



**Government of Nepal  
Ministry of Physical Infrastructure and Transport  
(MoPIT)  
Department of Roads (DoR)  
and  
Ministry of Industry, Commerce and Supplies (MoICS)**

**ACCELERATING TRANSPORT AND TRADE  
CONNECTIVITY IN EASTERN SOUTH ASIA –  
NEPAL Phase 1 (P177902)**

**ENVIRONMENTAL AND SOCIAL  
COMMITMENT PLAN (ESCP)**

**Updated Version  
June 2025**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of Nepal (GoN) will implement the **Accelerating Transport and Trade Connectivity in Eastern South Asia - NEPAL Phase 1** (the Project), with the involvement of Ministry of Physical Infrastructure and Transport (MoPIT) through the Department of Roads (DoR), and Ministry of Industry, Commerce and Supply (MoICS) as set out in the Financing Agreement. The International Development Association (the Association) has agreed to provide the original financing (P177902) for the Project, as set out in the referred agreement(s).
2. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Association. The ESCP is a part of the Financing Agreement and the Project Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement(s).
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring, and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association.
4. As agreed by the Association and the Recipient, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient Secretary of the Ministry of Finance. The Recipient shall promptly disclose the updated ESCP.

| MATERIAL MEASURES AND ACTIONS |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | TIMEFRAME                                                                                                                                                                                                                                                                       | RESPONSIBLE ENTITY                                                                                                                             |
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| MONITORING AND REPORTING      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                 |                                                                                                                                                |
| A                             | <p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Submit quarterly reports to Association throughout Project implementation, commencing three months after the project Effective Date. Submit each report to the Association no later than 30 days after the end of each reporting period.                                        | <i>Project Director, DoR-DCID</i><br><i>Project Director, MoICS</i>                                                                            |
| B                             | <p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury [specify other examples of incidents and accidents, as appropriate for the type of operation]. For all incidents except SEA/SH, provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate. For SEA/SH incidents related to the project, provide basic facts with no specific detail information that would reveal the identity of the victim (survivor). All SEA/SH incident reports will be anonymized to the extent possible.</p> <p>Subsequently, at the Association's request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p> | <p>Notify the Association no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent incident investigation report with corrective measures to the Association within 30 days from the time the incident was reported to the Association.</p> | <i>Project Director, DoR-DCID</i><br><i>Project Director, MoICS</i>                                                                            |
| C                             | <p><b>CONTRACTORS' MONTHLY REPORTS</b></p> <p>Require contractors, supervising firms and service providers to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts, and submit such reports to the Association.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Submit the monthly reports to the Association.                                                                                                                                                                                                                                  | <i>Project Director, DoR-DCID</i><br><i>Project Director, MoICS</i><br><i>Project Contractors</i><br><i>Design and Supervising Consultants</i> |

| ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                |
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| 1.1                                                                            | <b>ORGANIZATIONAL STRUCTURE</b> <p>a. Establish and maintain Project Coordination Units (PCUs) with qualified staff and resources to support management of ESHS risks and impacts of the Project including, an environmental specialist, a gender specialist, a social specialist and an occupational health and safety specialist for DoR- DCID, and one environmental and social specialist in MoICS.</p> <p>b. Require contractors for BG road, GC road and the green resilient urban bridge to recruit an Environmental, Health, and Safety Manager or OHS Officer/Supervisor, social who will be responsible for implementing the contractors’ environmental, health and safety responsibilities, and liaising with government agencies. The contractors will also be required to have adequate environmental, social, health, and safety staff.</p> <p>c. Require Design and Construction Supervision Consultants hired by PCUs to have qualified environmental and social staff in the team to supervise and monitor implementation of the ESCP and other plans committed in this ESCP. Such staff should include an environmental specialist, a social development specialist and a health and safety specialist for DoR-DCID, and one environmental and social specialist for MoICS.</p> | <p>a. Maintain the established PCUs as set out in the financial agreement, including four specialists (one environmental specialist, a social specialist, one gender specialist and an OHS specialist) and other additional staff as needed at PCUs at DoR-DCID, and one environmental and social specialist at MoICS within four months after signing of financial agreement of the restructuring, and thereafter maintain these positions throughout Project implementation.</p> <p>b. Prior to commencement of civil works and maintained throughout the contract period.</p> <p>c. Prior to commencement of civil works and maintained throughout the contract period.</p> | <p><i>Project Director, DoR-DCID</i></p> <p><i>Project Director, MoICS</i></p> |
| 1.2                                                                            | <b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b> <p>a. Screen the proposed sub-projects under Component 1 and 2 of the Project in accordance with the project ESMF and, where relevant, prepare corresponding Environmental and Social Impact Assessment (ESIA), and/or Environmental and Social Management Plan (ESMP) including Critical Habitat Assessment (CHA), for the sub-projects, and/or other thematic assessment/management plans as necessary, consistent with the relevant ESSs, and adopt and implement thereafter.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <p>a. An ESIA for BG road has been prepared, disclosed and consulted upon. For other sub-projects, prepare the ESIA and/or ESMP prior to the commencement of tendering works for the relevant activities, and thereafter implement the ESIA and ESMP throughout Project implementation.</p>                                                                                                                                                                                                                                                                                                                                                                                    | <p><i>Project Director, DoR-DCID</i></p>                                       |

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|     | <p>b. Update the Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs and to reflect project component description and revised implementing agencies, and implement ESMF throughout Project implementation.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <p>b. The updated ESMF of DoR's has been prepared, disclosed dated 3<sup>rd</sup> February, 2025 (with WB ESF requirements) and implement the recommendation provided in disclosed ESMF. within 30 days of project restructuring. Implement the updated ESMF throughout Project implementation.</p> | <p><i>Project Director, DoR-DCID</i></p> <p><i>Project Director, MoICS</i></p> |
| 1.3 | <p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>a. Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant ESMPs, the Labor Management Procedures, Occupational Health and Safety Management Plan, Community Health and Safety Plan, Waste Management Plan, Traffic Management Plan, Emergency Response Plan, GRM and code of conduct, SEA/SH action plan into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p> <p>b. Require contractors for BG road, GC road and a Green resilient urban bridge Chandrauta-Kohalpur-Gaddachauki road section of the East West Highway investments to prepare Contractors-ESMP and related plans such as Traffic Management Plan, Occupational Health and Safety Plan, Workers' Camp Management Plan, SEA/SH Action Plan, Waste Management Plan, Community Health and Safety Plan, Labor Management Plan, Emergency Response Plan etc. to be submitted to and reviewed by the CSC and approved by the PCU and the Association.</p> | <p>a. During preparation of bidding documents but prior to issuance of EOI notice for contractors; and thereafter Supervise contractors throughout Project implementation.</p> <p>b. Prior to site mobilization.</p>                                                                                | <p><i>Project Director, DoR-DCID</i></p>                                       |

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| 1.4                                        | <p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies (including technical, feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project, including, inter alia, the detailed design of upgrading works for the EWH section from Gorusinghe to Chanauta, the required technical and climate studies (including detailed design studies) for relevant sections of the EWH under the MPA Program in Nepal (i.e., up to Gaddachauki), feasibility studies for new laboratories/warehouses, and preparation of relevant ESIAs/ESMPs preparation are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p> | Throughout Project implementation.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <p><i>Project Director, DoR-DCID</i></p> <p><i>Project Director, MoICS</i></p> |
| 1.5                                        | <p><b>CONTINGENT EMERGENCY RESPONSE FINANCING</b></p> <p>a) Ensure that the Contingent Emergency Response (CER) Implementation Plan includes a description of the ESHS assessment and management for the implementation Component 4 Contingency Emergency Response, in accordance with the ESSs.</p> <p>b) Adopt any environmental and social (E&amp;S) instruments which may be required for activities under Component 4 Contingency Emergency Response of the Project, in accordance with the Contingent Emergency Response (CER) Implementation Plan and CERC-ESMF and the ESSs, and thereafter implement the measures and actions required under said E&amp;S instruments, within the timeframes specified in said E&amp;S instruments.</p>                                                                                                              | <p>a) The adoption of the Contingent Emergency Response (CER) Implementation Plan in form and substance acceptable to the Association is a withdrawal condition under Financing Agreement for the Project.</p> <p>b) Adopt any required E&amp;S instrument and include it as part of the respective bidding process, if applicable, and in any case, before the carrying out of the relevant Project activities for which the E&amp;S instrument is required. Implement the E&amp;S instruments in accordance with their terms, throughout Project implementation.</p> | <p><i>Concern Authority</i></p>                                                |
| <b>ESS 2: LABOR AND WORKING CONDITIONS</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                |
| 2.1                                        | <p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Adopt and implement the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), training and awareness on SEA/SH, prohibition of forced labor and child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p>                                                                                                                                                                                                                                               | LMP has been prepared, consulted upon and disclosed. It has been adopted for implementation throughout Project implementation.                                                                                                                                                                                                                                                                                                                                                                                                                                         | <p><i>Project Director, DoR-DCID</i></p> <p><i>Project Director, MoICS</i></p> |

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| 2.2 | <b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b><br>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2. | The Project LMP includes procedures for workers GRM. The GRM will be established prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation. A separate procedure to address SEA/SH grievances will be constituted within the overall project GRM which will be linked to the worker's GRM. | <i>Project Director, DoR-DCID</i><br><br><i>Project Director, MoICS</i> |
| 2.3 | <b>OHS MEASURES</b><br>Prepare, adopt, and implement occupational, health and safety (OHS) measures specified in the LMP and OHS Management Plan for all contracts.  | The Project LMP includes OHS measures. Implement OHS measures as per LMP throughout Project implementation.<br><br>The OHSMP will be prepared prior to contractor' mobilization and thereafter implemented throughout the subproject implementation.                                                                                        | <i>Project Director, DoR-DCID</i><br><i>Project Director, MoICS</i>     |

| <b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> |                                                                                                                                                                                                                                     |                                                                                                                    |                                    |
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| 3.1                                                                       | <b>WASTE MANAGEMENT PLAN</b><br>Prepare, adopt and implement a Waste Management Plan (WMP) in C-ESMPs, to manage hazardous and non-hazardous wastes, consistent with ESS3.                                                          | Prior to contractors' mobilization                                                                                 | <i>Project Directors, DoR-DCID</i> |
| 3.2                                                                       | <b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b><br>Require contractors to incorporate resource efficiency and pollution prevention and management measures in the C-ESMPs to be prepared under action 1.3 above. | Prior to contractors' mobilization                                                                                 | <i>Project Directors, DoR-DCID</i> |
| <b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>                                 |                                                                                                                                                                                                                                     |                                                                                                                    |                                    |
| 4.1                                                                       | <b>TRAFFIC AND ROAD SAFETY</b><br>Require contractors to prepare, adopt and implement a Traffic Management Plan in C-ESMPs as required in the ESMP to be prepared under action 1.3 above.                                           | Prior to contractors' mobilization and thereafter implement the measures throughout the subproject implementation. | <i>Project Directors, DoR-DCID</i> |

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| 4.2                                                                                            | <b>COMMUNITY HEALTH AND SAFETY</b><br>Assess and manage specific risks and impacts to the community arising from BG road, GC road, Green resilient bridge and feasibility studies for Chandrauta - Gaddachauki, including, inter alia, behavior of Project workers and risks of labor influx, and include mitigation measures in the C-ESMPs to be prepared in accordance with the ESMP, in a manner acceptable to the Association.                                                                                                                                                                                                                             | Prior to contractors' mobilization.                                                                                                                                                                                       | <i>Project Directors, DoR-DCID</i><br><i>Project Director, MoICS</i>                                             |
| 4.3                                                                                            | <b>SEA AND SH RISKS</b><br>Adopt and implement a SEA/SH Action Plan [e.g., as part of the ESMPs], to assess and manage the risks of SEA and SH.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | SEA/SH Action plan has been completed; and will be implemented throughout Project implementation.                                                                                                                         | <i>Project Director, DoR-DCID</i><br><i>Project Director, MoICS</i><br><i>Design and Supervision Consultants</i> |
| 4.4                                                                                            | <b>EMERGENCY RESPONSE MEASURES</b><br>Require contractors to prepare, adopt, and implement measures to address emergency events, if recommended by subproject specific E&S assessment/ ESIA, as part of subproject specific ESMPs for implementation.                                                                                                                                                                                                                                                                                                                                                                                                           | Prior to contractors' mobilization and thereafter implement the measures throughout the subproject implementation.                                                                                                        | <i>Project Director, DoR-DCID</i><br><i>Project Director, MoICS</i>                                              |
| <b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                           |                                                                                                                  |
| 5.1                                                                                            | <b>RESETTLEMENT POLICY FRAMEWORK</b><br>Adopt and implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | A RPF has been prepared, disclosed and consulted upon. Implement the RPF throughout Project implementation.                                                                                                               | <i>Project Director, DoR-DCID</i>                                                                                |
| 5.2                                                                                            | <b>RESETTLEMENT PLANS</b><br>Prepare, Adopt and implement a resettlement action plan (RAP) for each activity under the Project for which the RPF requires such RAP, as set out in the RPF, and consistent with ESS5. RAP for other subprojects including GC road will be prepared as per the project RPF.                                                                                                                                                                                                                                                                                                                                                       | Adopt RAPs for each sub-project before invitation for bids and implement the RAPs before commencement of works.                                                                                                           | <i>Project Director, DoR-DCID</i>                                                                                |
| <b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                           |                                                                                                                  |
| 6.1                                                                                            | <b>BIODIVERSITY RISKS AND IMPACTS</b><br>a) For BG Road: Conducted a Biodiversity assessment, including Critical Habitat Assessment as part of the ESIA and measures integrated into the ESMP.<br><br>b) Implement wildlife and forest management measures as proposed in ESMP of the BG Road, wildlife/roadkill monitoring, construction of wildlife crossing, installation/reinstallation of fencing, compensatory planting and community awareness raising.<br><br>c) For GC Road: Conduct a biodiversity assessment, including a critical habitat assessment, appropriate following the mitigation hierarchy as part of the comprehensive ESIA for GC Road. | a) ESIA/ESMP including biodiversity assessment and CHA disclosed and consulted upon.<br><br>b) Throughout Project implementation.<br><br>c) During detailed design phase of GC Road but prior to the procurement of works | <i>Project Director, DoR-DCID</i>                                                                                |

| ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES |                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                     |                                   |
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| 7.1                                                                                                  | <b>INDIGENOUS PEOPLES PLANNING FRAMEWORK</b><br>Adopt and implement an Indigenous Peoples Planning Framework (IPPF) for the Project, consistent with ESS7.                                                                                                                                                                     | An IPPF has been prepared, consulted, and disclosed.<br><br>If required, prepare, and disclose the IPPs in accordance with IPPF prior to issuance of bids for the sub-projects/activities, and thereafter implement the IPPs throughout the project implementation. | <i>Project Director, DoR-DCID</i> |
| 7.2                                                                                                  | <b>INDIGENOUS PEOPLES PLAN</b><br>Prepare, Adopt, and implement an Indigenous Peoples Plan (IPP) for each activity under the Project for which the IPPF requires such IPP, as set out in the IPPF, and consistent with ESS7.                                                                                                   | Prior to commencement of works, Adopt the IPP prior to the carrying out of any activity that requires the preparation of such IPP. Once adopted, implement the respective IPP throughout Project implementation.                                                    | <i>Project Director, DoR-DCID</i> |
| ESS 8: CULTURAL HERITAGE                                                                             |                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                     |                                   |
| 8.1                                                                                                  | <b>CULTURAL HERITAGE RISKS AND IMPACTS</b><br>For GC road, Green resilient urban bridge, and green highway corridor investments, assess risks and impacts on cultural heritage due to the improvements and incorporate and implement management measures including chance finds in the ESMP, in consistent with ESMF and ESS8. | Before commencement of works, Adopt the CHMP, and thereafter implement the CHMP throughout Project implementation.                                                                                                                                                  | <i>Project Director, DoR-DCID</i> |
| 8.2                                                                                                  | <b>CHANCE FINDS</b><br>For BG road, implement the chance finds procedures, as per ESIA of the sub-project. For GC road, the chance finds procedures would be implemented based on the finding of ESIA.                                                                                                                         | Before implementation of subprojects and implement it throughout subproject implementation.                                                                                                                                                                         | <i>Project Director, DoR-DCID</i> |
| 8.3                                                                                                  | <b>CULTURAL HERITAGE MANAGEMENT PLANS:</b><br>If required, prepare, and implement Cultural Heritage Management Plans consistent with the ESMF and requirements of ESS 8 (but not required for BG road).                                                                                                                        | When required, before implementation a subproject and Implement CHMP throughout subproject implementation.                                                                                                                                                          | <i>Project Director, DoR-DCID</i> |

| ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                   |                                                                                                      |
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| 10.1                                                      | <p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable, and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.</p>                                                                                                                                                                                                                                                                                                                   | A SEP has been prepared, disclosed and consulted. Implement throughout the Project implementation | <p><i>Project E&amp;S Specialists, DoR-DCID</i></p> <p><i>Project E&amp;S Specialists, MoICS</i></p> |
| 10.2                                                      | <p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p> | Project GRM has been established and will be implemented throughout Project implementation.       | <p><i>Project E&amp;S Specialists, DoR-DCID</i></p> <p><i>Project E&amp;S Specialists, MoICS</i></p> |

| CAPACITY SUPPORT |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                    |                                                                                                                                                                                  |
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| CS1              | <p>Based on E&amp;S Capacity Assessment, the following types of training will be provided to the relevant target groups, such as PCU staff, stakeholder community, project workers, consultants, contractors, sub-contractors. The trainings will be delivered by qualified consultants/specialists/trainers to be hired by the Project:</p> <ul style="list-style-type: none"> <li>• E &amp; S Screening</li> <li>• Preparation and implementation of ESIA and ESMP</li> <li>• Stakeholder engagement</li> <li>• Environmental and social Management of construction impacts</li> <li>• Environmental and social Management of labour camps</li> <li>• Implementation of LMP</li> <li>• Assessment and management of GBV</li> <li>• Code of Conduct, Occupational, Community Health and Safety</li> <li>• Emergency preparedness and response</li> <li>• Gender/GBV/SEA/SH</li> </ul> <p>Additionally, the following training will be provided to DoR-GESU/DCID staff on</p> <ul style="list-style-type: none"> <li>• Issues of RoW land acquisition and involuntary resettlement,</li> <li>• Issues of Indigenous people, vulnerable and disadvantaged people and about Free Prior Inform Consent (FPIC),</li> <li>• Traffic and road safety,</li> <li>• Bioengineering training course,</li> <li>• Exposure visits to wildlife crossing, roadkill prevention and monitoring and slope stabilized areas,</li> <li>• Natural habitat and biodiversity training course,</li> <li>• Consultant Procurement and Contract Management</li> <li>• GBV and SEA/SH, SEA/SH action plan</li> </ul> <p>Exact nature of training and the target group will be determined upon need assessment. Other training needs will be identified during project implementation.</p> <p>Similar training to the local stakeholders (community members, project workers, members of community user committee) of BG road and GC road, green resilient urban bridge, and green highway corridor concept and strategy.</p> | Throughout project implementation. | <p><i>Project Director, DoR-DCID</i><br/><i>Project Director, MoICS</i></p> <p><i>Project E&amp;S Specialists, DoR-DCID</i></p> <p><i>Project E&amp;S Specialists, MoICS</i></p> |