



Government of Nepal
Ministry of Physical Infrastructure and Transport (MoPIT)
Department of Roads (DoR)
and
Ministry of Industry, Commerce and Supplies (MoICS) and
Ministry of Agriculture and Livestock Development (MoALD)

**Nepal Strategic Road Connectivity and Trade Improvement Project-
Trade Component (P170409)**

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

March 2020

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of Nepal (GoN) will implement the **Nepal Strategic Road Connectivity and Trade Improvement Project (the Project)**, with the involvement of the following Ministries: Ministry of Physical Infrastructure and Transport (MoPIT) through the Department of Roads (DoR); Ministry of Industry, Commerce and Supply (MoICS) and Ministry of Agriculture and Livestock Development (MoALD). The *International Development Association (hereinafter the Bank)* has agreed to provide financing for the Project.
2. The GoN will implement material measures and actions so that the Project is implemented in accordance with the Environmental and Social Standards (ESSs). This Environmental and Social Commitment Plan (ESCP) sets out material measures and actions, any specific documents or plans, as well as the timing for each of these.
3. The GoN will also comply with the provisions of any other E&S documents required under the ESF and referred to in this ESCP, such as the Environmental and Social Assessment (ESA), Environmental and Social Impact Assessment (ESIA), Environmental and Social Management Plan (ESMP), Environmental and Social Management Framework (ESMF), Resettlement Action Plan (RAP), Resettlement Planning Framework (RPF), Indigenous Peoples Development Plan (IPDP), Indigenous Peoples Planning Framework (IPPF), Labor Management Procedures (LMP) and Stakeholder Engagement Plan (SEP), and the timelines specified in those E&S documents.
4. The GoN is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by MoPIT through the DoR, MoICS and MoALD.
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the *Bank/Association* by the GoN as required by the ESCP and the conditions of the legal agreement, and the *Bank/Association* will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the *Bank/Association* and the GoN, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such circumstances, the GoN or MoPIT through DoR and MoICS/MoALD will agree to the changes with the *Bank/Association* and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the *Bank/Association* and the GoN or MoPIT through the DoR and MoICS/MoALD. The GoN or MoPIT through the DoR and MoICS/MoALD will promptly disclose the updated ESCP.
7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the GoN shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include the *risks and impacts that are relevant to the Project, such as environmental, health, and safety impacts, labor influx, gender-based violence, etc.*

Part A: ESCP for MoICS and MoALD			
MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Bank/Association regular monitoring reports on environmental, social, health and safety (ESHS) performance of the Trade Component of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&S documents required under the ESCP such as the ESIA, ESMPs, RAPs, IPDPs, C-ESMPs, etc., for the subprojects, stakeholder engagement activities, functioning of the grievance mechanism(s).</p>	<p><i>Every six monthsthroughout Project implementation.</i></p>	<p>Project Coordination Unit (PCU)- MoICS/MoALD</p>
B	<p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the Bank/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 accidents that could result in fatalities, injuries, gender-based violence, etc. Provide sufficient detail regarding 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 supervising entity, as appropriate. Subsequently, as per the [Bank/Association’s request, prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p>	<p><i>Any incident or accident shall be notified to the Bank within 24hours after learning of the incident or accident. A report will be provided within a month after learning of the incident or accident, acceptable to the Bank/Association, as requested.</i></p>	<p>PCU-MoICS/MoALD</p>
C	<p>CONTRACTORS MONTHLY REPORTS</p> <p>Contractors and sub-contractors will provide monthly monitoring reports to the PCU on the preparation and implementation of C-ESMPs and related plans such as, but not limited to, the Traffic Management Plan, Occupational Health and Safety Plan, Workers’ Camp Management Plan, Gender-Based Violence Action Plan, Waste Management Plan, Community Health and Safety Plan, Labor Management Plan, etc. Such monthly reports will be submitted to the Bank by PCU upon request.</p>	<p><i>Monthly and upon request.</i></p>	<p>PCU-MoICS/MoALD</p> <p><i>Contractors and sub-contractors</i></p>
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			

Part A: ESCP for MoICS and MoALD			
MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.1	<p>ORGANIZATIONAL STRUCTURE Establish and maintain a PCU with qualified Environmental Specialist, Social Development Specialist, Health and Safety Specialist, and Gender Specialist and resources to support management of E&S risks.</p>	<p><i>A PCU including at least four(4) specialists will be established within 30 days after Project effectiveness. The organizational structure, including the specialists, shall be maintained throughout Project implementation.</i></p>	PCU-MoICS/MoALD
1.2	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT Prepare, update, adopt and implement, the Environmental and Social Management Framework for the Trade Component of the Project, in a manner acceptable to the Bank/Association.</p>	<p><i>Prior to Project appraisal and throughout the Project implementation.</i></p>	PCU-MoICS/MoALD
1.3	<p>MANAGEMENT TOOLS AND INSTRUMENTS Screen proposed sub-projects under the Trade Component in accordance with the Environmental and Social Management Framework (ESMF) prepared for the Trade Component of the Project, and Prepare, update, adopt, and implement the subproject Environmental and Social Impact Assessment and/or Environmental and Social Management Plan (ESMP), as required, in a manner acceptable to the Bank.</p>	<p><i>Prior to approval of the sub-projects and apply throughout project implementation.</i></p>	<p>PCU-MoICS/MoALD</p> <p><i>Contractors</i> <i>Construction Supervision Consultant (CSC).</i></p>
1.4	<p>MANAGEMENT OF CONTRACTORS Incorporate the relevant aspects of the ESCP, including the relevant ESMPs and related plans such as C-ESMPs, Traffic Management Plan, Occupational Health and Safety Plan, Workers' Camp Management Plan, Gender-Based Violence Action Plan, Waste Management Plan, Community Health and Safety Plan, Labor Management Plan, etc. into the ESHS specifications of the procurement documents with contractors. Thereafter ensure that the contractors comply with the ESHS specifications of their respective contracts.</p>	<p><i>During the preparation of bidding documents.</i></p> <p><i>Maintain throughout Project implementation.</i></p>	<p>PCU-MoICS/MoALD</p> <p>Contractors</p>
ESS 2: LABOR AND WORKING CONDITIONS			

Part A: ESCP for MoICS and MoALD			
MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.1	LABOR MANAGEMENT PROCEDURES Prepare, adopt, and implement the Labor Management Procedures (LMP) for the Trade Component of the Project	<i>Prior to the project appraisal and maintained throughout Project implementation.</i>	PCU-MoICS/MoALD
2.2	GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish, maintain, and operate a grievance mechanism for Project workers under the Trade Component, as described in the LMP and consistent with ESS2 and labor laws of Nepal.	<i>Prior to the project effectiveness and maintained throughout Project implementation.</i>	PCU-MoICS/MoALD
2.3	OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES Prepare, adopt, and implement occupational, health and safety (OHS) measures specified in the LMP.	<i>Prior to the project appraisal and to be maintained throughout Project implementation.</i>	PCU-MoICS/MoALD Contractors
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN: Incorporate waste management measures to manage construction-related wastes into the ESMP for each sub-project according to the ESMF.	<i>Prior to sub-Project approval and maintained throughout Project implementation.</i>	PCU-MoICS/MoALD Contractors
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT: Incorporate relevant measures for Resource efficiency and pollution prevention and management under the ESMP for each sub-project.	<i>Prior to sub-project approval and maintained throughout Project implementation.</i>	PCU-MoICS/MoALD Contractors
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY: Prepare, adopt and implement a Traffic Management Plan within and around the construction site and along the transport routes according to ESMP of each sub-project.	<i>Prior to contractor mobilization and maintained throughout Project implementation.</i>	PCU-MoICS/MoALD Contractors and Sub-contractors
4.2	COMMUNITY HEALTH AND SAFETY: Prepare, adopt, and implement measures and actions to assess and manage specific risks and impacts to the community arising from subproject activities, including risks related to the behavior of Project workers and labor influx. Incorporate these measures in the ESMPs to be prepared in accordance with the ESMF, in a manner acceptable to the Bank.	<i>Prior to sub-project approval and maintained throughout project implementation.</i>	PCU-MoICS/MoALD Contractors

4.3	GBV AND SEA RISKS: Incorporate and implement Gender-Based Violence Action Plan (GBV Action Plan) into the ESMP for each sub-project.	<i>Prior to sub-project approval and maintained throughout Project implementation.</i>	PCU-MoICS/MoALD Contractors
4.4	SECURITY PERSONNEL: Where relevant, incorporate and implement Security Personnel Management measures into ESMP of sub-projects consistent with the requirements of ESS4, in a manner acceptable to the Bank.	<i>Prior to contractor mobilization and maintained throughout Project implementation.</i>	PCU-MoICS/MoALD Contractors
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	RESETTLEMENT POLICY FRAMEWORK: Prepare, adopt, and implement a Resettlement Policy Framework (RPF) for the Trade Component of the Project in accordance with ESS5.	<i>Prior to the Project Appraisal and maintained throughout the Project implementation.</i>	PCU-MoICS/MoALD
5.2	RESETTLEMENT PLANS: Prepare, adopt, and implement Resettlement Action Plans (RAPs) for sub-projects in accordance with ESS 5 and consistent with the requirements of the Resettlement Policy Framework (RPF) for the Trade Component of the Project.	<i>Prior to the approval of sub-projects.</i>	PCU-MoICS/MoALD
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	BIODIVERSITY RISKS AND IMPACTS: Screen, assess Biodiversity-related risks and impacts such as impacts on wildlife, aquatic ecosystems, forests, etc., and incorporate management measures into the ESMP of sub-projects.	<i>Prior to sub-project approval and maintained throughout the implementation of the project.</i>	PCU-MoICS/MoALD Contractors
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	INDIGENOUS PEOPLES PLANNING FRAMEWORK (IPPF): Prepare, adopt, and implement an IPPF for the Trade Component of the Project consistent with the requirements of ESS7.	<i>Prior to the Project appraisal and maintained throughout Project implementation.</i>	PCU-MoICS/MoALD
7.2	INDIGENOUS PEOPLES PLAN: Where relevant and as identified in the ESIA, prepare, adopt, and implement Indigenous Peoples Plans (IPPs) for sub-projects consistent with the requirements of the IPPF for the Trade Component of the Project.	<i>Prior to sub-project approval and maintained throughout Project implementation.</i>	PCU-MoICS/MoALD
ESS 8: CULTURAL HERITAGE			
8.1	CHANCE FINDS: Prepare, adopt, and implement the chance finds procedures described in the ESMF developed for the Trade Component of the Project.	<i>Prior to Project appraisal and maintained throughout Project implementation.</i>	PCU-MoICS/MoALD Contractors

ESS 9: FINANCIAL INTERMEDIARIES			
	NOT APPLICABLE FOR THE PROJECT.		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION Prepare, update, adopt, and implement a Stakeholder Engagement Plan (SEP).	<i>Prior to Project appraisal and maintained throughout Project implementation.</i>	PCU-MoICS/MoALD
10.2	PROJECT GRIEVANCE MECHANISM: Prepare, adopt, maintain and operate a grievance mechanism, as described in the SEP.	<i>Prior to the Project appraisal Throughout Project implementation.</i>	PCU-MoICS/MoALD
CAPACITY SUPPORT (TRAINING)			
CS1	Based on E & S capacity assessment, following types of trainings will be provided to the relevant targeted groups such as PCU staff, stakeholders, communities, Project workers, Consultants, Contractors, Sub-contractors. The trainings will be delivered by qualified consultants/specialists/trainers to be hired by the Project: <ul style="list-style-type: none"> • E & S Screening • Preparation and implementation of ESMP • Stakeholder engagement • Environmental and social Management of construction impacts • Environmental and social Management of labour camps • Implementation of LMP • Assessment and management of GBV • OCHS • emergency preparedness and response Exact nature of training and the target group will be determined upon need assessment. Other training needs will be identified during project implementation.	<i>Throughout project implementation.</i>	PCU-MoICS/MoALD

Part B: ESCP for MoPIT–DoR			
Material Measures and Action	Timeframe	Responsible Entity / Authority	
Monitoring and Reporting			
A	<p>REGULAR REPORTING: Prepare and submit to the WB 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 the ESIA/ESMP for NNM Road, ESIA/ESMP for KDP Road, Biodiversity Assessment and Management Plan for KDP Road, ESMP for Periodic Road Maintenance, SESA and CIA for the East-West Highway, C-ESMPs for contractors carrying out works for NNM Road, KDP Road and Period Road Maintenance Works; stakeholder engagement activities, functioning of the grievance mechanism(s).</p>	<p>Trimester reporting during construction phase of the project.</p>	<p>DoR-DCID Project Implementation Unit(PIU)</p>
B	<p>INCIDENTS AND ACCIDENTS NOTIFICATION: Promptly notify the World Bank 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 accidents that could result in fatalities, injuries,gender-based violence, etc. Provide sufficient detail regarding 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 supervising entity, as appropriate. Subsequently, as per the World Bank’s request, prepare areport on the incident or accident and propose any measures to prevent its recurrence.</p>	<p>Any incident or accident shall be notified to the Bank within 24 hours after learning of the incident or accident. A report will be provided within a month after learning of the incident or accident, acceptable to the Bank, as requested.</p>	<p>DoR-DCID PIU, Contractors and Sub-contractors, Construction Supervision Consultant (CSC)</p>
C	<p>Contractors Monthly Report: Contractors and sub-contractors for the NNM Road, KDP Road and Periodic Road Maintenance Works will provide monthly monitoring reports to the PIU and CSC on the preparation and implementation of C-ESMPs and related plans such as, but not limited to, the Traffic Management Plan, Occupational Health and Safety Plan, Workers’ Camp Management Plan, Gender-Based Violence Action Plan,</p>	<p>Monthly and upon request.</p>	<p>Contractors and Sub-contractors, CSC</p>

Part B: ESCP for MoPIT–DoR		
Material Measures and Action	Timeframe	Responsible Entity / Authority
<p>Waste Management Plan, Community Health and Safety Plan, Labor Management Plan, etc.</p> <p>Such monthly reports will be submitted to the Bank by PIU upon request.</p>		
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS		
<p>1.1 ORGANIZATIONAL STRUCTURE:</p> <p>The DoR-DCID to hire qualified Environmental Specialist, Social Development Specialist, Gender Specialist, Health and Safety Specialist at the PIU.</p> <p>DoR-GESU to hire Environmental Adviser and Social Safeguards Adviser in-charge of advising and implementing a capacity building program for DoR.</p> <p>Contractors for NNM Road and KDP Road will be required to have an Environmental and Social Development Specialist and a Health & Safety Specialist on site at all time.</p> <p>Construction Supervision Consultants hired by DoR-DCID will be required to have an Environmental and Social Development Specialist and a Health and Safety Officer in the team to supervise and monitor implementation of the ESCP and other plans committed in this ESCP.</p>	<p>A PIU including at least four (4) specialists will be established within 30 days after Project effectiveness and maintained throughout project implementation</p> <p>Prior to project effectiveness and maintained for at least a year during project implementation</p> <p>Prior to commencement of any civil works and maintained throughout the contract period</p> <p>Prior to contractors’ mobilization and maintained throughout the contract period</p>	<p>DoR-DCID PIU</p> <p>DoR-GESU</p> <p>Contractors, DoR-DCID PIU</p> <p>CSC and DoR-DCID PIU</p>
<p>1.2 ENVIRONMENTAL AND SOCIAL ASSESSMENT:</p> <p>NNM Road: Update, consult and publicly disclose Environmental and Social Impact Assessment based on final design to meet ESF requirements.</p> <p>KDP Road: During project preparation, update, consult and publicly disclose Environmental and Social Assessment (ESA) for Kakarbhitta-</p>	<p>Prior to project appraisal.</p> <p>Prior to project appraisal.</p>	<p>DoR-DCID PIU, DoR-GESU, ESIA Consultants</p>

Part B: ESCP for MoPIT–DoR			
Material Measures and Action		Timeframe	Responsible Entity / Authority
	<p>Pathlaiya Corridor, including the KDP Road. The ESA screens and preliminarily assesses the risks and impacts of the upgradation and operation of the KDP Road based on pre-feasibility information available during project preparation.</p> <p>KDP Road: After project approval and during the detailed design phase of KDP Road, prepare a site-specific ESIA based on the ESA and the final design and alignment of the KDP Road.</p> <p>To assess long term and cumulative impacts of the upgradation of the entire 1028-km Mahendra/East West Highway and develop a well-coordinated Management Plan, conduct a Strategic Environmental and Social Assessment, including Cumulative Impact Assessment, for the Mahendra/East West Highway, including the KDP section of the East West Highway.</p>	<p>During detailed design phase of KDP road</p> <p>By mid-term of the project</p>	
1.3	<p>MANAGEMENT TOOLS AND INSTRUMENTS:</p> <p>For NNM Road: Prepare, disclose and implement the ESMP</p> <p>For KDP Road: Prepare, disclose and implement Site-specific ESMP</p> <p>For Periodic Road Maintenance: Prepare, disclose and implement ESMP</p>	<p>Prior to project appraisal and maintained throughout construction of NNM Road</p> <p>During detailed design phase of the KDP road and maintained throughout construction of KDP Road</p> <p>Prior to project appraisal maintained throughout the periodic road maintenance works</p>	<p>DoR-DCID PIU, DoR-GESU, ESIA Consultants</p> <p>DoR-DCID PIU,</p>

Part B: ESCP for MoPIT–DoR		
Material Measures and Action	Timeframe	Responsible Entity / Authority
<p>1.4 MANAGEMENT OF CONTRACTORS: Incorporate the relevant aspects of the ESCP, including the relevant ESMPs and related plans such as C-ESMPs, Traffic Management Plan, Occupational Health and Safety Plan, Workers’ Camp Management Plan, Gender-Based Violence Action Plan, Waste Management Plan, Community Health and Safety Plan, Labor Management Plan, etc. into the ESHS specifications of the procurement documents with contractors for NNM Road, KDP Road and Periodic Road Maintenance Works. Thereafter ensure that the contractors comply with the ESHS specifications of their respective contracts.</p> <p>Bidding documents and contracts for NNM Road, KDP Road and Period Road Maintenance to include relevant measures in the ESMP</p> <p>Contractors for NNM Road and KDP Road to prepare Contractors-ESMP and related plans such as Traffic Management Plan, Occupational Health and Safety Plan, Workers’ Camp Management Plan, Gender-Based Violence Action Plan, Waste Management Plan, Community Health and Safety Plan, Labor Management Plan, etc. to be submitted to and reviewed by the CSC and approved by the PIU and the World Bank.</p>	<p>Prior to issuance of EOI notice for contractors</p> <p>During Bid document preparation.</p> <p>Prior to site mobilization.</p>	<p>DoR-DCID PIU, WB Construction Supervision Consultant Contractors and sub-contractors</p>
ESS 2: LABOR AND WORKING CONDITIONS		
<p>2.1 LABOR MANAGEMENT PROCEDURES: Prepare, adopt, and implement the Labor Management Procedures (LMP) for the Road/DoR Component of the Project.</p>	<p>Prior to the project appraisal and maintained throughout Project implementation.</p>	<p>DoR-DCID PIU, CSC, Contractors and sub-contractors</p>
<p>2.2 GRIEVANCE MECHANISM FOR PROJECT WORKERS: Establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2 and labor laws of Nepal.</p>	<p>Prior to the project effectiveness and maintained throughout Project implementation.</p>	<p>DoR-DCID PIU, DoR-GESU</p>

Part B: ESCP for MoPIT–DoR			
Material Measures and Action		Timeframe	Responsible Entity / Authority
2.3	OHS MEASURES: Prepare, adopt, and implement occupational, health and safety (OHS) measures specified in the LMP for all contracts.	Prior to the project appraisal and to be maintained throughout Project implementation.	DoR-DCID PIU, CSC, Contractors
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	Waste Management Plan : Prepare, adopt, and implement Waste Management Planmanage construction-related wastes into the ESMP for NNM Road, KDP Road and Periodic Road Maintenance Works according to the ESMP.	Prior to contractors’ mobilization	Contractor and Sub-contractor, CSC, DoR-DCID PIU
3.2	Pollution Prevention and Management Incorporate the pollution prevention and management measures into the C-ESMP for NNM Road, KDP Road and Periodic Road Maintenance Works.	Prior to contractors’ mobilization	DoR-DCID PIU , Contractors and Sub-contractor , CSC
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY: Prepare, adopt and implement a Traffic Management Plan within and around the construction site and along the transport routes according to ESMP for NNM Road, KDP Road and Periodic Road Maintenance Works.	Prior to contractors mobilization.	DOR-DCID PIU, Contractors, CSC
4.2	COMMUNITY HEALTH AND SAFETY: Prepare, adopt, and implement measures and actions to assess and manage specific risks and impacts to the community arising from NNM Road, KDP Road and Periodic Road Maintenance activities, including risksrelated to the behavior of Project workersand labor influx. Incorporate these measures in the C-ESMPs to be prepared in accordance with the ESMP, in a manner acceptable to the Bank.	Prior to contractors mobilization.	DoR-DCID PIU Contractors, CSC,
4.3	GBV AND SEA RISKS: Prepare, adopt, and implement a Gender-Based Violence Action Plan (GBV Action Plan) for each contract for NNM Road, KDP Road and Periodic Road Maintenance.	Prior to contractors mobilization.	Contractor and sub-contractors CSC, DoR-DCID PIU
4.4	GBV AND SEA RISKS DURING PROJECT IMPLEMENTATION: Implement measures as per GBV action plan for each contract for	During project implementation	Contractor and sub-contractors

Part B: ESCP for MoPIT–DoR			
Material Measures and Action	Timeframe	Responsible Entity / Authority	
	NNM Road, KDP Road and Periodic Road Maintenance.		CSC, DoR-DCID PIU
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	RESETTLEMENT POLICY FRAMEWORK For KDP Road: Prepare, adopt and implement a Resettlement Policy Framework (RPF) in accordance with ESS-5	Prior to Project Appraisal	DoR-DCID PIU, DoR-GESU.
5.2	RESETTLEMENT PLANS: For NNM Road: Prepare, adopt, and implement a Resettlement Action Plan (RAP) in accordance with ESS 5 For KDP Road: Prepare, adopt, and implement a Resettlement Action Plan (RAP) according to approved RPF	Prior the project appraisal. During detailed design phase of KDP Road.	DoR-DCID PIU, DoR-GESU, ESIA consultant(NNM/KDP).
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	BIODIVERSITY RISKS AND IMPACTS: For NNM Road: Screen and assess biodiversity related risks and impacts and incorporate and implement relevant management measures into the ESMP of the NNM Road. For KDP Road: Conduct a biodiversity assessment, including a critical habitat assessment, and a biodiversity management plan following the mitigation hierarchy as part of the comprehensive ESIA for KDP Road. If offset is required, this will be included in the biodiversity management plan. For Periodic Road Maintenance: Incorporate biodiversity management measures into the ESMP	Prior to project appraisal During detailed design phase of KDP Road Prior to the approval of each contract	DoR-DCID, Consultants
ESS 7: INDIGENOUS PEOPLES			

Part B: ESCP for MoPIT–DoR			
Material Measures and Action		Timeframe	Responsible Entity / Authority
7.1	INDIGENOUS PEOPLES PLANNING FRAMEWORK(IPPf): For KDP and Periodic Road Maintenance: Prepare, adopt and implement an IPPF consistent with the requirement of ESS-7	Prior to project appraisal	DoR-DCID PIU
7.2	INDIGENOUS PEOPLES PLAN: For KDP road and Periodic Road Maintenance: Prepare, adopt, and implement Indigenous Peoples Development Plans (IPDPs) for sub-projects consistent with the requirements of the Indigenous Peoples Planning Framework (IPPf). For NNM Road: Prepare, adopt and implement an IPDP.	For KDP: During the detailed design phase of the KDP road and throughout the project implementation For PRM: Prior to approval of each sub-project/contract and throughout the project implementation Prior to project appraisal and throughout the project implementation	DoR-DCID PIU, DoR-GESU, CSC
ESS 8: CULTURAL HERITAGE			
8.1	CHANCE FINDS: For NNM Road and PRM: Prepare, adopt, and implement the chance finds procedures described in the ESMP. For KDP Road: Assess risks and impacts of the road improvements on cultural heritage and incorporate and implement management measures including chance find into the ESMP.	Prior to project appraisal and maintained throughout project implementation During the ESIA preparation at the detailed design phase of KDP and maintained throughout the project implementation	DoR-DCID PIU, DoR-GESU, Contractors and sub-contractors
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN PREPARED AND IMPLEMENTATION: Prepare, update, adopt, and implement a Stakeholder Engagement Plan (SEP).	Prior to project appraisal and maintained throughout project	DoR-DCID PIU, DoR-GESU, CSC

Part B: ESCP for MoPIT–DoR			
Material Measures and Action		Timeframe	Responsible Entity / Authority
		implementation.	
10.2	PROJECT GRIEVANCE MECHANISM: Prepare, adopt, maintain and operate a grievance mechanism, as described in the SEP.	Prior to project appraisal and throughout project implementation	DoR-DCID PIU, CSC, Contractors and sub-contractors
Capacity Support (Training)			
CS1	<p>Based on E&S Capacity Assessment following types of training will be provided to the relevant target groups, such as PCO staff, stakeholder community, project workers, consultants, contractors, sub-contractors. DoR will hire qualified consultants/specialists/trainers to deliver the trainings.</p> <ul style="list-style-type: none"> • Orientation training to staff of DoR-GESU on the World Bank ESF-2018 and its implementation modality(screening, scoping etc) • Training to DoR-GESU/DCID staff on <ul style="list-style-type: none"> ▪ Issues of RoWland acquisition and involuntary resettlement, ▪ Issues of Indigenous people, vulnerable and disadvantaged people and about Free Prior Inform Consent (FPIC), ▪ Occupational health and safety, community health and safety, GBV ▪ Labor practices, ▪ Traffic and road safety, ▪ Bioengineering training course, ▪ Exposure visits to wildlife passes and slope stabilized areas, ▪ Natural habitat and biodiversity training course, ▪ Consultant Procurement and Contract Management, ▪ Management of Construction Impacts ▪ Additional training will be identified during project implementation, • Similar training to the local stakeholders (community members, project workers, members of community user committee) of 	<p>Throughout project implementation</p> <ul style="list-style-type: none"> • DoR-GESU/ DoR-DCID-PIU/Project staff- before the project implementation • Local Stakeholders of NNM/KDP- after the contractors mobilization 	DoR-DCID-PIU, DoR-GESU,

Part B: ESCP for MoPIT–DoR			
Material Measures and Action		Timeframe	Responsible Entity / Authority
	NNM and KDP road		