



SOCIAL DEVELOPMENT FOUNDATION (SDF)
An autonomous organization under the Financial Institutions Division, Ministry of Finance



Environment and Social Management Framework (ESMF)

For

Resilience, Entrepreneurship and Livelihood Improvement Project (RELIP)

JANUARY 2021

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List of Acronyms

BDT	Bangladeshi Taka
BP	Bank Policy
BP	Bank Procedures
BWDB	Bangladesh Water Development Board
CBO	Community Based Organization
CC	Climate Change
CE	Citizen Engagement
CHT	Chittagong Hill Tract
COD	Chemical Oxygen Demand
CPF	Country Partnership Framework
CPR	Common Property Resources
DA	Designated Account
DAE	Department of Agriculture Extension
DoE	Department of Environment
DoF	Department of Fisheries
DPD	Deputy Project Director
EA	Environmental Assessment
ECA	Environmental Conservation Act
ECC	Environmental Clearance Certificate
ECOP's	Environmental Code of Practices
ECR	Environment Conservation Rules
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
EMF	Environmental Management Framework
EMIS	Environmental Management Information System
EMP	Environmental Management Plan
EMU	Environment Management Unit
ES	Environmental Screening
ESA	Environmental and Social Assessment
ESCP	Environmental and Social Commitment Plan
ESF	Environmental and Social Framework
ESIA	Environmental and Social Impact Assessment
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESR	Environmental Screening Report
ESS	Environmental and Social Standards
ETP	Effluent Treatment Plant
FAO	Food and Agriculture Organization
FGD	Focus Group Discussion
FLFP	Female Labor Force Participation

FM	Financial Management
FPIC	Free, Prior and Informed Consent
FSECDP	Framework for Small Ethnic Community Development Plan
FYP	Five Year Plan
GAP	Gender Action Plan
GBV	Gender Based Violence
GDP	Gross Domestic Products
GHG	Greenhouse Gas
GoB	Government of Bangladesh
GPN	Good Practice Note
GRC	Grievance Redress Committee
GM	Grievance Mechanism
GRS	Grievance Redress Service
ha	Hectare
HH	Household
HIES	Household Income and Expenditure Survey
ICT	Information & Communication Technology
ID	Identity
IDA	International Development Association
IDG	Institutional Development Grant
IDP	Institutional Development Plan
IE	Impact Evaluation
IEE	Initial Environmental Examination
IFC	International Finance Corporation
IP	Indigenous Peoples
IPDP	Indigenous Peoples Development Plan
IPF	Investment Project Financing
IPP	Indigenous Peoples' Plan
IPPF	Indigenous Peoples Planning Framework
IPVDCF	Indigenous/Tribal Peoples and other Vulnerable Community Development Framework
IRR	Internal Rate of Return
IVC	Inventory Verification Committee
JVC	Joint Verification Committee
LAO	Land Acquisition Officer
LAP	Land Acquisition Plan
LFS	Labor Force Survey
LGED	Local Government Engineering Department
LGI	Local Government Institution
LMIC	Lower-Middle Income Country
LMP	Labour Management Procedures
LMS	Land Market Survey
LRSP	Livelihood Restoration Support Plan

M	Motorized
M&E	Monitoring and Evaluation
MA	Medical Assistants
MCS	Monitoring, Control and Surveillance
MEF	Ministry of Economy and Finance
MIS	Management Information System
MoEFCC	Ministry of Environment, Forest and Climate Change
MoF	Ministry of Finance
MoFL	Ministry of Fisheries and Livestock
MoLE	Ministry of Labor and Employment
MoU	Memorandum of Understanding
MPO	Monthly Pay Order
MSME	Micro, Small and Medium-sized Enterprises
MT	Medical Technicians
MT	Metric Tonne
MWB	Minimum Wages Board
NARI	Northern Areas Reduction of Poverty Initiative
NATP	National Agricultural Technology Project
NEET	Not in Employment, Education or Training
NEP	National Education Policy
NGO	Non-Government Organization
NM	Non-Motorized
NOC	No Objection Certificate
NRS	National Resettlement Specialist
O&M	Operation and maintenance
OHS	Occupational Health and Safety
OHSC	Occupational health and Safety Circle/Cell
OHSM	Occupational health and safety management
OP	Operational Policy
PA	Protected Area
PAD	Project Appraisal Document
PAH	Project Affected Households
PAP's	Project Affected Persons
PAU	Project Affected Unit
PAVC	Property Assessment and Valuation Committee
PBPA	Performance-Based Partnership Agreements
PCU	Program Coordination Unit
PD	Project Director
PDO	Project Development Objective
PIC	Project Implementation Committee
PIU	Project Implementation Unit
PMIS	Project Management Information System

PMU	Project Management Unit
PPE	Personnel Protective Equipment
PPR	Project Progress Report
PPSD	Project Procurement Strategy for Development
PRA	Participatory Rural Appraisal
PSC	Project Steering committee
PWD	People with Disabilities
R&D	Research and Development
RAC	Resettlement Advisory Committee
RAP	Resettlement Action Plan
RHD	Roads and Highways Department
RPF	Resettlement Policy Framework
RTIP	Rural Transport Improvement Project
RTO	Registered Training Organization
RV	Replacement Value
SA	Social Assessment
SDF	Social Development Foundation
SDG	Sustainable Development Goals
SDP	Skills Development Plans
SEVC	Small Ethnic and Vulnerable Community
SEVCDP	Small Ethnic and Vulnerable Community Development Plan
SEP	Stakeholders Engagement Plan
SIA	Social Impact Assessment
SIMP	Social Impact Management Plan
SMF	Social Management Framework
SMP	Social Management Plan
TBD	To Be Determined
ToC	Table of Contents
ToR	Terms of Reference
TPP	Tribal People Planning
UPCC	Upazila Project Coordination Committee
USD	United States Dollar
VLD	Voluntary Land Donation
WB	World Bank
WBG	World Bank Group
YC	Youth Center

EXECUTIVE SUMMARY

Background

The World Bank supported Nuton Jibon Livelihood Improvement Project (NJLIP) which is being implemented by the Social Development Foundation (SDF) has been successfully contributing to poverty alleviation in rural areas, while strengthening beneficiaries' resilience to shocks like the COVID-19 pandemic. Considering successful implementation of the on-going project, the World Bank planned to support the Government of Bangladesh (GoB) with the preparation and the design of an investment operation that builds on the lessons learned and results already achieved under NJLIP. Considering successful implementation of the on-going NJLIP project, the World Bank planned to support the GoB with the preparation and the design of an investment operation that builds on the lessons learned and results already achieved under NJLIP. In this regard, the government of Bangladesh is currently preparing the Resilience, Entrepreneurship and Livelihood Improvement Project (RELIP) to improve livelihoods of the poor and extreme poor in 20 districts covering 61 upazillas. The project will provide immediate livelihood support for rural communities, while contributing to building back better. Considering the disruptions created by the COVID-19 pandemic, the project will build on NJLIP's great success in reaching the poor and tailoring livelihood opportunities in order to respond to the following urgent needs, i. Respond to the impact of the crisis on the livelihood of vulnerable rural households and resilience building; ii. Help rural households graduate out of poverty through income-generating activities (IGA); iii. Support NJLIP's current beneficiaries who had graduated from poverty pre-crisis but have fallen back into poverty because of the crisis; and iii. Support rural entrepreneurship for sustained post-COVID-19-crisis economic recovery.

Project Overview

The government of Bangladesh is currently preparing the Resilience, Entrepreneurship and Livelihood Improvement Project (RELIP) to improve livelihoods of the poor and extreme poor in 20 districts covering 61 upazillas. (sub-districts) with about 544,000 households. Out of this total 20 districts, 12 will comprise of existing NJLIP coverage areas while the remaining 8 will be new districts., which are all vulnerable to climate change and adverse climate events. The proposed project will also be implemented by the SDF as Implementing Agency and the target project beneficiaries are the poor and extreme poor in the poorest districts (Zillas) and sub-units of districts (Upazilas) of Bangladesh. The proposed project will provide immediate livelihood support for rural communities, while contributing to building back better in a resilient way. The proposed funding envelop of the project is US\$ 300 million (IDA) with US\$ 40 million co-financing form Government of Bangladesh (GoB). The expected operation time of the project is between July 2021 and June 2026.

The main activities consist of cash transfer to the targeted households, group savings and health and nutritional support services to the beneficiaries, activities contributing to improving livelihoods will be prioritized, such as the support to developing and strengthening community organizations, and financing community plans. The project will also support climate resilience building during community mobilization; and through technical and financial support to beneficiaries by raising beneficiaries' awareness to climate change and climate-induced risks.

The project does not anticipate any land acquisition. The support for small-scale community level infrastructure construction such as, office building for the community organizations will be carried by purchasing land based on "willing buyer willing seller" modality and in the case of the repairing and/or refurbishment of rural trails and roads through voluntary land donation. The land required for all these cases is likely to be very small (1-5 decimals). Detailed and robust procedures will be prepared for both voluntary land donation and land purchase under willing buyer willing seller modality. All land thus

obtained will be transferred to the ownership of the concerned communities. No labor influx is anticipated for these construction related activities.

The project is expected to have indigenous population, besides other marginalized and vulnerable communities as beneficiaries. In any case, majority of the beneficiaries will be women, a generally disadvantaged section of population in the traditional Bangladeshi society. The project's Small Ethnic and Vulnerable Community Development Framework (SEVCDF) will include robust provisions for inclusion of all the disadvantaged and marginalized communities including the indigenous peoples in all project activities so that everyone gets equal benefits from these. The cash transfer and mobilization activities under the project may lead to greater exposure of sexual exploitation and abuse (SEA) and sexual harassment (SH) related risks given the societal characteristics of contemporary Bangladesh.

The proposed project would consist of four components: **Component A:** Community Institutions and Livelihood Development, **Component B:** Business Development and Institutional Strengthening, **Component C:** Project Management, Monitoring and Learning, **Component D:** Contingent Emergency Response Component (CERC)

Project Development Objectives (PDO)

The Project Development Objective (PDO) is 'Improve livelihoods of the poor and extreme poor, enhance their resilience and support rural entrepreneurship in project areas'.

Short description of the components

Component A – Community Institutions and Livelihood Development:

The objectives of this component are to: (i) Mobilize poor and extreme poor households of the selected project villages by forming and strengthening community institutions; (ii) Provide technical and financial support for livelihood improvement, small-scale infrastructure development, and health and nutrition support; and (iii) As integral part of the proposed activities, the project will strengthen awareness about social and cultural norms that constrain women and exclude marginalized groups, as well increase beneficiaries' understanding of climate change and risks and promote activities to strengthen climate resilience and build back in a sustainable, climate-resilient manner.

Component B – Business Development and Institutional Strengthening:

The objectives of this component are to: (i) Increase livelihood opportunities of the poor and extreme poor by organizing them in producer groups (PGs), cooperatives or federations, improving their market and business orientation, and developing linkages and partnerships with market actors and service providers; (ii) Support rural entrepreneurship to enhance livelihoods and resilience; (iii) Establish second-tier institutions to ensure the sustainability of village institutions; and (iv) Ensure skills development training and sustainable employment for the un/underemployed youths and returning migrants and immigrants.

Component C – Project Management, Monitoring and Learning:

Activities under this component will be tailored to the new conditions on the ground created by the COVID-19 crisis in order to ensure proper project management, monitoring and learning across project areas. Considering the recent severe climate events (Cyclone Amphan, flood events), which are projected to intensify in the future, capacity building of the implementing agency SDF on climate change and vulnerability, and opportunities for climate mitigation, and sustainable energy will be explored.

Component D – Contingent Emergency Response Component:

This CERC is included under the project in accordance with OP/BP 10.00, for situations of urgent need of assistance. This will allow for rapid reallocation of project proceeds in the event of a natural or man-made disaster or crisis that has caused or is likely to imminently cause a major adverse economic and/or social impact. To trigger this component the government will need to declare an emergency or provide a statement of fact justifying the request for the activation of the use of emergency funding. To allocate funds to this component the government may request the Bank to reallocate project funds to support response and reconstruction.

Project Area and Beneficiaries

Target project beneficiaries are the poor and extreme poor in the poorest districts and sub-units of districts (Upazilas) of Bangladesh. The project will be implemented in 3,200 villages in 20 districts covering 64 upazillas (sub-districts): 12 comprise of existing NJLIP coverage areas while the remaining 8 will be new districts. The proposed project will aim to have over 765,850 beneficiary households who join RELI Groups, including youths and returning migrants, producers, rural entrepreneurs, as well as recipients of one-time cash transfer to former NJLIP project beneficiaries. Out of which, direct 544,000 target project beneficiaries, of which 90% will be women. 20,000 youths¹ will receive skills development training. This will allow the use of prior institutions and structures developed by prior projects for quicker roll-out. Project beneficiaries are considered vulnerable to climate change and adverse climate events, as evidenced by the aftermaths of the recent cyclone Amphan and floods in 2020, which impacted livelihoods of about 67 percent of NJLIP beneficiaries, and project beneficiaries of villages in 8 new districts targeted by the proposed project. The selection of Districts and Upazilas have been made based on the following criteria: (i) Poverty prevalence of at least 30% based on poverty indicators captured by the Household Income and Expenditure Survey (HIES) of 2016/17 and/or by estimates of COVID-19's likely impact on poverty prevalence; (ii) At least three Upazilas per district exceeding 30% poverty prevalence;¹ and (iii) The level of existing support from other support programs to avoid overlap and coordinate efforts. Using these metrics, 5 out of the 21 districts covered by the project are located in the western part of the country, which is a region that had seen increases in poverty prior to the pandemic. The project would also provide one-time additional cash transfer support to NJLIP beneficiaries who may have fallen back into poverty because of the pandemic. A *Survey to Assess COVID-19 Impact on NJLIP Beneficiaries and to Determine Support Needed in New Areas* has been carried out as part of project preparation with the objective of informing the level and type of support needed by existing NJLIP beneficiaries and new beneficiaries.

Objectives and Purpose of the ESMF

The main objective of the ESMF is to provide a guideline to the project related persons to plan, design and monitor project activities without doing any or less harm for the project beneficiaries. The ESMF will help to take proper measures to protect or minimize environmental and social hazards due to project works. This will ensure participation of project beneficiaries in project development works and also will help SDF to take prior action for activities are not covered by country laws and government instructions. The ESMF will help to:

- Integrate the environmental and social concerns into the identification, design and implementation of all project interventions in order to ensure that those are environmentally sustainable and socially feasible;
- Ensure that all relevant environmental and social issues are mainstreamed into the design and implementation of the project activities;

¹ Youths in Bangladesh are people between 18 and 35 years of age.

- Consider in an integrated manner, the potential environmental and social risks, benefits and impacts of the program and identify measures to avoid, minimize and manage risks and impacts while enhancing benefits;

The purpose of this Environmental and Social Management Framework (ESMF) is to outline a Framework for Environmental and Social Assessment and Management, giving brief details of potential Environmental and Social issues typically associated with the planning and implementation of the project activities envisaged under the World Bank Policy. Which is outline a Framework for Environmental and Social Assessment and Management, giving brief details of potential Environmental and Social issues typically associated with the planning and implementation of the project activities envisaged under the World Bank Policy. The Environmental and Social Framework (ESF) of the World Bank is comprised of Ten Environmental and Social Standards (ESSs) including ESS1:Assessment and Management of Environmental and Social Impacts;ESS2:Labor and Working Condition;ESS3:Resource Efficiency Pollution Prevention and Management;ESS4:Community Health and Safety;ESS5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement;ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources;ESS7: Indigenous People/Sub-Saharan African Historically Underserved and Traditional Communities; ESS8: Cultural Heritage;ESS9:Financial Intermediaries; and ESS10: Stakeholder Engagement.

Target area of the project is 20 districts covering 3200 villages throughout the country. However, the details of implementation sites and specific investments are not identified at current stage. Hence, site-specific Environmental and Social Assessments cannot be conducted. In this regard, a framework approach has been adopted for Environment and Social Assessment. Project specific environmental and social impacts cannot be precisely identified upfront before sites are selected, and detailed site investigations are carried out. The ESMF will provide the necessary background for environmental and social considerations, a checklist of potential environmental and social issues of the project activities to be considered and built into the design so that environmentally and socially sustainable implementation can take place. It will also provide environmental and social screening guidelines to carry out Environmental & Social Impact Assessment (ESIA), and to prepare Environmental and Social Management Plans (ESMP) to measure mitigate project induced have localized and reversible negative but insignificant environmental and social impacts on air, soil, water and natural setting. However, the potential negative impacts could be minimized or eliminated by adopting standard mitigation measures; there is also scope to enhance some of the beneficial impacts to be generated from the project.

The ESMF will be reviewed and updated in compliance with the World Bank Group Environmental Health and Safety Guidelines, World Health Organization COVID-19 Occupational Health and Safety Guidelines, and COVID-19 template ESMF adopted by the Bank. Measures will be taken in stakeholder engagement activities to minimize the risk of COVID-19 transmission, following the Bank's Technical Note: Public Consultations and Stakeholder Engagement in WB-supported operations when there are constraints on conducting public meetings. The ESMF will define the environmental and social screening tools including for indigenous peoples along with the provisions for preparing a standalone Indigenous Peoples' Plan (IPP), guidelines for Gender Based Violence (GBV) and Sexual Exploitation and Abuse (SEA) and the relevant mitigation measures, such as awareness raising, campaign/orientation on violence against girls and women, GBV compliant GRM, along with specific budget for GBV service providers.

This ESMF will also serve as the guideline for the staff designated by the implementing agency - the SDF and project beneficiaries to oversee and monitor the environmental and social safeguards compliance of the project components. The ESMF will be a living document and will be reviewed and updated periodically as needed.

Overview of Policy, Legal and Regulatory Framework

To address the environmental and social risks of any proposed project and its associated components and to protect and conserve the environment from any adverse impacts, the GoB has specified regulations, policy and guidelines and also reviews the WB Environment and Social standards (ESSs) relevant to Environmental and Social Framework (ESF) of the project.

Other than the above, due to ongoing COVID-19 pandemic, World Health Organization (WHO) and Directorate General of Health Services (DGHS), under the Ministry of Health and Family Welfare, provided guidelines for infection prevention and control. The government has incorporated the life-threatening novel corona virus (COVID-19) in 'The Communicable Diseases (Prevention, Control and Eradication) Act, 2018'. With the notification of the gazette the government has a legal basis to take action against the people not following the government's direction that relates to COVID 19. Health and safety issues relevant to COVID-19 should be addressed with reference to ILO Occupational Safety and Health Convention, 1981 (No. 155), ILO Occupational Health Services Convention, 1985 (No. 161), ILO Safety and Health in Construction Convention, 1988 (No. 167), WHO International Health Regulations, 2005, WHO Emergency Response Framework, 2017. Female labor, vulnerable groups' labor (e.g., persons with disabilities) are covered under this domestic legislation.

Overall, the proposed project is intervening in a wide range of environmental and social elements covering a vast area of the country (20 districts), with rehabilitation/construction of higher quantity of small-scale infrastructure, those which mostly fall under the schedule 'Orange-A or very few in Orange-B Category' based on ECR '97 of DoE and as per the WB this project lies into 'moderate' category.

Environmental and Social Impact Assessment

Environmental and Social Risk of the RELIP project has been rated as 'Moderate', as most of the impacts are negligible, short term, site specific and mitigatable. Environmental assessment study i.e;

ESS1: Assessment and Management of Environmental and Social Risks and Impacts –

All *potential* risks and impacts related to all relevant standards (ESS2, ESS3, ESS4, ESS5, ESS6, ESS7, ESS8, and ESS10) should be assessed. The assessment of risks will also cover social protection and inclusion (including disability and Sexual Orientation and Gender Identity) with identification of the vulnerable groups; assessing risks of Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) following the World Bank's Good Practice Note (GPN) and assessment and management of environmental and social risks and impacts of the component.

The project is likely to have localized and reversible negative but insignificant environmental and social impacts on air, soil, water and natural setting. However, the potential negative impacts could be minimized or eliminated by adopting standard mitigation measures; there is also scope to enhance some of the beneficial impacts to be generated from the project. Thus, the project's positive impacts are expected to vastly outweigh the potential negative impacts. Community Infrastructure Works (CIW) would lead to the construction of tube-wells, culverts, earthen road constructions/repairs, community latrines/urinals, drains, water tanks, office buildings for community institutions at district, cluster and village levels, water distillation/desalination plants may generate pollutants that would have insignificant and localized negative impacts on surrounding soil, water, air and natural setting. Another possible source of environmental impact would be from the project supported rural livelihood activities such as household based small and medium scale manufacturing, including dairy, poultry and fish farms, cottage industries, these activities may generate local level pollutions, especially in and

around homestead. However, again these impacts will be relatively localized, reversible and with a proper management plan easily manageable.

The main anticipated E&S risks and impacts of the project are likely to relate to: (1) occupational and community health and safety, (2) water, air & noise pollution, soil contamination, solid waste generation and management, (3) ensuring appropriate benefits to the marginalized and disadvantaged groups including the indigenous peoples from the project activities; (4) managing and mitigating the SEA/SH risks (5) risk of child labor; and (6) risks related to the sub-projects under alternative livelihoods activities, all of which need to be addressed.

ESS2 Labour and Working Conditions –

A separate Labour Management Procedures (LMP) has been prepared for the project, which detailed out the way in which project workers will be managed, in accordance with the requirements of national law and this ESS. It's identify different categories of labor employed by the project and include potential risk from project activities and key labour risks such as hazardous work, child labour and forced labour, migrant or seasonal workers, discrimination against women, vulnerable groups, etc., labour influx, occupational health and safety, possible accidents and emergencies, risks of SEA/SH among others.

In assessing risks and impacts and management measures related to ESS2, reference should be made to the World Bank Group General Environmental Health and Safety Guidelines and Industry Sector Guidelines for Construction Material Extraction. Other Bank guidance notes been referred to as well including the Good Practice Note on Labour Influx Management, Good Practice Note on Addressing Gender Based Violence in Investment Project Financing involving Major Civil Works, Environment and Social Incident Response Toolkit (formerly SIRT) and integrating ESHS into procurement process as per the Bank's Procurement Framework.

ESS3 Resource Efficiency and Pollution Prevention and Management –

The *potential impact* of Components 1-3 on resource use and efficiency and pollution shall be assessed and how the project could prevent and manage pollution to be determined. It emphasizes on management of wastes, chemical and hazardous materials and contains provisions to address historical pollution and overall use of resource efficiently.

With respect to Resource Efficiency, the project and the impact assessment process will identify feasible measures for efficient (a) energy use; (b) water usage and management to minimize water usage during construction/ renovation to offset total construction water demand and maintain balance for demand of water resources; and (c) raw materials use by exploring use of local agricultural materials and recycled aggregates to prepare bio-fertilizer to minimize project's foot prints on finite natural resources.

The projects utilise the bio/organic fertilizer which will prevent the Pollution Management, prevention and management measures to offset risks and impacts of pollution from potential sources such as ; improper handling & storage, wastewater runoff from agricultural field to the ponds or dust and emission during project implementation period, which is relevant to the RELIP and provides guidance addressing issues of waste pollution management.

ESS4 Community Health and Safety–

The ESMF outlined the procedure to assess the potential risks and impacts of the Project on the health and safety of the communities that are exposed to the project activities.

Many of the project activities, such as cash transfer, carry inherent risks of SEA/SH given the current characteristics of Bangladeshi society, specially in the rural areas. The ESMF explain the process for

carrying out screening of SEA/SH related risks and measures to be taken. In addition, SDF already prepare a SEA/SH Management Plan, which identify and detail the related risks and mitigation measures including a SEA/SH focused GM along with, as necessary, SEA/SH service providers. The Project's Operational Manual (POM) also include a Code of Conduct for the project staffs on SEA/SH related issues.

The construction activities explain the communities to health and safety risks, including issues related to noise, vibration, dust pollution and waste disposal/management, albeit these are likely to be minimal. The transportation of construction materials may also lead to some temporary adverse impact on the communities. Adequate engineering, health and safety measures will be adopted to avoid any issue on community health.

ESS5 Land Acquisition, Restrictions on Land Use and Involuntary Resettlement –

The proposed project is not expected to involve land acquisition. All land required for the construction of community organizations' office buildings, repairing/refurbishment of rural roads and trails and installation of rural water supply system will rely on land purchase based on willing buyer and willing seller modality.

ESS6 Biodiversity Conservation and Sustainable Management of Living Natural Resources –

The project is not expected to impact forest or protected areas, but community infrastructure works may bring small-scale land cover and land use changes in the homesteads which in turn can have some impact of rural biodiversity. However, these changes would be compensated due to its minor nature in a vast rural landscape.

ESS7 Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities –

The project is likely to have considerable number of beneficiaries from the small ethnic communities. The Small Ethnic and Vulnerable Community Development Framework (SEVCDF) has been developed separately to ensure that their needs are addressed in project planning and implementation through a series of efficient and meaningful consultations with SEVCs who are already so marginalised that without support they may not benefit from the development. The SEVCDF also aims to avoid any potential negative impacts as well as proper mitigation in cases where adverse impacts are observed. The Environmental and Social Standard (ESS) 7 of the World Bank ensures full respect for the human rights, dignity, aspirations, identity, culture, and natural resource-based livelihoods of Indigenous Peoples as well as of the local communities.

ESS8 Cultural Heritage –

No such activities of RELIP should be carried out impacting cultural heritages.

ESS9 Financial Intermediaries –

The proposed project will not involve any financial intermediaries.

ESS10: Stakeholder Engagement and Information Disclosure -

Meaningful consultations with all potential stakeholders will be made paying attention to the inclusion of women, vulnerable and disadvantaged groups. A separate Stakeholder Engagement Plan (SEP) has been prepared and a summarised version is included in the ESMF. Which considering the potentials impacts and nature of the sub-projects, consultation and communication with different stakeholders. The objectives of engagement and access to information are to generate public awareness by providing information about a sub-project to all stakeholders, particularly the sub-projects affected persons (PAPs)

in a timely manner, and to provide opportunity to the stakeholders to voice their opinions and concerns on different aspects of the project.

Environmental and Social baseline

The environmental and social baseline been prepared on the basis of secondary sources. Implementing agency SDF will conduct a detail baseline survey at the initial stage of the implementing phase based on primary survey.

The main objective of examining the current environment is to provide an environmental baseline against which potential impacts from construction and operational phases of any project can be compared. Another important function of establishing a baseline for parameters is to ensure that any problems arising from existing sources are not erroneously attributed to the project under study. Also, A socioeconomic baseline condition indicates the current status of different socioeconomic components in absence of a particular project. The main objective of examining the current social environment is to provide a baseline against which potential impacts from construction and operational phases of any project can be compared. Another important function of establishing a baseline for parameters is to ensure that any problems arising from existing sources are not erroneously attributed to the project under study.

Environmental baseline divided into two aspects:

Physical Environment: climate/meteorology, physiography, topography, geology, geomorphology, soil type and quality, sediment quality, land use, ambient air quality, noise level, vibration level, surface and groundwater quality, seismicity, drainage and hydrology, flood pattern, cyclone pattern, unstable and erosion-prone areas, siltation etc.

Biological Environment: bio-ecological zones of Bangladesh, ecologically sensitive areas (protected areas, reserve forests, eco-parks, wetlands), flora and faunal species diversity, rare and threatened species, human uses of natural resources.

And, Socio-economic baseline may include the following issues:

Socio-economic Condition-This would include demographic features such as beneficiary population, housing status, literacy and education, distribution of income by occupation, annual income, gender issues, indigenous and vulnerable groups, current forms of settlement and trade structures.

Economic Development-Information to be gathered should include infrastructure facilities like water supply, power source etc., transportation such as road type, network, accessibility etc., industries including cottage industries and tourism Facilities

Potential Key Environmental and Social Impacts of the RELIP

The RELI project is rated 'moderate' on Environmental and Social Risk Classification by the World Bank. The main activities consist of cash transfer to the targeted households, group savings and health and nutritional support services to the beneficiaries, activities contributing to improving livelihoods will be prioritized particularly in the context of the ongoing pandemic Covid 19, such as the support to developing and strengthening community organizations, and financing community plans. The project will also support climate resilience building during community mobilization; and through technical and financial support to beneficiaries by raising beneficiaries' awareness to climate change and climate-induced risks.

The project is expected to have indigenous population, besides other marginalized and vulnerable communities as beneficiaries. In any case, majority of the beneficiaries will be women, a generally

disadvantaged section of population in the traditional Bangladeshi society. A Small Ethnic and Vulnerable Community Development Framework (SEVCDF) has been prepared for this purpose and it includes robust provisions for inclusion of all the disadvantaged and marginalized communities including the indigenous peoples with their full participation and meaningful participation.

The main anticipated E&S risks and impacts of the project relate to: (1) occupational and community health and safety, (2) water, air & noise pollution, soil contamination, solid waste generation and management, (3) ensuring appropriate benefits to the marginalized and disadvantaged groups including the indigenous peoples from the project activities; (4) managing and mitigating the SEA/SH risks and (5) risk of child labor – all of which are addressed through appropriate mitigation measures

The overall impact assessment of the proposed RELIP project activities to be implemented reveals that most of the likely negative impacts could be minimized or eliminated by adopting standard mitigation measures; there is also scope to enhance some of the beneficial impacts to be generated from the proposed project. Environmental and Social Risk of the RELIP project has been rated as 'Moderate', as most of the impacts are negligible, short term, site specific and mitigatable. Environmental assessment study i.e. IEE should modify and further detail out this analysis as applicable based on professional judgment and public consultations for each of the component.

Potential Environmental and Social Impacts related to Project Siting

Site Specific Land Cover and Land Use Changes:

Construction, re-construction and expansion of roads, culverts, office buildings, market development centers, water purification plants, including existing facilities of the multi-storied buildings at the Upazilas and Districts and promoting agriculture specially, vegetable gardening may change existing land use and land cover at the local level, although potential negative impacts would be limited within the construction site and reversible.

Impacts on Vulnerable and disadvantage groups/communities/individuals

The RELIP project have been designed to provide a holistic support to improve skills and livelihoods of disadvantaged people, youth, women, small indigenous people, vulnerable communities, etc. It aims to increase contribution to the economy, poverty reduction, and environmental sustainability through a set of targeted capacity building activities. Its activities targeting disadvantage groups, women, and youth will create employment, enhance job opportunity. However, these activities would also have risk of discrimination to the disadvantaged groups due to lack of gender insensitive and socially inclusive training environment ensuring equal representation.

Potential Environmental and Social Impacts during project Implementation

Air Pollution

Air pollution may be triggered from construction activities, including movement of vehicles, operation of construction equipment and generators. The project involves rehabilitation/construction/expansion of facilities including civil works of existing facilities. There will be construction works regarding office buildings, classrooms, sanitation facilities, water purification plants as well as roads and culverts. Construction of multi-storied market development centers and offices may generate emissions from excavation equipment.

Water Pollution

Surface water pollution- Water bodies adjacent to the project area might get polluted due to disposal of construction/installation wastes of the project. The construction site facilities such as offices and

warehouses will also generate minimal quantities of waste effluents. Other possible sources of water contamination may be caused from accidental leakage or spillage of fuels, oils and waste materials released from construction sites. The beneficiaries might prepare some bio-fertilizer or organic fertilizer from cattle dung/poultry, which may have impacts on adjacent water bodies.

Soil Pollution

Minor Soil can get polluted due to generation of solid wastes generated from construction works such as sand and soil, accidental spills from vehicles/machineries, domestic solid waste from construction offices and camps. The waste materials from latrines (fecal sludge) can also cause soil pollution. Also, lack of proper maintenance of the biological wastes generated from agro- and livestock-based activities may also cause very little degradation of soil.

Noise Pollution

Minor noise may be generated from movement of vehicles, operation of construction/installation equipment and generators. The schools, religious places and crowded market areas adjacent to the construction sites are particularly create minor noise levels in the project area.

Impacts of Land Filling (at new construction site)

The proposed construction of market development center and offices, if not very carefully planned and monitored the collection of land filling materials. Land filling activity must avoid collection of topsoil from crop fields, hills cuttings and illegal sand mining from riverbeds.

Solid and Hazardous Waste generation

Waste is responsibly disposed to avoid adverse environmental, human health and aesthetic impacts. Inappropriate disposal of these wastes can lead to soil and water contamination as well as health hazards for the local communities, livestock, and aquatic as well as terrestrial fauna.

Homestead Tree Cutting

The project will not implement any activities inside and Protected Areas. However, construction sites proposed for market development centers and office buildings may require cutting of trees and removal of vegetation. But the project will try to avoid or minimize the removal of trees or vegetation as much as possible.

Site Clearance and Restoration

After the completion of the construction activities, the left-over construction material, debris, spoils, scraps and other wastes from workshops, and camp sites can potentially create hindrance and encumbrance for the local communities in addition to blocking natural drainage and or irrigation channels.

Impacts on Poverty and Socioeconomic Vulnerability

The RELIP project will have positive impacts on enhancing technical skills and livelihoods of disadvantaged people, youth, women, small indigenous people, labors and underprivileged and vulnerable communities, etc. It will contribute to their income generation and poverty reduction. The project's activities targeting disadvantage groups, women, and youth will create employment, and enhance job opportunity. However, there might be additional risks on livelihood and income opportunities due to the COVID-19 pandemic.

Labor and Working Conditions

The civil and infrastructure related works will entail the hiring of direct, contracted, and primary workers. Due to the minor nature of civil works, limited labor influx if at all is expected from other regions. The majority of labor will be locally hired, with the exception of skilled workers who may not be found in the project areas. Without proper management and safety measures, health hazards, poor living condition, accidental hazards may occur. Also, it should be ensured that there is no child labor and forced labor, human trafficking, gender violence involved within the project.

Occupational Health and Safety

Construction sites are the important locations that may have impacts such as health and safety hazards on workers as well as on nearby communities. Generally, the construction/reconstruction activities may pose health hazards to the workers at site during use of construction materials, lifting and handling of heavy equipment, operating machinery and electrical equipment, working near water or at height. Without proper safety measures, construction work may pose health and safety risks to the construction workers and site visitors. Additionally, various sub-project under alternative livelihood activities may generate solid and liquid wastes which can also cause health and safety concerns. The COVID-19 pandemic may increase risk of health and safety of the workers if proper safety measures are not taken during the implementation. As the virus is very contagious, serious health hazards can occur if proper guidelines recommended by WHO and the GoB is not followed during the construction and other activities.

Community Health, Safety and Security

The project activities, equipment or infrastructure can increase the risk of the local community due to increased exposure. Injury or death can occur due to heavy vehicular movements to/from the site. Also, without proper signage and fencing, the public may enter construction site risking injury or death. The purpose of this assessment is to avoid adverse impacts on health, safety and security of the community during the project lifetime and minimize the risks. The assessment will focus on the following issues and their impacts on community:

- Infrastructure and equipment
- Hazardous materials, chemicals and wastes
- Ecosystem services
- Exposure to disease especially COVID-19
- Emergency preparedness and response

Involuntary Resettlement Impacts

The project will not take any private land through involuntary acquisition and avoid any physical displacement of residents for activities under the project. All land required for the construction of community organizations' office buildings, repairing/refurbishment of rural roads and trails and installation of rural water supply system will rely on land purchase based on willing buyer and willing seller modality. The construction of office buildings of the community organizations will rely on purchase of land based on willing buyer willing seller modality. The repairing and refurbishment of rural trails and roads along with installation of the community water supply systems will rely on voluntary land donations.

Gender vulnerability

Benefits of the projects are often disproportionately shared among men and women; therefore, this project will ensure that women have equitable access to the project related activities and benefits. The proposed project focuses on including more women in the implementation stage. Majority of the beneficiaries of the project will be women and they would engage in construction sites and other

outward activities. Also, improved security, sanitation, health-hygiene in schools will encourage more girls to continue their education. Improved road transportation and market development will benefit local women by providing improved access to market facilities. Mobility will considerably increase while more efficient road transportation systems will be in place. Women, in specific, may therefore get into a better position to attend various service agencies such as hospitals, health clinics, training institutes, women development programs etc. More frequent visit to such organizations will increase women's knowledge and awareness level.

However, there might be some risks of gender-based violence as construction workers are predominantly younger males. Those who are away from home on the construction job are typically separated from their family and act outside their normal sphere of social control. This can lead to inappropriate and criminal behavior, such as sexual harassment of women and girls, exploitative sexual relations, and illicit sexual relations with minors. The project will take adequate measures to prevent gender-based violence, sexual exploitation and abuse and sexual harassment will create a safer and acceptable environment for women and girls.

The construction of multi-stories buildings, market development centers and promotion of up scaled entrepreneurship will also inevitably lead to greater mobility of peoples which could also contribute to raising a number of social problems; namely, greater exposure to sexually transmitted diseases including HIV/AIDS due to influx of outsiders such as traders, business persons, skilled and unskilled migrant laborers, transport workers, etc. all of which may potentially lead to social tensions among the local communities. The Project's GBV risks Assessment duly anticipates these likely negative impacts which could arise during the project implementation and even after.

Bangladesh remains, by and large, a conservative society with strict norms of male-female interactions in particular in rural areas. Nevertheless, the risks of GBV triggered by labor influx when workers interact with community girl and women in the local communities cannot be ruled out for the project. For example, the project road construction/ school building renovation/ installation of water purification plant/ different training on livelihoods skill development/ promotional activities of market campaigns, etc. will potentially take place near approach route or pedestrian access that women and girls use for their daily activities and which may increase the risk of GBV and thus, abusive behavior can also occur between project related staffs of GS and those living in and around the project site. Abusive behavior can be seen within the homes of those affected by the project.

Disadvantaged groups, vulnerable women/youth/disabled persons

Project has included various activities targeted to uplift the capacity and skill of the disadvantaged groups of the society including vulnerable women, youth and disabled persons. As most of the activities will be in operation during implementation especially promotion of entrepreneurs and market linkages might have negative impact if not designed considering socially inclusive policies and academic practices

Impact on Small Ethnic Communities

The project includes livelihood development activities involving Small Ethnic Communities (SECs), who can be characterized as indigenous peoples in view of their unique characteristics including language, culture, occupation, and traditions. It is expected that some of the project districts are likely to be populated by a significant proportion of small ethnic community population, along with other marginalized and vulnerable communities. Therefore, the principle of positive discrimination will be applied in ensuring that these communities have (i) access to various programs supported by the project and have; (ii) involvement through employment opportunities in the small-scale civil works related to the project.

Environmental and Social impacts during post project operational period

Loss of Homestead Vegetation, Agro and Wildlife Biodiversity

Construction of buildings and expansion/renovation of infrastructures/facilities would increase human access, which may lead to loss of more vegetation (herbs, shrubs and trees) at the surroundings due to human footprint and have potential negative impact on homestead and agro-wildlife biodiversity in the rural areas. In such cases of potential impact on homestead vegetation, agro-habitats and wildlife, demands detail baseline survey and implement appropriate homestead and agro-habitat management activities by the project beneficiaries.

Generation of Solid and Hazardous Waste

Solid waste will be generated during regular operation and maintenance activities of the constructed/renovated infrastructures. Hazardous waste will also be generated from cattle and poultry farms, water purification plants and other related activities. This waste if not appropriately disposed has a potential to contaminate soil and water resources, thus negatively affecting community's health as well as natural habitats. Standard health safety protocol should be followed (e.g., WHO's water safety/DoE standards of drinking water) during operation period.

Noise Generation

Minor noise may be generated from movement of vehicles, operation of construction/installation equipment and generators. The schools, religious places and crowded market areas adjacent to the construction sites are particularly create minor noise levels in the project area.

Water Pollution

During the operation phase, some localized increase in turbidity may take place during any maintenance works of the constructed/renovated sites.

Impacts on Local Livelihoods

While effort will be exerted for livelihood improvement of the local targeted underprivileged communities, yet some of the project activities may have reversible impacts on them, if the livelihoods option chosen without considering inherent capacities or by any other force measures. Other than this, the probable impacts on income and livelihoods are minor since project will have no such involuntary displacement.

Impact associated with Living Condition (GVB, Social Security, Sanitation and Health-Hygiene)

The project includes expansion and improvement of the existing facilities regarding social security, sanitation, health-hygiene, and practices both in academic building and offices. Failure of maintaining those at appropriate level at post project period would increase chance of violence against women, social insecurity and poor hygienic condition.

Environmental and Social Management Plan (ESMP)

The ESMP will be prepared suggesting mitigation measures for minimizing the effect of the negative impacts, compensation measures for the negative impacts which cannot be mitigated, enhancement measures for increasing the benefits of the positive impacts, emergency plan for taking care of natural hazards and accidental events. An environmental monitoring plan will also be suggested in the ESMP. Each component of the ESMP will be divided into pre-project, during project, post project and operation and maintenance phases. Responsibilities of the institutions in the implementation of the ESMP will be

suggested to ensure efficient utilization of all the parties involved. The ESMP should also include institutional capacity assessment and capacity building plan. The ESMP will also include measures for health and safety measures in response to COVID-19, and special arrangement for community engagement, management of risks of GBV and grievance resolution in the context of social distancing for curbing community transmission of COVID-19 infections.

Based on the ESSs assessment, the ESMP will be designed such that the measures are adequately described, roles defined, and the corresponding timelines and resources identified. Where the sub-project involves existing facilities, an environmental and social audit may be required, and the corresponding ESMP may include remediation, recompense or management of any residual environmental and social issues. The ESMP has the following content:

- a) Sub-project description including log frame and project activities, location and geographic extent of the sub-project; potential negative impact on environment and society due to sub-project activities.
- b) Brief reference to the legal framework of the country, and World Bank's ESSs related to environmental and social management and how the sub-project ensures compliance;
- c) Complete list of identified negative effects that specific sub-project activities may cause and their significance;
- d) Planned measures to avoid adverse environmental and/or social impacts, to minimize them to acceptable levels or to compensate for them; including responsibilities (staffing) and schedule for implementing the mitigation measures, their technical feasibility, cultural appropriateness, expected effectiveness in providing mitigation to all affected groups;
- e) Reference to plans required by the World Bank ESSs and whether mitigation measures have been included or not in the ESMP;
- f) Cost estimates for the proposed mitigation measures and for ensuring compliance, to be included in the budget of the sub-project proposal;
- g) Description of the executing entities' capacity to implement the ESMP; where needed, provide for capacity building measures (to be included in the ESMP budget).

General Principle for ES Management (ES 1-10)

Due to the nature of some of the proposed project activities under RELIP and their potential environmental and social impacts, the project falls under 'Orange A or Orange B' category according to ECR, 1997 and also rated as 'Moderate' as per the World Bank's ESF-ESS1 risk category. Which requires proper IEE, and execution of environmental and social management plan. Therefore, the ESMF is prepared based on the following principles that can lead the planning and implementation of the project activities.

- The PIU-SDF of RELIP is responsible for the compliance with national policies, regulations and World Bank Policies and Guidelines, as mentioned in this ESMF report. The ESMF will serve as the basis for ensuring the safeguards compliance.
- PIU-SDF/RELIP is responsible for obtaining environmental clearance from DoE, local government agencies and World Bank as required.
- IEE and ESMP need to be prepared for activities as determined by DoE. In case, requirements of DoE's guideline differ from those of WB, the more stringent standards and requirements will apply.

- If any sub-projects with impacts identified in IEE which may categorize the project to substantial or high risk (according to WB OP/BP) will not be eligible for WB's financing.
- Planning and design of the any additional activities should ensure minimal assessment of cumulative impacts.
- Environmentally Sensitive areas, cultural sites, restricted or disputed lands (of identified during project implementation) should be taken care of with appropriate mitigation or compensation measures during implementation.
- Participation of stakeholders (especially local communities) should be ensured by PIU/RELIP in planning, implementation and monitoring of each sub-components and associated activities.
- PIU/RELIP will ensure appropriate institutional set up for implementing environmental and social management plan and inter-agency coordination. PIU also ensure that bidding documents for construction contractors (if hired) have specific clauses to ensure implementation of ESMP, as required.
- RELIP projects or SDF team (or if done by beneficiaries themselves) to be engaged for construction/ renovation/expansion/repair and maintenance and equipment installation under the project will ensure provision of First Aid Kit at camp/work site with proper drinking water and sanitation facilities. Worker's/crew's health and safety measures shall be ensured and use of personal protective equipment shall be at place. Special health and safety measures shall be ensured considering the COVID-19 situation.
- PIU/RELIP will undertake public disclosure about the project interventions and potential impacts.
- In case of triggering the contingent emergency support Component 0 (CERC), PIU will prepare additional ESMF according to the requirements of project restructuring by the World Bank. A list of Positive and Negative activities for CERC component is given in Annex 12.
- During implementation, the GoB will supervise, and monitor E&S risks and impacts of the entire project activities, in accordance with the E&S safeguards instruments and documents and will ensure all supervision records and project sites are accessible to the World Bank. The World Bank may also conduct joint supervision missions along with GoB entities. However, there will be a single Grievance Redress Mechanism (GRM) covering the RELIP project.

Environmental Management Process

- The environmental and social experts of the PIU/RELIP will perform the environmental and social screening. The relevant experts will start the task during the preparatory stage of the project.
- SDF and beneficiaries' institutions jointly will generate a detail environmental and social baseline of the project, IEE PIU/RELIP will share the IEE report and
- PIU/RELIP will review and clear screening and environmental assessment reports made by Environmental consultant.
- PIU/RELIP will conduct verification of some screening and assessment through field visit.

- PIU/RELIP will ensure that environmental considerations are given sufficient attention, weight and influence over selection of construction sites and improvement of infrastructures all over the country.
- Bid documents (if hired external contractors) will be prepared by the PIU/RELIP. Environmental and social consultants will make sure necessary environmental and social clauses are included in the bidding documents and ESMP implementation should be done by Contractors.
- All the activities of RELIP will follow existing Environmental Code of Practices (ECoPs) prepared under ESMF.

The project will ensure that environmental and social impact assessment addresses all potential environmental and social direct and indirect impacts of the project throughout its life: pre-project, during project and operation stages; and also suggest appropriate mitigation measures. If any additional impacts are identified, IEE and ESMP should be reviewed and updated.

Contingency Plan for COVID-19

RELIP will develop a contingency plan following the WHO guidelines and the World Bank requirements for each district to put in place procedures in the event of COVID-19 reaching the area or already there. The contingency plan will be developed in consultation with national and local healthcare facilities, to ensure that arrangements are in place for the effective containment, care and treatment of workers who have contracted COVID-19. The contingency plan will also consider the response at the events of infections among the workforce, community transmission is taking place and when it is likely that access to and from a target area will be restricted to avoid spread of COVID-19.

The contingency plan will be lucid to GBV risks screening and putting in the corresponding measures to prevent and mitigate the SEA/SH risks. The contingent incidents will be duly registered with the GM with observations of anonymity protocol. The EAP will have contingency budget for any possible referral services available in the beneficiary areas. The Contingency Plan will be developed in consideration of the potential challenges with the project staff and workers in COVID-19 situations including health and safety of the workforce as well as the beneficiary communities.

Environmental and Social Codes of Practice (ESCoPs)

The environmental and social codes of practice (ESCoPs) are generic, non-site-specific guidelines. The ESCoPs consist of environmental management guidelines and practices to be followed by the implementation organization for sustainable management of all environmental and social issues. The implemented agency will be required to follow them and also use them to prepare site-specific management plans. Details of the ESCoPs listed below are in Annex.

Mitigation Measures to Address Environmental and Social Impacts

Possible environmental and social impacts of the sub-project activities should be identified beforehand. Detail activities (explained above) need to be identified first and thereafter set of actions or interventions are to be demarcated and any possible effect due to an action is to be determined. Best practice mitigation or enhancement measures should be explored accordingly and deployed in the field.

Labor Management Plan

The Labour Management Procedures (LMP) is developed to manage risks under the Resilience, Entrepreneurship and Livelihood Improvement Project (RELI) implemented by the Social Development Foundation (SDF), and funded by the World Bank. The LMP sets out the Project's approach to meeting

national requirements as well as the objectives of the World Bank's Environmental and Social Framework, specific objectives of Environmental and Social Standard 2: Labour and Working Conditions (ESS2) and Standard 4: Community Health and Safety (ESS4).

The key highlight is to categorically identify, assess, and prescribe on how to address the issues of Child and Forced Labour, Labour Influx, Gender-based Violence, Occupational Health and Safety, and Trafficking.

The LMP identified the commonalities and gaps between the World Bank's ESF standards and present legislation of Bangladesh. Good practices are adopted, while issues/ areas of further improvement are proposed, to be followed during the implementation of the project. For example, the Employees Union, Safe Work Environment et al will be practiced in this project. The LMP with due importance incorporated the issue of Occupation Health and Safety ensuring appropriate implementation of the ESS4. The issues related with safety of project communities who are exposed to the project activities and other pertains to the exposure and/or increased risks of diseases by the community due to influx of people during construction and operation.

Gender and GBV Action Plan

The World Bank developed GBV Good Practice Note (GPN) and SEA/SH Risk Mitigation Good Practice Note to assist Task team identifying risks of GBV and SEA/SH, that can emerge in IPF with civil works contracts and to advise implementing agencies accordingly on how to best manage such risks. The proposed project activities include community-led construction activities and no major civil works. Thus, civil work related risks of GBV/Sexual Exploitation and Abuse (SEA)/Sexual Harassment (SH) will be less. However, given the large scale of cash transfer activity, SEA/SH risk assessment has been carried out based on the Social Protection and Jobs Good Practice Note draft (currently under discussion). The assessment indicates some risk for SEA/SH incidents induced by project activities, involvement of diverse project actors, scale of the project activity, large geographical coverage etc. Besides, mechanism for the transfer of benefits (cash, grant, and stipends) and regular/periodic interactions with project actors may create opportunities for project actors to sexually exploit or abuse project beneficiaries. Furthermore, lockdowns in the aftermath of COVID-19 exacerbate the risks.

The project's GBV Action Plan includes prevention interventions as well as risk mitigation measures. Prevention interventions include awareness campaigns, enhancing safety, and capacity building among others. Mitigation measures include ensuring Codes of Conduct are in place for all stakeholders; mapping service providers;; setting up separate SEA/SH GRM if needed; ensuring that policies against SEA/SH are instituted in project funded institutions; and, including training on SEA/SH in transfer of benefits. Recruiting GBV specialist and monitoring risks and implementation of action plans are additional key measures. Moreover, procurement documents will adhere compliance to SEA/SH risk management requirements. A survivor-centric approach will be followed all through,

The project would address gender issues through approaches that are participatory and responsive to the needs of the poor, particularly when it involves management of sub-projects. The gender action plan will assess the adverse impacts to gender, in the case of physical dislocation of any women headed household who are vulnerable and their resettlement requirement, scope of giving other benefits to women like scope of involvement of women in planning, design, working as laborer, supervisor and contractor, participating in the implementation monitoring committee, etc; are to be spelt out in detail which to be followed at the field level. The action plan will focus on some corresponding mitigation measures—sensitizing the communities and other stakeholders, strengthening the institutional capacities.

Small Ethnic and Vulnerable Community Development Framework (SEVCDF)

Small Ethnic and Vulnerable Community Development Framework (SEVCDF) has been developed to ensure that their needs are addressed in project planning and implementation through a series of efficient and meaningful consultations with SEVCs who are already so marginalised that without support they may not benefit from the development. The SEVCDF also aims to avoid any potential negative impacts as well as proper mitigation in cases where adverse impacts are observed. The Environmental and Social Standard (ESS) 7 of the World Bank ensures full respect for the human rights, dignity, aspirations, identity, culture, and natural resource-based livelihoods of Indigenous Peoples as well as of the local communities.

The project will identify the targeted beneficiaries through social screening systematically. Based on the socio-demographic and anthropological characteristics of the RELI project site beneficiaries specifically in the 20 districts, the SEVCDF will be developed to continue with SEVCs issues. The SECVPDF will guide SDF and in this regard, complement the Environmental and Social Management Framework (ESMF) for effectively responding to the issues and concerns related to the Bank's ESS7.

SEVCDF involves SDF to engage with several strategic goals, requiring SDF to work with the following strategic objectives, such as ensuring the presence of SEVCs in project designs, site selection, and socio-culturally adopting socio-culturally acceptable measures and sometimes special measures to avoid or minimise adverse impacts on the communities.

SEVCDP is prepared considering the effects of the project activities on ethnic communities; therefore, some important points are considered by SDF, MoF, skill development institutes, NGOs and private sectors while preparing the SEVCDP. The suggested points include ethnic and demographic characteristics of the affected community, prevailing institutions, e.g. family, religion, language, education, social stigma, and plan to accommodate local tradition of leadership ideas, gender issues, civil society and NGOs in the implementation design. The points also include impacts of pre-existing formal and informal institutions and incorporation of active consultation and communication of the ethnic communities to achieve their participation and agreement on the project inputs and mitigation plan. SEVCDF primarily aims to mitigate adverse impacts and reinforce and promote any existing development opportunities in the project areas, emphasizing the SEVCs who would be directly affected.

Monitoring Plan

As one of the key elements of the ESMP, a three-tier monitoring program is proposed comprising compliance monitoring, effects monitoring and third-party monitoring. The main purpose of this monitoring program is to ensure that the various tasks detailed in the ESMP particularly the mitigation measures are implemented in an effective manner, and also to evaluate project impacts on the key environment and social parameters. Various types of ESMP monitoring are discussed.

Assessment of Institutional Capacity and Training Requirements

The management of E&S risk is the sole responsibility of the SDF. Regulatory agencies could be involved to provide review and monitor the process such as during the conduct of the ESIA.

The implementation agency, SDF, SDF has long experience of implementation Bank-supported project from the days of SIPP I. It currently has a dedicated E&S Unit in the organogram and staffs assigned on E&S risk management both in the Head Office and field level offices as well. However, the proposed project will be the first under Bank's Environmental and Social Framework (ESF) and SDF is expected to require technical backstopping from the Bank on properly managing the related E&S risks including on SEA.SH under the ESF. The project's ESMF will include an assessment of the borrower's capacity and the findings from this assessment will indicate the required environment and social staffing and as well the

E&S capacity building support for the proposed project. The Environmental and Social Commitment Plan (ESCP) will incorporate these requirements as part of the borrower's commitment for the implementation of the project.

As per organogram, under each district SDF will establish a number of cluster offices to be headed by a Cluster Officer (CO) and be supported by required number of Cluster Facilitators. Each Cluster Facilitator will be in charge of supervising 5-6 villages. The cluster team will facilitate the community to implement the ESMF at the village level. A District Manager will be posted in each district and he/she will be assisted by a number of District Officers, who in turn, will provide necessary supports including environmental and social issues to cluster teams as well as intervention villages.

SDF has put in place a reporting system on E&S and submits E&S reports to the Bank every six months, usually prior to or at the time the supervision missions take place. SDF has a functional grievance redress mechanism (GRM) with focal persons at the head office and in regional and district offices. All grievance cases are duly followed up, resolved and reports on GRM are shared with the Bank along with E&S reports.

Capacity building for effective implementation of the WB E&S policies is a key element of the ESMP. Capacity building for environmental and social safeguard management will need to be carried out at all tiers of the RELIP, including SDF, community institutions, local governments and contractors. The various aspects that are covered under the capacity building will include general environmental and social awareness, key environmental and social sensitivities of the area, key environmental and social impacts of the project, ESMP requirements, OHS aspects, pesticides/chemicals handling and storage and waste disposal.

The other areas which the SDF should immediately be trained on are field compliance monitoring and audits, particularly on ESMP Compliance and occupational and community health and safety audit, cultural heritage assessment and impacts management; and biodiversity and wildlife impact management for construction/renovation/expansion sub-projects.

Institutional Arrangements for ESMF Implementation

SDF Head Office has the overall responsibility of realizing SDF's vision to empower communities to overcome poverty and is in charge of monitoring, quality control, capacity building, compliance, communications and governance. Regional program offices operate as decentralized locations overseeing project activities within their jurisdiction. District offices are overseeing the field implementation. Under the district office supervision, cluster (field) offices have the role to mobilize and facilitate the establishment of community structures, the development of the community plans and the implementation at the village level.

SDF is overseen by a Board of Directors that has the primary responsibility of controlling and directing the formulation and administration of SDF's policy, but is not involved in day-to-day management of the project. In addition, a Project Advisory Committee that would be of an advisory nature (i.e. review of implementation progress) will be constituted with appropriate representation of key ministries/agencies, including the Bank and Financial Institutions Division, Finance Division, Economic Relations Division, Planning Commission, Implementation, Monitoring and Evaluation Division, and SDF.

At the community level, Nuton Jibon Groups (NJG), for savings and internal lending, are the most basic structure at the community level comprising of 10 to 15 members. NJG members form the building blocks for membership in the Gram Parishad, the overarching village-wide membership body, who then elects its Executive Committee (Gram Samiti) responsible for implementing VDF activities in the village. A Social Audit Committee, independently appointed by the Gram Parishad, provides oversight of all

community activities and funds. The funds for all community level activities are directly transferred from SDF to the community organizations.

Cost Estimates for ESMF implementation of the RELI Project

Cost of implementing ES assessment and management plan including monitoring activities needs to be estimated as a part of the preparation of ESMP. Many of the activities to be carried out as a part of ESMP would not involve any additional direct cost e.g., keeping vehicles in good operating condition; scheduling deliveries; good housekeeping, etc. On the other hand, a number of activities would require additional cost like training, monitoring and budget for Consultants, etc. Cost estimates are prepared for all the mitigation and monitoring measures proposed in the ESMF. The cost estimates for some of the mitigation measures will be identified in the ESMP. Total US\$ 1.55 million is estimated for implementation of ESMF which should be embedded in the proposed total budget of RELIP.

Stakeholder Engagement and Disclosure

During the ESMF preparation, insufficient stakeholder's consultation conducted, SDF should conduct more consultation during the implementation stage. Considering the potentials impacts and nature of the sub-projects, consultation and communication with different stakeholders is essential. The objectives of engagement and access to information are to generate public awareness by providing information about a sub-project to all stakeholders, particularly the sub-projects affected persons (PAPs) in a timely manner, and to provide opportunity to the stakeholders to voice their opinions and concerns on different aspects of the project. For this, a separate Stakeholders Engagement Plan (SEP) has been prepared by the project, summary of which is as follows:

Stakeholder Engagement Plan (SEP)

The overall objective of this Stakeholder Engagement Plan (SEP) of the RELI project is to define a program for stakeholder engagement, including public information disclosure and consultation, throughout the implementation of the project. The SEP outlines the ways in which the project will engage the different group of stakeholders including Individuals, organizations and business entities besides the regulating entities, and provide them with a mechanism through which people can raise concerns, provide feedback, or make positive and negative complaints about the project(s) themselves. The RELI project supports community institutions to effectively manage and deliver services and communities to take charge of their own development, based on the principles of local participation and decentralized development. It also facilitates public-private dialogue on rural entrepreneurship development, and establish formal partnerships between value chain actors, local governments and the project. The RELI works across all 20 districts in the Bangladesh prioritizing the remote and underserved communities.

Project Stakeholders

Mapping the project stakeholders is the primary task in preparing a SEP. The RELI project will engage with a broad range of stakeholders and below they are identified according to their level of engagement and importance with the project.

Stakeholder Identification and Mapping

The World Bank Environmental and Social Framework 2018 defines "stakeholder" as individuals or groups who:

- (a) Are affected or likely to be affected by the Project (project-affected parties); and
- (b) May have an interest in the Project (other interested parties).

An important element of a successful mapping is knowing who the key stakeholders are and how best to engage with them to ensure achieving the project's objectives. The RELI project operates in multiple implementation environments and consequently will engage with a diverse array of stakeholders, ranging from government officials and local government representatives through to farmers. While there are similarities across different stakeholder groups, communication initiatives and outreach activities must be tailored to audience needs and interests. Furthermore, it is necessary that RELI be strategic in which stakeholder groups to target and project level of engagement to ensure maximum impact.

Disadvantaged/vulnerable individuals or groups

During the stakeholder identification work, the potentially vulnerable groups were also identified. An overview of the potentially vulnerable Project stakeholders is provided in table 2 below. Those will be categorized under the vulnerable groups who are project-affected (individuals or groups) or because of their own context, are in a situation of disadvantage or vulnerability. This identification process facilitates the project by identifying the persons and sub-groups who might have divergent opinions and concerns about the impacts of the project, reductive mechanisms and profits, and who may need unique, or customized, approach of engagement. Keeping this into consideration, this project has formulated a framework following the ESS7 i.e. Small ethnic and Vulnerable Communities Development Framework (SEVCDF) that RELIP will use as the primary document.

Methodology for engagement

Various tools will be used for engagement, including household level interviews, participatory rural appraisal, FGDs, stakeholder consultation meetings, issue specific consultation meetings, open meetings, and workshops at both local and national levels. During IEE, consultation meetings and FGDs will be carried out in all villages/upazilas and local level workshops will be organized at some selected districts to ensure a comprehensive coverage of the entire project area and provide them specific list of interventions.

Engagement during ESMF preparation

During preparation of ESMF, SDF has conducted engagement with different stakeholders during COVID-19 pandemic using virtual web-based platform. The discussion and the concerns and responses are extensively documented. The discussion and the concerns and responses are extensively documented.

Another engagement was conducted at the head office of the implementing agency, SDF with the Managing Director and officials who are directly involved in the project. The project officers shared their views and recommendations based on the ongoing project NJLIP's experience in a group discussion. Their decisions were then presented to the Managing Director for his approval and any further suggestions. The discussions were documented comprehensively.

Communications Plan for COVID-19

RELIP project will ensure effective communications to reduce the risk of stigma or discrimination, and to ensure that individual's roles and responsibilities are clear. The preparation measures and contingency plans should be communicated widely. Workers, suppliers, adjacent communities, nearby projects/workforces, and local healthcare authorities will be made aware of the preparations that have been made. When communicating to the workforce, their roles and responsibilities will be outlined clearly, and the importance for their colleagues, the local communities and their families that the workers follow the plans will be stressed. Workers will be reassured that there will be no retaliation or discrimination if they self-isolate as a result of feeling ill, and with respect to the compensation

arrangements. Further guidance on preventing social stigma as a result of COVID-19 is available at <https://www.who.int/docs/default-source/coronaviruse/covid19-stigma-guide.pdf>.

Grievance Redress Mechanism (GRM)

The proposed project will follow the ongoing setup of NGLIP. There will be multi-level, three-tier, Grievance Redress Mechanism (GRM) and also the legal options available to not only the Project Affected Persons but also the Project Beneficiaries who would enjoy the benefits of the project in terms of access to funds for reconstruction infrastructure and livelihoods opportunities. The multi-level includes Gram Parishad, Regional and National levels. However, anybody can complain to World Bank through its Grievance Redress Services (GRS) at any stages of the project. In order to redress grievances related to project, three bodies are to be established; Grievance Redress Committee (GRC) at the National level, Regional Level and Gram Parishad (GP) level. There will be either be a specific GBV GRM set up or GBV specific channel set up in GRM, depending on GBV risk assessment.

The number of Members of GRC at each level will be decided by the Managing Director at the time of constituting the GRCs at three levels. The membership will follow the following principles and the number of non-Government representatives will be in proportion to Government representatives. The level of Government representatives at each level will also be determined by the Managing Director. Half of the (at least one-third) of the GRC members at all levels will be women.

Disclosure of the Documents

The project E&S documents (ESMF/P, SEP, LMP, SECVDF/P, etc.) will be disclosed public comments and suggestions. Any additional E & S assessment materials that will be developed during implementation of the project, SDF will continue to follow a similar approach to disclosure. According to the Bank's requirements, the ESMF report (together with the related environment and social management plan (ESMP)) in Bangla and English will be made available for public comments and consultations. The SEP will be issued concurrently with the ESMF in the public domain and will be available during the same time for the stakeholders' review. Distribution of disclosure will be made accessible at locations and places frequently visited by the community and sites to which unhindered access is available to the public.

Free printed copies of the ESMF/ESMPs and the SEP (along with the other E&S documents) in Bangla and English will be made accessible for the general public at the following locations:

- SDF Headquarters and affected District SDF Offices
- The District Administration offices
- Local NGO offices;
- Other designated public locations to ensure wide dissemination of the materials.
- Newspapers, posters, radio, television;
- Information centers and exhibitions or other visual displays;
- Brochures, leaflets, posters, nontechnical summary documents and reports;
- Official correspondence, meetings

Electronic versions of the ESMF/ESMPs, LMP, SECVDF, Gender/GBV Action Plan and SEP will be uploaded on the SDF website. This will allow stakeholders with access to the Internet to view the proposed project information and to activate their participation in the public consultation process. The website will be fitted with an online feedback function that will enable readers to leave their remarks about the materials disclosed.

Chapter 1 INTRODUCTION

1.1 BACKGROUND

Bangladesh is developing at a constant and competent pace in recent days with rapid socioeconomic progress despite of sudden reversals by natural disasters. With an average of 6.5 percent GDP growth in the last decade, the capability of Bangladesh has been enhanced to achieve lower middle-income country status in 2015.² The annual gross domestic product (GDP) growth raised up to 8.2% in 2019 from 5.3% in 2000.³ However, increased and frequent impacts of climate change is creating barriers to the development of the country. Due to higher population density and vulnerable geographical condition, the country is facing challenges to cope up with the additional damages caused by climate induced hazards and disasters. Especially, the poor household, both in urban and rural areas face more problems to cope up with economic instabilities. Tropical cyclone Amphan and longer lasting monsoon floods have caused severe damage to lives, livelihood and infrastructures. Additionally, increasing temperature, erratic rainfall, tidal and storm surge, salinity intrusion, drought is on the rise. All of these issues are affecting disproportionately, for example, the rural people dependent on natural resources-based livelihood (i.e., agriculture, fishing) are getting more impacted. Also, different vulnerable groups such as women, youth, elderly, disabled, minority and ethnic groups are facing more difficulties to overcoming the livelihood challenges.

Recently, the economy of the country got severely disrupted by the COVID-19 pandemic heading towards a declining GDP growth. Especially, the poor households and micro and small enterprises have faced the economic shock more with loss of livelihood. Nationwide lockdown starting from March 2020 continuing till July 2020 due to COVID-19, there was immediate impact on the livelihoods of the poor and vulnerable communities. The lockdown created large short-term economic losses, affected domestic economic activities, reduced earnings of households and firms, employment, and international trade (exports and imports), and local investment.⁴ Moreover, the pandemic has created a discriminating impact on women. Studies have showed that women had to engage more on caregiving along with their paid jobs. Also, gender-based domestic violence and child marriage rates also increased during the pandemic.

In this context, the World Bank supported Nuton Jibon Livelihood Improvement Project (NJLIP) which is being implemented by the Social Development Foundation (SDF), an autonomous “not-for-profit” organization established in 2001 under the Ministry of Finance. The NJLIP project supports poor and ultra-poor in 2,500 villages in 12 districts of Bangladesh employing community financing for livelihood improvement, construction of community infrastructures, and provides skills development training for the un/under employed youths leading to arranging employment. So far, the project has been successful in contributing to poverty alleviation in rural areas, while strengthening beneficiaries’ resilience to shocks like the COVID-19 pandemic. From 2015 to 2020, over 80 percent of the poor and extreme poor in project villages took loans from the Village Credit Organizations (VCO) and over 40 percent of beneficiaries saw their income increase by at least 30 percent.

Considering successful implementation of the on-going NJLIP project, the World Bank planned to support the GoB with the preparation and the design of an investment operation that builds on the lessons learned and results already achieved under NJLIP. In this regard, the government of Bangladesh

²The World Bank. (2019). Where We Work: Bangladesh. Retrieved from <https://www.worldbank.org/en/country/bangladesh/overview>

³<https://data.worldbank.org/indicator/NY.GDP.MKTP.KD.ZG?locations=BD>

⁴BIGD. (2020). *Socio-Economic Impact of Covid-19 and Policy Implications for Bangladesh*. Brac Institute of Governance and Development.

is currently preparing the Resilience, Entrepreneurship and Livelihood Improvement Project (RELIP) project to improve livelihoods of the poor and extreme poor in the project areas. The project will adopt the success of the NJLIP project in reaching the poor and poorest, and will tailor livelihood opportunities in order to respond to the following urgent needs: (i) Respond to the impact of the crises on the livelihood of vulnerable rural households and support recovery and resilience building; (ii) Help rural households graduate out of poverty through income-generating activities (IGA); (iii) Support NJLIP's current beneficiaries who had graduated from poverty pre-crisis but have fallen back into poverty because of the crisis; and (iv) Support rural entrepreneurship for sustained post-COVID-19-crisis economic recovery.

The proposed project will also be implemented by the SDF as implementing agency and the project is expected to be implemented in 20 districts covering 3200 villages throughout the country. Out of this total 20 districts, 12 will comprise of previous projects SIPP-II and NJLIP coverage areas while the remaining 8 will be new districts. However, the exact locations of the project have not been selected at this phase and will be identified during the implementation stage. The proposed project will provide immediate livelihood support for rural communities, while contributing to building back better in a resilient way. The proposed funding envelop of the project is US\$ 300 million (IDA) with US\$ 40 million co-financing from Government of Bangladesh (GoB). The expected operation time of the project is between July 2021 and June 2026.

1.2 PURPOSE OF THE ESMF

The purpose of this Environmental and Social Management Framework (ESMF) is to outline a Framework for Environmental and Social Assessment and Management, giving brief details of potential Environmental and Social issues typically associated with the planning and implementation of the project activities envisaged under the World Bank Policy. Which is outline a Framework for Environmental and Social Assessment and Management, giving brief details of potential Environmental and Social issues typically associated with the planning and implementation of the project activities envisaged under the World Bank Policy. The Environmental and Social Framework (ESF) of the World Bank is comprised of Ten Environmental And Social Standards including ESS1:Assessment and Management of Environmental and Social Impacts;ESS2:Labor and Working Condition;ESS3:Resource Efficiency Pollution Prevention and Management;ESS4:Community Health and Safety;ESS5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement;ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources;ESS7: Indigenous People/Sub-Saharan African Historically Underserved and Traditional Communities; ESS8: Cultural Heritage;ESS9:Financial Intermediaries; and ESS10: Stakeholder Engagement.

For ensuring good environmental and social management in the proposed RELIP project, the ESMF will provide guidance on pre-investment works/studies (such as environmental and social screening, environmental and social assessment, environmental and social management plans, etc.), provide set of steps, process, procedure, and mechanism for ensuring adequate level of environmental and social consideration and integration in each investment in the project-cycle; and describes the principles, objectives and approach to be followed to avoid or minimize or mitigate impacts. The ESMF will facilitate compliance with the Government of Bangladesh's policies, acts and rules as well as with the World Bank's operational policies and procedures, and guide to prepare and conduct the detailed ESA/IEE/ESIAs/ESMPs of the later stages of the RELIP as appropriate to the project components/sub-components.

1.3 RATIONALE OF THE ESMF

The Environmental and Social Management Framework (ESMF) highlights relevant general policies, guidelines, codes of practice, and procedures to be taken into consideration for the integration of environmental and social aspects into the project design. Adhering to the principles and procedures and using the checklist of potential environmental and social issues laid out in this ESMF will help the implementing agency to ensure compliance with the World Bank safeguard policies and the relevant provisions under the related Government policies, and associated rules, regulations, and procedures.

Target area of the project is 20 districts covering 3200 villages throughout the country. However, the details of implementation sites and specific investments are not identified at current stage. Hence, site-specific Environmental and Social Assessments cannot be conducted. In this regard, a framework approach has been adopted for Environment and Social Assessment. Project specific environmental and social impacts cannot be precisely identified upfront before sites are selected, and detailed site investigations are carried out. The ESMF will provide the necessary background for environmental and social considerations, a checklist of potential environmental and social issues of the project activities to be considered and built into the design so that environmentally and socially sustainable implementation can take place. It will also provide environmental and social screening guidelines to carry out Environmental & Social Impact Assessment (ESIA), and to prepare Environmental and Social Management Plans (ESMP) to measure and mitigate the project induced impacts which are localized and reversible negative but insignificant environmental and social impacts on air, soil, water and natural setting. However, the potential negative impacts could be minimized or eliminated by adopting standard mitigation measures; there is also scope to enhance some of the beneficial impacts to be generated from the project.

The ESMF will be reviewed and updated in compliance with the World Bank Group Environmental Health and Safety Guidelines, World Health Organization COVID-19 Occupational Health and Safety Guidelines, and COVID-19 template ESMF adopted by the Bank. Measures will be taken in stakeholder engagement activities to minimize the risk of COVID-19 transmission, following the Bank's Technical Note: Public Consultations and Stakeholder Engagement in WB-supported operations when there are constraints on conducting public meetings. The ESMF will define the environmental and social screening tools including for indigenous peoples along with the provisions for preparing standalone Indigenous Peoples' Plan (IPP), guidelines for Gender Based Violence (GBV) and Sexual Exploitation and Abuse (SEA) and the relevant mitigation measures, such as awareness raising, development of communication materials, campaign/orientation on GBV/SEA/SH, code of conduct; GBV compliant GRM, in-depth GBV/SEA/SH training of the project actors along with specific budget for GBV service providers. The ESMF will also lay down principles and procedures for institutional arrangements, grievance redress, consultation, participation, documentation and reporting, disclosure, and training related activities under the project.

The ESMF will also serve as the guideline for the staff designated by the implementing agency - the SDF - to oversee and monitor the environmental and social safeguards compliance of the project components. The ESMF will be a living document and will be reviewed and updated periodically as needed.

1.4 OBJECTIVES AND GENERAL PRINCIPLES OF THE ESMF

The main objective of the ESMF is to provide a guideline to the project related persons to plan, design and monitor project activities without doing any or less harm for the project beneficiaries. The ESMF will help to take proper measures to protect or minimize environmental and social hazards due to project works. This will ensure participation of project beneficiaries in project development works and also will

help SDF to take prior action for activities are not covered by country laws and government instructions. The ESMF will help to:

- Integrate the environmental and social concerns into the identification, design and implementation of all project interventions in order to ensure that those are environmentally sustainable and socially feasible;
- Ensure that all relevant environmental and social issues are mainstreamed into the design and implementation of the project activities;
- Consider in an integrated manner, the potential environmental and social risks, benefits and impacts of the program and identify measures to avoid, minimize and manage risks and impacts while enhancing benefits;
- Ensure compliance with national laws and regulations, and World Bank requirements. The ESMF presents potential impacts of the RELIP, mitigation, enhancement, contingency and compensation measures, environmental and social management and monitoring plan, and institutional framework including inter-agency (e.g. DoE) cooperation for implementing ESMP.

1.5 APPROACH AND METHODOLOGY FOLLOWED

The ESMF of the RELIP project has been prepared following the standard methodology consisting of the steps listed below.

- Review of the documents of the NJLIP project
- Discussions/meetings with the SDF team
- Review of existing laws, policies and administrative systems in the country
- Initial scoping and screening of the field data collected in the preceding RELIP project to determine the key environmental and social parameters and aspects that are likely to be impacted by the program activities
- Collect and analyze of baseline environmental and social data with the help of secondary literature review and field data collected during the RELI project
- Review the stakeholder consultation reports conducted during the RELI project including beneficiary/affected communities and develop the stakeholder engagement plan for the proposed project
- Assess the potential and likely environmental and social impacts of the project activities
- Prepare an outline of the environmental and social management issues according the WB's ESF and ESSs requirements
- Prepare an easily accessible information sharing mechanism.

1.6 OVERALL STRUCTURE OF ESMF

Chapter 1

This chapter presents the background and context of the project, purpose, rational, approach and methodology, and overall structure of the ESMF.

Chapter 2

A brief overview of the RELIP project, its objective and various components and other salient information relevant for environmental and social assessment is presented in this chapter.

Chapter 3

The relevant legislative, regulatory, and institutional setup that exists in the Country is review in this chapter. It also reviews the prevailing WB Environment and Social Standards (ESSs) relevant to environmental and social assessment of the project.

Chapter 4

This chapter includes identification of the potential environmental and social impacts of the project interventions through screening and assessment. Also, it includes risk assessment.

Chapter 5

The steps that need to be followed during the environmental and social management are described in this chapter which includes the outline of the environmental and social management plan (ESMP) and as well as the appropriate mitigation measures to address these negative impacts. It further includes the guidelines for conducting environmental and social management, analysis of alternatives (technology, cost, and site), need for further assessment, guidelines for carrying out IEE in the project influence area, and impact identification. This chapter is also summarized the LMF, SEVCDF, and GVB (SEA/SH) prepared by the project. A standalone GRM mechanism for the project has also been suggested in this chapter.

Chapter 6

This chapter describes the borrower's capacity assessment, institutional framework and capacity building plan to implement the ESMF.

Chapter 7

This chapter presents the stakeholder consultation summary and identification of targeted beneficiaries of the project. Also, this chapter includes stakeholder engagement plan, consultation and communication guidelines, and information disclosure procedure.

Chapter 2 PROJECT OVERVIEW

2.1 PROJECT COMPONENTS

The project will draw from the successful experience of rural poverty alleviation achieved by NJLIP and its predecessors, the Social Investment Program Project (SIPP-I) and SIPP-II. The process of identifying project activities that would have the greatest impact on livelihoods and on sustained post-COVID economic recovery is informed by the June 2020 *World Bank Group COVID-19 Crisis Response Approach Paper: Saving Lives, Scaling-up Impact and Getting Back on Track*. Proposed project activities would contribute predominantly to: (i) Pillar 2 on Protecting Poor and Vulnerable People; (ii) Pillar 3 on Ensuring Sustainable Business Growth and Job Creation; and (iii) Pillar 4 on Strengthening Policies, Institutions and Investments for Rebuilding Better.⁵ In the spirit of Rebuilding Better in a greener, more sustainable and resilient way, the project acknowledges the already high vulnerability to climate change and risk of the rural poor, which is compounded by the protracted COVID-19 pandemic. The project aims to strengthen climate resilience and adaptation by raising awareness for climate change and risks among project beneficiaries, and by promoting resilience building and adaptation strategies as an integral part in the planned project activities (e.g., through capacity building, climate-resilient infrastructure and climate-smart agriculture practices in IGAs and livelihood improvement activities, diversification toward non-farm economic activities where agriculture is not viable). Overall, 90% of project beneficiaries are expected to be women. The project will have four components:

- i. Component A: Community Institutions and Livelihood Development
- ii. Component B: Business Development and Institutional Strengthening
- iii. Component C: Project Management, Monitoring and Learning
- iv. Component D: Contingent Emergency Response Component (CERC)

Component A: Community Institutions and Livelihood Development (US\$255 million IDA)

The objectives of this component are to: (i) Mobilize poor and extreme poor households of the selected project villages by forming and strengthening community institutions; (ii) Provide technical and financial support for livelihood improvement, small-scale infrastructure development, and health and nutrition support; and (iii) As integral part of the proposed activities, the project will strengthen awareness about social and cultural norms that constrain women and exclude marginalized groups, as well increase beneficiaries' understanding of climate change and risks and promote activities to strengthen climate resilience and build back in a sustainable, climate-resilient manner.

Project activities under this component will emphasize livelihood support in response to COVID-19 and adverse climate events, aiming to strengthen resilience in the following way:

- a) **Cash transfers to the poor and vulnerable.** These transfers will be focused on the poorest and most vulnerable beneficiaries who have been affected by COVID-19 and adverse climate events: (i) A one-time cash grant to vulnerable project beneficiaries, with priority given to the poor and extreme poor

⁵ Interventions under all pillars aim at supporting to Rebuild Better, in a greener, more sustainable and resilient way. Thus, ensuring resilience to climate change and supporting clients' climate adaptation and mitigation efforts while Rebuilding Better is critical and will be a key element in the proposed project. The crisis response paper proposes activities such as landscape and watershed management, ecosystem restoration, sustainable management of forests, regenerative agriculture and food systems, which can create jobs quickly to respond to the immediate crisis, but also generate long-term agro-ecological and livelihood benefits thanks to reduced water scarcity or flood damages, lower carbon emissions, increased ecosystem resilience to climate change and higher agricultural productivity and food security.

affected by the COVID-19 pandemic and other disasters; (ii) A one-time cash grant to existing NJLIP beneficiaries who may have fallen back into poverty because of the pandemic, as determined by surveys at village level, so that they can resume their IGAs; and (iii) Possibility of a one-time cash transfer in case of a localized disaster impacting livelihoods, such as drought or flood occurrences;

- b) **Community-level financing.** The project will mobilize, develop, and strengthen self-reliant community organizations. A development fund will be created in each village, with the possibility to include sub-funds targeted at community needs such as an institutional development fund to finance capacity building, a revolving fund to provide loans to beneficiaries, and a fund for community infrastructure support. Project activities targeted at facilitating savings accumulation and internal lending operations at community level will be provided with additional support to account for the impact of COVID-19 with: (i) Matching of savings into the village level funds supported by the project of up to BDT100 per month over the first two years of project implementation; and (ii) Reduced service charges during the first two years of project implementation for the Shabolombi Fund, a revolving fund that provides loans to beneficiaries for livelihood/income generating activities. This will support a swifter uptake of IGAs, and ease access to agriculture inputs for food supply chain-related IGAs that are critical to overcome food security challenges aggravated by COVID-19 and recent climate-induced events in the country. In addition, communities will receive technical assistance for implementation support, which will emphasize climate-resilience building through adoption of climate-smart practices, and where appropriate climate mitigation measures (e.g. renewable energy or resource-efficiency solutions);
- c) **Small-scale infrastructure development.** Community Infrastructure Works (CIW) will lead to the construction of offices at district, cluster and village levels, as well as the construction of climate-resilient tube-wells, culverts, earthen road constructions/repairs, community latrines/urinals, drains, water tanks, and water distillation / desalination plants at village level. In addition to the creation of these productive assets, these labor-intensive activities are expected to provide additional income to poor and extreme poor beneficiaries who have lost employment and livelihoods as a consequence of the COVID-19 pandemic.⁶
- d) **Health and nutrition support activities.** Since increased income does not necessarily translate into improved health and nutritional outcomes, the following activities aim to raise awareness and improve practices for improved health and nutritional outcomes: (i) Behavior Change Communication (BCC) campaigns to promote appropriate infant and young child feeding and caring practices during pregnancy and lactation would be complemented with maternal allowances to vulnerable pregnant mothers during the 1000-day period⁷ to cover part of associated health and nutrition expenses in a context of rising rural poverty; (ii) BCC campaigns to prevent the spread of vector-borne diseases including those exacerbated by climate change (e.g. promotion of good hygiene and sanitation, etc.); (iii) Strengthening of linkages between communities and government and non-government health providers by building awareness in communities on the services provided by community clinics, sub-district (Upazila) health complexes and different NGOs and by building awareness of these health providers on the needs of the communities and by facilitating communication with them; (iv) BCC campaigns to raise awareness about deteriorating conditions of gender-based violence in the wake of the COVID-19 pandemic and about available services; and (v) BCC campaigns to promote productive diversification on-farm towards vegetables, horticulture and nutrient-dense commodities, and raise awareness about nutritious diets among beneficiaries. In

⁶ In the ongoing NJLIP, close to 19 million person-hours of employment have been generated from the implementation of CIW, which provided income to the poor and extreme poor worth almost US\$ 10 million. In the upcoming project, it is estimated that CIW would generate about 22,5 million person-hours of employment, which would similarly provide about US\$ 11.5 million of income to poor and extreme poor beneficiaries.

⁷ Pregnancy until the child is two years of age.

addition to the on-farm availability of nutrient-dense produce, diversification, intercropping or crop rotations have the potential to strengthen climate resilience.

The project communities take up rural small infrastructures works. Each project village chooses a provision in the range of BDT 12,00,000 to BDT 15,00,000 for infrastructure which allows to finance one or two small rural infrastructure works. A list of the key interventions of Rural Infrastructure and Livelihoods are given below in Table 2.1 and their design parameters in Table 2.2.

The Rural Livelihoods taken up by community households are basically agriculture/ animal/ dairy based. The investment on these ventures ranges from BDT 5,000 to BDT 20,000 (in more mature communities higher amounts of up to BDT 50,000 are sometimes provided). A list of all livelihoods activities as taken up by Nuton Jibon group members is provided in the Table 2.3.

Table 2-1 List of key interventions of the project

Infrastructure component		Livelihoods Component	
Sectors	Activities	Sectors	Activities
Cross Drainage Works and Roads	Double vent Box-culvert Single vent Box-culvert U- type culvert Pipe culvert Drain Wooden Bridge Pond improvement for household use Small Rural Road Construction/ Rehabilitation	Agriculture Based	Vegetable Cultivation Maize Cultivation Banana Cultivation Potato Cultivation Tree Nursery Sugarcane Cultivation Betel Leaf Cultivation Water Melon Cultivation Mug Bean Cultivation Home garden, Dyke garden
Sanitation	Toilet Urinal	Animal/ Dairy/ Poultry Based	Dairy Cow Beef Fattening Goat/ Sheep Rearing Poultry Rearing, Poultry feed production
Water Supply	Tube well Water Purification Plants	Fisheries Based	Fish Culture Fishing/ Fish Trade Shrimp Cultivation
Building Market	Gram Samiti Office Building Upazila Office Building	Trade/ Petty Business Based	Handicrafts Grocery Shop

development	District Office Building Market Development Centers		Trading/ Agribusiness Stitching Works Bamboo Works
Others	Efficient Cook stove, biogas plant, Vermin-compost production	Transport Based	Motorbike Transport, rickshaw

Table 2-2 List of Key Infrastructure Interventions

Category of Component	Infrastructure component	Size	
		Maximum	Minimum
Cross Drainage Works and Roads	Double vent Box-culvert	2.5 X 2.5 X 3 m	2.5 X 2.5 X3 m
	Single vent Box-culvert	2 X 2 X 3.66 m	1.5 X 1.5 X 3 m
	U- type culvert	1.4 X 0.9 X5.5 m	0.75 X 0.9 X 3 m
	Pipe culvert	0.6 dia X 5 m	0.9 dia X 6 m
	Drain	Width- 300 mm Depth/height- 400 mm Length-50 m	Width- 300 mm Depth/height- 400 mm Length-50 m
	Wooden Bridge	Length-5 m Width-2 m 250 X 250 mm RCC post 250 X 250 mm RCC beam	Length-11 m Width-2 m 250 X 250 mm RCC post 250 X250 mm RCC beam
	RCC foot bridge	Length- 14m Width-1.92 m	Length- 7.31m Width- 1.92 m
	Roads (HBB & Flat soling)	2.44 m wide and 1200 m long	1.83 m wide 100 m long (Length will be variable)
Sanitation	Toilet	1.83 X 1.5 m	1.83 X 1.5 m
	Urinal	1.22 X 0.92 m	0.92 X 0.92 m
Water Supply	Tube well	350.61 m Depth	13.72 m Depth
	Water purification plant	Capacity of production of purified water 500 liter/hour.	Capacity of production of purified water 500 liter/hour.

Category of Component	Infrastructure component	Size	
		Maximum	Minimum
Building	Market development	Market shade- 10.98 m X 3.66 m Length X Width (including internal drain, tube well, toilet, latrine etc. as per field condition)	Market shade- 10.98 m X 3.66 m Length X Width (including internal drain, tube well, toilet, latrine etc. as per field condition)
	Semi pucca Gram Samiti Office Building	768 Sq.ft	480 sq.ft.
	Single storied Upazila Community Office Building	1050 Sq.ft	1041 Sq.ft
	Double storied District Community Office Building	1080 Sq.ft	1044 Sq.ft

Table 2-3Size and Scope of the Rural Livelihoods of the project

Category of Activity	Type of Activity	Remarks
Agriculture Based	Vegetable Cultivation Maize Cultivation Banana Cultivation Potato Cultivation Tree Nursery Sugarcane Cultivation Betel Leaf Cultivation Water Melon Cultivation Mug Bean Cultivation	All activities are rural based and taken up by individuals. No group activities are taken up. Per community up to 10 livelihoods activities are taken up.
Animal/ Dairy/ Poultry Based	Dairy Cow Beef Fattening Goat/ Sheep Rearing Poultry Rearing	
Fisheries Based	Fish Culture	

Category of Activity	Type of Activity	Remarks
	Fishing/ Fish Trade Shrimp Cultivation	
Trade/ Petty Business Based	Handicrafts Grocery Shop Trading/ Agribusiness Stitching Works Bamboo Works	
Transport Based	Motorbike Transport, rickshaw	

Community Planning and Empowerment

The project would include disaster risk and climate change concerns at sub-project level to feed into the overall investment planning, particularly for infrastructure investments. The project will provide technical and financial assistance to establish revolving (Shabolombi) funds whose beneficiaries are expected to be more than 90% women and whose purpose is to allow for the development of income generating activities. COVID-19-adjusted support to producer groups, to rural enterprise development, and to skills training will also contribute to increase returns on livelihood investments with an emphasis on vulnerable people such as women, youths, returning migrants, indigenous peoples and other marginalized groups. Therefore, project activities will address the gender gap in rural employment. In particular, it will help to increase women's income levels and help them move out of unpaid farm activities.

Village Development Funding

Community plans are financed through a village development fund. The village development fund consist of three sub-funds (i) the Institutional Development Fund (IDF) which is largely supporting the establishment and capacity building of the community groups; (ii) community financing - the so called Shabolombi Fund (SF) - that operates as a revolving fund to provide loans to beneficiaries for livelihood/income generating activities; and (iii) the Community Infrastructure Support Fund (CISF) that supports prioritized key community infrastructure that supports improved livelihoods.

Gender Based Violence (GBV)

The proposed project activities include community-led construction activities and no major civil works. Thus, civil work related risks of GBV/Sexual Exploitation and Abuse (SEA)/Sexual Harassment (SH) will be less. However, given the large scale of cash transfer activity under the project, SEA/SH risk assessment has been carried out based on the World Bank's Social Protection and Jobs (SPJ) Good Practice Note draft (currently under discussion). The assessment indicates a substantial for SEA/SH incidents induced by project activities. In response to the substantial risk, the project's SEA/SH Action Plan includes prevention interventions as well as risk mitigation measures. Prevention interventions include awareness campaigns, enhancing safety, and capacity building through training among others. These activities will further support the SEA/SH risk mitigation measures include ensuring Codes of Conduct are in place for all project actors at the community level; mapping service providers; setting up separate

SEA/SH GRM; appoint of a GBV focal point; ensuring that policies against SEA/SH are instituted in project funded institutions; and, including in-depth training on SEA/SH in transfer of benefits.

Training and Capacity Building

Training and educational campaigns about climate adaptation and resilience building will take place during mobilization and capacity building of community institutions, and as integral part of technical assistance for livelihood improvement and income-generating activities and for lending at community level. Where appropriate, measures for climate mitigation will be implemented, such as renewable energy and resource-efficient solutions along commodity value chains, as well as agricultural practices that have the potential to enhance carbon pools and reduce GHG emissions.

The project would seek to provide longer term training to targeted beneficiaries for (i) development of privately operated community-level nurseries to provide quality seeds and saplings tolerant to climate variability; (ii) improved technologies for poultry rearing to increase egg production and local production of poultry feed; (iii) vegetable homestead gardening practices; (iv) small fish ponds; (v) improved agricultural practices and technologies; and (vi) Environmental and Occupational Health and Safety training for project beneficiaries in rural livelihoods activities.

For agricultural related activities, arrangements would be made with support from the Local Government and extension services for the provision of adequate technical assistance to the beneficiary households for safe handling and storage of pesticides, use of PPE and proper clothing/washing after application. Given the shortfall of extension workers in livestock and fisheries, skilled community professionals would be selected and additional training provided for quality day-to-day support to the concerned households, under the overall supervision of the Upazila extension officer. A farmer field school approach could be adopted based on models already introduced by other organizations that integrate basic nutrition and agricultural messages.

Component B – Business Development and Institutional Strengthening (US\$40 million IDA)

The objectives of this component are to: (i) Increase livelihood opportunities of the poor and extreme poor by organizing them in producer groups (PGs), cooperatives or federations, improving their market and business orientation, and developing linkages and partnerships with market actors and service providers; (ii) Support rural entrepreneurship to enhance livelihoods and resilience; (iii) Establish second-tier institutions to ensure the sustainability of village institutions; and (iv) Ensure skills development training and sustainable employment for the un/underemployed youths and returning migrants and immigrants. Activities under this component (i.e., activities a, b, c, and d below) also include awareness raising about climate change and risks, and adaptation and resilience building practices among targeted PGs, rural entrepreneurs, youth and migrant returnees and promotion of climate-smart practices as well as opportunities for income diversification to increase livelihood resilience. Where possible, climate mitigation and a focus on resource efficiency and sustainable energy will be emphasized.

Subcomponent B.1: Development and Strengthening of Second-tier Institutions (IDA: US\$9 million)

Objective and instruments used. This subcomponent will help create and support the operations of second-tier institutions called RELI Cluster Community Societies (RCCS) at cluster level and RELI District Community Societies (RDCS) at district level to support the networking and aggregation of the village-level community institutions created under Component A. These second-tier institutions take over the support and development function for their village institutions and monitor their performance, while also seeking potential options for economic growth and service provision for the village institutions or

groups of beneficiaries they oversee. This subcomponent will finance the first two years of operations of these RCCSs by transferring project funds to an Institutional Development Fund (IDF) for their first year of operation and a Performance Support Fund (PSF) for their second year of operation. These RCCSs are expected to become institutionally and financially sustainable beyond the life of the project.

Approach for the development of Community Societies. Villages graded A or B will be mobilized to form an RCCS in each cluster. Training will then be provided on the roles and responsibilities of RCCS committees. Similarly, all the clusters in a given district will be mobilized to form an RDCS and training will be provided on the roles and responsibilities of RDCS committees. The main roles and responsibilities of these RCCSs and RDCSs will be the following:

1. **IDF and PSF:** RCCSs will be supported financially by the project during their first two years of operation. RDCSs will submit proposals to the project for allocation of funds to each RCCS's IDF and PSF and will ensure proper utilization of each fund. The IDF will be used during the first year of operation of the RCCS. The PSF will be used during the second year based on the performance in realizing the vision agreed during the first year;
2. **Construction of RDCS and RCCS office buildings:** With technical support and guidance from the project, RDCSs and RCCSs will be responsible for the community procurement and construction process. These buildings will also be used as income generating centers, show rooms for selling beneficiaries' produce, renting out for training for other organizations, and even production centers for beneficiaries;
3. **Support to village institutions:** RCCSs will conduct regular monitoring of village-level activities under the active guidance of RDCSs and they will provide a networking function for village-level institutions. They will provide demand-based services and technical assistance and they will help establish formal partnerships and joint programs with local governments, line agencies, NGOs, and financial institutions. During the project's phasing out period, RCCSs will carry out village grading activities to identify the status of the member villages and prepare a support plan.

Table2.4 Roles and Responsibilities of Community Institutions

Institutional Level	Main Functions
Gram Parishads (Village Level)	<ul style="list-style-type: none"> - Participatory identification, prioritization, planning and implementation of various service needs of target communities and investment requirements - Operation and maintenance of infrastructure and social services - Mobilizing revenues and resources including community contributions for meeting operation and maintenance expenses - Communicating among all members the decisions of RCCS and implementing programs following principles and guidelines - Follow up and monitoring through SAC - Conflict resolution
RELI Cluster Community Society	<ul style="list-style-type: none"> - Mobilize Gram Parishads as members - Act as the main communication hub between Gram Parishads and

Institutional Level	Main Functions
(Union / Upazila Level)	District Societies <ul style="list-style-type: none"> - Aggregating demand for services - Arranging and coordinating delivery of services - Collecting data on functioning of Gram Parishads and monitoring and reporting - Assessing performance of Gram Parishads including tracking benefits, results and issues in delivery of services - Maintaining bank accounts and account keeping - Conflict resolution within village and among villages if any
RELI District Community Society (District Level)	<ul style="list-style-type: none"> - Developing operational guidelines for the functioning and performance standards - Developing business plans to meet the service needs of members - Maintaining data base and information system for monitoring - Capacity building of cluster societies - Identifying internal and external services and resources for supporting cluster societies - Providing technical assistance to cluster societies - Establishing strategic partnership and linkages - Ensuring accountability and governance in the functioning of RCCS - Arranging for audits and follow-up - Conflict resolution - Promoting services among outside organizations, programs for supporting communities - Mobilizing financial and other resources for carrying out the cluster society activities as per approved business plans

Subcomponent B.2: Commercial Agriculture and Rural Entrepreneurship (IDA: US\$17 million)

Objective and instruments used. This subcomponent will seek to support the growth of the rural economy by supporting the formation and development of producer groups (PGs) and rural enterprises. PGs and rural entrepreneurs will receive both technical assistance from local service providers (LSPs) contracted by the project and direct financial support the commercial agriculture and rural entrepreneurship (CARE) fund under this subcomponent.

Approach for the development of commercial agriculture and rural entrepreneurship. The sub-component would target poor and extreme poor producers and skilled workers from the project villages empowered under Component A. The target organizations eligible for project support will have to be organized at the village, cluster or district level as registered producer groups or under registered rural enterprises with a transparent governance structure. They will receive technical and financial support in the following ways:

Formation of and technical assistance to registered PGs: The project will facilitate the organization of individual producers into PGs, establish linkages with competent government authorities for their registration, and provide capacity building support. This support will be based on an initial assessment of the PG's capacity, which will be done by implementing a diagnostic of agribusiness capacity (such as the

International Finance Corporation's Agribusiness Leadership Program), identifying areas of improvement and relevant service providers. Subsequent technical assistance to PGs may include a basic training on PG activities, institutional capacity building, leadership development, financial management, business development, and product promotion and marketing. Technical assistance on climate risks and resilience, and strong community networks are expected to enhance beneficiaries' social capital and strengthen resilience;

Market linkages and partnership building: The project will organize consultations with registered PGs, rural entrepreneurs, actors along the agri-food value chain (i.e. input suppliers, traders, processors, retailers, transport and logistics service providers, etc.), and local government representatives to help create forward and backward market linkages for PGs and rural entrepreneurs, promote public-private dialogue on rural entrepreneurship development, and establish formal partnerships between value chain actors, local governments and the project. Emphasis will be placed on linking PGs and rural entrepreneurs to prominent e-commerce sites in response to the trading disruptions experienced during the COVID-19 pandemic;

Product promotion and communication: The project will support the participation in and the organization of trade fairs at the local and national levels, which will give PGs and rural entrepreneurs an opportunity to exhibit their products, skills, and capacities, and offer an opportunity for entering into new business relationships;

CARE Fund: Registered PGs and rural entrepreneurs in project areas will be able to apply for grants on a competitive basis from the CARE Fund through a matching grant system. They will have to submit a business plan that demonstrates that they have entered a productive partnership with off-takers interested in procuring their products and services. The business plan will also need to show returns on investment and financial sustainability of the PG's / rural enterprise's operations. Financial support will cover technical assistance and equipment. Technical assistance will systematically accompany equipment requests to ensure the proper use and maintenance of the investment. Eligibility and prioritization criteria will be applied to maximize the transparency of the selection process and the sustainability of the investments made and assistance received. PGs and rural entrepreneurs will also be eligible for technical assistance to prepare their business plans prior to submission of their grant application. CARE Funds will be managed by RDCs under the guidance of SDF.

Support to rural entrepreneurial efforts will focus on businesses revolving around climate-smart food production and value addition,⁸ and marketing. This will have the triple advantage of increasing rural income, while supporting food security and contributing to mending the frayed food supply chain in Bangladesh, as well as increasing climate resilience in target beneficiaries' communities and agro-ecosystems. Improved access to markets and diversification to off-farm activities are important to climate risk mitigation and to resilience strengthening.

Subcomponent B.3: Employment Generation Support (IDA: US\$14 million)

Objective and instruments used. This subcomponent will help un/under employed youths and jobless migrant / immigrant returnees acquire marketable skills and access employment opportunities. This

⁸ Thus, the promotion of climate-smart crop and livestock production (e.g. climate-resilient crops, sustainable land and water management practices, improved feeding or improve pasture management) and value chain development (e.g. climate-resilient infrastructure, energy-efficiency and renewable energy) play an important role.

subcomponent will finance technical support, the cost of skill development training, and a stipend program for meritorious students to improve their access to higher education.

Approach for employment generation support. To provide skill development training and create sustainable employment opportunities for un/under employed youths and jobless migrant / immigrant returnees, the project will implement the following activities:

- a. Identify un/under employed youths and jobless migrant / immigrant returnees, and mobilize them into youth groups;
- b. Disseminate potential skill development and employment opportunities;
- c. Conduct counselling session with participation of un/under employed youths, their parents at village, cluster and district level;
- d. Establish linkages and partnership with potential training institutes/ service providers and employers;
- e. Facilitate potential trained youths to get opportunities in overseas employment;
- f. Facilitate the provision of quality skill development training from proven institutes to un/under employed youths and jobless migrant / immigrant returnees. Based on lessons learned from NJLIP and due to the impact of the COVID-19 crisis on rural incomes, the training costs will be borne from the project;
- g. Facilitate visits of different industries, factories, and organizations for learning and sharing;
- h. Facilitate trained youths / returnees who are eligible for initiating self-employment to get financial loan support from the project or from financial institutions;
- i. Facilitate trained youths to get meaningful self and/or wage employment; and

A one-time stipend program for meritorious students will also be implemented. The project will: (i) Identify meritorious students in project villages who are waiting for admission into renowned universities or institutes for higher education; (ii) Select students; and (iii) Provide a cash stipend to attend higher education institution.

Component C – Project Management, Monitoring and Learning (US\$5 million IDA, \$40 million counterpart funding)

Activities under this component will be tailored to the new conditions on the ground created by the COVID-19 crisis in order to ensure proper project management, monitoring and learning across project areas. Considering the recent severe climate events (Cyclone Amphan, flood events), which are projected to intensify in the future, capacity building of the implementing agency SDF on climate change and vulnerability, and opportunities for climate mitigation, and sustainable energy will be explored.

Component D – Contingent Emergency Response Component (US\$0 million IDA).

This CERC is included under the project in accordance ESF/ESSs 1 for situations of urgent need of assistance. This will allow for rapid reallocation of project proceeds in the event of a natural or man-made disaster or crisis that has caused or is likely to imminently cause a major adverse economic and/or social impact. To trigger this component the government will need to declare an emergency or provide a statement of fact justifying the request for the activation of the use of emergency funding. To allocate

funds to this component the government may request the Bank to reallocate project funds to support response and reconstruction.

If the World Bank Group agrees with the determination of the disaster and associated response needs, this component would draw resources from the unallocated expenditure category and/or allow the government to request the Bank to recategorize and reallocate financing from other project components to cover emergency response and recovery costs. This component could also be used to channel additional funds should they become available because of an emergency.

Disbursements would be made against a positive list of critical goods or the procurement of works and consultant services required to support the immediate response and recovery needs. A specific Emergency Response Operations Manual will apply to this component, detailing financial management, procurement, safeguards, and any other necessary implementation arrangements. The adoption of an appropriate Emergency Response Operations Manual will constitute a disbursement condition for the CERC.

2.2 PROJECT AREA AND BENEFICIARIES

Target project beneficiaries are the poor and extreme poor in the poorest districts and sub-units of districts (Upazilas) of Bangladesh. The project will be implemented in 3,200 villages in 20 districts covering 64 upazillas (sub-districts): 12 comprise of existing NJLIP coverage areas while the remaining 8 will be new districts. The proposed project will aim to have over 765,850 beneficiary households who join RELI Groups, including youths and returning migrants, producers, rural entrepreneurs, as well as recipients of one-time cash transfer to former NJLIP project beneficiaries. Out of which, direct 544,000 target project beneficiaries, of which 90% will be women. 20,000 youths⁹ will receive skills development training. This will allow the use of prior institutions and structures developed by prior projects for quicker roll-out. Project beneficiaries are considered vulnerable to climate change and adverse climate events, as evidenced by the aftermaths of the recent cyclone Amphan and floods in 2020, which impacted livelihoods of about 67 percent of NJLIP beneficiaries, and project beneficiaries of villages in 8 new districts targeted by the proposed project. The selection of Zillas and Upazilas have been made based on the following criteria: (i) Poverty prevalence of at least 30% based on poverty indicators captured by the Household Income and Expenditure Survey (HIES) of 2016/17 and/or by estimates of COVID-19's likely impact on poverty prevalence; (ii) At least three Upazilas per district exceeding 30% poverty prevalence; and (iii) The level of existing support from other support programs to avoid overlap and coordinate efforts. Using these metrics, 5 out of the 21 districts covered by the project are located in the western part of the country, which is a region that had seen increases in poverty prior to the pandemic. The project would also provide one-time additional cash transfer support to NJLIP beneficiaries who may have fallen back into poverty because of the pandemic. A *Survey to Assess COVID-19 Impact on NJLIP Beneficiaries and to Determine Support Needed in New Areas* has been carried out as part of project preparation with the objective of informing the level and type of support needed by existing NJLIP beneficiaries and new beneficiaries.

⁹ Youths in Bangladesh are people between 18 and 35 years of age.

The selection of Zillas and Upazilas have been made based on the following criteria: (i) Poverty prevalence of at least 30% based on poverty indicators captured by the Household Income and Expenditure Survey (HIES) of 2016/17 and/or by estimates of COVID-19's likely impact on poverty prevalence; (ii) At least three Upazilas per district exceeding 30% poverty prevalence;¹⁰ and (iii) The level of existing support from other support programs to avoid overlap and coordinate efforts. Using these metrics, 5 out of the 21 districts covered by the project are located in the western part of the country, which is a region that had seen increases in poverty prior to the pandemic.

The project will adopt a robust citizen's engagement (CE) mechanism as well as specific indicators on beneficiary feedback in the Results Framework (RF). The beneficiaries and communities will be engaged from the early stage of the project's preparation through consultations that will continue throughout project implementation. The engagement process will be elaborated in the project's Stakeholder Engagement Plan (SEP), which will identify in detail the different categories of stakeholders and the approach to engage them, all of which will be complemented by the project's Communication Strategy. Both the SEP and Communication Strategy will take into account specific engagement protocols in the context of the ongoing COVID-19 pandemic. The indicator on beneficiary satisfaction with project activities will aim at measuring progress against the following sub-groups: (i) Female; (ii) Youth; and (iii) Indigenous Peoples and other marginalized groups. The project will incorporate a robust grievance mechanism, tailored also to SEA/SH requirements, which will also serve to receive the citizens' feedback. Social audit mechanisms will be implemented, and the RF will include an indicator related to providing a feedback loop from the observations/reports of the community monitoring and social audits.

The overall structure of this proposed project is founded on a community-driven development (CDD) approach, with very small-scale village-based civil constructions and livelihood development support to the poorest section of the community. Many of the project activities, such as cash transfers, carry inherent risks of SEA/SH given the traditional patriarchal values and societal characteristics. A considerable percentage of beneficiaries are expected to come from indigenous communities as well as from other marginalized and disadvantaged groups.

2.2.1 Vulnerable individuals or groups of RELIP

Vulnerable groups are those project-affected parties (individuals or groups) who, because of their particular circumstances, may be disadvantaged or vulnerable. Identification of the vulnerable groups helps the Project further identify individuals and sub-groups who may have different concerns and priorities about project impacts, mitigation mechanisms and benefits, and who may require different, or separate, forms of engagement.

The vulnerable groups include Women Headed Households, Destitute, Below Poverty Line families, Old Aged, Differently Aabled, Chronically Ill and Orphans. It is envisaged that in the course of conducting Social Assessment and preparing and implementing Social Management Plans, interests of these vulnerable groups would be adequately addressed and protected. They will be provided improved opportunities for participation in groups, and in decision making activities. Priority will be given to the especially vulnerable in terms of enhanced project benefits. Field officers may visit and learn more about their special needs and assess how project benefits can be tailored/enhanced for them as part of the social assessment in sub-project proposals.

¹⁰ Clustering of Upazilas is needed within each district for project management purposes, which may lead to the selection of some Upazilas with lower poverty prevalence than that of other Upazilas in the same district.

Table 2-5 RELIP Project Potentially Vulnerable and Disadvantaged Groups

Stakeholder Group	Stakeholder
Women	<p>The most vulnerable women include:</p> <ul style="list-style-type: none"> • Single women–headed households and Widows • Pregnant Women, women with physical and mental disabilities • Elderly and disabled women who is jobless and dependent of children whose homestead/ business may be adversely affected owing to the project • Girls and adolescents impacted by the project construction • Women who might face harassment or GBV etc. at home or from the migrant workers as a byproduct of the project implementation
Children, Adolescents and Elderly	<p>They can neither go for a job leaving aside the elderly and the minor children at home, nor can they involve themselves with any small-scale business for lack of money. They are also vulnerable for lack of ability to influence decisions affecting their lives.</p>
People with Disability	<ul style="list-style-type: none"> • People with some form of physical disability could still work suiting his/her physical condition like running a Tea Stall in a rural market or selling vegetables etc. and his/her livelihood will not be affected that much. • There are people of different age group and gender, whose physical and mental disability forces them to be dependent on their children/relatives/others. When these groups livelihood is adversely affected by the project looking for alternative livelihood, these disabled persons are also indirectly and severely affected. • Loans for the disabled who could still arrange their livelihood if some petty loans without any collateral could be arranged from local NGOs/other financial institutions. Local Administration and local elected leadership could come to assistance in this regard.
Minority Transgender Community	<p>In Bangladesh context the minority transgender community live in a commune of their own and work in a group for their own safety and avoid harassment. This group would then become vulnerable and need special attention and care from SDF, the project contractors, local administration including local police. During the project preparation stage, this group is to be identified by SDF in close coordination with local administration, whenever possible with the help of District and Upazila administration and given jobs at the project site to earn their livelihood.</p>
Households in “Extreme Poverty”*	<p>If any construction work imposes access challenges to the labour markets for these individuals, they might become economically vulnerable. Vulnerable groups are likely to be economically benefitted by the project and the impact on them during operation is likely to be low. However, if any one of this group are dislocated, special care is to be taken about rebuilding their shelter as their livelihood is being arranged under Government’s Social safety Net Program.</p>

* The World Bank uses an updated international poverty line of US \$1.90 a day as a line for extreme poverty.

Chapter 3 OVERVIEW OF POLICY, LEGAL AND ADMINISTRATIVE FRAMEWORK

The following sections review the relevant national legislative, regulations and policy instruments relevant to the proposed project. To address the environmental and social risks of any proposed project and its associated components and to protect and conserve the environment from any adverse impacts, the GoB has specified regulations, policy and guidelines. It also reviews the prevailing WB Environment and Social Safeguards (ESSs) relevant to environmental and social assessment of the project.

Other than the above, due to ongoing COVID-19 pandemic, World Health Organization (WHO) and Directorate General of Health Services (DGHS), under the Ministry of Health and Family Welfare, provided guidelines for infection prevention and control. The government has incorporated the life-threatening novel corona virus (COVID-19) in 'The Communicable Diseases (Prevention, Control and Eradication) Act, 2018'. With the notification of the gazette the government has a legal basis to take action against the people not following the government's direction that relates to COVID 19. Health and safety issues relevant to COVID-19 should be addressed with reference to ILO Occupational Safety and Health Convention, 1981 (No. 155), ILO Occupational Health Services Convention, 1985 (No. 161), ILO Safety and Health in Construction Convention, 1988 (No. 167), WHO International Health Regulations, 2005, WHO Emergency Response Framework, 2017. Female labor, vulnerable groups' labor (e.g. persons with disabilities) are covered under this domestic legislation.

3.1 NATIONAL POLICIES, LEGISLATIONS AND GUIDELINES

3.1.1 Relevant Acts, Regulations and Guidelines

3.1.1.1 Constitution of the Government Republic of Bangladesh

In our constitutions, the environmental issues also highlight the environmental protection and biodiversity conservation issues. In the Article 18 A: Protection and Improvement of Environment and Biodiversity; of the Constitution of the People's Republic of Bangladesh states that, *"The state shall endeavor to protect and improve the environment and to preserve and safeguard the natural resources, biodiversity, wetlands, forest and wildlife for the present and future citizens"*.

3.1.1.2 Environmental Court Act, 2000 & subsequent amendments in 2002

The purpose of this act is to establish a formal system of environmental courts within Bangladesh, with a minimum of one active court to be maintained within each division. Specifically, the Act provides the framework for:

- Structure and jurisdiction of the court system;
- Powers and rights of the court and the relevant officers such as the Judges and Inspectors;
- Authority of the court to issue directives or penalties;
- Integration with other law-enforcement agencies; and
- Regulations for rights-of-appeal.

3.1.1.3 The Environmental Conservation Acts (ECA), 1995 (Amended 2010)

The provisions of the Act authorize by the DG of DOE to undertake any activity that is deemed fit and necessary to conserve and enhance the quality of environment and to control, prevent and mitigate pollution. The main highlights of the act are:

- Declaration of Ecologically Critical Areas;
- Obtaining Environmental Clearance Certificate;

- Regulation with respect to vehicles emitting smoke harmful for the environment;
- Regulation of development activities from environmental perspective;
- Promulgation of standards for quality of air, water, noise, and soils for different areas and for different purposes;
- Promulgation of acceptable limits for discharging and emitting waste; and
- Formulation of environmental guidelines relating to control and mitigation of environmental pollution, conservation and improvement of the environment.

3.1.1.4 The Environment Conservation Rules (ECR), 1997 (Amended 2002)

The ECR, 1997 are the first set of rules promulgated under the ECA, 1995. These Rules provide for, inter alia, the following:

- The National Environmental Quality Standards (EQS) for ambient Air, Surface Water, Ground water, Drinking water, Industrial effluents, Emissions, Noise and Vehicular exhaust;
- Categorization of industries, development projects and other activities on the basis of actual (for existing industries/development projects/activities) and anticipated (for proposed industries/development projects/activities) pollution load;
- Procedure for obtaining environmental clearance;
- Requirements for undertaking IEE and EIA's as well as formulating EMP's according to categories of industries/development projects/activities; and
- Procedure for damage-claim by persons affected or likely to be affected due to polluting activities or activities causing hindrance to normal civic life.

3.1.1.5 The Embankment and Drainage Act, 1952

The East Bangle Act No. 1, 1953 was amended in 1953 which has been adapted by the People Republic of Bangladesh, by the Bangladesh Order (adaptation of Existing Laws), 1972 (President's Order No. 48 of 1972). The Act consolidates the laws relating to embankments and drainage providing provision for the construction, maintenance, management, removal and control of embankments and water courses for the better drainage of lands and for their protection from floods, erosion or other damage by water.

The specific Sections and Articles relevant to the project are mentioned below:

- Section 4 (1) of the Act states that the embankment, water-course, and tow-path, earth, pathways, gates, berms and hedges of the embankments shall vest in the Government of the Authority(BWDB).
- Section 56 (1) states that, person will be subject to penalty (500 taka or imprisonment... if he erects, or causes of willfully permits to be erected, any new embankment, or any existing embankment, or obstructs or diverts, or causes or will fully permits to be obstructed or diverted, any water course).
- Section 15 allows for the engineer (engineer in charge of Divisional level BWDB) for constructing new embankment or enlarging, lengthening or repairing existing embankments.
- The other sections of the Act give powers and access to the Government or Authority or Engineers to commence necessary project activities, for land acquisition (through the DC), and site clearing activities including removal of trees or houses (if necessary).

3.1.1.6 The Protection and Conservation of Fish Act (1950)

This Act provides power to the government to: make and apply rules to protect fisheries; prohibit or regulate pollution to the water bodies.

3.1.1.7 Protection and Conservation of Fish Rules (1985)

Section 6 states, “No person shall destroy or make any attempt to destroy any fish by poisoning of water or the depletion of fisheries by pollution, by trade effluents or otherwise in inland waters.

3.1.1.8 The Noise Pollution Control Rules, 2006

The Noise Pollution Control Rules have been established in order to manage noise generating activities which have the potential to impact the health and wellbeing of workers and the surrounding communities. Under this legislation, control zones are listed as:

- Quiet Area – for example school or hospital;
- Residential Area – an area primarily occupied by dwellings;
- Mixed Area – area with a mix of residential, commercial and industrial land uses;
- Commercial Area – an area primarily occupied by businesses and officers; and
- Industrial Area – and area used for industry or manufacturing.

Day-time and night-time noise level restrictions are provided for these areas. Additionally, limits are provided for noise emissions from motor vehicles and boats.

3.1.1.9 The National Biodiversity Strategy & Action Plan (NBSAP), 2004

NBSAP for Bangladesh, 2004 provides a framework for conservation, sustainable use and sharing the benefits of Biodiversity of the country. A major focus of the NBSAP, 2004 is the need for cross– sectoral linkages, reflecting the fact that in Bangladesh, biodiversity conservation is closely inter- woven with social and economic development. Thus, the NBSAP also provides a framework for securing the necessary environmental conditions to reduce poverty, ensure sustainable development and respond to the implementation of elements of the country’s PRSP.

3.1.1.10 National Conservation Strategy, 1992

The National Conservation Strategy, 1992 provides recommendations for sustainable development of the industrial sector. The key aspects of the strategy are as follows:

- Industries based on non-renewable resources should be made to adopt technology which conserves raw materials, and existing industries should be given incentives to install technical fixes to reduce wastage rate;
- All industries shall be subject to an EIA and the adoption of pollution prevention/control technologies shall be enforced;
- Hazardous or toxic materials/wastes shall not be imported as raw materials for industry;
- Import of appropriate and environmentally-sound technology shall be ensured; and
- Dependence on imported technology and machinery should gradually be reduced in favor of sustainable local skills and resources.

3.1.1.11 The Transfer of Property Act of 1882 (Act No. IV of 1882)

The Act relates to transfer of properties. It came into force on the first day of July, 1982. The Act defined any transaction relating to immovable property is required by law to be and has been effected by registered instruments. According to the Act No. IV of 1882 donor can transfer his/their property for the benefit of the public in the advancement of religion, knowledge, commerce, health, safety, or any other object beneficial to mankind and the transfer must be effected by registration.

3.1.1.12 Acquisition and Requisition of Immovable Properties Act 2017

Both the Ordinance of 1982 and Act of 2017 provide the Deputy Commissioner (DC) with the power to initiate the acquisition of any property in any locality within his district that is likely to be needed for a public purpose or in the public interest.

The Act defines in case of acquisition of private immovable property by government the affected persons will get compensation of three times market price of the affected property. If government acquires land or other property for private organizations on the ground of public interest the affected persons will get compensation of four times market price of the land. Market price of the affected land will be fixed on the average registration value of land of that area for last 12 months. The Law also specified the term “Public interest”.

3.1.1.13 Public Procurement Rule (PPR), 2008

This is the public procurement rules of Bangladesh, and this rule shall apply to the Procurement of Goods, Works, or Services by any government, semi-government, or any statutory body established under any law. The rule includes the adequate measure regarding the “Safety, Security and Protection of the Environment’ in the construction works. This clause includes mainly, the contractor shall take all reasonable steps to (i) safeguard the health and safety of all workers working on the Site and other persons entitled to be on it, and to keep the Site in an orderly state and (ii) protect the environment on and off the Site and to avoid damage or nuisance to persons or property of the public or others resulting from pollution, noise or other causes arising as a consequence of the Contractors methods of operation.

3.1.1.14 Bangladesh Labor Act, 2006

The Bangladesh Labour Act was adopted in 2006. The act consolidated the laws relating to employment of workers, relations between workers and employers, determination of minimum rates of wages, payment of wages, compensation for injuries to workers during working hours, formation of trade unions, raising and settlement of industrial disputes, health, safety, welfare and working conditions and environment of workers and apprenticeship and matters ancillary. The act has widened benefits of the workers particularly women workers.

3.1.1.15 National Strategy for Waste Management

The strategy for solid waste management is essential in order to minimize the environmental, social and economic problems. To minimize these problems, recently the GoB has taken some initiatives and accordingly in December 2010, the DoE under MOEF has formulated a national ‘3R’ strategy for waste management in a draft form. It is the latest strategy which will take time to implement globally. For the proposed project, the ‘3R’ strategy shall be followed to minimize the waste impact on environment.

The concept of this strategy is minimizing waste impacts in terms of quantity or ill-effects, by reducing the quantity of waste products with simple treatments and recycling the wastes by using it as resources

to produce same or modified products. The principle of '3R' is stated as reducing waste, reusing and recycling resources and products.

- Reducing means choosing to use with items with care to reduce the amount of waste generated.
- Reusing involves the repeated use of items or parts of items which still have usable aspects
- Recycling means the use of waste itself as resources.

3.1.1.16 Coastal Development Strategy, 2006

Coastal Development Strategy has been approved by the Inter-Ministerial Steering Committee on ICZMP project on February 13, 2006. The strategy is based on the Coastal Zone Policy and takes into account the emerging trends: increasing urbanization, changing pattern of land use, declining land and water resources, unemployment and visible climate change impacts. The strategy has 9 strategic priorities and the following 3 are relevant priorities with proposed type of interventions:

- Safety from man-made and natural hazards;
- Sustainable management of natural resources;
- Environmental conservation.

3.1.1.17 Bangladesh Climate Change Strategy and Action Plan (BCCSAP), 2009

The GOB also prepared the BCCSAP in 2008 and revised in 2009. This is a comprehensive strategy to address Climate Change (CC) challenges in Bangladesh. BCCSAP built on and expanded the NAPA. It is built around the following six themes:

- Food security, social protection and health to ensure that the poorest and most vulnerable in society, including women and children, are protected from CC and that all programs focus on the needs of this group for food security, safe housing, employment and access to basic services, including health.
- Comprehensive disaster management to further strengthen the country's already proven disaster management systems to deal with increasingly frequent and severe natural calamities.
- Infrastructure to ensure that existing assets (e.g., coastal and river embankments) are well maintained and fit for purpose and that urgently needed infrastructure (cyclone shelters and urban drainage) is put in place to deal with the likely impacts of climate change.
- Research and Knowledge management to predict that the likely scale and timing of CC impacts on different sectors of economy and socio-economic groups; to underpin future investment strategies; and to ensure that Bangladesh is networked into the latest global thinking on climate change.
- Mitigation and low carbon development to evolve low carbon development options and implement these as the country's economy grows over the coming decades.
- Capacity building and Institutional strengthening to enhance the capacity govt. ministries, civil society and private sector to meet the challenge of CC.

3.1.2 Relevant Sectorial Policies

3.1.2.1 National Environmental Policy 1992

The concept of environmental protection through national efforts was first recognized and declared in Bangladesh with the adoption of the Environment Policy, 1992, and the Environment Action Plan, 1992. The major objectives of Environmental policy are to i) maintain ecological balance and overall development through protection and improvement of the environment; ii) protect country against natural disaster; iii) identify and regulate activities, which pollute and degrade the environment; iv) ensure environmentally sound development in all sectors; v) ensure sustainable, long term and environmentally sound base of natural resources; and vi) actively remain associate with all international environmental initiatives to the maximum possible extent.

3.1.2.2 Wetland Policy, 1998 (draft)

The wetland policy is relevant to the proposed project because it seeks to:

- Conserve wetlands to sustain their ecological and socio-economic functions and further sustainable development;
- Establish key principles for wetland sustainability and unsustainable practices;
- Maintain existing levels of biodiversity;
- Maintain wetland functions and values; and
- Actively promote integration of wetland functions in resources management and economic development decision taking.

3.1.2.3 National Water Policy, 1999

The water policy of the government aims to provide direction to all agencies working with the water sector, and institutions that relate to the water sector in one form or another, for achievement of specified objectives.

The policies set forth are considered essential for addressing the objectives of improved water resources management and protection of the environment. Every public agency, every community, village and each individual have an important role to play in ensuring that the water and associated natural resources of Bangladesh are used judiciously so that the future generations can be assured of at least the same, if not better, availability and quality of those resources.

3.1.2.4 National Fisheries Policy, 1999

The National Fisheries Policy, 1999 was formulated following review and intent of the East-Bengal Protection and Conservation of Fish Act 1950, which was updated by the Protection and Conservation of Fish (Amendment) Ordinance 1982 and further refined by the Protection and Conservation of Fish (Amendment) Act 1995. These Acts and ordinance provide provisions for the protection and conservation of fish in fresh water and brackish water bodies.

The Fisheries Policy highlights the need to conserve fish breeding grounds and habitats. It intends to promote fisheries development and conservation in all water bodies. The project should consider these policies to protect the habitats, migration and connectivity of fish and fisheries resources around the project area. Measures to reduce any potential negative impacts on local fish populations will be incorporated into all stages of the Project.

3.1.2.5 National Agricultural Policy, 1999

The overall objective of the National Agriculture Policy is to make the nation self-sufficient in food through increasing production of all crops including cereals and ensure a dependable food security system for all. One of the specific objectives of National Agricultural Policy is to take necessary steps to ensure environmental protection as well as environment-friendly sustainable agriculture. Through increased use of organic manure and strengthening of the integrated pest management program. The policy also suggests creating awareness so that the chemical fertilizers and pesticides used for increased crop production do not turn out to be responsible for environmental pollution. Water logging and salinity are identified as one of the serious problem in some parts of the country including the coastal areas for agricultural activities and environmental damage. The policy recommends for crop rotation and salt tolerant crop varieties.

3.1.2.6 National Land Use Policy, 2001

The National Land Use Policy was enacted in 2001, aims at managing land use effectively to support trends in accelerated urbanization, industrialization and diversification of development activities. The policy urges that increasing the land area of the country may be not possible through artificial land reclamation process, which is cost-effective only in the long run. Major content of this policy are following:

- Stopping the high conversion rate of agricultural land to non-agricultural purposes;
- Utilizing agro-ecological zones to determine maximum land-use efficiency;
- Adopting measures to discourage the conversion of agricultural land for urban or development purposes;
- Improving the environmental sustainability of land-use practice.

3.1.2.7 National Women Development Policy 2011

National Women Development Policy 2011 focuses on the inclusion of women in development activities and ensuring their rights. The policy highlights the following issues:

- Elimination of all forms of violence to women, including physical and mental abuse and sexual harassment, rape, dowry, family abuse, and acid throwing in family, society, and the workplace.
- To ensure the participation of women in decision making regarding environmental management and pollution control and program implementation.
- To ensure the gender-equal rate of wages, increase participation of women in the labor market, equal opportunity at the workplace, ensured security and removal of disparities in employment.
- To motivate all employment agencies to give women all kinds of equal opportunities under government quota and employment policy.
- To create the necessary environment to promote access of women to employment areas at an increasing rate, their position as such and continue their advancement.
- To make necessary reforms of all concerned law, rule, and policy for wider employment of women.
- In recognition of the contribution of women in the management of natural resources conservation and a safer environment to give them the opportunity of equal participation in environment preservation policy and programs reflecting a women's perspective.
- To undertake all-out initiative for the employment of the educated and illiterate women labor.

To increase quota at entry at all levels to ensure increased employment of the women and ensuring its effective implementation.

3.1.2.8 Coastal Zone Policy, 2005

Coastal zone policy initiated as a harmonized policy that transcends beyond sectoral perspectives. The policy provides general guidance so that the coastal people can pursue their livelihoods under secured conditions in a sustainable manner without impairing the integrity of the natural environment. The policy framework underscores sustainable management of natural resources like inland fisheries & shrimp, marine fisheries, mangrove and other forests, land, livestock, salt, minerals, sources of renewable energy like tide, wind and solar energy. It also emphasis on conservation and enhancement of critical ecosystem- necessary measures will be taken to conserve and develop aquatic and terrestrial including all the ecosystems of importance identified by the Bangladesh National Conservation Strategy (Mangrove, coral reef, tidal wetland, sea grass bed, barrier island, estuary, closed water body, etc.).

3.2 APPLICABLE INTERNATIONAL TREATIES AND CONVENTIONS SIGNED BY THE GOB

Bangladesh has signed most international treaties, conventions and protocols on environment, pollution control, bio-diversity conservation and climate change, including the RAMSAR Convention, the Bonn Convention on Migratory Birds, the Rio de Janeiro Convention on Biodiversity Conservation, and the Kyoto Protocol on Climate Change. A list of the relevant international treaties signed by GoB is furnished below, while a detail overview of the international treaties listed below is shown in **Annex 1**.

- Protection of birds (Paris)
- Ramsar Convention
- Protocol on Waterfowl Habitat
- World Cultural and Natural Heritage (Paris)
- Bonn Convention
- Prevention and Control of Occupational hazards
- Occupational hazards due to air pollution, noise & vibration (Geneva)
- Occupational safety and health in working environment (Geneva)
- Occupational Health services
- Convention on oil pollution damage (Brussels)
- Civil liability on transport of dangerous goods (Geneva)
- Safety in use of chemicals during work
- Convention on oil pollution
- UN framework convention on climate change (Rio de Janeiro)
- Convention on Biological Diversity (Rio de Janeiro)

- International Convention on Climate Changes (Kyoto Protocol)
- ILO Convention 107 on Indigenous and Tribal Populations Convention
- ILO Convention No 29 on Forced Labour
- ILO Convention no. 182 on Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour
- Migrant Workers (Supplementary Provisions) Convention
- Convention on the Elimination of All Forms of Discrimination Against Women

3.3 WORLD BANK ENVIRONMENTAL AND SOCIAL FRAMEWORK

The Environmental and Social Framework (ESF) of World Bank has 10 Environmental and Social Standards (ESS) of them some are relevant to this project. These ESSs set out their requirement for the borrowers relating to the identification and assessment of environmental and social risks and impacts associated with any project. The ESSs support the borrowers in achieving good international practice relating to environmental and social sustainability, assist them in fulfilling their national and international environmental and social obligations, enhance transparency and accountability and ensure sustainable development outcome through ongoing stakeholder engagement.

ESS1: Assessment and Management of Environmental and Social Risks and Impacts

ESS1 sets out the Borrower's responsibilities for assessing, managing and monitoring environmental and social risks and impacts associated with each stage of a project supported by the Bank through Investment Project Financing, in order to achieve environmental and social outcomes consistent with the Environmental and Social Standards (ESSs). This includes the types of ES risk and impacts that should be considered in the ES assessment, provision of various ES instruments and use and strengthening of the Borrower's ES framework. Main objectives of ESS1 are:

- To identify, evaluate and manage the environment and social risks and impacts of the project in a manner consistent with the ESSs.
- To adopt a mitigation hierarchy approach to:
 - (a) Anticipate and avoid risks and impacts;
 - (b) Where avoidance is not possible, minimize or reduce risks and impacts to acceptable levels;
 - (c) Once risks and impacts have been minimized or reduced, mitigate; and
 - (d) Where significant residual impacts remain, compensate for or offset them, where technically and financially feasible.
- To adopt differentiated measures so that adverse impacts do not fall disproportionately on the disadvantaged or vulnerable, and they are not disadvantaged in sharing development benefits and opportunities resulting from the project.
- To utilize national environmental and social institutions, systems, laws, regulations and procedures in the assessment, development and implementation of projects, whenever appropriate.
- To promote improved environmental and social performance, in ways which recognize and enhance Borrower capacity.

ESS1 is relevant to the proposed project and provider's basis for ES risk and impact assessment and mitigation measures.

ESS2: Labor and Working Conditions

ESS2 recognizes the importance of employment creation and income generation in the pursuit of poverty reduction and inclusive economic growth. Borrowers can promote sound worker-management relationships and enhance the development benefits of a project by treating workers in the project fairly and providing safe and healthy working conditions. It gives provisions on the treatment of Project workers, terms and conditions of work, non-discrimination and equal opportunity, provisions on child labor and forced labor management and occupational health and safety measures. Its specific objectives are:

- To promote safety and health at work.
- To promote the fair treatment, nondiscrimination and equal opportunity of project workers.
- To protect project workers, including vulnerable workers such as women, persons with disabilities, children (of working age, in accordance with this ESS) and migrant workers, contracted workers, community workers and primary supply workers, as appropriate.
- To prevent the use of all forms of forced labor and child labor.
- To support the principles of freedom of association and collective bargaining of project workers in a manner consistent with national law.
- To provide project workers with accessible means to raise workplace concerns.

This ESS is relevant to the proposed project and provides guidance for addressing labor related issues. The project will employ Direct and Contracted workers.

ESS3: Resource Efficiency and Pollution Prevention and Management

ESS3 recognizes that economic activity and urbanization often generate pollution to air, water, and land, and consume finite resources that may threaten people, eco- system services and the environment at the local, regional, and global levels. The current and projected atmospheric concentration of greenhouse gases (GHG) threatens the welfare of current and future generations. At the same time, more efficient and effective resource use, pollution prevention and GHG emission avoidance, and mitigation technologies and practices have become more accessible and achievable. It emphasizes on management of wastes, chemical and hazardous materials and contains provisions to address historical pollution and overall use of resource efficiently. Its objectives are:

- To promote the sustainable use of resources, including energy, water and raw materials.
- To avoid or minimize adverse impacts on human health and the environment by avoiding or minimizing pollution from project activities.
- To avoid or minimize project-related emissions of short and long-lived climate pollutants.
- To avoid or minimize generation of hazardous and non-hazardous waste.
- To minimize and manage the risks and impacts associated with pesticide use.

It is relevant to the RELIP and provides guidance addressing issues of waste pollution management.

ESS4: Community Health and Safety

ESS4 recognizes that project activities, equipment, and infrastructure can increase community exposure to risks and impacts. In addition, communities that are already subjected to impacts from climate change may also experience an acceleration or intensification of impacts due to project activities. It takes into account community safety, concept of universal access, traffic and road safety including road safety assessments and monitoring. Also, it addresses the health, safety, and security risks and impacts on project-affected communities and the corresponding responsibility of Borrowers to avoid or minimize such risks and impacts, with particular attention to people who, because of their particular circumstances, may be vulnerable. Considering the pandemic situation, ESS4 will be required for taking necessary protective measures against COVID-19 for the workers and others associated with the project construction.

ESS-5 Land Acquisition Restrictions on Land Use and Involuntary Resettlement

ESS5 recognizes that project-related land acquisition and restrictions on land use can have adverse impacts on communities and persons. Project-related land acquisition or restrictions on land use may cause physical displacement (relocation, loss of residential land or loss of shelter), economic displacement (loss of land, assets or access to assets, leading to loss of income sources or other means of livelihood), or both. The term “involuntary resettlement” refers to these impacts. Resettlement is considered involuntary when affected persons or communities do not have the right to refuse land acquisition or restrictions on land use that result in displacement.

The proposed project is not expected to involve land acquisition. All land required for the construction of community organizations’ office buildings, repairing/refurbishment of rural roads and trails and installation of rural water supply system will rely on voluntary land donation or land purchase based on willing buyer and willing seller modality.

ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources

ESS6 recognizes that protecting and conserving biodiversity and sustainably managing living natural resources are fundamental to sustainable development. Biodiversity is defined as the variability among living organisms from all sources including, inter alia, terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are a part; this includes diversity within species, between species, and of ecosystems. Biodiversity often underpins ecosystem services valued by humans. Impacts on biodiversity can therefore often adversely affect the delivery of ecosystem services.

The project is not likely to affect biodiversity. Appropriate measures will be taken to avoid and minimize the effect of pipe laying and other service provision on biodiversity and habitats. The project will emphasize on conservation of biodiversity and management of sustainable management of living natural resources, including primary production and harvesting, distinguishing between small-scale and commercial activities.

ESS-7 Indigenous Peoples

Applies when the Indigenous Peoples are present or have a collective attachment to the land, whether they are affected positively or negatively and regardless of economic, political or social vulnerability. This ESS recognizes that Indigenous Peoples have identities and aspirations that are distinct from mainstream groups in national societies and often are disadvantaged by traditional models of development. In many instances, they are among the most economically marginalized and vulnerable segments of the population. Their economic, social, and legal status frequently limits their capacity to defend their rights to, and interests in, land, territories and natural and cultural resources, and may restrict their ability to participate in and benefit from development projects. In many cases, they do not

receive equitable access to project benefits, or benefits are not devised or delivered in a form that is culturally appropriate, and they may not always be adequately consulted about the design or implementation of projects that would profoundly affect their lives or communities. This ESS recognizes that the roles of men and women in indigenous cultures are often different from those in the mainstream groups, and that women and children have frequently been marginalized both within their own communities and as a result of external developments, and may have specific needs.

The project is likely to have considerable number of beneficiaries from the small ethnic communities. The ESMF will outline the procedure to screen the presence of IPs/EMs in the project area and based on this screening, will set out the actions which need to be followed to meet the requirements of this standard including preparation of sub-project specific small ethnic community development plan as applicable.

ESS-8 Cultural Heritage

Illustrates the need to preserve and protect various types of cultural heritage in the project areas. ESS8 recognizes that cultural heritage provides continuity in tangible and intangible forms between the past, present and future. People identify with cultural heritage as a reflection and expression of their constantly evolving values, beliefs, knowledge and traditions. Cultural heritage, in its many manifestations, is important as a source of valuable scientific and historical information, as an economic and social asset for development, and as an integral part of people's cultural identity and practice. ESS8 sets out measures designed to protect cultural heritage throughout the project life cycle.

This ESS sets out general provisions on risks and impacts to cultural heritage from project activities. ESS7 sets out additional requirements for cultural heritage in the context of Indigenous Peoples. ESS6 recognizes the social and cultural values of biodiversity. Provisions on Stakeholder Engagement and Information Disclosure are set out in ESS10.

The proposed project will take every effort to make sure that the physical works are not located near any heritage sites. In any case, if any cultural heritage has risks regarding any of the project interventions, adequate measures will be designed to minimize or mitigate the risks.

ESS-9 Financial Intermediaries

Specifies how FIs will assess and manage ES risks and impacts. The proposed project will not involve any financial intermediaries.

ESS-10 Stakeholder Engagement and Information Disclosure

Requires stakeholder engagement throughout the project life cycle, and preparation and implementation of a Stakeholder Engagement Plan (SEP). Requires early identification of stakeholders, both project-affected parties and other interested parties, and clarification on how effective engagement takes place. Stakeholder engagement is an inclusive process conducted throughout the project life cycle. Where properly designed and implemented, it supports the development of strong, constructive and responsive relationships that are important for successful management of a project's environmental and social risks. Stakeholder engagement is most effective when initiated at an early stage of the project development process, and is an integral part of early project decisions and the assessment, management and monitoring of the project's environmental and social risks and impacts.

The proposed project will ensure meaningful consultations with all potential stakeholders will be made paying attention to the inclusion of women, vulnerable and disadvantaged groups.

3.3 ENVIRONMENTAL CLEARANCE PROCEDURE

In order to set an illustrative directive for abiding by the act, Bangladesh Government through the Environmental Conservation Rules '1997 and its subsequent amendments, as specified in rule 7(2), present a categorization of all the potential industrial interventions or projects into four distinct types- Green, Orange A, Orange B and Red, considering the site of the interventions and impact on the environment. The procedure and required documents for obtaining environmental clearance in favor of each category have also been presented by the DoE. As part of a government affiliated entity, SDF is obliged to abide by all these acts and rules, in addition of other GOB acts, rules or guidelines.

As per ECR'97, most the components/sub-components and associated activities are likely to fall under Green Category as has no significant impact on the environment and societies, states "Units of all kinds of cottage industries other than those listed in this Schedule shall remain outside the purview of Environmental Clearance Certificate (Unit of cottage industry means all industrial units producing goods or services in which by full-time or part-time labor of family members are engaged and the capital investment of which does not exceed BDT 500,000."

However, some activities such as Dairy Farm and Poultry Farm are fallen in Orange-A Category, states that "Dairy Farm, 10 (ten) cattle heads or below in urban areas and 25 cattle heads or below in rural areas and Poultry (up to 250 in urban areas and up to 1,000 in rural areas)" which requires only Environmental and Social Screening and if requires IEE to prepare ESMP.

Some other sub-project activities e.g. Dairy Farm, above 10 (ten) cattle heads in urban areas and above 25 cattle heads in rural areas and Poultry (above 250 in urban areas and above 1,000 in rural areas), and Installation of Water Purification Plant, Construction of multi-storied office buildings at Upazilas and Districts, Construction/re-construction/expansion of local village roads, Construction/re-construction/extension of bridge (length below 100 meters), etc. are fallen under the Orange-B Category, and likely to have localized and reversible negative but insignificant environmental and social impacts on air, soil, water and natural setting such as water bodies, vegetation, wildlife and fishes, and engaged in social issues like labour management, occupation health safety issues, GBV, involvement of ethnic communities which demands IEE. The proposed provisioned some grants targeting to build entrepreneurship mostly among the youths. However, it will be ensured that the types of activities to be covered under this grant scheme will not be under Red category.

Overall, the proposed project is intervening in a wide range of environmental and social elements covering a vast area of the country (20 districts), with rehabilitation/construction of higher quantity of small scale infrastructures those mostly fallen under the schedule 'Orange-A or very few in Orange-B Category' based on ECR '97 of DoE. It is suggested that the project should conduct IEE (Please see table 3.2, 3.3 & 4.3).

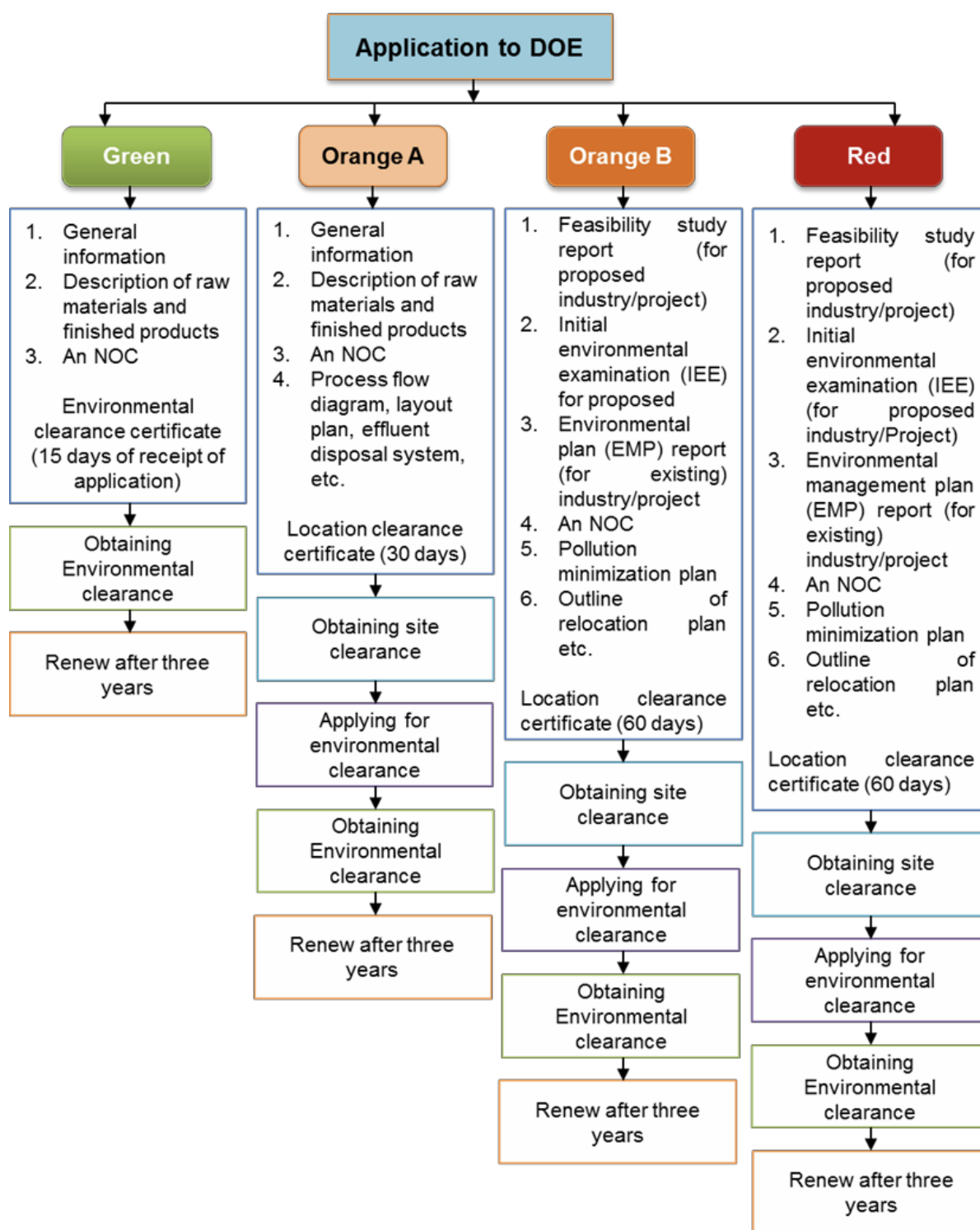


Figure 3-1 Process of obtaining Environmental Clearance certificate (ECC) from DoE

3.4 POLICY GAP ANALYSIS AND MITIGATION MEASURES

A gap analysis between WB's ESSs and GoB Regulations was conducted as part of the E&S capacity assessment of the SDF. The results of the gap analysis indicated that the ES risk assessment and management system for development projects in Bangladesh is open-ended but just like other country's EIA systems, does not cover all the World Bank Safeguards requirements. The ECA/ECR does not even define the scope of the EIA study (or the IEE), leaving it to the EIA prepare to determine the scope through initial assessment/screening. The coverage of the EIA study therefore would depend on the expertise of the EIA team or the DOE reviewers. There is no assurance that each OP/BP would be considered in the IEE/EIA study and the formulation of the ESMP. Although the IEE/EIA is heavy towards the environmental aspects, more and more social issues are incorporated in the assessment. Moreover, the practice under normal circumstances does not include labor management issues. Another critical gap pertains to lack of provisions for requiring the preparation of project-specific ESMP. The eminent domain land acquisition system for example does not require the preparation of RAP, although this project doesn't trigger ESS5 (Involuntary Resettlement). The labour law doesn't mandate the projects to formulate their own Labor Management Procedures/Plans. Given the gaps, this ESMF will follow the most stringent standards and requirement. Table 3.1 below has given an overview of the gaps between GoB laws and WB's ESSs and steps suggested to address those gaps.

Table 3-1 Gaps between GoB laws and World Bank ESSs

World Bank's ESSs	Gaps	Gap Minimization
ESS-1 Assessment and Management of ES Risks and Impacts	<p>(i) ESIA study screening and scoping do not guarantee coverage of all safeguards standards in the assessment.</p> <p>(ii) The stakeholder engagement during the conduct of the ESIA is limited and the ESIA report is not disclosed.</p> <p>(iii) The ESIA system in Bangladesh does not require analysis of alternatives.</p>	<p>ESMF has suggested to follow the ESS1 requirements, given in the relevant sections of Environmental Management Procedures.</p> <p>In case, DoE rules/regulations do not cover the ES safeguards requirements, relevant clauses should be added in the Financial Agreements and Project Appraisal Document to follow the more stringent safeguards requirements according to ESS.</p>
ESS-2 Labour and Working Conditions	<p>(i) The Labor Act does not specifically require that development be assessed and reviewed in terms of labor and working conditions including OHS requirements before approval.</p> <p>(ii) The Labor Act does not require development projects to prepare Labor Management Plans/Procedure or OHS Plan.</p>	<p>A separate section on LM guideline has been prepared which will guide requirements for OHS plan.</p> <p>Guideline for developing Site Specific Management plans including OHS has been included in this ESMF.</p>
ESS-3 Resource Efficiency and Pollution	Existing energy, water conservation, fertilizer and pesticides policies, laws	ESMP to be developed for RELIP components will address this issue, and

World Bank's ESSs	Gaps	Gap Minimization
Prevention and Management	and regulations do not require development projects to assess resource efficiency issues and incorporate resource efficiency measures in their ES risk management plans.	incorporate mitigation measures for efficient use of water and other natural resources, pollution management and wastewater and hazardous materials.
ESS-4 Community Health and Safety	Covered under ESIA but the systems do not provide clear requirements for the development project and implementation.	Guideline for Community Health Safety has been addressed in the relevant sections of LMF and GBVF guideline.
ESS-5 Land Acquisition Restrictions on Land Use and Involuntary Resettlement	Illustrates land acquisition, requisition and resettlement issues	Not expected to involve land acquisition.
ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources	No equivalent requirements on: (i) the application of hierarchy of measures; (ii) the preparation of Biodiversity Management Plan; (iii) differentiated measures on types of habitats; (iii) conduct of due diligence on primary suppliers.	A detail guideline has been given in ESMP preparation section for protection of homestead plants and animal biodiversity. Besides, site specific management plans will be prepared for each construction/ renovation sites.
ESS-7 Indigenous Peoples	No equivalent requirements on: (i) coverage of IP impacts in the ESIA; (ii) special treatment or differentiated approach to IPs and vulnerable groups; (iii) conduct of FPIC; (iv) development of IP Plan.	Highly relevant for RELIP as its activities covered the area where SEC are available. A separate section on the SECDF guideline has been prepared.
ESS-10 Stakeholder Engagement and Information Disclosure	The ECA/ECR does not specifically require consultation but the ESIA guidelines issued by DoE and other agencies recommend public consultations during scoping and the preparation of the ESIA. There is also no provision for any stakeholder engagements during project implementation	A separate section on SEP has been prepared for RELIP. Besides, guideline for stakeholder's engagement has been provided in this ESMF will be followed.

3.5 CATEGORIZATION OF SUB-PROJECT ACTIVITIES

Considering significance of negative environmental impacts and requirements of environmental assessment, sub-projects (both of infrastructure & livelihood) will be categorized into following tables:

Table 3-2 Categorization of Rural Infrastructure sub-projects

Type of scheme/sub-projects	Environmental Category	Environmental Management Process	Action required for environmental assessment before implementation
Toilet, urinal, tube well, pond sand filters (PSF), tank /reservoir, etc.	Orange-A (Schemes/ subprojects likely to have some minor impacts but for which sufficient standard mitigation measures have been identified)	<ul style="list-style-type: none"> Filling up Environmental Screening (ES) format Environmental impacts are identified & mitigated 	<ul style="list-style-type: none"> GS/Subproject committee will fill up the Environmental Screening format with the help of the cluster team and incorporate the same with the sub-project proposal. CF (Technical) will review the screening format and prepare Environmental Mitigation Plan (if require). DO (Technical & Environment)/CO will approve the Environmental & Social Screening (ES) format along with the Environmental & Social Mitigation Plan (ESMP) & incorporated with the sub-project proposal. Environmental & Social impacts will be mitigated by the community with the assistance of the cluster team.
Culverts, Drains, Canals, Roads, Buildings, Wooden Bridges, RCC bridge (less than 100m), Buildings, School field raising etc.	Orange-B (Subprojects that have some moderately significant environmental impacts, for which mitigation measures can be readily identified)	<ul style="list-style-type: none"> Filling IEE format Developing a specific EMP based on Environmental code of practices (ECOPs) given in ESMF 	<ul style="list-style-type: none"> GS/Subproject committee will fill up the Initial Environmental Examination (IEE) format with the help of the cluster team and incorporate the same with the sub-project proposal. CF (Technical) will review the Initial Environmental Examination (IEE) format and prepare Environmental Mitigation Plan. DO (Technical & Environment)/CO will approve the Initial Environmental Examination (IEE) format along with the Environmental & Social Mitigation Plan (ESMP) & incorporated with the sub-project proposal. Environmental & Social impacts will be mitigated by the community with the assistance of the cluster team.
Note: Any proposal for maintenance or rehabilitation of existing interventions will not require environmental screening (ES) or IEE			

The livelihood program to be implemented under NJLIP will be categorized into following group considering the requirement of environmental assessment:

Table 3-3 Categorization of Rural Livelihoods sub-projects

Livelihood area	Activities	Environmental Category	Environmental Management Process	Action required for environmental assessment before implementation
Livestock sector	Incubation of duck eggs by rice husk incubator /Bee keeping	Excluded from EA	No screening required.	A periodic monitoring will be required.
	Rearing of Cow/Ox/Goat/Sheep/ Beef fattening (up to 25)	Orange-A Sub-project Category-1	Use Environmental & Social Screening (ESS) format	<ul style="list-style-type: none"> The ES will be filled by the Individual beneficiary with the facilitation support of the Cluster Facilitator duly identifying the environmental issues of concern. The CF (General) will assist the Individual beneficiary in identifying the appropriate ECoPs from ESMF and incorporate them into the sub-project proposals as mitigation and enhancement measures.
	Poultry bird/ Quail/ Rabbit (up to 1000)			
	Vermin-compost/ Biogas production			
	Dairy Farm with (above 25 cattle heads)	Orange-B Sub-project Category-2	Use IEE format	<ul style="list-style-type: none"> For Category 2 sub-projects, the environmental impacts are identified in an Initial Environmental Examination Sheet (IEE) The IEE will be filled by the Individual beneficiary with the facilitation support of the CF (General) duly identifying the environmental issues of concern through collection of necessary field data. The Cluster Facilitators will also identify the appropriate ECoPs from the ESMF and incorporate them into the sub-project proposals as mitigation and enhancement measures. The implementation of the ECoPs
	Poultry bird up to 1000			

Livelihood area	Activities	Environmental Category	Environmental Management Process	Action required for environmental assessment before implementation
				<p>will be regularly monitored by the CF and reported to District/ Regional Offices.</p> <ul style="list-style-type: none"> Follow DoE procedure for clearance.
Transport sector	Rickshaw/ cycle/van/Motorcycle	Excluded from EA	No screening required.	In the village level, spills of oil, lubricants or fuels are very negligible during the repairing of Rickshaw/ cycle/van/Motorcycle, so no assessment required.
Agriculture sector	Small home gardening/fodder production/crop cultivation/ Nursery/Vegetable/ Maize/ Banana/ Potato/Sugar Cane/ Betel Leaf/Watermelon / Basok medicine plantation/dyke plantation	Orange-A Sub-project Category-1	Use ES format	<ul style="list-style-type: none"> The ES will be filled by the Individual beneficiary with the facilitation support of the Cluster Facilitator duly identifying the environmental issues of concern. (The ES will be filled (ES format will be applicable for above 1.0-acre land) The CF (General) will assist the Individual beneficiary in identifying the appropriate ECoPs from ESMF and incorporate them into the sub-project proposals as mitigation and enhancement measures (ES format will be applicable for above 1.0-acre land).
Fisheries sector	Fish culture (pond aquaculture)/ Fingerling/ Crab cultivation/ Shrimp		Use ES format	
Small trade/ Value chain development	Tea shop/Grocery shop/Rice husking	Excluded from EA	No screening required.	A periodic monitoring will be required.
	Value chain development (Agro business) on livestock/fisheries / crops or any rural livelihood activities with an investment of more than BDT 500,000	Orange-B Sub-project Category-2	Use ES format	<ul style="list-style-type: none"> For Category 2 sub-projects, the environmental impacts are identified in an Initial Environmental Examination Sheet (IEE) The IEE will be filled by the Individual beneficiary with the facilitation support of the CF (General) duly identifying the environmental issues of concern through collection of necessary field data.

Livelihood area	Activities	Environmental Category	Environmental Management Process	Action required for environmental assessment before implementation
				<ul style="list-style-type: none"> • The Cluster Facilitators will also identify the appropriate ECoPs from the ESMF and incorporate them into the sub-project proposals as mitigation and enhancement measures. • The implementation of the ECoPs will be regularly monitored by the CF and reported to District/ Regional Offices. • Follow DoE procedure for clearance.
Others	Energy efficient cook-stove	Excluded from EA	No screening required.	A periodic monitoring will be required.
	Workshop/ Training/Capacity building			

Chapter 4 ENVIRONMENTAL AND SOCIAL IMPACTASSESSMENT

The Project does not envisage any significant or irreversible environmental impact as proposed project activities primarily comprise of cash transfer, community mobilization and community based institution development with some infrastructure development. Environmental impacts are anticipated from construction-related activities and sub-projects under alternative livelihood activities such as the generation of noise, air pollution, liquid and solid wastes, health & safety, etc. Given that the nature of the activities is small to medium scale and that they will be implemented within existing footprints, impacts are expected to be localized, manageable and reversible.

4.1 ENVIRONMENTAL AND SOCIAL BASELINE

4.1.1 *Environmental Baseline*

Baseline condition of environment indicates the current status of different components of environment in absence of a particular project. The main objective of examining the current environment is to provide an environmental baseline against which potential impacts from construction and operational phases of any project can be compared. Another important function of establishing a baseline for parameters is to ensure that any problems arising from existing sources are not erroneously attributed to the project under study.

Following baseline information/data will be required from various aspects:

Physical Environment: climate/meteorology, physiography, topography, geology, geomorphology, soil type and quality, sediment quality, land use, ambient air quality, noise level, vibration level, surface and groundwater quality, seismicity, drainage and hydrology, flood pattern, cyclone pattern, unstable and erosion-prone areas, siltation etc.

Biological Environment: bio-ecological zones of Bangladesh, ecologically sensitive areas (protected areas, reserve forests, eco-parks, wetlands), flora and faunal species diversity, rare and threatened species, human uses of natural resources.

For carrying out “overall environmental assessment”, consultations with different stakeholders through Focus Group Discussions (FGDs) and Key Informant Interview (KII) was conducted along with review of ESMF report of previous projects. Due to the COVID-19 pandemic situation, the stakeholder consultations were conducted virtually with the local people. A validation consultation session was conducted at SDF Headquarter with the relevant officers involved in this proposed project. Also, field visits could not be conducted due the pandemic. As this project has very similar areas as the previous NJLIP project, environmental and social information of the project area was collected from these project documents.

In order to develop a comprehensive Environmental and Social Management Framework (ESMF) for the project, an environmental baseline study need to be carried out in areas within and surrounding of the selected sites. The specific objectives of the baseline study are to gather information on the existing physical and ecological surveys and other studies (e.g., physical infrastructures, water supply and sanitation, solid waste management, water quality, and noise level measurements) of the areas within and around the project sites, and to assess peoples’ perception on different aspects of the proposed project. The data and information gathered during the baseline study will provide a detailed description of the existing conditions of physical and biological environment in and around the project areas. The possible environmental impacts of the sub-projects will be evaluated against these baseline environmental conditions.

For proper environmental assessment, it is very important to adequately define the “environmental baseline” against which environmental impacts of a particular sub-project would be subsequently evaluated. The characteristics of “environmental baseline” would depend on:

- Nature of the sub-project location,
- Nature/ extent of a sub-project and its likely impact,
- Level of environmental assessment (e.g., screening versus full scale EIA)

The base line description collection should take into account the existing socio-economic condition, physical environment of selected indicators and proposed developments in the area so that cumulative impacts can be assessed. On the field visit baseline data needs to be collected from secondary sources and public consultation (FGD) to describe baseline condition.

4.1.2 Socioeconomic Baseline

Socioeconomic baseline condition indicates the current status of different socioeconomic components in absence of a particular project. The main objective of examining the current social environment is to provide a baseline against which potential impacts from construction and operational phases of any project can be compared. Another important function of establishing a baseline for parameters is to ensure that any problems arising from existing sources are not erroneously attributed to the project under study.

Socio-economic baseline may include the following issues:

Socio-economic Condition-This would include demographic features such as beneficiary population, housing status, literacy and education, distribution of income by occupation, annual income, gender issues, indigenous and vulnerable groups, current forms of settlement and trade structures.

Economic Development-Information to be gathered should include infrastructure facilities like water supply, power source etc., transportation such as road type, network, accessibility etc., industries including cottage industries and tourism Facilities

4.1.3 Environmental and Social Impact Assessment Procedure

4.1.3.1 Impact Assessment and Prediction

This section discusses the guideline to predict the potential and mostly typical impacts on the key environmental and social parameters of the RELIP influence area based on the overall baseline, assessment of project components/sub-components and the primary assessment of the activities.

Impact Assessment Methodology

The assessment of effects and identification of residual impacts takes account of any incorporated mitigation measures adopted due to any anticipated potential impact of Project activities, and will be largely dependent on the extent and duration of change, the number of people or size of the resource affected and their sensitivity to the change. Potential impacts can be both negative and positive (beneficial), and the methodology defined below will be applied to define both beneficial and adverse potential impacts.

The criteria for determining significance are generally specific for each environmental and social aspect but generally the magnitude of each potential impact is defined along with the sensitivity of the receptor. Generic criteria for defining magnitude and sensitivity used for the Project are summarized below:

Impact Magnitude

The assessment of magnitude shall be undertaken in two steps. Firstly, the key issues associated with the RELIP project are categorized as beneficial or adverse. Secondly, potential impacts shall be categorized as Very High, High, Moderate and Low based on consideration of the parameters such as:

- Duration of the potential impact;
- Spatial extent of the potential impact;
- Reversibility;
- Likelihood; and
- Legal standards and established professional criteria.

The magnitude of potential impacts of the project shall be identified according to the categories outlined in Table 4.1.

Table 4.1: Parameters for Determining Magnitude

Parameter	Very High	High	Moderate	Low/Nil
Duration of potential impact	Long term (more than 20 years)	Medium Term Lifespan of the Project (5 to 10 years)	Less than project lifespan	Temporary with no detectable potential impact
Spatial extent of the potential impact	Widespread far beyond project boundaries	Beyond immediate Project components, site boundaries or local area	Within project boundary	Specific location within project component or site boundaries with no detectable potential impact
Reversibility of potential impacts	Potential impact is effectively permanent, requiring considerable intervention to return to baseline	Potential impact requires a year or so with some interventions to return to baseline	Baseline returns Naturally or with limited intervention within a few months	Baseline remains constant
Legal standards and established professional criteria	Breaches national standards and or international guidelines/obligations	Complies with limits given in national standards but breaches international lender guidelines in one or more parameters	Meets minimum national standard limits or international guidelines	Not applicable
Likelihood of potential impacts occurring	Occurs under typical operating or construction conditions (Certain)	Occurs under worst case (negative impact) or best case (positive impact) operating conditions (Likely)	Occurs under abnormal, exceptional or emergency conditions (occasional)	Unlikely to occur

4.1.3.2 Environmental & Social Screening

Environmental Screening Procedures

Environmental screening identifies the consequence of the proposed projects in broader sense based on similar project experiences, stakeholder's perceptions and expert judgment, without having very much detailed investigation. Critical issues are also identified through the screening which needs detailed investigation. The extent of the environmental impacts obtained from the environmental screening will help to further decision making.

The environmental screening is usually carried out with the help of simple screening matrix that includes a set of check list to identify the baseline status and proposed potential impacts of the project intervention. The environmental screening would involve: (i) reconnaissance of the sub-project area and its surroundings; ii) identification of the major sub-project activities; (iii) preliminary assessment of the risks and impacts of project activities on the ecological and physic-chemical environment of the sub-project surrounding areas; (iv) identify applicable the World Bank's environmental safeguard standards / WB's ESSs; (v) determine the category of the subproject; and, (vi) determine the specific instrument/s to be prepared for each subproject. The participation and consultation with local communities are important identifying the potential impacts of the project interventions.

Social Screening Procedures:

Social screening will be carried out for exclusion criteria and assessing feasibility of the sites. The social screening will provide a rapid assessment of the project characteristics, its beneficiaries, the socioeconomic dimensions of the communities and relevant stakeholders, and its potential impacts and risks including impact on environment. It will also identify potential need for energy efficiency technological interventions and the methods of obtaining those interventions sustainable. Results of the social screening will determine whether or not qualifies for project financing and if detailed Social Impact Assessment (SIA) is required. A social screening report will be prepared with all findings and recommendations for further process. Other environment friendly interventions without social safeguard compliance issues will be considered for detailed preparation and a Social Management Plan (SMP) will be prepared for management of social issues during the implementation. Detailed procedure and checklist provided in *Annex 2 to Annex 5*.

4.2 REQUIRED DOCUMENTATION

Initial Environmental Examination (IEE)

The IEE study will be conducted under PIU/RELIP (Please see Tables 3.2, 3.3 & 4.2). For this purpose, three simple Initial Environmental Examination format (IEE) is formulated for Rural Small Infrastructure sub-projects and Livelihood Activities, annexed to this ESMF (***Annex 6 to Annex 8***). These IEEs is filled by GS with the facilitation support of the Cluster Offices duly identifying the environmental issues of concern. The Community Groups will do the screening through collection of necessary field data with the help of Cluster Mobilizers. When required, supplementary notes on environmental concerns will also be added to the ES and IEE formats. The IEE will be attached to the sub-project project proposals. The GS with the help of Community Mobilizers will identify appropriate ECoPs given in this ESMF and incorporate the same as mitigation and enhancement measures into the sub-project proposals. The District level Infrastructure Expert and Livelihoods Experts does the review of the adequacy of the IEE and sub-project proposals.

However, according to the project planning, the activities those need IEE will be implemented at initial period and must be carried out prior to the actual interventions start. The purpose of the IEE is three folds:

- (i) to obtain Clearance from DoE and obtaining decision from DoE whether the particular project activities need further assessment such as detail ESIA or not;
- (ii) provide/finalize the ToR for the ESIA study, if required; and
- (iii) continue consultations with project stakeholders.

The Process of IEE is briefly outlined below:

Environmental Sensitivity of Receptor

During the preparation of IEE, the sensitivity of a receptor shall be determined based on review of the population (including proximity/numbers/vulnerability) and presence of features on the site or the surrounding area. Criteria for determining receptor sensitivity of the project's potential impacts are outlined in Table 4.2.

Table 4: Criteria for Determining Sensitivity

1. Sensitivity Determination	2. Definition
3. Very Severe	Vulnerable receptor with little or no capacity to absorb proposed changes or minimal opportunities for mitigation.
4. Severe	Vulnerable receptor with little or no capacity to absorb proposed changes or limited opportunities for mitigation.
5. Mild	Vulnerable receptor with some capacity to absorb proposed changes or moderate opportunities for mitigation
6. Low/Negligible	Vulnerable receptor with good capacity to absorb proposed changes or/and good opportunities for mitigation

One simple format for assessing the impacts of rural infrastructure sub-projects and three separated formats for crops, fisheries, and livestock related livelihood programs have been developed and attached in (Annex 2 to 5) and this will help to prepare the IEE report (Annex 6) in proper manner.

The ES is filled by Gram Samiti (GS) with the facilitation support of the Cluster Offices duly identifying the environmental issues of concern. The Community Groups will do the screening through collection of necessary field data with the help of Cluster Mobilizers. The Cluster Mobilizers will assist the GS in identifying the appropriate mitigation measures from ESMF and incorporate them into the sub-project proposals as mitigation and enhancement measures. The ES will be attached to the sub-project proposal.

The screening matrix will help to decide the suitability of sub-project activities in that particular site, and the level of Impact Assessment required. During screening, if it is found that the sub-project may create major irreversible damage to the area or may violate an existing rules or regulations, the sub-components/activities under the project will be rejected for that specific site. For instance, any activities that may encroach into an ecologically critical area or a national/ global heritage site will be rejected. PIU/RELIP must confirm the findings of the screening carried out by the beneficiaries/field office staff. Moreover, alternative project activities/methods and/or operation will be considered, and the impacts will be assessed to make the project more environment friendly and socially acceptable.

Part of the screening process will also screen for any associated facilities¹¹ to the project. If any associated facility is identified, the requirements of this ESMF will apply to that facility.

Analysis of the Project Components: Specific sub-components of the PIU/RELIP (Table 4.2, 5.1-5.2), like construction/renovation works and livelihood activities, will be examined thoroughly which will in fact guide the development of checklist for reconnaissance survey.

Preparation of Checklist: A comprehensive checklist of potential environmental and social components likely to be impacted need to be prepared based on the guidelines of different agencies such as DoE and World Bank.

Initial Screening/ Survey: Not all the parameters selected in previous step may be significant for the project; hence the first activity will be to shorten this list to concentrate on significant effects. Data should be collected from all possible secondary sources, if available, and conduct an environmental reconnaissance with the relevant checklist in hand to identify and delineate the significant effects of the project and eliminate the others from further considerations. Public consultation will play an important role in initial screening.

Analysis of alternatives: Alternative site and technological design should be analyzed for the proposed project interventions considering environmental, social, and technological criteria.

Identification and Scaling of Impacts: All the potential short and long term environmental and social impacts should be identified. The impacts can be graded qualitatively (e.g. high, substantial, moderate, and low) in order to identify major impacts and relevant components. In addition, cumulative and residual impacts of the project interventions need to be clearly addressed.

Identification of Enhancement and Mitigating Measures: From literature survey and applying expert judgment and based on assessed impacts, a list of possible enhancement and mitigating measures for beneficial and adverse effects respectively should be prepared.

Preparation Environmental Management and Monitoring Plan: The ESMP will be prepared suggesting mitigation measures for minimizing the effect of the negative impacts, compensation measures for the negative impacts which cannot be mitigated, enhancement measures for increasing the benefits of the positive impacts, emergency plan for taking care of natural hazards and accidental events. An environmental monitoring plan will also be suggested in the ESMP. Each component of the ESMP will be divided into pre-project, during project, post project and operation and maintenance phases. Responsibilities of the institutions in the implementation of the EMP will be suggested to ensure efficient utilization of all the parties involved. The ESMP should also include institutional capacity assessment and capacity building plan. The ESMP will also include measures for health and safety measures in response to COVID-19, and special arrangement for community engagement, management of risks of GBV and grievance resolution in the context of social distancing for curbing community transmission of COVID-19 infections.

Contingency Plan for COVID-19

RELIP will develop a contingency plan following the WHO guidelines and the World Bank requirements for each district to put in place procedures in the event of COVID-19 reaching the area or already there. The contingency plan will be developed in consultation with national and local healthcare facilities, to ensure that arrangements are in place for the effective containment, care and treatment of workers

¹¹ Associated facilities means facilities or activities that are not funded as part of the project and are: a) directly and significantly related to the project, b) carried out, or planned to be carried out, contemporaneously with the project; and c) necessary for the project to be viable and would not have been constructed, expanded or conducted if the project did not exist.

who have contracted COVID-19. The contingency plan will also consider the response at the events of infections among the workforce, community transmission is taking place and when it is likely that access to and from a target area will be restricted to avoid spread of COVID-19.

The contingency plan will include GBV/SEA/SH risks screening and putting in the corresponding measures to prevent and mitigate the SEA/SH risks. The contingent incidents will be duly registered with the GM with observations of anonymity protocol. The EAP will have contingency budget for any possible referral services available in the beneficiary areas. The Contingency Plan will be developed in consideration of the potential challenges with the project staff and workers in COVID-19 situations including health and safety of the workforce as well as the beneficiary communities.

4.3 SPECIFIC ACTIVITIES AND RESPONSIBILITIES IN THE ENVIRONMENTAL AND SOCIAL ASSESSMENT PROCESS

In Bangladesh, the environmental assessment procedure will pass through some major tiers in order to optimize the resources required for conduction of environmental assessment studies, these tiers are: A) Screening, B) Initial Environmental Examination (IEE).

Screening decides whether the process should be applied to a development project and if it is required, its type, that is, IEE. The major activities and the relevant responsibilities for each activities are shown in Table 5.4:

Table 4-6 Major activities and responsibilities during different project stages for conducting environmental and social assessment studies in Bangladesh

Project Stage	Steps/ Activities	Description	Responsibility
Step-1: Screening			
Planning and Pre-feasibility	Undertake Screening	Prepare a document containing environmental information covering potential environmental impacts/mitigation measures/evidence of public consultation etc. Take no further action for projects, which do not require environmental assessment.	PIU/RELIP
Step-2: Scoping to identify types of environmental and social assessment study			
Pre-feasibility/ planning	Scoping Exercise	Identify, by using checklists and based on preliminary field examination the necessity to conduct an IEE, as per ECR, 1997.	PIU/RELIP
		Produce environment related document to competent authority for approval.	
Step-3: Terms of Reference (ToR) for environmental and social assessment study			
Pre-feasibility/ planning	Preparation of ToR	Define the main environmental concerns and issues related to any infrastructure program.	PIU/RELIP
	Approval of ToR	Review, comment and approve ToR (if required)	DoE, Bangladesh
Step-4: Preparatory work for environmental and social assessment study			
Pre-feasibility	Assigning the	Determine whether to conduct environment	PIU/RELIP

Project Stage	Steps/ Activities	Description	Responsibility
and planning	work	assessment using in-house staff or whether to outsource it.	SDF
	Environmental Assessment team formation	Form team as per approved ToR (if required)	
	Prepare Work Plan	Establish a work plan that gives appropriate weight to all activities.	
Step-5: Undertake environmental and social assessment study			
Step-5.1: Desk Studies			
Planning and design	Secondary data	Collect and review relevant and appropriate published data, such as maps, reports etc.	SDF
	Initiation, interaction and consultation	Discuss the proposed infrastructure and its potential environmental impacts with knowledgeable persons and concerned stakeholders.	
	Preparation of information summary	Draft a summary of the information that is relevant to the project and its possible environmental effects.	
	Methods and Techniques	Determine the methods by which the field work for Environmental Assessment will be conducted.	
	Work Plan	Revise the work plan on the basis of desk studies	

Step-5.2: Field Work			
Planning and design	Field equipment	Collect and arrange field equipment required for Environmental Assessment Studies (if required)	SDF
	Field survey for collection of baseline information	Survey at project location, interaction with the local community and investigate the issues identified during desk study; collect baseline (physical, biological and socioeconomic aspects) information (if required)	
Step-5.3: Data Analysis and Interpretation			
Planning and design	Impacts Identification	Establish what environmental impacts will be taken place as result	SDF
	Impact Prediction	Establish the extent of environmental consequences of the proposed infrastructure construction and operation.	
	Impact assessment	Judge whether the consequences are significant enough to require action to be taken.	
	Mitigation	Design mitigation measures to avoid, reduce,	

	Measures	minimize & compensate for adverse impacts & maximize beneficial impacts.	
	Environmental Management Plan	Prepare ESMP covering monitoring and project management to ensure the implementation of mitigation measures. (if required)	
	Stakeholder/ Public Consultation	Carry out at various stages in the assessment process to ensure quality, comprehensiveness and effectiveness and make sure that stakeholders' views are adequately addressed.	SDF
Review and Approval	Review & approval of environmental assessment report	Check completeness, adequacy, credibility, facilitate the decision-making process; decide if project should proceed or if further alternatives must be examined.	PIU/RELIP
		Approval of environmental assessment report or rejection. (if required)	DoE, Bangladesh
Design Implementation	Implementation of ESMP, Monitoring	Determines compliance with ESMP.	PIU/RELIP
Step-6: Undertake audit			
Environmental Audit	Auditing	Environmental audit: immediately after Construction and two years after project completion.	PIU/RELIP

4.4 POTENTIAL KEY ENVIRONMENTAL AND SOCIAL IMPACTS OF THE RELIP

The overall impact assessment of the proposed RELIP project activities to be implemented reveals that most of the likely negative impacts could be minimized or eliminated by adopting standard mitigation measures; there is also scope to enhance some of the beneficial impacts to be generated from the proposed project.

Environmental and Social Risk of the RELI project has been rated as 'Moderate', as most of the impacts are negligible, short term, site specific and mitigatable. Environmental assessment study i.e. IEE should modify and further detail out this analysis as applicable based on professional judgment and public consultations. A preliminary categorization of the project components/sub-components based on their environmental assessment requirement is given in Table 4.2.

Table 4.2: Categorization of RELIP project activities

<u>Components</u>	<u>Sub-components</u>	<u>Activities/Specific tasks</u>	<u>Potential Impacts</u>	<u>Risk Category (WB & DoE)</u>	<u>Requirement</u>	<u>Documents Required</u>
Component A: Community Institutions and Livelihood Development	Sub-component Sub: Comp: A.1. Development and Strengthening Community Institutions	Cluster Field Facilitation & Mobilization (Costs directly related to building community institutions, mobilization, implementation and capacity building etc.)	- Impact on indigenous, women and disadvantaged groups	Low/Green	Implementation of guidelines of Stakeholders engagement GBV, GM, SECDF, COVID-19 safety protocol	Screening report
	Sub-component Sub: Comp: A.2. Community Institutions Support	i. Conduct IEC campaign at district, upazila, union and village level ii. Conduct Enthusiasm/ willingness assessment and final selection of project villages and inception iii. Conduct Participatory Identification of Poor (PIP) exercise to select project beneficiaries iv. Formation of village institutions i.e. Gram Samiti (GS), Savings Committee (SC), Village Credit Organization (VCO), Social Audit Committee (SAC) etc. and capacity building v. Implementation support (CAP & GAAP, Village Grading etc.) vi. Implement web-based Loan Management System (LMS) at village level and capacity building at village level vii. Implementation of GEMS method (Geo-Enabling Initiative for Monitoring and Supervision) viii. Facilitation and service delivery (CP	- Risk of GBV - Impact on indigenous, women and disadvantaged groups	Low/Green	Implementation of guidelines of Stakeholders engagement GBV, GM, SECDF, COVID-19 safety protocol	Screening report

<u>Components</u>	<u>Sub-components</u>	<u>Activities/Specific tasks</u>	<u>Potential Impacts</u>	<u>Risk Category (WB & DoE)</u>	<u>Requirement</u>	<u>Documents Required</u>
		support) ix. Support to Community Professional (beneficiaries) for conducting appraisal etc.				
	Sub-component A.2: Financing of Community Plans. Community plans of project village will be funded through a Village Development Fund (VDF).	i. Start savings accumulation and internal lending operations at community level ii. Special cash grants to bring the down-graded beneficiaries back to their previous socio-economic class iii. Village Development Fund (VDF)-IDF, RF, CWF (Construction of office buildings at Village; sub-projects i.e. small HBB roads, culverts, tube-wells, installation of water purification plants etc.) iv. Livelihood support in case of localized disaster	- Impact on livelihoods - Impact on students, indigenous, women and disadvantaged groups - Risk of GBV - Impact on land - Impact on air, water - Impact on homestead biodiversity - Impact on health and safety of the workers and communities - Impact on waste generation, management and disposal - Impact on disposing accidental chemical and hazardous material (Pesticides, etc.)	Moderate/Orange-A for most of the sub-projects and Orange-B for Installation of water purification plant and large-scale cattle and poultry farming system	Implementation of guidelines of SEP, GBV, GM, SECDF, CHSP, OHSP, COVID-19 safety protocol	Screening, IEE, ESMP
	Sub-component A.3: Health and Nutrition. This sub-component would aim to provide health and nutrition supports, raise	i. Provide hand washing stations/tippy taps in targeted households; ii. Conduct BCC sessions for pregnant, lactating mothers, mother-in-laws and adolescent girls; iii. Establish linkage between the beneficiaries and service providers (GO and NGOs) etc. iv. Provide Body Mass Index (BMI), measuring instruments;	- Impact on women - Risk of GBV	Low/Green	Implementation of guidelines of Stakeholders engagement, GBV, GM, SECDF, COVID-19 safety protocol	Screening

<u>Components</u>	<u>Sub-components</u>	<u>Activities/Specific tasks</u>	<u>Potential Impacts</u>	<u>Risk Category (WB &DoE)</u>	<u>Requirement</u>	<u>Documents Required</u>
	awareness, improve attitudes and practices that enhance nutritional outcomes for targeted beneficiaries in the project villages.	<ul style="list-style-type: none"> v. Conduct national, regional and district level workshop on health and nutrition issues involving different stakeholders, NGOs, Govt. health and nutrition service providers, health workers, representatives of service recipients etc.; vi. Mass communication/ education on health and hygiene, Govt. developed health and safety guideline for COVID-19, food security and consumption, nutrition etc. that develop human immune system; vii. Organize health campaign at village level engaging Govt. physicians; viii. Providing maternal allowances to pregnant mothers for a specific period; ix. Emergency financial supports to pregnant mothers who will undergo caesarean operations, if needed. 				
Component B: Business Development and Institutional Strengthening	Sub-component B.1: Business Partnerships Development and Market Linkages	<ul style="list-style-type: none"> i. Market Linkage & Partnership Building ii. Product Promotion & Communication iii. Formation of producer group (PG) and provide technical and financial supports to registered PGs iv. Deploy Local Service Provider (LSP) for Technical support of business promotion v. Larger Supports for Entrepreneurial (LSE) effort 	<ul style="list-style-type: none"> - Impact on livelihoods - Impact on indigenous, women and disadvantaged groups - Risk of GBV 	Low/Green	Implementation of guidelines of Stakeholders engagement, GBV, GM, SECDF	Screening

<u>Components</u>	<u>Sub-components</u>	<u>Activities/Specific tasks</u>	<u>Potential Impacts</u>	<u>Risk Category (WB &DoE)</u>	<u>Requirement</u>	<u>Documents Required</u>
	Sub-component B.2: Second-tier Institutional Development Support	i. Formation of Second-tier Institutions i.e. Nuton Jibon Community Society (NJCS) at cluster and district level with provide technical and financial support ii. Construction of Market Place Development and NGO partnership centre at district and upazila level respectively	- Minor Impact on land - Minor Impact on air, water - Minor Impact on homestead biodiversity - Minor Temporary economic displacement - Impact on livelihoods - Impact on health and safety of the workers and communities - Impact on indigenous, women and disadvantaged groups - Risk of GBV - Climate risk including flooding, and drainage congestion, green house gages emission - Impact on waste generation, management and disposal - Impact on disposing accidental chemical and hazardous material	Moderate/Orange-A	Implementation of guidelines of Stakeholders engagement, GBV, GM, SECDF, CHSP, OHSP, COVID-19 safety protocol	Screening, IEE& ESMP,
	Sub-component B.3: Employment Generation Support	i. Provide skill development training and create sustainable employment opportunities for un/under employed youths ii. One-time stipend program for 420 meritorious students of project beneficiaries.	- Risk of on and off campus GBV - Impact on livelihoods	Low/Green	Implementation of guidelines of Stakeholders engagement, GBV, GM, SECDF, COVID-19 safety protocol	Screening

<u>Components</u>	<u>Sub-components</u>	<u>Activities/Specific tasks</u>	<u>Potential Impacts</u>	<u>Risk Category (WB &DoE)</u>	<u>Requirement</u>	<u>Documents Required</u>
Component C: Project Management, Monitoring and Learning	Sub-component C.1: Project Management	- N/A	- N/A	N/A	Excluded from E&S Assessment	
	Sub-component C.2: Communication, Monitoring and Learning	N/A	- N/A	N/A	Excluded from E&S Assessment	
Component D [CERC] – Contingent Emergency Response Component		Activities will be identified if CERC triggered in case of emergency support subject to restructuring of the project by WB.	- In case of triggering the contingent support Component D (CERC), PIU/SDF will prepare additional ESMF according to the requirements of project restructuring by the World Bank. A list of positive and negative activities for CERC component is given in annexure- 12.	N/A		

4.4.1 Assessment and Prediction of Impacts of the Project

Potential Environmental and Social Impacts during Site Preparation

Site-Specific Land Cover and Land Use Changes

Construction, re-construction and expansion of roads, culverts, office buildings, market development centers, water purification plants, including existing facilities of the multi-storied buildings at the Upazilas and Districts and promoting agriculture specially, vegetable gardening may change existing land use and land cover at the local area, although potential negative impacts would be limited within the construction site and reversible.

Loss of Trees & Vegetation

Siting of proposed infrastructure for the market development centers and office buildings may require cutting of trees and removal of vegetation, which could be insignificant in nature. Small scale rural infrastructure such as roads construction and widening, GS office building, or other development works may require removal of minor homestead trees and other vegetation. The roadsides may be used for plantation of similar species, which will compensate the losses trees and vegetation. So, during the removal process, proper safety measures should be followed.

Impacts on Vulnerable and disadvantage groups/communities/individuals

The RELIP project have been designed to provide a holistic support to improve skills and livelihoods of disadvantaged people, youth, women, small indigenous people, vulnerable communities, etc. It aims to increase contribution to the economy, poverty reduction, and environmental sustainability through a set of targeted capacity building activities. Its activities targeting disadvantage groups, women, and youth will create employment, enhance job opportunity. However, these activities would also have risk of discrimination to the disadvantaged groups due to lack of gender insensitive and socially inclusive training environment ensuring equal representation.

Potential Environmental and Social Impacts during project Implementation

Air Pollution

Air pollution due to generation of dust from construction activities, including movement of vehicles, operation of construction equipment and generators. The project involves rehabilitation/construction/expansion of facilities including civil works of existing facilities. There will be construction works regarding office buildings, classrooms, sanitation facilities, water purification plants as well as roads and culverts. Construction of multi-storied market development centers and offices may generate emissions from excavation equipment.

Furthermore, pollution can be generated from crop processing units, poultry and cattle farming as well. Large scale poultry farms built in villages can pollute the environment, particularly with offensive odors and render them unfit for human habitation. The same is true for dairy farms set up in residential area. However, the farms targeted for RELIP are small-scale ones and so do not present such difficult environmental problems.

The emissions from the above activities will deteriorate the ambient air quality and affect the public health. In addition, air pollution will have impacts on natural ecosystem including vegetation, animals, birds etc.

Water Pollution

Adjacent water bodies might get polluted due to improper disposal of solid and liquid wastes. The construction site facilities such as offices and warehouses will also generate minimal quantities of waste effluents. Odors generated by leaking of latrines and expose of fecal sludge may impact surrounding water bodies. Other possible sources of water pollution would be due to accidental leakage or spillage of fuels, oils and waste materials from construction sites. The beneficiaries might prepare some bio-fertilizer or organic fertilizer from cattle dung/poultry, which impacts on adjacent water bodies.

Soil Pollution

Soil can get polluted due to generation of solid wastes from construction works and accidental spills and leaks from vehicles and machinery. The waste materials from latrines (fecal sludge) can also cause soil pollution. Also, lack of proper maintenance of the biological wastes generated from agro- and livestock-based activities may also cause very little degradation of soil.

Noise Pollution

Minor noise may be generated from movement of vehicles, operation of construction/installation equipment and generators. The schools, religious places and crowded market areas adjacent to the construction sites are particularly create minor noise levels in the project area.

Impacts of Land Filling (at new construction site)

The proposed construction of market development center and offices, if not very carefully planned and monitored the collection of land filling materials. Land filling activity must avoid collection of topsoil from crop fields, hills cuttings and illegal sand mining from riverbeds.

Solid Waste generation

Waste should be responsibly disposed to avoid adverse environmental, human health and aesthetic impacts. Inappropriate disposal of these wastes can lead to soil and water contamination as well as health hazards for the local communities, livestock, and aquatic as well as terrestrial fauna.

Drainage Congestion

Construction activities may create drainage congestion. Also, stockpiling of construction materials in the project area may create drainage congestion.

Homestead Tree Cutting

The project will not implement any activities inside and Protected Areas. However, construction sites proposed for market development centers and office buildings may require cutting of trees and removal of vegetation. But the project will try to avoid or minimize the removal of trees or vegetation as much as possible.

Site Clearance and Restoration

After the completion of the construction activities, the left-over construction material, debris, spoils, scraps and other wastes from workshops, and camp sites can potentially create hindrance and encumbrance for the local communities in addition to blocking natural drainage and or irrigation channels.

Poverty and Socioeconomic Vulnerability

The RELIP project will have positive impacts on enhancing technical skills and livelihoods of disadvantaged people, youth, women, small indigenous people, labors and underprivileged and vulnerable communities, etc. It will contribute to their income generation and poverty reduction. The project's activities targeting disadvantage groups, women, and youth will create employment, and

enhance job opportunity. Project has included various activities targeted to uplift the capacity and skill of the disadvantaged groups of the society including vulnerable women, youth and disabled persons. However, there might be additional risks on livelihood and income opportunities due to the COVID-19 pandemic. Various studies conducted in Bangladesh in recent months have shown that many households have slipped back into poverty as well as an increase in new poor households.

Community Health, Safety and Security

The project activities, equipment or infrastructure can increase the risk of the local community due to increased exposure. Injury or death can occur due to vehicular movements to/from the site. Also, without proper signage and fencing, the public may enter construction site risking injury or death. Excessive sounds can disturb community within project influence area. Pollution of air/land/water from latrines, biogas plant residue and desalination plant waste materials can harm local community.

During the assessment, community related health, safety and security issues should also need to be examined as well. Especially, adequate measures should be introduced considering the COVID-19 situation. Emphasis on hygiene needs of the beneficiaries should be considered under the project.

The purpose of this assessment is to avoid adverse impacts on health, safety and security of the community during the project lifetime and minimize the risks. The assessment will focus on the following issues and their impacts on community:

- Infrastructure and equipment
- Ecosystem services
- Exposure to disease especially COVID-19
- Emergency preparedness and response

Campsites for construction workers are the important locations that have significant impacts such as health and safety hazards on local resources and infrastructure of nearby communities.

Occupational Health and Safety

The civil and infrastructure related works will entail the hiring of direct, contracted, and primary workers along with community workers as well. Due to the minor nature of civil works, no labor influx at all is expected from other regions. Generally, the construction/reconstruction activities may pose health hazards to the workers at site during use of lifting and handling of equipment, operating machinery and electrical equipment, working near water or movement of vehicles at construction site. Without proper safety measures, construction work may pose health and safety risks to the construction workers and site visitors. Additionally, various construction/renovation/expansion of facilities and setting up equipment activities may cause safety issues including physical injuries and accidental death. This may be increased in absence of proper training of unskilled workers to be engaged. Unsafe working conditions may cause health risks to site workers. Contaminated drinking water and unhygienic sanitation can cause diseases and other health risks to site workers. Also, it should be ensured that there is no child labor and forced labor, human trafficking, gender violence involved within the project. Besides, the sub-projects under the livelihood activities that involves handling and storage of pesticides/chemicals may create health and safety risk of farmers.

The COVID-19 pandemic may increase risk of health and safety of the workers if proper safety measures are not taken during the implementation. As the virus is very contagious, serious health hazards can occur if proper guidelines recommended by WHO and the GoB is not followed during the construction and other activities.

Involuntary Resettlement Impacts

The project will not take any private land through involuntary acquisition and avoid any physical displacement of residents for activities under the project. All land required for the construction of community organizations' office buildings, repairing/refurbishment of rural roads and trails and installation of rural water supply system will rely on voluntary land donation or land purchase based on willing buyer and willing seller modality. The construction of office buildings of the community organizations will rely on purchase of land based on willing buyer willing seller modality. The repairing and refurbishment of rural trails and roads along with installation of the community water supply systems will rely on voluntary land donations.

Gender vulnerability

Benefits of the projects are often disproportionately shared among men and women; therefore, this project will ensure that women have equitable access to the project related activities and benefits. The proposed project focuses on including more women in the implementation stage. Majority of the beneficiaries of the project will be women and they would engage in construction sites and other outward activities.

There might be some risks of gender-based violence as construction workers are predominantly younger males. Those who are away from home on the construction job are typically separated from their family and act outside their normal sphere of social control. This can lead to inappropriate and criminal behavior, such as sexual harassment of women and girls, exploitative sexual relations, and illicit sexual relations with minors.

The proposed project activities include community-led construction activities and no major civil works. Thus, civil work related risks of GBV/Sexual Exploitation and Abuse (SEA)/Sexual Harassment (SH) will be less. However, given the large scale of cash transfer activity, SEA/SH risk assessment has been carried out based on the Social Protection and Jobs Good Practice Note draft (currently under discussion). The assessment indicates some risk for SEA/SH incidents induced by project activities, involvement of diverse project actors, scale of the project activity, large geographical coverage etc. Besides, mechanism for the transfer of benefits (cash, grant, and stipends) and regular/periodic interactions with project actors may create opportunities for project actors to sexually exploit or abuse project beneficiaries. Furthermore, lockdowns in the aftermath of COVID-19 exacerbate the risks.

The project will take adequate measures to prevent gender-based violence, sexual exploitation and abuse and sexual harassment will create a safer and acceptable environment for women and girls.

Disadvantaged groups, vulnerable women/youth/disabled persons

Project has included various activities targeted to uplift the capacity and skill of the disadvantaged groups of the society including vulnerable women, youth and disabled persons. As most of the activities will be in operation during implementation especially promotion of entrepreneurs and market linkages might have negative impact if not designed considering socially inclusive policies and practices. As most of such activities would be identified during project implementation period, there is likelihood of such impacts on most disadvantaged and vulnerable groups, if not actively monitored.

Small Ethnic Communities (SECs)

The project includes livelihood development activities involving Small Ethnic Communities (SECs), who can be characterized as indigenous peoples in view of their unique characteristics including language, culture, occupation, and traditions. It is expected that some of the project districts are likely to be populated by a significant proportion of small ethnic community population, along with other marginalized and vulnerable communities. Therefore, the principle of positive discrimination will be applied in ensuring that these communities have (i) access to various programs supported by the project

and have; (ii) involvement through employment opportunities in the small-scale civil works related to the project.

Environmental and Social impacts during post project operational period

Loss of Homestead Vegetation, Agro and Wildlife Biodiversity

Construction of buildings and expansion/renovation of infrastructures/facilities would increase human access, which may lead to loss of more vegetation (herbs, shrubs and trees) at the surroundings due to human footprint and have potential negative impact on homestead and agro-wildlife biodiversity in the rural areas. In such cases of potential impact on homestead vegetation, agro-habitats and wildlife, demands detail baseline survey and implement appropriate homestead and agro-habitat management activities by the project beneficiaries.

Generation of Solid Waste

Solid waste (debris, etc.) will be generated during regular operation and maintenance activities of the constructed/renovated infrastructures. This waste if not appropriately disposed has a potential to contaminate soil and water resources, thus affecting community's health as well as natural habitats. Standard health safety protocol should be followed (e.g., WHO's water safety/DoE standards of drinking water) during operation period.

Noise Generation

Minor noise may be generated from movement of vehicles, operation of construction/installation equipment and generators. The schools, religious places and crowded market areas adjacent to the construction sites are particularly create minor noise levels in the project area.

Water Pollution

During the operation phase, some localized increase in turbidity may take place from maintenance works of the constructed/renovated sites and also run off from crop field and poultry/cattle yards taken under the alternative livelihood activities.

Impacts on Local Livelihoods

While effort will be exerted for livelihood improvement of the local targeted underprivileged communities, yet some of the project activities may have reversible impacts on them, if the livelihoods option chosen without considering inherent capacities or by any other force measures. Other than this, the probable impacts on income and livelihoods are minor since project will have no such involuntary displacement.

Impact Associated with Living Condition (GVB, Social Security, Sanitation and Health-Hygiene)

The project includes expansion and improvement of the existing facilities regarding social security, sanitation, health-hygiene, and practices both in academic building and offices. Failure of maintaining those at appropriate level at post project period would increase chance of violence against women, social insecurity and poor hygienic condition.

Table 4.3: Summary of Potential Environmental Impacts and their Significance

Potential Impacts	Duration of Impact	Spatial Extent	Reversible or not	Likelihood	Magnitude	Sensitivity	Significance Prior to Mitigation	Significance after Mitigation
Impacts related to project siting								
Land cover and land use changes	Long term	Local	No	Certain	Low	Moderate	Moderate negative	Negligible negative
Loss of vegetation	Long term	Local	Yes	Certain	Low	Moderate	Moderate negative	Negligible negative
Impacts on Vulnerable and disadvantage	Long term	Local	Yes	Likely	Moderate	Moderate	Moderate negative	Low negative
Impacts during project implementation phase								
Air pollution	Short term	Local	Yes	Certain	High	Moderate	Moderate negative	Low negative
Water pollution	Short term	Local	No	Certain	High	Moderate	Moderate negative	Low to moderate negative
Soil pollution	Short term	Local	Yes	Certain	High	Mild	Moderate negative	Low negative
Noise pollution	Short term	Local	Yes	Likely	High	Moderate	Moderate negative	Negligible negative
Land filling	Long term	Local	No	Certain	High	Moderate	Moderate negative	Low to moderate negative

Potential Impacts	Duration of Impact	Spatial Extent	Reversible or not	Likelihood	Magnitude	Sensitivity	Significance Prior to Mitigation	Significance after Mitigation
Solid waste	Short term	Local	Yes	Certain	High	Mild	Moderate negative	Low negative
Impacts during post project period								
Loss of Homestead and agro Vegetation	Long term	Local	No	Certain	Moderate	Moderate	Moderate negative	Low negative
Generation of Solid Waste	Long term	Local	No	Certain	Moderate	Moderate	Moderate negative	Low negative
Noise generation	Long term	Local	Yes	Likely	Negligible	Mild	Moderate negative	Low negative
Water pollution	Long term	Local	No	Certain	Moderate	Moderate	Moderate negative	Low to moderate negative

Table 4.4: Summary of Potential Social Impacts and their Significance

Potential Impacts	Duration of Impact	Spatial Extent	Reversible or not	Likelihood	Magnitude	Sensitivity	Significance Prior to Mitigation	Significance after Mitigation
Impacts related to project siting								
Impacts on Vulnerable and disadvantage	Long term	Local	Yes	Likely	Low	Low	Low	Positive
Impacts during project implementation phase								

Potential Impacts	Duration of Impact	Spatial Extent	Reversible or not	Likelihood	Magnitude	Sensitivity	Significance Prior to Mitigation	Significance after Mitigation
Poverty and socioeconomic vulnerability	Long term	Local	No	Certain	High	Moderate	High Positive	High Positive
Labor and working conditions	Short term	Local	Yes	Likely	Low	<u>Low</u>	Low	Low
Occupational health and safety	Short term	Local	Yes	Likely	Low	<u>Low</u>	Low	Low
Community health, safety and security including SEA/SH	Short term	Local	Yes	Certain	Substantial	Substantial	Substantial	Low to moderate negative
Involuntary Resettlement Impacts	Short term	Local	Yes	Low	Low	<u>Low</u>	Low	Low
Gender dynamics	Long term	Local	Yes	Certain	High	Moderate	High Positive	High Positive
Disadvantaged groups, vulnerable women/youth/disabled persons	Short term	Local	Yes	Low	Low	<u>Low</u>	Low	High positive
Small ethnic communities	Short term	Local	Yes	Low	Low	<u>Low</u>	Low	High positive
Impacts during post project period								
Impacts on local livelihoods	Long term	Local	No	Certain	Very High	Moderate	High Positive	High Positive
SEA/SH	Long term	Local	No	Likely	Negligible	Moderate	Low negative	Low negative

Chapter 5 ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN

Based on the results of the site-specific assessment, the ESMP will be designed such that the measures are adequately described, roles defined and the corresponding timelines and resources identified. Where the sub-project involves existing facilities, an environmental and social audit may be required, and the corresponding ESMP may include remediation, recompense or management of any residual environmental and social issues. The ESMP has the following content:

Sub-project description including log frame and project activities, location and geographic extent of the sub-project; potential negative impact on environment and society due to sub-project activities.

Brief reference to the legal framework of the country, and World Bank's ESSs related to environmental and social management and how the sub-project ensures compliance;

Complete list of identified negative effects that specific sub-project activities may cause and their significance;

Planned measures to avoid adverse environmental and/or social impacts, to minimize them to acceptable levels or to compensate for them; including responsibilities (staffing) and schedule for implementing the mitigation measures, their technical feasibility, cultural appropriateness, expected effectiveness in providing mitigation to all affected groups;

Reference to plans required by the World Bank ESSs and whether mitigation measures have been included or not in the ESMP;

Cost estimates for the proposed mitigation measures and for ensuring compliance, to be included in the budget of the sub-project proposal;

Description of the executing entities' capacity to implement the ESMP; where needed, provide for capacity building measures (to be included in the ESMP budget).

5.1 ENVIRONMENT AND SOCIAL MANAGEMENT PLAN

Environmental and Social management plan aims to record environmental impacts resulting from the sub-project activities and to ensure implementation of the "mitigation measures" identified earlier in order to reduce adverse impacts and enhance positive impacts from project activities. Apart from general monitoring of mitigation/enhancement measures, important environmental parameters to be monitored during the construction phase as well as livelihood projects of the sub-projects include air quality, noise level, water quality, drainage congestion, and occupational health and safety of workers. However, the requirement and frequency of monitoring would depend on the nature of sub-projects and field situation. The parameters and their frequency of monitoring should be provided along with cost of management plan and institutional arrangements for conducting monitoring.

This project will take a structured approach to environmental and social management to allow project development process following Environmental and Social Standards (ESSs 1-10) of World Bank, follow the mitigation hierarchy of avoidance, minimization, mitigation and compensation/offset for negative impacts and enhancement of positive impacts where practically feasible. This section presents the outline environmental and social management plan (ESMP) of the PIU/RELIP. A more detailed version of ESMP must be included in the IEE and if required in ESIA of the PIU/RELIP.

5.1.1 General Principle (ES 1-10)

Due to the nature of some of the proposed project activities under RELIP and their potential environmental and social impacts, the project falls under 'Orange A or Orange B' category according to

ECR, 1997 and also rated as 'Moderate' as per the World Bank's ESF-ESS1 risk category. Which requires proper IEE, and execution of environmental and social management plan. Therefore, the ESMF is prepared based on the following principles that can lead the planning and implementation of the project activities.

- The SDF/RELIP is responsible for the compliance with national policies, regulations and World Bank Policies and Guidelines, as mentioned in this ESMF report. The ESMF will serve as the basis for ensuring the safeguards compliance.
- SDF/RELIP is responsible for obtaining environmental clearance from DoE, local government agencies and World Bank as required.
- IEE and ESMP need to be prepared for activities as determined by DoE. In case, requirements of DoE's guideline differ from those of WB, the more stringent standards and requirements will apply.
- If any sub-projects with impacts identified in IEE which may categorize the project to substantial or high risk (according to WB OP/BP) will not be eligible for WB's financing.
- Planning and design of the any additional activities should ensure minimal assessment of cumulative impacts.
- Environmentally Sensitive areas, cultural sites, restricted or disputed lands (of identified during project implementation) should be excluded from the project.
- Participation of stakeholders (especially local communities) should be ensured by PIU/RELIP in planning, implementation and monitoring of each sub-components and associated activities.
- SDF/RELIP will ensure appropriate institutional set up for implementing environmental and social management plan and inter-agency coordination. PIU also ensure that bidding documents for construction contractors (if hired) have specific clauses to ensure implementation of ESMP, as required.
- RELIP projects or SDF team (or if done by beneficiaries themselves) to be engaged for construction/renovation/expansion/repair and maintenance and equipment installation under the project will ensure provision of First Aid Kit at camp/work site with proper drinking water and sanitation facilities. Worker's/crew's health and safety measures shall be ensured and use of personal protective equipment shall be at place. Special health and safety measures shall be ensured considering the COVID-19 situation.
- SDF/RELIP will ensure safety provision has been provided for the resettlement sites (if any).
- SDF/RELIP will undertake public disclosure about the project interventions and potential impacts.
- In case of triggering the contingent emergency support Component 0 (CERC), SDF will prepare additional ESMF according to the requirements of project restructuring by the World Bank. A list of Positive and Negative activities for CERC component is given in Annex 12.
- During implementation, the SDF will supervise and monitor E&S risks and impacts of the entire project activities, in accordance with the E&S safeguards instruments and documents and will ensure all supervision records and project sites are accessible to the World Bank. The World Bank may also conduct joint supervision missions along with SDF and other GoB entities.

5.1.2 Environmental Management Process

- The environmental and social experts of the PIU/RELIP will perform the environmental and social screening. The relevant experts will start the task during the preparatory stage of the project.
- SDF and beneficiaries' institutions jointly will generate a detail environmental and social baseline of the project, IEE PIU/RELIP will share the IEE report and
- PIU/RELIP will review and clear screening and environmental assessment reports made by Environmental consultant.
- PIU/RELIP will conduct verification of some screening and assessment through field visit.
- PIU/RELIP will ensure that environmental considerations are given sufficient attention, weight and influence over selection of construction sites and improvement of infrastructures all over the country.
- Bid documents (if hired external contractors) will be prepared by the PIU/RELIP. Environmental and social consultants will make sure necessary environmental and social clauses are included in the bidding documents and ESMP implementation should be done by Contractors.
- All the activities of RELIP will follow existing Environmental Code of Practices (ECoPs) prepared under ESMF.
- The project will ensure that environmental and social impact assessment addresses all potential environmental and social direct and indirect impacts of the project throughout its life: pre-project, during project and operation stages; and also suggest appropriate mitigation measures. If any additional impacts are identified, IEE and ESMP should be reviewed and updated.

A process flow diagram of the Environmental and Social Management of the RELIP is given in the following Figure 6.1.

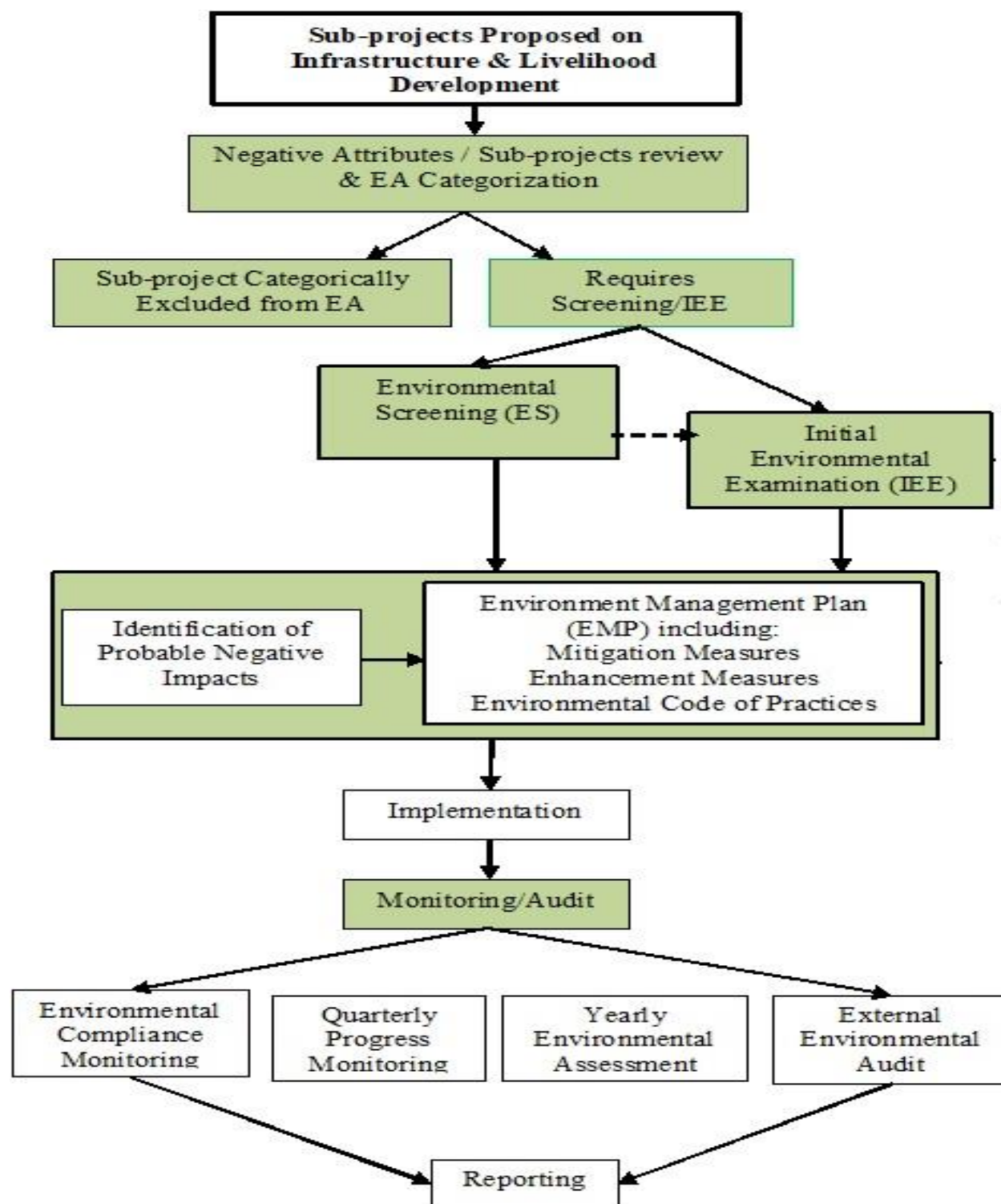


Figure 5-1 A flow diagram showing environmental management process of RELIP

5.1.3 Environmental and Social Management Plan (ESMP)

The ESMP will be prepared suggesting mitigation measures for minimizing the effect of the negative impacts, compensation measures for the negative impacts which cannot be mitigated, enhancement measures for increasing the benefits of the positive impacts, emergency plan for taking care of natural hazards and accidental events. An environmental monitoring plan will also be suggested in the ESMP. Each component of the ESMP will be divided into pre-project, during project, post project and operation and maintenance phases. Responsibilities of the institutions in the implementation of the ESMP will be suggested to ensure efficient utilization of all the parties involved. The ESMP should also include institutional capacity assessment and capacity building plan. The ESMP will also include measures for health and safety measures in response to COVID-19, and special arrangement for community engagement, management of risks of GBV and grievance resolution in the context of social distancing for curbing community transmission of COVID-19 infections.

A social impact assessment will be carried out about the possible impacts of the proposed subproject. This will assess the project's social, economic and cultural impacts and the measures proposed to avoid, manage, mitigate or offset the predicted impacts of the project throughout the project management cycle.

Project management cycle includes: (i) identification of the subproject in consultation with the stakeholders; (ii) preparation of the design; (iii) sharing of the design with the stakeholders; (iv) revision and correction in the design if required; (v) formation of the GRC; (vi) formation of the implementation monitoring committee; (vii) supervision and monitoring of the implementation and (ix) operation and maintenance of the bridge.

5.1.4 Climate Risk Management Plan

Climate Risk Management (CRM) is the process by which climate threats are assessed, addressed and managed adaptively. Climate risks are potential negative effects due to changing climatic conditions on programs or operations. CRM's goal is to work more climate resilient (i.e., better able to anticipate, prepare and adapt to changing climatic conditions and resist, respond and recover quickly from disruptions) and avoid maladaptation (i.e., development efforts that inadvertently increase climate risks). By using climate risk assessments to guide decision-making at the level of policy, plan, and operation, it is easier to manage climate threats and fulfil the goal of overcoming extreme poverty and fostering stable, democratic societies thereby pursuing our security and prosperity more effectively.

Bangladesh is extremely vulnerable to natural disasters like cyclones, storm surges, tidal floods, river erosion and salinity intrusion. Due to increasing impacts of climate change, the risk and vulnerability of the country is increasing rapidly. These impacts eventually have adverse effects on the socio-economic systems of the vulnerable areas because of the strong reliance of coastal livelihoods on ecosystem services.

Climate change is predicted to raise sea level by around 30 centimeters by 2050 and could make an additional 14 percent of the country extremely vulnerable to floods by 2030. Recent analysis for Bangladesh shows that the temperature will rise in all regions in future in a similar trend with the global pattern. So, it can be estimated that due to climate change temperature might rise in the country in a range of 0.8 to 1.1°C by 2030. Further rise in temperature is expected in the latter half of the century. The rainfall pattern is going to be more variable and erratic in the future. There is an indication that pre monsoon and monsoon rainfall will increase. With two-thirds of Bangladesh's landmass less than 5 meters above sea level and 30 percent of its arable land in coastal areas.

The majority of IGAs supported by the project are expected to target agricultural activities. The agriculture sector is extremely vulnerable to climate change. Increased soil and water salinities are projected to cause a 15.6 percent yield reduction in high-yielding rice varieties before 2050. Overall production of rice is projected to decline in all three rice growing seasons by 8–17 percent by 2050. A study by the Bangladesh University of Engineering and Technology (BUET) and the South Asian Association of Regional Cooperation (SAARC) Meteorological Research Centre used the 'CERES-Rice model; a computer model that evaluates the effect of land use and environmental changes on rice production predicted a decline in yields of more than 20% by 2050 and 50% by 2070 due to temperature increase and drought conditions.¹²

Extreme heat, floods, cyclones, sea level rise, salinity intrusion, and increasingly irregular rainfall are expected to negatively affect livestock production and growth, as well as fish species composition, leading to up to 10 percent potential decrease in fish production. Overall, climate change is projected to increase the poverty head count ratio and risk of chronic poverty: An estimated 5.3 million poor people are expected to become highly vulnerable to the effects of climate change by 2050.¹³

A list of potential climatic and disaster risks on the project interventions are shown in the table.

Table 5-1 Potential Climatic and Disaster Risks on the Project Interventions

Climatic/Disaster Risk	Impact
Increased flood intensity	Flood embankment heights and drains capacity calculated with climate statistics of the last about 10 years may be insufficient to manage future increased flood events.
Sea level rise in coastal areas	Sea level rise and storm surges during monsoon may reduce the slope of the water surface, which may cause higher flood water levels and longer flooding periods due to lower drainage discharges. Flood embankment heights calculated with current climate statistics may be insufficient to retain increase in flood intensities. It will also increase the risk of salinity intrusion in coastal areas.
Prolonged drought conditions/ Water logging	Disturbed rainfall distribution (untimely rainfall, reduced rainfall/ short duration heavy rainfall) and temperature increase may result in imbalanced irrigation water demand and water availability. This may lead to reduced irrigated area and/or crop production or greater dependence on the ground water for irrigation. Excessive rainfall may lead to damage to crops and vegetables by submerging under water for longer periods.
Increased cyclone conditions with higher wind velocities	Increased wind velocities and incidences including cyclonic weather conditions may result in greater damages to crops reducing the yields and productivities unless the cultivated crops are changed to wind resistant high yielding shorter term varieties.
Increased water	The overall effects of climate change on freshwater systems will likely be increased water temperatures, decreased dissolved oxygen levels, and increased

¹² Rajib Kamal, Sarfaraz Alam and M.A. Matin. 2013. Modelling Monsoon flood flows of lower Meghna River Due to Climate change and Sea level Rise, Proceedings of International Conference on Climate Change Impact and Adaptation (ICCIA- 2013), 14-16 November 2013, BUET, Dhaka.

¹³ Bangladesh Climate-Smart Agriculture Investment Plan, World Bank (2019).

Climatic/Disaster Risk	Impact
temperature	toxicity of pollutants that may directly affect the fisheries in both capture and natural systems.

Mitigation measures to overcome the above-mentioned impacts may include:

- Raising awareness for climate change and risks among project beneficiaries,
- The establishment and improving the management capacity and increased technical support to communities will help better manage the flood control infrastructure to cope with increase flood intensity and drought conditions.
- Increased water management efficiency will help reduced vulnerability to climate change impacts such as droughts and salinity intrusion.
- Promoting resilience building and adaptation strategies (e.g., through capacity building, climate-resilient infrastructure and climate-smart agriculture practices in IGAs and livelihood improvement activities, diversification toward non-farm economic activities where agriculture is not viable anymore) as promoted in Components A and B.
- The ecosystem approaches to fisheries and ecosystem approaches to aquaculture should be adopted to reduce the vulnerability of capture fisheries that will be established for promoting fisheries that will improve food security and protein supply to aquatic resource dependent communities.
- It is recommended that cultivation practices and crop varieties to be selected are chosen from known climate impact adaptable (resistant) varieties suitable for Bangladesh. (Measures include: WMOs will receive training and guidance on agricultural development with assistance of the Department of Agriculture Extension (DAE). DAE is an active member of the Technical Coordination Committee at National Level, amongst other they will advise on suitable cropping patterns.)

5.1.5 Environmental Code of Practices (ECoPs)

The environmental codes of practice (ECoPs) are generic, non-site-specific guidelines. The ECoPs consist of environmental management guidelines and practices to be followed by the contractors/ implementation organizations and sub-projects beneficiaries under alternative livelihood support activities for sustainable management of all environmental issues. The contractor will be required to follow them and also use them to prepare site-specific management plans. Details of the ECoPs listed below are in **Annex 9**.

- ECoP1. Land cover and land use changes
- ECoP2. Air Quality Management
- ECoP3. Noise and Vibration Management
- ECoP4. Topography and Landscaping
- ECoP5. Soil Quality Management
- ECoP6. Topsoil Management
- ECoP7. Erosion and Sediment Control
- ECoP8. Water Resources Management
- ECoP9. Drainage Management
- ECoP10. Waste Management
- ECoP11. Latrine Installation
- ECoP12. Tree cutting and Plantation

ECOP13.	Protection of Flora
ECOP14.	Protection of Fauna
ECOP15.	Protection of Aquatic Habitat
ECOP16.	Road Transport and Road Traffic Management
ECOP17.	River Transport management
ECOP18.	Cultural and Religious Issues
ECOP19.	Occupational Health and Safety
ECOP20.	Community Health and Safety

5.1.6 Mitigation Measures to Address Environmental and Social Impacts

Possible environmental and social impacts of the sub-project activities should be identified beforehand. Detail activities need to be identified first and thereafter set of actions or interventions are to be demarcated and any possible effect due to an action is to be determined. Best practice mitigation or enhancement measures should be explored accordingly and deployed in the field. For giving an instance, a set of mitigation measures against possible environmental and social impacts due to a typical sub-project and livelihood activities of RELIP is furnished as guidance in the following Table 6.2 and Table 6.3.

Table 5-2 Mitigation/Enhancement measures for Roads, CD Works and Buildings (a template guideline)

Activities	Impacts (Positive and Negative)	Enhancement/ Mitigation Measures	Responsibility
Roads and Buildings	Positive Impacts <ul style="list-style-type: none"> Improved accessibility to markets Improved quality of life Greater employment generation 	Enhancement Measures <ul style="list-style-type: none"> Keep the infrastructure in good condition Use innovative public private people partnerships to build and maintain infrastructure 	<ul style="list-style-type: none"> SDF Regional/ District/ Cluster Offices Community Groups
	Negative Impacts <ul style="list-style-type: none"> Minor removal of vegetation during construction activities Minor soil loss during the construction of structures and quarrying for stone and other materials Maintenance of the structures will require additional responsibilities to the stakeholders. During the construction of project components minor earth work may be involved, which may cause some erosion of land and cutting of trees. 	Mitigation Measures <ul style="list-style-type: none"> Use of land not suitable for other productive purposes may be brought under infrastructure activities. The safety provisions for Building to be followed. Proper upkeep and maintenance of facilities built. 	

Note: Mitigation/enhancement measures cost will be determined during the environmental assessment of individual sub-projects base on its location, types of construction, implementation schedule, cost for project implementation requirement of mitigation/enhancement activities.

Table 5-3 Mitigation/Enhancement measures for Livelihood activities (a template guideline)

Activities	Impacts (Positive and Negative)	Enhancement/ Mitigation Measures	Responsibility
Agriculture Based (Crops/ Fruits/ Vegetables/ Home/Kitchen Gardens)	<p>Positive Impacts</p> <ul style="list-style-type: none"> Increased fodder production Reduced surface run-off and soil and nutrient loss Improved crop cultivation practices Enhanced soil moisture Utilization of bio/organic fertilizer & pesticide may reduce the GHG emissions, water pollution and increase the soil fertility. 	<p>Enhancement Measures</p> <ul style="list-style-type: none"> Mixed cropping and flexibility in planting, rotation of crops and bringing the cultivated land under leguminous crop (pea, lentil etc.) should be encouraged as these will maintain soil fertility. Promotion of agro-forestry will maintain biological fertility of soil. Plantation of fodder species in the uncultivable waste land will supplement fodder. Use of waste bio products for packaging Demonstrations should be established only where surface stabilization using vegetative barriers are complete Plantation/ protection of pest controlling plants (Marigold, etc.) Build awareness among farmers on mixed cropping, use of bio-compost, biotic control of pests, etc. 	<ul style="list-style-type: none"> SDF Regional/ District Offices Community Groups Beneficiaries
Agriculture Based (Crops/ Fruits/ Vegetables/ Home/Kitchen Gardens/Dye Cropping)	<p>Negative impacts</p> <ul style="list-style-type: none"> Chemical fertilizer, pesticide & insecticide pollution Drainage congestion Introduction of high yielding varieties might have impact on local agro biodiversity. Excess use of ground water for intensive cropping depleting the ground water resource. Use of Arsenic contaminated water for irrigation would result in accumulation of residues through food chain. Use of pesticides without following guidelines and proper training would lead to application of high doses resulting in pest resurgence and development of resistance. Farm level operation 	<p>Mitigation Measures</p> <ul style="list-style-type: none"> Use of bio-compost, organic mulch/ Green Manure and vermin compost and Suitable organic / biotic control of insects and pests will result in lesser use of permissible chemical fertilizers and pesticides. Pest management guidelines have been provided in Annex 16 to control application of chemical pesticides and promote IPM technologies. Ensure farmers training and awareness programs provided before allocation of sub-project grants related to agriculture Selection of low water demanding crops and rainwater harvesting, storage of surface water (of streams, nallah, etc.) through water storage ponds will help 	<ul style="list-style-type: none"> SDF Regional/ District Offices Community Groups Beneficiaries

Activities	Impacts (Positive and Negative)	Enhancement/ Mitigation Measures	Responsibility
	<p>without information on weather parameters might lead to ineffectiveness and repeated applications of chemicals or loss of crop.</p> <ul style="list-style-type: none"> Introducing new high yielding varieties may affect local biodiversity and may not offer necessary nutrition. Use of chemicals is harmful to surroundings and health of consumers. Water stagnation due to excess irrigation may cause stagnation, attract mosquitoes etc. 	<p>harvest more water for use in HYV cropping.</p> <ul style="list-style-type: none"> High water consumption crops like sugarcane, cotton, etc., should be discouraged Selection of crops should be based on local water budget and traditional practices High nutritional value traditional crops should not be totally replaced by high yielding varieties. Leveling of crop field and maintenance of terraces/ bund to check water runoff and soil loss Genetically manipulated varieties should be avoided Integrated management of key pest of mulberry Organic manure (sheep manure) application to enhance yield Would be useful to consider traditional varieties with high nutritive values. Follow organic methods to the extent possible. Follow efficient practices of irrigation in the gardens. 	
Livestock based (Dairy/ Poultry/ Buffalo and Sheep Rearing)	<p>Positive Impacts</p> <ul style="list-style-type: none"> Improved livestock / milk production Reduced exploitation of forest areas Greater management of fodder resources Healthy Livestock Improved sanitation 	<p>Enhancement Measures</p> <ul style="list-style-type: none"> Farmers training and awareness programs to check the quality of the urea-molasses brick and poisoning. Veterinary camps may be sponsored. Services should be provided by professionals. Use of farm yard manure should be encouraged Shelter for animals owned by transhumant. Training should be imparted for upgradation of animals, livestock husbandry, health of animals and nutritional standards Livestock productivity should be monitored regularly 	<ul style="list-style-type: none"> SDF Regional/ District Offices Community Groups Beneficiaries
Livestock based (Dairy/ Poultry/ Buffalo, Goat and Sheep)	<p>Negative Impacts</p> <ul style="list-style-type: none"> Land/ Vegetation degradation due to overgrazing. Pollution from poor manure management. Health risk (zoonotic diseases) from poor housekeeping and handling. 	<p>Mitigation Measures</p> <ul style="list-style-type: none"> Fodder management incorporating fodder cultivation, stall feeding, rotational grazing, supplementary feeds, use of chaff cutter, etc. Improved composting methods – pit composting. 	<ul style="list-style-type: none"> SDF Regional/ District Offices Community Groups

Activities	Impacts (Positive and Negative)	Enhancement/ Mitigation Measures	Responsibility
Rearing)	<ul style="list-style-type: none"> Promotion of only exotic breeds may lead to gradual extinction of indigenous breeds. Introduction of exotic/ alien species of grasses and fodder crops to meet the demand of fodder that dominate the local species. Hybrid animals are more prone to diseases and require intensive care and more provisions for health care. Loose/ moisturized feeding of urea-molasses brick may lead to poisoning. Lack of nutritious forage may decline the productivity of improved cattle Stress on pre- and post-natal care Post project maintenance of animal health program might be a problem Need for preservation of vaccines in cryogenic conditions Increased risk of forest fire, habitat and grazing resources loss Water pollution due to processing of wool for making products. Possible occupational health hazards during wool processing. Safety risk during chaff cutter operation. 	<ul style="list-style-type: none"> Maintenance of safe distance between manure pit and water sources. Construction of shed location and design as per technical recommendations. Maintenance of shed sanitation and hygienic handling. Promotion of improved indigenous breeds. Increase stall feeding and reduce grazing on forest covers Control feeding of urea-molasses bricks to avoid poisoning. Proper packing and storage of treated fodder will not result in poisoning. Animal health practices like storage of vaccines & drugs, insemination center sets, etc. through veterinary departments shall be adopted. Bulk planting of fodder should be carried out mainly on common lands. Grass planting should be carried out in shallow trenches and ridges. Proper disposal of dairy waste Processing of wool washing is not done directly in water sources. Use of masks or nose cover (cloth) during wool processing. Locate chaff cutter so as to prevent easy access by children. Use chaff cutters with in-build safety mechanisms. 	<ul style="list-style-type: none"> Beneficiaries
Fisheries Based	<p>Positive Impacts</p> <ul style="list-style-type: none"> Increased income levels Better usage of natural resources and skills 	<p>Enhancement Measures</p> <ul style="list-style-type: none"> Marginal groups should be given priority in the local employment generation. Training programs to inculcate technological advancements in production Showcasing and publicity for products Establishment of marketing networks 	<ul style="list-style-type: none"> SDF Regional/ District Offices Community Groups Beneficiaries

Activities	Impacts (Positive and Negative)	Enhancement/ Mitigation Measures	Responsibility
Fisheries Based	<p>Negative Impacts</p> <ul style="list-style-type: none"> • Fish like Tilapia due to omnivorous nature can predate on small fish of native species. • Tilapia fish multiplies fast and may suppress aquatic diversity. Excessive manuring leads to eutrophication and acidification. Chances of death of fishes due to diseases. • Conflict among the users over common resources • More demand for water for many IGA activities. • Generation of waste from livelihood activities may cause nuisance, sanitation problems and diseases. 	<p>Mitigation Measures</p> <ul style="list-style-type: none"> • Species selection in polyculture should be as per recommendation of the SDF – and designed to avoid competition with other species and aquatic life. Use manure in recommended doses. Awareness among the users and proper training will help the users in fish farming activities. • Avoid washing pesticide cans or spraying equipment in fish ponds • Proper upkeep of premises to avoid fly and mosquito menace • Strengthening of village resource management institutions to reduce conflicts among the users over common resources. • Proper upkeep of premises to avoid fly and mosquito menace. 	<ul style="list-style-type: none"> • SDF • Regional/ District Offices • Community Groups • Beneficiaries

Note: Mitigation/enhancement measures cost will be determined during the environmental assessment of individual sub-projects based on its location, types of construction, implementation schedule and cost for project implementation and requirement of mitigation/enhancement activities

5.1.7 Communication and Participation Strategy

The communication and participation strategy promote a two-way communication, exchanging knowledge and skills for adoption of sustainable energy saving technologies as well as equipment with facts on the ground.

Communication and participation process will include (i) disclosure and consultation meetings, (ii) need based field visits during planning, design and implementation. Feedback from consultation process will be given due consideration for beneficiary selection, project design, and implementation.

Beneficiary participation and their feedback through consultation will be the key to success of effectiveness of the adoption of energy saving technologies by promoting private sector investment.

5.1.8 Monitoring Framework

The monitoring framework is the key element of ESMP to be prepared on the basis of impact assessment described in earlier section. The Plan describe the potentially negative impacts of each project activity, lists mitigation and control measures to address the negative impacts, and assigns responsibilities for implementation and monitoring of these measures. The plans for the RELIP will be prepared and included in the IEE report. An overview of RELIP monitoring requirement of the key environmental and social impacts described in Chapter 4 and a framework to monitor the mitigation measures is given in Table 5.4.

Table 5-4 Environmental Impacts, Mitigation and Monitoring Framework

Impacts/Issues	Mitigation Measures	Time Frame	Cost	Responsibility		Key Monitoring Indicators	Monitoring Frequency
				Implementation	Supervision		
ENVIRONMENTAL AND SOCIAL IMPACTS DUE TO PROJECT SITING							
Land cover and land use changes	Relevant ECoPs of site selection. Integrated Pest Management Plan; Linkages with ongoing pest management programs	2021 onwards	In budget of ESMP	GS	SDF	- to be developed under IPM	Six-monthly
Loss of vegetation and trees (if required)		2021-2025	In budget of ESMP	GS	SDF	- trees cut and trees planted (If required)	Six-monthly
ENVIRONMENT AND SOCIAL IMPACTS DURING IMPLEMENTATON PERIOD							
Air pollution	Pollution prevention and implementation of ECoPs	2021-2025	In budget of Contractor/GS	GS	SDF	Plan approved and implemented; community complaints	Quarterly
Noise	Noise control measures and relevant ECoPs	2021-2025	In budget of Contractor/GS	GS	SDF	Plan approved and implemented; community complaints	Quarterly
Water pollution	Pollution prevention and control plan	2021-2025	In budget of Contractor/GS	GS	SDF	Plan approved and implemented	Quarterly
Soil contamination	Pollution prevention and control plan	2021-2025	In budget of Contractor/GS	GS	SDF	Plan approved and implemented	Quarterly
Solid wastes and wastes	Waste management and pollution control plan	2021-2025	In budget of Contractor/GS	GS	SDF	Plan approved and implemented	Quarterly
Site clearance and restoration	Site restoration and landscaping	2021-2025	In budget of Contractor/GS	GS	SDF	Sites established and cleared	After construction
Occupational health and safety for constructional and sub-projects under alternative livelihood activities	Implement health and safety, and emergency response plan	2021-2025	In budget of Contractor/GS	GS	SDF	Plan prepared and implemented	Quarterly
ENVIRONMENTAL AND SOCIAL IMPACTS DURING POST PROJECT PERIOD							
Generation of solid waste	Implementation of Health Safety	2025 on	PIU/AF-NJLIP	GS	SDF	Plan prepared and	Six monthly

Impacts/Issues	Mitigation Measures	Time Frame	Cost	Responsibility		Key Monitoring Indicators	Monitoring Frequency
				Implementation	Supervision		
	Environment Plan	wards	annual budget			implemented	
Air and noise pollution	Air and noise quality and appropriate measures	2025 on wards	PIU/AF-NJLIP annual budget	GS	SDF	to be developed	
Water pollution	Water treatment measures	2025 on wards	PIU/AF-NJLIP annual budget	GS	SDF	Working condition of connected canals, agriculture area	Annually

5.1.9 Social Management Process

Project affected population

It is essential to identify the population who will be benefited by the services to be delivered by the sub-project and others who may be affected but are not direct beneficiaries. Active participation of the beneficiaries is essential for achieving the objectives of the sub-project and ensuring the sustainability of the sub-project. However, based on the evaluation of the sub-project affected population, compensatory measures may need to be designed and implemented.

Absorptive capacity

For sub-projects which provide facilities and services to beneficiaries with low incomes, skills, and levels of literacy, it is necessary to assess the extent to which they will acquire, operate, and maintain the new facilities and services. It is also essential to know their ability to cope with the changes which will be created after the sub-project intervention. If the assessment shows that the absorptive capacity is low, it may be necessary to incorporate a component for social mobilization to assist the targeted groups in developing the capabilities to absorb the sub-project benefits.

Community health and safety

Poorly managed sub-project interventions may lead to the proliferation of disease vectors and incidence of water-related infectious diseases. Similarly, safety issues of workers, beneficiaries, and trespassers need to be addressed during the construction and operational periods of the sub-project.

Impacts on livelihoods and employment

Construction of new facilities or sub-projects may have impacts on the livelihoods or employment of individuals (e.g., a road sub-project could take away jobs from porters). A provision of alternative livelihood or employment (either with the same project or elsewhere) will be project objective in such cases.

Cultural/historical sites

Cultural and historic sites (temples, shrines, religious sites, festival sites, caves, graveyards, forts, palaces, etc.) may be threatened by sub-project activities and associated works (such as extraction of construction materials, etc.). So, cultural/historical sites should remain safe from project implementation works.

Vulnerable and excluded social groups

Some sub-projects may have adverse impacts on some population groups (such as squatters or ethnic minority groups/indigenous people). These impacts may be loss of livelihood, price changes, or adverse changes in social and physical environments. It is necessary to identify such vulnerable groups that may be adversely affected and formulate mitigation measures.

Community participation

To achieve meaningful participation, it is necessary that sub-project documents describe in detail the mechanisms for beneficiaries and potentially vulnerable and excluded social groups to participate during sub-project design and implementation. There could be two levels of participation:

- the participation of beneficiaries is crucial to meet sub-project objectives and ensure sustainability; whereas

- the participation of adversely affected groups will be useful in determining compensation and/or resettlement options and in assessing alternative livelihoods.

Cultural norms, social values, traditional practices, rituals

In Bangladesh, traditional practices in using natural resources are interlinked with numerous festivals, rituals, and group activities. This linkage has created a fabric of cultural norms and social values. Thus, an assessment in this regard is also essential to determine possible consequences of sub-project interventions.

5.1.10 Labour Management Procedures (LMP) [ESSs 2, 4]

The Labour Management Procedures (LMP) is developed to manage risks under the Resilience, Entrepreneurship and Livelihood Improvement Project (RELI) implemented by the Social Development Foundation (SDF) and funded by the World Bank. A separate LMP has been prepared and a summarised version of LMP been incorporated in the ESMF.

The LMP sets out the Project's approach to meeting national requirements as well as the objectives of the World Bank's Environmental and Social Framework, specific objectives of Environmental and Social Standard 2: Labour and Working Conditions (ESS2) and Standard 4: Community Health and Safety (ESS4). Which identified the commonalities and gaps between the World Bank's ESF standards and present legislation of Bangladesh. Good practices are adopted, while issues/ areas of further improvement are proposed, to be followed during the implementation of the project. For example, the Employees Union, Safe Work Environment et al will be practised in this project.

Due importance is given to the issue of Occupation Health and Safety ensuring appropriate implementation of the ESS2 and ESS4 requirements. The issues related with safety of project communities who are exposed to the project activities and other pertains to the exposure and/or increased risks of diseases by the community during construction and operation.

To translate the procedure into real actions SDF/RELIP will recruit required specialists with relevant experience and knowledge. The areas that these experts will cover are OHS, Labor and Working Conditions, Worker Grievance, Training, and raising the level of awareness of people engaged with the project direct and indirect.

The LMP includes provisions of a labor specific GRM to address the labor related grievances. The LMP applies into all Project workers whether full-time, part-time, temporary, seasonal or migrant workers. The LMP is applicable, as per ESS2 to the Project in the following manner:

- i. People employed or engaged directly by RELI-SDF including government officials/officers (from SDF or other agencies), deputed to work specifically concerning the Project;
- ii. People employed or engaged by contractors to perform work related to the core function of the project, regardless of location;
- iii. People employed or engaged by RELI-SDF's primary suppliers.
- iv. People employed by the Gram Samity for community level civil works

5.1.10.1 Labour Risks

The main labour risks associated with the project are assessed to be related to the potentially hazardous work environment, the associated risk of accidents and labour influx. Based on current conditions in the sector it is assessed that the risk of a child or forced labour is negligible, and already managed through national legislation.

- a. **Child and Forced Labour:** The risk of child labour will be mitigated through certification of labourers' age. This will be done by using the legally recognized documents such as the National Identification Card, and Birth Certificate. Further, awareness-raising sessions will be conducted regularly to the communities to sensitize on prohibition and negative impacts of child and forced Labour.
- b. **Sexual Exploitation and Abuse (SEA)/ Sexual Harassment (SH)/ Gender-based violence (GBV):** Overall, labor influx for RELIP is anticipated to be nil or low. However, in cases where labor influx does occur, the Gender and GBV Action Plan of the project includes robust mitigation measures on GBV for all project activities including the civil works.
- c. **Occupational health and safety.** SDF has existing organizational policy for contractor training and safety, records of which are inspected monthly and audited bi-annually.
- d. **Work hours:** Section 100 makes a provision of 8 working hours a day for an adult worker, but an adult worker may work 10 hours a day provided all the conditions of section 108 have been fulfilled. According to that section the employer is required to pay the worker, overtime, double the rate of his/her usual wages. i.e. basic & dearness allowance, if any. The employer is also required to maintain an overtime registrar as per the law. The new law makes a provision of total 48 (forty-eight) working hours for a worker, but it can be extended up to sixty hours, subject to the payment of overtime allowances as per section 108 of the law.
- e. **Wages:** Public sector labourers' wages are set by the National Pay and Wages Commission and may not be disputed. In the private sector, wages are set by the industry, and collective bargaining rarely occurs due to high unemployment and labourers' concerns over job security. The legal workweek is 48 hours, with one day off mandated. This law is rarely enforced, especially in the garment industry. The term minimum wage is not defined by the Labour Act 2006 rather it sets a procedure for fixing industry-wise minimum wage rates. Minimum wage rates are declared by the Government on an industry basis following recommendations by the Wages Board, a specialist tripartite board established under section 138 of the Labour Act 2006. In making its recommendation, the Wages Board takes into consideration cost of living, the standard of living, cost of production, productivity, price of products, business capability, inflation rate, economic and social conditions of the country and the locality concerned and other relevant factors. The Minimum Wages Board (MWB) is obliged to revise its recommendations if any of the aforementioned criteria change (within 1-3 years). The minimum rates of wages for any industry may be re-fixed after every five years as may be directed by the Government.
- f. **Timing of labour requirements:** Contracted workers are eligible to work for a contract period fixed by the SDF, and then recruited by the Contractor/GS. Their contracts will be renewed, if required, based on satisfactory services.

5.1.10.2 Brief Overview Labour Legislation

Occupational Health and Safety

Generally, the management of community health and safety of development projects is covered under ECA and ECR. Typically, OHS measures primarily extends to the workers engaged at construction site and also nearby communities. There are two components of OHS, one is the physical safety of project communities who are exposed to the project activities during construction and operation, including risks of accidents and risks of violence due to increase in crimes and cultural conflict between locals and

migrant population. The other pertains to the exposure and/or increased risks of diseases by the community due to influx of people during construction and operation and due to the changes in the project area, including pollution and ecological change. There are five offences in the Act specifically relating to health, safety and welfare – the selling of unguarded machinery (Section 208), failure to give notice of an accident (Section 290), a breach causing death (Section 309a), a breach causing grievous bodily harm (Section 309b) and a breach causing any harm (Section 309c). The physical safety aspects are partly addressed by the OHS provisions of Labour Act. Other laws have specific provisions that address part of ESS4.

Table5-5: Conformance of the Bangladesh Labour Act with key elements of the ESS2

Key Elements of ESS2	Provisions in the Labour Act	Steps planned
Equal Opportunity and Non-discrimination	The law contains important provisions prohibiting discrimination based on sex and disability, including equal wages for equal work.	No steps required.
Timely payment	Wages must be paid before the expiry of the 7 th working day after the last day of the wage period.	No steps required.
Working hours and overtime	48 hours per week extendable up to 60 hours with 12 hrs overtime.	No steps required.
Worker rights	Regular leaves and benefits. The employer must provide reasons for termination.	The LMP incorporated necessary provisions and actions.
Prevents use of all forms of forced labour and child labour	Below 14 years of age shall not be required or allowed to work in any factory. 14 years of age shall allow working in a factory if s/he is trainee or s/he has the certificate of fitness and government permission if the nature of employment is considered non-hazardous. Otherwise, all forms of child labour are banned.	No steps required.
<i>Protection of Workers</i>		
OHS	The law provides for comprehensive OHS and empowers DIFE to conduct inspections of establishments and to impose penalties for violations or non-compliance.	No steps required.
Children at the Working Age	Children (14 - 18) shall be assigned only light work and not be assigned to hazardous tasks.	No steps required.
Women	8 weeks paid maternity leave for expectant mothers is mandatory.	No steps required.
Person with Disabilities (PWD)	Person with Disabilities (PWD) Rights and Protection Act 2013 provides for rights to discrimination-free employment opportunities.	The LMP incorporated necessary provisions and actions.
Migrant Workers	No special provisions for migrant workers	No steps required.
Contractor Workers	In the case where the wages of a worker employed by a contractor are not paid by the contractor, the wages must be paid by the employer of the establishment.	No steps required.
Community Workers	The labour law does not recognize community workers as defined in the ESS2 and hence does not provide any special considerations for such	No steps required.

Key Elements of ESS2	Provisions in the Labour Act	Steps planned
	contracting arrangements. The law requires that all labour supply contracting agency will have to be formally registered and workers should first be the responsibility of the contracting agency.	
Supplier/ Supply Workers	The law does not assign any responsibility to the project on the supplier's labourers and their working conditions. Workers of suppliers will have to be the responsibility of the suppliers.	The LMP incorporated necessary provisions and actions.
Freedom of association and collective bargaining	Employees are allowed to form a union with at least 20% of the employees participating, but the government does not permit any unionization in the Export Processing Zones.	No steps required.
Access to a grievance redress mechanism	Employees can seek direct civil law redress from the Labour Courts for complaints regarding terms and conditions employment and wages. While health and safety, maternity welfare and child labour offences are subject to criminal prosecution. In general, there is institutional GRM for labour in Bangladesh as per the standards/provisions of the Bank's ESS2.	The LMP incorporated necessary provisions and actions.

5.1.10.3 Responsible Staff

The overview of responsible staff and oversight mechanisms will be described in further detail in the ESMF. This is an overview – the details will flow from the ESMF and can be taken further forward during the implementation stage.

RELI-SDF's Project Management Unit *inter alia* the Managing Director (MD) has the overall responsibility to oversee all aspects of the implementation of the LMP including the Gram Samities for community workers and contractors. SDF will address all LMP aspects as part of procurement for works as well as during contractor induction. The Gram Samities and the contractor are subsequently responsible for management following contract specific Labour Management Plans, implementation of which will be supervised by SDF monthly or at shorter intervals as defined by specific plans. The detailed approach is described in the following sections.

- a. **Occupational Health and Safety.** Contractors and/or Gram Samity must engage a minimum of one safety representative. Smaller contracts may permit the safety representative to carry out other assignments as well. The safety representative ensures the day-to-day compliance with specified safety measures and records of any incidents. Minor incidents are reported to SDF monthly, serious incidents are reported immediately. Minor incidents are reflected in the quarterly reports to the World Bank, major issues are flagged to the World Bank immediately.
- b. **Labour and Working Conditions.** Contractors will keep records following specifications set out in this LMP. SDF may at any time require records to ensure that labour conditions are met. The Project Management Unit will review records against actuals at a minimum monthly and can require immediate remedial actions if warranted. A summary of issues and remedial actions will be included in quarterly reports to the World Bank.

- c. **Worker Grievances.** RELI-SDF's procedures currently in place will remain for Project staff. Contractors and Gram Samities will be required to present a worker grievance redress mechanism which response to the requirements in this LMP. The SDF's designated Officer will review records monthly. Where worker concerns are not resolved, the national system will be used as set out in the section, but SDF will keep abreast of resolutions and reflect in quarterly reports to the World Bank.
- d. **Additional Training.** Contractors are required to, at all times, have a qualified designated officer on board. If training is required, this will be the contractor's responsibility. The safety officer will provide instructions to the contractor staff. SDF will procure for training to address risks associated with labour influx and will provide a schedule for training required. The contractor will be obligated to make staff available for this training, as well as any additional mandatory trainings required by SDF, as specified by the contract.
- e. **Raising awareness.** The project will take initiative to organize sessions on raising awareness of the communities on issues relevant to the project's compliance and standards (e.g. labour standards, gender-based violence et al). This, in addition to the project's Communication Strategy, will ensure effective and efficient participation of different stakeholders of the project.

Table 5-6: Agencies involved in ES Risk Management of development projects in Bangladesh

ESF Standards	Assessment	Planning	Implementation	Oversight
ESS2: Labour and Working Conditions	SDF	SDF	SDF	DIFE (MOL)
ESS4: Community Health and Safety	SDF	SDF	SDF	DIFE (MOL), MoWCA, MOH, FID (MOF)

5.1.10.4 Policies and Procedures

Decisions relating to the employment or treatment of project workers will not be made based on personal characteristics unrelated to inherent job requirements. The employment of project workers will be based on the principle of equal opportunity and fair treatment, and there will be no discrimination concerning any aspects of the employment relationship, such as recruitment and hiring, compensation (including wages and benefits), working conditions and terms of employment, access to training, job assignment, promotion, termination of employment or retirement, or disciplinary practices.

Most environmental and social impacts of subprojects resulting from activities directly under the control of contractors and Gram Samities will be mitigated directly by the same parties. As a consequence, ensuring that they effectively mitigate project activities related impacts is the core of the project's approach. SDF will incorporate standardized environmental and social clauses in the tender documentation and contract documents, for potential bidders to be aware of environmental and social performance requirements that shall be expected from them, can reflect that in their bids, and required to implement the clauses for the duration of the contract. SDF will enforce compliance by contractors with these clauses.

As a core contractual requirement, the contractor and/or Gram Samity are required to ensure all documentation related to environmental and social management, including the LMP, is available for inspection at any time by the SDF or SDF appointed agents. The contractual arrangements with each project work must be clearly defined following national law. A full set of contractual requirements

related to environmental and social risk and impact management will be provided in the Projects' Environmental and Social Impact Assessment. All environmental and social requirements will be included in the bidding documents and contracts in addition to any additional clauses, which are contained, in the Projects environmental and social instruments.

a. Occupational, Health and Safety

RELI-SDF is committed to:

1. Complying with legislation and other applicable requirements which relate to the occupational health and safety hazards.
2. Enabling active participation in OH&S risks elimination through the promotion of appropriate skills, knowledge and attitudes towards hazards.
3. Continually improving the OH&S management system and performance.
4. Communicating this policy statement to all persons working under the control of SDF with emphasis on individual OH&S responsibilities.
5. Availing this policy statement to all interested parties at all SDF facilities and sites.

The RELI-SDF Project will have a designated Safety, Health and Environmental committee and the committee will appoint a representative for the workplace or a section of the workplace for an agreed period. The committee would conduct meetings at regular basis. At a minimum, the Representative must:

- a. Identify potential hazards;
- b. In collaboration with the employer, investigate the cause of accidents at the workplace;
- c. Inspect the workplace including plant, machinery, and substance, to ascertain the safety and health of employees provided that the employer is informed about the purpose of the inspection;
- d. Accompany an inspector whilst that inspector is carrying out the inspector's duties in the workplace;
- e. Attend meetings of the safety and health committee to which that safety and health representative is a member;
- f. Subject to (g), make recommendations to the employer in respect of safety and health matters affecting employees, through a safety and health committee; and
- g. Where there is no safety and health committee, the safety and health representatives shall make recommendations directly to the employer in respect of any safety and health matters affecting the employees.

Further to avoid work-related accidents and injuries, the contractor will:

1. Provide occupational health and safety training to all employees involved in works.
2. Provide protective masks, helmet, overalls and safety shoes, and safety goggles, as appropriate.
3. Provide workers in high noise areas with earplugs or earmuffs.
4. Ensure availability of first aid box.
5. Provide employees with access to toilets and potable drinking water.
6. Provide safety and occupational safety measures to workers with Personal Protection Equipment (PPE) when installing pumps to prevent accidents during replacement and installation and follow safety measures in installing the submersible pump and cleaning the raiser pipes.

7. Properly dispose of solid waste at designated permitted sites landfill allocated by the local authorities and cleaning funds and attach the receipt of waste from the relevant landfill authority.
8. Carry out all procedures to prevent leakage of generator oil into the site.
9. Ensure that the head of the well is covered tightly.
10. Provide a secondary tank for oil and grease to avoid spills.

Further to enforcing the compliance of environmental management, contractors are responsible and liable of the safety of site equipment, labours and daily workers attending to the construction site and safety of citizens for each subproject site, as mandatory measures.

b. Gender-Based Violence

Contractors will - maintain labour relations with local communities through a code of conduct (CoC). The CoC commits all persons engaged by the contractor, including subcontractors and suppliers, to acceptable standards of behaviour. The CoC shall include sanctions for non-compliance, including non-compliance with specific policies related to gender-based violence, sexual exploitation and sexual harassment (e.g., termination). The CoC shall be written in Bangla in a reader-friendly style and signed by each worker to indicate that they have:

- i. Received a copy of the CoC as part of their contract;
- ii. Had the CoC explained to them as part of the induction process;
- iii. Acknowledged that adherence to this CoC is a mandatory condition of employment;
- iv. Understood that violations of the CoC can result in serious consequences, up to and including dismissal, or referral to legal authorities.

A copy of the CoC shall be displayed in a location easily accessible to the community and project-affected people. It shall be provided in Bangla.

Contractors shall address the risk of gender-based violence, through:

- i. Mandatory training and awareness-raising for the workforce about refraining from unacceptable conduct toward local community members, specifically women. Training may be repeated;
- ii. Informing workers about national laws that make sexual harassment and gender-based violence a punishable offence which is prosecuted;
- iii. Adopting a policy to cooperate with law enforcement agencies in investigating complaints about gender-based violence;

A system to capture gender-based violence, sexual exploitation and workplace sexual harassment-related complaints/issues shall be developed.

This process shall be under the portfolio of a designated Officer who shall identify and engage the relevant stakeholders on GBV issues.

c. Addressing COVID-19 Situation

The project will take necessary measures to address issues related to the COVID-19 by using a systematic approach that emphasizes on the collaboration of labourers and the management through active engagement. The best way to control COVID-19 is to systematically prevent it from entering the workplace in the first place. In sites/areas where it may not be possible to eliminate the COVID-19

outbreak due to the high density of workers in a small place, the most effective protection measure will be to use the “hierarchy of controls” to select ways of controlling workplace hazards.

Following the norms mentioned below will help improve response and preparedness of workplaces in dealing with COVID-19.

- i. Communicating and implementing COVID-19 related norms as prescribed by the government in the project area by the PMU through training, and targeted interventions relevant to assigned tasks including but not limited to induction training, and training of safety.
- ii. Regular review, coordination, and updates to the plan as COVID-19 outbreak conditions change, including as new information about the virus, its transmission, and impacts become available.
- iii. Prepare an SOP related to receipt of raw materials, accessories, machines, tools, accessories, and any other goods into project premises, including what is imported from outside the country. This should include quarantine and checking the area for what is brought into the site/establishment premises.
- iv. Training and awareness-raising on the COVID-19 related needs of specific workers, including pregnant workers, workers with disabilities and workers with family responsibilities and/or dependents.
- v. Assure workers about their paid leave entitlements and non-retaliation for taking sick leave for showing COVID-19 related symptoms.
- vi. Provide labourers with a list of referrals to essential health services including health care facilities treating COVID-19.
- vii. Actively encourage sick employees to stay home. Promote awareness-raising among line managers to avoid penalization of employees for taking sick leave.
- viii. Establishing hand wash stations at the main gate with the adequate number of liquid soaps; ensuring hand wash/sanitization for all the visitors and employees while entering into the office.
- ix. Project office and/or sites should complete disinfection before workers enter the factory.
- x. Using personal protective equipment (PPE) such as disposable gloves protective suit and the mask is mandatory when disinfection processes are implemented.
- xi. Routine cleaning is being continued with more attention to disinfect stairs’ handrail, lift button, inside of lift, exit doors’ handle, fire doors’ handle, photocopy machines, first aid boxes, dining tables, pantry and production tools and equipment.
- xii. The bottom of shoes should be sprayed with disinfectant while entering the office and ensure everyone does not remain in barefoot. If necessary, provide spare sandals for the production floor
- xiii. All vehicles must be disinfected upon entry.
- xiv. Divide the lunch/dinner/prayer break into several shifts to avoid the large number gathering at a time and place the same simultaneously.

- xv. Change the attendance system of the fingerprint to the use of punch card attendance. If temporary registers are used, then the pens used should be wiped with hand sanitisers after each use.
- xvi. Posting awareness poster with several emergency instructions throughout the factory and distributing leaflet on COVID-19, including information related to health services. If possible, use social media, SMS, apps for sharing awareness information.
- xvii. Motivating all the employees to maintain personal hygiene in their homes also.

5.1.11 Gender and GBV Action Plan

The World Bank developed GBV Good Practice Note (GPN) and SEA/SH Risk Mitigation Good Practice Note to assist Task team identifying risks of GBV and SEA/SH, that can emerge in IPF with civil works contracts and to advise implementing agencies accordingly on how to best manage such risks. A separate document has been prepared and a summarised version of LMP been incorporated in the ESMF.

The project activities include community-led construction activities and no major civil works. Thus, civil work-related risks of GBV/Sexual Exploitation and Abuse (SEA)/Sexual Harassment (SH) will be low or at best, moderate. However, given the large scale of cash transfer activity, SEA/SH risk assessment has been carried out based on the Social Protection and Jobs Good Practice Note draft (currently under discussion). The assessment indicates some risk for SEA/SH incidents induced by project activities, involvement of diverse project actors, scale of the project activity, large geographical coverage etc. Besides, mechanism for the transfer of benefits (cash, grant, and stipends) and regular/periodic interactions with project actors may create opportunities for project actors to sexually exploit or abuse project beneficiaries. Furthermore, lockdowns in the aftermath of COVID-19 exacerbate the risks.

The project's GBV Action Plan includes prevention interventions as well as risk mitigation measures. Prevention interventions include awareness campaigns, enhancing safety, and capacity building among others. Mitigation measures include ensuring Codes of Conduct are in place for all stakeholders; mapping service providers;; setting up separate SEA/SH GRM if needed; ensuring that policies against SEA/SH are instituted in project funded institutions; and, including training on SEA/SH in transfer of benefits. Recruiting GBV specialist and monitoring risks and implementation of action plans are additional key measures. Moreover, procurement documents will adhere compliance to SEA/SH risk management requirements. A survivor-centric approach will be followed all through,

The project would address gender issues through approaches that are participatory and responsive to the needs of the poor, particularly when it involves management of sub-projects. The gender action plan will assess the adverse impacts to gender, in the case of physical dislocation of any women headed household who are vulnerable and their resettlement requirement, scope of giving other benefits to women like scope of involvement of women in planning, design, working as laborer, supervisor and contractor, participating in the implementation monitoring committee, etc are to be spelt out in detail which to be followed at the field level. The action plan will focus on some corresponding mitigation measures—sensitizing the communities and other stakeholders, strengthening the institutional capacities. A consolidated Gender and GBV action plan is currently under preparation.

5.1.12 Small Ethnic and Vulnerable Community Development Framework (SEVCDF)

Worldwide, there is universally accepted definition of the indigenous people. The Government of Bangladesh does not recognize the terminology “indigenous peoples” and instead uses a range of

nomenclature, such as tribe, tribal, small ethnic community, ethnic minorities, etc. The project, for its interventions, will adopt the World Bank's criteria for the identification of the small ethnic community and vulnerable peoples which are provided below in 5.2.5.4.

The project coverage areas include considerable number of people belonging to different small ethnic communities. This, a separate Small Ethnic and Vulnerable Community Development Framework (SEVCDF) has been prepared for this purpose. The SEVCDF involves SDF to work with the following strategic objectives, such as ensuring the presence of SEVCs in project designs, site selection, and socio-culturally adopting socio-culturally acceptable measures and sometimes special measures to avoid or minimise adverse impacts on the communities.

5.2.5.1 Small Ethnic Communities Development Plan (SECVDP)

The SEVCDF should be prepared for each district where the small ethnic minority and vulnerable population constitutes more than 5% of the population. Therefore, the preparation also aims to design a comprehensive development process of respect for dignity, inclusive socio-economic development, and cultural integrity of the SEVCs. Moreover, the preparation needs to adopt culturally and socially compatible economic benefit for the SEVCs.

SEVCDF is prepared considering the effects of the project activities on ethnic communities; therefore, some important points are considered by SDF, MoF: skill development institutes, NGOs and private sectors while preparing the SEVCDF. The suggested points include ethnic and demographic characteristics of the affected community, prevailing institutions, e.g. family, religion, language, education, social stigma, and plan to accommodate local tradition of leadership ideas, gender issues, civil society and NGOs in the implementation design. The points also include impacts of pre-existing formal and informal institutions and incorporation of active consultation and communication of the ethnic communities to achieve their participation and agreement on the project inputs and mitigation plan.

SEVCDF primarily aims to mitigate adverse impacts and reinforce and promote any existing development opportunities in the project areas, emphasizing the SEVCs who would be directly affected.

5.2.5.2 Social & Cultural Characteristics

There are several social and cultural characteristics identified for this analysis, addressing living areas, languages, food habits, inter-tribal relationships and organisations. For example, it is crucial to understand the relationship of the ethnic communities and the areas they live, which often indicates a religious and cultural affinity with their ancestral lands and livelihoods. Local languages used by SEVCs in their social interactions, education and institutions are also considered significant characteristics for this program. Interrelationships between SEVCs and tribes in the same and different areas also play a vital role in developing the program.

In the same way, the presence of customary and social organisations in the target areas represents internal community cohesion and interaction with non-SEVC communities from the region. SEVC organisations, such as, traditional institutions, community-based organisations and NGOs whose work primarily focuses on SEVC issues and their relationships with mainstream organisations involved with community development, are also considered critical aspects of developing SEVCDF.

5.2.5.3 Economic Characteristics

Along with the social and cultural features, economic characteristics are also considered to offer tangibility in the project and SEVCDF. For instance, land ownership indicating the communities' legal arrangements for residence and livelihood and access to natural resources to support livelihoods are important economic characteristics identified for the project. Also, occupational structure exhibiting relative importance of a household's economic activities and the degree to which they might be affected by the proposed activities and market participation by the ECs are significant markers of a community's economy. They hence can be used to enhance the SEVCDF design.

5.2.5.4 Inclusion Criteria / Definition of SEC/IP

The project, for its interventions, will adopt the World Bank's criteria for identification of small ethnic communities which are as follows:

1. Self-identification as 'indigenous peoples' by the concerned community/group
2. Distinct social and cultural traditions, belief system and lifestyles in difference to the majority community
3. A distinct language different from the official language of the country or the language of the majority
4. A distinct history of living in a particular area/territory of the country prior to the in-migration by the majority in that area regardless of the fact that such in-migration have (or have not) rendered them into a status of numerical minority

5.2.5.5 The Small Ethnic Community and Vulnerable Peoples in the project areas

The Project will generate substantial direct short and longer-term benefits for the ethnic communities, poor, including disadvantaged men and women. The RELI project will cover the all ethnic groups in 20 districts of Bangladesh i.e. Dinajpur, Kurigram, Rangpur, Sherpur, Patuakhali, Naogaon, Khulna, Nilphamari, Mymensingh, Barishal, Pirojpur, and Chandpur. And 8 new districts during this round i.e. Lalmonirhat, Chanpainawabganj, Magura, Jhenidah, Kishoreganj, Netrokona, Laxmipur, and Chattogram. So, it is expected that a number of small ethnic communities will be considered as beneficiaries under the RELI project.

The major small ethnic groups in the project areas are (non-exhaustive):

Major Ethnic Groups	Districts
Rakhaine	Barishal,
Santal, Oraon, Munda, Malo, Mahato, Pahari, Rajbonshi, Teli and Mahali,	Rajshahi, Rangpur, Dinajpur, Pabna, and Kushtia
Rajbonshi, Khasia, Meithei, Manipuri, Patro , Pahari and Tripura	Sylhet, Dinajpur, Kurigram, Rangpur, Sherpur, Patuakhali, Naogaon, Khulna, Nilphamari
Garo, Koch Barman, Hajong, Banai, Hadi	Mymensingh, Jamalpur and Tangail

5.2.5.6 Public Consultation and Participation

The achievement of SEVCDF objectives will very much depend on ensuring the participation of SEVCs in the selection, designing and implementation process of the project works. SDF will ensure consultations with the affected SEVCs and as well as knowledgeable persons on the SEVCs development issues and concerns. In order to achieve impactful participation, SDF will maintain a well-structured routine to consult the would-be affected SEVCs at different steps of the project.

The main objectives of consultation are:

1. evaluating the amount of broad community consensus in support of the project works and sites and looking for community feedback to minimize the multifaceted effects associated with the chosen activities
2. Identifying the impact reductive initiatives and assessing and adopting economic facilities that can be promoted by SDF with a view to complementing the initiatives required to reduce the negative effects.

The public consultation process will be conducted in two sections. Prior to selecting a SEVC majority area for a sub-project activity, the SDF will accommodate opinions from the SEVC about the necessity for, and the anticipated positive and negative impacts of the project works regarding the production and management development with other relevant sectors.

Prior to assessing the impacts at household and community levels, the major objectives of the consultation at this period would be to measure:

- a) the general perception of the SEVCs about the need for undertaking the chosen project works and any feedback they would voluntarily provide for better result
- b) the community support regarding the proposed project works; and
- c) any criteria based on which the SEVC might have agreed to facilitate the project and that SEVCDP and project design need to accommodate.

For ensuring effective consultation, the role of SDF and other sectors will be:

- Ensuring extensive engagement of SEVCs with equal representation of all genders and age groups; customary group leaders; traditional/conventional SEVC organizations; and civil society bodies like NGOs and CBOs; and parties that are highly specialized in SEVCs development sector.

- Disseminating all necessary information related to the project; covering the anticipated negative impacts, arranging and navigating the consultation works in a manner to maintain full inclusion of SEVCs in the project cycle and spontaneous expression of the groups' preferences and opinions.
- Registering and sharing with the Bank about all community consultation meetings, with SEVC opinions about the proposed activities and the afterwards effects associated with it, preferably the negative ones; feedbacks provided by SEVCs; and the minutes including the criteria that have been agreed during the consultation process and that provided the base for major community support for the proposed project.

As soon as the broad-based community support is ensured in support of the project works, the SDF will analyze the detailed information of impacts with an emphasis on the SEVCs' perception of the adverse impacts and the probable reduction and community development initiatives. With a view to finalizing the uninterrupted and informed participation and more concentrated dialogues, SDF is committed to providing SEVCs with the impact details, both positive and otherwise, of the intended project works. The dissemination of the information will be operated in local languages through in person meetings and maintaining the age-based equity. This whole information dissemination and consultation work will be fixed in sync with the favourable schedule given by the SEVCs.

The outlines of the role and responsibility of the Social Development Specialist will be as below:

Levels	Roles and Responsibilities
Social Development Specialist	<ul style="list-style-type: none"> • Review relevant legal and policy framework and social development and safeguards planning frameworks; • Review design and conduct subproject level social screening, social impact assessment and preparation of social management plans. • Coordinate and facilitate all activities contained in SEVCDF and any social management plans with the help of the Consultant. • Assist in the process of supervision and monitoring of the implementation of SMF and the subsequent social management plans; • Help affected persons and communities in the grievance resolution process involving the project GRM; • Collect data, consult the communities and targeted beneficiaries and prepare monthly progress reports and participate in monthly review meetings;

Levels	Roles and Responsibilities
	<ul style="list-style-type: none">• Participate in the training program for capacity building; and• Carry out other responsibilities as required from time to time.

The SDS will have at least 3 years' experience of working with the small ethnic communities with any reputed organizations with a master's degree in social science.

5.2.5.7 Monitoring and Reporting

For ensuring conformity to the conditions of SEVCDF, the SDF is primarily responsible for the monitoring and reporting. SDF will maintain dis-aggregated data on the beneficiaries from the small ethnic communities and all steps of planning and implementation will be covered in that monitoring process. The process will be conducted in sync with the regular reports such as monthly, quarterly or six-monthly basis by SDF, and these will be shared with the Bank on timely manner. At the time of implementation, SDF will organize the meetings where all actors will be invited to provide information on the progress of the project activities.

For social monitoring of the SEVCDF implementation, the following factors are to be considered:

- 1) The demographic presence of the SEVCs in the project areas;
- 2) The number of SEVC affected by gender and age standard;
- 3) The number of SEVC participation in project beneficiary groups;
- 4) The degree of satisfaction addressed by the SEVC regarding the project process, input, output and results;
- 5) Active participation of the SEVC in project work through effective consultation.

5.1.13 Buying Land – Willing Buyer & Willing Seller and Voluntary Land Donation Guidelines

RELIP will not use land acquisition. Nevertheless, the ESS 5 on Land Acquisition, Restrictions on Land Use and Involuntary Resettlement is triggered as the project is expected to use the modality of “willing buyer willing seller” and “voluntary land donation” for the land that it will need for the small-scale civil constructions. The land necessary for construction of Community Organizations’ office is expected to be no more than 5 decimals and it will be purchased directly from land owners through “willing-buyer willing-seller” method. The repairing/refurbishment of small infrastructures (e.g. rural trails, roads, installation of water supply systems, etc.), in some cases, may require also some land and this will be ensured through voluntary land donation from the communities. The amount of land for such purposes is expected to be very small, no more than 1-2 decimals.

Land required for establishing GS offices in the villages, Market Development Centers, Upazila Offices and District Offices, government khas land or encumbrance free Parishad land will be the first preference and if Parishad land is not suitable or available, the RELIP/SDF/GS will look for land donation from the community members. In all cases, the project will ensure that the displacement of squatters from public/private lands, disruption or closure of livelihood activities carried out by untitled farmers, share croppers, crop loss or damage of any sort do not take place. Land purchase is opted as a last option.

Under the willing buyer and willing seller norm, suitable land is identified by villagers through a Gram Parishad meeting. This land requirement is discussed when there is a need for building a GS Office. When Parishad land is not available and donations are not coming forth, only then in the Gram Parishad meeting, villagers will be requested to come forward if they are willing to sell land. The willing sellers convey their readiness to sell the land to GS. Then GS with Social Audit Committee (SAC) will then physically verify the plot and examines its suitability for the purpose. GS with the assistance of SAC will verify the land price in the area and negotiates the price with seller. The Price needs to be at least equal to the prevailing and actual market price in the area, (not that which is available at the DC’s office, as these are often registered at rates far below actual market rates). After negotiating the price, GS will seek GP approval in a meeting. If GP approves, then GS will start purchasing process. GS with SAC will verify the land ownership, possession, interested parties, documents, etc. with the help of Land Office.

After completion of verification, GS and seller both will communicate this decision to Land Office, Department of Land. The seller with the assistance of Surveyor from local registration office gets the land surveyed and demarcated in the presence of adjoining land owners. Disputes and claims, if any will be resolved then and there. After verification, GS calls a meeting of GP where all the information about the land is shared and discussed and if GP approves, then GS will proceed further to purchase the land. The entire process of consultation, negotiation, agreement, transfer of land documents will be recorded by the GS committee members and will be available for review.

Subsequently, as a first step towards finalizing the purchase, a *Baina* deed is prepared, if necessary, and registered with the local Land Office. This deed is signed by GS and Seller and token advance is given to seller by GS. This Baina deed is valid for 3 months. The deed is registered with Land Registraton Office after paying necessary fee. Once the registered deed is received, it is kept in the GS office. After baina deed, the GS will erect signboards saying that GS is the owner of the land along with land transaction information. Within 3 months, a sale deed is prepared and registered with Land Registration Office. During registration the remaining amount is paid through cheque to the seller. GS receives the sale deed from the Land Registration Office. This deed is kept at the GS office. Later the Land Department updates their records, through mutation, once the GS applies for mutation. From then on land belongs to concerned GS.

In case of “voluntary land donation” requirement, GS will interact with the land owners and facilitate voluntary donation of land required for taking up sub-projects under the project. This use of voluntary donation option will be limited to small parcels, say 2 to 5 decimals, of land for rural roads and small plots of land for GS Office. Under no circumstances, the titleholder will be subjected to any pressure or coercion, directly or indirectly, to part with the land. For this reason, the consultation process and the agreement will be thoroughly documented by the SDF District office. These actions are expected to minimize adverse impacts on the local population and help in project benefits reaching all sections of community. Consequently, voluntary land donation will be executed by SDF only, if the following safeguards are in place:

- 1) Full consultation with landowners and any non-titled affected people at the time of site selection (including the consultation with both women and men)
- 2) Voluntary donations should not severely affect the living standards of affected people. The person donating must have sufficient land to continue his earning and maintaining similar living standards even after donation (further explanation for measuring impacts is given in the next page).
- 3) Voluntary donations/dispossessions should not force anybody to relocate physically.
- 4) Any voluntary donation will be confirmed through written record and verified by an independent third party such as customary tribunal, non-governmental organization (NGO) or legal authority.
- 5) Adequate grievance redress mechanism should be in place.

SDF for RELIP will ensure that the process of voluntary donation of land will be meticulously documented at all levels to avoid confusions, misunderstandings, litigations, etc. at a later stage. A format for this purpose is enclosed in the Annexures. This process will be taken up mainly at three levels as described below:

Table: Process of voluntary donation of land

Level	Process	Output	Responsibility
GP/ Village Level	<p>Based on the land survey, lands will be identified, and the list of titleholders will be prepared. This will be done by Gram Parishad (GP) with the help of SAC. GP motivates the title holders for voluntary land donation required for the project. The SAC will help in this process and will document the willingness to donate land by the titleholders and encroachers in the presence of the President of GP in the form of a Willingness Letter.</p> <p>The list of such persons will be displayed at the GP Office. GP and SAC jointly verify the land and after completion of verification, GP and Donor both will communicate this decision to Land Office, Department of Land. The Donor with the assistance of Surveyor from the local registration office, gets the land surveyed and demarcated in the</p>	Willingness Letters	President, GS, SAC and Titleholder

	presence of adjoining land owners. Disputes and claims, if any will be resolved then and there. After verification, GP calls a meeting where all the information about the land is shared and discussed and if approved in the meeting, then GP will proceed further to donation of the land.		
UP/Upazila level	UNO or concerned Revenue Official surveys the land and demarcates the extent of area required. The survey will identify if the land is public, private or encroachment. Based on the survey, maps are prepared. The entire process will be carried out along with GP and SAC. The maps will be signed by President, GP and concerned Revenue Officer	Survey map signed by relevant persons indicating the extent of land required.	UP Member, UP Chairman, UNO, Upazilla Chairman, Surveyor, President, GS,
District level	Formalize relinquishment of land rights where concerned local people voluntarily donate their private land for the project for public purpose. This land is then registered in the name of GP. Later the Land Dept updates their records, through mutation, once the GP applies for mutation. From then on land belongs to concerned GP.	Effect Changes in Land Revenue Records	DC, AD C (LA), SDF District Office, President, GS

In order to make process of land donation transparent, the following rules are prescribed:

- The Titleholder should not belong to the Hard-Core Poor/Poor/Vulnerable sections, and should be verified by the baseline survey.
- The Titleholder should be holding more than the minimum prescribed land, i.e., 1 hectare of wet land and 2 hectares of dry land after donation.
- The impacts must be minor. The voluntary donation should not be more than 10 percent of the area of that particular holding of the Titleholder in that category of land (dry, wet or commercial/ residential). This should not require any physical relocation of the Titleholder. The land donated should not be more than 0.4 Ha in case of dry land, 0.2 Ha acre in case of wet land and 0.1 Ha acre in case of commercial/ residential.
- The land must be jointly identified by the GS and SAC. However, the SDF District Office should ensure that the land is appropriate for sub-project purposes and that the sub-project will not invite any adverse social, health, environmental, safety, etc. related impacts by procuring this land.
- The land in question must be free of squatters, encroachers, or other claims or encumbrances.
- Verification of the voluntary nature of land donations must be obtained from each of the persons donating land. This should be in the form of notarized witnessed statements.
- In case of any loss of income or physical displacement is envisaged, verification of voluntary acceptance of community-devised mitigation measures must be obtained from those expected to be adversely affected.
- The land title must be vested in the GS and appropriate guarantees of public access to services must be given by the private titleholder.
- The Titleholder donating land should be provided access on priority basis, subject to eligibility, to the Government housing/ poverty reduction/ livelihoods/ etc. programs operating in the area.
- The Titleholder donating land should made to understand that they will have equal access to the infrastructure built on the donated land like any other community member and that they cannot claim for any priority treatment.
- The whole consultation process will be documented, and agreement recorded by District Teams.
- Grievance mechanisms must be available.

5.1.14 Communication and Participation Strategy

The communication and participation strategy promote a two-way communication, exchanging knowledge and skills for adoption of sustainable energy saving technologies as well as equipment with facts on the ground. Communication and participation process will include (i) disclosure and consultation meetings, (ii) need based field visits during planning, design and implementation. Feedback from consultation process will be given due consideration for beneficiary selection, project design, and implementation. Beneficiary participation and their feedback through consultation will be the key to success of effectiveness of the adoption of energy saving technologies by promoting private sector investment.

As required for informed consultation, RELIP will provide communities and affected persons with all activity-related information, including that on potential adverse impacts in a language familiar to and understandable by the target communities. To facilitate consultation the SDF will,

- Prepare a timetable for dialogues during activity selection, design and implementation processes, and consult them in manners so that they can express their views and preferences freely.
- In addition to the communities in general, consult community organizations, community elders/leaders and others with adequate gender and generational representation; and civil society organizations like NGOs and groups knowledgeable of issues related communities living within project area.
- Consultation will include the activity objectives and scope; the likely key adverse impacts on (and benefits for) communities; communities' own perception of the impacts and feedback; and a preliminary assessment of economic opportunities which the implementing agency could promote – in addition to mitigation of the adverse impacts.
- Consultation will in general concentrate on targeting and the adverse impacts perceived by the communities and the probable (and feasible) mitigation measures, as well as exploring additional development activities that could be promoted under the project.
- The implementing agency will keep Minutes of these consultation meetings in the activity files and make them available for inspection by World Bank, respective government officials and other interested groups and persons.
- If the presence of small ethnic communities is identified in the sub-project area, based on the baseline data appropriate social tool will be adopted using free, prior, informed consultation. This will serve as the basis for sub-project implementation and monitoring.
- SDF will follow a meaningful consultation approach in engaging with the SEVC in the project process. All communications will be in local language made in advance to enable the SEVC to participate in the consultation process. Their views and voices expressed in the consultation process will be given due consideration to incorporate those in project design and implementation approaches.

5.1.15 Monitoring Framework

The monitoring framework is the key element of ESMP to be prepared on the basis of impact assessment described in earlier section. The Plan describe the potentially negative impacts of each project activity, lists mitigation and control measures to address the negative impacts, and assigns

responsibilities for implementation and monitoring of these measures. An overview of RELIP monitoring requirement of the key social impacts described in Chapter 4 and a framework to monitor the mitigation measures is given in Table 5.11.

Table 5-8 Social Impacts, Mitigation Measures and Monitoring Framework

Impacts/Issues	Mitigation Measures	Time Frame	Cost	Responsibility		Monitoring Frequency
				Implementation	Supervision	
Impacts on vulnerable and disadvantage people	<ul style="list-style-type: none"> - Adequate compensation should be given if any damage is caused to agricultural land or crops - Create job opportunities for the PAPs. 	2021 onwards	In budget of ESMP	GS	SDF	Quarterly
Poverty and socioeconomic vulnerability	<ul style="list-style-type: none"> - to ensure social justice, the project will prioritize the beneficiaries based on Poverty, Vulnerability to Shocks and Disasters and their Resilience to Shocks and Disasters - Impacts on their livelihood and business will be also minimized through close and effective contract management and work supervision by PMU. 	2021-2025	In budget of Contractor/GS	Contractor/GS	SDF	Quarterly
Labor and working conditions	<ul style="list-style-type: none"> - Contractor should be ensured the availability of water for the construction activities; - Provision of clean drinking water in the construction camp in accordance with Schedule 3(b) of ECR, 1997; - Trained the workers by providing health and safety training on communicable diseases; - Educating project personnel, and area residents on risks, prevention, and available treatment for vector-borne diseases; - No child and/or forced labour will be employed 	2021-2025	In budget of Contractor/GS	Contractor/GS	SDF	Monthly
Occupational health and safety	<ul style="list-style-type: none"> - Prior to start the construction activities contractor should inform the local community; - Provide safety gloves, helmet, PPE and other lifesaving equipment, as appropriate. - Instruct the drivers and limit the speed of the vehicles; - Regular health checkup of the workers and awareness training about the communicable diseases; - Ban all swimming and fishing activities in the construction site; - Proper lighting at the project site during the night time; 	2021-2025	In budget of Contractor/GS	Contractor/GS	SDF	Monthly

Impacts/Issues	Mitigation Measures	Time Frame	Cost	Responsibility		Monitoring Frequency
				Implementation	Supervision	
	<ul style="list-style-type: none"> - Avoid unnecessary noise pollution; - Spraying water in the dry surface to reduce the dust pollution - Provide health care facilities and first aid facilities are readily available; - Workers must be provided with training and PPEs as well as they should require to follow COVID-19 protocol and keep social distancing from local communities. Provision of symptom reporting and medical evacuation also must be in place in case symptoms are seen in any workers. 					
Community health, safety and security	<ul style="list-style-type: none"> - Consider the location of construction storage and dumping sites away from communities in order to avoid social conflicts; - Create awareness workers on health and safety requirements to be maintained and code of conduct. - Community health and safety must be ensured through proper design of toilets, haulage of septage, discharge of wastewater etc. - Prior to start the construction activities contractor should inform the local community and trained the OHS on construction risk and provide PPE 	2021-2025	In budget of Contractor/GS	Contractor/GS	SDF	Monthly
Gender based violence (GBV)	<ul style="list-style-type: none"> - Design measures should take in to account universal access philosophy, safety and security of women (ability to lock doors from inside, strong door frames, well-lit areas etc.) - To address the issue of GBV the PMUs and the Contractors will put mechanisms in place (ESMP, written and signed Code of Conduct, worker/project actors training on GBV/SEA/SH) as well as a GBV focused GRM to address this issue of potential GBV. 	2021-2025	In budget of Contractor/GS	Contractor/GS	SDF	Monthly
Disadvantaged groups, vulnerable women/youth/disabled persons	<ul style="list-style-type: none"> - Ensure participation of the vulnerable, disadvantage and women in project planning, decision making as well as access to loans and finance. - Loan/ access to finance for women and the vulnerable should have differentiated approach so that the terms and conditions 	2021-2025	In budget of Contractor/GS	Contractor/GS	SDF	Monthly

Impacts/Issues	Mitigation Measures	Time Frame	Cost	Responsibility		Monitoring Frequency
				Implementation	Supervision	
	for securing loan for women and the vulnerable are cognizant to their social standing and financial background.					
Small ethnic communities (SEC)	<p>-Ensure widespread Participation of SEC communities with adequate gender and generational representation; customary/traditional SEC organizations; community elders/leaders; and civil society organizations like NGOs and CBOs; and groups knowledgeable of SEC development issues and concerns.</p> <p>- Provide them with all relevant information about the subproject, including that on potential adverse impacts, organize and conduct these consultations in a manner to ensure full coverage of SECs in the project areas and free expression of their views and preferences.</p>	2021-2025	In budget of Contractor/GS	Contractor/GS	SDF	Quarterly
Impacts on local livelihoods	- The project will ensure that PAPs are able to continue with access to their houses and their present livelihood activities during project implementation to possible degree.	2025 wards on	PIU/RELIP annual budget	Contractor/GS	SDF	Quarterly
Impact on living Condition, GBV, etc.	- To address the issue of GBV, the PMUs and the Contractors will put mechanisms in place (ESMP, written and signed Code of Conduct, worker training and sensitivity) as well as a GRM to address this issue of potential GBV.	2025 wards on	PIU/RELIP annual budget	Contractor/GS	SDF	Half yearly

5.2 COVID-19 HEALTH AND SAFETY MEASURES

RELIP will develop a contingency plan following the WHO guidelines and the World Bank requirements for each district to put in place procedures in the event of COVID-19 reaching the area or already there. The contingency plan will be developed in consultation with national and local healthcare facilities, to ensure that arrangements are in place for the effective containment, care and treatment of workers who have contracted COVID-19. The contingency plan will also consider the response at the events of infections among the workforce, community transmission is taking place and when it is likely that access to and from a target area will be restricted to avoid spread of COVID-19.

The contingency plan will be lucid to GBV risks screening and putting in the corresponding measures to prevent and mitigate the SEA/SH risks. The contingent incidents will be duly registered with the GM with observations of anonymity protocol. The EAP will have contingency budget for any possible referral services available in the beneficiary areas. The Contingency Plan will be developed in consideration of the potential challenges with the project staff and workers in COVID-19 situations including health and safety of the workforce as well as the beneficiary communities.

(a) Assessing Workforce Characteristics

- Breakdown of workers temporarily hired (i.e. workers from the community), and government officials.
- Where possible, there should be health check before employment, as workers that may be more at risk from COVID-19, those with underlying health issues or who may be otherwise at risk.
- Consideration should be given to ways in which to minimize movement in and out of site to avoid workers returning home to affected areas.
- Consideration should be given to requiring workers lodging in the local community to move to separate lodging facility (subject to availability) where they would be subject to the same restrictions.
- Workers from local communities, who return home daily will be more difficult to manage. They should be subject to health checks regularly and at some point, circumstances may make it necessary to require them to either use accommodation on site or not to come to work.

(b) Entry/Exit to the workplace and Checks on Commencement of Work

Entry/exit to the work site should be controlled and documented for all workers and officials. Possible measures may include:

- Establishing a system for controlling entry/exit to the site, securing the boundaries of the site, and establishing designating entry/exit points (if they do not already exist). Entry/exit to the site should be documented.
- Training security staff on the (enhanced) system that has been put in place for securing the site and controlling entry and exit, the behaviors required of them in enforcing such system and any COVID-19 specific considerations.
- Training staff who will be monitoring entry to the site, providing them with the resources they need to document entry of workers, conducting temperature checks and recording details of any worker that is denied entry.
- Confirming that workers are fit for work before they enter the site or start work. While procedures should already be in place for this, special attention should be paid to workers with underlying

health issues or who may be otherwise at risk. Consideration should be given to demobilization of staff with underlying health issues.

- Checking and recording temperatures of workers and other people entering the site or requiring self-reporting prior to or on entering the site.
- Providing daily briefings to workers prior to commencing work, focusing on COVID-19 specific considerations including cough etiquette, hand hygiene and distancing measures, using demonstrations and participatory methods.
- During the daily briefings, reminding workers to self-monitor for possible symptoms (fever, cough) and to report to their supervisor or the COVID-19 focal point if they have symptoms or are feeling unwell.
- Preventing a worker from an affected area or who has been in contact with an infected person from returning to the site for 14 days or (if that is not possible) isolating such worker for 14 days.
- Preventing a sick worker from entering the site, referring them to local health facilities if necessary or requiring them to isolate at home for 14 days.
- All rental vehicles should be parked in a secured place and no unauthorized use should be stopped until the contract is over.

(c) General Hygiene

Requirements on general hygiene should be communicated and monitored, to include:

- Training workers and staff on site on the signs and symptoms of COVID-19, how it is spread, how to protect themselves (including regular handwashing and social distancing) and what to do if they or other people have symptoms (for further information see [WHO COVID-19 advice for the public](#)).
- Placing posters and signs around the site, with images and text in local languages.
- Ensuring handwashing facilities supplied with soap, disposable paper towels and closed waste bins exist at key places throughout site, including at entrances/exits to work areas; where there is a toilet, canteen or food distribution, or provision of drinking water; in worker accommodation; at waste stations; at stores; and in common spaces. Where handwashing facilities do not exist or are not adequate, arrangements should be made to set them up. Alcohol based sanitizer (if available, 60-95% alcohol) can also be used.
- Review worker accommodations, and assess them in light of the requirements set out in [IFC/EBRD guidance on Workers' Accommodation: processes and standards](#), which provides valuable guidance as to good practice for accommodation.
- Setting aside part of worker accommodation for precautionary self-quarantine as well as more formal isolation of staff who may be infected.

Standard WHO suggested hygiene protocol:

Persons with symptoms should:

- wear a medical mask, self-isolate, and seek medical advice as soon as they start to feel unwell. Symptoms can include fever, fatigue, cough, sore throat, and difficulty breathing. It is important to note that early symptoms for some people infected with COVID-19 may be very mild;
- follow instructions on how to put on, take off, and dispose of medical masks;
- follow all additional preventive measures, in particular, hand hygiene and maintaining physical distance from other persons.

All persons should:

- avoid groups of people and enclosed, crowded spaces;
- maintain physical distance of at least 1 m from other persons, in particular from those with respiratory symptoms (e.g., coughing, sneezing);
- perform hand hygiene frequently, using an alcohol-based hand rub if hands are not visibly dirty or soap and water when hands are visibly dirty;
- cover their nose and mouth with a bent elbow or paper tissue when coughing or sneezing, dispose of the tissue immediately after use, and perform hand hygiene;
- refrain from touching their mouth, nose, and eyes.

(d) Cleaning and Waste Disposal

Conduct regular and thorough cleaning of all site facilities, including offices, accommodation, canteens, common spaces. Review cleaning protocols for key construction equipment (particularly if it is being operated by different workers). This should include:

- Providing cleaning staff with adequate cleaning equipment, materials and disinfectant.
- Review general cleaning systems, training cleaning staff on appropriate cleaning procedures and appropriate frequency in high use or high-risk areas.
- Where it is anticipated that cleaners will be required to clean areas that have been or are suspected to have been contaminated with COVID-19, providing them with appropriate PPE: gowns or aprons, gloves, eye protection (masks, goggles or face screens) and boots or closed work shoes. If appropriate PPE is not available, cleaners should be provided with best available alternatives.
- Training cleaners in proper hygiene (including handwashing) prior to, during and after conducting cleaning activities; how to safely use PPE (where required); in waste control (including for used PPE and cleaning materials).
- Any medical waste produced during the care of ill workers should be collected safely in designated containers or bags and treated and disposed of following relevant requirements (e.g., national, WHO). If open burning and incineration of medical wastes is necessary, this should be for as limited a duration as possible. Waste should be reduced and segregated, so that only the smallest amount of waste is incinerated (for further information [see WHO interim guidance on water, sanitation and waste management for COVID-19](#)).
- All vehicles should be cleaned thoroughly with disinfectants after returning to the parking facilities.

Disposal of Personal Protective Equipment (PPE):

If PPE is exposed to infectious materials during use (e.g., body fluids from an infected person) the PPE is considered contaminated and the wearer should remove it promptly, using proper removal procedures. It is essential that used PPE is stored securely within disposable rubbish bags. Based on the PPEs quality, the PPEs need to be burnt or washed or buried. Otherwise, these bags should be placed into another bag, tied securely, marked (with date) and kept separate from other waste within the room. This should be put aside for at least 72 hours before being disposed of as normal.

(e) Local Medical and Other Services

Given the limited scope of project medical services, the project may need to refer sick workers to local medical services. Preparation for this includes:

- Obtaining information as to the resources and capacity of local medical services (e.g. number of beds, availability of trained staff and essential supplies).

- Conducting preliminary discussions with specific medical facilities, to agree what should be done in the event of ill workers needing to be referred.
- Considering ways in which the project may be able to support local medical services in preparing for members of the community becoming ill, recognizing that the elderly or those with pre-existing medical conditions require additional support to access appropriate treatment if they become ill.
- Clarifying the way in which an ill worker will be transported to the medical facility and checking availability of such transportation.
- Establishing an agreed protocol for communications with local emergency/medical services.
- Agreeing with the local medical services/specific medical facilities the scope of services to be provided, the procedure for in-take of patients and (where relevant) any costs or payments that may be involved.
- A procedure should also be prepared so that project management knows what to do in the unfortunate event that a worker ill with COVID-19 dies. While normal project procedures will continue to apply, COVID-19 may raise other issues because of the infectious nature of the disease. The project should liaise with the relevant local authorities to coordinate what should be done, including any reporting or other requirements under national law.

(f) Instances or Spread of the Virus

WHO provides detailed advice on what should be done to treat a person who becomes sick or displays symptoms that could be associated with the COVID-19 virus (for further information see [WHO interim guidance on infection prevention and control during health care when novel coronavirus \(nCoV\) infection is suspected](#)). The project should set out risk-based procedures to be followed, with differentiated approaches based on case severity (mild, moderate, severe, critical) and risk factors (such as age, hypertension, diabetes) (for further information see [WHO interim guidance on operational considerations for case management of COVID-19 in health facility and community](#)). These may include the following:

- If a worker has symptoms of COVID-19 (e.g. fever, dry cough, fatigue) the worker should be removed immediately from work activities and isolated on site.
- The worker should be transported to the nearest health facilities to be tested.
- If the test is positive for COVID-19 or no testing is available, the worker should continue to be isolated. This will either be at the work site or at home. If at home, the worker should be transported to their home in transportation provided by the project.
- Extensive cleaning procedures with high-alcohol content disinfectant should be undertaken in the area where the worker was present, prior to any further work being undertaken in that area. Tools used by the worker should be cleaned using disinfectant and PPE disposed of.
- Co-workers (i.e. workers with whom the sick worker was in close contact) should be required to stop work, and be required to quarantine themselves for 14 days, even if they have no symptoms.
- Family and other close contacts of the worker should be required to quarantine themselves for 14 days, even if they have no symptoms.
- If a case of COVID-19 is confirmed in a worker on the site, visitors should be restricted from entering the site and worker groups should be isolated from each other as much as possible.
- If workers live at home and has a family member who has a confirmed or suspected case of COVID-19, the worker should quarantine themselves and not be allowed on the project site for 14 days, even if they have no symptoms.

- Workers should continue to be paid throughout periods of illness, isolation or quarantine, or if they are required to stop work, in accordance with national law.
- Medical care (whether on site or in a local hospital or clinic) required by a worker should be paid for by the employer.

(g) Training and Communication with Workers

Workers need to be provided with regular opportunities to understand their situation, and how they can best protect themselves, their families and the community. They should be made aware of the procedures that have been put in place by the project, and their own responsibilities in implementing them.

- It is important to be aware that in communities and amongst workers without access to project management, social media is likely to be a major source of information. This raises the importance of regular information and engagement with workers (e.g. through training, town halls, tool boxes) that emphasizes what management is doing to deal with the risks of COVID-19. Allaying fear is an important aspect of work force peace of mind and business continuity. Workers should be given an opportunity to ask questions, express their concerns, and make suggestions.
- Training of workers should be conducted regularly, as discussed in the sections above, providing workers with a clear understanding of how they are expected to behave and carry out their work duties.
- Training should address issues of discrimination or prejudice if a worker becomes ill and provide an understanding of the trajectory of the virus, where workers return to work.
- Training should cover all issues that would normally be required on the work site, including use of safety procedures, use of construction PPE, occupational health and safety issues, and code of conduct, taking into account that work practices may have been adjusted.
- Communications should be clear, based on fact and designed to be easily understood by workers, for example by displaying posters on handwashing and social distancing, and what to do if a worker displays symptoms.

5.3 GRIEVANCE REDRESS MECHANISM (GRM)

Similar to the existing NJLIP, the proposed RELIP will also establish a grievance mechanism (GM) for addressing grievances and complaints received from the project affected persons due to environmental issues. Grievance Mechanism (GM) is a valuable tool which will allow affected people to voice concerns regarding environmental and social impacts for RELIP's activities. The proposed project will ensure that grievance redress procedures are in place and would monitor those procedures to ensure that grievances are handled properly. The RELIP office will establish a procedure to answer sub-component related queries and address complaints, disputes, and grievances about any aspect of the sub-component, including disagreements regarding the assessment and mitigation of environmental and social impacts. Details of the institutional arrangements and procedures are discussed in following sections.

Overview and Scope

RELIP will establish and will follow a Grievance Mechanism (GM) for answering queries, receiving suggestions and addressing complaints and grievances likely to raise in the project cycle including identification, planning, design and implementation. The GM spans the entire implementation period and will cater to both the beneficiary communities and the directly and indirectly affected population

including the staff, beneficiaries and other stakeholders. Though the GM proposed here a mechanism of redress has been designed to address environmental and social problems identified during implementation, it will also cater to manage any disconnects that emerge from the site level and that has significant implications for effective implementation of the project interventions.

Objectives of Grievance Mechanism

The fundamental objective of grievance mechanism (GM) will be to resolve any project related grievances locally in consultation with the aggrieved party to facilitate smooth implementation of the social and environmental action plans. Another important objective is to democratize the development process at the local level and to establish accountability to the affected people. The procedures will however not a person's right to go to the courts of law pre-empt.

The GM will be consistent with the requirements of the World Bank policies to ensure mitigation of community concerns, risk management, and maximization of environmental and social benefits. The overall objective of the GM is therefore to provide a robust system of procedures and processes that provides for transparent and rapid resolution of concerns and complaints identified at the local level. The GM will be accessible to diverse members of the community, including women, senior citizens and other vulnerable groups. Culturally-appropriate communication mechanisms will be used at all project sites both to spread awareness regarding the GM process as well as complaints management. Where project intervention areas cover beneficiaries from the small ethnic communities, project GM will integrate traditional grievance management system available with the small ethnic communities.

In any working environment, both employers and employees need to be fully conversant with all aspects of disciplinary processes, the grievance handling procedures and the legal requirements and rights involved. In implementing an effective dispute management system consideration must be given to the disputes resulting from the following:

1. Disciplinary action
2. Individual grievances
3. Collective grievances and negotiation of collective grievances
4. Gender-based violence, sexual exploitation and workplace sexual harassment

1. Disciplinary Procedure

The starting point for all disciplinary action rules. These rules may be implied or explicit and of course, will vary from workplace to workplace. Some rules are implied in the contract of employment (e.g. rule against stealing from the employer), however, even implied rules should be included in the disciplinary code or schedule of offences. In an organized workplace these rules ideally are negotiated with the trade union and are often included in the Recognition Agreements signed by the employer and trade union. These workplace rules must be:

- a. Valid or reasonable;
- b. Clear and unambiguous;
- c. The employee is aware, or could reasonably be aware of the rule or standard; and
- d. The procedure to be applied in the event the employee contravenes any of these rules

SDF will establish a fair and effective disciplinary procedure in the workplace, which should be fair and just. The procedure is as follows: -

- a. Investigate to determine whether there are grounds for a hearing to be held;

- b. If a hearing is to be held, the employer is to notify the employee of the allegations using a form and language that the employee can understand;
- c. The employee is to be given a reasonable time to prepare for the hearing and to be represented by a fellow employee or a union representative;
- d. The employee must be allowed to respond to the allegations, question the witnesses of the employer and to lead witnesses;
- e. If an employee fails to attend the hearing the employer may proceed with the hearing in the absence of the employee;
- f. The hearing must be held and concluded within a reasonable time and is to be chaired by an impartial representative.

If an employee is dismissed, it must be given the reasons for dismissal and the right to refer the dispute concerning the fairness of the dismissal. Therefore, it is incumbent upon the Contractors to ensure that they have a disciplinary procedure and Code and standards which the employees are aware of. Each contractor will be required to produce this procedure to ensure that employees are not treated unfairly.

2. Individual Grievance Procedure

Every employer, including contractors, to have a *Formal Grievance Procedure* which should be known and explained to the employee.

The Code recommends that such procedure should at least:

- a. Specify to whom the employee should lodge the grievance;
- b. Refer to time frames in the Labour Management Plan to allow the grievance to be dealt with expeditiously;
- c. Allow the person to refer the grievance to a more senior level within the organization if it is not resolved at the lowest level;
- d. If a grievance is not resolved the employee has the right to lodge a dispute with the SDF.

All the contractors who will be engaged for the project will be required to produce their grievance procedure as a requirement for tender which at a minimum comply with these requirements. Besides, good international practice recommends that the procedures be transparent, is confidential, adheres to non-retribution practices and includes right to representation. After they are engaged they will be required to produce proof that each employee has been inducted and signed that they have been inducted on the procedure.

3. Collective Grievances and Disputes resulting from the negotiations of Collective agreements

Where a trade union is recognized, it is entitled to negotiate regularly with the employer over terms and conditions existing at the workplace and the employer is obliged to negotiate with it. The procedures followed in such instances is usually contained in the agreement, which states how the issues are raised, the procedure for negotiations, the composition of the parties involved in the negotiation and the procedure to deal issues that are not resolved through consensus. In the type of disputes, if the dispute is not resolved at the workplace, the parties to the dispute can utilize the dispute resolutions mechanisms provided for in the labour legislation.

4. Gender-based Violence, Sexual Exploitation and Workplace Sexual Harassment

SDF will, with support from consultants, identify institutions and services provides who are actively engaged in the prevention of gender-based violence, sexual exploitation and workplace sexual harassment to establish a manual for referencing any potential survivors. SDF, the project unit and the

contractor is not equipped to handle complaints or provide relevant services to survivors but will refer any person to relevant service providers, including health facilities, law enforcement's gender unit or others, as relevant using the information on available services. Grievances related to gender-based violence be reported through the project/contractor, the nature of the complaint will be recorded along with the age of the complainant and relation to the project will be recorded but the issue will be referenced to relevant institutions.

Also, the ESIA may identify additional mitigation measures related to gender and such measures will be reflected in site-specific ESMPs, including the contractors ESMP or contractors specific Labour Management Plans, where required. This will include engagement with communities on gender-related risks, grievance and response measures available, as identified in the manual.

Communication & Awareness raising on GM

The final processes and procedures for the GM will be translated into local language (i.e., Bangla) and disseminated at all project locations. These shall be made available (in both leaflet and poster format) to all project locations with the staff on site and in the offices at Villages, Upazila and District.

The affected persons and their communities will be informed of the project's grievance mechanism in open meetings at important locations and in PAP group meetings. Bangla translations of the RPF in the form of information brochures will be distributed among the affected persons. The PAPs will also be briefed on the scope of the GRC, the procedure for lodging grievances cases and the procedure of grievance resolution at the project level.

Proposed Institutional Mechanisms

As ongoing setup of NJLIP, there will be multi-level, three-tier, Grievance Redress Mechanism (GRM) and also the legal options available to not only the Project Affected Persons but also the Project Beneficiaries who would enjoy the benefits of the project in terms of access to funds for reconstruction infrastructure and livelihoods opportunities. The multi-level includes Gram Parishad, Regional and National levels. However, anybody can complain to World Bank through its Grievance Redress Services (GRS) at any stages of the project.

Grievance Redressal Committees

In order to redress grievances related to project, three bodies are to be established; Grievance Redressal Committee (GRC) at the National level, Regional Level and District/Gram Parishad (GP) level.

At GP level the SAC with President of the GP will act as the Grievance Redressal Committee. It is proposed that the aggrieved community members first register the grievances with the GS. After receipt of grievance, the GS should take up these grievances with the SAC during the next immediate meeting and initiate measures for redress. No grievance can be kept pending for more than a month which means the committee has to meet every month. Implementation of the redress rests with the GS. In case the aggrieved party is not satisfied with the proposed redress measures, it can take approach the Regional level committee. If the aggrieved party is not satisfied with the decision of Regional level committee, it can approach the State level committee. If the aggrieved party is not satisfied with the decision of State level committee, it can approach the court of law.

The GRC at Gram Parishad level will be headed by the President of the Parishad who will also be the Convener. At the Regional level the GRC will be chaired by the Regional Director, with Infrastructure and Livelihoods Specialists, any two District Office Managers and two GS members from the region as members.

At the National level the GRC will be chaired by the Managing Director, with EFP-CB and SFP-CB, Infrastructure and Livelihoods Specialists, any two Regional Directors and two GS members as members.

The number of Members of GRC at each level will be decided by the Managing Director at the time of constituting the GRCs at three levels. The membership will follow the following principles and the number of non-Government representatives will be in proportion to Government representatives. The level of Government representatives at each level will also be determined by the Managing Director. Half of the (at least one-third) of the GRC members at all levels will be women.

Scope of GRC

The GRCs will receive and redress all complaints and grievance that relate to the Project that are formally brought to the GRCs in writing only by the person and group of persons who have a grievance because of the project's adverse impact on him/her and them. The complaints/grievance could relate, among others, to:

- Access to project benefits such as financial assistance;
- Selection of site for rural infrastructure and other facilities;
- Selection of sites for livelihoods;
- Payment of price for land purchase;
- Any other grievance.

Table 5-7 Time Period for Redress of Grievances

Level	Chairperson	Time period for redress of grievances
Cluster	President, Gram Parishad	Maximum of one week
Regional	Regional Director	Maximum of one fortnight
National	Managing Director	Maximum of one month

To ensure that grievance redress decisions are made in formal hearings and in a transparent manner, the convener will apply the following guidelines:

- Reject a grievance redress application with any recommendations written on it by a GRC member or others such as politicians and other influential persons.
- Remove a recommendation by any person that may separately accompany the grievance redress application.
- Disqualify a GRC member who has made a recommendation on the application or separately before the formal hearing: Where a GRC member is removed, appoint another person in consultation with the Project Director.
- The Convener will also ensure strict adherence to the impact mitigation policies and guidelines adopted in this RPF and the mitigation standards, such as compensation rates established through market price surveys.

Documentation of the GM Processes

To ensure impartiality and transparency, hearings on complaints will remain open to the public. The GRCs will record the details of the complaints and their resolution in a register, including intake details, resolution process and the closing procedures.

SDF will maintain the following three Grievance Registers:

Intake Register: (1) Case number, (2) Date of receipt, (3) Name of complainant, (4) Gender, (5) Father or husband, (6) Complete address, (7) Main objection (loss of land/property or entitlements), (8) Complainants' story and expectation with evidence, and (8) Previous records of similar grievances.

Resolution Register: (1) Serial no., (2) Case no., (3) Name of complainant, (4) Complainant's story and expectation, (5) Date of hearing, (6) Date of field investigation (if any), (7) Results of hearing and field investigation, (8) Decision of GRC, (9) Progress (pending, solved), and (10) Agreements or commitments.

Closing Register: (1) Serial no., (2) Case no., (3) Name of complainant, (4) Decisions and response to complainants, (5) Mode and medium of communication, (6) Date of closing, (7) Confirmation of complainants' satisfaction, and (8) Management actions to avoid recurrence.

Grievance resolution will be a continuous process in subcomponent level activities and implementation of those. The GRC will keep records of all resolved and unresolved complaints and grievances (one file for each case record) and make them available for review as and when asked for by Bank and any other interested persons/entities. The GRC also prepare periodic reports on the grievance resolution process and publish these on the SDF website. The format in Annex 26 will be used for periodic grievance reporting.

The grievance redress process will be a continuous, transparent and participatory process that would be an integral part of the project's accountability and governance agenda. The GRC at each level will maintain the above-mentioned Registers. The GRC at each level will also keep a separate case file for each complainant/grieved persons in which all complaint/grievance related documents will be kept. SDF will also prepare periodic reports on the grievance redress on the basis of reports received from the three levels of GRCs.

Processes of GRCs

The GRCs at Village, Regional and National level will follow the following process norms.

- The GRCs will meet on a fixed day/date of every month during the first year and this could be changed during the following years;
- The GRCs will meet the following working day if the day/date fixed for the monthly meeting falls on a holiday
- The GRCs will work out a time frame to redress grievance at each level if the complaint/grievance is not addressed in the first meeting;
- The GRCs will acknowledge the receipt of complaints/grievances by registered letter within one week;
- The GRCs will hold public meetings that would also include all those who have complained or who have a grievance expressed in writing in order to facilitate transparency and accountability;
- The GRC's decisions at the National level are not final and the complainants have the right to seek judicial redress if they are not satisfied with the final decision at the National level.
- The grievances will be received in written form, as when they arrive and registered in the Grievance Register by the IA.
- The procedures to redress grievances will be transparent involving all the members of the committee and the aggrieved party.

- The timeframe for redressing grievances is given in the table below. The decisions regarding Redressal will be communicated in writing to the aggrieved party within a week after arriving at the decision. The aggrieved party when not satisfied may appeal to next level GRC within a month of the communicating the decision.

The RELIP intends to strengthen the GM through information and communication technology to ensure that all complaints including those of sexual exploitation and abuse are immediately reported to the MD, SDF and WB Task Team. Project will integrate the GM on a web-based dashboard, to adequately and promptly address any potential grievance related to Gender Based Violence and SEA. The complaints registered in this system will be managed by a dedicated administrator that will liaise immediately any GBV and SEA complaints with the contractors, consultant and PIU for immediate measures. If the GM receives a case on sexual exploitation and abuse related to the project, it will be recorded, and the complainant will be referred to the relevant assistance, if needed, for referral to any other service providers. The supervision consultant will keep the information confidential to protect privacy of GBV and SEA complainants. In cases, where the perpetrator(s) is linked to project activities then the contractor will take appropriate actions as per the Code of Conduct signed by the particular person and under the effective law in Bangladesh. Project will report activities and outcomes of GBV and SEA surveillance and management to the World Bank on a regular basis.

To ensure that grievance redress decisions are made in formal hearings and in a transparent manner, the Convener will apply the following guidelines:

- i. A standard application format will be used for receiving grievances which will be available at the office of NGO /Consulting firm. This application format would be concurred by the MD/PC.
- ii. Reject a grievance redress application with any recommendations written on it by a GRC member or others such as politicians and other influential persons.
- iii. Remove a recommendation by any person that may separately accompany the grievance redress application.
- iv. Disqualify a GRC member who has made a recommendation on the application separately before the formal hearing.
- v. Where a GRC member is removed, appoint another person in consultation with the MD/PC. and

The Convener will also ensure strict adherence to the impact mitigation policies and guidelines adopted in this ESMF and the mitigation standards.

Legal Options to Aggrieved Parties

The aggrieved parties will have two kinds of options for addressing their grievances. One is the grievance redressed mechanism incorporate in this framework as above. The other is the general legal environment consisting of court of law to address their grievances. These options will be disclosed to the communities during the public consultation process.

World Bank Grievance Redress Service (GRS)

Communities and individuals who believe that they are adversely affected by Sub-project interventions may submit complaints to existing project-level GM or the WB Grievance Redress Service (GRS). Project affected communities and individuals may also submit their complaint to the World Bank's independent Inspection Panel, which determines whether harm occurred, or could occur, because of non-compliance with WB safeguards policy requirements. Details of the procedures to submit complaints to the WB's corporate GRS, is available in the GRS website: <http://www.worldbank.org/en/projects-operations/products-and-services/grievance-redress-service>. For information on how to submit

complaints to the WB Inspection Panel, please visit www.inspectionpanel.org. Any disclosure instrument on GM will provide addresses of the GRS and the Inspection Panel.

5.4 ESMP IMPLEMENTATION COST

Cost of implementing ES assessment and management plan including monitoring activities needs to be estimated as a part of the preparation of ESMP. A number of activities would require additional cost like training, monitoring and budget for Consultants, etc. Cost estimates are prepared for all the mitigation and monitoring measures proposed in the ESMF. The cost estimates for some of the mitigation measures will be identified in the ESMP. The table below provides an estimate which is not exhaustive. Total US\$ 1.455 million is estimated for implementation of ESMF which should be embedded in the proposed total AF from WB.

Table 5-9: Cost Estimates for ESMF implementation of the RELIP

SN	Description	Amount million US\$
1	Development of management plans, staff, training, etc.	0.1
2	Water, soil and air quality and OHS compliance monitoring during construction (if required)	0.03
3	Tree plantation development and maintenance	0.025
4	Baseline Study, development of safety operation plans and monitoring during construction and operation training to workers, monitoring of sites on COVID 19 health and occupation safety	0.1
6	IEE and ESMP	0.1
8	PIU/RELIP Environmental & Social staff	1.0
9	Capacity building, Stakeholders engagement and institutional strengthening	0.1
	TOTAL	1.455

Chapter 6 INSTITUTIONAL ARRANGEMENT FOR ENVIRONMENTAL AND SOCIAL SAFEGUARD COMPLIANCE AND CAPACITY BUILDING

6.1 CAPACITY ASSESSMENT FOR ENVIRONMENT AND SOCIAL SAFEGUARD COMPLIANCE

This assessment is mainly addressing the existing and potential capacity of the implementing agency, SDF and other relevant external agencies like Deputy Commissioners' (DC) offices, Department of Environment (DoE) etc. to be engaged in managing environmental and social, labor, livelihood, Environment, Health and Safety (EHS) issues related to RELIP. More particularly, this exercise highlights the requirements related to the Environment and Social Safeguard policies of the World Bank and assesses the alignment of the borrower's system, its capacity and readiness to implement the program adhering to those standards.

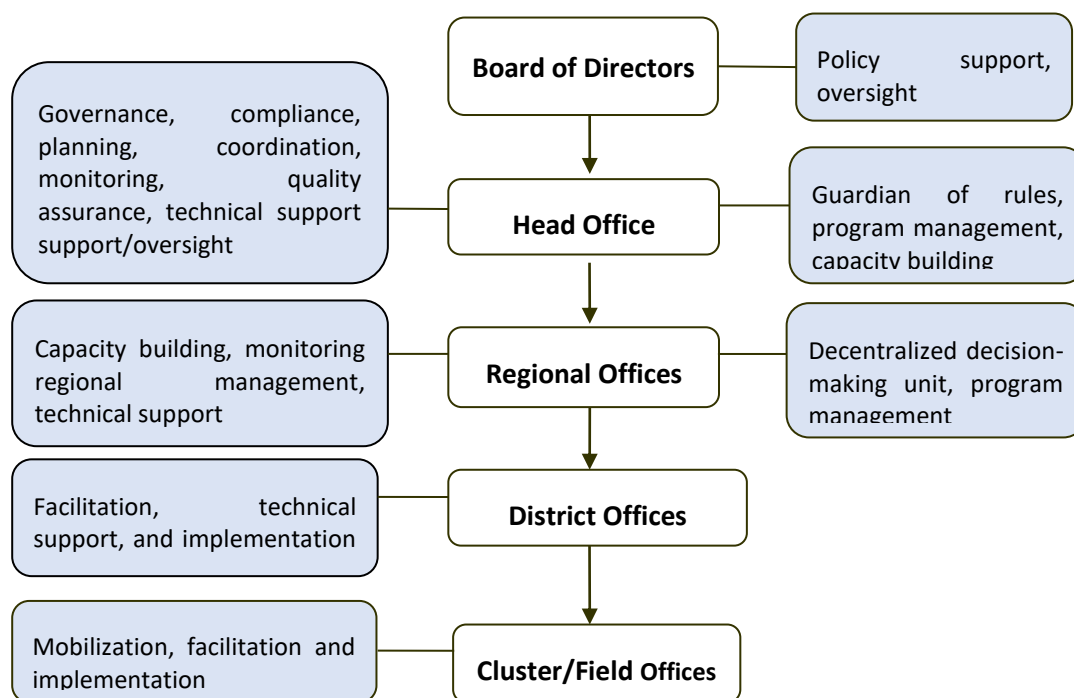
The main objective of this exercise is to assess the existing capacities for managing the environmental, social, health and safety risks and impacts of the project under the COVID-19 pandemic situation, and based on the assessment, formulate a capacity building plan to address the short and medium term needs of the departments to manage environmental and social concerns of the project. The assessment has been focused on SDF, but it has also covered regulatory agencies, agencies with the mandate for occupational health and safety, and management of labor and working conditions, and GRM. The capacity building plan at the end of this chapter includes a monitor plan, to track progress and assess results of its implementation overtime. A proposed institutional arrangement of SDF/RELIP to implement the ESMF has been described in later sections.

6.2 INSTITUTIONAL ARRANGEMENT

6.2.1 Main Implementing Agency of RELIP

Social Development Foundation (SDF)

The RELIP project will be implemented by the Social Development Foundation (SDF), an autonomous organization 'Not –for profit' established in 2001 under the Ministry of Finance. The GoB envisages the long-term development of SDF as an institutional resource for a community-driven approach to poverty reduction and livelihoods development. RELIP would be implemented in accordance with the rules and procedures agreed upon in the Project Implementation Plan (PIP), the Community Operational Manuals (COM), and the Human Resources Policy and Manual. The documents outline the roles and responsibilities of SDF, other stakeholder and community organizations and provide details of project processes and implementation steps. The operational documents have been developed and improved to respond to lessons and experiences gained under the previous project. The documents would be reviewed periodically by GoB and World Bank with stakeholder participation during the RELIP.

Organizational Setup**Figure 6-1 Institutional Arrangement of SDF**

Board of Directors. The task of controlling and directing the formulation and administration of SDF's policy will primarily be the responsibility of its Board of Directors consisting of 9 members appointed by the Ministry of Finance. In addition to the Board of Directors, a General Body consisting of 18 members is also appointed by the Ministry of Finance. All members of the Board of Directors since January 2019 are selected from the General Body.

SDF National Office. The overall responsibility of achieving Project Development Objectives (PDOs) and implementing the project on time will be superintended by SDF's national headquarter office. The organization will be spearheaded by the Managing Director (MD) for providing guidance on all aspects in the process of project implementation, overall coordination and monitoring of day-to-day activities assisted by other Directors and thematic heads, and an operational multi-disciplinary team of technical specialists. The Dhaka-based headquarters would be responsible for monitoring, quality control and compliance, communications and governance. The team will undertake regular field visits. Organizational staffing structure, composition and functions will be adjusted to reflect lessons learned from predecessor projects.

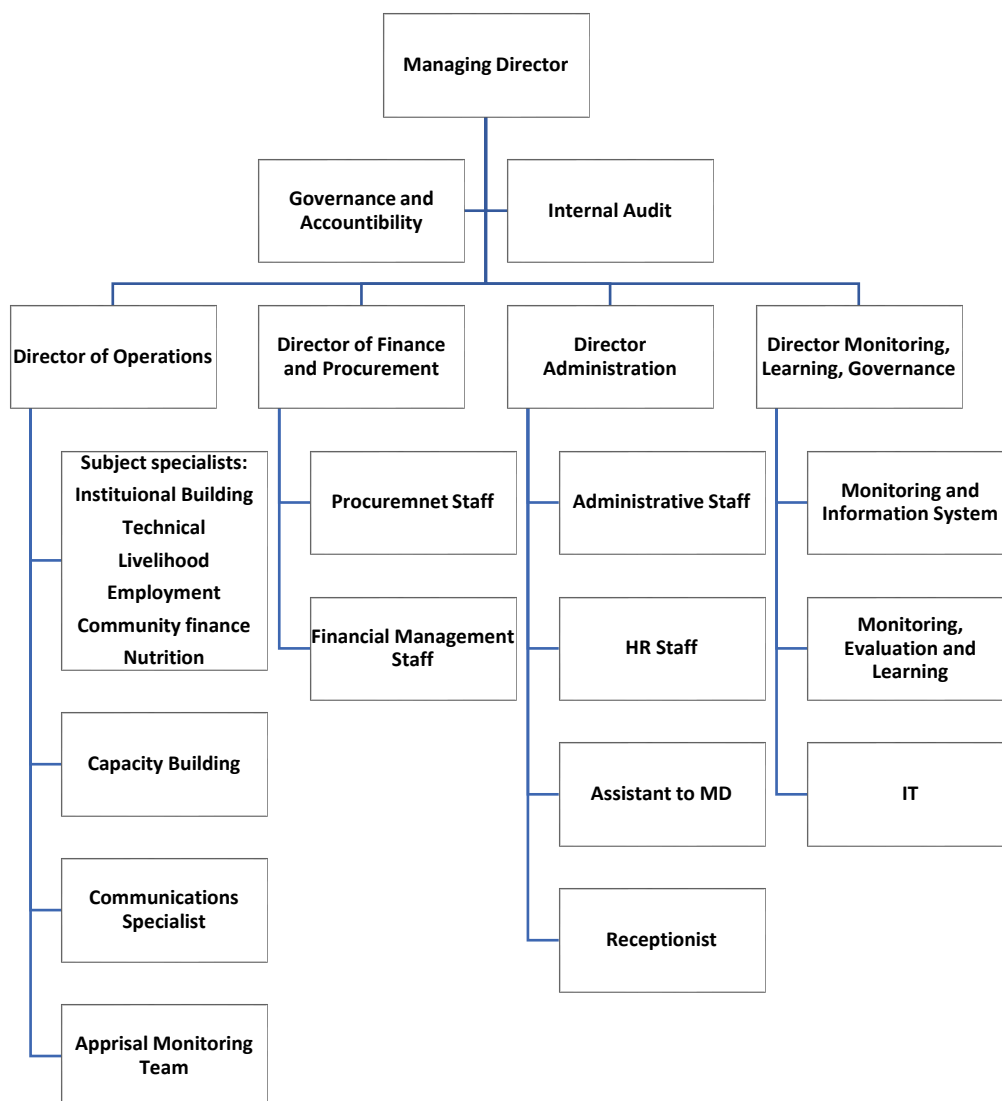


Figure 6-2 SDF Head Office Organizational Structure

Strategic Management Team (SMT). Comprised of Directors and Regional Directors, the SMT will be responsible to feed the key inputs into strategic decisions made by the MD to ensure the accountability of decision making. While a capacity building team at the national level has the responsibility to design and plan capacity building programs that reflect issues emerging through the implementation process, Appraisal and Monitoring Teams (AMTs) are responsible for independently appraising the VDF applications and other fund proposals from the villages and checking quality and certifying milestones for fund release. Staffs from the Region and headquarter will comprise the AMT and will be responsible for checking compliance and verifying readiness for village fund release and milestone adherence. An internal audit team will conduct audits at the village, cluster and district levels on a regular basis.

Regional Offices. In order to oversee all programs within their jurisdiction, three/four regional program offices will be set-up to operate as decentralized locations. Regional Directors will have the financial and administrative discretion to run the regional offices and will report to the MD for all program-related and administrative issues. Each regional office will have technical and administrative staff as needed.

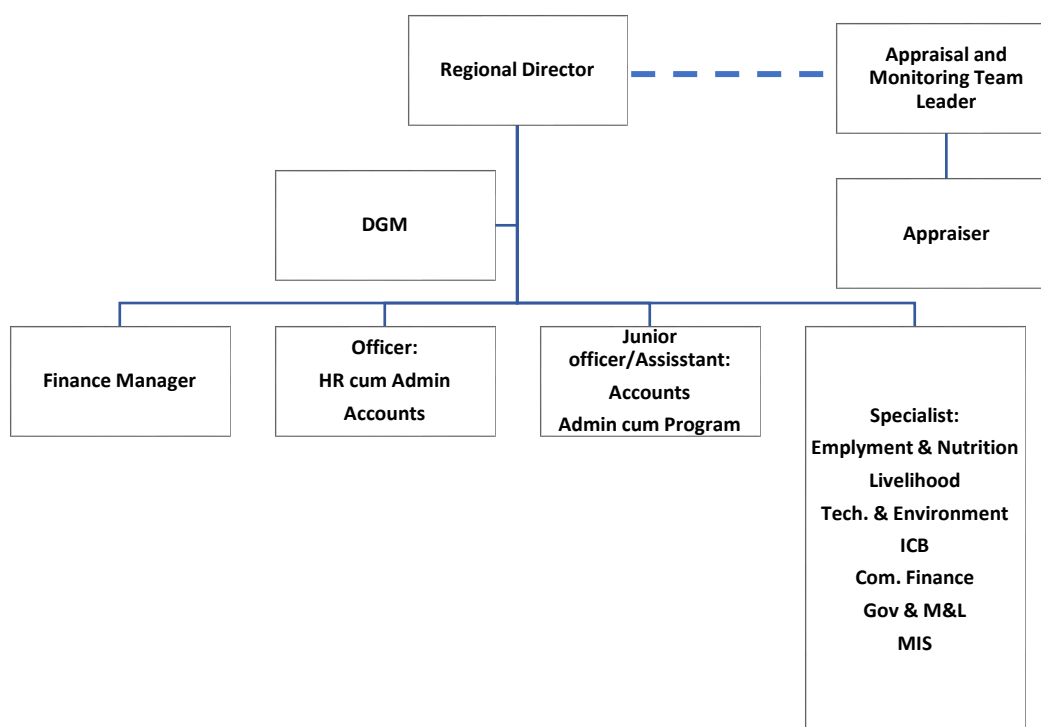


Figure 6-3 SDF Regional Office Organizational Structure

District Offices. The district offices of SDF headed by District Managers to be established under RELI will primarily be responsible for supporting and facilitating the implementation of activities by the field teams. District-level technical specialists will be responsible for supporting the District Managers in implementing the agreed activities in district plans. District teams will also monitor and guide the performance of cluster-level teams.

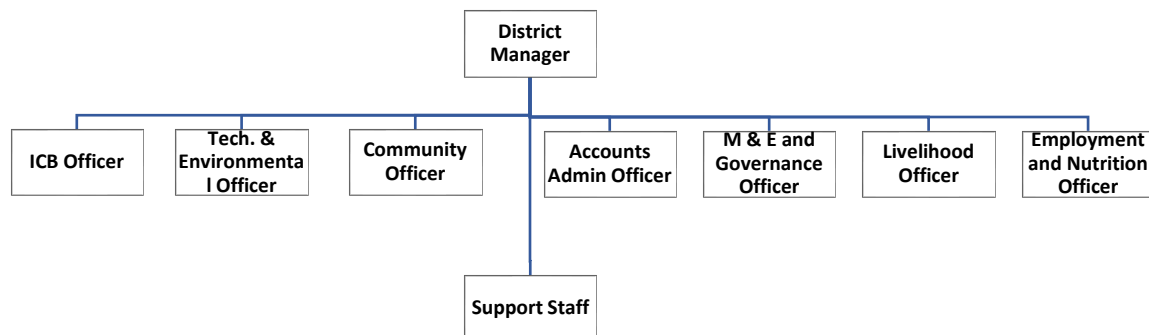


Figure 6-4 SDF District Office Organizational Structure

Cluster (Field) Offices. All project activities at the ‘cluster’ level will be implemented by the cluster offices comprising of implementation teams led by Cluster Officers and supported by a team of cluster facilitators. Specifically, one cluster will handle support to about 25 to 30 villages. Cluster facilitators are at the core of mobilizing, building capacity and supporting community-level institutions to enable them to plan and implement their village development plans. On average, 4 villages will be handled by one cluster facilitator depending on distance and number of beneficiaries.

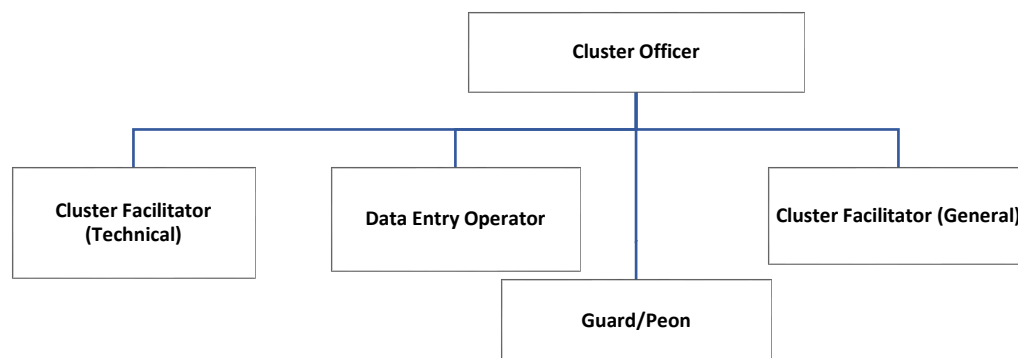


Figure 6-5 SDF Cluster Office Organizational Structure

Community-level Institutional Arrangements. Some of the most basic institutional set-ups at community-level, such as RELI Groups (RG), will be initiated for savings and internal lending. RGs, the building blocks for membership of the Gram Parishad, are the most basic structure comprising of 10 to 15 members, with priority given to extreme poor, unemployed women and youth. RGs, being the overarching village-wide membership body, elect the Executive Committee, or Gram Samiti who are responsible for implementing VDF activities in the village. The Gram Parishads independently appoint Social Audit Committees (SACs) for providing oversight of all village activities and funds.

Gram Parishad (GP). All beneficiaries in the community form the apex body at the village level to make decisions on community development. The GPs are responsible to review the progress of all village

activities, prepare quarterly plans, approve expenditures, and review reports of the Social Audit Committee (SAC) and to make new decisions. All GP meetings will ensure 50 percent female participation and will be held at least once every three months with at least 70 percent of the extreme poor and poor attending such meetings.

Gram Samiti (GS). The GS serves as the executive committee of the GP. It is composed of 9 members with three key positions such as President, Secretary and Cashier and 6 general members. All members are selected from the beneficiary group in the respective village including at least two female members and one youth. The GS is responsible for implementing the decisions made by the GP, preparing and implementing the Village Development Fund (VDF), preparing progress reports and financial reports on all activities related to the use of the VDF as well as signing the umbrella financing agreement with SDF. Their overall responsibilities include that the functions of the institutions are accomplished as per project manuals and procedures. Meetings of the GS will be held as often as required and at least six members of the GS consisting of at least 50 percent women will be required for each meeting.

RELI Group (RG). These groups will be comprised of 10 to 15 beneficiary members to oversee savings and internal lending activities. They will meet on a weekly basis where at least 80 percent of members need to be present to share and discuss issues pertaining to their livelihood development. Members of the RGs follow the key principles of “Dash Neeti” and create regular savings practice.

Savings (Sanchoy) Committee (SC). The SC is constituted of 5 members with three key positions, i.e., leader, secretary and cashier and two general members. Their responsibilities include collecting savings from the project beneficiaries and deposit with the Bank as well as operating internal lending among the beneficiaries with the funds being accumulated.

Village Credit Organization (VCO). The VCO is a 5-member committee that includes one leader, one secretary and a cashier along with two other general members. The main responsibilities of the VCO are to operate the Revolving (Shabolombi) Fund such as disbursement, installment recovery, maintaining accounts, report preparation, preserving all kinds of documents, among others.

Social Audit Committee (SAC). The SAC has 5 members led by a convener and 4 general members. The main responsibilities of the SAC are to monitor the activities being carried out by the different other committees and submit reports that contain observations and recommendations to village community institutions for taking necessary actions.

Role of SDF in the RELIP

As the implementing agency of the RELIP, SDF will be responsible for the assessments of the social and environmental risks and impacts and the formulation and implementation of environmental and social management plans for the project. In addition, SDF will also be responsible to bring the project through the ECC process under the ECA/ECR. It will also undertake internal review, compliance monitoring and evaluation of the risks and impact mitigation measures in this project.

Past Experience of Collaborative Project Management with the WB

Based on the successful completion of the SIPP I and SIPP II projects, the Nuton Jibon Livelihood Improvement Project (NJLIP) was financed by an IDA credit of US\$200 million, which was approved by

the Board of Directors on February 25, 2015 and became effective on August 3, 2015. NJLIP's closing date is set on June 30, 2021. The Bank team has been providing regular support to SDF and organized a number of orientation sessions during project implementation on E&S monitoring and reporting. Safeguards compliance has been consistently rated 'Satisfactory' since November 2018. No non-compliance has been found.

Internal E&S Safeguards System

SDF, has a dedicated team for E&S risk management in the Head Office, and designated persons at regional and district levels. SDF has also put in place a reporting system on E&S and submits E&S reports to the Bank every six months, usually prior to or at the time the supervision missions take place. SDF has a functional grievance redress mechanism (GRM) with focal persons at the head office and in regional and district offices. All grievance cases are duly followed up, resolved and reports on GRM are shared with the Bank along with E&S reports.

As part of implementation of NJLIP, SDF developed an Environmental and Social Management Framework (ESMF) that covers E&S related assessment screening criteria and process, including with regards to Indigenous Peoples (IPs), as well as provisions for developing a standalone Indigenous Peoples' Plan (IPP), as relevant. It has also prepared a Community Operations Manual (COM) that guides field-level implementation. The COM includes, among others, specific guidelines on "Participatory Identification of the Poor" (PIP) for social screening / assessment, community-based monitoring, and social audit, as well as a "Governance and Accountability Action Plan" (GAAP).

6.2.2 Other Agencies Important for E&S Safeguards of RELIP

6.2.2.1 Department of Environment (DoE)

The DoE has been placed under the MoEF as its technical wing and is statutorily responsible for the implementation of the ECA, 1995. The principal activities of the DoE are:

- Defining EIA procedures and issuing environmental clearance permits the latter being the legal requirement before the proposed Project can be implemented;
- Providing advice or taking direct action to prevent degradation of the environment;
- Pollution control, including the monitoring of effluent sources and ensuring mitigation of environmental pollution;
- Setting the Quality Standards for environmental parameters;
- Declaring ECAs, where the ecosystem has been degraded to a critical state; and Review and evaluation of IEE and EIA prepared for projects in Bangladesh.

The Department of Environment's role is limited to primarily providing environmental clearance based on IEE/EIA reports for civil construction development projects. Their involvement in post-EIA monitoring is not practical even for random auditing or following up on EMP commitments, considering their small manpower. They rarely go to the project sites to observe compliance of the EMP and conditionality's in the ECC. Also, civil construction development projects get low priority compared to industrial projects for ES supervision and monitoring.

The EIA covers a wide range of issues and expertise with the World ES policies, it would cover even more issues. However, DoE staff are focused only on environmental issues. The DoE would necessarily be handicapped to review the EIA especially on social risks and impacts, labor and occupational health and safety and community health and safety. There is therefore a need to strengthen the Environmental Clearance Directorate with sociologists to initially look at social issues and risks, and specialists on OHS

and community health risks and impacts. Collaborations and linkages with experts from other agencies who have the primary mandates on the issues should also be part of the regular functions of the directorate.

6.2.2.2 Local Government Division & Local Government Engineering Department (LGD& LGED)

Ministry of Local Government, Rural Development and Cooperatives is the umbrella agency in Bangladesh improving the standard of living of the people by strengthening local government systems and institutions and implement activities for social, economic and infrastructure development. Main functions of this agency include:

- a) Manage all matters relating to local government and local government institutions
- b) Finance, control and inspect local government institutions established for the running of local government and local administration
- c) Manage all matters relating to drinking water
- d) Develop water supply, sanitation and sewerage facilities in rural and urban areas
- e) Development, maintenance and management of Upazila Roads, Union Roads and Village Roads including bridges and culverts as allocated by the Government from time to time.
- f) Manage matters relating to village police
- g) Development, maintenance and management of Growth Centers and other markets connected by Upazila, Union and Village Roads.
- h) Development, maintenance and management of small-scale Water Resources schemes up to the limit as determined by the Government

6.2.2.3 Department of Agricultural Extension (DAE)

The Department of Agricultural Extension (DAE) is the largest public sector extension service provider in Bangladesh. DAE has carried out research on adaptive agriculture and dissemination of climate resilient crop variety, promotion and extension of adaptive agriculture to farmers. DAE has also been actively involved in implementing selected activities under the CBACC project.

6.2.2.4 Department of Livestock Services (DoLS)

The Department of Livestock Services aims to increase livestock and poultry production and productivity throughout the nation. Also, it focuses on enhancing export of livestock products. It promotes maintaining ecological balance, conservation of biodiversity and improving public health, prevent and control diseases. Moreover, it emphasizes on employment generation for poverty alleviation.

6.2.2.5 Department of Fisheries (DoF)

The Department of Fisheries (DoF) is mandated to disseminate improved aquaculture technologies through training and demonstration and to render extension advisory services to the focal stakeholders. They also strive to enhance fisheries resources through enhancing conservation and management measures and facilitate alternative income generating activities for rural poor and unemployed people towards poverty alleviation.

6.2.2.6 Bangladesh Forest Department (BFD)

The main objective of the BFD is conservation and management of forest, wildlife and biodiversity including in coastal and wetland ecosystems and protected areas, wildlife sanctuary, national park, botanical garden, eco-park and safari park. Specific objectives are-

- Increase land stability and increase resilience of ecosystems to climate change
- Expand social forestry, ecotourism and other forest activities.
- Contribute to international conventions, treaties and protocols related to forests and biodiversity

6.3 TRAINING AND CAPACITY BUILDING REQUIREMENTS

6.3.1 *Specific Issues identified at SDF*

SDF has now long experience on implementing projects on community infrastructure development and livelihood enhancement, especially for the socially excluded and vulnerable people. During the project planning, design, implementation and monitoring, SDF also considers the environmental and social issues. However, the present organogram of the SDF has no provision for a permanent and well-organized environmental management unit at SDF Head Office. There is also a lacking of dedicated environmental and social professionals in the organization. However, in the existing organogram of the SDF there is a position for Technical and Environment Specialist and another position for Livelihood Specialist at regional level and district level. Considering this scenario, it is recommended to include an E&S team for the implementation of RELIP and to comply with the provisions of the Bank's ESF, comprising of the following:

- a) Social Development Specialist (1)
- b) Environmental Specialist (1)
- c) Gender and GBV/SEA Specialist
- d) Stakeholder Engagement & Communication Specialist

The team may work under the Director, Operations/Implementation as per the current organogram of SDF. However, in addition to this Head Office level team, SDF will need to nominate 'focal persons' at its regional and district level offices also (annex 24).

The existing organizational setup of SDF cannot properly review or evaluate projects documents (E&S assessment studies) prepared by consultants due to workload. Also, the other officials involved with the project need to aware of the environment and social compliance issues so that these issues are incorporated throughout the project.

SDF has put in place a reporting system on E&S and submits E&S reports to the Bank every six months, usually prior to or at the time the supervision missions take place. SDF has a functional grievance redress mechanism (GRM) with focal persons at the head office and in regional and district offices. All grievance cases are duly followed up, resolved and reports on GRM are shared with the Bank along with E&S reports.

6.3.2 *Specific Issues identified at Institutional Level*

The following key issues were identified that relate to institutional arrangements and coordination:

- Lack of clear allocation of responsibilities for environmental & social issues between the relevant institutions/organizations;
- There are weak internal or self-evaluation mechanisms in place that could be used as reference (lessons learned) from former project implementations and offer opportunities for corrective

measures in the ongoing processes, leading to more efficient solutions and minimizing environmental damages in the field.

6.3.3 Specific Issues identified at Community Level

There should be trainings at community level on environmental and social concerns of the project and importance of managing and monitoring those issues. Around 2-3 hours trainings can be included within the other community trainings.

Capacity building for effective implementation of the WB E&S policies is a key element of the ESMP. Capacity building for environmental and social safeguard management will need to be carried out at all tiers of the RELIP, including SDF, community institutions, local governments and contractors. The various aspects that are covered under the capacity building will include general environmental and social awareness, key environmental and social sensitivities of the area, key environmental and social impacts of the project, ESMP requirements, OHS aspects, and waste disposal.

Hence, a separate Capacity Building Plan (CBP) for the RELIP has been prepared under the Capacity Assessment of the SDF and other associated institutions which will be the main guiding document to build capacity of SDF and others for implementing this ESMF. Following paragraphs provides summary of the capacity building requirements as assessed in this report.

6.3.4 Training and Capacity Building Plan

Advanced training on environmental and social management and monitoring will be useful for the officials of the SDF in successfully implementing environmental and social management. It is also necessary to provide the basic training for key personnel on regulatory requirements, environmental impacts, and environmental assessment and management. They can participate in field-based training including the environmental and social impact assessment, screening, scoping, mitigation and monitoring of existing construction, rehabilitation and maintenance projects under the SDF.

The other areas which the SDF should immediately be trained on are field compliance monitoring and audits, particularly on ESMP Compliance and occupational and community health and safety audit, cultural heritage assessment and impacts management. (Table 6.1).

Table 6-1 Training plan for SDF/RELIP staff and Members of the Notun Jinon Community Institutions

Seminar Topic/Training Module	Prospective Attendees	Time Frame
Training on ESMF, prepare ES Screening format and the World Bank's 10 ESSs (Training should be separated with the respective attendees)	SDF, Local Governments, Community Members, Gram Samiti members & Beneficiaries and Representatives of Contractors	Prior to Project effectiveness
Labor and working conditions and OHS <ul style="list-style-type: none"> Terms and conditions of employment according to national working laws and 		Prior to Project effectiveness

Seminar Topic/Training Module	Prospective Attendees	Time Frame
<p>regulations</p> <ul style="list-style-type: none"> Child labor and minimum age employment rules 		
Community health and safety including training on handling and storage of pesticides for project beneficiaries in the agriculture sector		Prior to the Project effectiveness and continue half yearly throughout the project
<p>Issues Related to COVID-19:</p> <ul style="list-style-type: none"> Use and disposal of PPE (for all) Working in COVID-19 environment (construction workers) COVID-19 Infection Prevention and Control mechanism Standard precautions for COVID-19 (social distancing etc) Risk communication, prevention and community engagement (Administrative and operational personnel) WHO and CDC guidelines on quarantine 		Prior to Project effectiveness
<p>4.Stakeholder Engagement and GRM</p> <ul style="list-style-type: none"> Consultation Registration and processing procedure Grievance redress procedure Documenting and processing grievances Use of the procedure by different stakeholders 		Year 1

Seminar Topic/Training Module	Prospective Attendees	Time Frame
Preparation of IEE		Year 1
ESMP compliance monitoring and audit		Prior to the Project effectiveness and continue half yearly throughout the project
OCHS and Labor Management audit <ul style="list-style-type: none"> • ESMP implementation • Workplace risk management Prevention of accidents at work sites Health and safety rules • Solid and liquid waste management Preparedness and response to emergency situations 		Prior to the Project effectiveness and continue half yearly throughout the project
GBV, SEA, Social Inclusion and SECDP <ul style="list-style-type: none"> • Raising awareness and measures to prevent and mitigate GBV risks. • The topics and activities will be developed included in the Project GRM 		Prior to the Project effectiveness and continue half yearly throughout the project

6.3.5 Monitoring and Evaluation

To keep track of the progress and outcomes of the implementation of the Capacity Building Action Plan, the management of the RELIP will periodically monitor and evaluate the sets of indicators in Table 6.3. A Capacity Plan Monitoring and Evaluation Report should be provided to and discussed with the World Bank project team during each supervision mission.

Table 6-2 Capacity Development Indicators

Actions	Indicator	Method of Collection
Inputs		
Staff Recruited at SDF PIU/RELIP	Number of new staff (Specialists) hired Number of consultants hired	Reports

Actions	Indicator	Method of Collection
Trainings Conducted	Number and types of trainings conducted	Reports
Coordination meetings conducted	Number of coordination meetings conducted; invitation letters sent.	Office Records
Outputs		
Expand role of ESMU	Memorandum Circular (MC) expanding roles and coverage	Copy of the MC
Prepare new/update protocols	Number and types of protocols developed	Copies of the Protocols
Prepare new/update guidelines	Number and types of guidelines developed	Copies of the Guidelines
Outcomes		
Scope of activities	Range of activities conducted	Reports and Staff Interviews
Skills of staff	New tasks undertaken by staff	Reports and Staff Interviews
Resource endowments	Annual budget Office space New equipment	Reports Staff Interview
Coordination and involvement	Number of agencies involved in ES Management of SDF and other CIAs projects	Reports and Staff Interview
Results/Performance		
Project preparation	No. of projects/subprojects prepared by under the E&S safeguards compliant system	Office records
Environmental and Social Auditing	Number of subprojects audited under new ESMF compliant system	Office records
Awareness of ES safeguards issues	Percentage of SDF and beneficiaries that are aware of the new ESMF	Staff and beneficiaries Interviews

6.4 INSTITUTIONAL ARRANGEMENTS FOR PROJECT OPERATION AND ESMF IMPLEMENTATION

6.4.1 Project Operation

SDF Head Office has the overall responsibility of realizing SDF's vision to empower communities to overcome poverty and is in charge of monitoring, quality control, capacity building, compliance, communications and governance. Regional program offices operate as decentralized locations overseeing project activities within their jurisdiction. The location of the offices may be revisited based on the final selection of unions and villages supported under RELIP. Each regional office will have technical specialists and office administrative staff. District offices are overseeing the field implementation. Under the district office supervision, cluster (field) offices have the role to mobilize and facilitate the establishment of community structures, the development of the community plans and the implementation at the village level. SDF is overseen by a Board of Directors that has the primary responsibility of controlling and directing the formulation and administration of SDF's policy but is not involved in day-to-day management of the project. In addition, a Project Advisory Committee that would be of an advisory nature (i.e. review of implementation progress) will be constituted with appropriate representation of key ministries/ agencies, including the Bank and Financial Institutions Division, Finance Division, Economic Relations Division, Planning Commission, Implementation, Monitoring and Evaluation Division, and SDF.

At the community level, Nuton Jibon Groups (NJG), for savings and internal lending, are the most basic structure at the community level comprising of 10 to 15 members. NJG members form the building blocks for membership in the Gram Parishad, the overarching village-wide membership body, who then elects its Executive Committee (Gram Samiti) responsible for implementing VDF activities in the village. A Social Audit Committee, independently appointed by the Gram Parishad, provides oversight of all community activities and funds. The funds for all community level activities are directly transferred from SDF to the community organizations.

6.4.2 ESMF Implementation

Building on the experience of SIPP-I, SIPP-II and NJLIP implementation process, SDF emphasizes environmental and social safeguards issues in implementing poverty alleviation programs. The RELIP will continue following the existing institutional arrangement in execution.

As per organogram, under each district SDF will establish a number of cluster offices to be headed by a Cluster Officer (CO) and be supported by required number of Cluster Facilitators. Each Cluster Facilitator will be in charge of supervising 5-6 villages. The cluster team will facilitate the community to implement the ESMF at the village level. A District Manager will be posted in each district and he/she will be assisted by a number of District Officers, who in turn, will provide necessary supports including environmental and social issues to cluster teams as well as intervention villages.

It has been planned to establish required number of regional setups under RELIP to be headed by Regional Directors (RDs) and a number of regional specialists under the guidance of Regional Directors to be providing necessary supports to district teams to implement the ESMF. At national level an Operations Director under the guidance of Managing Director will be in charge of entire program implementation including ESMF and supervise regions, districts, and clusters and provide necessary guidance as needed. The Operations Director will also be assisted by a number of Thematic Specialists at national level. The project will earmark sufficient resources for capacity development of staff on environment and social issues. The diagram in Figure 7.6 shows the institutional arrangements for ESMF implementation of AF-NJLIP.

SDF will arrange a five level ESMF implementation and monitoring mechanism. At national level over all ESMF oversight will be ensured by SDF through an Environmental Focal Point (EFP). ToR for an EFP is provided in **Annex 14**. The Regional Offices will ensure implementation of ESMF and do regular monitoring. The District Offices will assist the Regional Offices in supervision of ESMF implementation. The Cluster Offices will ensure day to day aspects ESMF implementation and data collection for monitoring. The Community Groups will be responsible for Environment and Social sustenance of the sub-projects. SDF- staff and Community members will be trained as required for implementation of ESMF.

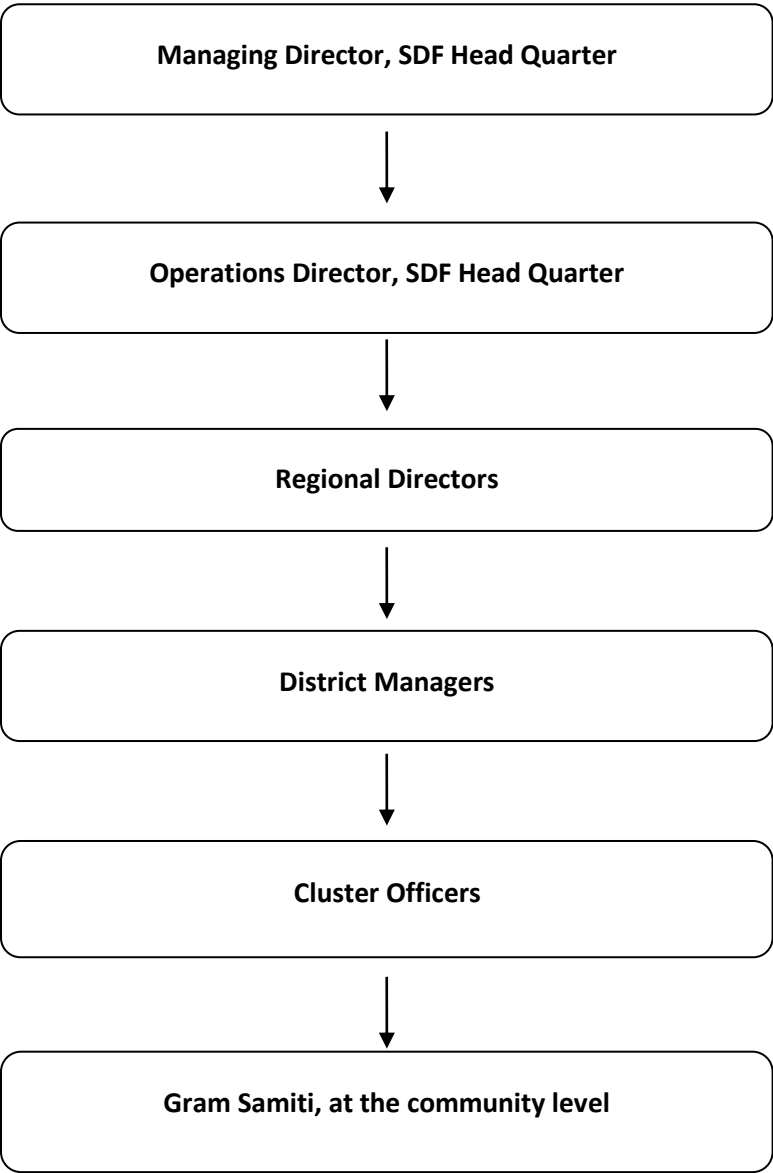


Figure 6-6 Institutional arrangement of ESMF implementation

The implementation arrangement is depicted in Table 7.4 below:

Table 6.3: Institutional Arrangements for ESMF Compliance

Level	Organization	Personnel	Functions
National	SDF	Environmental and Social Unit/Team	<ul style="list-style-type: none"> • Orientation and training to Field Units on ESMF and providing oversight on the EA process and its outputs, as well as the requirements, format and consultation requirements for the preparation of Small Ethnic Communities and other Vulnerable Communities Plans (SECVCDP) based on the framework for the same provided in the ESMF, for sub-projects taking place where such communities live. Special training must be given on the inclusion and gender aspects of the projects and participatory processes; previous phases of the project has performed well in this area and there is sufficient capacity within SDF. However new field staff should receive adequate training and orientation. • Assisting in fulfilling requirements for all Category sub-projects • Review of monitoring reports submitted by the Regional Offices on ESMF/ESMP/ PMP/ SECVCDP/ LMP/ OHS/ SEP/ COVID-19 guideline/GBV guideline implementation. • Regularly visiting sub-project sites to review ESMF compliance during sub-project planning and implementation. • Providing guidance and inputs to the Field Units on environment and social management aspects. • Managing Monitoring Evaluation Audit and Learning of ESMF implementation. • Assisting External Independent Consultants in Bi-Annual Environmental and social Audit. • Preparing Quarterly ESMF compliance Reports and sharing them with The World Bank. • All the actions related to ensure compliance with ESMF as directed by Managing Director, SDF.
Regional	Regional Offices	Infrastructure and Livelihoods Officer and/or ESF Focal points	<ul style="list-style-type: none"> • Managing ESMF implementation and monitoring and evaluation • Collecting data for monitoring. • Providing ESMF assistance to District and Cluster Offices. • Coordination with the other agencies at for ESMF compliance. • Monthly reporting on ESMF compliance to SDF. • All the actions related to ensure compliance with ESMF as directed by Managing Director, SDF.
District	District Offices	Infrastructure and Livelihoods Officers and/or ESF Focal points	<ul style="list-style-type: none"> • Supervising ESMF implementation. • Compliance screening and Categorization of all sub-Projects and preparation of ESMPs/SECVCDPs/Others recommended in the ESMF. • Assisting Regional Office in collecting data for monitoring. • Providing ESMF assistance to Cluster Offices.
Cluster	Cluster Offices	Cluster Facilitators: General and Technical	<ul style="list-style-type: none"> • Ensuring ESMF provisions in implementation. • Data collection for screening and categorization of all sub-Projects and preparation of ESMPs. • Data Collection for monitoring. • Providing ESMF assistance to Community Groups.
Community	Community Groups	Gram Samiti Members	<ul style="list-style-type: none"> • Implementing and monitoring ESMF provisions in all sub-projects. • Assisting in Collection of data for screening and categorization of sub-projects

Project Implementation Process – ESMF Functions at the sub-project level

Table 7.3 summarizes environmental and social activities to be taken up during each sub-project cycle, objectives, process, responsibility and result of each activity by sub-project phase. Details of each phase of implementation, needed environmental and social safeguard activities and responsibility are provided in Table 7.4.

Table 6-4 Sub-project implementation phases and related safeguard activities



RELIP Subprojects/Activities	Environmental & Social Safeguard	Responsibilities/ Institutional Arrangement
Pre-planning:	Review environmental & Social criteria/ attribute	
Preparation of subproject proposals on Livelihood or infrastructure	Environmental & Social Screening (ESS)  Environmental & Social impact assessment (ESIA)	Community groups, Cluster Mobilizer
Conduct Environmental Assessment	 Preparation of ESMP	
Planning (Appraisal and Selection of subprojects for funding)	Review ESS/ESIA and verify Environmental Mitigation Measures, Environmental Code of Practices (ECOPs), Health & Safety	Community groups, Cluster Mobilizer, Cluster Team Leader, EFP
Implementation	Compliance Monitoring & Compliance certification by Gram Samiti	Gram Samiti, Community groups, Cluster Mobilizer, Cluster Team Leader
Operation	Quarterly Progress Monitoring	Cluster and District Level Teams, EFP
	Environmental & Social Audit	Consultants for Audit, EFP
Reporting	Half yearly progress report, Monitoring report	Cluster Team Leader, EFP

Table 6.5: Environmental Activities and Responsibilities to be fulfilled during the sub-project cycle

Phase	ESMF Activity	Objectives	Process	Responsibility	Result
Pre-planning	Identification Environmental & Social Screening format (ESS) and Initial Environmental & Social assessment sheet prepared for ESMP's. For specific sub-projects.	To collect basic information on environmental & social aspects of the proposed sub-project.	The ESMF requires that basic environmental data pertaining to the proposed sub-project be compiled at the field data collection stage. For this purpose, a simple Environmental & Social Screening sheet (ESS) was formulated for sub-projects. The formats for the ES are furnished under Annexures. The sub-project implementing Community Group fills up the ES with the facilitation support of the Community Mobilizers duly identifying the environmental issues of concern along the basic data.	SDF/ Community Groups/Cluster Mobilizer	ESS/ IEE filled. ESMPs prepared and attached with the sub-project proposal/ concept note
Planning	Appraisal of sub-project proposal and verification of ESS/IEE and Environmental and Social Management Plans (ESMPs)	To arrive at appropriate Environmental Management Plans for integration into sub-project Proposals	For Category moderate sub-projects, the relevant and appropriate provision given in ESMF under ECoPs/ ESMP will be made use of in the sub-project proposals in preparing a specific ESMP. This will be done by GS with the support of Cluster Team Leader.	SDF/ Community Groups Cluster Mobilizer Cluster Team Leader	ESMPs reviewed/verified and disclosed prior to start of sub-project implementation.
Implementation	Implementation Implementation of Environmental and Social mitigation measures.	To ensure that the prescribed environmental and social mitigation measures (including construction stage) are implemented.	The prescribed environmental and social mitigation measures (including construction stage measures) as identified through the environmental and social appraisal process are adequately implemented. Implementation Completion Report (ICR) for sub-project will need to include an Environmental Compliance Certificate given by the Gram Samiti indicating that the mitigation measures identified in the appraisal (including construction stage) have been implemented.	Gram Samiti Cluster Mobilizers Cluster Team Leader	Environmental compliance information.

Phase	ESMF Activity	Objectives	Process	Responsibility	Result
O&M	<p>Supervision, Monitoring and Evaluation and Audit</p> <p>Environmental & Social supervision, monitoring and evaluation and audit</p> <p>IESC and capacity building on environmental and Social issues.</p>	To ensure that environmental aspects are integrated in the O&M phase.	<p>Monitoring of indicators will be conducted as per project monitoring protocol.</p> <p>Supervision will be conducted by the designated environmental officers of the implementing agencies for all the sub-projects</p> <p>All sub-projects will be monitored by GS and Cluster and District Teams.</p> <p>Capacity building and IESC activities are undertaken to enable effective implementation of the ESMF including assessment procedures, supervision, monitoring, etc. as well as for community awareness and sensitization. This will be done by the Regional Teams and in turn the Regional Teams will be trained by SDF.</p>	<p>Cluster and District Level Teams</p> <p>SDF Environment and Social Focal Points</p> <p>External Training Consultants for Audit Training</p>	<p>SDF will conduct quarterly progress monitoring and submit Half-Yearly Monitoring Reports to The World Bank on Safeguards Implementation.</p> <p>An Audit reports by SDF before midterm.</p> <p>Periodic environmental and social supervision reports.</p> <p>Training and IEC activity reports.</p>

6.5 MONITORING AND EVALUATION

As one of the key elements of the ESMP, a three-tier monitoring program is proposed comprising compliance monitoring, effects monitoring and third-party monitoring. The main purpose of this monitoring program is to ensure that the various tasks detailed in the ESMP particularly the mitigation measures are implemented in an effective manner, and also to evaluate project impacts on the key environment and social parameters. Various types of ESMP monitoring are discussed below.

6.5.1 Compliance Monitoring

The purpose of the compliance monitoring is to ensure that the mitigation measures given in the ESMP are effectively and timely implemented. This is basically done by the Regional, District and Cluster level Infrastructure and Livelihoods Specialist. All the sub-projects will be visited at regular intervals by them to check if all safeguard requirements are met and to identify any issues that need to be addressed. Regional Unit will submit monthly progress reports on Safeguards Supervision and Monitoring to SDF on safeguards implementation and compliance. The concurrent internal supervision and monitoring will be done as part of the regular monitoring by field units for safeguards compliance. All the Cluster Facilitators will be trained on Environmental and Social Safeguards Management and they will ensure ESMF implementation at field level. The Community Groups will be oriented on the ESMF requirements in each sub-project and made aware of the environmental requirements. A format for environmental compliance monitoring has been provided in **Annex 13**. This monitoring will generally be carried out with the help of checklists to be prepared on the basis of the Mitigation Plan (Table).

6.5.2 Effects of Monitoring During Project Implementation

Effects monitoring is a very important aspect of environmental management to safeguard the protection of environment. EM will be done in two segments:

6.5.2.1 Quarterly Monitoring and Evaluation by SDF

The quarterly monitoring and evaluation will be done by SDF. The EPF and SPF will visit the field on a regular basis. They will visit about an appropriate percentage of all category sub-projects, as decided by SDF. These Focal Points will prepare appropriate formats for monitoring. SDF will send Half-yearly Monitoring Reports on ESMF compliance to The World Bank. A format for environmental monitoring has been provided in **Annex 10**.

6.5.2.2 Yearly Environmental Assessment

Once every year, SDF will prepare a report of the environmental and social situation in the project districts including data and analysis of relevant parameters as given below:

- Flooding/drought/water logging
- Water quality (drinking water parameters including arsenic)
- Salinity in Ground and surface water
- Soil erosion
- Soil quality improvement (due to application of organic fertilizer/ compost)
- Contamination of surface water (agro-chemicals, sedimentation in water bodies)
- Changes in land use
- Saving of fuel wood and indoor air quality improvement (due to cook stove)
- Tree coverage

The Regional Units, with the help of District and Cluster units, will monitor these parameters on a quarterly basis and will send this information to SDF. At SDF the Environment Focal Point (EFP) will review this data based on information collected from their own field visits and compile into Annual Report. This report also should give a listing of relevant new legislation and regulations that have a bearing on the environmental performance of the project. SDF will submit this report to the World Bank. The ESMF will be suitably revised, if needed, on the basis of this document by the SDF.

The effects monitoring plan proposed for the RELIP is presented in Table; after the specific IEE, this program will be revisited and revised.

6.5.2.3 Third Party Monitoring

SDF will engage an independent consulting firm/individual consultant to conduct external and independent monitoring of the ESMP implementation. The main purpose of the external monitoring will be to ensure that all the key entities effectively and adequately fulfilling their designated role for ESMP implementation and that all the ESMP requirements are being implemented in a timely and effective manner.

Chapter 7 STAKEHOLDER ENGAGEMENT AND DISCLOSURE

7.1 OBJECTIVE OF ENGAGEMENT

Considering the potentials impacts and nature of the sub-projects, consultation and communication with different stakeholders is essential. A separate document has been prepared and a summarized version has been prepared and explained in this ESMF. The objectives of engagement and access to information are to generate public awareness by providing information about a sub-project to all stakeholders, particularly the sub-projects affected persons (PAPs) in a timely manner, and to provide opportunity to the stakeholders to voice their opinions and concerns on different aspects of the project. The opinions and suggestions of the stakeholders would assist in taking appropriate decisions for effective environmental management of the sub-projects. It would help facilitate and streamline decision making whilst fostering an atmosphere of understanding among individuals, groups and organizations, who could affect or be affected by the sub-projects.

An effective public engagement and access to information plan needs to be developed. The specific objectives of PC are:

- To keep stakeholders informed about the sub-projects at different stages of implementation,
- To address the environmental and social concerns/ impacts, and device mitigation measures taking into account the opinion/ suggestions of the stakeholders,
- To generate and document broad community support for the sub-projects,
- To improve communications among interested parties, and
- To establish formal complaint submittal / resolution mechanisms.

Such consultations will continue to be ensured during further design and implementation stage of the project. These will be undertaken at a minimum, at selection of the sub-projects, during environmental screening, and assessment, if undertaken, and while formulating the ESMP. A comprehensive framework for the participatory consultation including an effective feedback mechanism and information disclosure should be developed and incorporated for implementation during the entire duration of the project.

7.2 ENGAGEMENT PROCESS

7.2.1 Stakeholder Identification and Analysis

Stakeholder mapping involves identifying relevant Project stakeholders or groups of stakeholders, characterizing the key stakeholder issues and concerns, and mapping the Project stakeholders to determine the appropriate level of engagement for each stakeholder or stakeholder group. The WB defines “stakeholder” as individuals or groups who: (a) are affected or likely to be affected by the Project (project-affected parties); and (b) may have an interest in the Project (other interested parties). Stakeholders are people, groups, or institutions, which are likely to be impacted (either negatively or positively) by the proposed project interventions or those who can influence the outcome of the project.

The key stakeholders for this project from environmental and social safeguards point of view include:

- Implementing agencies and their field staff
- People/communities directly affected including the beneficiaries by project activities
- People/communities/organizations within the project influence area indirectly affected by project activities

- Local elected representatives (Union and Upazila levels)
- Government departments/agencies: Department of Environment (DoE), Bangladesh Forest Department (BFD), Department of Agriculture Extension (DoAE), Department of Livestock Services (DoLS), Department of Fisheries (DoF).
- Development Partners
- Local and international NGOs working with local communities

A stakeholders mapping was conducted prior to conducting consultation meeting held virtually using web-based platform. The primary stakeholders include all directly affected persons such as title owners losing land, physically displaced people living on their own land, squatters residing on the potential construction sites and indirectly affected persons and communities/host institutions. The secondary stakeholders are NGOs, community-based organizations, community development projects, governance agencies, development partners, media, community leaders, civil society, traders, construction laborers and consultants in the project area.

7.2.2 Methodology for engagement

The engagement and participation process in preparing the ESMF was limited to selected stakeholders both at the project area and at the regional and national level, since specific sites have not been identified yet. Stakeholders' consultation and engagement at the individual household level was not carried out during the preparation of the ESMF. However, this will be done at the site level once they are identified and will be more inclusive irrespective of gender, profession, religion and age groups during conducting ESS/IEE/ESMPs.

Various tools will be used for engagement, including household level interviews, participatory rural appraisal, FGDs, stakeholder consultation meetings, issue specific consultation meetings, open meetings, and workshops at both local and national levels. During IEE, consultation meetings and FGDs will be carried out in all villages/upazilas and local level workshops will be organized at some selected districts to ensure a comprehensive coverage of the entire project area and provide them specific list of interventions.

7.2.3 Engagement during ESMF preparation

During preparation of ESMF, SDF has conducted engagement with different stakeholders during COVID-19 pandemic using virtual web-based platform. The discussion and the concerns and responses are extensively documented. The discussion and the concerns and responses are extensively documented. A summary of consultation meetings is given below in Table;

Table 7-1 Summary of Consultation Meetings

No.	Date	Venue	No. of Participants		
			Total	Male	Female
1	20 Sep'20	Virtual Zoom Meeting by SDF personnel's	60	45	15

Another engagement was conducted at the head office of the implementing agency, SDF with the Managing Director and officials who are directly involved in the project. The project officers shared their views and recommendations based on the ongoing project NJLIP's experience in a group discussion. Their decisions were then presented to the Managing Director for his approval and any

further suggestions. The discussions were documented comprehensively. The list of the participants is provided in **Annex 21**.

Also, the virtual discussions as a part of the Implementation Support Review and Initiation of ICR Preparation Mission of the World Bank for Nuton Jibon Livelihood Improvement Project (NJLIP) implemented by Social Development Foundation (SDF) held with the NJLIP beneficiaries on 12th January, 2021 (**Annex 22**)

Outcomes of engagement Meetings

During preparation of ESMF, SDF has taken stakeholders opinion and those are incorporated with the entitlement matrix preparation. A summary of consultation outcomes is given below:

Virtual Stakeholders engagement Workshop using Zoom

- Duration of the training needs to be increased in the area of Beef Fattening/cow rearing (at least 3-4 days);
- Day-long practical field visit to be introduced in the said training.
- Quality seed and feed should be used;
- Should avoid high density/overstocking of fish in the pond;
- Should avoid using steroid hormone in the private hatchery;
- Should avoid using huge amount of antibiotic;
- Should avoid using poultry litter/discharge for fish cultivation;
- More training and awareness program should be Introduced;
- The duration of the training needs to be increased;
- Increasing awareness of primary health care and nutrition for the beneficiaries;
- Developing awareness among beneficiaries on preventive measures to diseases;
- Organizing training on nutritious food production for beneficiaries;
- Managing a risk-free working area.
- Applying the IPM Method for vegetable cultivation;
- Promoting organic manure and vermin-compost preparation and use;
- Establishing a demonstration plot on vermin-compost in minimum 5 villages;
- Distributing submersible tube-well to the beneficiaries.
- Undertaking palm tree plantation in project areas to prevent lightning due to climate change;
- To consider increasing the width of rural roads from 5 feet to 7 feet for the easy movement of transport;
- To include patriotic contents and values in SDF's training sessions;
- To construct separate rooms in school buildings and more toilet facilities for adolescent girls for their privacy;
- Taking the help of Upazila Parishad for Risk Analysis Guidelines for adopting new infrastructure sub-projects;

- To supply sanitary pad to the adolescent girls and making them aware of the importance of nutritious food, healthy lifestyle, child marriage, etc.;
- To take effective initiative for proper waste management.
- To implement projects on water supply,
- To construct palisade/protection wall in roadside etc.
- SDF should implement the idea of the Father of the Nation, Bangabandhu Sheikh Mujibur Rahman's co-operative based economy and social system.
- Developing alternative water sources i.e. rainwater harvesting, PSF, etc. instead of installation tube well because the groundwater layer goes down rapidly;
- Increasing coordination with local organizations;
- Duration of training related to livestock needs to be increased;
- Informing communities about new ideas, technological options, etc. on livestock ;
- He promised to provide all-out cooperation.
- Usage of ES & IEE form for preparing rural infrastructure sub-projects and SS form for livelihoods activities;
- Knowing the negative and positive impact of rural infrastructure sub-projects and livelihood activities and considering EMP and SMP taking all negative impacts and its mitigation measures into account.
- Simplifying ES, IEE, and SS form for use by communities.
- Using alternative methods, IPM and tools i.e., pheromone, light traps, Vermi-compost, and organic pesticides instead of chemical pesticides and to protect the environment.
- Using ES and SS form for identifying impacts of the project;
- Simplifying ES and SS form
- Assisting Producer Group (PG) members to expand the production of non-toxic vegetable;
- No obligation for filling any format for green and orange-A category sub-projects.
- Ensuring free ministerial health awareness programs among adolescent girls as well as distributing free sanitary napkins to them;
- Budget allocation for EMP implementation needs to be kept with a sub-project estimate.
- Simplifying ES, IEE, and SS form.

Engagement with SDF officials at Head Office

- The project will not include any massive construction works.
- The sub-projects will be implemented by the local communities who are not very educated and technically sound. So, the documents need to be user friendly and easily understandable.
- The local people need some initial training and orientation on the IEE/ES forms.
- There should be no obligation for filling any format for green and orange-A category sub-projects.

- The project targets the most vulnerable groups including elderly, widowed, divorced, sick, disabled persons.
- There are no gender related conflicts from previous project experience. Even though most of the beneficiaries taking the loan is women, both the women and men of a family takes the decision together.
- There are some indigenous people in the selected project areas and the project will try to include them as much as possible.
- There should be trainings at community level on environmental and social concerns of the project and importance of managing and monitoring those issues. Around 2-3 hours trainings can be included within the other community trainings.
- SDF does not have separate officer for environmental monitoring, especially at cluster level. A separate post can be created in SDF for environmental specialist to ensure better monitoring and management of the environmental safeguard's compliance.
- The screening checklists can be simplified so that the local people can understand easily.
- The project includes productive investment fund for promoting entrepreneurship where mostly youths will be promoted.

7.3 STAKEHOLDER ENGAGEMENT PLAN (SEP)

The overall objective of this Stakeholder Engagement Plan (SEP) of the RELI project is to define a program for stakeholder engagement, including public information disclosure and consultation, throughout the implementation of the project. The SEP outlines the ways in which the project will engage the different group of stakeholders including Individuals, organizations and business entities besides the regulating entities, and provide them with a mechanism through which people can raise concerns, provide feedback, or make positive and negative complaints about the project(s) themselves. The RELI project supports community institutions to effectively manage and deliver services and communities to take charge of their own development, based on the principles of local participation and decentralized development. It also facilitates public-private dialogue on rural entrepreneurship development, and establish formal partnerships between value chain actors, local governments and the project. The RELI works across all 20 districts in the Bangladesh prioritizing the remote and underserved communities.

7.3.1 Summary of the potential Environmental and Social risks and impacts of the projects

The RELI project is rated 'moderate' on Environmental and Social Risk Classification by the World Bank. The main activities consist of cash transfer to the targeted households, group savings and health and nutritional support services to the beneficiaries, activities contributing to improving livelihoods will be prioritized particularly in the context of the ongoing pandemic Covid 19, such as the support to developing and strengthening community organizations, and financing community plans. The project will also support climate resilience building during community mobilization; and through technical and financial support to beneficiaries by raising beneficiaries' awareness to climate change and climate-induced risks.

The project is expected to have indigenous population, besides other marginalized and vulnerable communities as beneficiaries. In any case, majority of the beneficiaries will be women, a generally disadvantaged section of population in the traditional Bangladeshi society. A Small Ethnic and Vulnerable Community Development Framework (SEVCDF) has been prepared for this purpose and it includes robust provisions for inclusion of all the disadvantaged and marginalized communities including the indigenous peoples with their full participation and meaningful participation.

The main anticipated E&S risks and impacts of the project relate to: (1) occupational and community health and safety, (2) water, air & noise pollution, soil contamination, solid waste generation and management, (3) ensuring appropriate benefits to the marginalized and disadvantaged groups including the indigenous peoples from the project activities; (4) managing and mitigating the SEA/SH risks and (5) risk of child labor – all of which are addressed through appropriate mitigation measures

7.3.2 Project Stakeholders

Mapping the project stakeholders is the primary task in preparing a SEP. The RELI project will engage with a broad range of stakeholders and below they are identified according to their level of engagement and importance with the project.

Stakeholder Identification and Mapping

The World Bank Environmental and Social Framework 2018 defines “stakeholder” as individuals or groups who:

- (a) Are affected or likely to be affected by the Project (project-affected parties); and
- (b) May have an interest in the Project (other interested parties).

An important element of a successful mapping is knowing who the key stakeholders are and how best to engage with them to ensure achieving the project’s objectives. The RELI project operates in multiple implementation environments and consequently will engage with a diverse array of stakeholders, ranging from government officials and local government representatives through to farmers. While there are similarities across different stakeholder groups, communication initiatives and outreach activities must be tailored to audience needs and interests. Furthermore, it is necessary that RELI be strategic in which stakeholder groups to target and project level of engagement to ensure maximum impact.

The following table provides a cursory glance at the different RELI stakeholder groups and can be used as a guide to the type of communication engagements pursued.

Table 7.2: Summary of RELI Project (SDF) Stakeholders

Stakeholder Group	Stakeholder
Project-Affected Parties	<p>The term project-affected parties includes those likely to be affected by the project because of actual impacts or potential risks to their physical environment, health, security, cultural practices, well-being, or livelihoods. These stakeholders may include individuals or groups, including local communities.</p> <ul style="list-style-type: none"> • Environmental – those areas located within the Project’s footprint or area of disturbance plus the entire length of the Project. • Social – the villages, households, communities and Business entities directly affected by Project construction and operation, if any. Also, individuals residing in the Upazilla, Unions and Wards within which the Project is located. They include: <ul style="list-style-type: none"> ○ Project beneficiaries ○ Vulnerable groups including small ethnic communities, the elderly, the disabled persons, pregnant women, single mothers etc. residing in the area; ○ Small businesses, farmers’ groups to be identified during the consultation activities by SDF.
	<ul style="list-style-type: none"> • Indirectly Affected Populations are the individuals and organizations located within the Indirect Area of Influence. • Environmental – those areas located within 1 km of any project and other ancillary project facilities • Social – Individuals residing in the Upazilla, Unions and Wards within which the Project is located.
Interested Parties	<ul style="list-style-type: none"> • Ministry of Local Government, Rural Development and Co-operatives (MoLRD&C), responsible for the development and supporting local government bodies outlining the mode of facilitation, SDF’s responsibilities and support after phasing out, as well as local government institutions’ mode of engagement and collaboration, types of cooperation expected from three-tiered local government institutions to carry on development efforts. This MoU would provide a framework between the Community Societies (Gram Samity) and concerned Zillas, Upazilas, and union councils (Union Parishads) to work together in partnership.
	<p>District and Upazilla Administration and Offices to include:</p> <ul style="list-style-type: none"> • Deputy Commissioner’s Office • Civil Surgeon’s Office • District Agriculture Officer (DAE) • District Social Welfare Officer • District Youth Welfare Officer • Upazilla Nirbahi Officer (UNO) • Office In Charge, Police in the Upazilla and district • Department of Cooperatives at district and upazilla level • Department of Women Affairs at district and upazilla level <p>Elected Officials and Local Politicians to include:</p> <ul style="list-style-type: none"> • Zilla Parishad Chairperson and Members • Upazilla Parishad Chairperson and Members • Union Parishad Chairperson and Members • District and upazilla level political leaders (different parties)

Stakeholder Group	Stakeholder
	<p>Media and Mass Communication to include:</p> <p>National</p> <ul style="list-style-type: none"> • Newspapers (daily and weekly) • Dhaka-based TV stations • Dhaka-based radio stations <p>Local</p> <ul style="list-style-type: none"> • Social media: Facebook, websites, Youtube • Local FM Radio Channel, if available <p>Businesses and Associated Groups to include:</p> <ul style="list-style-type: none"> • District and Upazilla Truck/Bus/Van Owners President and Members • Bazar Management Committee President and Members • Traders' Associations and their members • Bankers / Money Lenders in the area • Micro-finance Organizations <p>Other interest groups include:</p> <ul style="list-style-type: none"> • Private technical training institutions • Small ethnic community Groups/ Organizations • Disabled Peoples Groups/ Organizations • Women's Rights Organizations • Civil society groups and NGOs on the national and local levels that pursue environmental and socio-economic interests and may become partners; • Community-based groups and NGOs working on Labor, or Gender issues including GBV and Human Rights in the locality; • Business owners and providers of services, goods and materials that would be involved in the project's wider supply chain and transportation business; • Residents of the other rural settlements within the project area of influence that can benefit from employment and training opportunities stemming from the project, when planned; • IT and ITes service providers; • Training Service Providers who would be involved in the capacity building of the SDF officers and staffs, local workforce etc. when planned; • Mass media and associated interested groups including District and local Press Club, local, regional and national print and broadcasting media, digital/web-based entities, and their associations; • International and National Non-Governmental Organizations (NGO)

Disadvantaged/vulnerable individuals or groups

During the stakeholder identification work, the potentially vulnerable groups were also identified. An overview of the potentially vulnerable Project stakeholders is provided in table 2 below. Those will be categorized under the vulnerable groups who are project-affected (individuals or groups) or because of their own context, are in a situation of disadvantage or vulnerability. This identification process facilitates the project by identifying the persons and sub-groups who might have divergent opinions and concerns about the impacts of the project, reductive mechanisms and profits, and who may need unique, or customized, approach of engagement. Keeping this into consideration, this project has formulated a framework following the ESS7 i.e. Small ethnic and Vulnerable Communities Development Framework (SEVCDF) that RELIP will use as the primary document.

Table 7.3: RELI Project Potentially Vulnerable and Disadvantaged Groups

Stakeholder Group	Stakeholder
Women	<p>The most vulnerable women include:</p> <ul style="list-style-type: none"> • Single women-headed households and Widows • Pregnant Women, women with physical and mental disabilities • Elderly and disabled women who are jobless and dependent on children • Women who might face harassment or SEA/SHetc. at home or from the project activities such attending trainings, meetings, construction works, etc.
Children, Adolescents and Elderly	<p>They can neither go for a job leaving aside the elderly and the minor children at home, nor can they involve themselves with any small-scale business for lack of money. They are also vulnerable to lack of ability to influence decisions affecting their lives.</p>
People with Disability	<ul style="list-style-type: none"> • People with some form of physical disability could still work suiting his/her physical condition like running a Tea Stall in a rural market or selling vegetables etc. and his/her livelihood will not be affected that much. • There are people of different age group and gender, whose physical and mental disability forces them to be dependent on their children/relatives/others. When these groups livelihood is adversely affected by the project looking for an alternative livelihood, these disabled persons are also indirectly and severely affected.
Minority Transgender Community	<p>In the Bangladesh context, the minority transgender community live in a commune of their own and work in a group for their safety and to avoid harassment. This group would then become vulnerable and need special attention and care from SDF, the project contractors, local administration including local police. During the project preparation stage, this group is to be identified by SDF and other IAs in close coordination with local administration, whenever possible with the help of District and Upazilla administration and given jobs at the project site to earn their livelihood.</p>
Households in “Extreme Poverty”*	<p>Vulnerable groups are likely to be economically benefitted by the project and the impact on them during operation is likely to be low. However, if anyone of this group is affected, special care is to be taken with support to their livelihoods.</p>

* The World Bank uses an updated international poverty line of US \$1.90 a day as a line for extreme poverty.

7.3.3 Technical Note: Public Consultations and Stakeholder Engagement in WB-supported operations under the outbreak and spread of COVID-19

These restrictions have implications for World Bank-supported operations. In particular, they will affect Bank requirements for public consultation and stakeholder engagement in projects, both under implementation and preparation. WHO has issued technical guidance in dealing with COVID-19, including: (i) Risk Communication and Community Engagement (RCCE) Action Plan Guidance Preparedness and Response; (ii) Risk Communication and Community engagement (RCCE) readiness and response; (iii) COVID-19 risk communication package for healthcare facilities; (iv) Getting your workplace ready for COVID-19; and (v) a guide to preventing and addressing social stigma associated with COVID-19. All these documents are available on the WHO website through the following link: <https://www.who.int/emergencies/diseases/novel-coronavirus-2019/technical-guidance>.

During Implementation

With growing concern about the risk of virus spread, there is an urgent need to adjust the approach and methodology for continuing stakeholder consultation and engagement, the following are some considerations while selecting channels of communication, in light of the current COVID-19 situation under the RELIP:

- Avoid public gatherings (taking into account national restrictions), including public hearings, workshops and community meetings;
- If smaller meetings are permitted, conduct consultations in small-group sessions, such as focus group meetings. If not permitted, make all reasonable efforts to conduct meetings through online channels, including webex, zoom and skype;
- Diversify means of communication and rely more on social media and online channels. Where possible and appropriate, create dedicated online platforms and chatgroups appropriate for the purpose, based on the type and category of stakeholders;
- Employ traditional channels of communications (TV, newspaper, radio, dedicated phone-lines, and mail) when stakeholders do not have access to online channels or do not use them frequently. Traditional channels can also be highly effective in conveying relevant information to stakeholders, and allow them to provide their feedback and suggestions;
- Where direct engagement with project affected people or beneficiaries is necessary, such as would be the case for Resettlement Action Plans or Indigenous Peoples Plans preparation and implementation, identify channels for direct communication with each affected household via a context specific combination of email messages, mail, online platforms, dedicated phone lines with knowledgeable operators;
- Each of the proposed channels of engagement should clearly specify how feedback and suggestions can be provided by stakeholders;
- An appropriate approach to conducting stakeholder engagement can be developed in most contexts and situations. However, in situations where none of the above means of communication are considered adequate for required consultations with stakeholders, the team should discuss with the PMU whether the project activity can be rescheduled to a later time, when meaningful stakeholder engagement is possible. Where it is not possible to postpone the activity (such as in the case of ongoing resettlement) or where the postponement is likely to be for more than a few weeks, the task team should consult with the OESRC to obtain advice and guidance.

During Project Preparation:

Where sub-projects are under preparation and stakeholder engagement is about to commence or is ongoing, such as in the project E&S planning process, stakeholder consultation and engagement activities should not be deferred, but rather designed to be fit for purpose to ensure effective and meaningful consultations to meet project and stakeholder needs. Some suggestions for advising clients on stakeholder engagement in such situations are given below. These suggestions are subject to the coronavirus situation in country, and restrictions put in place by governments. The task team and the SDF should:

- Review the country COVID-19 spread situation in the project area, and the restrictions put in place by the government to contain virus spread;
- Review the draft Stakeholder Engagement Plan (SEP, if it exists) or other agreed stakeholder engagement arrangements, particularly the approach, methods and forms of engagement

proposed, and assess the associated potential risks of virus transmission in conducting various engagement activities;

- Be sure that all task team and PIU members articulate and express their understandings on social behavior and good hygiene practices, and that any stakeholder engagement events be preceded with the procedure of articulating such hygienic practices.
- Avoid public gatherings (taking into account national restrictions), including public hearings, workshops and community meetings, and minimize direct interaction between project agencies and beneficiaries / affected people;
- If smaller meetings are permitted, conduct consultations in small-group sessions, such as focus group meetings. If not permitted, make all reasonable efforts to conduct meetings through online channels, including webex, zoom and skype meetings;
- Diversify means of communication and rely more on social media and online channels. Where possible and appropriate, create dedicated online platforms and chatgroups appropriate for the purpose, based on the type and category of stakeholders;
- Employ traditional channels of communications (TV, newspaper, radio, dedicated phone-lines, public announcements and mail) when stakeholders do not have access to online channels or do not use them frequently. Such channels can also be highly effective in conveying relevant information to stakeholders, and allow them to provide their feedback and suggestions;
- Employ online communication tools to design virtual workshops in situations where large meetings and workshops are essential, given the preparatory stage of the project. Webex, Skype, and in low ICT capacity situations, audio meetings, can be effective tools to design virtual workshops. The format of such workshops could include the following steps:
 - Virtual registration of participants: Participants can register online through a dedicated platform.
 - Distribution of workshop materials to participants, including agenda, project documents, presentations, questionnaires and discussion topics: These can be distributed online to participants.
 - Review of distributed information materials: Participants are given a scheduled duration for this, prior to scheduling a discussion on the information provided.
 - Discussion, feedback collection and sharing:
 - ✓ Participants can be organized and assigned to different topic groups, teams or virtual “tables” provided they agree to this.
 - ✓ Group, team and table discussions can be organized through social media means, such as webex, skype or zoom, or through written feedback in the form of an electronic questionnaire or feedback forms that can be emailed back.
 - Conclusion and summary: The chair of the workshop will summarize the virtual workshop discussion, formulate conclusions and share electronically with all participants.
- In situations where online interaction is challenging, information can be disseminated through digital platform (where available) like Facebook, Twitter, WhatsApp groups, Project weblinks/ websites, and traditional means of communications (TV, newspaper, radio, phone calls and mails with clear description of mechanisms for providing feedback via mail and / or dedicated telephone lines. All channels of communication need to clearly specify how stakeholders can provide their feedback and suggestions.
- *Engagement with direct stakeholders for household surveys:* There may be planning activities that require direct stakeholder engagement, particularly in the field. One example is resettlement planning where surveys need to be conducted to ascertain socioeconomic

status of affected people, take inventory of their affected assets, and facilitate discussions related to relocation and livelihood planning. Such survey activities require active participation of local stakeholders, particularly the potentially adversely affected communities. However, there may be situations involving indigenous communities, or other communities that may not have access to the digital platforms or means of communication, teams should develop specially tailored stakeholder engagement approaches that will be appropriate in the specific setting. The teams should reach out to the regional PMs for ENB and Social Development or to the ESSA for the respective region, in case they need additional support to develop such tailored approaches.

- In situations where it is determined that meaningful consultations that are critical to the conduct of a specific project activity cannot be conducted in spite of all reasonable efforts on the part of the client supported by the Bank, the task team should discuss with the client whether the proposed project activities can be postponed by a few weeks in view of the virus spread risks. This would depend on the COVID-19 situation in the country, and the government policy requirements to contain the virus spread. Where it is not possible to postpone the activity (such as in the case of ongoing resettlement) or where the postponement is likely to be for more than a few weeks, the task team should consult with the OESRC to obtain advice and guidance.

7.4 INFORMATION DISCLOSURE

The project E&S documents (ESMF/P. SEP, LMP, SECVDF/P, etc.) will be disclosed public comments and suggestions. Any additional E & S assessment materials that will be developed during implementation of the project, SDF will continue to follow a similar approach to disclosure. According to the Bank's requirements, the ESMF report (together with the related environment and social management plan (ESMP)) in Bangla and English will be made available for public comments and consultations. The SEP will be issued concurrently with the ESMF in the public domain and will be available during the same time for the stakeholders' review. Distribution of disclosure will be made accessible at locations and places frequently visited by the community and sites to which unhindered access is available to the public.

Free printed copies of the ESMF/ESMPs and the SEP (along with the other E&S documents) in Bangla and English will be made accessible for the general public at the following locations:

- SDF Headquarters and affected District SDF Offices
- The District Administration offices
- Local NGO offices;
- Other designated public locations to ensure wide dissemination of the materials.
- Newspapers, posters, radio, television;
- Information centres and exhibitions or other visual displays;
- Brochures, leaflets, posters, nontechnical summary documents and reports;
- Official correspondence, meetings

Electronic versions of the ESMF/ESMPs, LMP, SECVDF, Gender/GBV Action Plan and SEP will be uploaded on the SDF website. This will allow stakeholders with access to the Internet to view the proposed project information and to activate their participation in the public consultation process. The website will be fitted with an online feedback function that will enable readers to leave their remarks about the materials disclosed. The mechanisms will be used for facilitating input from stakeholders. Proposed Information Disclosure Mechanism is given below.

Table 7.4: Information Disclosure Mechanism

Project stage	List of Information to be disclosed	Methods proposed	Timetable: Locations/Dates	Target stakeholders	Percentage reached	Responsibilities
Project Preparation Phase	SEP, ESMF/P, LMP, ESCP, SECVDF/P, ESIA, etc.	SDF website, National and Local Newspaper advertisement. District and Upazilla administration website and notice board SDF offices	As soon as the concerned documents are uploaded in the website/published	Expert in the field of E&S, Journalists, NGOs/CBOs, Local Population including local administration and local businessmen	85% of local peoples will be made aware of the project through the process	SDF
Construction	LMPs	SDF website, Signboard, Brochures & Gram Samity offices	As per need	Contractors, Villagers, local government representatives, Community Workers of the project		
Implementation phase	SEP, SECVDF/P, ESMF, LMP, ESCP, ESIA, etc.	SDF offices, Meeting Brochures, FGD Gram Samity offices	Quarterly/ As per need	Youth, Women, Business owners and associations at Community level, NGOs, local elected leadership	85% of local peoples will be made aware through the process	SDF in coordination with local administration

Proposed strategy for stakeholder engagement

Partner engagement programs will provide important data and opportunities for stakeholder groups to share their opinions on topics that matter to/affect them. The following table presents the tasks of partner's involvement that SDF will conduct for the initiative. Following after the Bank's rule in this respect amid the COVID-19 circumstance and given the confinements forces on open meeting and gatherings, nuanced planning is vital to guarantee that stakeholder engagement and meetings comply with the COVID-19 related safety measures.

The methods used would vary considering the COVID-19 situation, as applied, according to the target audience and would include:

- i. Public/community meetings, separate meetings for women and vulnerable
- ii. Face-to-face meetings
- iii. Focus Group Discussions/Key Informant Interviews
- iv. Workshop with the stakeholders/communities
- v. Surveys, polls etc.
- vi. Interviewing stakeholders and relevant organizations
- vii. Mass/social media communication (as needed)
- viii. Disclosure of written information: brochures, posters, flyers, website

Issues to consider while planning stakeholder engagement

- i. For which project exercises consultation/ engagement is basic and cannot be put off without having a critical effect on project timeline?
- ii. What is the degree of proposed coordinate engagement with stakeholders, counting areas and estimated proposed gatherings, recurrence of engagement, level of stakeholders (global, national, local), and so forth?
- iii. What is the danger of the infection transmission for these engagements, and how confinements that are impact within the nation/ project zone would influence the commitment?
- iv. Which convention and authorization must be gotten from local/ concerned specialists for carrying discussions or other shape of engagement?
- v. What is the degree of ICT infiltration among key partner groups, and which correspondence channels can be successfully utilized in the neighbourhood conditions?

General principles for stakeholder engagement during COVID-19

- i. Make sure that all community groups/beneficiaries and SDF staffs have a decent understanding of social behaviour and great cleanliness rehearses. Maintain a social distance including use of sanitizers/disinfectants and face masks
- ii. Postpone all gatherings/meetings if these can be avoided.
- iii. If more modest gathering is allowed, conduct discussion in little gathering meeting, such as focus group discussions.
- iv. Where direct commitment with the stakeholders is fundamental and cannot be put off, distinguish channels for coordinate correspondence with each influenced unit through a context-specific blend of email messages, mail, online stages, committed phone lines with learned operators.
- v. If face to face meeting is not allowed, broaden channels of communication and take into account which channels/methods are suitable in the local setting. Where possible rely on ICT based solutions.

Online Consultations

The format of such workshops could include the following steps:

- i. Preparation before the occasion is significant: to test technology, create important messages, create Frequently Asked Questions.
- ii. Virtual enrolment of applicants: applicants can register online through a devoted platform.
- iii. Dissemination of workshop materials to members, including plan, project reports, slides, surveys and discussion points: These can be conveyed online to members.
- iv. Review of conveyed data resources: members are given a planned term for this, prior to planning a discourse on the data provided.
- v. Discussion, criticism assortment and sharing: members can be coordinated and appointed to distinctive theme branches, groups or virtual 'platforms' if they consent to this. 60 -90 minutes is about greatest you need individuals to be online at a time
- vi. Group, panel and table discussions can be coordinated via web-based social media tools, for example, Whatsup, Zoom, Facebook Messenger, Skype or zoom etc. Utilize voice feedbacks or chat mechanisms more as appropriate.
- vii. Concluding Remarks and summary: The chair of the workshop should summarize the virtual workshop discussion, formulate conclusions and share electronically with all participants.

Table 7.5: Proposed Strategy for Stakeholder Engagement

Stage	Target stakeholders	List of Information to be Disclosed	Method(s) used <i>(following COVID-19 safety measures)</i>	Location/frequency	Responsibilities
STAGE 1: PROJECT PREPARATION (PROJECT DESIGN, SCOPING, RESETTLEMENT PLANNING, ESMF/RPF/SEP DISCLOSURE)	Project Affected People: <ul style="list-style-type: none"> People residing in the project area (within 1` milometer of the project's radius) Local administration and local leadership 	<ul style="list-style-type: none"> Project scope and rationale ESMF, ESMP, SECVDF/P, SEP, LMP disclosures Project E&S principles Grievance redress mechanism process including GRC Composition SEA/SH Action Plan 	<ul style="list-style-type: none"> Public meetings, separate meetings for women and vulnerable as required Face-to-face meetings Mass/social media communication (as needed) Disclosure of written information: brochures, posters, flyers, Information boards at the project area in Bangla, Grievance redress mechanism SDF newsletter and website Discussion and public consultation, technical assessment 	<ul style="list-style-type: none"> The project area for disclosure of the ESS documents Continuous communication through mass/social media and routine interactions Throughout SEP development as needed At a central place convenient for all stakeholders Immediately after finalizing of the ESF documents and then as and when required As and when required- at different stages 	<ul style="list-style-type: none"> SDFRELI team, MD
	Other Interested Parties (Internal) <ul style="list-style-type: none"> As required 	<ul style="list-style-type: none"> Project scope, rationale and E&S principles ESF documents Grievance redress mechanism process SEA/SH Action Plan 	<ul style="list-style-type: none"> Face-to-face meetings Joint public/community meetings with PAPs Public Disclosure 	<ul style="list-style-type: none"> Throughout SEP development as needed or as and when demanded by the affected community Disclosure meetings in the nearby location 	<ul style="list-style-type: none"> SDF/ RELI team,MD
	Other Interested Parties (External) <ul style="list-style-type: none"> Press and media NGOs, CBOs Businesses and business organizations 	<ul style="list-style-type: none"> Project scope, rationale and E&S principles ESF documents Grievance redress mechanism SEA/SH Action Plan 	<ul style="list-style-type: none"> Public meetings, training/workshops (separate meetings specifically for women and vulnerable as needed) Mass/social media communication 	<ul style="list-style-type: none"> Project launch meetings in District/Upazilla/Union level Communication through mass/social media (as needed) Information desks with brochures/posters in 	<ul style="list-style-type: none"> SDF/RELI team, MD

Stage	Target stakeholders	List of Information to be Disclosed	Method(s) used <i>(following COVID-19 safety measures)</i>	Location/frequency	Responsibilities
	<ul style="list-style-type: none"> Academic institutions National Government Ministries Government Departments The general public Young people and youth groups/associations, jobseekers 		<ul style="list-style-type: none"> Disclosure of written information: Brochures, posters, flyers, website Information boards at the Project Site Grievance redressal mechanism Notice board for employment recruitment 	<ul style="list-style-type: none"> project-affected locations (Bangla and English) Public forums in project areas 	
STAGE 2: IMPLEMENTATION PHASE	Project Affected People <ul style="list-style-type: none"> People residing in the project area Vulnerable households 	<ul style="list-style-type: none"> Grievance redressal mechanism ESF documents Employment opportunities Project status SEA/SH Action Plan 	<ul style="list-style-type: none"> Public meetings, workshops Separate meetings as needed for women and vulnerable Individual outreach to the Vulnerable persons/groups and minority Transgender community as needed Disclosure of written information: brochures, posters, flyers in Bangla, website Notice board(s) at construction sites (Bangla) Grievance redressal mechanism SDF newsletter 	<ul style="list-style-type: none"> Community meetings during the civil constructions Communication through mass/social media as needed Notice boards updated weekly Routine interactions Brochures in local offices 	<ul style="list-style-type: none"> SDFRELI team, MD Contractor/sub-contractors
	Other Interested Parties (External) <ul style="list-style-type: none"> Affected community's representatives 	<ul style="list-style-type: none"> Project scope, rationale and E&S principles Grievance redressal mechanism Project status 	<ul style="list-style-type: none"> Face-to-face meetings Joint public/community meetings 	<ul style="list-style-type: none"> As needed 	<ul style="list-style-type: none"> SDFRELI team PD Consultants Contractor/sub-contractors

Stage	Target stakeholders	List of Information to be Disclosed	Method(s) used <i>(following COVID-19 safety measures)</i>	Location/frequency	Responsibilities
	Other Interested Parties (External) <ul style="list-style-type: none"> Press and media NGOs Businesses and business organizations Academic institutions National Government Ministries 	<ul style="list-style-type: none"> Project information - scope and rationale and E&S principles Project status Health and safety impacts Employment opportunities Environmental concerns Grievance redressal mechanism process 	<ul style="list-style-type: none"> Public meetings, open houses, training/workshops Disclosure of written information: brochures, posters, flyers, website, Information boards in SDF Notice board(s) Grievance redressal mechanism 	<ul style="list-style-type: none"> Community meetings during the civil constructions Communication through mass/social media as needed Notice boards updated weekly Routine interactions Brochures in local offices 	<ul style="list-style-type: none"> SDFRELI team, MD
	Other Interested Parties (Internal) <ul style="list-style-type: none"> Other SDF staff Supervision Consultants Contractor, sub-contractors, service providers, suppliers and their workers 	<ul style="list-style-type: none"> Project information: scope and rationale and E&S principles Orientation on ESF/E&S requirements and other sub-management plans Grievance redressal mechanism 	<ul style="list-style-type: none"> Face-to-face meetings Training/workshops Invitations to public/community meetings 	<ul style="list-style-type: none"> As needed 	<ul style="list-style-type: none"> SDFRELI team, MD
IMPLEMENTATION OPERATION AND	Project Affected People: <ul style="list-style-type: none"> People residing in the project area Vulnerable households/persons 	<ul style="list-style-type: none"> Satisfaction with engagement activities and GRM Grievance redressal mechanism process Damage claim process 	<ul style="list-style-type: none"> Outreach to individual PAPs SDF website Grievance redressal mechanism SDF newsletter 	<ul style="list-style-type: none"> Outreach as needed Meetings in affected Area (as needed/requested) SDF newsletter 	<ul style="list-style-type: none"> SDFRELI team, MD

Stage	Target stakeholders	List of Information to be Disclosed	Method(s) used <i>(following COVID-19 safety measures)</i>	Location/frequency	Responsibilities
	Other Interested Parties (External) <ul style="list-style-type: none"> • Press and media • NGOs, CBOs • Businesses and business organizations • Academic institutions • Local Government Departments, Local Leadership • General public 	<ul style="list-style-type: none"> • Grievance redresses mechanism process • Issues of concern • Status and compliance reports 	<ul style="list-style-type: none"> • Grievance redresses mechanism • SDF website • Face-to-face meetings • Submission of reports as required 	<ul style="list-style-type: none"> • As needed 	<ul style="list-style-type: none"> • SDFRELI team, MD

7.5 Review of Comments and closing of feedback loop

The comments/feedback received from the stakeholders will be compiled (including written and oral remarks) and looked into, and the project management will take actions as necessary based on the feedback. To close the feedback loop circle, the project's subsequent follow-up actions will be detailed back to partners through the following process:

- Feedback or remarks are gotten from the partners verbally or in the composed structure at the project level
- The assigned staff would sum up the remarks and bring to the notification of the MDRELI, SDF
- The MD would take actions to the remarks by verbally or written way at the project level (If the remarks are in the composed structure then reply will be written manner)
- The MD may likewise himself/herself organize the meeting with respective stakeholders
- The SDF Board will be brought into notice will address the issue if it is not tackled by the MD
- The responsible Officer will share the summary of the comments to stakeholders at every level.
- A set of accounts of these will be kept and preserved in written version and uploaded in the appropriate website for simple access of all

In the current project, SDF invites proposal and remarks from the stakeholders. SDF would make a significant move based on the proposals from the nearby peoples and chose delegates' in addressing the recommendations.

7.6 ROLES, RESPONSIBILITIES AND RESOURCES FOR STAKEHOLDER ENGAGEMENT

Resources

The administration, coordination and execution of the SEP and its necessary tasks will be the duty of assigned team member/unit within SDF Head Office, its district and field offices. According to previously mentioned conversation, the project will guarantee essentials logistics and financial plan to execute the SEP. The contact information of SDF is given below:

Description	Contact details
Company:	SDF
To:	Managing Director
Address:	22/22, Khilji Road, Mohammadpur, Dhaka - 1207
E-mail:	info@sdfbd.org
Website:	www.sdfbd.org
Telephone:	+8802-58157625-28
Fax:	+8802-58157623

7.7 MANAGEMENT FUNCTIONS AND RESPONSIBILITIES

SDF will nominate a staff to assume the responsibilities of the Stakeholder Engagement Specialist or recruit from the market as relevant. S/he will assist the MD (or other related management unit Director in SDF, as applicable) to carry out the related tasks, and will be, in turn, assisted by the assigned staffs by SDF at regional, district and field offices. The roles and responsibilities of the specialist/expert is provided below:

Responsibilities of the expert engaging stakeholders will include the following:

- Develop, implement and monitor all stakeholder engagement strategies/plans for the Project;
- Oversee all stakeholder engagement related activities for the Project;
- Manage the Grievance redresses mechanism;
- Interact with related and complementary support activities that require *ad hoc* or intensive stakeholder engagement;
- Liaise with the MD to ensure that stakeholder engagement requirements/protocols are understood; and
- Proactively identify stakeholders, project risks and opportunities and inform the senior management to ensure that the necessary planning can be done to either mitigate risk or exploit opportunities.

Annexure

Annex 1: Relevant International Treaty or Conventions and Responsible Agency

Treaty	Year	Brief Description/Relevance to the RELIP	Relevant Department
Protection of birds (Paris)	1950	Protection of birds in wild state Broadly applicable for birds in and around the project influence area; mitigation measures included in ESMP address potential impacts on birds as well.	DoE/DoF
Ramsar Convention	1971	Protection of wetlands. Broadly applicable for wetlands in and around the project influence area; mitigation measures included in ESMP address potential impacts on wetlands and associated resources as well.	DoE/DoF
Protocol on Waterfowl Habitat	1982	Amendment of Ramsar Convention to protect specific habitats for waterfowl. Broadly applicable for wetlands in and around the project influence area; mitigation measures included in ESMP address potential impacts on wetlands and associated ecological resources as well.	DoE/DoF
World Cultural and Natural Heritage (Paris)	1972	Protection of major cultural and natural monuments. Not applicable since no major cultural or natural monuments are known to exist in the project influence area. However Chance Find Procedures have been included in the ESMP	DoArch
Bonn Convention	1979	Conservation of migratory species of wild animals. Broadly applicable to the migratory birds in and around the project influence area. Project activities are not likely to have any significant impacts on these species; precautionary measures have nonetheless been included in ESMP.	DoE/DoF
Prevention and Control of Occupational hazards	1974	Protect workers against occupational exposure to carcinogenic substances and agents. Broadly applicable to the construction and O&M activities under the project. Appropriate mitigation and protective measures have been included in the ESMP.	MoH
Occupational hazards due to air pollution, noise & vibration (Geneva)	1977	Protect workers against occupational hazards in the working environment. Broadly applicable to the construction and O&M activities under the project. Appropriate mitigation and protective measures have been included in the ESMP.	MoH

Treaty	Year	Brief Description/Relevance to the RELIP	Relevant Department
Occupational safety and health in working environment (Geneva)	1981	Prevent accidents and injury to health by minimizing hazards in the working environment. Broadly applicable to the construction and O&M activities under the project. Appropriate mitigation and protective measures have been included in the ESMP.	MoH
Occupational Health services	1985	To promote a safe and healthy working environment. Broadly applicable to the construction and O&M activities under the project. Appropriate mitigation and protective measures have been included in the ESMP.	MoH
Convention on oil pollution damage (Brussels)	1969	Civil liability on oil pollution damage from ships. Not applicable since no oil carrying cargos are involved in the proposed project.	DoE/MoS
Civil liability on transport of dangerous goods (Geneva)	1989	Safe methods for transport of dangerous goods by road, railway and inland vessels. Broadly applicable to transportation of substances such as fuels during the project construction phase. Appropriate mitigation measures are included in the ESMP.	MoC
Safety in use of chemicals during work	1990	Occupational safety of use of chemicals in the work place. Broadly applicable to the construction and O&M activities under the project. Appropriate mitigation and protective measures have been included in the ESMP.	DoE
Convention on oil pollution	1990	Legal framework and preparedness for control of oil pollution. Broadly applicable to the construction and O&M activities under the project. Appropriate mitigation and protective measures have been included in the ESMP.	DoE/MoS
UN framework convention on climate change (Rio de Janeiro)	1992	Regulation of greenhouse gases (GHGs) emissions. Broadly applicable to the construction and O&M activities under the project. Appropriate mitigation and protective measures have been included in the ESMP to minimize emissions of GHGs.	DoE
Convention on Biological Diversity (Rio de Janeiro)	1992	Conservation of biodiversity, sustainable use of its components and access to genetic resources. Broadly applicable to the construction and O&M activities under the project. Appropriate mitigation and protective measures have been included in the ESMP for the conservation of biodiversity.	DoE

Treaty	Year	Brief Description/Relevance to the RELIP	Relevant Department
International Convention on Climate Changes (Kyoto Protocol)	1997	International treaty on climate change and emission of greenhouse gases. Broadly applicable to the construction and O&M activities under the project. Appropriate mitigation and protective measures have been included in the ESMP to minimize emissions of GHGs.	DoE
Indigenous and Tribal Populations Convention	1957	Its primary focus is to recognize and protect the cultural, religious, civil and social rights of indigenous and tribal populations within an independent country, and to provide a standard framework for addressing the economic issues that many of these groups face. Appropriate mitigation and protective measures have been included in the ESMP to minimize impact on SEC.	MoLE
ILO Convention No 29 on Forced Labour	1930	Its object and purpose are to suppress the use of forced labor in all its forms irrespective of the nature of the work or the sector of activity in which it may be performed. Appropriate mitigation and protective measures have been included in the ESMP.	MoLE
ILO Convention no. 182 on Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour	1999	By ratifying this Convention No. 182, a country commits itself to taking immediate action to prohibit and eliminate the worst forms of child labor. Appropriate mitigation and protective measures have been included in the ESMP.	MoLE/ MoWCA
Migrant Workers (Supplementary Provisions) Convention	1975	An International Labor Organization Convention for the rights of migrant workers. Appropriate mitigation and protective measures have been included in the ESMP.	MoLE
Convention on the Elimination of All Forms of Discrimination Against Women	1979	The Convention has a similar format to the Convention on the Elimination of All Forms of Racial Discrimination, "both with regard to the scope of its substantive obligations and its international monitoring mechanisms". Appropriate mitigation and protective measures have been included in the ESMP.	MoWCA

Annex 2: Environmental and Social Screening Checklist for Sub-projects (Applicable for activities involving construction/repairing works)

Name of the sub-project						
Location (Village, Ward, District, Union)						
Type of sub-project						
Size of the sub-project						
Number of beneficiaries						
Contact person						
Contact information						
General description of the sub-project:						
Screening Questions	YES	NO	Impact Scale			Remarks
			Low	Medium	High	
A. SUB-PROJECT SITING						
Is the project area adjacent to or within any of the following environmentally sensitive areas? Note: If yes, the subproject will be void						
Cultural heritage site						
Protected Area (Forest/ Sundarbans/ National park/ Wildlife Sanctuaries)						
Wetland (Beel, Haor)						
National Park						
Wildlife sanctuary						
Buffer zone of protected area						
Special area for protecting biodiversity						
B. ENVIRONMENTAL SCREENING CHECKLIST (Note: If yes, the subproject will be void)						
Do the project interventions include construction, reconstruction or demolition works? <i>If yes, an ESMP needs to be prepared</i>						
Will the activities create air pollution which would require special controls in order to ensure compliance with the Bangladesh standards?						
Traffic disturbances due to construction material transport and wastes?						
Increased noise due to transportation of equipment and construction materials?						
For construction of culverts, disturbance or modification of existing drainage channels (rivers, canals) or surface water bodies (wetlands, marshes)?						
For installation of tube wells, is there any chance to create problem to water bodies that are used for irrigation?						
For sanitary latrine construction, is there any drinking water source near 30 feet distance of the latrine?						

Possibility of stagnant water bodies in borrow pits, quarries, etc., encouraging for mosquito breeding and other disease vectors?						
Will the activities increase soil erosion and/or sedimentation?						
Is there any negative impact on soil stability and compactness?						
Will there be any interruption of the natural flow of river, canal or any stream?						
Is there any chance of waterlogging/insufficient drainage?						
Will the activity generate water effluents (wastewater) that may require special treatment, control or the water management permit?						
Is there any risk of groundwater pollution?						
Is there any risk of surface water pollution?						
Will the activity generate solid waste that may be considered hazardous, difficult to manage, or may be beyond the scope of regular household waste?						
Will there any destruction of trees and vegetation?						
Negative effects on locally important or valued ecosystems or vegetation?						
Negative effects on rare (vulnerable), threatened or endangered species of flora or their habitat?						
Negative effects on wildlife habitat, populations, corridors or movement?						
Is there any impact on fish migration and navigation?						
Will there any negative impact on historically or culturally important sites/structures (mosques, graveyard, monuments, etc.)?						
Any other, please mention						
For any negative impacts identified above, please suggest mitigation measures in the Environmental Management Plan (EMP).						
C. SOCIAL SCREENING CHECKLIST						
Will the proposed activity require acquisition of land, e.g. <ul style="list-style-type: none"> • Encroachment on private property • Relocation of Project affected persons • Loss of private lands or assets • Impacts on livelihood incomes <i>If yes, the project/sub-project will be void</i>						
Are the activities likely to induce potential social conflicts?						
Is there any chance of destruction of homestead land?						

Any agricultural land included within the sub-project area?						
Are the activities likely to affect working conditions, particularly in terms of employment, compliance with labor and other laws pertaining to non-discrimination, equal opportunity, child labor, and forced labor of direct, contracted and third-party workers?						
Will the activities pose occupational health and safety risks to construction workers?						
Is there any chance of loss of employment of the people of lower down the living standard for the implementation of the scheme?						
Will the noise levels impact particularly sensitive receptors (natural habitats, hospitals, schools, local population centers)?						
Are the activities likely to utilize natural resources, including water and energy in an efficient manner?						
Will the activities potentially generate risks and impacts on the health and safety of the affected communities, including impacts on ecosystem services affecting the local community health and safety?						
Will the proposed activity disrupt access to health services?						
Will the activities increase the risk of sexual exploitation, abuse and harassment?						
Will there be potential risks posed by the security arrangements and potential conflicts at the sub-project site between the workers and the affected community?						
Will the sub-project affect vulnerable ¹⁴ groups by any of impacts identified above?						
Any other, please mention						
Indigenous/ ethnic communities						
Are there any indigenous/ ethnic communities residing within or adjacent to the sub-project site? <i>If yes, then answer the following questions.</i>						
Are the indigenous people involved in the planning and implementation of the scheme?						
Will any indigenous/ ethnic						

¹⁴For purposes of the Screening form and assessment vulnerable groups shall Refer to either people below the poverty line, the landless, the elderly, women and children, and those who by virtue of gender, ethnicity, age, physical or mental disability, economic disadvantage, or social status may be more adversely affected by resettlement or other adverse social impacts than others or who may be limited in their ability to claim or take advantage of resettlement assistance and related development benefits.

household/individual get negatively impacted by the sub-project?						
Is there any chance that the sub-project will pose cultural threat to the indigenous/ ethnic communities?						
For any negative impacts identified above, please suggest mitigation measures in the Social Management Plan (SMP).						

Prepared by (Name, Designation, Signature, Date): _____

Reviewed and Approved by (Name, Designation, Signature, Date): _____

Annex 3: Environmental and social screening checklist for agriculture-based livelihood activities (home gardening/ tree nursery/fodder production/crop production)

Name of the sub-project						
Location (Village, Ward, District, Union)						
Type of sub-project						
Size of the sub-project						
Number of beneficiaries						
Contact person						
Contact information						
General description of the sub-project:						
Screening Questions	YES	NO	Impact Scale			Remarks
			Low	Medium	High	
A. SUB-PROJECT SITING						
Is the project area adjacent to or within any of the following environmentally sensitive areas? Note: If yes, the subproject will be void						
Cultural heritage site						
Protected Area (Forest/ Sundarbans/ National park/ Wildlife Sanctuaries)						
Wetland (Beel, Haor)						
National Park						
Wildlife sanctuary						
Buffer zone of protected area						
Special area for protecting biodiversity						
B. ENVIRONMENTAL SCREENING CHECKLIST (Note: If yes, the subproject will be void)						
Will there any destruction of trees and vegetation?						
Negative effects on locally important or valued ecosystems or vegetation (loss of native variety)?						
Negative effects on rare (vulnerable), threatened or endangered species of flora or their habitat?						
Negative effects on wildlife habitat, populations, corridors or movement?						
Is there any impact on fish migration and navigation?						
Is there any chance of waterlogging/ insufficient drainage?						
Possibility of surface water (nearby pond/dighi/river/ canal/ beel/haor/baor/any water body) pollution from the erosion/agricultural run-off enriched with pesticides and fertilizer or sediments						
Possibility of groundwater pollution from the						

use of pesticides?						
Is there any possibility of using hazardous/unsafe use of pesticides impacting human?						
Is there any possibility of using saline water for irrigation?						
Will the activities create air pollution which would require special controls in order to ensure compliance with the Bangladesh standards?						
Will the sub-project area subject to extreme rainfall, dry spells, flood, drought or other climatic events?						
Any other, please mention						
For any negative impacts identified above, please suggest mitigation measures in the Environmental Management Plan (EMP).						
SOCIAL SCREENING CHECKLIST						
Will the proposed activity require acquisition of land, e.g. <ul style="list-style-type: none"> • Encroachment on private property • Relocation of Project affected persons • Loss of private lands or assets • Impacts on livelihood incomes <i>If yes, the project/sub-project will be void</i>						
Are the activities likely to induce potential social conflicts?						
Is there any chance of destruction of homestead land?						
Are the activities likely to affect working conditions, particularly in terms of employment, compliance with labor and other laws pertaining to non-discrimination, equal opportunity, child labor, and forced labor of direct, contracted and third-party workers?						
Is there any chance of loss of employment of the people of lower down the living standard for the implementation of the scheme?						
Are the activities likely to utilize natural resources, including water and energy in an efficient manner?						
Will the activities potentially generate risks and impacts on the health and safety of the affected communities and workers (E/OHS), including impacts on ecosystem services affecting the local community health and safety?						
Will the proposed activity disrupt access to health services?						

Will the activities increase the risk of sexual exploitation, abuse and harassment?						
Will the sub-project affect vulnerable ¹⁵ groups by any of impacts identified above?						
Indigenous/ ethnic communities						
Are there any indigenous/ ethnic communities residing within or adjacent to the sub-project site? <i>If yes, then answer the following questions.</i>						
Are the indigenous people involved in the planning and implementation of the scheme?						
Will any indigenous/ ethnic household/individual get negatively impacted by the sub-project?						
Is there any chance that the sub-project will pose cultural threat to the indigenous/ ethnic communities?						
For any negative impacts identified above, please suggest mitigation measures in the Social Management Plan (SMP).						

Prepared by (Name, Designation, Signature, Date): _____

Reviewed and Approved by (Name, Designation, Signature, Date): _____

¹⁵For purposes of the Screening form and assessment vulnerable groups shall Refer to either people below the poverty line, the landless, the elderly, women and children, and those who by virtue of gender, ethnicity, age, physical or mental disability, economic disadvantage, or social status may be more adversely affected by resettlement or other adverse social impacts than others or who may be limited in their ability to claim or take advantage of resettlement assistance and related development benefits.

Annex 4: Environmental and social screening checklist for livestock-based livelihood (cow/goat/ox rearing, poultry rearing, beef fattening, vermin-compost - small scale)

Name of the sub-project						
Location (Village, Ward, District, Union)						
Type of sub-project						
Size of the sub-project						
Number of beneficiaries						
Contact person						
Contact information						
General description of the sub-project:						
Screening Questions	YES	NO	Impact Scale			Remarks
			Low	Medium	High	
A. SUB-PROJECT SITING						
Is the project area adjacent to or within any of the following environmentally sensitive areas? Note: If yes, the subproject will be void						
Cultural heritage site						
Protected Area (Forest/ Sundarbans/ National park/ Wildlife Sanctuaries)						
Wetland (Beel, Haor)						
National Park						
Wildlife sanctuary						
Buffer zone of protected area						
Special area for protecting biodiversity						
B. ENVIRONMENTAL SCREENING CHECKLIST (Note: If yes, the subproject will be void)						
Will there any destruction of trees and vegetation due to overgrazing?						
Negative effects on locally important or valued ecosystems or vegetation?						
Negative effects on rare (vulnerable), threatened or endangered species of flora or their habitat?						
Negative effects on wildlife habitat, populations, corridors or movement?						
Possibility of unsafe disposal of dung/ manure /poultry litter/ animal carcass?						
Chances of surface/sub-surface water pollution from poor manure/litter management (run-off/ leaching of livestock waste - dung/ manure /poultry litter, etc.)?						
Possibility of air pollution from dairy and poultry farms?						
Health risk (zoonotic diseases) from poor housekeeping and handling of livestock						
Gradual extinction of native livestock breeds due to promotion of only exotic breeds						

Will the sub-project area subject to extreme rainfall, dry spells, flood, drought or other climatic events?						
Any other, please mention						
For any negative impacts identified above, please suggest mitigation measures in the Environmental Management Plan (EMP).						
SOCIAL SCREENING CHECKLIST						
Will the proposed activity require acquisition of land, e.g. <ul style="list-style-type: none"> • Encroachment on private property • Relocation of Project affected persons • Loss of private lands or assets • Impacts on livelihood incomes <i>If yes, a site-specific Resettlement/Livelihood restoration Action Plan or Abbreviated Resettlement/Livelihood restoration Action Plan shall be prepared</i>						
Are the activities likely to induce potential social conflicts?						
Is there any chance of destruction of homestead land?						
Are the activities likely to affect working conditions, particularly in terms of employment, compliance with labor and other laws pertaining to non-discrimination, equal opportunity, child labor, and forced labor of direct, contracted and third-party workers?						
Is there any chance of loss of employment of the people of lower down the living standard for the implementation of the scheme?						
Are the activities likely to utilize natural resources, including water and energy in an efficient manner?						
Will the activities potentially generate risks and impacts on the health and safety of the affected communities, farmers provided alternative livelihoods and workers including impacts on ecosystem services affecting the E/OHS?						
Will the proposed activity disrupt access to health services?						
Will the activities increase the risk of sexual exploitation, abuse and harassment?						
Will the sub-project affect vulnerable ¹⁶ groups by any of impacts identified above?						

¹⁶For purposes of the Screening form and assessment vulnerable groups shall Refer to either people below the poverty line, the landless, the elderly, women and children, and those who by virtue of gender, ethnicity, age, physical or mental disability, economic disadvantage, or social status may be more adversely affected by

Indigenous/ ethnic communities						
Are there any indigenous/ ethnic communities residing within or adjacent to the sub-project site? <i>If yes, then answer the following questions.</i>						
Are the indigenous people involved in the planning and implementation of the scheme?						
Will any indigenous/ ethnic household/individual get negatively impacted by the sub-project?						
Is there any chance that the sub-project will pose cultural threat to the indigenous/ ethnic communities?						
For any negative impacts identified above, please suggest mitigation measures in the Social Management Plan (SMP).						

Prepared by (Name, Designation, Signature, Date): _____

Reviewed and Approved by (Name, Designation, Signature, Date): _____

resettlement or other adverse social impacts than others or who may be limited in their ability to claim or take advantage of resettlement assistance and related development benefits.

Annex 5: Environmental and social screening checklist for small scale fish production

Name of the sub-project						
Location (Village, Ward, District, Union)						
Type of sub-project						
Size of the sub-project						
Number of beneficiaries						
Contact person						
Contact information						
General description of the sub-project:						
Screening Questions	YES	NO	Impact Scale			Remarks
			Low	Medium	High	
A. SUB-PROJECT SITING						
Is the project area adjacent to or within any of the following environmentally sensitive areas? (Note: If yes, the subproject will be void)						
Cultural heritage site						
Protected Area (Forest/ Sundarbans/ National park/ Wildlife Sanctuaries)						
Wetland (Beel, Haor)						
National Park						
Wildlife sanctuary						
Buffer zone of protected area						
Special area for protecting biodiversity						
B. ENVIRONMENTAL SCREENING CHECKLIST (Note: If yes, the subproject will be void)						
Will there any destruction of trees and vegetation?						
Negative effects on locally important or valued ecosystems or vegetation?						
Negative effects on rare (vulnerable), threatened or endangered species of aquatic species or their habitat?						
Negative effects on native fish diversity and aquatic diversity due to introduction of new and improved species?						
Pollution due to use of chemical feeds, fertilizers and antibiotics?						
Is there any chance of contamination of surrounding water bodies?						
Is there any risk of breaking the pond dyke?						
Is there any risk from insufficient waste management?						
Will the sub-project area subject to extreme rainfall, dry spells, flood, drought or other climatic events?						
Any other, please mention						

For any negative impacts identified above, please suggest mitigation measures in the Environmental Management Plan (EMP).

SOCIAL SCREENING CHECKLIST

Will the proposed activity require acquisition of land, e.g. <ul style="list-style-type: none"> • Encroachment on private property • Relocation of Project affected persons • Loss of private lands or assets • Impacts on livelihood incomes <i>If yes, the project/sub-project will be void</i>						
Are the activities likely to induce potential social conflicts?						
Is there any chance of destruction of homestead land?						
Are the activities likely to affect working conditions, particularly in terms of employment, compliance with labor and other laws pertaining to non-discrimination, equal opportunity, child labor, and forced labor of direct, contracted and third-party workers?						
Is there any chance of loss of employment of the people of lower down the living standard for the implementation of the scheme?						
Are the activities likely to utilize natural resources, including water and energy in an efficient manner?						
Will the activities potentially generate risks and impacts on the health and safety of the affected communities, including impacts on ecosystem services affecting the local community health and safety?						
Will the proposed activity disrupt access to health services?						
Will the activities increase the risk of sexual exploitation, abuse and harassment?						
Will the sub-project affect vulnerable ¹⁷ groups by any of impacts identified above?						
Indigenous/ ethnic communities						
Are there any indigenous/ ethnic communities residing within or adjacent to the sub-project site? <i>If yes, then answer the following questions.</i>						

¹⁷ For purposes of the Screening form and assessment vulnerable groups shall Refer to either people below the poverty line, the landless, the elderly, women and children, and those who by virtue of gender, ethnicity, age, physical or mental disability, economic disadvantage, or social status may be more adversely affected by resettlement or other adverse social impacts than others or who may be limited in their ability to claim or take advantage of resettlement assistance and related development benefits.

Are the indigenous people involved in the planning and implementation of the scheme?						
Will any indigenous/ ethnic household/individual get negatively impacted by the sub-project?						
Is there any chance that the sub-project will pose cultural threat to the indigenous/ ethnic communities?						
For any negative impacts identified above, please suggest mitigation measures in the Social Management Plan (SMP).						

Prepared by (Name, Designation, Signature, Date): _____

Reviewed and Approved by (Name, Designation, Signature, Date): _____

Annex 6: Initial Environmental Examination Sheet (IEE) for Rural Infrastructure Sub-projects¹⁸

(construction/repairing of earthen roads, construction of culvert, re-excavation of canal, raising school field, repairing embankment, construction of office building for GS/multipurpose GS building)

Name of the sub-project								
Location (Village, Ward, District, Union)	Village		Union		Upazila		District	
Type of sub-project	New construction		Re-construction		Repair		others	
Size of the sub-project								
Number of beneficiaries								
Contact person								
Contact information								
General description of the sub-project:								
Screening Questions	YES	NO	Impact Scale			Remarks		
			Low	Medium	High			
SUB-PROJECT SITING								
Is the project area adjacent to or within any of the following environmentally sensitive areas? (Note: If yes, the subproject will be void)								
Cultural heritage site								
Protected Area (Forest/ Sundarbans/ National park/ Wildlife Sanctuaries)								
Wetland (Beel, Haor)								
National Park								
Wildlife sanctuary								
Buffer zone of protected area								
Special area for protecting biodiversity								
PREDICTION OF ENVIRONMENTAL IMPACTS								
Parameters	Initial Environmental Examination							
	During Construction			After Construction				
	Positive Impact (put v)	No Impact (put v)	Negative Impact (put v)	Positive Impact (put v)	No Impact (put v)	Negative Impact (put v)	Remarks	

¹⁸The Gram Samiti will fill in this sheet with the help Community Mobilizer and District Specialist and append this to the Sub-project proposal

[illegible]

[illegible]

workers															
Impact on irrigation															
Impact on navigation															
Impact on transportation															
Sexual exploitation, abuse and harassment															
Employment generation (mention how many)															
Commercial Activities															
Impact on local livelihood															
Impact on human life of the poor															
Health risks to laborers involved in constriction works															
Occupational health and safety risks to construction workers															
Community health and safety															
Archaeological and cultural heritage															
Will the project impact vulnerable ¹⁹ groups by any of impacts identified above?															
Describe potential mitigation measures in the ECoPs.															
Others (if any)															
Detailed Restoration and rehabilitation plan (if any)															

Prepared by (Name, Designation, Signature, Date): _____

Reviewed and Approved by (Name, Designation, Signature, Date): _____

¹⁹For purposes of the Screening form and assessment vulnerable groups shall Refers to either people below the poverty line, the landless, the elderly, women and children, and those who by virtue of gender, ethnicity, age, physical or mental disability, economic disadvantage, or social status may be more adversely affected by resettlement or other adverse social impacts than others or who may be limited in their ability to claim or take advantage of resettlement assistance and related development benefits.

Annex 7: IEE checklist for agro processing (value chain development) on crops/livestock/fisheries

Name of the sub-project																			
Location (Village, Ward, District, Union)	Village				Union				Upazila				District						
Type of sub-project	New construction				Re-construction				Repair				others						
Size of the sub-project																			
Number of beneficiaries																			
Contact person																			
Contact information																			
General description of the sub-project:																			
Screening Questions								YES		NO		Impact Scale						Remarks	
												Low		Medium		High			
SUB-PROJECT SITING																			
Is the project area adjacent to or within any of the following environmentally sensitive areas? (Note: If yes, the subproject will be void)																			
Cultural heritage site																			
Protected Area (Forest/ Sundarbans/ National park/ Wildlife Sanctuaries)																			
Wetland (Beel, Haor)																			
National Park																			
Wildlife sanctuary																			
Buffer zone of protected area																			
Special area for protecting biodiversity																			
PREDICTION OF ENVIRONMENTAL IMPACTS																			
Parameters		Initial Environmental Examination																	
		During Construction						After Construction											
		Positive Impact (put v)			No Impact (put v)		Negative Impact (put v)			Positive Impact (put v)			No Impact (put v)		Negative Impact (put v)			Remarks	
		L	M	H			L	M	H	L	M	H			L	M	H		
Impact on Physical Environment																			

[illegible]

[illegible]

heritage															
Will the project impact vulnerable ²⁰ groups by any of impacts identified above?															
Describe potential mitigation measures in the ECoPs.															
Others (if any)															
Detailed Restoration and rehabilitation plan (if any)															

Prepared by (Name, Designation, Signature, Date): _____

Reviewed and Approved by (Name, Designation, Signature, Date): _____

²⁰For purposes of the Screening form and assessment vulnerable groups shall Refers to either people below the poverty line, the landless, the elderly, women and children, and those who by virtue of gender, ethnicity, age, physical or mental disability, economic disadvantage, or social status may be more adversely affected by resettlement or other adverse social impacts than others or who may be limited in their ability to claim or take advantage of resettlement assistance and related development benefits.

Annex 8: IEE checklist for larger-scale cattle farming

(This form will be used if the subproject plans to have cattle heads above 20 in one location of a village instead of separate places by several individuals)

Name of the sub-project								
Location (Village, Ward, District, Union)	Village		Union		Upazila		District	
Type of sub-project	New construction		Re-construction		Repair		others	
Size of the sub-project								
Number of beneficiaries								
Contact person								
Contact information								
General description of the sub-project:								
Screening Questions	YES	NO	Impact Scale			Remarks		
			Low	Medium	High			
SUB-PROJECT SITING								
Is the project area adjacent to or within any of the following environmentally sensitive areas?								
Cultural heritage site								
Protected Area (Forest/ Sundarbans/ National park/ Wildlife Sanctuaries)								
Wetland (Beel, Haor)								
National Park								
Wildlife sanctuary								
Buffer zone of protected area								
Special area for protecting biodiversity								

PREDICTION OF ENVIRONMENTAL IMPACTS

Parameters	Initial Environmental Examination						
	During Construction			After Construction			Remarks
	Positive Impact (put v)	No Impact (put v)	Negative Impact (put v)	Positive Impact (put v)	No Impact (put v)	Negative Impact (put v)	

[illegible]

[illegible]

[illegible]

Will the project impact vulnerable ²¹ groups by any of impacts identified above?															
Describe potential mitigation measures in the ECoPs.															
Others (if any)															
Detailed Restoration and rehabilitation plan (if any)															

²¹For purposes of the Screening form and assessment vulnerable groups shall Refer to either people below the poverty line, the landless, the elderly, women and children, and those who by virtue of gender, ethnicity, age, physical or mental disability, economic disadvantage, or social status may be more adversely affected by resettlement or other adverse social impacts than others or who may be limited in their ability to claim or take advantage of resettlement assistance and related development benefits.

Annex 9: Details of the Environmental Code of Practices (ECoPs)

ECoP21. Land cover and land use changes due to construction

Proposed Activity: Roads and Cross Drainage Works, Buildings

a) Positive Impacts

- Improved accessibility to markets
- Improved quality of life
- Greater employment generation

Enhancement Measures

- Keep the infrastructure in good condition
- Use innovative public private people partnerships to build and maintain infrastructure

b) Negative Impacts

- Removal of vegetation during construction activities
- Soil loss during the construction of structures and quarrying for stone and other materials
- Siltation of water bodies downstream during construction
- Low quality construction may lead to failure and more hazards in downstream
- Destabilization of the land and soil erosion/landslips along the road cuttings
- Maintenance of the structures will require additional responsibilities to the stakeholders.
- Destruction of local flora during road construction and also along the roads.
- Possibility of natural drainage pattern being disrupted
- The construction activities may cause temporary negative environmental impacts, which would need to be addressed. Some of the likely issues are the following:
- During the construction of project components significant earth work may be involved, which may cause erosion of land and cutting of trees.
- Impact on human health and safety due to dust and noise pollution, and inadequate safety measures.

Mitigation Measures

- Use of land not suitable for other productive purposes may be brought under infrastructure activities.
- The safety provisions for Building to be followed.
- Proper upkeep and maintenance of facilities built.
- Quality of constructions should be ensured to reduce the failure and more hazards in downstream.
- Proper designing and planning for road construction/laying will stabilize the land and reduce soil erosion/landslips.
- Bio-physical measures to rehabilitate disturbed land to check soil erosion.
- All project interventions will be appropriately designed to ensure that they do not impact the forest lands or wetlands. All the physical works should be on Parishad lands.
- Suitable changes in location/ alignment shall be made in the schemes to avoid cutting of trees and also avoid erosion and ensure soil stabilization. In the absence of an alternate location, permission from the forest department shall be obtained for felling of trees and the department's guidelines on compensatory afforestation will be followed.

- In case of some physical works associated with construction and maintenance there might be chance finds of objects of cultural/ archaeological importance. In such cases, the regional offices the Archaeological Department will be immediately notified.

ECoP22. Air Quality Management

Project Activity/ Impact Source	Environmental Impacts	Mitigation Measures/ Management Guidelines
Air Pollution from construction materials	Dust generation from construction sites, material stockpiles and access roads are a nuisance in the environment and can be a health hazard.	<ul style="list-style-type: none"> • Fit machinery with appropriate exhaust systems and emission control devices; • Maintain these devices in good working condition in accordance specifications defined by their manufacturers to maximize combustion efficiency and minimize the contaminant emissions; • Proof or maintenance register shall be required by the equipment suppliers and contractors/subcontractors; • Focus special attention on containing emissions from generators; • Machinery causing excess pollution (e.g., visible smoke) will be banned from construction sites; • Service all equipment regularly emissions; • Provide filtering systems, duct humidification or other techniques (as applicable) to the concrete batching and mixing plant to control the particle emissions in all its stages, including unloading, collection, aggregate handling, dumping, circulation of trucks and machinery inside the installations.
Air pollution from Construction activities	Air quality can be adversely affected by emissions from machinery and combustion of fuels.	<ul style="list-style-type: none"> • Water the material stockpiles, access roads and bare soils on an as required basis to minimize the potential for environmental nuisance due to dust; • Increase the watering frequency during periods of high risk (e.g., high winds); • Stored materials such as gravel and sand shall be covered and confined to avoid their being wind-drifted; • Minimize the extent and period of exposure of the bare surfaces; • Reschedule earthwork activities or vegetation clearing activities, where practical, if necessary, to avoid during periods of high wind and if visible dust is blowing off-site; Restore disturbed areas as soon as practicable by vegetation/grass-turfing; • Store the cement in silos and minimize the emissions from silos by equipping them with

		filters; • Establish adequate locations for storage, mixing and loading of construction materials, in a way that dust dispersion is prevented because of such operations.
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ECOP23. Noise and Vibration Management

Project Source	Activity/ Impact	Environmental Impacts	Mitigation Measures/ Management Guidelines
Construction traffic	vehicular	Noise quality will be deteriorated due to vehicular traffic	<ul style="list-style-type: none"> • Maintain all vehicles in order to keep it in good working order in accordance with manufactures maintenance procedures; • Make sure all drivers will comply with the traffic codes concerning maximum speed limit, driving hours, etc.; • Organize the loading and unloading of trucks, and handling operations for the purpose of minimizing construction noise on the work site.
Construction machinery		Noise and vibration may have an impact on people, property, fauna, livestock and the natural environment	Appropriately site all noise generating activities to avoid noise pollution to local residents; <ul style="list-style-type: none"> • Use the quietest available plant and equipment; • Modify equipment to reduce noise (for example, noise control kits, lining of truck trays or pipelines); • Maintain all equipment in order to keep it in good working order in accordance with manufactures maintenance procedures; • Equipment suppliers and contractors shall present proof of maintenance register of their equipment; • Install acoustic enclosures around generators to reduce noise levels; • Fit high efficiency mufflers to appropriate construction equipment; • Avoid the unnecessary use of alarms, horns and sirens.
Dismantling and construction activities		Noise and vibration may have an impact on people, property, fauna, livestock and the natural environment	<ul style="list-style-type: none"> • Notify adjacent landholders prior any typical noise events outside of daylight hours; • Educate the operators of construction equipment on potential noise problems and the techniques to minimize noise emissions; • Employ best available work practices on-site to minimize occupational noise levels; • Install temporary noise control barriers where appropriate; • Plan activities on site and deliveries to and from site to minimize impact; • Monitor and analyze noise and vibration results and adjust construction practices as required;

		<ul style="list-style-type: none"> • Avoid undertaking the noisiest activities, where possible, when working at night near the residential areas.
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ECoP24. Topography and Landscaping

Project Activity/ Impact Source	Environmental Impacts	Mitigation Measures/ Management Guidelines
Land clearing and earth works	Flood plains of the existing Project area will be affected by the construction of various project activities. Construction activities especially earthworks will change topography and disturb the natural rainwater/flood water drainage as well as will change the local landscape.	<ul style="list-style-type: none"> • Ensure the topography of the final surface of all raised lands (construction yards, approach roads, access roads, bridge end facilities, etc.) are conducive to enhance natural draining of rainwater/flood water; • Keep the final or finished surface of all the raised lands free from any kind of depression that insists water logging • Undertake mitigation measures for erosion control/prevention by grass-turfing and tree plantation, where there is a possibility of rain-cut that will change the shape of topography. • Cover immediately the uncovered open surface that has no use of construction activities with grass-cover and tree plantation to prevent soil erosion and bring improved landscaping.

ECoP25. Soil Quality Management

Project Activity/ Impact Source	Environmental Impacts	Mitigation Measures/ Management Guidelines
Filling of Sites with dredge spoils	Soil contamination will occur from drainage of dredged spoils	<ul style="list-style-type: none"> • Ensure that dredged sand used for land filling shall be free of pollutants. Prior to filling, sand quality shall be tested to confirm whether soil is pollution free. Sediments shall be properly compacted. Top layer shall be the 0.5 m thick clay on the surface and boundary slopes along with grass. Side Slope of Filled Land of 1:2 shall be constructed by suitable soils with proper compaction as per design. Slope surface shall be covered by topsoil/ cladding materials (0.5m thick) and grass turfing with suitable grass. • Leaching from the sediments shall be contained to seep into the subsoil or shall be discharged into settling lagoons before final disposal. • No sediment laden water in the adjacent lands near the construction sites, and/or wastewater of suspended materials excessive of 200mg/l from dredge spoil storage/use area in the adjacent agricultural lands.
Storage of hazardous and	Spillage of hazardous and toxic chemicals will contaminate the	<ul style="list-style-type: none"> • Strictly manage the wastes management plans proposed in ECP1 and storage of

toxic chemicals	soils	<p>materials in ECP2</p> <ul style="list-style-type: none"> • Construct appropriate spill contaminant facilities for all fuel storage areas • Establish and maintain a hazardous materials register detailing the location and quantities of hazardous substances including the storage, use of disposals • Train personnel and implement safe work practices for minimizing the risk of spillage • Identify the cause of contamination, if it is reported, and contain the area of contamination. The impact may be contained by isolating the source or implementing controls around the affected site • Remediate the contaminated land using the most appropriate available method to achieve required commercial/industrial guideline validation results.
Construction material stock piles	Erosion from construction material stockpiles may contaminate the soils	<ul style="list-style-type: none"> • Protect the toe of all stockpiles, where erosion is likely to occur, with silt fences, straw bales or bunds.

ECoP26. Top Soil Management

Project Activity/ Impact Source	Environmental Impacts	Mitigation Measures/ Management Guidelines
Land clearing and earth works	Earthworks will impact the fertile topsoil that are enriched with nutrients required for plant growth or agricultural development	<ul style="list-style-type: none"> • Strip the topsoil to a depth of 15 cm and store in stockpiles of height not exceeding 2m. • Remove unwanted materials from topsoil like grass, roots of trees and similar others. • The stockpiles will be done in slopes of 2:1 to reduce surface runoff and enhance percolation through the mass of stored soil. • Locate topsoil stockpiles in areas outside drainage lines and protect from erosion. • Construct diversion channels and silt fences around the topsoil stockpiles to prevent erosion and loss of topsoil. • Spread the topsoil to maintain the physico-chemical and biological activity of the soil. The stored topsoil will be utilized for covering all disturbed area and along the proposed plantation sites • Prior to the re-spreading of topsoil, the ground surface will be ripped to assist the bunding of the soil layers, water penetration and revegetation.
Transport	Vehicular movement outside ROW or temporary access roads will affect the soil fertility of the	<ul style="list-style-type: none"> • Limit equipment and vehicular movements to within the approved construction zone

	agricultural lands	<ul style="list-style-type: none"> • Construct temporary access tracks to cross concentrated water flow lines at right angles • Plan construction access to make use, if possible, of the final road alignment • Use vehicle-cleaning devices, for example, ramps or wash down areas.
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ECoP27. Erosion and Sediment Control

Project Activity/ Impact Source	Environmental Impacts	Mitigation Measures/ Management Guidelines
Clearing of construction sites	Cleared areas and slopes are susceptible for erosion of top soils that affects the growth of vegetation which causes ecological imbalance	<ul style="list-style-type: none"> • Reinstate and protect cleared areas as soon as possible. • Mulch to protect batter slopes before planting • Cover unused area of disturbed or exposed surfaces immediately with mulch/grass turfs/tree plantations.
Construction activities and material stockpiles	The impact of soil erosion are (i) Increased run off and sedimentation causing a greater flood hazard to the downstream, (ii) destruction of aquatic environment in nearby lakes, streams, and reservoirs caused by erosion and/or deposition of sediment damaging the spawning grounds of fish, and (iii) destruction of vegetation by burying or gullyng.	<ul style="list-style-type: none"> • Locate stockpiles away from drainage lines • Protect the toe of all stockpiles, where erosion is likely to occur, with silt fences, straw bales or bunds • Remove debris from drainage paths and sediment control structures • Cover the loose sediments and water them if required • Divert natural runoff around construction areas prior to any site disturbance • Install protective measures on site prior to construction, for example, sediment traps • Control drainage through a site in protected channels or slope drains • Install 'cut off drains' on large cut/fill batter slopes to control water runoff speed and hence erosion • Observe the performance of drainage structures and erosion controls during rain and modify as required.

ECoP28. Water Resources Management

Project Activity/ Impact Source	Environmental Impacts	Mitigation Measures/ Management Guidelines
Construction activities in water bodies	Construction works in the water bodies will increase sediment and contaminant loading, and effect habitat of fish and other aquatic biology.	<ul style="list-style-type: none"> • Dewater sites by pumping water to a sediment basin prior to release off site – do not pump directly off site • Monitor the water quality in the runoff from the site or areas affected by dredge plumes, and improve work practices as necessary • Protect water bodies from sediment loads by silt screen or bubble curtains or other

		barriers <ul style="list-style-type: none"> Minimize the generation of sediment, oil and grease, excess nutrients, organic matter, litter, debris and any form of waste (particularly petroleum and chemical wastes). These substances must not enter waterways, storm water systems or underground water tables. Use environment friendly and nontoxic slurry during construction of piles to discharge into the river. Reduce infiltration of contaminated drainage through storm water management design Do not discharge cement and water curing used for cement concrete directly into water courses and drainage inlets.
Drinking water	Groundwater at shallow depths is contaminated with arsenic and hence not suitable for drinking purposes.	<ul style="list-style-type: none"> Pumping of groundwater shall be from deep aquifers of more than 300 m to supply arsenic free water. Safe and sustainable discharges are to be ascertained prior to selection of pumps. Tube wells will be installed with due regard for the surface environment, protection of groundwater from surface contaminants, and protection of aquifer cross contamination All tube wells, test holes, monitoring wells that are no longer in use or needed shall be properly decommissioned.
	Depletion and pollution of groundwater resources	<ul style="list-style-type: none"> Install monitoring wells both upstream and downstream areas near construction yards and construction camps to regularly monitor the water quality and water levels. Protect groundwater supplies of adjacent lands

ECOP29. Drainage Management

Project Activity/ Impact Source	Environmental Impacts	Mitigation Measures/ Management Guidelines
Excavation and earth works, and construction yards	Lack of proper drainage for rainwater/liquid waste or wastewater owing to the construction activities harms environment in terms of water and soil contamination, and mosquito growth.	<ul style="list-style-type: none"> Prepare a program for prevent/avoid standing waters, which SECC will verify in advance and confirm during implementation Provide alternative drainage for rainwater if the construction works/earth-fillings cut the established drainage line Establish local drainage line with appropriate silt collector and silt screen for rainwater or wastewater connecting to the existing established drainage lines already there Rehabilitate road drainage structures immediately if damaged by contractors' road transports. Build new drainage lines as appropriate and required for wastewater from construction yards

		<p>connecting to the available nearby recipient water bodies. Ensure wastewater quality conforms to the relevant standards provided by DoE, before it being discharged into the recipient water bodies.</p> <ul style="list-style-type: none"> • Ensure the internal roads/hard surfaces in the construction yards/construction camps that generate has storm water drainage to accommodate high runoff during downpour and that there is no stagnant water in the area at the end of the downpour. • Construct wide drains instead of deep drains to avoid sand deposition in the drains that require frequent cleaning. • Provide appropriate silt collector and silt screen at the inlet and manholes and periodically clean the drainage system to avoid drainage congestion. • Protect natural slopes of drainage channels to ensure adequate storm water drains. • Regularly inspect and maintain all drainage channels to assess and alleviate any drainage congestion problem. <p>Reduce infiltration of contaminated drainage through storm water management design.</p>
Ponding of Water	Health hazards due to mosquito breeding	<p>The Contractor shall</p> <ul style="list-style-type: none"> • Do not allow ponding/storage of water especially near the waste storage areas and construction camps <p>Discard all the storage containers that are capable of storing of water, after use or store them in inverted position.</p>

ECoP30. Waste Management

Project Activity/ Impact Source	Environmental Impacts	Mitigation Measures/ Management Guidelines
General Waste	<ul style="list-style-type: none"> • Soil and water pollution from the improper management of wastes and excess materials from the construction sites 	<ul style="list-style-type: none"> • Develop waste management plan for various specific waste streams (e.g., reusable waste, flammable waste, construction debris, food waste etc.) prior to commencing of construction and submit to SDF for approval; • Organize disposal of all wastes generated during construction in an environmentally acceptable manner. This will include consideration of the nature and location of disposal site, so as to cause less environmental impact; • Minimize the production of waste materials by 3R (Reduce, Recycle and Reuse) approach; • Segregate and reuse or recycle all the wastes, wherever practical; • Prohibit burning of solid waste in the construction site; • Collect and transport non-hazardous wastes to all the approved disposal sites. Vehicles transporting

		<p>solid waste shall be covered with tarps or nets to prevent spilling waste along the route;</p> <ul style="list-style-type: none"> • Provide refuse containers at each worksite. • Request suppliers to minimize packaging where practicable; • Maintain all construction sites in a cleaner, tidy and safe condition and provide and maintain appropriate facilities as temporary storage of all wastes before transportation and final disposal.
Construction Waste	<ul style="list-style-type: none"> • Health hazards and environmental impacts due to improper waste management practices 	<ul style="list-style-type: none"> • Contractor shall select designated area/site for storing of construction waste; • Collect, carrying and stock piling of construction waste in designated area regularly; • Construction waste should not be placed here and there in the construction sites; • Sorting the construction waste and reuse; • Collect, carrying and stockpiling of dismantling of waste from existing bridge, piece of wood, rod, bamboo, bricks etc.
Fuels and Hazardous goods	<ul style="list-style-type: none"> • Materials used in construction have a potential to be a source of contamination. • Improper storage and handling of fuels, lubricants, chemicals and hazardous goods/materials onsite and potential spills from these goods may harm the environment or health of construction workers 	<ul style="list-style-type: none"> • collect and transport construction waste to appropriately designated/hazardous waste-controlled dump sites • maintain waste (including soil for foundations) at least 300 meters from rivers, streams, lakes and wetlands • use secured area for refueling and transfer of other toxic fluids distant from settlement area and ideally on a hard/non-porous surface • train workers on correct transfer and handling of fuels and other substances and require the use of gloves, boots, aprons, eyewear and other protective equipment for protection in handling highly hazardous materials • collect and properly dispose of small maintenance materials such as oily rags, oil filters, used oil, etc.

ECOP31. Latrine Installation**Negative Impact**

- Both surface and groundwater quality may be deteriorated due to sewerages from latrine.
- These changes in hydrological regime leading to increased contaminant loading, groundwater contamination and effect habitat of fish and other aquatic biology

Mitigation measures***a) Latrine Location***

- Should be located more than 30 meters of an existing water supply wells or surface water body, unless a lack of available site area.

- Located Downstream from water resources wherever possible
- Should be located in a place where its odor cannot reach the house or the kitchen.
- The latrine pits should be at least two meters above water table, particularly where groundwater is used for drinking. The site should be well drained and above flood level.
- Should not be built upstream of a well, particularly in areas of fissured rocks such as limestones, since fecal pollution may be carried directly to a well through cracks and joints in the rocks to a well.

b) Latrine Installation/ Operation

- Earth up soil/pave concrete around sub-foundation to avoid stagnant water accumulating around the latrine.
- Keep the latrine floor clean by cleaning with water regularly.
- Provide hand washing facilities (water, soap) near the latrine at all time.

ECOP32. Tree cutting and Plantation

This Guideline discusses the issue of tree cutting and afforestation. Loss of trees creates adverse environmental impacts. In order to mitigate their impacts, suitable measures have been suggested as part of this Guideline. These measures have been given for each of the stages of the bridge and approach road construction activities.

1. Project Planning and Design Stage

During location and alignment finalization, due consideration shall be given to minimize the loss of existing tree cover, encroachment of forest areas/protected areas etc. as specified in ECOP-14: Tree cutting and afforestation. Tree felling, if unavoidable, shall be done only after compensatory plantation of at least three saplings for every tree cut is done. SDF encourages to plant five saplings against cutting off one tree.

The plantation/afforestation would be carried out by the forest department. It should be ensured that plantation is carried out only in areas where water can be made available during dry seasons and the plant can be protected during the initial stages of their growth. The species shall be identified giving due importance to local flora. It is recommended to plant mixed species in case of both avenue or cluster plantation.

The plantation strategy shall suggest the planting of fruit bearing trees and other suitable trees. Development of cluster plantations will be encouraged in the community lands, at locations desired by the community. The choice of species will be based on the preferences of the community. The PIU shall oversee the plantation to check the following:

- Whether trees are obstructing live of right at junctions;
- Whether trees are at the inside of the junctions; and
- Whether trees are within 5 meters of the proposed centerline.

During the tree/vegetation removal from the proposed bridge sites and approaches construction sites diameter at breast height (DBH) of the trees is 6 inch, only such trees should be considered by the contractor for compensation and plantation.

2. Post-construction Stage

The maintenance of the saplings (including activities much as weeding, watering, planting of replacement saplings, etc. application of manure etc.) shall be the responsibility of the forest department. The PIU shall ensure the following:

- Shoulder of roads to be kept clear of weeds/undesirable undergrowth; and
- Branches of trees do not obstruct clear view of the informatory and cautions signs.

ECOP33. Protection of Flora

Project Activity/ Impact Source	Environmental Impacts	Mitigation Measures/ Management Guidelines
Vegetation clearance	Local flora is important to provide shelters for the birds, offer fruits and/or timber/fire wood, protect soil erosion and overall keep the environment very friendly to human living. As such damage to flora has wide range of adverse environmental impacts.	<ul style="list-style-type: none"> • Reduce disturbance to surrounding vegetation • Use appropriate type and minimum size of machine to avoid disturbance to adjacent vegetation. • Get approval from supervision consultant for clearance of vegetation. • Make selective and careful pruning of trees where possible to reduce need of tree removal. • Control noxious weeds by disposing of at designated dump site or burn on site. • Clear only the vegetation that needs to be cleared in accordance with the plans. These measures are applicable to both the construction areas as well as to any associated activities such as sites for stockpiles, disposal of fill and construction of diversion roads, etc. • Do not burn off cleared vegetation – where feasible, chip or mulch and reuse it for the rehabilitation of affected areas, temporary access tracks or landscaping. Mulch provides a seed source, can limit embankment erosion, retains soil moisture and nutrients, and encourages regrowth and protection from weeds. • Return topsoil and mulched vegetation (in areas of native vegetation) to approximately the same area of the roadside it came from. • Avoid work within the drip-line of trees to prevent damage to the tree roots and compacting the soil. • Minimize the length of time the ground is exposed or excavation left open by clearing and re-vegetate the area at the earliest practically possible. • Ensure excavation works occur progressively and revegetation done at the earliest • Provide adequate knowledge to the workers regarding nature protection and the need of avoid felling trees during construction • Supply appropriate fuel in the work caps to prevent fuel wood collection

ECOP34. Protection of Fauna

Project Activity/ Impact Source	Environmental Impacts	Mitigation Measures/ Management Guidelines
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Construction activities	The location of construction activities can result in the loss of wild life habitat and habitat quality.	<ul style="list-style-type: none"> Limit the construction works within the designated sites allocated to the contractors Check the site for animals trapped in, or in danger from site works and use a qualified person to relocate the animal.
	Impact on migratory birds, its habitat and its active nests	<ul style="list-style-type: none"> Not be permitted to destruct active nests or eggs of migratory birds Minimize the tree removal during the bird breeding season. If works must be continued during the bird breeding season, a nest survey will be conducted by a qualified biologist prior to commence of works to identify and located active nests Minimize the release of oil, oil wastes or any other substances harmful to migratory birds to any waters or any areas frequented by migratory birds.
Vegetation clearance	Clearance of vegetation may impact shelter, feeding and/or breeding and/or physical destruction and severing of habitat areas	<ul style="list-style-type: none"> Restrict the tree removal to the minimum required. Retain tree hollows on site, or relocate hollows, where appropriate Leave dead trees where possible as habitat for fauna Fell the hollow bearing trees in a manner which reduces the potential for fauna mortality. Felled trees will be inspected after felling for fauna and if identified and readily accessible will be removed and relocated or rendered assistance if injured. After felling, hollow bearing trees will remain unmoved overnight to allow animals to move of their own volition.
Construction Camps	Illegal poaching	<ul style="list-style-type: none"> Provide adequate knowledge to the workers regarding protection of flora and fauna, and relevant government regulations and punishments for illegal poaching.

ECOP35. Protection of Aquatic Habitat

Project Activity/ Impact Source	Environmental Impacts	Mitigation Measures/ Management Guidelines
Construction activities in River/Canal	The main potential impacts to fisheries are hydrocarbon spills and leaks from riverine transport and disposal of wastes into the river	<ul style="list-style-type: none"> Ensure the water transports are well maintained and do not have oil leakage to contaminate river water; Contain oil immediately on river/canal in case of accidental spillage from vessels and ships and in this regard, make an emergency oil spill containment plan to be supported with enough equipment's, materials and human resources;

		<ul style="list-style-type: none"> Do not dump wastes, be it hazardous or non-hazardous into the nearby water bodies or in the river; Fingerling (fish) can be released to the river/khal near the bridge site to boost up the fish resources.
Construction activities on the land	Filling of ponds for site Preparation will impact the fishes	<ul style="list-style-type: none"> Inspect any area of a water body containing fish that is temporarily isolated for the presence of fish, and all fish shall be captured and released unharmed in adjacent fish habitat; Install and maintain fish screens etc. on any water intake with drawing water from any water body that contain fish.

ECoP36. Road Transport and Road Traffic Management

Project Activity/ Impact Source	Environmental Impacts	Mitigation Measures/ Management Guidelines
Construction vehicular traffic	Increased traffic use of road by construction vehicles will affect the movement of normal road traffics and the safety of the road users	<ul style="list-style-type: none"> Prepare and submit a traffic management plan to LGED for his approval at least 30 days before commencing work on any project component involved in traffic diversion and management; Include in the traffic management plan to ensure uninterrupted traffic movement during construction; Detailed drawings of traffic arrangements showing all detours, temporary road, temporary bridges temporary diversions, necessary barricades, warning signs/lights, road signs etc. Provide signs at strategic locations of the roads complying with the schedules of signs contained in the Bangladesh Traffic Regulations; Install and maintain a display board at each important road intersection on the roads to be used during construction, which shall clearly show the following information in Bangla: <ul style="list-style-type: none"> Location: chainage and village name; Duration of construction period; Period of proposed detour/alternative route; Suggested detour route map; Name and contact address/telephone number of the concerned personnel; Name and contact address/telephone number of the Contractor; Inconvenience is sincerely regretted.
	Accidents and spillage of fuels and chemicals	<ul style="list-style-type: none"> Restrict truck deliveries, where practicable, to daytime working hours;☐ Restrict the transport of oversize loads; Operate road traffics/transport vehicles, if possible, to non-peak periods to minimize traffic

		disruptions; • Enforce on-site speed limit.
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ECoP37. River Transport management

Project Activity/ Impact Source	Environmental Impacts	Mitigation Measures/ Management Guidelines
Construction activities in River/Canal	Accidents	<ul style="list-style-type: none"> • Prepare an emergency plan for dealing with accidents causing accidental sinking of the vessels and ships; • Ensure sufficient equipment and staffs Rehabilitation and Maintenance Program

ECoP38. Cultural and Religious Issues

Project Activity/ Impact Source	Environmental Impacts	Mitigation Measures/ Management Guidelines
Construction activities near religious and cultural sites	Disturbance from construction works to the cultural and religious sites, and contractors lack of knowledge on cultural issues cause social disturbances	<ul style="list-style-type: none"> • Communicate to the public through community consultation and newspaper announcements regarding the scope and schedule of construction, as well as certain construction activities causing disruptions or access restriction; • Do not block access to cultural and religious sites, wherever possible; • Restrict all construction activities within the foot prints of the construction sites; • Stop construction works that produce noise (particularly during prayer time) should there be any mosque/religious/educational institutions close to the construction sites and users make objections; • Take special care and use appropriate equipment when working next to a cultural/religious institution; • Show appropriate behavior with all construction workers especially women and elderly people; • Resolve cultural issues in consultation with local leaders and supervision consultants; Establish a mechanism that allows local people to raise grievances arising from the construction process.

ECoP39. Environmental Health and Safety (Workers and Community)

Project Activity/ Impact Source	Environmental Impacts	Mitigation Measures/ Management Guidelines
Construction activities	Campsites for construction workers are the important locations that have significant impacts such as health and safety hazards	<ul style="list-style-type: none"> • Consider the location of construction camps away from communities in order to avoid social conflict in using the natural resources such as water or to avoid the possible adverse impacts of the construction camps on the surrounding communities;

		<ul style="list-style-type: none"> Local authorities responsible for health, religious and security shall be duly informed on the set up of camp facilities so as to maintain effective surveillance over public health, social and security matters.
	Lack of proper infrastructure facilities such as housing, water supply and sanitation facilities will increase pressure on the local services and generate substandard living standards and health hazards	<ul style="list-style-type: none"> Contractor shall provide the following facilities in the campsites; Adequate housing for all workers; Safe and reliable water supply. Water supply from deep tube wells of 300 m depth that meets the national standards; Hygienic sanitary facilities and sewerage system; The toilets and domestic waste water will be collected through a common sewerage; Provide separate latrines and bathing places for males and females with total isolation by wall or by location; The minimum number of toilet facilities required is one toilet for every 10 persons, as per BNBC; Provide in-house community/common entertainment facilities. Dependence of local entertainment outlets by the construction camps to be encouraged/prohibited to the extent possible.
	Management of wastes is crucial to minimize impacts on the environment	<ul style="list-style-type: none"> Ensure proper collection and disposal of solid wastes within the construction camps; Insist waste separation by source; organic wastes in one pot and inorganic wastes in another pot at household level; Store inorganic wastes in a safe place within the household and clear organic wastes on daily basis to waste collector. Establish waste collection, transportation and disposal systems with the manpower and equipment's/vehicles needed; Locate the garbage pit/waste disposal site min 500 m away from the residence so that peoples are not disturbed with the odor likely to be produced from anaerobic digestion.
	Potential risks on health and hygiene of construction workers and general public	<p>The Contractor shall follow the following ECoPs to reduce health risks to the construction workers and nearby community</p> <ul style="list-style-type: none"> ECoP 2: Air quality management ECoP 3: Noise and Vibration Management ECoP 9: Drainage Management ECoP 10: Waste Management ECoP 16: Road Transport and Road Traffic Management

- ECoP 17: River Transport management

ECoP40. Occupational Health and Safety

Project Activity/ Impact Source	Environmental Impacts	Mitigation Measures/ Management Guidelines
Construction works	Construction works may pose health and safety risks to the construction workers and site visitors leading to severe injuries and deaths. The population in the proximity of the construction site and the construction workers will be exposed to a number of (i) biophysical health risk factors, (e.g., noise, dust, chemicals, construction material, solid waste, waste water, vector transmitted diseases etc.), and (ii) road accidents from construction traffic	<ul style="list-style-type: none"> • Implement suitable safety standards for all workers and site visitors which should not be less than those laid down on the international standards (e.g. International Labor Office guideline on Safety and Health in Construction; World Bank Group's Environmental Health and Safety Guidelines') and contractor's own national standards or statutory regulations, in addition to complying with the national standards of the Government of Bangladesh (e.g. 'The Bangladesh Labor Code, 2006'); • Provide the workers with a safe and healthy work environment, taking into account inherent risks in its particular construction activity and specific classes of hazards in the work areas; • Provide appropriate PPE for workers, such as safety boots, helmets, masks, gloves, protective clothing, ear plugs, goggles, full- face eye shields, and ear protection. Maintain the PPE properly by cleaning dirty ones and replacing them with the damaged ones; • Safety procedures include provision of information, training and protective clothing to workers involved in hazardous operations and proper performance of their job; • Appoint an environment, health and safety manager to look after the health and safety of the workers.
Accidents	Lack of first aid facilities and health care facilities in the immediate vicinity will aggravate the health conditions of the victims	<ul style="list-style-type: none"> • Provide health care facilities and first aid facilities are readily available. Appropriately equipped first-aid stations should be easily accessible throughout the place of work; • Document and report occupational accidents, diseases, and incidents; • Prevent accidents, injury, and disease arising from, associated with, or occurring in the course of work by minimizing, so far as reasonably practicable, the causes of hazards. In a manner consistent with good international industry practice; • Identify potential hazards to workers, particularly those that may be life-threatening and provide necessary preventive and protective measures; • Provide awareness to the construction drivers to strictly follow the driving rules; • Provide adequate lighting in the construction

		area and along the roads.
Water and sanitation facilities at the construction sites	Lack of Water sanitation facilities at construction sites cause inconvenience to the construction workers and affect their personal hygiene	<ul style="list-style-type: none"> • The contractor should provide portable toilets at the construction sites, if about 25 people are working the whole day for a month; • Location of portable facilities should be at least 6m away from storm drain system and surface waters; • These portable toilets should be cleaned once a day and all the sewerage should be pumped from the collection tank once a day and should be brought to the common septic tank for further treatment; • Contractor should provide bottled drinking water facilities to the construction workers at all the construction sites.

Annex 10: Environmental and Social Monitoring Checklist

Monitor(s) Name:

Contract No & Location:

Contractor Name:

Monitoring Dates:

Issues	Monitoring Indicators	Baseline (starting of the sub-project)	Monitoring Frequency				Complies (Yes/No) ²²	Mitigation Measures (site specific)
			3 months	6 months	9 months	12 months		
Environmental Risks and Impacts during Site Preparation								
Land cover and land use changes	<ul style="list-style-type: none">Plan approved and implemented;Records of grievance process							
Setting up of labor camps	<ul style="list-style-type: none">Plan approved and implemented;Records of grievance process							
Loss of vegetation	<ul style="list-style-type: none">Trees cut and trees planted							
Loss of aquatic habitat	<ul style="list-style-type: none">Disturbance and pollution of aquatic habitat							
Drainage congestion and water logging	<ul style="list-style-type: none">Working condition of connected rivers, canals, ponds, agriculture area							
Impacts on Vulnerable and disadvantage	<ul style="list-style-type: none">Records of grievance process							

²² Note: If yes, details of the measures taken to be taken and reported in the monitoring report

Issues	Monitoring Indicators	Baseline (starting of the sub-project)	Monitoring Frequency				Complies (Yes/No) ²²	Mitigation Measures (site specific)
			3 months	6 months	9 months	12 months		
Environmental Risks and Impacts during project implementation phase								
Impacts of burrowing of material from riverbeds, agriculture land and wetlands (if required)	<ul style="list-style-type: none">Sites approved, ongoing visual inspection of sand extraction							
Air/dust pollution	<ul style="list-style-type: none">Concentration of particles, micro-particles and gas in the airCommunity complaints							
Water pollution	<ul style="list-style-type: none">Annual extraction of surface water/ground waterHousehold/construction camp discharges in water bodies							
Soil pollution	<ul style="list-style-type: none">Plan approved and implemented;community complaints							
Noise pollution	<ul style="list-style-type: none">Plan approved and implemented;community complaints							
Land filling	<ul style="list-style-type: none">Plan approved and implemented							
Solid and hazardous waste	<ul style="list-style-type: none">Plan approved and implemented;community complaints							

Issues	Monitoring Indicators	Baseline (starting of the sub-project)	Monitoring Frequency				Complies (Yes/No) ²²	Mitigation Measures (site specific)
			3 months	6 months	9 months	12 months		
Accidents due to increased traffic flow	<ul style="list-style-type: none"> Plan approved and implemented; community complaints 							
Drainage congestion	<ul style="list-style-type: none"> Working condition of connected rivers, canals, ponds, agriculture area 							
Biodiversity and natural resources	<ul style="list-style-type: none"> Alteration of habitats 							
Cultural heritage	<ul style="list-style-type: none"> Plan approved and implemented; community complaints 							
Site clearance and restoration	<ul style="list-style-type: none"> Plan approved and implemented; community complaints 							
Environmental Risks and Impacts during post-project period								
Loss of Homestead and agro Vegetation and Wildlife Biodiversity	<ul style="list-style-type: none"> Plan approved and implemented; community complaints 							
Generation of Medical Waste, Solid Waste and Hazardous Waste	<ul style="list-style-type: none"> Quantity of solid waste produced/month Quantity of organic waste produced/month 							
Noise generation	<ul style="list-style-type: none"> Plan approved and implemented; community 							

Issues	Monitoring Indicators	Baseline (starting of the sub-project)	Monitoring Frequency				Complies (Yes/No) ²²	Mitigation Measures (site specific)
			3 months	6 months	9 months	12 months		
	complaints							
Water pollution and drainage	<ul style="list-style-type: none"> Plan approved and implemented; community complaints 							
Social impacts during site preparation								
Impacts on Vulnerable and disadvantage	<ul style="list-style-type: none"> Records of grievance process 							
Social impacts during project implementation phase								
Poverty and socioeconomic vulnerability	<ul style="list-style-type: none"> Plan approved and implemented; community complaints 							
Labor and working conditions	<ul style="list-style-type: none"> Plan approved and implemented; community complaints 							
Occupational health and safety	<ul style="list-style-type: none"> Work Place Risk assessment undertaken before start of operations; 							
WASH facilities	<ul style="list-style-type: none"> Plan approved and implemented; community complaints 							
Community health, safety and security	<ul style="list-style-type: none"> Plan approved and implemented; community complaints 							
Involuntary Resettlement Impacts	<ul style="list-style-type: none"> Plan approved and implemented; community 							

Issues	Monitoring Indicators	Baseline (starting of the sub-project)	Monitoring Frequency				Complies (Yes/No) ²²	Mitigation Measures (site specific)
			3 months	6 months	9 months	12 months		
	complaints							
Gender vulnerability/GBV	• Any unpleasant incident							
Disadvantaged groups, vulnerable women/youth/disabled persons	• Records of grievance process							
Small ethnic communities	• Records of grievance process							
Social impacts during post-project period								
Impacts on local livelihoods	• Records of grievance process							
Living Condition, GBV, etc.	• Records of grievance process							

Any other observations: _____

Monitoring by (Name, Designation, Signature, Date): _____

Reviewed by (Name, Designation, Signature, Date): _____

Annex 11: Environmental Field Monitoring Checklist for Livelihood Activities

Issues	Monitoring Indicators	Baseline (starting of the sub- project)	Monitoring Frequency				Complies (Yes/No) ²³	Mitigation Measures (site specific)
			3 months	6 months	9 months	12 months		
Environmental Risks and Impacts								
Storage and use of pesticides	Types of IPM technology adopted (Pheromone Traps, Brachonet, etc.)							
	Area coverage by IPM (ha)							
	Reduction of pesticides (Ripcord, Melathion, Sumithion) use (kg) due to practicing of IPM technology (kg/ha)							
	Runoff wastewater management to prevent pollution of adjacent natural water bodies							
Use of compost/orga nic fertilizer/ vermicompost	No. of compost pits produced							
	Amount of compost produced (kg)							
	Amount of compost applied in the field (kg)							
	Reduction in urea use							

²³ Note: If yes, details of the measures taken to be taken and reported in the monitoring report

Issues	Monitoring Indicators	Baseline (starting of the sub- project)	Monitoring Frequency				Complies (Yes/No) ²³	Mitigation Measures (site specific)
			3 months	6 months	9 months	12 months		
	(kg) due to use of compost (kg/ha)/ organic fertilizer (kg/ha)							
	Amount of organic fertilizer produced (kg)							
	Amount of vermin- compost produced (kg)							
	Runoff wastewater management to prevent pollution of adjacent natural water bodies							
Maintenance of Sanitary & Phyto-sanitary Standards (SPS) & Maximum Residual Levels (MRL) in produce	Hazardous pesticide residues							
	Use of Formalin							
	Use of Carbamate							
Contamination during supply chain	Harmful chemicals for ripening/coloring							
Processing & Transportation	Use of unhygienic packaging materials, wash water, etc.							
Biogas/ efficient cook stove	No of efficient cook stove functional (in use)							
	No. of biogas plant							

Issues	Monitoring Indicators	Baseline (starting of the sub- project)	Monitoring Frequency				Complies (Yes/No) ²³	Mitigation Measures (site specific)
			3 months	6 months	9 months	12 months		
	installed using cow dung							
	Cooking fuel saved (kg) due to use of cook stove/biogas (kg/month)							
	Slurry produced (kg) from biogas plant (kg/month)							
	Slurry applied in the field (kg/ha)							
Slat System	Use of Slat system for goats							
Liter and Carcass Management	<u>Disposal of litter</u> <ul style="list-style-type: none"> Using for Biogas Disposal in pit for composting Selling to other farmers/compost traders							
Nature of disease events reduced due to deworming and vaccination	No. of outbreak (%) cattle poultry goat							

Any other observations: _____

Monitoring by (Name, Designation, Signature, Date): _____

Reviewed by (Name, Designation, Signature, Date): _____

Annex 12: CERC Positive and Negative List

CERC Positive List

The positive list of works, services, non-consulting services and goods eligible for CERC component is shown in the list below. The works that will be financed under CERC will be those which do not trigger new ESS under the RISE program.

Goods

- Medical equipment and supplies
- Non-perishable foods, bottled water and containers
- Equipment and supplies for temporary housing/living (gas stoves, utensils, tents, beds, sleeping bags, mattresses, blankets, hammocks, mosquito nets, kit of personal and family hygiene, etc.)
- Tools and construction supplies (roofing, cement, iron, stone, blocks, etc.)
- Water pumps and tanks for water storage
- Equipment, materials and supplies for disinfection of drinking water and repair/rehabilitate of black water collection systems
- Temporary toilets

Services and non-consulting services

- Consulting services related to emergency response including, but not limited to urgent studies and surveys necessary to determine the impact of the disaster and to serve as a baseline for the recovery and reconstruction process, and support to the implementation of emergency response activities
- Feasibility study and technical design
- Works supervision
- Technical Assistance in developing ToRs, preparing Technical Specifications and drafting tendering documents (Bidding Documents, ITQ, RFP)

Works

- Repair of damaged infrastructure including, but not limited to: water supply and sanitation systems, reservoirs, canals, roads, bridges and transportation systems, energy and power supply, telecommunication, and other infrastructure damaged by the event
- Re-establish of the urban and rural solid waste system, water supply and sanitation (including urban drainage)
- Repair of damaged public buildings, including schools, hospitals and administrative buildings
- Removal and disposal of debris associated with any eligible activity

Training

- Conduct necessary training related to emergency response including, but not limited to the implementation of EAP
- Training on rapid needs assessment and other related assessments

Emergency Operating Costs

- Incremental expenses should be borne by GoB source of funds for a defined period related to early recovery efforts arising as a result of the impact of an eligible emergency

B. CERC Negative List

- In no case shall the activities for financing under the CERC exceed the environmental and social standards presented in the RELI PAD, ESMF and RPF prepared prior to project approval. CERC activities will not trigger any new ESS. The following uses of RELIP resources by the CERC are prohibited:

- Activities that would lead to conversion or degradation of critical forest areas, critical natural habitats, and clearing of forests or forest ecosystems
- Activities affecting protected areas (or buffer zones thereof)
- Activities that will result in the involuntary taking of land, relocation of households, loss of assets or access to assets that leads to loss of income sources or other means of livelihoods, and interference with households' use of land and livelihoods
- Construction of new roads, realignment of roads, or expansion of roads, or rehabilitation of roads that are currently located on communal lands but will be registered as government assets after rehabilitation
- Use of goods and equipment on lands abandoned due to social tension / conflict, or the ownership of the land is disputed or cannot be ascertained
- Use of goods and equipment to demolish or remove assets, unless the ownership of the assets can be ascertained, owners consulted, assets valued, and losses compensated for in line with the program's RPF
- Uses of goods and equipment for activities that would affect indigenous peoples, unless due consultation and broad support has been documented and confirmed prior to the commencement of the activities as well as preparation of necessary mitigation and plans compliant with ESS7

Annex 13: Environmental compliance monitoring

Part A: General Description

Monitoring date: _____

i) Name of the sub-project:.....

ii) Completion status: completed implementation/in progress

iii) Location:.....

Part B: Compliance Monitoring

1. Has the subproject conducted an ES/IEE ☐ Yes ☐ No ☐ N/A

2. Is there any Environmental Management Plan (EMP) ☐ Yes ☐ No

3. Has the proponent shared the EMP with local community ☐ Yes ☐ No

4. Did the project obtain any clearance from the local community / local authority

5. Implementation of EMP

Specific environmental problems/ issues	Suggested mitigation/ enhancement measures	Implementation status of EMP (done/not yet done/in progress)	Environmental problem mitigation status (mitigated/not mitigated/partially)	Suggest additional mitigation measures (if needed)

Summary of the observations:

Prepared by (Name, Designation, Signature, Date): _____

Reviewed and Approved by (Name, Designation, Signature, Date): _____

Annex 14: ToR for the Environmental Focal Person (EFP)

The key responsibilities of the Environmental Focal Person (EFP) will be to assist the SDF Managing Director in the implementation of Environmental and Social Management Framework (ESMF). S/he will ensure that all subprojects to be implemented under infrastructure and livelihood components will follow the guidelines provided in the ESMF, conduct environmental screening/ IEE and implement Environmental Management Plans (EMPs) in accordance with the guidelines of the World Bank and environmental rules and regulations of the Government of Bangladesh. S/he will work as a team member for the preparation of RELIP environmental safeguard implementation manual in light with ESMF. S/he will also be responsible for organizing environmental management training program for capacity building of SDF staff and beneficiaries.

The Environmental Focal Person (EFP), preferably with the post-graduation specialization in environmental management/engineering /environmental science, rural development or relevant field, shall have at least 5 years of working experience related to preparation of EA, integration of environmental and social issues in the design, implementation and operation of rural infrastructure and livelihood projects. Experience in community driven projects is preferred.

The specific roles and responsibilities of the EFP shall include, but not limited to the following:

- Lead the environmental safeguard related activities in the RELIP
- Design and implement capacity development initiative in the RELIP
- Develop, organize and deliver environmental training and orientation programs and workshops for the staff of the SDF and beneficiaries
- Review categorization for each sub-project and recommend for further steps based on environmental screening
- Take part in the project document review process and assess the initial environmental examination (IEE) and environmental management plan (EMP) if any, attached to the project paper submitted by the field offices
- Carry out regular field visit to assess the quality and adequacy of screening, IEE, EMP and also supervision of environmental activities
- Hold regular meeting with project management in SDF, Project Monitoring Officers of SDF and Regional and District Offices
- Prepare and submit regular environmental monitoring and implementation progress reports
- Prepare good practice dissemination notes based on the experience gained from site supervision
- Working with SDF management to strengthen its environmental capacity and mainstream integration of environmental consideration in project planning, implementation and operation

Annex 15: Terms of Reference for External Environmental and Social Audit

Objectives:

Objectives of external audit are to verify/check the following:

- To check the compliance with the system and procedures detailed in the Environmental and Social Management Framework.
- To check the quality of the design, implementation and effectiveness of the Sub-project Environmental Management Plans (EMPs) and Social Management Plans.
- To assess the effectiveness of the SIPP- Nuton Jibon environmental and social monitoring.
- To assess the effectiveness of the capacity building initiatives on environmental and social management.

Scope:

The scope of the audit will include all sub-projects. It will also cover all the various activities supported under RELIP including institutional strengthening, support to rural poor.

Frequency:

External audit will be carried out prior to the mid-term review. The audit will include both field visits as well as a desk review. The external audit will be done by a technically competent agency appointed by the PMU for the RELIP as a whole.

Methodology:

- Desk review: The desk review will focus on reviewing available documents and data with reference to the objectives and selected indicators. For social safeguards compliance, the audit will ensure that the negative list was fully complied with and that Small Ethnic Community and other Vulnerable Community Development Plans (SECVCDP) were prepared and implemented fully for sub-projects that work in areas where such communities live.
- Field visits: Site visits and field level consultations will be organized for a sample of sub-projects to check (a) the quality of the design, implementation and effectiveness of the Sub-project Environmental Management Plans, and, (b) to check the quality of implementation and effectiveness of the environmental and social mitigation measures and enhancement measures.

The sample will cover 50% of sub-projects requiring IEE and SECVCDPs and 20% of sub-projects requiring Screening. The sample will be representative in terms of the nature of the activities supported and will include agriculture, livestock, fisheries and village development infrastructure interventions.

Report of Audit:

A detailed report of the external audit must be submitted to the PMU for action. The report must include the following:

- Description of methodology including details of sampling
- Review of the following (implementation and issues):
 - Effectiveness of the system and procedures in identifying issues and implementing appropriate mitigation measures.
 - Institutional arrangements for implementation of the EMP and SMP.
 - Capacity building on the EMP.
- Overall environmental performance of the NJLIP with respect to identified performance indicators.
- Recommendations for strengthening the environmental management system.
- Individual reports of the field visits undertaken.

Annex 16: Guidance on proper storage handling and disposal of pesticides

Introduction

General safety precautions while handling pesticides and guidelines for proper storage, transportation and safe disposal of pesticides and pesticides containers are mentioned below for further reference.

General safety precautions while handling pesticides

Exposure to pesticides may occur when handling and spraying pesticides. The exposures to pesticides may occur in following situations:

- When handling the pesticides product during opening of the package, mixing and preparation of the spray.
- When spraying the pesticides.
- When disposing the pesticides solution and containers General precautions:
 1. The operator should also wear a protective hat and face shield or goggles.
 2. Do not eat, drink or smoke while working.
 3. Wash hands and face with soap and water after spraying and before eating, smoking or drinking.
 4. Shower or bath at the end of every day's work and wear new clean clothes.
 5. Wash overalls and other protective clothing at the end of every working day in soap and water and keep them separate from the rest of the family's clothes.
 6. If the insecticide touches the skin, wash off immediately with soap and water.
 7. Change clothes immediately if they become contaminated with pesticides.
 8. Inform the supervisor immediately if one feels unwell.

Protective clothing and equipment

Absorption of pesticides occurs mainly through the skin, lungs and mouth. Specific protective clothing and equipment given below must be worn in accordance with the safety instructions on the product label.

- Broad-rimmed hat (protects head, face and neck from spray droplets).
- Face-shield or goggles (protects face and eyes against spray fall-out).
- Face mask (protects nose and mouth from airborne particles).
- Long-sleeved overalls (worn outside of boots).
- Rubber gloves.
- Boots

Storage

1. Pesticides storehouses must be located away from areas where people or animals are housed and away from water sources, wells, and canals.
2. They should be located on high ground and fenced, with access only for authorized persons. However, there should be easy access for pesticides delivery vehicles and, ideally access on at least three sides of the building for fire-fighting vehicles and equipment in case of emergency.
3. Pesticides must NOT be kept where they would be exposed to sunlight, water, or moisture which could affect their stability.
4. Storehouses should be secure and well ventilated.
5. Containers, bags or boxes should be well stacked to avoid possibility of spillage. The principle of .first expiry first out. should be followed.

6. Stock and issue registers should be kept up to date. Access to the pesticides should be limited to authorized personnel only.
7. The store room should have a prominently displayed mark of caution used for poisonous or hazardous substances. It should be kept locked.
8. Containers should be arranged to minimize handling and thus avoid mechanical damage which could give rise to leaks. Containers and cartons should be stacked safely, with the height of stacks limited to ensure stability.

Transportation

1. Pesticides should be transported in well-sealed and labeled containers, boxes or bags.
2. Pesticides should be transported separately. It should NOT be transported in the same vehicle as items such as agricultural produce, food, clothing, drugs, toys, and cosmetics that could become hazardous if contaminated.
3. Pesticides containers should be loaded in such a way that they will not be damaged during transport, their labels will not be rubbed off and they will not shift and fall off the transport vehicle onto rough road surfaces.
4. Vehicles transporting pesticides should carry prominently displayed warning notices.
5. The pesticides load should be checked at intervals during transportation, and any leaks, spills, or other contamination should be cleaned up immediately using accepted standard procedures. In the event of leakage while the transport vehicle is moving, the vehicle should be brought to a halt immediately so that the leak can be stopped and the leaked product cleaned up. Containers should be inspected upon arrival at the receiving station. There should be official reports to the national level and follow-up enquiries in the event of fires, spills, poisonings, and other hazardous events.

Disposal of remains of pesticides and empty packaging

1. At the end of the day's work during IRS activities, the inside of the spray pump should be washed and any residual pesticides should be flushed from the lance and nozzle.
2. The rinsing water should be collected and carefully contained in clearly marked drums with a tightly fitted lid. This should be used to dilute the next day's tank loads or disposed properly by the supervisor at disposal sites like pits or dugs.
3. Never pour the remaining pesticides into rivers, pools or drinking-water sources.
4. Decontaminate containers where possible. For glass, plastic or metal containers this can be achieved by triple rinsing, i.e. part-filling the empty container with water three times and emptying into a bucket or sprayer for the next application.
5. All empty packaging should be returned to the supervisor for safe disposal according to national guidelines.
6. Never re-use empty insecticide containers.
7. It shall be the duty of manufacturers, formulators of pesticides and operators to dispose packages or surplus materials and washing in a safe manner so as to prevent environmental or water pollution.
8. The used packages shall not be left outside to prevent their re-use.
9. The packages shall be broken and buried away from habitation.

Disposal of Expired Pesticides

1. Adequate measures should be undertaken to avoid expiry of stocks in storehouses.
2. First Expiry First Out principle should be strictly followed during stock movements.
3. The expired stock should be returned to manufacturer for disposal as per guidelines preferably through incineration process.

4. The chemical efficacy should be tested before disposal of expired pesticides to find out possibility of usage. The efficacy and active ingredient percentage of pesticides is tested and certified by the authorized testing laboratory.

Health Monitoring

1. In case of accidental exposures or appearances of symptoms of poisoning, medical advice must be sought immediately.
2. In case of organophosphorus (Malathion), regular monitoring of cholinesterase (CHE) level should be carried-out and spraymen showing decline in CHE to 50% should be withdrawn and given rest and if needed medical aid

Annex 17: List of banned pesticides in Bangladesh

Name of pesticide	Registration Number	Name of Company
1. Diazinon	14G AP-08	Shetu Corporation Ltd.
2. Bizaguard	2P AP-09	Ciba-Geigy(Bangladesh)Ltd.
3. Roxion	40EC AP-11	International Services(Bangladesh)Ltd
4. Dankavapon	100 AP-13	Shetu Corporation Ltd.
5. Damphin	2P AP-19	Ciba-Geigy(Bangladesh)Ltd.
6. Diazinon	90L AP-20	Ciba-Geigy(Bangladesh)Ltd.
7. Damphin 950EC	AP-25	Ciba-Geigy(Bangladesh)Ltd.
8. Dichlorovos	AP-27	Bayer (Bangladesh)Ltd.
9. Cureterr3G	AP-30	Bayer (Bangladesh)Ltd.
10. 2,4-D Na Salf	AP-34	Bayer (Bangladesh)Ltd.
11. Folithion ULVC98	AP-36	Bayer (Bangladesh)Ltd.
12. Methybron	AP-38	ExcelltradingCo.
13. Heptachlor40WP	AP-39	KrishiBaniijya Protishthan
14. Chlordane 40WP	AP-40	KrishiBaniijya Protishthan
15. Aerovap 100EC	AP-41	Liza Enterprise Ltd.
16. Aerodriel20EC	AP-42	Liza Enterprise Ltd.
17. Aeromal57%EC	AP-44	Liza Enterprise Ltd.
18. Padan10G	AP-52	Data EnterpriseLtd.
19. Fenitrothin 98	AP-53	FarmChemicalcorporationLtd.
20. Carbin 85WP	AP-54	FarmChemicalcorporationLtd.
21. Diamal57EC	AP-55	FarmChemicalcorporationLtd.
22. Detia GasEXT	AP-56	FarmChemicalcorporationLtd.
23. Dichlovos 100	AP-57	FarmChemicalcorporationLtd.
24. MethylBromide 98	AP-58	FarmChemicalcorporationLtd.
25. Malathion 57EC	AP-68	BPILtd.
26. Cureterr3G	AP-69	Bayer (Bangladesh)Ltd.
27. Dieldrin 20EC	AP-73	ShellCompanyofBangladesh Ltd.
28. Bidrin 24WSC	AP-74	ShellCompanyofBangladesh Ltd.
29. Malathion 57EC	AP-78	Burma Eastern Ltd.
30. Vapona	AP-79	ShellCompanyofBangladesh Ltd.
31. Bidrin 85WSC	AP-80	ShellCompanyofBangladesh Ltd.
32. Diealdrin50WP	AP-82	ShellCompanyofBangladesh Ltd.
33. Dieldrin 40WP	AP-83	ShellCompanyofBangladesh Ltd.
34. Furadan 3G	AP-85	FMC InternationalS. A.
35. Actellic2%Dust	AP-99	BangladeshManufacturersLtd.
36. Quickphos	AP-102	AgraniTraders
37. Torque 550g/l	AP-115	InternationalServiceBangladesh Ltd.
38. Ridan 3G	AP-131	RupaliSangstha Ltd.
39. Bkzne 14G	AP-135	B. K.Traders Ltd.
40 Aerocypermethrin	AP-137	Liza Enterprise Ltd.
41. Karmex	AP-145	BEXIMCOAgrochemicalsLtd.
42. Carbaryl85Wp	AP-147	Shetu Corporation Ltd.
43. Agridhan 3G	AP-154	Shetu Corporation Ltd.
44. Tecto 2%Dust	AP-157	Alco Pharma Ltd.
45. Manex II	AP-163	Shetu Corporation Ltd.
46. Phytox MZ-80	AP-164	Liza Enterprise

Name of pesticide	Registration Number	Name of Company
47. Uniflow TM Sulphur	AP-167	Shetu Corporation
48. Fenkil 20EC	AP-169	Agrani Traders
49. Sunfuran 3G	AP-171	Shetu Corporation Ltd.
50. Hekthion 57EC	AP-178	Farm Chemicals Corporation Ltd.
51. Poligor 40EC	AP-180	Farm Chemicals Corporation Ltd.
52. Melbromid 98	AP-185	Horizon Trade Ltd.
53. Mebrom	AP-186	Bengal Wings Trade Ltd.
54. Agrine 85WP	AP-187	Edgro (Pvt) Ltd.
55. Drawizon 60EC	AP-190	Keeco Pesticides Ltd.
56. Gastoxin	AP-195	Bright Corporation
57. Cekomethrin 10EC	AP-219	Premier Traders
58. Cythrin	AP-220	Bariand company Ltd.
59. Cekuthoate 40EC	AP-225	Premier Traders
60. Arifos 20EC	AP-229	Bariand company Ltd.
61. Malathion 57EC	AP-230	Sabrina Trading Corporation.
62. Cardan 5G	AP-234	Bariand Company Ltd.
63. Diazinon 14G	AP-236	Liza Enterprise Ltd.
64. Rizinon 60EC	AP-239	Bariand Company Ltd.
65. Zinc phosphide	AP-258	Liza Enterprise Ltd.
66. Davison Glyphosate	AP-266	Shetu Pesticides Ltd.
67. Morestan 25WP	AP-269	BEXIMCO Agrochemicals Ltd.
68. Manzate 200	AP-22 & 277	Auto Equipment Ltd.
69. Dimecron 100SL	AP-301	Novratis (Bangladesh) Ltd.
70. Pillarcron 100SL	AP-148	Shetu Pesticides Ltd.
71. Benicron 100WSC	AP-06	Sabrina Trading Corporation.
72. DDVP 100W/V	AP-03	ACI Formulations Ltd.
73. Chemo DDVP 100EC	AP-245	Chemofil Bangladesh Ltd.
74. DDVP 100EC	AP-151	McDonald Bangladesh (Pvt) Ltd.
75. Nogos 100EC	AP-26 & 274	Novertis (BD) Ltd.
76. Phosvit 100EC	AP-46	Data enterprises Ltd.
77. Daman 100EC	AP-325	Petrochem (B) Ltd.
78. Azodrin 40WSC	AP-336	BASF Bangladesh Ltd.
79. Nuvacron 40SL	AP-18 & 275	Novratis (Bangladesh) Ltd.
80. Megaphos 40SL	AP-175	McDonald Bangladesh (Pvt) Ltd.
81. Phoskil 40SL	AP-339	United Phosphorous (Bangladesh) Ltd.
82. Kadette 40WSC	AP-284	BISCO Pesticides & Chemical Corporation
83. Monophos 40WSC	AP-328	Alpha Agro Ltd.
84. Monodrin 40WSC	AP-07	Sabrina Trading Corporation
85. Corophos 40SL	AP-342	Corbel International Ltd.
86. Luphos 40SL	AP-388	ACI Formulations LTD.
87. Amcordin 40SL	AP-340	Atherton Imbros Co. Ltd
88. Vitacron 40SL	AP-341	Shetu Marketing Co.
89. Monotaf 40WSL	AP-331	Auto Equipment Ltd
90. Tamaron 40SL	AP-188	Haychem (B) Ltd.
91. Folythion 50EC	AP-32	Haychem (B) Ltd.
92. Macuprex 65%	AP-65	Bayer Crop Science

Name ofpesticide	Registration Number	Name ofCompany
93. Zithiol57EC	AP-126	Rohn PolenkBangladesh.
94. Delapon Na-84	AP-66	Rohn PolenkBangladesh.
95. Anthio 25EC	AP-64	Rohn PolenkBangladesh.
96. Zolone 35EC	AP-67	Rohn PolenkBangladesh.
97. RentokillCCType 75%	AP-221	Getco Limited
98. ParamountCCType	AP-300	B. D. Associate and Company.
99. Darsbun 20EC	PHP-5	Auto EquipmentLtd.
100. Darsbun 20EC	PHP-85	Auto EquipmentLtd.
101.Basudin 10G	AP-23	Syngenta Bangladesh Ltd.
102.Diazinon 60EC	AP-24	Syngenta Bangladesh Ltd.
103.MortinKingMosquito Coil	PHP-54	Reckitand BenckiserBangladesh Ltd.
104.Mortin Mosquito Coil	PHP-101	Reckitand BenckiserBangladesh Ltd.
105. Sarfium56%	AP-689	SarTrade
106. Sicofen 20 EC	AP-624	Genetica
107. Pesnon 57 EC	AP-189	SeaTradeFertilizerLtd.
108. Sicofen 20 EC	AP-624	Genetica

Annex 18: Format of half-yearly/annual monitoring report

1. Introduction

2. Sub-project Background

Sub-project description including log frame and sub-project activities; Location and geographic extent of the sub-project; Potential environmental and social impacts due to the sub-project activities.

3. Governing Policies and Legislations

Briefly mention the policies and legislations that were followed during the monitoring procedure.

4. Objective of the Monitoring Report

5. Environmental Safeguards Monitoring

Summarize the environmental protection and pollution control/mitigation measures, as recommended in the agreed EMF and sub-project specific EMP.

6. Social Safeguards Monitoring

Summarize the social protection and pollution control/mitigation measures, as recommended in the agreed SMF and sub-project specific SMP.

7. Social Safeguards Monitoring

Summarize the meeting and the subsequent decision on the environment management those have been taken in the current period.

8. Management of Grievances

9. Conclusions and Recommendations

10. Annexure

- a) Environmental and Social Screening Checklist
- b) Environment and Social Monitoring Checklist

Annex 19: Grievance Redresses Form

Parameter	Details
Full Name Note: You can remain anonymous if you prefer or request not to disclose your identity to the third parties without your consent.	First Name: _____ Last Name: _____ <input type="checkbox"/> I wish to raise my grievance anonymously <input type="checkbox"/> I request not to disclose my identity without my consent
Contact Information Please mark how you wish to be contacted (mail, telephone, e-mail)	<input type="checkbox"/> By Post: Please provide mailing address: _____ _____ _____ _____ <input type="checkbox"/> By Telephone: _____ <input type="checkbox"/> By E-mail: _____
Preferred Language for communication	<input type="checkbox"/> Bangla <input type="checkbox"/> Other indicate: _____
Description of Incident or Grievance:	What happened? Where did it happen? Who did it happen? What is the result of the problem?
Date of Incident or Grievance:	<input type="checkbox"/> One-time incident/grievance (date _____) <input type="checkbox"/> Happened more than once (how many times? _____) <input type="checkbox"/> On-going (currently experiencing problem)
What would you like to see happen to resolve the problem?	
Signature: _____ Date: _____	
Please return this form to: [name], Health and Safety Manager, [company name], Address: _____ : Tel: _____ or E-mail: _____ @ _____ .com	

Period from.....to.....20.....

Project Phase:.....

[illegible]

Annex 21: List of participants in ESMF meeting on 17.12.2020

Sl. No.	Name	Designation
01	A.Z.M. Sakhawat Hossain	Managing Director (MD)
02	Mr. Golam Faruque	Director Implementation & Program Quality Development (IPQD)
03	Md. Mahbubul Alam	Director, Finance & Procurement (F&P)
04.	Mohammad Kamal Bashar	General Manager, Technical & Environment
05	Syed Mosaddeque Hossain	General Manager, CB Cell
06	Abil Hasan Md. Monir	Manager, Appraisal & Monitoring Team (AMT)

Annex 22: Discussions with NJLIP beneficiaries in the virtual meeting of WB Mission on 12.01.2021

The virtual discussions as a part of the Implementation Support Review and Initiation of ICR Preparation Mission of the World Bank for Nuton Jibon Livelihood Improvement Project (NJLIP) implemented by Social Development Foundation (SDF) held with the NJLIP beneficiaries on 12th January 2021.

A detail of the discussion is summarized underneath.

Topic: Livelihood, Community Finance, Youth and Nutrition (Mymensingh region)

Santhadevi Meenakshi (FAO):

Why IDF fund is allocated and what are the benefits of taking loans from IDF?

The response of beneficiaries:

The necessity of IDF:

1. Strengthening village-level organisations, skill development of youth, their employment and capacity development,
2. Operating cost of the village institutions,
3. Skills training to develop the community organisations and leadership skill development of the beneficiary women,
4. Purchasing land and furniture for Gram Samity office building and
5. One-time grant (OTG) for the vulnerable

Benefits of taking a loan from IDF: Youths are developing their skill through taking loans and creating employment opportunities.

Beneficiaries' requested the WB Mission to provide a grant from IDF for the youths for their skill development instead of a loan. Because the youths take loans for the second time for IGA after taking loans for skills development which become a burden for them to pay altogether.

Managing Director of SDF replied that the youths won't have to take the loan for skill development in the upcoming Resilience, Entrepreneurship and Livelihood Improvement (RELI) project.

He asked the beneficiaries that how many of them have taken SF loans and why SF loan is necessary for them.

Beneficiaries replied that

1. 130 members have taken SF loans in different steps
2. They have taken loans to invest in various IGAs to become self-dependent
3. Service charge against the loans taken is comparatively less
4. Training for our chosen IGA is available which others don't offer
5. The service charge taken against the loans ultimately increasing our fund
6. It is our organisation and we manage the community financing activities including loans and that's why we can ensure transparency and accountability.

Managing Director of SDF further asked the beneficiaries that why they are taking loans from SF despite taking from IDF as well.

Beneficiaries replied that

1. The main purpose of IDF fund is to train the female beneficiaries to develop the community organisation and their leadership capacity.
2. Create employment through disbursing loans to the youths for their skills development.

But SF fund is used in the Income Generating Activities (IGAs) of beneficiaries.

Managing Director of SDF asked to know details about the Producer Groups of the village.

Beneficiaries replied that:

1. Name of Producer Group
2. Number of Producer Groups
3. Amount of fund Producer Group received as IDF and PIF

He further asked about the benefits beneficiaries are receiving from NJLIP project.

Beneficiaries replied that:

1. We have received training for skills development and Income Generating Activities (IGAs). We have received loans in different steps.
3. We have received different services and benefits through establishing linkages with various public and private service providers.
4. All the community financing activities are regularly updated online through LMS which diminishes the risk of losing paper-based documents or accidental burning.
5. Second Generation organisations were instituted through forming Nuton Jibon Community Societies (NJCSs).
6. In case of any problem, we get assistance from Nuton Jibon Cluster and Nuton Jibon District Community Society.
7. We receive training from Nuton Jibon Cluster and Nuton Jibon District Community Society.
8. We are getting bigger size loan facilities through MoU with Karmasangsthan Bank with support from SDF. Meanwhile, three of our members started their IGAs with the loan they received from Karmasangsthan Bank.

Managing Director of SDF asked the beneficiaries about their feeling of becoming members of NJLIP project.

Beneficiaries replied that:

1. Our dignity both in family and society has increased.
2. I used to be a member of one village; however, I am a leader of 35 villages now after becoming a member of NJCS.
3. I was shy and couldn't communicate with people properly but now I can flamboyantly speak with people around me.
4. I am now leading different development works of the village and moderate village arbitrations as well.

Managing Director of SDF asked how many beneficiaries of this village have taken a loan from IDF.

Beneficiaries then replied:

1. Seven (7) youths have taken loans from IDF for skills training.
2. Three (3) youths have taken loans from Karmasangsthan Bank.

3. Two (2) members were employed based on remuneration.

Managing Director of SDF asked Mr Shahidul Islam, DGM (Youth and Employment) about the success stories (case studies) of youths.

Mr Shahidul Islam, DGM (Youth and Employment) replied that:

1. We have case studies from three regions which we will send you.
2. After the Kerala, India visit, SDF is working on two innovative ideas- Café and Agent Banking which are now running on a pilot basis.

Jean Saint-Geours (Co-TTL, WB) asked the beneficiaries that what are the additional support they need.

Beneficiaries replied that:

1. They need bigger size loans to become entrepreneurs.
2. Now they take loan individually, however, it would be better they can take a group loan.

Jean further asked about the consequences of the Pandemic on their life.

Beneficiaries replied that:

1. Their income declined.
2. Production reduced.
3. Many of the youths became unemployed.
4. Road and other forms of communication were stalled.

Beneficiaries requested the World Bank if they can get any help to get over with the adverse situation because of the pandemic.

Samira Chowdhury of World Bank asked the beneficiaries if the procedures of GAAP are followed in this village and they have any grievances.

Beneficiaries replied that:

1. They don't have any grievances in this village.
2. They know all the procedures of practising GAAP and reporting to the World Bank if any complaint is not redressed starting from village level to cluster, district and regional level sequentially.

She then asked that if NJLIP's intervention have any positive impact on the society particularly on people's behaviour, demeanour, early marriage, domestic violence and sexual harassment.

Beneficiaries replied that:

1. Their social status has increased.
2. They have managed to stop the practice of early marriage.
3. Women have empowered which reduced domestic violence.
4. Women can now properly communicate in front of the public which was the other way round earlier.
5. Where we used to get scared about doing organisational activities but now we run our community organisations ourselves.
6. We are capable of doing an online meeting with you.
7. We are taking nutritious foods.
8. We get the invitation to the village arbitrations.

She asked the beneficiaries about the procedures they followed while buying land for their office building.

Beneficiaries replied that:

They have verified their lands and followed all standard procedures while buying land for the office building.

She then asked if they have got the land free for the office building and is there any case in the court against the land.

Beneficiaries replied that:

1. The land was no way free rather it was purchased from IDF fund of the Gram Samity.
2. There is no case in the court against the land.

Samina Yeasmin (TTL of The World Bank) asked about nutrition support activities at the village.

Nutrition Support Worker Ms Afroza Begum replied that:

1. We provide nutrition support to pregnant women, lactating mother, mothers-in-law and adolescent girls.
2. We have 18 pregnant women, 13 lactating mothers, 24 mothers-in-law and 35 adolescent girls at our village.
3. We raise awareness through yard meeting and counselling.
4. We inspire pregnant and lactating mothers to take nutritious foods regularly.

Christine Heumesser of the World Bank the beneficiaries about the type of support they received from the project regarding health and nutrition.

Beneficiaries replied that:

1. They properly wash hands following all the steps.
2. They are addressing their nutrition demand through vegetable gardening with the seed they received from SDF.
3. They are doing poultry farming and satisfying the family's nutrition deficiency.
4. They used to throw away the colostrum after the birth of babies but now they start feeding colostrum one hour after the baby is born up to 180 days which is bolstering the immune system of babies.
5. Where we used to deliver babies at home previously but now we go to community clinics which reduced the mortality rate of child and mother.
6. SDF has provided us with weight and height scale.
7. Adolescent girls are now taking nutritious foods at their grown upstage and keeping tide. This has reduced the probability of getting prone to diseases easily.

Santhadevi Meenakshi (FAO) asked the beneficiaries what they would do to get nutrition support after the completion of the project.

Beneficiaries replied that:

1. Through Nutrition Support Committee
2. From community clinics
3. We can make tippy taps

Beneficiaries told the World Bank that if they get more financial support, they would be able to provide nutrition support to more people of the village.

Topic: Infrastructure and water treatment related (Ghatail Dokshinpara Gram Samity, Dakop, Khulna region)

Santhadevi Meenakshi (FAO) asked the beneficiaries about the infrastructural facilities SDF provided to the village.

Beneficiaries replied that:

1. We have built office building
2. We have constructed roads.
3. We have installed water treatment plants as we had a crisis for safe drinking water.
4. Women have risen from hibernation.

She asked how they would manage the infrastructure once the NJLIP project completed in June 2021.

Beneficiaries replied that:

1. We can manage all works of our office.
2. We have some portion of the fund which we can use to maintain or renovate the infrastructure.

She further asked that how they will manage the expenses of maintenance once the project fund finishes.

Beneficiaries replied that:

1. We will use the service charge of revolving fund

She again asked how they will construct road after the NJLIP project is completed.

Beneficiaries replied that:

1. We will take help from Union Parishad

She asked about the benefits of water treatment plants they are getting.

Beneficiaries replied that:

1. We had problems with salinity but now we are getting safe drinking water.
2. Now we are not vulnerable to water-borne diseases.

Samira Chowdhury (WB) asked if all the members of the village and people of surrounding villages are getting the same facility of safe water.

1. They confirmed that everyone including members and the local neighbourhood is getting the facility.

Jean Saint-Geours (Co-TTL, WB) asked them that apart from water treatment plants what kind of support would be beneficial for them.

Beneficiaries replied that constructing roads, culverts and bridges will help them a lot.

He asked how they will construct roads, office building, and water treatment plant once the project is completed.

Beneficiaries replied that:

1. We will take help from NJCS.
2. We will seek help from Union Parishad.
3. If we can we will do by ourselves.

He further asked them how they have defended COVID-19 pandemic.

Beneficiaries replied that:

1. We have maintained social distance.
2. We have used face masks.

He asked them about the problems they faced because of the pandemic.

Beneficiaries replied that:

1. Our Gram Samity activities interrupted.
 2. We couldn't sell our produces like vegetables, fish at the market so they rotted.
 3. We didn't get the actual selling price of our products.
- He asked them how they are planning to overcome the situation caused by the pandemic.

Beneficiaries replied that:

1. We are still suffering
2. We are taking loans for suitable IGAs to get over with the situation.

Christine Heumesser (WB) asked the beneficiaries about a big problem they have solved through the NJLIP project.

1. People used to believe that SDF won't work in their area for long but after the Gram Samity office is constructed, now people trust that SDF will stay by their side.
2. Local Chairman and Union Parishad members value us.
3. People of the village respect us.
4. While constructing roads we have taken consideration of environmental issues and asked for everyone's opinion.

Samira Chowdhury (WB) asked that if all procedures of GAAP are followed in this village and if they have any grievance complaint.

Beneficiaries replied that:

1. We didn't have any complaint of such kind at our village so far.
 2. We know all the procedures of GAAP and how to report starting from cluster to district and regional office and if something is not resolved at the regional office we know how to report to the World Bank.
- She further asked that if the beneficiaries are scared of complaining through the Grievance Redress mechanism of NJLIP.

Beneficiaries replied that they are not afraid of complaining through the Grievance Redress System.

She again asked that is there any improvement in the society through the NJLIP's intervention particularly on people's behaviour, demeanour, early marriage, domestic violence, and sexual harassment.

Beneficiaries replied that:

1. Our social status has increased.
2. We have managed to stop early marriage.
3. Women empowerment has reduced domestic violence.
4. We can speak in front of the public which we couldn't do earlier.
5. We used to get scared of joining village organisations but now we manage our own.
6. We are now doing an online meeting with you and SDF.
7. We are having nutritious foods regularly.
8. We get invitations in village arbitrations.

She asked them if they have purchased land for the office building and what are procedures they have followed and is there any case against the land bought.

Beneficiaries replied that:

1. We have purchased land for our office building.
2. All procedures have been followed while purchasing the land and legal papers of four (4) lands were verified.

3. Land was purchased after verifying the legal documents.

4. There is no legal dispute or case against the land.

Samina Yeasmin (TTL-WB) asked the beneficiaries if they have anything to share.

Beneficiaries replied that:

1. We have greatly benefitted from SDF and we want SDF should include others in the same way for their livelihood development.
2. We have weaknesses before joining SDF but now we have got it over with.
3. The percentage of service charge should be reduced.
4. Water treatment plants should be installed in areas where they desperately need.
5. We want a marketplace where we can sell our produces.

Topic: Nuton Jibon Community Society (NJCS) (NJDCS, Pirojpur, Barishal)

Samina Yeasmin (TTL-WB) asked the beneficiaries to share about NJCS, what does NJCS do, and how NJCS is involved with their work and lifestyle.

Beneficiaries replied that:

1. NJCS in Pirojpur district is formed combining 13 clusters.
2. The society is instituted taking 2/3 members from each cluster.
3. Our occupational competency has increased through skill development training of NJCS.
4. People of the village have trust and confidence in our society.
5. We are saving through sanchay committee.
6. Everyone in the village is getting benefitted.
7. We are receiving service from establishing linkages with various public and private organisations.
8. We are getting support from big organisations through signing MoUs.
9. All works are accomplished through Social Audit Committee which ensures transparency and accountability.
10. All activities are conducted following CDD approach.
11. We get help to updating information and preparing report.
12. Committees are reformed.
13. Unfinished works are completed.
14. Cattles are vaccinated through vaccine camps.
15. We can get bigger size loans through Karmasangsthan Bank.
16. We get Artificial Insemination facility.

At this stage, Jean Saint-Geours (Co-TTL, WB) asked about the additional activities beneficiaries want to include for their development.

Beneficiaries replied that:

1. More areas should be covered under this facility.

2. More water treatment plants should be installed where they badly need.
3. A ballroom can be added in the NJCS building in district and cluster level for us to do regular meetings.
4. More support is required for children and adolescents.
5. At the event of natural calamity or pandemic like COVID-19, the victims should be supported to overcome the situation.

Jean then asked them what kind is the support they are after from the World Bank.

Beneficiaries replied that:

1. Financial support
2. Pregnant women need BDT20,000-25,000 for Caesarean section operation and NJCS should provide the money to its members.

Christine Heumesser (WB) asked them about the problems they have faced while working in NJLIP.

Beneficiaries replied that:

1. Initially, our husbands' didn't allow us to go outside.
2. People of the village used to laugh at us.
3. We were subject to social pressure.
4. Nobody used to trust our organization.

But now we are not facing such problems.

Samina Yeasmin (TTL-WB) asked them if they can run their organization after completing the NJLIP project and SDF is not there.

Beneficiaries replied that:

1. We knew from the beginning of the project that SDF won't be there for long so we have made ourselves self-dependent.
2. We manage the accounts of our organization by ourselves.

Santhadevi Meenakshi (FAO) asked the beneficiaries how they would listen to the poor and extreme poor once the NJLIP project is over.

The beneficiaries replied that:

1. We would discuss their problems in the village committee meetings.
2. Problems would be sorted out through NJCCS and NJDCS.
3. It would be beneficial for us if SDF continues their monitoring even after the completion of the project.

Samira Chowdhury (WB) asked the beneficiaries that had there been any development in the society through NJLIP's intervention in the areas of early child marriage, domestic violence and sexual harassment.

Beneficiaries replied that:

1. We have managed to prevent early child marriage.
2. Women empowerment has reduced domestic violence.
3. Domestic violence and sexual harassment have reduced significantly because of social promotion and awareness.

She further asked the beneficiaries how they redress the complaints of grievances.

Beneficiaries replied that:

1. They haven't received any complaint of such kind.
2. However, we know how to resolve any complaint through following the communication tree and if it not resolved at the village level, we are also aware of taking it forward to cluster or district or regional level and even to The World Bank.

She further asked if any land was purchased and if they have faced any hurdles while purchasing.

Beneficiaries replied that:

1. We have purchased land for Gram Samity office building.
2. All procedures have been maintained while purchasing the land and five (5) lands were verified.
3. Land was purchased through verifying the legal documents.
4. There is no case or legal proceedings against the land.

In the end, beneficiaries on behalf of their respective villages invited the associated World Bank personnel to visit their villages to practically see their development and empowerment once the COVID-19 pandemic is over. They have expressed their sincerest gratitude to the World Bank and SDF for their socio-economic development.

Social Development Foundation (SDF)

22/22 Khilji Road, Mohammadpur, Dhaka-1207

Participants in Virtual Meeting

SL	Name	Designation	Office Address
1	A.Z.M. Sakhawat Hossain,	Managing Director	Head Office
2	Md. Golam Faruque	Director, IPQD	Head Office
3	Md. Mahbubul Alam	Director (Finance & Procurement	Head Office
4	MIM Zulfiqar	Project Coordinator, SCMFP	Head Office
5	Md. Ishtiaque Mahmood,	General Manager, (G & A)	Head Office
6	Md. Lutfor Rahman,	General Manager, (MEL)	Head Office
7	S.R. Kadir	General Manager, HR	Head Office
8	Fawzia Tawheed	General Manager, IEC	Head Office
9	Syed Md. Mossaddeque Hossain	General Manager, CB Cell	Head Office
10	Md. Kamal Bashir	General Manager, Technical	Head Office
11	Md. Kamrul Hasan	General Manager, (Admin)	Head Office
12	Md. Shahidul Islam	Deputy General Manager, Y & E	Head Office
13	Md. Shahid Ullah	Deputy General Manager, SID	Head Office
14	Md. Delowar Hossain,	Manager (Finance)	Head Office
15	Abil Hassan Mohammad Monir,	Manager, AMT	Head Office
16	Md. Saidur Rahman	Deputy Manager, Livelihood	Head Office
17	Mir Anis Uddin	Assistant Manager, IT	Head Office
18	Md. Afazul Islam	Assistant Manager (MEL)	Head Office
19	S. M. Sabbir Ahmed,	Officer (MIS)	Head Office
20	Md. Tanver Islam Chowdhury	Junior Officer (MEL)	Head Office

Mymensingh Region**Participant list of virtual meeting with WB mission.****List of participants (Staff)**

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Khecha Gram Somiti, Cluster: NJLIP-4, Jalalpur, Nakla, Sherpur:**List of participant (Community):**

SL.	Name	Designation/Position	Village/Organization	Contact number
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02	Sumi	Secretary	VCO	01907521318
03	Morzina	Secretary	GS	01892875499
04	Morzina	Secretary	SPC	01850133217
05	Mousumi	Member	Youth Group	01884396677
06	Sayeda	Member	Youth Group	
07	Asanu	Convener	Producer Group	01889309199
08	Sheuli	Leader	NJG (07)	01937940511
09	Ajufa	Leader	NJG (03)	Req: 01907521318
10	Kajoli	Member	NJG (03)	
11.	Afroja	Convener	Nutrition Committee	01783540396
12.	Ferdousi	President	GS	01916251731
13	Muslimina	Member	NJG (01)	01943386832
14	Minara	Member	NJG (10)	01965587645
15	Rojina	Cashier	GS	01962830685

Khulna Region

Attachment-C

List of participants (Staff):

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Khatail Dakkin para Gram Samity, Cluster-Chalna, Upazila-Dacope, District-Khulna.

List of participants (Community):

SL.	Name	Designation/Position	Village/ Organization	Contact Cell number
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02	Bonsree Bala	GS Cashier	do	01956-035433
03	Doly Thakur	VCO Leader	do	01913-887768
04	Muslima	VCO Cashier	do	01989-300536
05	Bashonty Bala	SC Leader	do	01999-626246
06	Shompa Ghosh	OM Convener	do	01922-652435
07	Radha Sana	OM Secretary	do	01927-034914
08	Khadija Begum	OM Cashier	do	01980-046213
09	Archona Ray	SAC Convenor	do	01400-002867
10	Tulsi Mistry	NSC Convenor	do	01956-151629
11.	Shorna Mondol	OM Member	do	01922-652435
12.	Suborna Mondol	Youth Leader	do	01944-968395
13	Shikha	FC Conveyor	do	01928-033692

14	Rabeya Begum	NJG Member	do	01791-379458
15	Ive Ray	Youth	do	01772-305232
16	Hasina	NJG Member	do	01908-102079
17	Etika Ray	NJG Member	do	01943-426299
18	Afroza	NJG Member	do	01993-993895
19	Tinku Ray	NJG Member	do	01946-514404
20	Rita Golder	NJG Member	do	01782-313718
21	Shuchitra	NJG Member	do	01764-878638
22	Humyra	NJG Member	do	01934-282032
23	Josna Ray	NJG Member	do	01985-406450

Barishal Region

Attachment-D

List of participants (Staff)

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List of participants (NJDCS members)

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04	Rasheda Begum	Cashier	„	01758-531373		
05	Kumkum Begum	Executive committee Member	„	01777-532182		
06	Sharmin Shultana	Executive committee Member	„	01716-608133		
07	Ferdoushi Khanom	Executive committee Member	„	01710-546189		
08	Shopna Mondol	Executive committee Member	„	01718-986737		
09	Monika Rani	Executive committee Member	„	01763-848022		
10	Sherina Akhter	Executive committee Member	„	01766-964189		
11	Shukhi Shultana	NJDCS Parishod Member	„	01715-894290		
12	Lipi Khanom	NJDCS Parishod Member	„	01747-422735		
13	Nipa dhali	NJDCS Parishod Member	„	01771-044591		
14	Shilpi Rani	NJDCS SAC Convener	„	01917-801061		

List of participants (Community)

SL.	Name	Designation/Position	Village/Organization	Contact Cell number
01	Morzina Begum	President	Uttor Atorkhli	07136-871698
02	Hasina Begum	Vice President	Modha Rajpasha	01747-728665
03	Khadiza Begum	Secretary	Dokhin Amurbunia	01784-303526

04	Rasheda Begum	Cashier	Purbo Telikhali	01758-531373
05	Kumkum Begum	Executive committee Member	Dokhin Vitabaria-4	01777-532182
06	Sharmin Shultana	Executive committee Member	Uttor Shapleza	01716-608133
07	Ferdoushi Khanom	Executive committee Member	Gushontara	01710-546189
08	Shopna Mondol	Executive committee Member	Poschim Shakharikathi	01718-986737
09	Monika Rani	Executive committee Member	Poschim Huthkhli	01763-848022
10	Sherina Akhter	Executive committee Member	Dokhin Purbo Huglabunia	01766-964189
11.	Shukhi Shultana	NJDCS Parishod Member	Uttor Shatkasima	01715-894290
12.	Lipi Khanom	NJDCS Parishod Member	Dokhin Shatkasima	01747-422735
13	Nipa dhali	NJDCS Parishod Member	Dokhin Shreeramkathi	01771-044591
14	Shilpi Rani	NJDCS SAC Convener	Purbo Kalikathi	01917-801061

Annex – 23: Agreement of Voluntary Donation/Dispossession of Land

1. This deed of voluntary donation is made and executed on the day of between Mr/MsS/o W/o..... Age..... Occupation resident of herein after called the “Title holder” on one part. This expression shall mean and include his/her legal representatives, successors – in interest, heirs, assignees, nominees, and the like.

AND

Mr/Ms. S/o Aged..... Designation..... herein after called the “Recipient” which term denotes to “for and on behalf of the BWDB/DAE/DOF” on the other part and shall mean and include his/her official successors – in-office, nominees and assignees, etc.

2. Whereas, the details of the Location of the, land are given below:

Location Details	
Mauza	
Union	
Upazila	
District	
Title Holder	
Name of Title Holder	
Father/ Husband’s Name of Title Holder	
Age occupation Residence	
Gender	
Schedule -Land Details/Structure	
Land in Question	

Area (decimal)	Plot No.	Khatian No.
Mauza		
Physical Assets	House Structures	
Standing Crops		
Cropping Intensity in the land		
Household Size		

Note: Detailed Map to the scale is appended.

3. Whereas the Title Holder is presently holds the transferable right of the above-mentioned piece of land at the location mentioned above.
4. Whereas the Title Holder testifies that the land is free of encumbrances and not subject to other claims/ claimants.
5. Whereas the Title Holder hereby voluntarily surrenders the land/structure without any type of pressure, influence or coercion whatsoever directly or indirectly and hereby surrender all his/her subsisting rights in the said land with free will and intention. The title to the land so donated will be transferred to the ULB in due course before award of civil works contract.
6. Whereas the Recipient shall construct retired embankment/replace existing regulator and take all possible precautions to avoid damage to adjacent land/structure/other assets and compensate any physical assets on the subject land at full replacement cost to the owner of the physical assets and take liability to rehabilitate the incumbent for livelihood restoration.
7. Whereas both the parties agree that the infrastructure so constructed/developed shall be for the public purpose.
8. Whereas both parties have agreed on the compensation plan attached to this agreement including rental/crop compensation and/or alternation housing allowance before full payment of compensation for the land and physical assets in course of the land acquisition process.
9. Whereas the provisions of this agreement will come into force from the date of signing of this agreement.

Signature of Title Holder		Signature of Local Revenue Collector	
Name of Title Holder		Name of the Local Revenue Collector	
Date		Date	

Environmental and Social Management Framework

Identified by			
1.			
2.			
Witnesses			
Signature of GS President			
Name of the GS President			
Signature (representative of SDF)			
Name of the <signatory>			
Signature of Union Chairman/Ward Councilor			
Name of the <signatory>			
Signature of Local NGO/Community Representative			
Name of the NGO/Community Representative			

Annex 24: Job Description for Specialists

Category of the Specialist	Job Description
Environment	<ul style="list-style-type: none"> • Review and help SDF/PMU to institutionally internalize the project ESMF and other ESF documents in view of the relevant national legal framework and social development and safeguards policy requirements of the World Bank; • Identify scope and areas of application of the ESMF, other ESF documents in project process including responsibility of the SDF/PMU; Review, update and coordinate with project schedules for selection, design and implementation of civil works and other tasks, vis-a-vis the process tasks required for land taking, and preparation and implementation of environmental and social management plans; • Contribute in translation of the ESMF, other ESF documents and disclosure of the same across the project area using appropriate communication method; • Review the process for site selection, design and civil works construction and the activities for community consultation, environmental and social screening and impact assessment, and related reports and plans; • Design and develop environmental and social safeguards compliance (<i>including occupational health & safety (OHS) and community health & safety</i>) supervision and monitoring system and ensure regular data collection on the monitoring indicators as the project progresses; • Obtain all relevant government clearances on Environment Impact Assessments from Department of Environment (DOE); • Ensure the project reporting on safeguards (including health & safety) related components are in conformity with the requirements of the ESMF and any other relevant agreements; • Provide support to project staffs for planning, implementing and ensuring environmental and social safeguard compliances as per Environmental and Social Management Framework (ESMF) adopted for the project; • Review, approve all safeguard documents which will be prepared during project implementation and forward to World bank for their review, guidance and clearance; • Design and develop public consultation and engagement plan and participate in public consultations, disclosure workshops and stakeholder engagement process; • Organize and supervise the preparation of environmental and social impact assessments, measures for mitigating and management of environmental risks, and monitoring of environmental safeguards' action planning; • Contribute in design and conduct of training for the project staff,

	<ul style="list-style-type: none"> conduct environmental due diligence and compliance reviews; and Any other task assigned by the Project Director/ Project Management as and when required.
Social	<ul style="list-style-type: none"> Lead the social safeguards related activities of the project. Develop, organize and deliver trainings and orientation of social safeguards pertinent to the project with the stakeholders which will include, but not limited to; MoE/SHED/Project staff, Partner Organizations, and relevant stakeholders. Carry out social screening and assessment of relevant sub-projects to identify the presence of project stakeholders in the project areas Based on the data/information of the above screening/assessment, prepare site specific RPF for the project. Carry out regular field visit to assess the quality and adequacy of screening and also supervision of social safeguards related activities Prepare and submit regular social safeguards monitoring and implementation progress reports Any other responsibility/activity asked by the project management
Gender & GBV	<ul style="list-style-type: none"> Conduct rapid gender assessment including situation of GBV/SEA/SH in the sector to refine the gender action plan. Review and assess existing project documents including those regulating the work of the Contractor(s) (e.g. Operations Manual, environmental and social commitment plans - ESCP, environmental and social management frameworks/plans - ESMF/P, stakeholder commitment plans, labor management plans, codes of conduct, grievances redress mechanisms - GRM, bidding documents, etc.) and determine their effectiveness to address risks linked to sexual harassment and sexual exploitation and abuse, as well as the current measures being used to prevent and respond to any incidents. Meet with task team and staff in (locations) in order to review prevention and response processes, staff sensitization/training and effectiveness of existing GRM/ complaints mechanisms. Engage in policy dialogues with diverse government agencies to i) promote women in the technical sector that tend to be 'male-dominated' with more and better jobs, ii) placing women in decision making positions in the training institutions, iii) increasing female teacher/trainers as well as administration staff, iv) effective methods of affirmative action within institutional policies. Facilitate the incorporation of gender-sensitive teaching techniques and contents into the training capacity development activities. Initiate female role model or mentorship program to encourage women to enter non-traditional occupations. Improve safety within training institutions and other associated institutions taking into consideration GBV/SEA/SH including cyber harassment/bullying.

	<ul style="list-style-type: none"> • Develop or adapt a Standard Operating Procedures for a Gender Based Violence Grievance Redress Mechanism (GRM) based on best practices in order to effectively collect information on instances of SEA/SH • In light of COVID-19, support MEFWD, MoHFW, and its relevant departments in formulating a mechanism to increase enrollment of female healthcare workers in the Institutes of Health Technology (IHT) and Medical Assistant Training Schools (MATS to increase the number of women in these medical positions.
Stakeholder	<ul style="list-style-type: none"> • To implement and update Stakeholder engagement plan on consultations with SDF and World Bank task team with proposed methodology, timelines and outputs • Together with Local capacity building support and logistic staff develop a communications/advocacy strategy to inform key stakeholders (government and nongovernment) on progress of the project • Facilitate multi-stakeholder discussions coordinated by the SDF, support the project team to deliver public consultation events & conduct analysis and coding of consultation responses • Provide contribution to preparation of consultation reports and presentations and support the project team in preparation and delivery of stakeholder workshops and Standard Operating Procedures. • Guide the project team in mapping of the current practices on stakeholder engagement processes for climate change related policies and strategies with recommendations for improvement • Support the development of new technologies and best practice techniques for consultation • Maintain regular contact with World Bank Country Office on relevant project implementation issues • Advise and provide guidance to the Project Team on any other issue arising during the project implementation