits were not provided

Most of the units are operating in unorganized setup with hardly no registration except under GST and enterprise registration. During the survey, it was found that social benefits such as medical insurance, provident fund etc were not provided to workers in any of the units

6. Presence of child labour

During the survey it was noted that most of the units were operating from informal setup which lacks formal process of recruitment. Also no process of documentation were in place to review the age proof documents of workers at the time of recruitment. In the absence of formal recruitment process, there are high chances that child labour may be recruited. Also during the survey, some instances of young labour were found to be working in the units.

7. No grievance redressal mechanism including sexual harassment

During the interaction with the unit owners and workers working in the unit, it was found that there is no formal grievance mechanism established in the units. Only channel available with the workers is to speak to the owners of the unit to resolve their issues.

Further, none of the workers were aware about any sexual harassment committee or help line numbers for grievance.

7.3. Applicability of Labour Laws

The guidelines provided in the SMF are to be incorporated in the bidding document of the civil contractors during construction activities and should also be communicated to unit owners to ensure that suggested safeguard measures are adhered to and during operation of units. The PIU shall subsequently make arrangements for monitoring of the compliance by the unit owners and contractors.

The guidelines address the following aspects:

- Compliance with the provisions of the labour laws applicable to construction industry;
- Ensuring prohibition of the engagement of child labour;
- Location of labour camp, provision of sanitary facilities, drinking water etc.;
- Health and safety programs for the workers;
- Awareness on HIV/AIDS/ sexual health;
- Avoid discrepancy in wages to male and female workers for similar nature of works and
- Promote fair participation of local labourers including women in construction works.

Table 130: The key labor requirements and the acts from which they are derived

Sl. No.	Acts /Laws Related to Health and Safety	Objectives	Key requirements to fulfilled as part of labour action plan under IFPVAPP
1.	The Minimum Wages Act , 1948 and notification for each state	<ul style="list-style-type: none"> • The Minimum Wages Act, 1948 safeguards the interests of workers by providing fixation of minimum wages mainly focusing on unorganized sector and in specified occupations (called scheduled employments) (Section 2 g) • The employers to pay their workers the minimum wages fixed under the Act from time to time (Section 12). • Owing to their jurisdiction, the Central and the State Governments fix, revise, review and enforce the payment of minimum wages without any discrimination of gender (Section 3). 	<ul style="list-style-type: none"> • In compliance with the Act, the wage to be paid to the labourers engaged in any civil work, enterprises, farms, common service centres, markets, warehouses etc. supported under the program shall not be less than the latest minimum wage fixed by the state.
2.	The Child Labour (Prohibition And Regulation) Amendment Act, 2016	<ul style="list-style-type: none"> • Ban of employment of children below 14 years in specific occupation and processes. • Lay down the procedure to decide modifications to the schedule of banned occupation and processes. • Regulate the conditions of work of children in employments where they are not prohibited for working. 	<ul style="list-style-type: none"> • Children below the age of 14 shall not be engaged in construction works as labourers, in hazardous works like handling pesticides, chemicals etc.

3.	The Contract Labour (Regulation And Abolition) Act, 1970	<ul style="list-style-type: none"> Regulates the employment of contract labourers in certain establishments and to provide for its abolition in certain circumstances and for matters connected therewith. 	<ul style="list-style-type: none"> The labourers hired by contractors for engaging in construction/up-gradation of common facility centers, offices, warehouses and others shall be provided with facilities like rest rooms, drinking water sanitary provisions, first aid box etc.
4.	The Employee's Compensation (Amendment) Act, 2017	<ul style="list-style-type: none"> Provision of compensation in case of accident. The employer is liable to penalty for failure to inform the employee of his rights to compensation under the Act. 	<ul style="list-style-type: none"> This applies to all the labour employed in the project activities and in the units to be supported under IFPVAPP. As per the provisions of the Act the industries/enterprises shall have to inform the employees at the time of employment their rights to compensation in the case of injury by industrial accidents including certain occupational diseases arising out of and in the course of employment resulting in death or disablement in writing as well as through electronic means.
5.	The Workmen's Compensation Act, 1923	The Act provides financial protection to workmen and their dependents in case of injury by accident arising out of and during the course of employment	<ul style="list-style-type: none"> The project will lead to development of common facilities, infrastructure or other activities which will employ labour/ worker and all provisions of this Act needs to be complied.
6.	The Payment of Wages Act, 1936	The Act mandates the date by which the payment to the workers should be made and what deductions can be made from the wages of the workers	<ul style="list-style-type: none"> The project will lead to development of common facilities, infrastructure or other activities which will employ labour/ worker and all provisions of this Act needs to be complied.

7.	The Model Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2015	<ul style="list-style-type: none"> Safeguards of employees against exploitation of employers with respect to working hours, timing, provision of leaves, rules of employment and termination of service 	<ul style="list-style-type: none"> The units to be supported under the program shall follow this act. Total working hours per day, timing of work, and provisions for leave shall be determined in compliance with the rules of this act.
8.	The Maternity Benefit (Amendment) Act, 2017	<ul style="list-style-type: none"> The Act aims to regulate employment of women employees in certain establishments for certain periods before and after child birth and provides for maternity and certain other benefits. The State Government may extend the Act to any other establishment or class of establishments; industrial, commercial, agricultural or 	<ul style="list-style-type: none"> The Act shall be applicable to the institutions promoted and supported by the program. The women employees shall be given all the maternity benefits in compliance with the act.
9.	Equal Remuneration Act , 1976	<ul style="list-style-type: none"> To provide for the payment of equal remuneration to men and women workers and for the prevention of discrimination, on the ground of sex, against women in the matter of employment and for matters connected therewith or incidental thereto. 	<ul style="list-style-type: none"> Women engaged in the activities supported by the program should be paid at par with their male counterparts.
10.	The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013	<ul style="list-style-type: none"> The Act provides protection to women against sexual harassment at workplace, be it in public or private. It also provides means for the prevention and redress of complaints of sexual harassment against any women employee. 	<ul style="list-style-type: none"> The project will lead to development of common facilities, infrastructure or other activities which may employ women labour and all provisions of this Act needs to be complied.
11.	The Payment of Bonus (Amendment) Act, 2015	<ul style="list-style-type: none"> The Payment of Bonus Act, 1965 (the Act) was enacted with a view to provide for the payment of bonus to persons employed in certain establishments on the basis of profits or on the basis of production or productivity and for matters connected therewith. 	<ul style="list-style-type: none"> The institutions, units supported by the program shall pay bonus to any person (other than an apprentice) employed on a salary or wage not exceeding twenty one rupees per month in accordance with the provisions of the Act. implied

12.	Employees' State Insurance (Central) Amendment Rules, 2016	<ul style="list-style-type: none"> To provide benefits to employees in the case of sickness, maternity and employment injury. Employees will receive medical relief, cash benefits, maternity benefits, pension to dependents of deceased workers and compensation for fatal and other injuries and diseases. 	<ul style="list-style-type: none"> All the employees engaged in the program, promoted/supported institutions, units shall avail benefits as per the provisions of this act.
13.	Employees Provident Fund And Misc. Provisions Act, 1952	<ul style="list-style-type: none"> Provides for the institution of provident funds, pension fund and deposit-linked insurance fund for employees in factories and other establishments. 	<ul style="list-style-type: none"> This Act is applicable to all the IFPVAPP promoted/supported institutions where twenty or more employees are engaged
14.	The Payment of Gratuity Act, 1972	<ul style="list-style-type: none"> The Act mandates each employer to pay gratuity to its employee on satisfaction of certain conditions on separation if an employee has completed 5 years of employment 	<ul style="list-style-type: none"> The project will lead to development of common facilities, infrastructure or other activities which will employ labour/ worker and all provisions of this Act needs to be complied.
15.	The Weekly Holidays Act , 1942	<ul style="list-style-type: none"> Provides for the grant of weekly holidays to persons employed in shops, restaurant and theatres 	<ul style="list-style-type: none"> The Act applies to all the units to be supported under the program
16.	The Building and Other Construction Workers Related Laws (Amendment) Bill, 2013:	<ul style="list-style-type: none"> Regulates the employment and conditions of services of building and other construction workers and to provide their safety, health and welfare measures and for other matters connected therewith or incidental thereto. 	<ul style="list-style-type: none"> The Act shall be applicable to the contractors to be engaged for the construction/expansion of facility centers, offices, labs, warehouses, and others.
17.	The Trade Unions (Amendment) Act, 2001	<ul style="list-style-type: none"> This Act provides for registration of trade unions (including association of employers) with a view to render lawful organisation of labour to enable collective bargaining. 	<ul style="list-style-type: none"> Labourers engaged in the units as well as in the construction activities to be supported under IFPVAPP may form unions and apply for registration of their unions under this act

Managing Adverse Impact Induced by Labour Influx

IFPVAPP would not involve a lot of civil works as construction activities are limited to development of common facility centers, training institutes, offices, labs and offices of other service providers. However the program will lead to augmentation of food processing units in the selected states. Many of these states might face labour shortage with respect to special skills required for the job. Therefore, the unit owners may need to hire labourers from other locations, particularly for works that require

special skills. Also during construction activity contractors might hire labour from other location to meet their demand.

The project needs to carry out an assessment of risks and adverse impacts likely to arise due to the influx of labour.

In order to assess and manage the potential impacts of the labour influx on the local communities, the following steps need to be followed:

- Screening and assessment of the type and significance of potential social impacts that may be generated by labour influx;
- Development of a management plan for social impacts in consultation with affected communities, which will form part of the bid documents of the Contractor;
- Implementation of appropriate mitigation and monitoring programs, which includes development and implementation of a stakeholder engagement program;
- Establishment of a grievance redress mechanism (GRM) for workers and host community; and
- Monitoring and supervision, and, as needed, adaptive management actions.

7.4. Mitigation Plan and Implementation strategies

A labour standard action plan has been designed which will to be implemented under the project has also been prepared and presented in the table below along with suggested strategies for its implementation by the responsible agencies.

Table 131: Health and Safety Plan and Implementation Strategies

Sl. No	Activities	Target Groups	Implementation Strategy	Responsibility
1	Awareness on Labour Health and Safety Aspects in Construction and Industrial activities	Entrepreneurs/contractors / Construction Labour	<ul style="list-style-type: none"> • Conduct awareness programme for 1 day per sector every six month • Develop information, education and communication materials on health issues and distribute in the workshops and meetings organized for the officials and contractors and entrepreneurs, construction camps, markets and warehouses • Display posters in Office of Facility centers /FPOs, /Markets/Warehouses/Construction sites • Street play near project sites 	PIUs/NPMU
		Officials of the line departments including Engineers of PWD		PIUs/NPMU
		Communities of project intervened area with labour engagements		<ul style="list-style-type: none"> • Engage NGOs for conducting awareness programmes, developing IEC materials
2	Health check-up of Labourers	All construction and industrial Labourers	<ul style="list-style-type: none"> • Organize health camps at cluster level every six month during the implementation of the project 	Contractor/Entrepreneurs
3	HIV/AIDS Prevention and Sexual Health Awareness	All construction and industrial Labourers	<ul style="list-style-type: none"> • Organize camps to spread awareness about socially transmitted disease such as HIV/AIDS to prevent potential incidences. Applicable to both Contractor and Unit Owners. 	Contractor/Entrepreneurs

4	Worksite cleanliness and personal safety provisions	All construction and industrial Labourers	<ul style="list-style-type: none"> • Provide proper sanitary facilities, safe drinking water, proper kitchen, electricity in camp/work site; • Provide separate toilets for male and female workers; • Provide personal protective equipment (PPEs) like gloves, gumboots, ear plugs, mask etc. depending upon the nature of works to the labourers 	Contractor
5	M & E	All the project activities with engagement of labour	<ul style="list-style-type: none"> • Monitor the implementation of the health and safety plan on regular basis • Collect feedback of the labourers through the social expert placed at DLCC • Evaluate the data in midterm of the project • Suggest corrective measures based on the findings 	NPMU/ M & E Consultant/ PIUs

8. Tribal Development Framework

8.1. Introduction and Objective

The tribal group is foreseen to be a vulnerable social group with indigenous knowledge making them distinct. The objective of social assessment of tribal community is to understand the expected impact of the project on the tribes and to design the execution strategy as per the safeguard policies, ensuring appropriate inclusion of tribes. It is assessed that many of the historical tribal development barriers are gradually diminishing due to various measures taken by the Central and State Governments. One of the major concern of the tribal community is land alienation, which is a major contributor to the poor livelihood condition of the tribes. Also the low skill set is a major issue to get employed in different sectors of engagement along with the decentralized local governance system. The project is expected to produce exclusive strategic focus for greater inclusion and representation of tribal in scheduled areas and their active association in project interventions. The major objectives for the tribal framework is to:

- Increase the incomes of the tribal farmers, entrepreneurs and workers engaged in food processing sector
- Improve availability and access to the credit of the tribal community.
- Increase availability of off-farm jobs and better job opportunities for the groups.
- Enhance availability of safer, higher quality and more affordable processed food products for consumer.
- Reduce post-harvest wastage and increase value addition in agri-produce.

8.2. Background

The term "Scheduled Tribes" first appeared in the Constitution of India. Article 366 (25) defines Scheduled Tribes as "such tribes or tribal communities or parts of or groups within such tribes or tribal communities as are deemed under Article 342 to be Scheduled Tribes for the purposes of this Constitution". Article 342 prescribes the procedure to be followed in the matter of specification of Scheduled Tribes. Indications of primitive traits, distinctive culture, geographical isolation, shyness of contact with the community at large, and backwardness have been utilized to list the tribe.

The Scheduled Tribe (ST) population is 104.2 million, which is 8.6 percent of the total population of India (Census 2011). Madhya Pradesh, Maharashtra, Orissa, Gujarat, Rajasthan, Jharkhand, Chhattisgarh, Andhra Pradesh, West Bengal, and Karnataka are the states having a large number of ST populations. The overall areas inhabited by the tribal population constitute a significant part of the under developed population represents a heterogeneous group scattered in different regions of India. About 93 per cent of the population live in rural areas and are engaged in agriculture and allied activities. The socio-demographic figures clearly reveal the disadvantaged position of the STs compared to other category of population. The literacy rate among the STs in India is 59 per cent (Census, 2011), which is lower than the national literacy rate i.e. 72.8 % (Census, 2011). The dropout rate among the STs is 70.5 which is much higher than the dropout rate of all categories i.e. 49.15 percent. The sex ratio among the STs is 990 which is relatively better than the general population i.e. 940 (Census, 2011). The infant mortality rate among the ST children is 62.1% which is 57% for the other social groups. The child mortality rate among the tribes is 35.8% which is much higher than the other social groups i.e. 18%. The work force participation rate (WFPR) is 60% among the ST population and that is higher than the total population i.e. 53 % (NSSO, 2010). The WFPR indicates that majority of the ST population are engaged in unorganized sector without any job security. The demographic figures reveal that the tribal population is the most disadvantaged, exploited and the neglected lot in India. Despite certain constitutional provisions, they are backward compared to the general population, even their situation is worse than the Schedule Caste (SC) and Other Backward Class (OBC) population (Xaxa, 2012). Majority of the tribes used to reside in the remote forest areas, remain isolated, untouched by civilization and unaffected by the development processes²⁴.

²⁴ TRIBAL POPULATION IN INDIA: REGIONAL DIMENSIONS & IMPERATIVES Tattwamasi Paltasingh1 and Gayatri Paliwal, Journal of Regional Development and Planning, Vol. 3, No.2, 2014

Maharashtra has the second largest number of tribal population in the country and the largest amongst the states covered in the current assessment for Ministry of Food Processing Industries, Government of India. The total tribal population living in the geographical boundary of the State estimated to be 10.51 million, which is 9.35 per cent of the total population of the state. This is followed by Andhra Pradesh 7% of the total population. The state of Punjab has no listed tribal population and thus was not covered in the assessment while the state of Uttar Pradesh has only 0.57% ST population. The socio economic profile tabulated below reflects wide gaps in literacy levels, sex ration, poverty and workforce participation. With respect to sex ration Maharashtra has estimates below the national average 977.

STs are confronted with problems like forced migration, exploitation, displacement due to industrialization, debt traps and poverty. Based on the regional classification with diverse socio-cultural issues, the present paper focuses on the profile of tribal population through an analysis of the socio-economic indicators like literacy, work participation, livelihood, occupational pattern, health, poverty and migration.

Table 132: Comparative analysis of the ST population

Sr.No	Indicators	India	Maharashtra	Andhra Pradesh
1	ST population	8.6%	9.35%	7%
2	ST Male Population (%)	8.41%	9.12%	6.99%
3	ST Female Population (%)	8.82%	9.59%	6.99%
4	Sex Ratio	990	977	993
5	ST Literacy Rate	58.96%	65.7%	49.2%
6	ST Male Literacy Rate (% of total ST males)	68.5%	74.3%	58.3%
7	ST Female Literacy Rate (% of total ST females)	49.4%	57%	40.1%
11	ST Workforce (% of total population)	45.2%	50.6%	54.2%
12	ST Male workforce (% of total male population)	55.6%	55.2%	58.5%
13	ST Female workforce (% of total female population)	44.4%	45.96%	52.27%
14	ST BPL Rural	47.4%	51.7%	40.2%
15	ST BPL Urban	30.4%	32.2%	21.2%

Source: Census 2011; NSS Report No. 543: Employment and unemployment situation among social groups in India; Tendulkar Methodology 2009-10 (Planning commission)

The various Tribes in the project states

The ST population of India are scattered all over the country depicting heterogeneous culture and socio-economic status. It is interesting to know the different types of tribes residing in different geographical location and confronting different situation. There are about 700 tribes (with overlapping categories in some States/UTs) as per notified Schedule under Article 342 of the Constitution of India

(Annual Report, Ministry of Tribal Affairs, 2012-13). Classifications of the tribes in different regions depict a diverse picture in India. The total number of tribes, Primitive Tribal Groups (PTGs) and list of major tribes in different states and union territories (UTs) in India reflect the heterogeneity among. There are about 75 such groups identified as PTGs located in 17 States and in 1 UT. There are many tribal communities having stagnant or declining population with low level of literacy and poor socio-economic condition. Most of these groups are small in number and generally inhabit remote localities having poor infrastructure and administrative support. Many of them are socio-economically under-privileged and not benefited much from developmental projects and other initiatives. The ST population and PTGs has been divided broadly into seven regions residing in different states and islands (Table

There are about 700 tribes (with overlapping categories in some States/UTs) as per notified Schedule under Article 342 of the Constitution of India (Annual Report, Ministry of Tribal Affairs, 2012-13). Classifications of the tribes in different regions depict a diverse picture in India. The total number of tribes, Primitive Tribal Groups (PTGs) and list of major tribes in different states and union territories (UTs) in India reflect the heterogeneity among them (Table-1). There are about 75 such groups identified as PTGs located in 17 States and in 1 UT. There are many tribal communities having stagnant or declining population with low level of literacy and poor socio-economic condition. Most of these groups are small in number and generally inhabit remote localities having poor infrastructure and administrative support. Many of them are socio-economically under-privileged and not benefited much from developmental projects and other initiatives. The ST population and PTGs has been divided broadly into seven regions residing in different states and islands.

Table 133: Distribution of tribal community

Name of the Tribe	Total Population	Male	Female	% of Male to total Tribal population	% of Female to total Tribal population	% to total Tribal population
Konda Dhoras	210509	103977	106532	49.4	50.6	8
Bagata	132577	64884	67693	48.9	51.1	5.04
Jatapus	126659	60811	65848	48	52	4.81
Koya	104348	50482	53866	48.4	51.6	3.97
Kondhs	102378	50341	52037	49.2	50.8	3.89
Kondareddis	90937	44736	46201	49.2	50.8	3.46
Kammara	48912	23849	25063	48.8	51.2	1.86
Chenchu	47315	23847	23468	50.4	49.6	1.8
Kotia	45291	22108	23183	48.8	51.2	1.72
Mukha Dhora	42357	20699	21658	48.9	51.1	1.61
Gadabas	37798	18374	19424	48.6	51.4	1.44
Porja	36145	17565	18580	48.6	51.4	1.37
Manna Dhora	13636	6679	6957	49	51	0.52
Konda Kapus	10054	4978	5076	49.5	50.5	0.38
Goudu	6997	3432	3565	49	51	0.27
Gond	6691	3347	3344	50	50	0.25
Malis	5244	2565	2679	48.9	51.1	0.2
Nayaks	1870	967	903	51.7	48.3	0.07
Reddidora	930	477	453	51.3	48.7	0.04
Andh	315	161	154	51.1	48.9	0.01

Hill Reddis	157	83	74	52.9	47.1	0.01
Kulia	385	198	187	51.4	48.6	0.01
Bhil	69	39	30	56.5	43.5	0
Kattunayakan	57	26	31	45.6	54.4	0
Kolam	107	62	45	57.9	42.1	0
Pardhan	47	29	18	61.7	38.3	0

Education Profile:

The deeper analysis of the social data available has been analyzed particularly for Maharashtra and Andhra Pradesh due to the higher concentration of the tribal population in these states. The Gross Enrolment Ratio (GER) and the dropout rates for the particular age groups are taken into account for analyzing the educational profile of the two states.

Gross Enrolment Ratio (GER) = (Enrollment in primary or secondary level/ Population of official age- group for primary or secondary level)*100

GER indicator shows the overall coverage of an educational system in relation to the population eligible for participation in the system.

According to the following data, the GER of Class I-VIII for both the states are observed to be lower than the national GER for the S.T. population, which leads to the conclusion that both Andhra Pradesh and Maharashtra have lower enrolment with respect to the eligible population of the age group present in the state compared to national GER. However the dropout rates in Andhra Pradesh is quite alarming with 62.5% with respect to the national average of 55% for the S.T. population. However the scenario for the state of Maharashtra is better compared to national statistics.

Table 134: Educational profile analysis of the ST population

Sr. No.	States/U.T	Gross Enrolment Ratio (GER) for Class I-VIII (6-13 years)			Dropout rates: Class I-VIII		
		Boys	Girls	Total	Boys	Girls	Total
1	India	120.5	118.7	119.7	54.7	55.4	55
2	Andhra Pradesh	111.6	112.5	112	60.5	64.5	62.5
3	Maharashtra	115.9	112.7	114.4	42.3	46.8	44.4

Livelihood Profile:

The workforce participation of tribal is 50.6% for Maharashtra and 54.2% for AP (Census, 2011). The livelihood analysis reflects that in Maharashtra mostly the tribal population is involved in agriculture, engaged as agriculture laborers and are cultivators. In Andhra Pradesh in addition to agriculture the tribal population is engaged in collection of non-timber forest produce, shifting and settled cultivation, manufacture agricultural implements and supply them to other tribal of the village and receive in kind for their services, hunting, fishing, basket making, mat weaving, oil extraction, selling bangles, beads and trinkets, sell earthen pots.

8.3. Relevant Policies and Programmes at the national level

Some of the relevant policies that would encourage tribal communities to engage in entrepreneurship ventures in the food processing sector under the proposed sector are indicated in the table below:

Table 135: Relevant policies and schemes

Relevant policies/ programmes/ schemes	Details	Relevance to the project
Right to Information Act, 2005	To provide right to information for citizens to secure access to information under the control of public authorities, in order to promote transparency and accountability in the working of every public authority	It is related to all those organizations and individuals who would like to secure information on the activities and schemes under the proposed project. It is relevant to maintaining transparency of project activities.
Panchayati Raj Act 1953, 73rd Amendment 1994	The act leads towards village governance and establishes the bottom up approach. The Panchayati Raj Institutions considered as self-Government for rural areas whether at the level of a village or a block or a district. They are responsible for preparation of plans for the development programs include drinking water, minor irrigation, rural sanitation, natural resources management and other socio-economic and so on, mobilization of resources for relief during natural This Act will facilitate support for the active participation of the village communities and other democratic institutions that may yield the effective outcomes of interventions. 48 calamities, removal of encroachments on public properties, organizing voluntary labour and contribution for community works and maintenance of essential statistics of villages.	Applicable for the implementation of the project activities require institutional support at different levels. This Act will facilitate support for the active participation of the village communities and other democratic institutions that may yield the effective outcomes of interventions.
Extension of Panchayati Raj to Scheduled Areas (PESA) 1996	The Act provides for extension of the provisions of Part IX of the Constitution relating to the Panchayats to Scheduled Areas. The Act allows greater recognition to tribal economic and sociocultural systems, autonomy for local governance and control over natural resources in scheduled areas of the country. Every Gram Sabha shall: (i) approve of the plans, programs and projects for social and economic development before such plans, programs and projects are taken up for implementation by the Panchayat at the village level; ii). be responsible for the identification or selection of persons as beneficiaries under the poverty alleviation and other programs.	Any project intervention should honour and maintain the autonomy of the tribals. Applicable as project needs to take prior informed consent for project interventions, to ensure that livelihood enhancement interventions are socially acceptable. Introduction of new crops/ technologies /food crops should take into consideration their cultural preferences. The project needs to ensure that tribal communities participate in project activities and there will be no adverse impacts on local tribal groups.

Relevant policies/ programmes/ schemes	Details	Relevance to the project
National Policy on Tribal Development, 1999	The policy seeks to bring scheduled tribes into the mainstream of society through a multi-pronged approach for their all-round development without disturbing their distinct culture. Development and empowerment of STs is enshrined in the Constitution and the tribal sub plans included covered under the Five Year Plans.	This policy will be applicable to project activities in tribal dominated districts. The need is to ensure that tribal communities participate in the project activities and there are no adverse impacts on local tribal groups. The policy is applicable in the tribal districts. The project interventions should be dovetailed with the Tribal Development Sub Plan in order to facilitate the achievement of its objectives of the sub plan.
Tribal Sub Plan	Under TSP, all funds from various programs are pooled and used strategically to support the socioeconomic development of tribals within a specified period.	The project intends to invest in upgrading agriculture, NTFP and small livestock processing and marketing infrastructure in different districts. There is a need for working with the Tribal Development Department to ensure that project benefits are accessed by the tribal communities.
Scheduled Tribes and Other Traditional Forest Dwellers (Recognition of Forest Rights) Act, 2006	The Act provides three kinds of rights to Scheduled Tribes and Other Traditional Forest Dwellers: Land Rights: Right to continue cultivating land (less than or equal to four hectares) where they have been cultivating prior to 13 December 2005. Use Rights: Provides for rights to use and/or collect a) minor forest produce (tendu patta, herbs, medicinal plants) that has been traditionally collected, b) Grazing grounds and water bodies, c) Traditional areas of use by nomadic or pastoralist communities Right to protect and conserve: Gives the community the right to protect and manage the forest.	This Act is particularly relevant, and will be applicable to the districts with large proportion of tribal population. Where agricultural improvement investments are made on lands inhabited by tribals the project will not question the ownership of their lands.
National Policy for Farmers, 2007	The Policy focuses on the wellbeing of farmers rather than just on production. Aim is to stimulate attitudes and actions which should result in assessing progress in terms of improvement in incomes of families.	The Policy focuses on the wellbeing of farmers rather than just on production. Aim is to stimulate attitudes and actions which should result in assessing progress in terms of improvement in incomes of families.
National commission of women (1990) and National policy for the Empowerment of Women (2001)	These are intended to create a positive environment for the overall development of women and safeguard the rights and legal entitlements of women	Applicable as women constitute an important project beneficiary group and the project needs to ensure participation of women and strengthen their role in decision making, in institutions,

Relevant policies/ programmes/ schemes	Details	Relevance to the project
		access to trainings, in reduction of drudgery, and ensuring their right to equal remuneration.
Minimum Wages Act, 1948	In unorganized sector, where labour is vulnerable to exploitation, due to illiteracy and having no effective bargaining power, minimum rates of wages are fixed/ revised both by Central and State Governments in the scheduled employments falling under their respective jurisdictions under the provisions of the Minimum Wages Act, 1948.	The project will involve wage work on the farm (sowing, weeding, cultural operations, harvesting), construction work on rainwater harvesting structures, and wage work throughout the value chain. The project should make efforts to ensure latest minimum wage rates to the workers.
Equal Remuneration Act 1976	Provides for the payment of equal remuneration to men and women workers and for the prevention of discrimination, on the ground of gender, against women in the matter of employment	No discrimination can be made in recruiting men and women, or in their wages for same work. Women are likely to be involved in wage work in farm activities and value chain. The project needs to ensure equal remuneration and work opportunity to women.
Child Labour (Prohibition & Regulation) Act, 1986	This Act prohibits the Employment of children below the age of 14 in factories, mines and in other forms of hazardous Employment including construction, and regulates the working conditions of children in other employment.	Identification and regular monitoring of work place where the employment of child labour suspected. Identification of health hazard work places
National Policy on Resettlement and Rehabilitation (NPRR) of Project Affected Families - 2004	This a broad guideline to provide executive instructions and is applicable to projects displacing 500 families or more enmasse in plain areas and 250 families enmasse in hilly areas, Desert Development Program (DDP) blocks, areas mentioned in Schedule V and Schedule VI of the Constitution. This policy ensures that the benefits reach the Project Affected Families, especially resource poor sections including SCs/STs and those below poverty level.	Though this policy is Not applicable since the Project is not going to displace any person, however there could some economic displacement. As per the Bank's requirement, even if a single person is displaced or adversely affected (irrespective of the ownership of land lost) support should be extended to restore the loss of livelihood. A screening process will be followed by the project.
Model APMC Act, 2003	Regulates granting of licenses for direct marketing or establishing private markets for: a) processing of agricultural produce; b) trade for specific produce; c) export of the produce; and d) grading, packing and transactions in any other way for value addition of the produce.	Project will promote Farmers' Cooperative based agriculture produce marketing; projects need to ensure compliance with provisions of this Act.
Food Safety and Standards Act, 2006	Consolidates the laws relating to food and to establish the Food	The Act regulates levels of additives, residues and 52 to

Relevant policies/ programmes/ schemes	Details	Relevance to the project
	Safety and Standards Authority of India for laying down science based standards for articles of food and to regulate their manufacture, storage, distribution, sale and import, The project focuses on value addition of food articles and food crops. In order to safeguard the rights of consumers and livelihoods of producers, it is important that the value chain processes are in line with the standards specified in the Act.	ensure availability of safe and wholesome food for human consumption. Contaminants/adulterants in food articles, labelling and advertising of food products, sanitary standards for food outlets, and specifies acceptable composition for certain age groups such as infants. Important for value addition of food articles and food crops
Mahila Kisan Sashaktikaran Pariyojana, 2011.	To empower women in agriculture by making systematic investments to enhance their participation and productivity, as also create and sustain agriculture based livelihoods of rural women. Potential for dovetailing special initiatives for farmer women with MKSP.	The MKSP invites project proposing complete package of 'end-to-end' services through linking up women farmers with the community based organizations providing access to a complete package of options from credit, insurance and inputs, to procurement, value addition and marketing of produce
Atal Innovation Mission (AIM):	AIM is the Government of India's endeavor to promote a culture of innovation and entrepreneurship, and it serves as a platform for promotion of world-class Innovation Hubs, Grand Challenges, start-up businesses and other self-employment activities, particularly in technology driven areas. In order to foster curiosity, creativity and imagination right at the school, AIM recently launched Atal Tinkering Labs (ATL) across India. Atal Incubation Centres (AICs) are another programme of AIM created to build innovative start-up businesses as scalable and sustainable enterprises. AICs provide world class incubation facilities with appropriate physical infrastructure in terms of capital equipment and operating facilities.	Identify potential models run in the tribal area to generate employment or an enterprise run by a tribal should be identified to link it to the scheme to avail the incubation support for food processing sector
Support to Training and Employment Programme for Women (STEP):.	STEP was launched by the Government of India's Ministry of Women and Child Development to train women with no access to formal skill training facilities, especially in rural India. The Ministry of Skill Development & Entrepreneurship and NITI Aayog recently redrafted the	Identify micro entrepreneurs from tribal backgrounds and identify them for capacity building programmes run by the government for the food processing sector

Relevant policies/ programmes/ schemes	Details	Relevance to the project
	<p>Guidelines of the 30-year-old initiative to adapt to present-day needs</p> <p>The initiative reaches out to all Indian women above 16 years of age. The programme imparts skills in several sectors including agriculture, horticulture, food processing.</p>	
<p>Trade related Entrepreneurship Assistance and Development (TREAD):</p>	<p>To address the critical issues of access to credit among India's underprivileged women, the TREAD programme enables credit availability to interested women through non-governmental organizations (NGOs). As such, women can receive support of registered NGOs in both accessing loan facilities, and receiving counselling and training opportunities to kick-start proposed enterprises, in order to provide pathways for women to take up non-farm activities.</p>	<p>In especially backward tribal communities NGO partners can be identified as facilitators in the project regions to provide handholding support to under privileged tribal women</p>
<p>Pradhan Mantri Kaushal Vikas Yojana (PMKVY):</p>	<p>A flagship initiative of the Ministry of Skill Development & Entrepreneurship (MSDE), this is a Skill Certification initiative that aims to train youth in industry-relevant skills to enhance opportunities for livelihood creation and employability. Individuals with prior learning experience or skills are also assessed and certified as a Recognition of Prior Learning. Training and Assessment fees are entirely borne by the Government under this program.</p>	<p>Existing workers and entrepreneurs still having unregistered units to acquire the required skill sets and enhance the overall capacity of the production and its quality standards</p>
<p>National Skill Development Mission</p>	<p>Launched in July 2015, the mission aims to build synergies across sectors and States in skilled industries and initiatives. With a vision to build a 'Skilled India' it is designed to expedite decision-making across sectors to provide skills at scale, without compromising on quality or speed. The seven sub-missions include Employment and Sustainable Livelihoods</p>	<p>Link the potential entrepreneurs to the various skill programs under the food processing</p>
<p>Science for Equity Empowerment and</p>	<p>SEED aims to provide opportunities to motivated</p>	<p>Link the state specific scientists and institutions to the localized</p>

Relevant policies/ programmes/ schemes	Details	Relevance to the project
Development (SEED)	scientists and field level workers to undertake action-oriented, location specific projects for socio-economic gain, particularly in rural areas. Efforts have been made to associate national labs and other specialist S&T institutions with innovations at the grassroots to enable access to inputs from experts, quality infrastructure.	effort of entrepreneurship of the indigenous people

8.4. Tribal Assessment

The tribal assessment was integrated into the overall study design. However during the field study out of the four states selected for the implementation of IFPVAPP, only 2 states Maharashtra and Andhra Pradesh had higher concentration of tribal population in the project districts. In Maharashtra independent food processing units run by tribals were covered. In Andhra Pradesh community based program is being run with the help of NGOs and Integrated Tribal Development Agency (ITDA). The qualitative was administered on 11 tribal owned units in Maharashtra and 2 community based tribal organization in Andhra Pradesh. The responses across a range of parameters are compiled in the table below:

Table 136: Tribal Assessment based on primary data

Parameters	Maharashtra (Nandurbar)	Andhra Pradesh (Vizianagaram)
Various tribal groups present in the area	According to 2011 census, the district has 69.78% rural population whereas 45.57% of the population is from the ST category. The district had the presence of tribal communities namely, Pawara, Wadwi, Mauvschi, Hindubhil, Kokani, Banjara, Dhangar, Bhillia and Mauchi.	There are various tribal groups present in the state but the team has interacted with Jatapu tribe Konda, Savara and Gadaba tribe
Occupations of men and women	The tribal communities of the area are mostly engaged in agriculture, while a fair percentage of population are also entrepreneur. The entrepreneurial journey of the individuals also increases job opportunity for the tribal population of the region.	Both the tribes are mostly involved in farm and non-farm based activities and there were very few opportunities for work.
Migration trends	Generally the people of the community are based in their own villages however with the increasing cost of living there had been a trend among the current generations to migrate to the city or towns to earn their living. Also there is a certain percentage of population who migrate for earning during the layoff period.	Very few people migrate to other places for work because they feel they are safe and comfortable at their own secured villages
Motivation and background of initiating the food processing unit	With the increasing cost of living it gets very difficult for the local community to sustain their life with farming. Thus the motivation for starting food processing units was more to increase or supplement the income from agriculture. It was	Support from NGOs and ITDA provided the opportunity to the tribal people to work beyond farm activities. People took this opportunity as additional income based

Parameters	Maharashtra (Nandurbar)	Andhra Pradesh (Vizianagaram)
	successful with the support of NGOs efforts and SHGs in the region. The motivation to improve their quality of life emerged to be the key motivating factor for the entrepreneurs interviewed.	activity and actively engaged themselves across the value chain for a better life
Challenges in starting and managing a food processing unit	Challenges for the micro level enterprises rises due to various reasons. The competition posed by the brands always is a concern for the micro level enterprises. Mostly these enterprises are established in a remote location which results in difficulty for them to have an access to the market. With the lack of financial assistance is a challenge for these enterprises to grow. Also there has been cases where these entrepreneurs face issues related to the logistics for operation of the units.	The area being isolated from the mainstream market and population the access to information, infrastructure and skills to operate the unit becomes a challenge. Support of NGOs and ITDA have been critical to bridge the gap to a great extent for the unit to be operational.
Awareness on government schemes	Mostly based out of remote villages these communities find it challenging to gather knowledge about the government schemes and benefit entitled for them. Also with low educational backgrounds it gets difficult for them to approach government departments or grasp information from them.	There were no source of awareness for them for schemes and policies. They are dependent on only NGOs and other support organisations for flow of information
Availability of collaterals (ID proof and other identity documents)	Identity proofs are available with all the entrepreneurs but access to government schemes are either never tried or not received.	Identity cards were available with all of the community workers found to be working in the unit
Association with traditional lifestyle of the community	Mostly it has not affected in the entrepreneurial journey.	It is the isolation and distant life away from the mainstream that affects their work and production
Exposure to media/ social media	It is a more recent phenomenon for people to be connected with social media in recent times. According to the data it has been observed that Facebook and WhatsApp access is now common in the community.	The first generation entrepreneurs do not have access to social media. They however have access to TV and Radio
Challenges in communication wrt. backward and forward linkages	Mostly the community doesn't face any major challenges in the communication process however rarely face to face interaction with the stakeholders leads to extensive travel of the individuals.	They do not have direct communication with customer. Only around 10-15% of their produce is being sold to local community (Other than GCC and government organisations) A such they are not trained to connect with customer and increase their customer base.
Competition of the product produced in the market	The producers are confident about the quality of the processed foods and believe that it is of a good competition among the similar existing products in the local market.	The producers are confident about their productivity and quality given the available infrastructure. Limitation lies in their ability to compete to

Parameters	Maharashtra (Nandurbar)	Andhra Pradesh (Vizianagaram)
		meet the demand in the market with the available infrastructure that needs to be scaled up.
Support for tribal community to be entrepreneurs in the sector	Marketing support is highly requested by the community. They also showed interested in increasing their capacity in terms of better knowledge about the schemes and policy from the government for supporting their units. Increase in the financial support and subsidiary amount are common for all. Also request were raised to incorporate a part of subsidiary for working capital and installation of machines.	Requirement of land for scaling up, Access to transportation, capacity building, and better access to market is the basic need for them to scale up. Also awareness about government schemes and policies will help them in better utilization of government initiatives.

The field study revealed the critical role of the NGO supported by ITDA in encouraging the tribal community members to take up entrepreneurship in the food processing sector. The case studies outlined in the text boxes reveal the breakthrough of the entrepreneurship challenge within the tribal community. There were also cases where women entrepreneurs from the tribal community were projected as a pseudo owner but the unit was managed by the male member of the family. The two emerging models cover **single ownership** unit and **group ownership** unit. The cases also highlights the support network explored to make these units functional.

1. Case study of a women entrepreneur

A tribal women from the village of Adagaon, Nandurbar district established a unit in 2013. Nandurbar is said to be as a hub for dry red chilies. Her unit, is the only chili powder processing unit in the village of Adagaon. The family consist of 7 people including her and her husband. The monthly production of chili powder is approximately 40 kg per month earning an income of INR 10 thousand/month by selling the product to neighbors, local community and via putting Kiosk at Nandurbar city during Flea market events.

Value chain: *The unit procures dry red chilies from their own farming land, adjacent to the living house and process it into powder. The major volume of chili powder is sold to the Nandurbar flea market customers. The existing customers expand the customer network. The unit undertakes processing of chilies, turmeric and wheat too and has installed respective machines for them. There were six male workers at the unit, working as a full time worker. The workers were provided with one day meal which was cooked by herself.*

The case statement: *The key issue identified here is even if government is trying to promote women entrepreneurship by providing reservations in subsidies and loans to women, people take undue advantage of the same and runs pseudo women enterprises. All the work including procurement of raw material to chili powder manufacturing to selling of chili powder is handled by the husband. The wife has a little role of managing, operating machine, marketing, selling and keeping check on accounts. Even during the interview the owner (woman) did not have valuable information to share and showed hesitation and shyness to communicate.*

Key outcome: *The enterprise does capitalize on the women's ownership however does not empower her enough to contribute to the management of the unit. However this exposure too has built into her confidence and has changed her status in the family. Similar practices are common in the area and the policy interventions are required to actually empower tribal women through entrepreneurship development in the food processing sector.*

2. Case study: NGO established bakery at tribal unit of Setampeta, Srikakulam (Andhra Pradesh) –Initiative to uplift tribal women

Seethampeta of Srikakulam district is largely inhabited by tribal people who constitute approximately 60% of the total population. The area receives annual rainfall of more than 1100 mm every year and known for the cultivation of cashew nuts, millets and pineapples. Recently Integrated Tribal Development Agency (ITDA) has been supporting the Chinnayya Adivasi Vikas Sangham (NGO) for running their bakery unit through infrastructure, provision of machines and capacity development of the tribal women to work in the bakery.

About the unit: The NGO built its bakery unit and grinding mill in 2014. The land and infrastructure was provided by ITDA. The bakery unit had 3 baking machines, a packing machine and a labelling machine. The machines were provided by Krishi Vignan Centre (KVK), Watershed Support Services and Activities Network (WASSAN) and National Bank for Agriculture and Rural Development (NABARD). The grinding mill unit had 5 machines namely D Haller, grader, stoning machine, flour mill and weighing machine. While ITDA provided funds for the infrastructure and products, Girijan Cooperative Corporation (GCC) in Visakhapatnam is helping the units through their assistance in marketing and sales. The unit has Food Safety and Standards Authority of India (FSSAI) licenses for the manufacturing of the biscuits. Currently the packaging is carried out in plastic jars but the unit is planning to upgrade to corrugated packaging. The unit employs around **35 tribal women from the local area** who earns approximately **rupees 5000 to 10,000**. All the women working there are familiar with all the operations ranging from grinding, baking and packaging. The unit not only produces biscuits but also packs baby food, bulgur and jiggery.

Value chain the unit has tie up with FPO which procures the millets and jiggery from local farmers at a low rate. Around 2000 kilograms of raw material is consumed by the unit every day out of which 200 kilograms is used for bakery items and the rest are used for baby food making. The biscuits are supplied to tribal colleges, anganwadi and GCC stores. The unit has its own truck which carries the products.

In the bakery unit women were engaged in crushing and packaging of jiggery and packaging, bulgur and baby food powder consisting of 5 types of millets. These three packets, 1 kilogram each was then sent to Anganwadi Centres (Rural Child Care Centre). The women were all locals residing in Seethampeta and commute through bus and auto and the commute time ranged from 30 minutes to half an hour. The women worked around 8 hours per day and have a weekly off. Most of them were unemployed educated youth. The NGO head (Bhu Devi) revealed that the unit was initiated to uplift the vulnerable tribal women in this region. She started the NGO by herself by later received support. She has seen tremendous growth of the unit as she stated “we first earned 30,000 and now the unit is selling the **products upto 20 lakhs per month**”. She aspired to expand the unit to involve more young women and scale it up into a factory structure.

The breakthrough for tribal women: Finding a job in the region was challenging as it is far from urban center. Before joining the unit they were engaged in casual work and also remained unemployed. Remarkably these women did not have any kind of restriction at their house or society. For most of the women their husbands were also working but they are also not getting a very good pay and hence both of them needs to work to manage expenses. The early joiners of the unit received baking training from NABARD and KVK. They trained the remaining employees at the unit. Most of the women engaged in the unit have high school education but they lacked information on the available government schemes and policies. It can be deduced that self-help groups are not prevalent in the region as the awareness level of the women with regard to self-help group was extremely poor.

Challenges and opportunities: *The main challenge for the women are lack of transport system in the area. Although the roads are in a good condition and government buses are available in the area, they are very limited and is difficult to commute during the late evening. They have poor access to internet and lack awareness on it. Capacity building programs on available schemes and policies for tribal development can be carried out in the area. Also trainings on use of technology can be provided.*

8.5. Tribal Development Framework

The project execution strategy clearly denotes the positive effect on the tribal people provided a special attention is provided from the viewpoint of ensuring inclusion and equity. This Tribal Development Framework (TDF) is developed keeping in mind the key development issues for the tribal community and to provide culturally compatible resolutions that ensure focused and exclusive attention towards tribal/ indigenous community. A framework is prepared for the following reasons: one, the types of interventions are location specific and will become known only after the implementation starts; and two, villages will be selected for intervention over time and plans too will be prepared over time. As and when the tribal interface surfaces during the implementation, the framework will be adopted and a Tribal Development Plan (TDP) will be prepared as a part of the overall development plan. The objectives of the TDF are to ensure that the tribal populations are: (i) adequately and fully consulted; (ii) enabled to participate in the project and derive full benefits; and (iii) that the project's institutional and implementation arrangements take due note of the existing governance in the tribal areas as specified under the Constitution of India and relevant legal provisions. The project will have exclusive strategic focus for greater inclusion of tribal and their active association in project interventions in scheduled areas. The strategy proposed for benefitting the tribal community is summarized below:

Table 137: Proposed Tribal Development Framework

Project Stages	Project Approach and Strategy/ Inputs	Expected Outcome
Preparatory Phase	<ul style="list-style-type: none"> • Prepare a compendium of schemes and policies that promote and encourage tribal entrepreneurship • Create a platform for interaction with the tribal communities/ tribal micro entrepreneurs of the aspirational districts to gather need based inputs on project component and activities; • Identify the key bottlenecks, challenges and opportunities to set up an entrepreneurship unit wrt. tribal men and women • Map the key opportunities, resource bases and natural and man-made supply chain of raw materials for the food processing unit to flourish in the region • Identify and map the various govt. private and NGO support institutions • Preparing a priority list of actions, based on the identified FP sectors issues and interest of tribal micro entrepreneurs (specific to men and women) • Develop state and cluster specific plan of action for inclusion of tribal in various micro entrepreneurship FP unit 	<ul style="list-style-type: none"> • MoU signed with the state specific partner institutions identified • Key sectors and subsectors of FP units finalized for intervention • The need assessment plan developed for tribal workers and entrepreneurs for the sector • A detailed plan of action with geographic focus prepared along with capacity building plan • M&E plan/ results framework developed aligned to the project goals

Project Stages	Project Approach and Strategy/ Inputs	Expected Outcome
	<ul style="list-style-type: none"> Analysis of existing knowledge of existing and potential group of tribal entrepreneurs 	
Implementation Phase	<ul style="list-style-type: none"> Engage with partner institutions, agencies, academic institutions, private institutions, individuals to support and collaborate in the tribal inclusion programme Generate awareness of the local men and women on the projects and schemes available for entrepreneurship in the region Organise meeting and workshop with industry, NGOs, financial institutions to facilitate linkages Necessary capacity building and skill development activities undertaken tribal micro entrepreneurs in enhancing technologies, marketing, institution management etc., as per the project requirements Equal opportunity to be given to tribal (living in a mixed community) individuals for accessing project benefits, as per the plan for beneficiary coverage; with special focus on tribal women Identify the prospective units and existing units for the support Initiate collaborative platform for interaction of target groups across sectors, departments (Such as tribal development) for accessing the scope of leveraging the benefits Access to technology, infrastructure and innovative production methods Monitoring and feedback of the programme performance Documenting success and learning from different initiatives undertaken by the project that ensures greater participation of tribal. 	<ul style="list-style-type: none"> Increased number of tribal entrepreneurs in a range of food processing sectors in the select states Increased participation of tribal workers across existing food processing units in the tribal dominated districts in project states Increased collaboration of government departments, NGOs and private in promoting entrepreneurship amongst members of tribal communities Improved access to government schemes and policies for the income and livelihood development of the ST community Increase of productivity and income of the tribal run/ managed food processing units
Results and sustainability	<ul style="list-style-type: none"> Quality compliance of the units identified for support Ensure registration, compliance of the units for required certification Monitoring and evaluation of the interventions across sectors to evaluate the performance of the 	<ul style="list-style-type: none"> Improved productivity and demand of the products of tribal managed FP units Standardization of product quality and standard

9. Social Assessment and Social Management Framework

9.1. Introduction

The social management framework is a road map to be adopted by MoFPI for IFPVAPP for incorporation of social development principles into the project planning, execution and operation. It lays down a methodology for activities that have to be undertaken and applied to all the sub-projects under IFPVAPP at various stages of project cycle. The SMF also incorporates key issues pertaining to gender equity, tribal development, and capacity building and workers improvement.

9.2. Objectives

The broad objective of SMF is to provide guidance on social management aspects for adequate planning, design, execution and operation of the works and investments to be financed under the project, ultimately enhancing the expected positive impacts of the project.

9.3. Social Assessment and Management Framework

The project preparation recognized that the profile of the beneficiaries are not homogeneous, rather quite diverse which comprises of different sub-groups identifiable on the basis of their differential endowment, gender, ethnicity, different economic groups and other regional features. With the existing diversity it gets challenging to address the requirements of all the social groups, however emphasis is given on the poor and socially excluded groups. The project states are ethnically diverse among themselves with indigenous languages, traditions and cultural practices, such diversity raises challenges in developing a service delivery system which can respond flexibly to different needs. Thus the project necessitates the development of a framework to include the participation of all the key stakeholder groups and solicit their contributions towards project design and delivery mechanisms. The social assessment assisted in understanding the key social issues and measuring the impact of the same for the project. This led to drawing necessary measures that the project is expected to take up to ensure inclusion of the deprived segments, more particularly the tribal and the women; addressing equity in accessing project benefits, strengthening decentralized governance system as per the constitutional norm and ensuring gender based integration in project execution process.

The exposure to the project districts are substantial tribal and women population who are engaged in the food processing micro enterprises. A considerable percentage of the entrepreneur were observed to be tribal, women and tribal women. It was observed, the indigenous people have a collective attachment to their habitat and traditional customs; thus special emphasis is provided for justifiable allocation of project benefit to them. It is in this backdrop, social assessment was conducted to understand and address social development issues, and ensure accomplishing the outcomes in terms of inclusion, cohesion, equity, security and accountability. The study helped in:

- Mapping social issues in the operation of unorganized food processing units
- Mapping of stakeholders and a detailed consultation with them resulting in a proposed roles and responsibilities for each.
- Social assessment of the proposed project intervention.
- Reviewing and suggestions on the legal, policy and institutional aspects to accomplish the development objectives.

Following section will discuss the social issues observed during the social assessment of the units. It also indicates the mitigation plan and responsibility of the respective agency.

Key social issues observed during site visit conducted in the four states.

S. No.	Issue	Mitigation	Responsibility
1	Nonpayment of minimum wages	Unit owners will be made aware on the provisions of minimum wages	Key responsibility- Units

	<p>During the survey, it was noted that the minimum wage being paid to the workers ranges from INR 2000 to 6000 per month, which is lower as compared to the prevailing legal minimum wages in each state.</p> <p>During the site visit minimum wage being paid to the workers are mentioned below UP – INR 4500/ month Maharashtra – INR 2000/ month Punjab –INR 5100/ month Andhra Pradesh – INR 3000/ month</p>	<p>act and its key requirement which are applicable to their units.</p> <p>PIU will monitor such units on sample basis to ensure that the provisions of the acts are implemented and the workers are at least paid the prevailing legal minimum wages.</p>	<p>Monitoring- DIC and PIU</p>
2	<p>Variation in wages among male and female workers During the survey, it was observed that women are involved in less value addition work such as packing, cleaning etc. for which they get less wage compared to other workers who are involved in machine operations.</p>	<p>Unit owner's will be made aware that there should not be any disparity in the wages provided to male and female workers for the similar kind of work performed by them.</p> <p>PIU will monitor such units on sample basis to ensure that adequate wages are provided to both male and female worker.</p>	<p>Key responsibility-Units</p> <p>Monitoring- DIC and PIU</p>
3	<p>Lack of basic amenities in the units During the survey, it was observed that most of the units were not providing the basic amenities to the workers such as toilet for workers, separate toilet for female workers, designated eating area, drinking water facility, first aid kit etc.</p>	<p>Unit owners will be made aware of the basic amenities which needs to be provided to the workers working in their unit.</p> <p>PIU will monitor such units on sample basis to ensure that basic amenities are provided to the workers.</p>	<p>Key responsibility-Units</p> <p>Monitoring- DIC and PIU</p>
4	<p>Extensive working hours and no weekly off It was observed during the survey that in most of the units there are no formal system to record working hours.</p> <p>In most cases the working hours were flexible and varies depending upon the work load.</p> <p>During the survey, it was observed that the working hours were varying from 4 to 13 hours. Also, during the</p>	<p>Unit owners will be made aware on the provisions of minimum wages act and its key requirement which are applicable to their units pertaining to working hours.</p> <p>PIU will monitor such units on sample basis to ensure that the provisions of the acts are implemented.</p>	<p>Key responsibility-Units</p> <p>Monitoring- DIC and PIU</p>

	survey it was noted that in most cases there was no fixed weekly off provided to the workers. It generally depends on the work load.		
5	<p>Social benefits were not provided</p> <p>Most of the units are operating in unorganized setup with hardly no registration except under GST and enterprise registration. During the survey, it was found that social benefits such as medical insurance, provident fund etc were not provided to workers in any of the units</p>	<p>Unit owners will be made aware of on the social benefits which they need to provide to the workers working in their unit.</p> <p>PIU will monitor such units on sample basis to ensure that all mandatory benefits are provided to the workers.</p>	<p>Key responsibility-Units</p> <p>Monitoring- DIC and PIU</p>
6	<p>Presence of child labour</p> <p>During the survey it was noted that most of the units were operating from informal setup which lacks formal process of recruitment. Also no process of documentation were in place to review the age proof documents of workers at the time of recruitment. In the absence of formal recruitment process, there are high chances that child labour may be recruited. Also during the survey, some instances of young worker were found to be working in the units.</p>	<p>Unit owners will be made aware on the provisions of the Child Labour (Prohibition and Regulation) Act and its amendments.</p> <p>PIU will monitor such units on sample basis to ensure that the provisions of the acts are implemented and no child labour is working in the unit.</p>	<p>Key responsibility-Units</p> <p>Monitoring- DIC and PIU</p>
7	<p>No grievance redressal mechanism including sexual harassment</p> <p>During the interaction with the unit owners and workers working in the unit, it was found that there is no formal grievance mechanism established in the units. Only channel available with the workers were to speak to the owners of the unit to resolve their issues. Further, none of the workers were aware about any sexual harassment committee or help line numbers for grievance.</p>	<p>Unit owners will be made aware of on the requirement of a formal grievance redressal mechanism for its workers including the female workers. They should also be imparted training on how to resolve workers issues and whom to approach to seek guidance.</p> <p>PIU will monitor such units on sample basis to ensure that all workers are aware about the grievance mechanism and all their concerns are properly addressed.</p>	<p>Key responsibility-Units</p> <p>Monitoring- DIC and PIU</p>

Key Project design components which should be considered by PIU to achieve social and gender inclusion

Project design component	Implementation Plan	Responsibility
<p>Scheduled Area and Tribal Development As the project may cover habitations of tribal, it becomes imperative to follow the constitutional prescriptions and ensure safeguard of tribal from exploitation and keeping their socio-cultural identity and ethos intact. It is also important to mainstream them in the development process so that they can stand at par with other social groups/communities. The inclusive strategy of the project should ensure the interest of the tribal with preferential treatment and discriminatory targeting approach in Scheduled Areas.</p>	<p>The project intervention will include tribal living in Scheduled Areas and hence a comprehensive Tribal Development Framework has been developed to ensure tribal specific issues are resolved in an appropriate manner.</p>	<p>MoFPI</p>
<p>Gender Concerns During the survey it was observed that representation of women entrepreneurs as compared to male in Food processing sector is less. Even in women entrepreneurial unit, most of the decision making like marketing, financial arrangements, procurement of raw material etc. are managed by male members of the family Hence promoting women entrepreneurs and workers should be one of the focus area of project.</p>	<p>Along with tribal, the project will also target women entrepreneurs and women workers. In order to address gender concerns, project has developed Gender Action Plan to adopt inclusive strategy for women</p>	<p>MoFPI</p>
<p>Capacity Development IFPVAPP is unique initiative to support unorganized food processing sector with an objective to modernize and enhance the competitiveness of the unorganized segment of the food processing industry in selected States and districts of India. To realize the overall objective it is important to first develop the capacity of unit owners and provide them adequate training to effectively run their business. It was observed during the survey that many of the units face challenges with respect to access to market, managing working capital and lack of excess to new technology/ machines.</p>	<p>The project will make exclusive provisions for the capacity of all stakeholders during the life of the Project. Skill trainings and Entrepreneurship development trainings will be provided to all the enterprises in the target group</p>	<p>National Level agencies for technology, packaging, food safety, R&D, PIU</p>
<p>Inclusion and Equity: Principles of inclusion and equity should be considered while designing and implementing the project. It becomes necessary to adopt an approach that address the needs of small and unorganized food processing unit owners. Apart from this, it also becomes imperative that the project, in its life cycle, does not leave out marginalized sections such as tribes, women entrepreneurs and similar other sections of the society</p>	<p>The project has been designed in a way to include small and unorganized food processing unit. The project has taken a conscious decision to involve micro and small enterprises with an investment of less than 25 lacs as primary target group, who normally have poor investment capacity, use of no or old technology/ machines and poor accessibility to market.</p>	<p>MoFPI</p>

	Furthermore project has identified aspirational district with a focus to include marginal sections of society	
<p>Active Participation and Ownership</p> <p>It has been observed during primary consultations that people with better social and economic standing influence the local planning and decision-making process and take a larger share of the benefits in community oriented and community driven interventions. Participation of people from lower strata of the society, whose number is much higher than people with better social standing, normally remain very low. It is one of the most important factor for the project and it needs to be ensured that lower part of the pyramid shall get involved actively and get the benefit through IFPVAPP to improve their socio-economic status</p>	<p>Strategic measures will be taken to ensure small and unorganized food processing unit should actively participate in various stages of the project.</p> <p>Provision of subsidy for an average of INR 3 lacs for each unit for 70000 enterprises with 12% allocation for enterprises in Aspirational Districts has been fixed under the project.</p> <p>The project has taken a conscious decision to involve micro and small enterprises with an investment of less than 25 lacs as primary target group, who normally have poor investment capacity, use of no or old technology/ machines and poor accessibility to market.</p>	MoFPI
<p>Transparency and Accountability</p> <p>It was observed during consultations that most of the entrepreneurs are not aware of schemes and policies relevant to them. Some of the entrepreneurs also stated that people with better access to government officials generally get the benefit of such scheme. Building and integrating Transparency and Accountability norms in all the stages and levels of operation and its adherence will remain significant for the project.</p>	<p>Role and responsibility of different institutional structures at different execution levels has to be well defined in the project implementation plan</p> <p>Secondly, a local community based institutions will be involved directly in the execution process, as per the requirement, which will bring in operational transparency and improve accountability</p>	PIU
<p>Schematic and Objective based convergence</p> <p>Different departments of the Government have been implementing several schemes / programmes which gives potential to the project for benefiting from such schemes. For example UP has its own scheme like One district One product (ODOP), similarly each state has their own promotional scheme for MSMEs. Also some of the entrepreneurs were found to use Mudra Loans to start their business.</p> <p>It is important to bring convergence of all these schemes and improve beneficiary coverage, reduce gap and drive the project towards achieving a better outcomes. Bringing</p>	<p>Strategic interventions will be taken to ensure that multiple scheme should converge and bring larger benefits for the targets.</p> <p>Relevant regulatory reform action points from DIPP for FPI will be identified and national, state and district level schemes will be converged</p> <p>Inter State exchange programmes will be facilitated for sharing of knowledge and best practices</p>	MoFPI

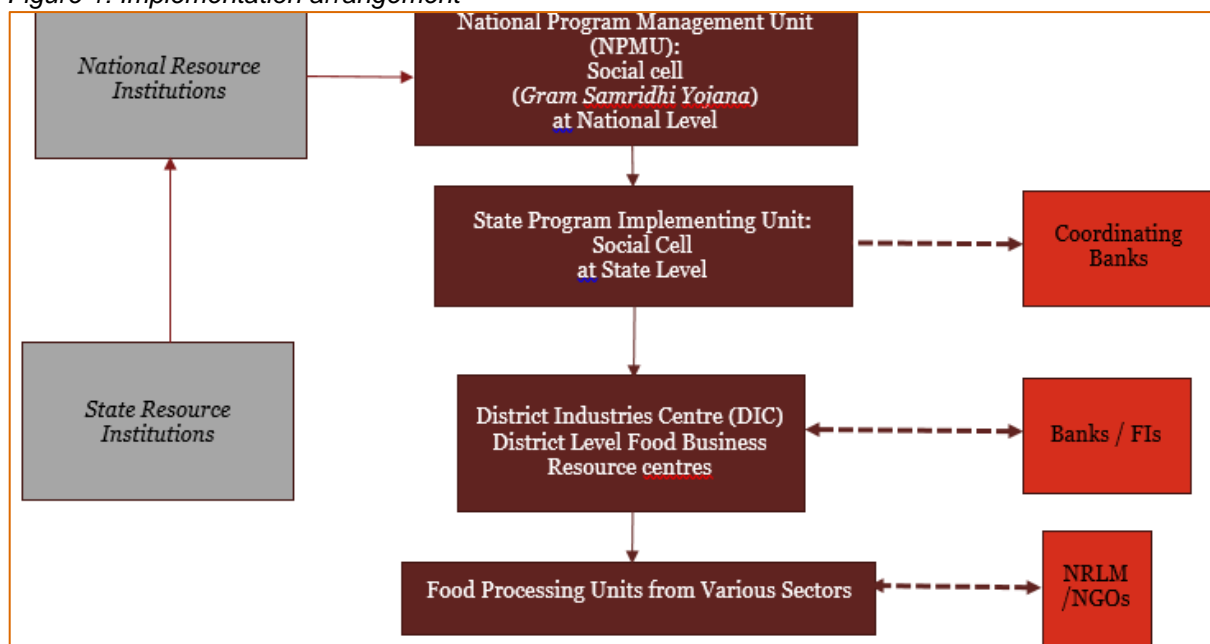
all such departments to a common platform will remain a challenge for the project		
---	--	--

Project components and its sub component were analyzed and some of the activities which could lead to social challenges and requires a mitigation plan are noted below:

Activity	Challenge	Mitigation Plan	Responsibility
Funding R&D activities for evolving appropriate & affordable technologies	Most of the unorganized food processing unit owners are not technically advanced to adopt latest technology nor do they have skilled manpower to use such machines.	Adequate capacity building program will be implemented to train entrepreneurs and workers on new technologies	National and state level agencies for technology and R&D
Strengthening/Setting up of Food Testing labs in aspirational districts	Setting up of food testing labs may require acquisition of land and may involve new construction activities. As such there could be possibilities of loss of properties, displacement of squatters and encroachers and influx of migrant workers for construction activities	If new construction or any acquisition of land is involved then Resettlement Policy Framework (RPF) and Labour Standard Action Plan will be triggered. The implementing agency should ensure that guidelines given in RPF and Labour standard action plan are followed	NPMU/ PIU
Strengthening/Setting of new institutions focusing on R&D, technology, Innovation funding, Mentor accreditation and related activities			
Strengthening/Setting up of new institutions focusing on Branding, Marketing & Entrepreneurship development at National and State level			
Augmentation/Provision of common facilities such as sorting, grading, packaging, storing etc. for all the target enterprises in each district			
Provision of subsidy for an average of Rs 3 lacs for each unit for 70000 enterprises with 12% allocation for enterprises in Aspirational Districts.	Identification and selection of target beneficiaries especially marginalized tribal and women entrepreneurs should be performed as per the guidelines of the project.	The selection criteria for selecting the beneficiaries will be developed considering Gender Action Plan and Tribal Development framework	MoFPI

9.4. Implementation arrangements for SMF

Figure 1: Implementation arrangement



For successful implementation of Social safeguards, Institutional setup plays a vital role. Ministry of Food Processing Industries (MoFPI) will be the apex body for implementation of Gram Samridhi Yojana all across the country. All the states have identified a Nodal Agency at state level to implement the project at their respective states. District level food business resource Centre and District Industries Centre (DIC) has been designated as district level entity to effectively implement the project at rudimentary level.

For the successful implementation of Social Management Framework, Social Management Cell is proposed at 3 levels i.e. District, State and National level at DIC and District level food resource centre, SPMU and NPMU respectively.

At Base Level, **Social Management Cells of DIC** of various districts will ensure effective implementation of SMF and compliance to the Social and Workers safety norms of the respective industrial unit. The role of Social Management Cells of DIC includes but not limited to –

- To ensure active participation from marginalized and economically weak section of society
- To ensure active participation from women entrepreneurs
- To ensure timely and satisfactory redressal of grievances of entrepreneurs
- Regular review of gender assessment reports from respective units/ common facilities
- Supervise implementation of SMF throughout project implementation period;
- To coordinate with Financial Institutions (at district/local level) regarding compliance of industrial units prior to disbursement of fund, assistance
- Coordination with respective counterparts of regulatory bodies like NRLM, District Administration, NGOs and Food Safety and Standards Authority of India (FSSAI)
- Prepare half yearly progress reports on the implementation of the SMF throughout the project period and submission to State Nodal Agencies.

At state level, the role of **Social Management Cells of respective State Nodal Agencies** will also include ensuring active participation from all community and gender, ensure transparency and accountability, ensure timely redressal of grievances, compliance of pertaining laws, policies,

regulation for project in their respective states, coordination and liaising with government stakeholders as well as the World Bank with respect to various Social, labour, gender and tribal issues. Role of this cell will also include preparation of half-yearly progress reports on the implementation of the SMF throughout the project period and submission to Social Management Cell at MoFPI. This cell will coordinate with Coordinating Bank at state level to decide/finalize the social clauses for disbursement of fund/assistance to the target units operating at food processing sector.

Social Management Cell at MoFPI will have overall responsibility to ensure active participation from all community and gender, ensure transparency and accountability, ensure timely redressal of grievances ensure compliance of laws, policies, regulation pertaining to the project, implementation of project in sustainable way, coordination with national level regulatory agencies as well as World Bank, allocation of fund for institutional capacity development etc. Role of this cell will also include preparation of yearly progress reports on the implementation of the SMF throughout the project period and submission to World Bank.

The **Coordinating Bank and Financial Institutions** will also play a pivotal role in case of shortlisting/screening of units based on socio-economic profiling and compliance to social and labour norms.

Towards effective implementation of SMF and ensuring inclusivity and equity, **NRLM** has been identified as the key stakeholder. NRLM is expected to visit and check adequacy of SMF implementation measures taken by individual industries or common facilities (as applicable).

MoFPI will allocate fund for training and awareness program on social inclusion and complying social norms for the Social Management Team of the project as well as for capacity/awareness development of unit owners/employees. MoFPI Social Management Cell should conduct training session (through external trainer) and awareness program on the scheme and other related scheme, basic requirements to avail the scheme and also prevailing social norms and workers related regulations.

The state Nodal Agencies should organize awareness programs on the present scheme and other related scheme, basic requirements to avail the scheme and prevailing social rules, regulations every year.

The Social Cell of DIC should organize food sector specific awareness program for unit owners/employees about the scheme, basic requirement to avail the benefits from the scheme, and train them on adhering to prevailing social and workers related regulations.

9.5. Capacity building and enhancement plan

Following are the training requirement and schedule for successful implementation of the SMF:

S.No	Institutions	Topics to be covered	Responsibility
A	National Level Capacity Building	<ul style="list-style-type: none"> Introduction to social aspects relevant to the project Social Regulations and Statutory requirements as per Govt. of India and World Bank Conducting Social Assessment for various sectors Preparation of Social Management Plan Implementing Social Management Plan Roles and Responsibilities of officials / unit operators 	National Resource Institutes MoFPI
1	National Mission Directorate		
2	National Programme Management Unit		
B	State Level Capacity Building		National Resource Institutes State Resource Institutes MoFPI
3	State Nodal Agency		
4	State Programme Implementation Unit		
C	District Level Capacity Building	National Resource Institutes State Resource Institutes	
5	District Industries Centre		
6	Food Business Resource Centre		

S.No	Institutions	Topics to be covered	Responsibility
D	Beneficiary trainings for FPO's	towards protection of social aspects <ul style="list-style-type: none"> • Implementation Arrangements • Gender Action Plan • Tribal development framework • Labour standard Action Plan • Resettlement Policy Framework • Social Monitoring Indicators and Reporting Mechanisms 	District Industries Centre Food Business Resource Centres

9.6. Monitoring, Evaluation and Reporting Plan

Monitoring and evaluation plan

Monitoring is a continuous process that aims primarily to provide the management and project stakeholders of an on-going intervention with early indications of progress in achieving the desired objectives. It also serves to identify- gaps and thus help to rectify-any problems with an on-going programme. A well-functioning Monitoring and Evaluation (M & E) plan is a critical part of project management and accountability. IFPVAPP being a multi-disciplinary project involving multiple sectors needs a very effective M & E system to ensure participation, transparency and accountability in all the stages of the project cycle. The basic objectives of the M & E for IFPVAPP is:

- To support project implementation with accurate, evidence based reporting that informs management and decision making authorities to guide and improve project performance
- To contribute to organizational learning and knowledge sharing by reflecting upon and sharing experiences and lessons
- To uphold accountability and compliance by demonstrating whether or not the sub-project activities have been carried out as agreed and in compliance with SMF guidelines
- To provide opportunities for stakeholders, especially beneficiaries, to share their feedback

Key monitoring activities

The key activities to be carried out by the monitoring and evaluation department will include the following:

- Conduct periodic monitoring of SMF implementation on half yearly basis to provide early alert to redress any potential problems
- Conduct mid-term evaluation to assess and inform ongoing project implementation
- Conduct end-term evaluation to assess target achievements and slippages with respect to implementation of SMF
- Review the functioning of Grievance Redressal Mechanisms along with the complaints received and resolved will to be analyzed
- Compile the implementation experience and lessons learnt from the project implementation

Monitoring indicators

The core indicators include, among others, equity in participation and benefits to women, inclusion of marginalized community groups and small and micro enterprises.

These indicators shall be monitored internally by the monitoring and evaluation department on a periodic basis and shall be reviewed by the PIU.

The reporting requirement, frequency and agency responsible for monitoring is presented in the below table:

Reporting requirement	Frequency of reporting	Responsible agency
------------------------------	-------------------------------	---------------------------

Minimum wages to the workers	Half yearly	Monitoring and evaluation department/ PIU
Working hours of the workers	Half yearly	Monitoring and evaluation department/ PIU
Amenities provided at the unit	Half yearly	Monitoring and evaluation department/ PIU
Social benefits provided to the workers	Half yearly	Monitoring and evaluation department/ PIU
Presence of child labour at the units	Half yearly	Monitoring and evaluation department/ PIU
Monitoring of social development indicators	Annually	Monitoring and evaluation department/ PIU
Performance of grievance redress mechanism	Half yearly	Monitoring and evaluation department/ PIU
Training and capacity building	Annually	Monitoring and evaluation department/ PIU
Tribal development framework	Annually	Monitoring and evaluation department/ PIU
Labour standard action plan	Annually	Monitoring and evaluation department/ PIU
Gender action plan	Annually	Monitoring and evaluation department/ PIU

10. Grievance Redress Mechanism

An accessible and responsive complaint management process is important part of any stakeholder engagement strategy. A Grievances Redress Mechanism will be put in place wherein all project stakeholders are given a venue to lodge complaints regarding any aspect of the land acquisition, compensation, resettlement requirements, hygiene, pollution, safety and any other project-related issues.

10.1. Existing Grievance Redressal Mechanism

In India all states have their own citizen grievance redressal system where citizen can register their complaints with state administration to resolve their issues. Following are the channels in each state responsible for managing citizen grievance.

- Andhra Pradesh- Capital Region Development Authority manages Grievance mechanism
- Uttar Pradesh- Jan Sunwai Samadhan portal for registering citizen grievance
- Punjab- Public Grievance Portal, Government of Punjab
- Maharashtra- Grievance Redressal Portal, Government of Maharashtra

10.2. Proposed Grievance Redress Mechanism

10.2.1. Structure of GRCs

As part of Integrated Grievance Redress Mechanism (IGRM), a 1st level of Grievance Redresses Cells (GRC) will be set up at the District level; 2nd and 3rd Level GRCs will be at State and Central level (National Project Management Unit- NPMU) respectively.

At the district level the staffing of GRC will include members from District Industries Centre (DIC) and Food Business Resource Centre. The team can be same who will be monitoring the implementation of SMF.

At the state level, the GRC will include member from state PIU and respective grievance cell for each state. The GRC will be headed by a person of repute from central level NPMU. GRC at the central level will be responsible for ensuring timely redressal of grievance pertaining to gender, vulnerable community, and other social issues in transparent and effective manner.

10.2.2. Integrated GRM System

IGRM system will be established with Grievance Redress Cells (GRCs) to address various social concerns, with necessary officials and systems, at the units, districts, state, and central levels. Grievances if any, may be submitted through various mediums, including in person, in written form to a noted address, through a toll free phone line or through direct calls to concerned officials, and emails.

National Mission Directorate (NMD) will appoint designated person/company at central level to receive calls and online messages related to grievances. The person based on nature of complaint, will forward the same to the concerned GRC at district and state levels.

A ticket or a unique number will be generated for all such call, messages and letters. The complainant will follow up based that unique number with Operator at NMD. All complaints will be responded within two weeks at any level of GRC. In case response is not received from 1st level of GRC within 15 days, the complaint will be escalated to next level of GRC. If complaint remain unaddressed at 1st and 2nd GRC Level, within maximum of 30 days after registering the compliant, it will be elevated to 3rd level of GRC at NPMU level. GRC-NMD within 7 days of time should instruct the concerned GRC at district or state level to arrange for a hearing within maximum 5 days of time.

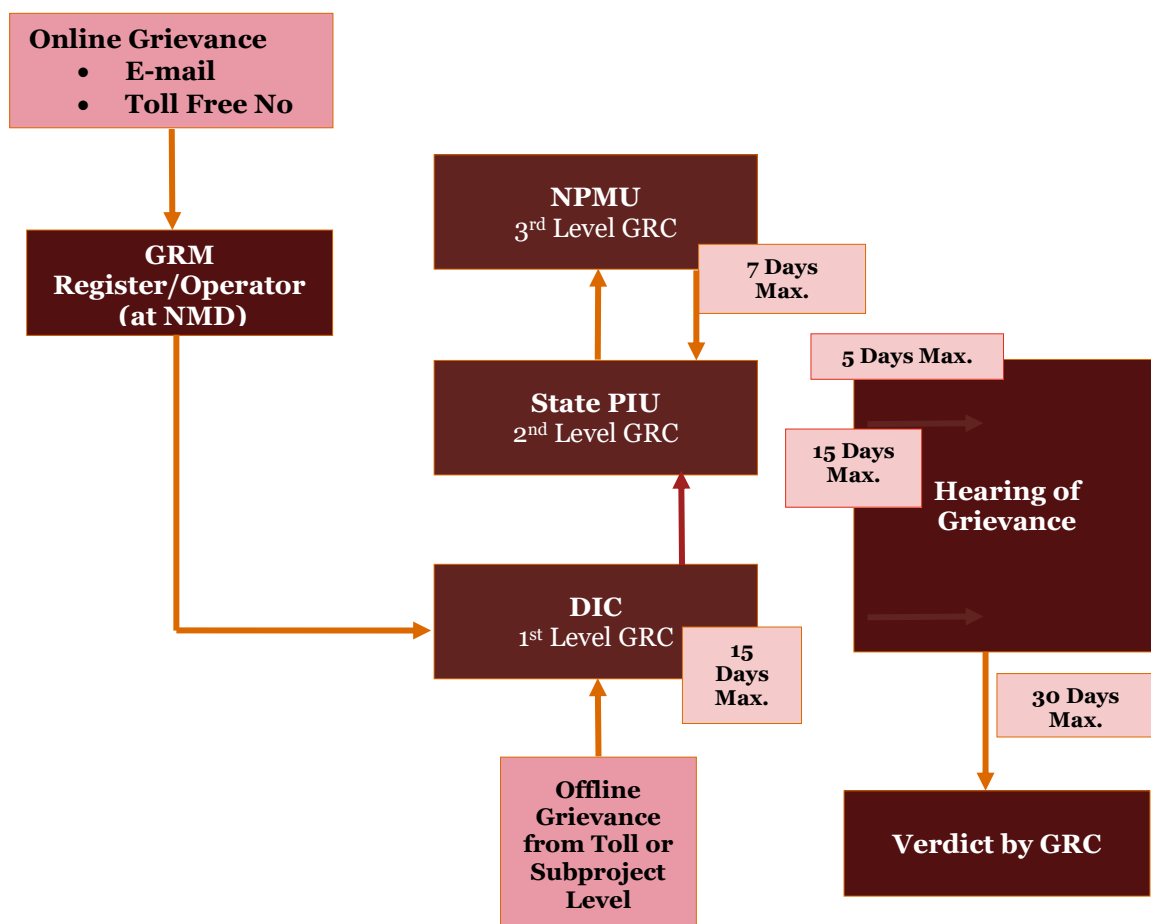
Effort should be given by all level of GRCs to conduct hearing and resolve the concern at their level up to the satisfaction of complainant within the stipulated timeframe. In case 1st and 2nd level GRCs

are unable to resolve the concern up to the satisfaction of complainant, these GRCs' or Complainant may approach to 3rd level of GRC at NPMU Level. After conducting hearing at any level of GRC, the decision should be communicated to complainant within maximum 30 days of time.

All local contact information and options for complaint submission should be available on site, on units, DIC and Food Business Resource Centre, state PIU, NPMU on information boards. A half yearly report on Grievance Redress by the subproject project should be prepared and to be sent to GRCs by districts GRCs and ultimately to GRC at NPMU. The GRC at NPMU will forward the same to World Bank.

The project will commit itself for proactive disclosure and sharing of information with the key stakeholders, including the communities/beneficiaries. The project will have a communication strategy focusing on efficient and effective usage of print and electronic media, bill boards, posters, wall writing, and adoption of any other method suiting local context, logistics, human and financial resources.

Figure 2: Grievance Redress Process



10.2.3. Functions of GRCs

The GRC will have its own bye laws. The functions of the GRC will include but not limited to:

- To redress grievances of community / beneficiaries / project affected persons (PAPs) in all respects

- Rehabilitation and resettlement assistance and related activities
- Grievances from workers involved in the project at any level or phase
- GRC will deal/hear the issues related to Social, R&R and individual grievances
- GRC will give its decision/verdict within 30 days after hearing the aggrieved person
- final verdict of the GRC will be given by the Head of GRC in consultation with other members of the GRCs and will be binding to all other members

An indicative list of grievance, which has to be addressed by GRCs are furnished below-

- Violation of law/regulation
- Rehabilitation & Resettlement and Compensation issue
- Loss of livelihood
- Access to resource /utility/facility
- Impact on surrounding environment because of project activities
- Grievance from Vulnerable community
- Gender related issues
- Grievances from workers
- Safety and Risk repeated to project development
- Grievance concerning interest of mass
- Social and labour issues of the workers working in the unit

10.3. Other Mechanism for Grievance Redress

All PAPs/complainants however will have the option to approach court / judiciary or World Bank's Grievance Redress Service²⁵ in case he or she is not satisfied with the verdict given by GRC.

10.3.1. World Bank Grievance Redress System

Communities and individuals who believe that they are adversely affected by a World Bank (WB) supported project may submit complaints to existing project-level grievance redress mechanisms or the WB's Grievance Redress Service (GRS). The GRS ensures that complaints received are promptly reviewed in order to address project-related concerns. Project affected communities and individuals may submit their complaint to the WB's independent Inspection Panel, which determines whether harm occurred, or could occur, because of WB non-compliance with its policies and procedures. Complaints may be submitted at any time after concerns have been brought directly to the World Bank's attention, and Bank Management has been given an opportunity to respond. For information on how to submit complaints to the World Bank's corporate Grievance Redress Service (GRS), please visit www.worldbank.org/grs. For information on how to submit complaints to the World Bank Inspection Panel, please visit www.inspectionpanel.org.

²⁵ <http://www.worldbank.org/en/projects-operations/products-and-services/grievance-redress-service#3>

A.1. List of units covered**A.1.1. List of units covered in Andhra Pradesh (41 units)**

Dist rict	Categ ory	Final product	Age	Educati on	Gend er	Social Group	Owns hip of firm
Pra kas am	Fruits and vegeta bles	Mushroom Pickle	47	10th Class	Fema le	OC	prop
Pra kas am	Fruits and vegeta bles	Pickles, Karappodi, Vadiyalu	35	10th Class	Fema le	OC	prop
Pra kas am	Packa ged food	Sweets & Hot (Ladoo, Badsha, Misore pak, Karapusa, Cake etc..20 items)	52	5th Class	Fema le	BC-Kuruma	prop
Pra kas am	Packa ged food	Sweets & Hot (Ladoo, Badsha, Misore pak, Karapusa, Cake etc..20 items)	50	10th Class	Fema le	OBC	prop
Pra kas am	Packa ged food	Biscuts (Fine Biscuit, Salt Biscuits, Ragi Biscuts, Backery Items etc..20 types)	35	Inter	Fema le		prop
Pra kas am	Packa ged food	Spices Powders Manufacturing	35	10th Class	Fema le		prop
Pra kas am	Packa ged food	Laddu, Mithai, Karas, Jangree & Badsha	50	ILLITER ATE	Fema le	OC-Vysya	prop
Pra kas am	Packa ged food	Boondhi Mudda, Mudda Types	45	SSC	Fema le	OBC	prop
Pra kas am	Grains and Oil seeds	Rice		ILLITER ATE	Male		prop
Pra kas am	Packa ged food	Pickles(9 types- Mango, Chilly,Amla, Tamarind, Gogu, Giinger, Tomato, Lime, Chicken)	45	INTER MEDIA TE	Fema le	OBC	prop
Pra kas am	Packa ged food	Pickles (18 types) Karappodi preparation	50	9th Class	Fema le	OC	prop

Pra kas am	Grains and Oil seeds	Multi grain powder, Ragi, Jowar, Perrel Millet,White Jowar	28	Inter	Male	OC	prop
Pra kas am	Packa ged food	Sweet, chakhna, Namkeen food items	34	No educati on	Male	OBC	prop
Pra kas am	Packa ged food	Sweets, Khoa,	33	5th Class	Male	OBC	prop
Pra kas am	Packa ged food	Namkeen & Snacks	29	No educati on	Male	OBC	prop
Pra kas am	Packa ged food	Popcorns	27	Inter	Fema le	SC	prop
Pra kas am	Packa ged food	Chikky, Laddu	45	No educati on	Fema le	OBC	prop
Pra kas am	Packa ged food	Ice cream nuts, Butter skotch nuts	35	10th	Fema le	General	prop
Pra kas am	Packa ged food	Chilly Powder, Cerpow skotch Powder	48	Inter	Fema le	OBC	prop
Pra kas am	Fruits and vegeta bles	Mushroom, Mushroom Pickles, Mushroom papad	54	Graduat e	Male	OBC	prop
Pra kas am	Packa ged food	10 types of Pickles	35	7th	Fema le	General	prop
Pra kas am	Dairy	Sweets, Khoa, Mysore pak, Laddu, SonPapdi, Halva	46	9th	Fema le	General	prop
Pra kas am	Packa ged food		45	5th Class	Fema le		prop
Vizi ana gara m	Fruits and vegeta bles	Pickle (Chicken, Prawn, Mango, tomato etc.)	35	5th	Fema le	OBC	Propriet orship
Vizi ana gara m	Packa ged food	Chikodi(snacks)	42	5th	Fema le	General	Propriet orship

Viziana garam	Packaged food	Papad	53	No education	Female	OBC	Proprietorship
Viziana garam	Packaged food	Papad	30	No education	Female	OBC	Proprietorship
Viziana garam	Packaged food	Chikki	40	Intermediate	Female	OBC	Proprietorship
Viziana garam	Packaged food	Papad Baddi (Mung daal) Rice starch papad	45	No	Female	OBC	Proprietorship of the same family
Viziana garam	Packaged food	Coconut laddoo, chikodu, papads	35	5th standard	Female	ST	DOCRA - MEPMA
Viziana garam	Packaged food	Pootharekulu (Rice coated sheet), Cashew	45	Uneducated	Female	OBC	Self
Viziana garam	Fruits and vegetables	Mango pickle (Spicy & Sweet), Tomato pickle, ginger pickle, lemon pickle, rice papad, badi	36	Uneducated	Female	OBC	Self
Viziana garam	Packaged food	Pootharekulu (Rice coated sheet)	36	10th standard	Female	OC	Proprietorship
Viziana garam	Packaged food	Bakery and confectionary Laddoo Jaggery Mysore Pak Boondi mixture Normal mixture Khoya	28	Degree	Male	OC	Self
Viziana garam	Packaged food	Snacks - Different kinds of mixtures (masala peanuts, chikodi)	45	6th	Female	OC	Self
Viziana garam	Fruits and vegetables	mango jelly (aam Papad)	29	intermediate	Female	BCD (OBC)	self entrepreneur

Viziana garam	Fruits and vegetables	mango jelly (aam Papad)	32	Higher Secondary	Female	BCD (OBC)	self entrepreneur
Viziana garam	Fruits and vegetables	mango jelly (aam Papad)	30	intermediate	Female	BCD (OBC)	self entrepreneur
Viziana garam	Packaged food	Biscuits (multiple types), ragi garins	35	uneducated	Female	ST	Working in community based processing centre
Viziana garam	Packaged food	Biscuits (multiple types), ragi garins	20	Higher Secondary	Female	ST	Working in community based processing centre
Viziana garam	Packaged food	Biscuits (multiple types), ragi garins	55	uneducated	Female	ST	Working in community based processing centre

A.1.2. List of units covered in Maharashtra (59 units)

District	Category	Final product	Age	Education	Gender	Social Group	Ownership
Nandurbar	grains & oil	halad powder, masala, dhana powder	42	SSC	male	obc	Unregistered (Self)
Nandurbar	grains & oil	dhaniya powder, mirchi powder, hing, rai, onion garlic paste, sauuf, etc	47	7th	female	obc	Partnership
Nandurbar	packaged food	animal food	43	12	male		Unregistered

Nandurb ar	package d food	pav, bread etx	40	10	male	general	Proprietoshi p
Nandurb ar	package d food	kaju	unclear	B com	male	obc	Unregistere d
Nandurb ar	package d food	papad, sevai	56	12	male	NIB	proprietoshi p
Nandurb ar	package d food	kurdai, papad, sevai	44	12	femal e	obc	proprietoshi p
Nandurb ar	grains & oil	pav bhaji masale, pani pori, masatan masale, khabra	40	B com	femal e		proprietoshi p
Nandurb ar	grains & oil	Rice	48	4th	femal e	ST	proprietoshi p
Nandurb ar	package d food	pav, khadi, nankharai	42	5th	male		proprietoshi p
Nandurb ar	Dairy Products	panner, khoya, sweet, shrikhand, mava, yogurt, butter milk, ghee	55	7th	femal e	genral	proprietoshi p
Nandurb ar	pakaged food	Chilli powder	40	12th	male	genral	proprietoshi p
Nandurb ar	grains & oil	raw oil, animal feed	53	graduate	male	genral	proprietoshi p
Nandurb ar	grains & oil	mungi, papapd, kurdi	30	graduate	male	OBC	proprietoshi p
Nandurb ar	fruits & vegetabl es	cherry	24	graduate	male		proprietoshi p
Nandurb ar	pakaged food	mirchi powder	67	graduate	male	genral	patnership
Nandurb ar	grains & oil	Dals	NA	NA	male	NA	proprietoshi p
Nandurb ar	pakaged food	Papad, mirchi, garam masala	36	graduate	male	genral	proprietoshi p
Nandurb ar	fruits & vegetabl es	Coconut powder and papad	40	10th	femal e	OBC	proprietoshi p
Nandurb ar	fruits & vegetabl es	cherry	31	graduate	male	obc	proprietoshi p
Nandurb ar	pakaged food	murmure	50	12th	male	NA	proprietoshi p
Nandurb ar	pakaged food	mirchi powder, powder, papad	NA	NA	femal e		SHG
Nandurb ar	Grains and Oil	Chilli powder	50	2nd standard	Femal e	Pawara	Propreitorshi p
Nandurb ar	Processe d food	Papad	60	11th Standard	Femal e	Pawara	Propreitorshi p
Nandurb ar	Grains and Oil	Pulse	67	5th Standard	Male	Wadwi	Propreitorshi p

Nandurb ar	Grains and Oil	Rice	44	Graduation	Male	Mauvsc hi	Propreitorshi p
Nandurb ar	Grains and Oil	Pulse	42	BA	Male	Hindubi l	Propreitorshi p
Nandurb ar	Package d food	Papad,Sewai	40	Graduation	Femal e	Minority	Propreitorshi p
Nandurb ar	Package d food	Packed mushrooms	44	Graduate	Male	ST - tribal	FPO
Nandurb ar	Grains and Oil	Dal	44	Graduate	Male	ST - tribal	FPO
Nandurb ar	Grains and Oil	Dal	40	12th pass	Male	OBC	Proprietorshi p
Pune	Fruit and Vegetabl es	Ready to eat vegetables, Powdered vegetables and fruits, dry vegetables and fruits	31	Post Graduate	Femal e	Genera l	Proprietorshi p
Pune	Fruit and Vegetabl es (Organic Jaggery)	Organic jaggery	40	10th	Male		Farmer Produce Organisation
Pune	Fruit and Vegetabl es	Frozen fruits, Fruit pulp, frozen vegetables	55	Graduate	Male		Proprietorshi p
Pune	Fruit and Vegetabl es and Beverag e (Aamras)	Frozen fruits, Aamras	29	Post Graduate	Male		Partnership
Pune	Fruits and Vegetabl es	Frozen Custurd apple, Dry vegetables,	Respond ent was not sure (50 +)	10th	Male		Proprietorshi p
Pune	Grain and Oil	Rice, Rice Polish and Tusk	59	8th	Male		Proprietorshi p
Pune	Grain and Oil	Rice, Rice Polish and Tusk	55	8th	Male		Proprietorshi p
Pune	Package d food	Pickel, Ready made mix, Papad, spices	0	0	Femal e		Partnership
Pune	Package d food	Cashew	30	Graduate	Male		Sole Proprieter
Pune	Package d food	Idli dosa batter, Chutneys	35	Graduate	Male		Proprietorshi p
Pune	Dairy	Milk and milk products like ghee, paneer	0	0	Male		Sole Proprieter
Pune	Package d food	Pickel, Ready made mix, Papad	0	0	Male		Sole Proprieter

Pune	Package d food	Namkeen	0	Graduate	Male		Sole Proprieter
Pune	Package d food	Golgappe	0	Not educated	Male		Sole Proprieter
Pune	Package d food	Namkeen	0	0	Male		Sole Proprieter
Pune	Dairy	Milk and milk products like ghee, paneer	49	10th	Male		Partnership
Pune	Package d food	Different kinds of masala used in kitchen (Mirchi powder, pav bhaji etc)	47	10th	Femal e		Proprietorshi p
Pune	Package d food	Sewai Manufacturin g from Aata and Rava	55	10th	Femal e		Proprietorshi p
Pune	Grain and Oil seed	Papad manufacturin g	35	10th	Femal e		Proprietorshi p
Pune	Dairy	Paneer, yoghurt, Sri khand, Amrakhand	31	Post Graduate	Male		Proprietorshi p
Pune	Dairy	Soap, Gauarka, hair oil,	37	10th	Male		Proprietorshi p
Pune	Fruit and Vegetabl es	Cutting, ripening, Chilling, packaging, freezing	52	12th	Male		Proprietorshi p
Pune	Grain and Oil seed	Pulses cleaning and processsing	45	10th	Male		Proprietorshi p
Pune	Grain and Oil seed	Flour of Wheat, Maize and Bazra	41	10th	Male	SC	Proprietorshi p
Pune	Grain and Oil seed	Flour of Wheat, Maize and Bazra	40	10th	Male	SC	Proprietorshi p
Pune	Fruits and Vegetabl es	Tomoato pury and paste	28	Post Graduate	Male		Proprietorshi p
Pune	Fruits and Vegetabl es	Organic jaggery	43	10th	Male		Proprietorshi p
Pune	Fruit and Vegetabl es & Beverag es	Amal Candy and Mava, Mulbery jam, Amla Juice	35	Graduate	Male	obc	Proprietorshi p

A.1.3. List of units covered in Punjab (44 units)

District	Category	Final product	Age	Education	Marital Status	Gender	Social Group	Ownership of firm
Amritsar	Fruits and Vegetables	Amla, Gajar, Apple, Harar, Bael ka Murabba, Pickle and Sharbat	55	Graduate	Married	Male	General	Family Enterprise
Amritsar	Dairy	Cottage Cheese (Paneer) Curd, Ghee	37	Graduate	Married	Male	General	Proprietorship
Amritsar	Grains and Oil Seeds	Papad and Variyan	65	Graduate	Married	Male	General	Proprietorship
Amritsar	Grains and Oil Seeds	Papad and Variyan	52	7th Standard Pass	Married	Male	General	Family Enterprise
Amritsar	Fruits and Vegetables	Pickle, Biscuit, Powder	46	Under Graduate	Married	Male	General	Self Help Group
Amritsar	Grains and Oil Seeds	Atta	29	Higher Secondary Pass	Unmarried	Male	General	Proprietorship
Amritsar	Grains and Oil Seeds	Atta	33	7th Standard Pass	Married	Male	General	Proprietorship
Amritsar	Grains and Oil Seeds	Papad and Variyan	23	Matric Pass	Unmarried	Male	General	Proprietorship
Amritsar	Grains and Oil Seeds	Papad and Variyan	56	Primary schooling	Married	Female	General	Proprietorship
Amritsar	Grains and Oil Seeds	Papad and Variyan	62	Primary schooling	Married	Male	General	Proprietorship
Amritsar	Grains and Oil Seeds	Papad and Variyan	32	12th pass	Married	Male	General	Proprietorship
Amritsar	Fruits and Vegetables	Amla, Gajar, Apple, Harar, Bael ka Murabba, Pickle and Sharbat	28	Primary schooling	Married	Male	OBC	Family Enterprise
Amritsar	Fruits and Vegetables	Amla, Gajar, Apple, Harar, Bael ka Murabba, Pickle and Sharbat	58	12th pass	Married	Male	OBC, Prajapati	Family Enterprise
Amritsar	Fruits and Vegetables	Amla, Gajar, Apple, Harar, Bael ka Murabba, Pickle and Sharbat	28	12th pass	Married	Male	OBC	Proprietorship
Amritsar	Fruits and Vegetables	Amla, Gajar, Apple, Harar, Bael ka Murabba, Pickle and Sharbat	65	10th pass	Married	Male	General	Proprietorship
Amritsar	Dairy	Cottage Cheese (Paneer) Curd, Ghee	43	Higher Secondary Pass	Married	Male	General	Proprietorship
Amritsar	Dairy	Cottage Cheese (Paneer) Curd	38	Graduate	Married	Male	General	Family Enterprise
Amritsar	Dairy	Cottage Cheese (Paneer) Curd	38	Primary schooling	Married	Male	General	Family Enterprise
Amritsar	Dairy	Cottage Cheese, Milk, Curd, Butter, Cream	27	Primary schooling	Married	Male	General	Family Enterprise
Amritsar	Dairy	Cottage Cheese, Curd, Milk	62	Primary schooling	Married	Male	General	Proprietorship
Amritsar	Dairy	Cottage Cheese, Milk, Curd, Butter, Cream	56	Post Graduate	Married	Male	General	Proprietorship
Amritsar	Dairy	Cottage Cheese, Milk, Curd, Butter, Cream	35	Primary schooling	Married	Male	General	Proprietorship
Amritsar	Dairy	Cottage Cheese, Milk, Curd, Butter, Cream	38	12th pass	Married	Male	General	Proprietorship
Amritsar	Packaged food	Turmeric	36	Graduate	Married	Male	General	Proprietorship
Amritsar	Fruits and Vegetables	Jaggery	26	Under Graduate	Married	Female	General	SHG

Amritsar	Fruits and Vegetables	Jaggery	42	Under Graduate	Married	Male	General	SHG
Amritsar	Grains and Oil Seeds	Flour	30	Graduate	Married	Male	General	Proprietorship
Amritsar	Packaged food	Green tea	55	Under Graduate	Married	Female	General	Proprietorship
Amritsar	Grains and Oil Seeds	Flour	48	8th Standard Pass	Married	Male	General	Proprietorship
Amritsar	Packaged food	Spice	33	Graduate	Married	Male	General	Partnership
Amritsar	Packaged food	Bakery items - biscuits, bread, buns etc.	29	Graduate	Married	Male	General	Proprietorship

A.1.4. List of units covered in Uttar Pradesh (48 units)

District	Category	Final product	Age	Education	Gender	Social Group	Ownership of firm
Fatehpur	Grains & Oil Seeds	Rice	45	LLB	Male	General	Partnership
Fatehpur	Dairy Products	Chilled Milk	40	Graduate	Male	General	Proprietorship
Fatehpur	Package d food	Bread, Bun	25	Mass communication	Male	General	Proprietorship
Fatehpur	Grains & Oil Seeds	Rice	42	Graduate	Male	OBC	Partnership
Fatehpur	Dairy Products	Icecream	32	High school	Male	OBC	Proprietorship
Fatehpur	Dairy Products	Milk	55	High school	Male	General	Partnership
Fatehpur	Package d food	Toast, Mixture	32	Post graduate	Male	General	Private Limited
Fatehpur	Fruits & Vegetables	Pickle, Mixture	45	High school	Male	General	Proprietorship
Fatehpur	Dairy Products	Icecream	35	Graduate	Female	General	Proprietorship
Fatehpur	Fruits & Vegetables	0	38	Graduate	Male	General	proprietorship
Fatehpur	Grains & Oil Seeds	Chilly Powder, Haldi and Dhaniya	25	8th and below	Female	SC	Unregistered
Fatehpur	Fruits & Vegetables	Pickle, Sauce, Squash, Jam and Muraba	45	uneducated to graduate	Female	35-40% members are from SC	SHG
Fatehpur	Package d food	Bakery (Bun, Bread, Toast)	41	intermediate	Male	Minority	Proprietorship
Fatehpur	Fruits & Vegetables	Pickles, Aawla candy and Murabba	35	Masters	Female	General	Proprietorship

Fatehpur	Dairy Products	Ice creams	37	Undergraduate	Male	General	Proprietorship
Fatehpur	Fruits & Vegetables	Canned Mushroom	33	Undergraduate	Female	General	Proprietorship
Fatehpur	Packaged food	Spices (Haldi, Chilly and Dhaniya) and Bari	40	7th Standard Pass	Female	30% members are from SC	SHG
Fatehpur	Packaged food	Bakery (bub)	51	Graduate	Male	Minority	Proprietorship
Fatehpur	Grains & Oil Seeds	Flour (packed in 50 kg bags)	55	Intermediate	Male	General	Proprietorship
Fatehpur	Grains & Oil Seeds	Paddy cleaning, separation (removing of husk and the bran) and polishing	52	Graduate	Male	General	Partnership
Fatehpur	Grains & Oil Seeds	Oil mill	30	8th and below	Male	OBC	Proprietorship
Fatehpur	Grains & Oil Seeds	Oil mill and Flour mill	32	8th and below	Male	OBS	Proprietorship
Fatehpur	Grains & Oil Seeds	Oil mill	28	8th and below	Male	OBC	Proprietorship
Fatehpur	Grains & Oil Seeds	Oil mill and Flour mill	40	8th and below	Male	OBC	Proprietorship
Fatehpur	Grains & Oil Seeds	Oil mill and Flour mill	50	8th and below	Male	OBC	Proprietorship
Fatehpur	Grains & Oil Seeds	Oil mill and Flour mill	38	8th and below	Male	General	Proprietorship
Hathras	Fruits & Vegetables	Amla Murabba and Aam pickle	58	Bachelors	Male	General	Proprietorship
Hathras	Packaged food	Rusks	65	High School fail	Male	OBC	Proprietorship
Hathras	Dairy Products	Milk, dahi, paneer, Matha (chach)	55	High School	Male	General	Proprietorship
Hathras	Fruits & Vegetables	Amla Murabba and Aam pickle	50	Interpass	Male	General	Proprietorship
Hathras	Dairy Products	paneer	40	6th-7th pass	Female	General	Proprietorship
Hathras	Dairy Products	paneer, dahi, ghee	50	High School	Male	General	Proprietorship
Hathras	Grains & Oil Seeds	Mustard oil	72	High School	Male	OBC	Proprietorship
Hathras	Grains & Oil Seeds	Flour	45	High School	Male	OBC	Proprietorship

Hathras	Grains & Oil Seeds	Flour & Mustard oil	50	8th	Male	OBC	Proprietorship
Hathras	Fruits & Vegetables	Petha	30	high school	Male	General	Partnership
Hathras	Packaged food	Snacks and namkeen	60	high school	male	General	Proprietorship
Hathras	Grains & Oil Seeds	Oil mill	35	graduate	male	General	Unregistered
Hathras	Packaged food	Khajla maker	35	high school	male	General	Unregistered
Hathras	Packaged food	Khajla maker	32	high school	male	OBC	Unregistered
Hathras	Grains & Oil Seeds	Seed processing	35	Graduate	male	General	Unregistered
Hathras	Packaged food	Frimes	28	Graduate	male	General	Proprietorship
Hathras	Fruits & Vegetables	kethups	35	high school	Male	General	Proprietorship
Hathras	Packaged food	Chips making	32	high school	Female	General	SHG
Hathras	Packaged food	Chips making	48	10	Female	General	SHG
Hathras	Packaged food	Hing manufacturing	40	Graduate	male	General	Private Limited
Hathras	Packaged food	Hing manufacturing	40	Graduate	male	OBC	Proprietorship
Hathras	Packaged food	Hing manufacturing	45	Graduate	male	OBC	Proprietorship

A.2. Annexure: Pictures from Site Visits
A.2.1. Amritsar



A.2.2. Ferozpur



A.2.3. Vizianagaram



A.2.4. Prakasam



A.2.5. Pune





A.2.6. Nandurbar



A.2.7. Fatehpur



A.2.8. Hathras



A.3. Annexure: Questionnaire for Social Assessment

Additional Guidance for Applicability of Questionnaire

This tool is divided into 5 separate questionnaire, Please fill the relevant questionnaires as the case is found in the unit

Section No.	Questionnaire Name	Applicability	Applicable for this unit (Please tick)
1-10	Social Assessment	For all units	
11	Women Entrepreneur Assessment	Only for the units with a women owner	
12	Tribal Entrepreneur Assessment	Only for the units in a tribal area and a tribal owner	
13	Gender Assessment	Only applicable for female workers of the unit (if any)	

Name of the surveyor: _____ Date: _____ Time: _____

Social Assessment Questionnaire

Section 1- About the unit	
<p>a. Name of the unit:.....</p> <p>b. Name of the brand of the product:..... <i>(please mention if there is no brand/sold loose)</i></p> <p>c. Name of the respondent:..... <i>(indicate if the respondent is the owner/representative in bracket(to be interviewed only of next to kin to the owner- in that case indicate the relation)</i></p> <p>d. Address of the Unit:.....</p> <p>e. Contact number/s:.....</p> <p>f. Type of unit (Home based Enterprise /Workshop based Enterprise):.....</p> <p>h. Year of establishment:.....</p>	<p>g. Owner's details/ profile:</p> <p>1) Age (in actual completed years)</p> <p>2) Education (highest education).....</p> <p>3) Marital Status (Single/Married/Divorced/Widowed)</p> <p>4) Gender (Male, Female, Transgender).....</p> <p>5) Religion:.....</p> <p>6) Social Group (SC/ ST/ OBC):.....</p> <p>7) Economic Category (APL/ BPL/ others).....</p> <p>8) Disability status (Y/ N).....</p> <p>9) If Yes state nature of disability:.....</p> <p>10) No. of family members (male and female):Male (adults).....Female (adults)..... Male (children)..... female (children).....</p> <p>11) No. of dependents (male and female): Male..... Female.....</p> <p>12) If owner is the head of the family (Yes/No).....</p> <p>i. Ownership of firm (Proprietorship, Partnership, SHG owned, others [specify]):</p>

with respect to distance, price, gender issues, transport)		n. Source of electricity: o. Challenges:	s. Mode of transport used: t. Challenges in selling:
--	--	---	---

Section 3 - Worker Related

<p>a. Minimum daily wage to male workers:.....</p> <p>b. Minimum daily wage to female workers:.....</p>	<p>c. Are the workers covered under PF? (Yes/ No)</p>
<p>d. Are the all workers covered under any medical or accidental insurance (if any exclusions pls mention):</p> <p>i. Medical Insurance (Yes/ No):</p> <p>ii. Accidental insurance (Yes/ No):</p>	<p>e. What is the mode of payment for the workers:</p> <p>i. Cash</p> <p>ii. Bank transfer/ Cheque</p>
<p>f. What is the frequency of payment of wages</p> <p>i. Full time employee (daily/weekly/monthly):</p> <p>ii. Part time employee (daily/weekly/monthly):</p> <p>iii. Is the payment done regularly/irregularly:</p>	<p>g. In how many shifts do the workers work in a timings?..... shifts.....</p>
<p>h. Is there a weekly off for the workers? (Yes/ NO)</p>	<p>i. How many skilled/semi-skilled/un-skilled workers per unit by gender:</p> <p>i. Skilled M F.....</p> <p>ii. Semi skilled M F.....</p> <p>iii. Unskilled M F.....</p>
<p>j. What are the facilities available in the unit?(circle all relevant facilities)</p> <p>i. Common toilets</p> <p>ii. vi Mention other facilities (if any):</p> <p>iii. Separate toilet for female</p> <p>iv. Separate eating space</p> <p>v. Drinking Water</p> <p>vi. Work shed</p>	
<p>k. Do you lay off worker in the off season? (Yes/ No):</p> <p>i. If yes, then where do they work in off season? Also indicate the off season time (by months), if relevant</p> <p>ii. If the workers are laid off, which type of workers are laid off first?</p> <p>iii. Off season (months):.....</p>	
<p>l. What kind of skills do you require for operating the unit?</p> <p>i. Are these skill sets available in the market (refer to gender based availability across the value chain)</p> <p>ii. Are the workers provided with any skills/trainings? (Yes, No, Sometimes, Never).....</p> <p>iii. Please mention the type of trainings conducted in last one year to the workers:</p>	
<p>iv. How do you manage major or minor accidents during work? (first aid internally, local dispensary, local health center)</p>	

Section 4- Working capital and operational revenue management

a. Is the revenue of the unit : (Regular/Seasonal/Irregular) please indicate response product wise (if applicable)
Please give reasons for the response. Also indicate the highest revenue generating season and the lowest time:

b. How do you manage your working capital? Please circle the relevant options

- i. Diversify into other business (in case of seasonal business/ otherwise)
- ii. Loan from bank
- iii. Loan from family/friend
- iv. Government funding scheme
- v. Loan from unorganized financial institutions
- vi. Any others (Please specify)

c. Please arrange the challenges faced in running this business (in highest to lowest order 1 being highest)

- i. Access to market
- ii. Availability of raw material
- iii. Availability of logistics (transport, warehouse, storage and others)
- iv. Availability of Labour
- v. Availability of latest technology
- vi. Availability of finance
- vii. Any others (Please specify)

Section 5- Access to Finance

a. How was the initial/ starting working capital arranged? Circle the most relevant option

- i. Loan from Bank
- ii. Loan from family
- iii. Own Savings
- iv. Government funding schemes
- v. Any others (Please specify)

In case of an Institution, Please provide the name:..... and amount.....

Was it linked to any scheme (name the scheme):
.....

b. How is the ongoing working capital/finance

- i. Loan from Bank
- ii. Loan from family
- iii. Own Savings
- iv. Government funding schemes
- v. Any others (Please specify)

In case of an Institution, Please provide the name:
.....

c. What mode of finance do you prefer most?(circle one most relevant response) Please give explanation for

- i. Loan from Bank
- ii. Loan from family
- iii. Government funding schemes
- iv. Loan from SHG
- v. Self-Investment
- vi. Mortgage of land/other asset
- vii. Any others (Please specify)

d. What difficulties do you face in making financial arrangements for your business? (circle three most relevant) Please give explanation for the response (get top three - priority 1 being highest in terms of challenge)

- i. Preparing the proposal
- ii. Awareness of financial schemes
- iii. Tedious process of application of loan with banks
- iv. Arranging/Meeting the requirements of collaterals
- v. Repayment schedule
- vi. Lack of support from government officials/ department
- vii. Lack of support from family
- viii. Non co-operation of banking staff
- ix. Any others (please specify)

Section 6- Access to Market

- i. Who is your customer? Please mention the share of consumption (in %) if there are multiple type of customers.
- ii. Neighbors
- iii. Family members
- iv. Local community
- v. Dealers/Retailers
- vi. Wholesalers
- vii. Brands/ other companies
- viii. Self help groups
- ix. Any other NGO
- x. Any Other (specify)

- a. What type of market channels you use to sell your product? Please select multiple options if applicable
 - i. Own Shop
 - ii. Online channels
 - iii. Through third party/dealers
 - iv. Self/ Family member
 - v. House to house selling
 - vi. Any other (specify)
 - vii. Self help groups
 - viii. Any other NGO

- b. Rank the following challenges (descending order, 1 being the highest) in selling your product? Please give explanation for the response
 - i. Logistics (lack of transport facilities and others)
 - ii. Access to markets
 - iii. Peer competition
 - iv. Quality of product
 - v. Others (Specify)

- c. Do you need any marketing and advertisement to facilitate the selling of your product? (yes/ no)

Share reason:

- d. What initiatives you have taken to market your product?
- e. Who plays the key role in marketing the product? Discuss the role with respect to gender and social group? In case of female entrepreneurs we need to understand if husband, male member or any others take responsibility and why:

- f. Is there any support provided by government to market or sell your products?

Section 7- Registrations and Certifications

<p>1. Different registration/license you have obtained? Please circle all applicable option(s)</p> <ul style="list-style-type: none"> i. GST ii. FSSAI iii. Factory License (Factories act) iv. License under Shop and establishment Act v. MSME/SSI registration vi. CGWB vii. SPCB (CTE/CTO) viii. Any other state regulatory body registration ix. None of the above x. Others (Please specify) 	<p>2. Different registration/license you have applied for? Please circle all applicable option(s)</p> <ul style="list-style-type: none"> i. GST ii. FSSAI iii. Factory License (Factories act) iv. License under Shop and establishment Act v. MSME/SSI registration vi. CGWB vii. SPCB (CTE/CTO) viii. Any other state regulatory body registration ix. None of the above x. Others (Please specify)
<p>3. Quality mark/certification body you are accredited to/applied for? Circle all relevant options</p> <ul style="list-style-type: none"> i. ISI Mark ii. AGMARK iii. Organic Certification and Symbols for Organic Food in India iv. ECOMARK v. Others (Please specify) 	
<p>4. Do you think certifications and associations with trade bodies help in growth of your business? Please mention the support provided by them? Discuss the reasons</p> <ul style="list-style-type: none"> i. Facilitating market linkages ii. Access to trainings iii. Access to govt. schemes/policies iv. Advocating for the sector v. Others (specify) 	
<p>5. What challenges do you find in registration and getting certification? (circle three most relevant ones)</p> <ul style="list-style-type: none"> i. Information and knowledge of such accreditations ii. Document Preparation iii. Document submission iv. Availability of collaterals in own name v. Filing Application vi. Fee Payment vii. Renewal viii. Any others (Please specify) 	
<p>Section 8- Plan and Vision</p>	
<p>a. Do you want to expand your business?(Yes/ No).....</p>	
<p>b. Please give explanation and reasons</p>	
<p>c. What are the next steps required to expand your operations? What is the tentative plan and areas of expansion?</p>	
<p>d. Rank the challenges you face in expanding your business (1 being the highest challenge)</p> <ul style="list-style-type: none"> i. Availability of finances ii. Availability of land iii. Access to Market iv. Access to Storage facility v. Availability of technology vi. Availability of labour vii. Meeting the required quality viii. Support from government ix. Support from family x. Low Demand xi. Mention others (if any) 	

- e. Have you thought of packaging your product differently?
- f. Would you be open to upgrading to new technologies for unit operations?
- g. Discuss the key challenges with respect to location, gender and access to facilities.
- h. Other than financial support, what additional help do you require to expand or scale up your business?

Section 9- Government schemes

- a. Are you aware of any government schemes or policies prevailing in your region for your business? (Yes/ No)...
- b. If yes, which schemes are you aware of and what were the sources of information? Names of schemes and sources of information**
- c. Have you taken support from any government schemes or policy (Yes/ No).....
- d. If yes, which ones?**
- e. Are you aware of any government regulations which are applicable for your unit? (Yes/ No).....
If Yes, state which all (separate by comma)
- f. Is it easy to comply with existing regulations? (Yes/ No).....
- g. If yes then please explain and if no which are those regulations?**
- h. What difficulties do you face in complying with the regulations? What type of changes do you think is required to make it easier to comply?
- i. Rank the support (in descending order, 1 being the most important support) you want from government for your business. Please give explanation for your reason.
- 1) Financial subsidies for machines
 - 2) Subsidies for land
 - 3) Marketing assistance
 - 4) Softer environmental and social regulations
 - 5) Softer food safety norms
 - 6) Any other (state and rank)

Section 10- Grievance Redress Mechanism : For owners only

- a. Is there any special grievance redress mechanism for women employees? If Yes, then what?**
- b. How many reported grievances were from male/female**

c. Are you aware about any channel/platform (Government body/Associations) where you can raise your issues/grievances related to your unit? What kind issues you think needs to be resolved for your unit

d. Are there trade associations or entrepreneur associations which resolve grievances of the unit?

e. Is the grievance mechanism efficient in finding solutions to the issues?

f. What is the typical time to resolve issues?

g. Typically, what are the grievances that the unit faces?

Suggestions

a. What suggestions you have for the improvement and growth of food processing units?

b. What do you think government should do to support micro entrepreneurs?

Section 11- Women Entrepreneur (Only applicable for Women owners) , Only if applicable

About the Unit

1. What were the factors that motivated you to start your own business?

2. Are you the sole owner and manager of this unit or is your husband involved in the business as well?

3. How many vendors do you have for the procurement of raw material?
4. Do you directly interact with them or do your husband/son/family member (male/ female) interact with them on your behalf?
 - a) Self
 - b) Other Male family members
 - c) Both
5. Do you directly transport your goods to the market or is there anyone else who does it on your behalf?
 - a) Other Male family members
 - b) Other than family members
6. Do you use a smartphone to handle any aspect of your business? If Yes, then for which activities
 - a) Acquiring raw material
 - b) Selling
 - c) Marketing
 - d) Others (specify)
 - e) No (if they don't use smart phone)
7. Before starting the unit, did you take advice from family members, friends?
 - a) Family member
 - b) Relative
 - c) Neighbours and friends
 - d) NGO
 - e) Any other
8. Whom do you typically seek business related guidance and advice, presently?
9. Where and when did you learn the skill to run your operations?
10. Did you, as a woman, face any challenges to acquire the finances? If yes, then what was the challenge?
11. Are any of the assets (machinery, land, shop, vehicle etc.) related to your unit, registered under your name?
 - a) **Which one (multiple separated by comma)**
12. Being a women entrepreneur, are you aware of government schemes, grants which are applicable to you?
13. Is there a platform or association where you can go to share your queries/ challenges/ grievances?

14. What kind of support do you require from the government to overcome these challenges?

Managing Domestic and Work Life

15. How has becoming the proprietor of a business unit changed your day-today life?

- a. Decision making ability
- b. Improved finances
- c. Increased self-confidence
- d. Overall increase of self esteem / status in family

16. Was your family supportive of you starting a business?

17. How do they currently support you?

18. What are the major time consuming activities and average time spent (example Taking care of family, Cooking, House cleaning, Other household chores, Time spent for running business operations)

19. Are you the sole breadwinner of your family?

20. What is your personal contribution to the overall household income? (get qualitative response)

21. Do you feel safe while working in your unit? If Not, Why

22. Have you ever felt unsafe or faced any threats in your area?

23. What are the typical gender based violence (take an idea from: physical abuse, sexual harassment, disparity in wages, domestic harassment etc.) that the women of the community face? Capture qualitative response

24. Are you aware about the women helpline or NGO working in your area?

25. How can the women raise/file their grievance in the unit and in the community?

Expansion

26. What are your future plans for your business?
27. What are the next steps required to expand your operations?
28. What support do women need in this sector?
29. How can we increase women participation in this sector?

Section 12- Tribal Assessment (Only applicable for tribal areas/units) , Only if applicable
Objective of the questionnaire is to assess participation of tribal community in food processing sector, challenges faced by them in growing their business and working together with general community. This is to be administered on to the entrepreneurs from belonging to the tribal community (as confirmed in 1e)

1. What are the various tribal groups present in the area (district)?
2. What are the occupations that the people of this area are involved in? Please specify the occupations of both men and women.
3. Is it common for men and women to migrate from the locality? (What are the reasons for this? What are the activities for which you need to leave your village area and go into the city? Please specify separately for men and women?)
4. How did you get motivated to take up this production process? (Did you get any support from state or private players or NGOs to undertake this activity? If yes share the nature of support)
5. Do you think there are challenges with respect to starting and operationalizing a food processing unit in a tribal area? What are the challenges? Is it different for men or women?
6. Are you aware of the present government schemes that are applicable to you (Tribals/ Food processing industry) how did you get the information? Have you accessed this support (financial/ non-financial)? If yes, state the nature of support.
7. Do you have the required identity proof documents confirming your status? Has this been useful in access the government schemes? If we you don't have it, is it a hindrance?

8. Has the (traditional) lifestyle of the community affect your economic activity? Discuss this specifically in the context of men and women.
9. Are you connected with social media and other available digital information? Which of the following do you use?
 - i. Facebook
 - ii. WhatsApp
 - iii. Newspaper
 - iv. Television
 - v. Mobile phone internet
 - vi. Others
 - vii. None of the above
10. What are the challenges that you face in communication with other stakeholders important for your business (Suppliers, dealers, customers etc.)?
11. Do you think that your product provides adequate competition to the similar existing product?
12. What kind of support is required from this project so that more tribal people (both and men and women) can participate in this project food processing industry

Section 13- Gender Assessment (Interview of female workers) , Only if applicable

Objective of the questionnaire is to assess participation of women workers and challenges faced by them in the unorganized food processing industries. For female workforce less than 5 members, conduct a group discussion with the available members. The following pointers/ questions is for group of women employees and hence the responses would be average or inclusive of all answers. Variations need to be captured too.

Role in the FP Unit

1. How many months have you been working here:
2. What is your skill set as required in the unit:
3. What is the reason for you to work here in the unit:
4. What are the wages you receive:
5. Which decisions in the unit are you involved in (Please mention if none at all):

Work space

6. What are the gender friendly infrastructure provided in the unit (separate toilet /crèche etc)
7. Do you feel safe and comfortable working in this unit? If no, when why not
8. Please rank the difficulties you face in your work place. Please explain for your reason (Safety issue, Hygiene issue, Behavioral issues, Payment issues or others)
9. What are your daily average working hours

10. Are your working hours flexible and are you allowed to work from home
11. Is your workplace easily accessible from your house? What is the mode of transport used
12. How can the women raise/file their grievance in the unit

Role in the family and personal space

13. Out of the average household income, what percentage is your contribution
14. What are the type of important decision related to management of finance, health and household activities do you take
15. What kind of financial assets (land, house, shop, savings in the bank etc.) are under your name
16. Do you face any hindrance in working at the unit (small child, family issues/ male domination, violence, health & safety)
17. What kind of financial assets (land, house, shop, savings in the bank etc.) are under your name

Role in community and outside family

18. Are you associated with any women organizations or any SHG's? If yes, then which
19. What is your role/position in that group:
20. How has that group benefitted you:
21. Are you a participant in any of the local governing body? If Yes, which and at what role:
22. Are you aware about the sexual harassment policy and other women rights, If Yes, which:
23. How can the women raise/file their grievance in the community:

Aspirations

24. Do you think that you require skill development training for your work:
25. Have you ever received any skill development training? If Yes, then from where:

26. Do you wish to or plan to open up your own unit/business:

27. What do you think are the key challenges in opening up your own business:

Others

28. What are the key advantages of being a worker in the food processing unit:

29. What are the key challenges of being a women worker in the food processing unit:

30. What kind of interventions do you think should be present in the unit to further facilitate women in food processing sector?

31. What kind of support is required from this project so that more women can participate in this project?

A.4. Annexure: Key institutional stakeholders selected for consultation

Agency	Linkage and relation to IFPVAPP's objective	State	District	Key stakeholder	Designation
Nodal agency of the Ministry of Food Processing Industry	For each state, nodal agency has been selected who will implement the scheme	Punjab	Amritsar	Mr. Rajnish Tuli	General Manager - PAIC
			Ferozepur		
		Uttar Pradesh	Hathras	Mr. Mr. Virendra Singh	District Incharge – Dept. of Horticulture & Food Processing
			Fatehpur	Mr. Vijay Bahadur Yadav Dr. Vineet Kumar	Deputy Director – Lucknow Deputy Director – Prayagraj Dept. of Horticulture & Food Processing
		Maharashtra	Pune	Mr. Vijay Ghawate	Joint Director, Dept. of Agriculture
			Nandurbar	Mr. Deepak Patel	Deputy Director, Dept. of Agriculture
Andhra Pradesh	Vizianagaram Prakasam	Mr. V. Ramesh	Consultant, APFPS		
Food Safety and Standards Authority of India (FSSAI)	FSSAI is an institution created for laying down science based standards for articles of food and to regulate their manufacture, storage, distribution, sale and import to ensure availability of safe and wholesome food for human consumption.	Punjab	Amritsar	Mr. Simranjeet Singh Gill	Food Safety Officer
			Ferozepur	Mr. Manjinder Singh Dhillon	Food Safety Officer
		Uttar Pradesh	Fatehpur	Mr. Brijendra Sharma	District officer – Food safety
District Industries Centre (DIC)	The District Industries Centers (DICs) program was started in 1978 with a view to providing integrated administrative framework at the district level for encouraging entrepreneurs in rural areas. The	Punjab	Amritsar	Mr. Balwinder Pal Singh	General Manager
			Ferozepur	Ms. Sushma Kumari	General Manager
		Uttar Pradesh	Fatehpur	Mr. Ashok Kumar	General Manager
			Hathras	Mr. Ritesh Bansal	General Manager

	DIC is treated as a single window interacting agency at the district level which provides service and support to small entrepreneurs under a single roof at both pre and post investments. District Industries Centers (DICs) give full assistance to the entrepreneurs who are going to start the business on their own and in their regional places. DICs provide various schemes for promoting the growth of rural and cottage industries and also different (micro, small and macro) industrial enterprises.				
National Rural Livelihood Mission (NRLM)	National Rural Livelihoods Mission (NRLM) was launched by the Ministry of Rural Development (MoRD), Government of India in June 2011 and is the implementing body for Deendayal Antyodaya Yojana (DAY-NRLM). NRLM target is to cover 7 Crore rural poor households, across 600 districts, 6000 blocks, 2.5 lakh Gram Panchayats and 6 lakh villages in the country through self-managed Self	Punjab	Ferozepur	Mr. Maninder Singh	District Functional Manager
		Uttar Pradesh	Fatehpur	Mr. Manoj Kumar	District Mission Officer

	Help Groups (SHGs) and federated institutions and support them for livelihoods collectives in a period of 8-10 years.				
Agriculture Technology Management Agency (ATMA)	ATMA is a society of key stakeholders involved in agricultural activities for sustainable agricultural development in the district. It is a focal point for integrating Research and Extension activities and decentralizing day to day management of the public Agricultural Technology System (ATS). It is a registered society responsible for technology dissemination at the district level. As a society, it would be able to receive and expend project funds, entering into contracts & agreements and maintaining revolving accounts that can be used to collect fees and thereby recovering operating cost.	Punjab	Amritsar	Dr. Harnek Singh	Project Director
			Ferozpur	Mr. Mr. Khuswant Singh	Project Director
		Maharashtra	Pune	Mr. Anil Deshmukh	Deputy Director
National Bank for Agriculture and Rural Development	NABARD was established on 12 July 1982 and focuses on matters concerning policy, planning and	Punjab	Ferozpur	Mr. Mr. Rajesh Kumar	District Development Manager

(NABARD)	operations in the field of credit for agriculture and other economic activities in rural areas in India. NABARD is active in developing financial inclusion policy.				
Aryavart	Aryavart Bank, a Regional Rural Bank, was constituted on 1st April, 2019 after amalgamation of two Regional Rural Banks (RRBs) namely Gramin Bank of Aryavart and Allahabad UP Gramin. Gramin Bank of Aryavart was sponsored by Bank of India while Allahabad UP Gramin Bank was sponsored by Allahabad Bank. The bank is a facilitator for financial inclusion.	Uttar Pradesh	Hathras	Mr. Prem Prakash Sharma	Sr. Manager
Mahila Arthik Vikas Mahamandal (MAVIM)	On behalf of the Government of Maharashtra, the Mahila Arthik Vikas Mahamandal (MAVIM) has taken up the cause of overall development of women – half the part of our society. MAVIM has taken tireless efforts for over a decade to initiate, expand and establish the self-help group movement in Maharashtra. The progressive Government of Maharashtra has always supported the cause of	Maharashtra	Pune	Ms. Archana Shivsagar	District Coordinator

	women's empowerment and has form time to time devised supportive policy mechanisms and assure them that even in the future the Government will continue to support them.				
Mission for Elimination of Poverty in Municipal Areas	The Mission for Elimination of Poverty in Municipal Areas (MEPMA) is a Government of AP Society forming part of Department of Municipal Administration & Urban Development. (MEPMA) both missions are promoting SHG concept in Andhra Pradesh. These SHGs are working towards promoting women in social, economic and political aspects to overcome poverty. The government has set up the required standards, assessment mechanism and capacity-building programmes for these SHGs. The government has spent huge funds on these programmes.	Andhra Pradesh	Vizianagaram	Mr. Somi Naidu, Mr. Venugopal	Director, Vizianagaram DMC, MEPMA, Vizianagaram
			Prakasam	Mr. Veera Swami	DMC, MEPMA, Prakasam
Society for elimination of rural poverty	The society was established by the Government of Andhra Pradesh as a critical support structure to facilitate poverty reduction through social mobilization and improvement of livelihoods of	Andhra Pradesh	Vizianagaram	Ms. Vijayalakshmi	DPM-HD, SERP
			Prakasam	Mr. David	DPM-Livelihood, SERP

	rural poor in the Andhra Pradesh				
Integrated Tribal Development Authority	The main objective of ITDA is socio-economic development of tribal communities through income generating schemes allied with Infrastructure Development programmes and protection of the tribal communities against exploitation. The ITDA project areas are generally contiguous areas of the size of a Tehsil or Block or more in which the ST population is 50% or more of the total.	Andhra Pradesh	Paderu	Mr. Nageshwar	Assistant Project Director
			Parvathipuram	Mr. Sathish	APM Livelihood, SERP
Krishi Vigyan Kendra	A Krishi Vigyan Kendra (KVK) is an agricultural extension center in India. Usually associated with a local agricultural university, these centers serve as the ultimate link between the Indian Council of Agricultural Research and farmers, and aim to apply agricultural research in a practical, localized setting. All KVKs fall under the jurisdiction of one of the 11 Agricultural Technology Application Research Institutes	Andhra Pradesh	Visakhapatnam	Mr. Srihari	Program Coordinator

	(ATARIs) throughout India.				
--	-------------------------------	--	--	--	--