



Government of the People's Republic of Bangladesh

**Western Economic Corridor & Regional Enhancement Program
(WeCARE-AIIB Program)**

**Hatikumrul-Bonpara –Jhenaidah Road
Phase 1 (Khustia-Jhenaidah-66.7 km)**

Social Impact Assessment (SIA)

Roads and Highways Department (RHD)

October 2020

Social Impact Assessment (SIA)

Abbreviations

AIIB	Asian Infrastructure Investment Bank
BBS	Bangladesh Bureau of Statistics
BRTA	Bangladesh Road Transport Authority
CPR	Community Property Resources
DCs	Deputy Commissioners
EC	Executive Committee
ESF	Environmental and Social Framework
ESSs	Environmental and Social Standards
FD	Forest Department
GIS	Geographical Information System
GOB	Government of Bangladesh
GRC	Grievance Redress Committee
GRM	Grievance redress mechanism
HHs	Households
MOA	Ministry of Agriculture
MoRTB	Ministry of Road Transport & Bridges
NGO	Non-Governmental Organization
PAPs	Project Affected Persons
PIU	Project Implementation Unit
PPEs	Personal Protection Equipment
RHD	Roads and Highways Department
RoW	Right of Way
SWR	South- West Region
WB	World Bank

Social Impact Assessment (SIA)

Table of Contents

Abbreviations.....	i
Executive Summary.....	vii
Chapter One: Introduction and Project Description.....	1
1.1 Introduction	1
1.2 Potential Risk and Impacts and categorization.....	1
1.3 Program components.....	3
1.4 Project location	3
1.5 Scope of SIA.....	5
1.6 Approach and Methodology of the SIA.....	6
Chapter Two: Legal Policy Framework.....	7
2.1 Introduction	7
2.2 GoB and AIIB Policy	7
2.2.1 Land Acquisition policy of Bangladesh Government	7
2.2.2 AIIB POLICIES.....	10
2.3 Gaps between GoB policies and AIIB ESS2, and gap filling measures	15
2.4 Brief overview of labor legislation: terms and conditions	20
Chapter Three: Baseline and Socio-economic condition	24
3.1 Introduction	24
3.2 Summary Baseline condition	24
3.3 Demographic Profile of Affected Population.....	26
3.3.1 Gender distribution of Household Heads	26
3.3.2 Sex Profile of affected population	27
3.3.3 Affected HH population by Age structure.....	27
3.4 Socio-Economic Profile of Potential Affected Population	27
3.4.1 Distribution of HH population.....	28
3.4.2 Religion of the affected Population	28
3.4.3 Marital Status.....	29
3.4.4 Education Level of Affected Population.....	29
3.4.5 Occupation of the affected HH population.....	30
3.4.6 Income level of the Affected HHs	30
3.4.7 Income –expenditure and savings by the affected HHs	31
3.4.8 Affected HHs by amount of own land.....	31
3.5 Overall Living Standard and Economic Conditions of the Affected HHs.....	31
3.5.1 Accessibility to and Use of Different Civic Amenities	31
3.5.2 Access to drinking water, sanitation and energy sources.....	32

Social Impact Assessment (SIA)

3.5.3 Sanitation in project affected area	33
3.5.4 Use of Electricity	33
3.5.5 Access to financial services and credit facilities.....	33
3.5. 6 Vulnerable HHs.....	34
3.6 Women Empowerment and Participation in the Project Road Area.....	34
3.7 Risks of STIs Associated with the Project.....	35
3.8 Risks of Human Trafficking.....	36
3.9 Occupational training received and demand thereof.....	36
3.10 COVID-19 situation in the project influence area.....	37
Chapter Four: Social Impact Assessment.....	38
4.1 Introduction	38
4.2 Social Impact assessment procedure.....	38
4.3 Potential Impacts and Risks	39
4.3.1 Impacts on Land acquisition and resettlements.....	39
4.3.2 Impacts on Labor.....	42
4.3.3 Labor Influx	43
4.3.4 Impacts on Gender and GBV	43
4.3.5 Occupational Health and Safety.....	44
Chapter Five: Resettlement Planning and R&R Budget.....	46
5.1 Principle	46
5.2 Methods to Determine Cut-Off Date	46
5.3 Eligibility Criteria	46
5.4 Determination and Payment of Top-up.....	48
5.5 Entitlements matrix: Eligible PAPs, Assets and Compensation Guidelines.....	49
5.6 Land Acquisition and Resettlement Budget.....	50
Chapter Six: Implementation, Supervision and Monitoring of RP	51
6.1 Introduction	51
6.2 Resettlement and Relocation Process	51
6.3 Detailed Assessment and Survey	52
6.4 Valuation method	53
6.4.1 Valuation method for land.....	53
6.4.2 Valuation method for structure.....	54
6.4.3 Valuation method for trees and crops.....	54
6.5 Preparation of RP.....	54
6.6 Institutional Responsibilities.....	55
6.6.1 Ministry of Road Transport and bridges (MoRTB)	55
6.7 Specialist Responsibility at Construction phase.....	59

Social Impact Assessment (SIA)

6.8 Capacity Building.....	60
6.9 Guidelines for Bid Documents	61
6.10 Monitoring Plan	61
6.10.1 Internal and external monitoring.....	61
Chapter Seven: Associated Facilities.....	65
7.1 Associated Facilities	65
7.2 Assessment of location and existing condition of the WB phase 1 road corridor.....	65
7.3 Key E&S impacts and risks of WB phase 1 road corridor.....	66
7.4 Key mitigation measures proposed by WB.....	66
Chapter Eight: Social Management Plan.....	68
8.1 Introduction	68
8.2 Labor management during covid-19 situation.....	69
8.2.1 Assessing workforce characteristics	69
8.2.2 Entry/exit to the work site and checks on commencement of work.....	70
8.3 Gender and GBV Action Plan	71
8.4 Social Management Plan (SMP)	74
Chapter Nine: Grievance Redress Mechanism	84
9.1 Introduction	84
9.2 Formation of GRM	85
9.3 Publicizing the Grievance Redress Steps and the Committee	85
9.3.1 Composition of Local GRC.....	86
9.3.2 Composition of District GRC.....	87
9.3.3 Composition at PIU and PSC level.....	87
9.4 Grievance procedures for the labors	89
9.4.1 Individual Grievance Procedure.....	90
9.5 GRM contact information - RHD	91
Chapter Ten: Information Disclosure, consultation and participation	92
10.1 Introduction	92
10.2 Identification of Stakeholders.....	92
10.3 Consultation and Participation Mechanisms	97
10.3.1 Dissemination of Legal and Policy Guidelines of GOB and AIIB.....	99
10.3.2 Feedback from Consultation: Common Views and Recommendations	100
10.4 Proposed strategy for stakeholder engagement	103
10.5 Information Disclosure.....	111
Annex 1: Quarterly grievance report	0
Annex 2: Terms of Reference for External Monitor.....	1
Annex 3: ToR for Social Safeguard Specialist.....	7

Social Impact Assessment (SIA)

Annex 4: ToR for Gender and GBV Specialist.....	10
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List of Tables

Table 2.1: Land Acquisition Process under ARIPA, 2017	8
Table 2.2: Applicability of the AIIB ESS to the Project.....	12
Table 2.3 : Comparison between GoB laws and AIIB ESS 2	16
Table 2.4: Analysis of AIIB-ESS 1 with Provisions in Bangladesh Labor Act, 2006 (including its amendment till 2018)	20
Table 3.1: General Profile of Affected Population	24
Table 3.2: Socio-economic baseline of the project area.....	24
Table 3.3: Marital Status of Male & Female population.....	29
Table 3.4: Income-Expenditure and Savings by the affected structure owning HHs	31
Table 3.5: Average distance and frequency of visits to the nearest common civic amenities and services	32
Table 3.6: Access to Drinking Water	32
Table 3.7: HHs maintaining Bank Accounts and Associated with NGOs.....	34
Table 3.8: Participation of women in decision-making.....	35
Table 3.9: Knowledge about HIV/AIDS	35
Table 3.10: Knowledge about Human Trafficking.....	36
Table 3.11: HHs with any member received and desired for any occupational training	36
Table 4.1: Project Impact Assessment Methodology	38
Table 4.2: Summary of project impacts on land acquisition and resettlements	40
Table 4.3: Potential land Acquisition and Resettlement Impacts and Risks	41
Table 5.2: Estimated Summary Budget for Bonpara to Jhenaidah Road (66.7 km)	50
Table 6.1: Resettlement Planning, responsibility and timing	52
Table 6.2: SIA related activities, responsibility and approval authority	59
Table 6.3: Training.....	60
Table 6.4: Monitoring process of key indicators.....	62
Table 6.5: Reporting Requirements	64
Table 8.1: Labor Management Plan	68
Table 8.2 Gender and GBV prevention plan	71
Table 8.3: Social Management Plan.....	74
Table 9.1: GRC membership at local level.....	87
Table 9.2: GRC membership at district level.....	87
Table 10.1: presents the summary of identified stakeholders	93
Table 10.2: Consultation Meetings organized along the Project road alignment	98
Table 10.3: Summary of Opinions by the Participants of FGDs and Consultation.....	102
Table 10.4: Proposed Strategy for Stakeholder Engagement.....	105
Table 10.5: Information Disclosure.....	113

List of Figures

Social Impact Assessment (SIA)

Figure 1.1: Location of WeCARE program corridor with AIIB and World Bank parts	3
Figure 1.2: Location of Kustia to Jhenaidah Road Corridor	4
Figure 1.3: Location of Lalon Shah Bridge to Jhenaidah Road	5
Figure 3.1: HH Gender Distribution in the project area.....	26
Figure 3.2: Sex profile of affected HHs	27
Figure 3.3: Age-sex distribution of affected population	27
Figure 3.4: Distribution of HH population.....	28
Figure 3.5: Population distribution by religion	28
Figure 3.6: Level of education of affected population.....	29
Figure 3.7: Distribution of Affected People by occupation (15 years and above).....	30
Figure 3.8: Per capita income of affected HHs	30
Figure 3.9: Distribution of Affected HHs by amount of own land	31
Figure 3.10: Sanitation Practices of Project Affected HHs.....	33
Figure 3.11: Use of Electricity by Project Affected Households	33
Figure 9.1: The Structure of Grievance Mechanism	86

Social Impact Assessment (SIA)

Executive Summary

Project Description

This Social Impact Assessment (SIA) is prepared by Road and Highways Department (RHD) under Ministry of Road Transport and Bridges (MoRTB) in accordance with Government of Bangladesh's (GoB) legal policy and Asian Infrastructure Investment Bank (AIIB)'s Environmental and Social Policy (ESP). The WeCARE-RHD program is located in the Western Region of Bangladesh along the 260-km (1) Jhenaidah – Bonpara – Hatikumrul (160 km); (2) Jashore – Jhenaidah (48 KM) and (3) Navaron – Satkhira -Bhomra (approx. 52 km) –corridors respectively where AIIB will finance for 160 km of national High ways (Jhenaidah – Bonpara – Hatikumrul) under RHD and remaining 100 km will be financed by the World Bank which is considered as associated facilities according to AIIB ESS 1.

This AIIB program is planned to be implemented in two phases over ten years. The anticipated time for Phase-1 is five years while the duration of phase 2 is expected to be five years. Each phase will include investments in primary, secondary, and tertiary road infrastructure, complementary logistics infrastructure and services, and assistance for institutional capacity building and transport sector modernization.

The Project will upgrade a 66.7 km section (Kushtia - Jhenaidah) of existing two-lane road from Bonpara -Jhenaida to four lanes, add slow- moving vehicle traffic lanes on both sides of the main carriageway, and provide optical fiber cable (OFC) to expand the country's broadband connectivity and enable "smart highways" along the project alignment. The Project will finance road construction, OFC, consulting services, training and capacity building, equipment purchase, and ITS systems.

As part of the assessment, the phase 1 section of Bonpara-Jhenaidah (66.7km) road are considered to collect the baseline data. It will be used as a practical tool during program formulation, design, implementation, and monitoring in WeCARE. This document will be followed during project preparation and implementation for ensuring social integration in planning, implementation, and monitoring of project supported activities. WeCARE sets out the principles and objectives governing preparation and implementation of this social risks and impacts, mitigation measures in accordance with the AIIB ESS 1-3 requirements. The aim is to ensure that adverse socio-economic impacts of the programs on Project Affected Persons (PAPs) including labors, community people, and impacts and risk due to associated facilities are adequately identified and mitigated, and the PAPs are not worst off as a result of project interventions.

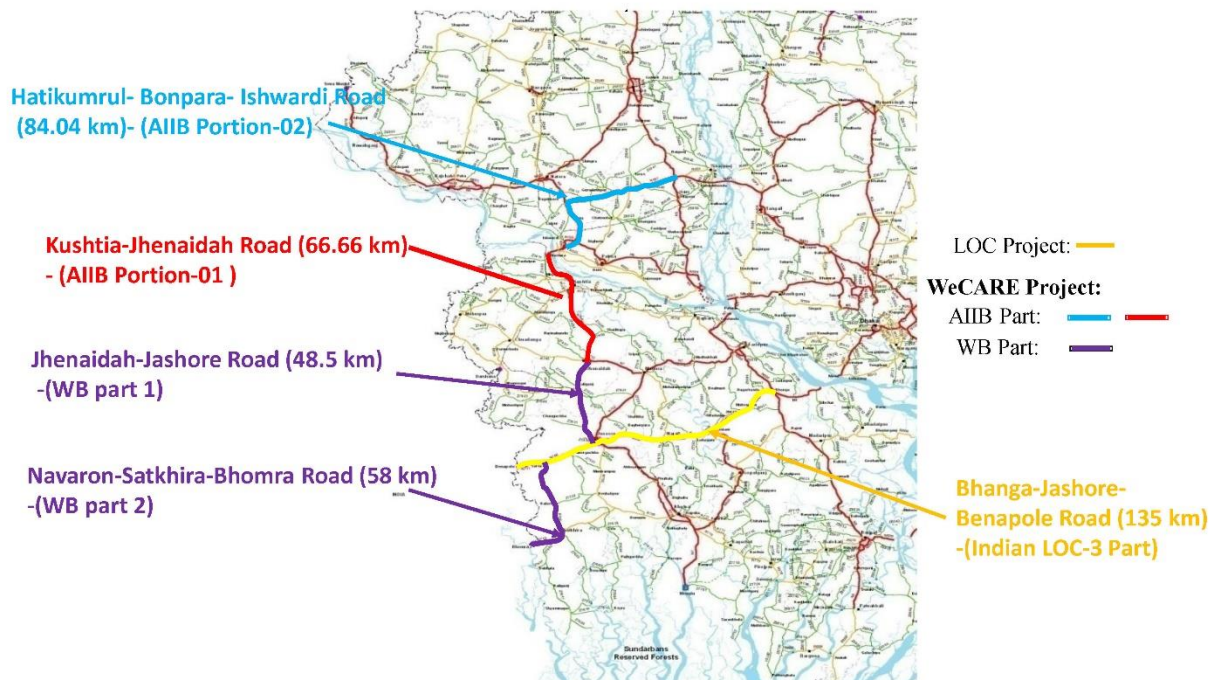
The potential risk and impacts are analyzed based on the sample Socio-economic survey (SES) carried out by RHD in 2019 based on the feasibility design for same proposed AIIB financed road corridor. The SIA has been prepared to ensure that the present ground reality is accounted for and the requirements of the AIIB's ESF are met. This SIA is based on a preliminary design and its relevant AIIB Environmental and Social Standards (ESSs) as well as with the Government of Bangladesh's relevant laws and policies. This SIA will be updated and finalized based on the detailed engineering design of Bonpara-Jhenaidah Road, which will be undertaken after AIIB Board approval of the project.

Project Location

The overall WeCARE program will include Ten (10) Districts namely Jashore, Jhenaidah, Magura, Satkhira, Kushtia, Pabna, Natore, Chuadanga, Meherpur and Sirajganj. However, Phase I funded by AIIB will only cover the Jhenaidah-Bonpara segment. WeCARE program corridor with AIIB and World Bank parts are shown below with Figure Ex-1.

Social Impact Assessment (SIA)

Figure EX-1: Location of WeCARE program corridor with AIIB and World Bank parts



The phase 1 of AIIB funded project will be around 66.7 km starts from the Lalonshah Bridge (West side), Kushtia to Jhenaidah road corridor. The Kustia-Jhinaidah Road, starts from Lalonshah Bridge (West Side) and ends at Jhinaidah 4-leg intersection of Jhinaidah-Jessore road with Jhinaidah-Magura road. The Lalon Shah Bridge over the Padma River is connecting the Pabna district on the east and Kushtia district on west side of the river. The road from Kushtia to Jhenaidah is a part of national highway (N704). The bridges on the roads are: (i) Bheramara (near rail crossing), (ii) Baliapara Bridge, Kushtia, (iii) Laxmipur Bridge, Kushtia; (iv) Taragonj Bridge and (v) Bhte Bazar Bridge, Shailkupa, Jhenaidah. The Kushtia-Jhinaidah Road connects Kustia & Jhenaidah districts with Dhaka, the capital of Bangladesh through the greater national road network.

Potential Risk and Impacts, and Categorization

The AIIB and RHD has jointly conducted the assessment to determine the E&S category of the program. In the first phase of the program, there will be land acquisition related to the widening of the road and structures such as houses, mosques, temples, graves and madrasahs that will be partially or completely displaced, to the extent that they cannot be avoided. Affected people will lose their lands, houses and livelihoods, and some will need to resettle. It is anticipated that there will be a large number of business squatters along the RoW who will also be affected.

In the 1,711 household (comprising of 5,906 individual people) sample survey conducted as part of the Bonpara-Jhenaidah (66.7 km), 102 households have been found to be vulnerable including 87 female headed households. Project will require to acquire 477 acres of private land and it will affect 456 residential HHs, 1,139 roadside shops and business, 44 community properties etc. The adverse impacts on vulnerable PAPs (e.g. elderly, disabled and female-headed households) will be significant.

Social Impact Assessment (SIA)

It is important to note that the social survey and consultation for the SIA were conducted along the RoW of the present two-lane highway and the feasibility design of the road. As soon as the alignment and design are finalized for the expansion of the road, the SIA will need to be further updated. Considerable influx of labor is expected because of requirement of specialized skills and the lack of such skills locally. This will increase the risks to community health and safety, including risks of GBV. There is a potential that these affected people will be aggrieved against the project and laborers from outside the area without adequate consultation and communication and impact mitigation. RHD contractors do not usually develop and implement code of conduct for its workers. All in all, the planned minimization and mitigation of the adverse impacts caused by the project will require resources and skills.

During the operation phase, the potential impacts will be mostly positive. However, the increased traffic and usage of roads may pose risks of increased incidents of accidents during the operation phase. Moreover, lacks resources and capacity to manage such risks. Due to these reasons, the social risk is rated **Category “A”**.

Associated Facilities

According to the AIIB ESS1, associated facilities (Associated Facilities) are activities that are not included in the description of the Project set out in the agreement governing the Project, but which, following consultation with the Client, the Bank determines are: (a) directly and materially 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 be constructed or expanded if the Project did not exist.

The World Bank-financed Jashore-Jhenaidah (48.7 km) section of the Program Corridor is considered an Associated Facility of the AIIB program corridor. World Bank has conducted E&S assessments, and prepared ESIA, RPF, ESMF, and Labor Management Procedures in accordance with the WB ESS (1-10) which are in line with the AIIB ESS (1-3). During implementation, the Government will supervise and monitor E&S risks and impacts of the entire Program Corridor in accordance with the WB and AIIB ESF and will ensure that all supervision records and project sites are accessible to both the World Bank and AIIB. The World Bank and AIIB will also conduct joint supervision missions. The WB Environmental and Social Commitment plan (ESCP) includes both the Government's commitment to apply the ESF to the AIIB-financed works, and to facilitate and support supervision by the World Bank and AIIB. There will be a single Grievance Redressal Mechanism (GRM) covering the Program Corridor.

Legal and Institutional Framework

The SIA presents a review of the existing laws and policies related to the social dimensions of the program. Along with providing a summary of the relevant laws and policies, this SIA presents the AIIB's Environmental and Social Framework (ESF) which consists of three Environmental and Social Standards (ESS). Gaps between the relevant government laws and AIIB- ESS are presented in this SIA along with remedial measures to address the gaps. This SIA also describe Bangladesh Labor ACT 2006, Labor rules 2015 and analyses the AIIB-ESS 1 in relation to the working conditions of the labors and occupational health and safety

E&S risks and Impacts on land and assets

The nature of the intervention is linear and will require land acquisition. Land acquisition will lead to loss of land for both title and non-title holders and cause disruption in income and livelihood streams for individual and groups of people. During the construction stage, land acquisition is anticipated to be required to establish construction camps, material stock yards, hot mix plants and machinery for road expansion. These land requirements will be fulfilled through using the encumbrance free government land adjacent to the road or by taking the land on lease from the willing parties or purchasing private

Social Impact Assessment (SIA)

lands. With the development of the road, avenues for economic activities and opportunities will be created. The RP and entitlement matrix will be prepared. In managing land acquisitions and involuntary Land resettlement, relevant stakeholders will be consulted and engaged as proposed in the Stakeholder Engagement Plan. In addition, in cases of impacts on livelihood, rehabilitation through appropriate skill training/financial counselling would be required. Finally, concerns and needs of vulnerable groups will be addressed through a mix of measures that includes additional assistances as part of R&R measures.

According to the 2019 feasibility study, approximately 477 acres of private land may require to acquire. Project may affect 1660 entities comprising of 5,906 population. Project will affect 51 CPRs, GoB and non-GoB organization. Project will also affect around 80 thousand of government and private owned trees. Overall project interventions may cause both negative and positive livelihood impacts.

- ✓ Among the affected entities, 65% are non-titled
- ✓ Different types of lands will be affected and among them agricultural land will be most affected which is expected more than 65%.
- ✓ 15 types of different structures may be affected. Among them 55% are non-shift able and 45% are shift able.
- ✓ Among the affected structures, 90% are residential and commercial
- ✓ 20 types of secondary structures are identified within the proposed RoW which may be affected.
- ✓ Around 80 thousand trees may require to cut-off and among them 85% are on government land

E&S risks on labor and working conditions

RHD shall contract agencies to undertake civil works, agencies/firms to support core-functions; primary suppliers of material/equipment and other implementation support partners. The various categories of project workers include: Direct workers, Contracted workers (including Migrant Workers) Primary supplier workers (those providing goods and materials, e.g. IT services, security services outsourced through by the contractor); **Risks include:** employment of child labor, non-payment of wages by employer; non-payment of benefits (compensation, bonus, maternity benefits etc.) by employer; discrimination in employment (e.g. abrupt termination of the employment, working conditions, wages or benefits etc.); possibility of gender based violence as the road shall traverse through sensitive locations such as hospitals, schools, etc. that are near to habitations; health risks of labor relating to HIV/AIDS and other sexually transmitted diseases.

Social Management Plan

A SMP has been designed to mitigate the Project's social risks and impacts. It includes mitigation measures, capacity building, responsibilities and reporting system and budget. In addition, the SMP provide measures to address GBV issue at the project level. A separate Resettlement Action Plan will be prepared during the detailed design phase when the final alignment and detailed design are completed to address any land acquisition and physical and economic displacement related to involuntary land take. The SMP obligates the contractor, prior to mobilization, to prepare the C-ESMP, which shall be approved prior to the commencement of construction activities. The Contractor's CESMP shall include OHS plan, Water and Waste Management Plan, Influx management Plan, Workers camp management plan, CHS Plan, Traffic management and road safety management Plan, borrow area management plan, and Site restoration Plan among others in accordance with the GoB and AIIB's standards and guidelines. All such plans will be reviewed and approved by the PIU and RHD prior to commencement of construction works. The approved C-ESMP shall be reviewed periodically (but not less than every six (6) months) and updated in a timely manner. The executing agency for the project is the Roads and Highways Division (RHD). A project implementation unit (PIU) will be established which will be headed by a full-time project manager with support from Environmental Specialist, Social Development Specialist and Health and Safety Specialist. The Environmental and Social Circle of RHD will also be supported and strengthened under the

Social Impact Assessment (SIA)

project. Environmental and social specialists will be a part of the CSC to monitor the EMP/SMP implementation and ensure compliance with both AIB and Government of Bangladesh requirements.

Grievance Redress Mechanism

A 4 level GRM will be established to receive, evaluate and facilitate the resolution of affected people's concerns, complaints, and grievances. Level 1 GRM is the most significant and AIB's perspective effective functioning of the field level GRC is most significant. The GRM aims to provide a time bound and transparent mechanism to voice out and resolve social and environmental concerns linked to the project.

The ARIPA 2017 allows objections by the landowners to acquisitions at the beginning of the legal process. Once the objections are heard and disposed of, there is virtually no provision to address grievances and complaints that individual landowners may bring up in the later stages of the process. Since the act does not recognize them, there is no mechanism to hear and redress grievances of people who do not have legal titles to the acquired lands. As experienced in past projects, complaints and grievances may range from disputes over ownership and inheritance of the acquired lands to affected persons and assets missed by censuses, the valuation of affected assets, compensation entitlements, complains against noise, pollution, accident, GBV and other social and environmental issues.

In view of this, RHD will establish a procedure to deal with and resolve any queries as well as address complaints and grievances about any irregularities in the application of the guidelines adopted in this RAP for assessment and mitigation of social and environmental impacts through grievance redress mechanism (GRM). RHD is also planning to hire a consultant to set up a cloud based multi-channeled ways to accept feedback on the draft E&S instruments. The system will be also linked with the GRM.

The GRM will deal with complaints and grievances related to both social/resettlement and environmental issues in this Project. Grievance redress committees (GRC) will be formed to receive and resolve complaints as well as grievances from aggrieved persons from the local stakeholders including the project-affected persons. RHD will provide sufficient onboarding and training for the members of the GRCs to ensure their ability to resolve grievances in an effective and efficient manner. Based on consensus, the procedure will help to resolve issues/conflicts amicably and quickly, saving the aggrieved persons from having to resort to expensive, time-consuming legal actions. The procedure will, however, not pre-empt a person's right to go to the courts of law. There will be four-tier grievance redress mechanism; 1st at local level (upazila), 2nd district level, 3rd PIU level and final one is for ministry level.

Social Impact Assessment (SIA)

Chapter One: Introduction and Project Description

1.1 Introduction

This Social Impact Assessment (SIA) is prepared by Road and Highways Department (RHD) under Ministry of Road Transport and Bridges (MoRTB) in accordance with Government of Bangladesh's (GoB) legal policy and Asian Infrastructure Investment Bank (AIIB) Environmental and Social Framework. The proposed WeCARE-RHD program is located in the Western Region of Bangladesh along the 260-km (1) Jhenaidah – Bonpara – Hatikumrul (160 km); (2) Jashore – Jhenaidah (48 KM) and (3) Navaron – Satkhira -Bhomra (approx. 52 km) –corridors respectively where AIIB will finance for 160 km of national High ways (Jhenaidah – Bonpara – Hatikumrul) under RHD and remaining 100 km will be financed by the World Bank which is considered as associated facilities according to AIIB ESS 1.

The phase 1 of the project will upgrade a 66.7 km section (Kushtia - Jhenaidah) of existing two-lane road from Bonpara -Jhenaida to four lanes, add slow- moving vehicle traffic lanes on both sides of the main carriageway, and provide optical fiber cable (OFC) to expand the country's broadband connectivity and enable "smart highways" along the project alignment. This AIIB program is planned to be implemented in two phases over ten years. The anticipated time for Phase-1 is five years while the duration of phase 2 is expected to be five years. Each phase will include investments in primary, secondary, and tertiary road infrastructure, complementary logistics infrastructure and services, and assistance for institutional capacity building and transport sector modernization.

This Social Impact Assessment (SIA) of the project is prepared to assess the social risks and impacts of the upgradation of 160 km AIIB funded road from 2-lane to 4-lane road and to develop measures based on mitigation hierarchy to manage social risks and impacts and provide guidance in the preparation of specific assessments and plans for the subprojects during implementation, including implementation of any plans following the guidelines of AIIB ESF-ESS 1-3. As part of the assessment, Bonpara-Jhenaidah (66.7km) are considered to collect the baseline data. It will be used as a practical tool during program formulation, design, implementation, and monitoring in WeCARE. This document will be followed during project preparation and implementation for ensuring social integration in planning, implementation, and monitoring of project supported activities. WeCARE sets out the principles and objectives governing preparation and implementation of this social risks and impacts, mitigation measures in accordance with the AIIB ESS 1-3 requirements. The aim is to ensure that adverse socio-economic impacts of the programs on Project Affected Persons (PAPs) including labors, community people, and impacts and risk due to associated facilities are adequately identified and mitigated, and the PAPs are not worst off as a result of project interventions.

The potential risk and impacts are analyzed based on the sample Socio-economic survey (SES) carried out by RHD in 2019 based on the feasibility design for same proposed AIIB financed road corridor. The SIA has been prepared to ensure that the present ground reality is accounted for and the requirements of the AIIB's ESF are met. This SIA is based on a preliminary design and its relevant AIIB Environmental and Social Standards (ESSs) as well as with the Government of Bangladesh's relevant laws and policies. This SIA will be updated and finalized based on the detailed engineering design of Bonpara-Jhenaidah Road, which will be undertaken after AIIB Board approval of the project.

1.2 Potential Risk and Impacts and categorization

The AIIB determines the Project's category by the category of the Project's component presenting the highest environmental or social risk, including direct, indirect, cumulative and induced impacts, as relevant, in the Project area. The Bank has conducted a review of environmental and social risks and

Social Impact Assessment (SIA)

impacts associated with the WeCARE Project, regardless of the categorization being considered. As an element of the categorization process, the Bank has conduct field-based review of the Project to provide

for a refined understanding of the environmental and social risks and impacts and support the RHD's preparation of a site-specific approach to assessment of these risks and impacts.

The AIB and RHD has jointly conducted the assessment to determine the category of the program. In the first phase of the program, there will be land acquisition related to the widening of the road and structures such as houses, mosques, temples, graves and madrasahs that will be partially or completely displaced, to the extent that they cannot be avoided. Affected people will lose their lands, houses and livelihoods, and some will need to resettle. It is anticipated that there will be a large number of business squatters along the RoW who will also be affected.

In the 1,711 household (comprising of 5,906 individual people) sample survey conducted as part of the Bonpara-Jhenaidah (67 km), 102 households have been found to be vulnerable including 87 female headed households. Project will require to acquire 477 acres of private land and it will affect 456 residential HHs, 1,139 roadside shops and business, 44 community properties etc. The adverse impacts on vulnerable PAPs (e.g. elderly, disabled and female-headed households) will be significant.

Due to extremely dense built-up areas and thriving economic activities along the RoW, the program will result in significant negative impacts. As the local businesses and markets will be affected due to project activities, there will be potentially many individuals and households that may become impoverished unless the impacts are properly assessed and mitigated. Many will lose their livelihoods and income sources and become unemployed. The relocation of religiously important structures such as temples, mosques and madrasahs will need to be handled with extra caution as these are sensitive structure that Will have community-level impacts while relocated. On one hand, project support to labor-intensive small works is expected to provide income to poor people in the project areas affected by the COVID-19 emergency and to stimulate the local economy. Extensive community consultation will need to be conducted.

It is important to note that the social survey and consultation for the SIA were conducted along the RoW of the present two-lane highway and the feasibility design of the road. As soon as the alignment and design are finalized for the expansion of the road, the SIA will need to be further updated. Considerable influx of labor is expected because of requirement of specialized skills and the lack of such skills locally. This will increase the risks to community health and safety, including risks of GBV. There is a potential that these affected people will be aggrieved against the project and laborers from outside the area without adequate consultation and communication and impact mitigation. RHD contractors do not usually develop and implement code of conduct for its workers. All in all, the planned minimization and mitigation of the adverse impacts caused by the project will require resources and skills.

During the operation phase, the potential impacts will be mostly positive. However, the increased traffic and usage of roads may pose risks of increased incidents of accidents during the operation phase. Road safety awareness raising programs will be designed and implemented. Moreover, RHD lacks resources and capacity to manage such risks. Due to these reasons, the social risk is rated **Category "A"**.

A Project is categorized "A" if it is likely to have significant adverse environmental and social impacts that are irreversible, cumulative, diverse or unprecedented. These impacts may affect an area larger than the sites or facilities subject to physical works and may be temporary or permanent in nature. This SIA for a Category A Project examines the project's potential social impacts, both positive and adverse, compares them with those of feasible alternatives (including the "without Project" situation), and recommends any measures needed to avoid, minimize, mitigate, or compensate for adverse impacts and improve environmental and social performance of the Project.

Social Impact Assessment (SIA)

1.3 Program components

The phase 1 of the AIIB-WeCARE program consists of 5 components as below:

Component 1 – Civil Works. Roadway improvements and OFC civil works (ducts, handholes, manholes) along a 66.7-kilometer section of the Bonpara-Jhenaida

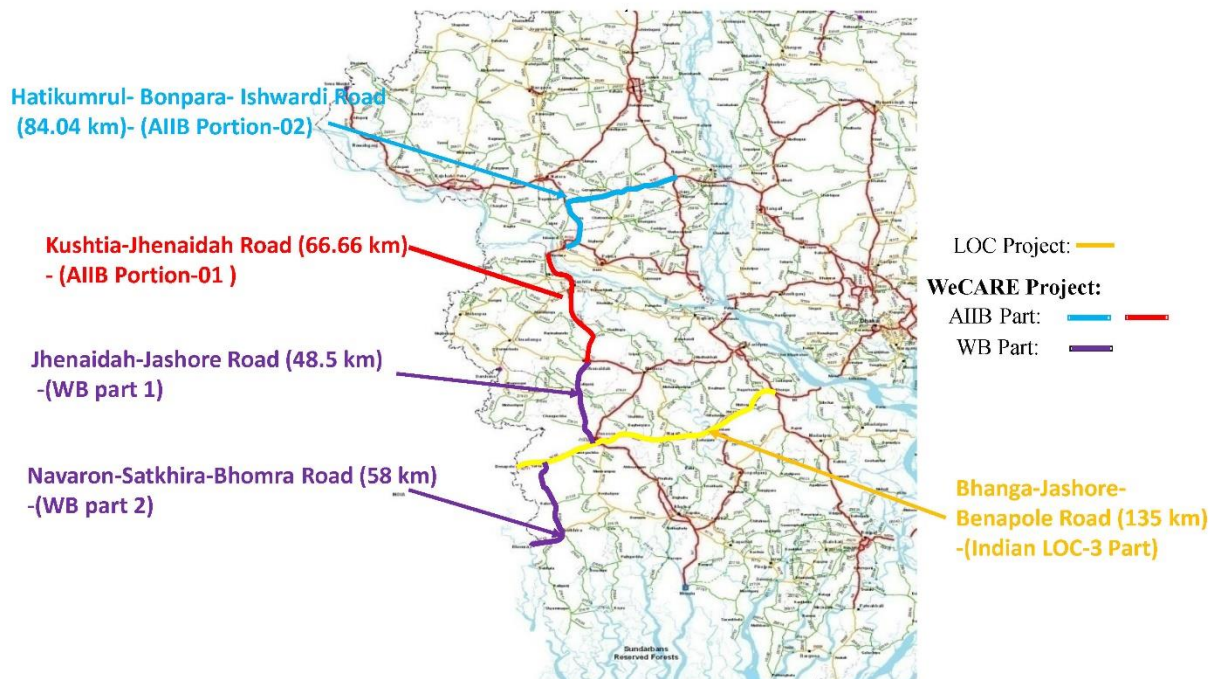
Component 2 – Construction Supervision and Project Management. Consulting services for review and approval of construction drawings and for full-time construction supervision.

Component 3 – Equipment Purchase. Purchase of key O&M equipment and Intelligent Transportation System (ITS) equipment to enhance RHD’s asset management capacity and capabilities at the district and national level.

1.4 Project location

The overall WeCARE program will include Ten (10) Districts namely Jashore, Jhenaidah, Magura, Satkhira, Kushtia, Pabna, Natore, Chuadanga, Meherpur and Sirajganj. However, Phase I funded by AIIB will only cover the Jhenaidah-Kushtia segment. WeCARE program corridor with AIIB and World Bank parts are shown below with Figure 1.1.

Figure 1.1: Location of WeCARE program corridor with AIIB and World Bank parts



The phase 1 of AIIB funded program will be around 67 km starts from the Lalonshah Bridge (West side), Kushtia to Jhenaidah road corridor. The Kustia-Jhinaidah Road, starts from Lalonshah Bridge (West Side) and ends at Jhinaidah 4-leg intersection of Jhinaidah-Jessore road with Jhinaidah-Magura road. The Lalon Shah Bridge over the Padma River is connecting the Pabna district on the east and Kushtia district on west side of the river. The road from Kushtia to Jhenaidah is a part of national highway (N704). The bridges on the roads are: (i) Bheramara (near rail crossing), (ii) Baliapara Bridge, Kushtia, (iii) Laxmipur Bridge,

Social Impact Assessment (SIA)

Kushtia; (iv) Taragonj Bridge and (v) Bhte Bazar Bridge, Shailkupa, Jhenaidah. The Bonpara-Jhenaidah Road connects Kustia & Jhenaidah districts with Dhaka, the capital of Bangladesh through the greater national road network. Ruppur Nuclear Power Plant is situated at east end of Lalon Shah Bridge. Details are shown with figure 1.2 below.

Figure 1.2: Location of Kustia to Jhenaidah Road Corridor



This 67 km is crucially important for connectivity of North to West and South for supporting economic activities of the country. This road is gaining importance for its strategic location, especially in terms of connectivity with land port, sea port and inter region. This road section is also an important part of Asian Highway (AH) AH41, SAARC Highways corridor (SHC) SHC4/SHC8 and BIMSTEC road corridor (BRC) BRC4, BRC8, which connects SHC9 at Bonpara, AH2 as well as SASEC Road Corridor (SRC) SRC4, SRC9 at Hatikumrul. On the other end it intersects with AH1, SHC1, SHC5, SRC 4, SRC 5, SRC 9, BRC 1, BRC5 and Bangladesh-China-India-Myanmar corridor (BCIM) at Jashore end. This corridor leads traffic from northern/western part of the country towards the Benapole, Bhomra land port and Mongla sea port. This section is also an important part of Bangladesh-Bhutan-India-Nepal (BBIN) cargo route. These international economic corridors provide international traffic to several land ports and seaports. Also, through these corridors, there will be cross border movement of goods and passengers. Development of

Social Impact Assessment (SIA)

this road will enhance facilitation of faster and safer movements of passenger and cargo. The development of the road will enhance the facilitation of faster and safer movements of passenger and cargo.

Figure 1.3: Location of Lalon Shah Bridge to Jhenaidah Road



Further economic benefits could be expected from the increased use of the road corridor by commercial traffic travelling from/to other parts of Bangladesh and cross-border traffic travelling, in due course, from India to Dhaka, Khulna, Barishal, Mongla and Payra.

1.5 Scope of SIA

- ✓ A review of the National laws, regulations and policy guidelines and considerations relating to the implementation of the project;
- ✓ A general description of the project and existing socio-economic conditions;
- ✓ Analysis of different alternatives to the project in terms of social perspectives;
- ✓ Identification and assessment of the potential impacts on the socio-economic condition in the project area during the construction of the project;

Social Impact Assessment (SIA)

- ✓ Consultation with the locals/stakeholder involving concerned people in order to identify and act on any undocumented or perceived socio-economic issues
- ✓ Provide guidance in the preparation of specific assessments and plans for the subprojects during implementation, including implementation of any plans following the guidelines of AIIB ESF-ESS 1-3

1.6 Approach and Methodology of the SIA

- ✓ Review of the program details and meeting/discussions with the RHD team
- ✓ Review of the GoB and AIIB policy and regulatory requirements
- ✓ Review the collected primary and secondary data by RHD for Kushtia-Jhenaidah Road (N7) in 2019
- ✓ Conduct consultation meetings and FGDs with the stakeholders including beneficiary/affected communities as farmers, businessmen, residential structure loser, roadside shop owners and employees, transport owners and operators, industrial owner and employees, vulnerably poor community people, female group etc
- ✓ Assess the potential and likely impacts of the program activities
- ✓ Prepare Social Management Framework (SMF) according the requirements of the AIIB ESS 1, ESS 2 and ESS 3 of the ESF

Social Impact Assessment (SIA)

Chapter Two: Legal Policy Framework

2.1 Introduction

This chapter presents a review of the existing laws and policies related to the social dimensions of the program. Along with providing a summary of the relevant laws and policies, this chapter presents the AIIB's Environmental and Social Framework (ESF) which consists of three Environmental and Social Standards (ESS). Gaps between the relevant government laws and AIIB-ESS are presented in this chapter along with remedial measures to address the gaps. This chapter also describes Bangladesh Labor ACT 2006, Labor rules 2015 and analyses the AIIB-ESS 1 in relation to the working conditions of the labors and occupational health and safety

The Government of Bangladesh does not have a national policy on involuntary resettlement. The law of eminent domain is applied for the acquisition of land for infrastructure projects of public interest. The acquisition of private land and resume of public lands from private users will lead to loss of assets and displacement of peoples of various extents and categories. The legal and policy framework for land acquisition and involuntary resettlement for the proposed project will be based on Acquisition and Requisition of Immovable Property Act (ARIPA) 2017 and AIIB policy to avoid unexpected situations in the process of land acquisition for the project.

2.2 GoB and AIIB Policy

This section of the chapter describes relevant AIIB and GoB policies, identified gaps and proposed policy measures for the program.

2.2.1 Land Acquisition policy of Bangladesh Government

The basic principles for the compensation of property in Bangladesh are founded in Articles 42 and 47 of the Constitution. The current legislation governing land acquisition in Bangladesh is the Acquisition and Requisition of Immovable Property Act (ARIPA), 2017. The Acquisition and Requisition of Immovable Property Act, 2017 (henceforth, the Act 2017) repealed the Acquisition and Requisition of Immovable Property Ordinance 1982 (subsequent amendments of it up to 1994) and is used as the legal support for land acquisition and requisition in Bangladesh. The Act 2017 requires that compensation be paid for (i) land and assets permanently acquired (including standing crops, trees, houses); and (ii) any other damages caused by such acquisition. The Act 2017 provides certain safeguards for the owners and has provision for payment of "fair value" for the property acquired. The land owner can appeal against land acquisition within 15 (fifteen) days of notice under Section 4 of the Act 2017. The Act 2017, however, does not cover Project-affected persons without titles or ownership record, such as informal settler/squatters, occupiers, and informal tenants and lease-holders (without document) and does not ensure replacement value of the property acquired. The Act has no provision of resettlement assistance and transitional allowances for restoration of livelihoods of the non-titled project affected persons.

The Ministry of Land (MOL) has the overall responsibility to enforce land acquisition. The MOL delegates some of its authority to the Commissioner at the Divisional level and to the Deputy Commissioner at the District level. The Deputy Commissioners are empowered by the MOL to process land acquisition and pay compensation to the legal owners of the acquired property. The burden to establish his/her legal rights to the acquired property in order to be eligible for compensation under the law is on the landowner. The Deputy Commissioner is empowered to acquire a maximum of 50 standard bigha (16.50 acres) of land without any litigation for which he would obtain the approval of the Divisional Commissioner. Acquisition of land exceeding 16.50 acres has to be approved from the Central land Allocation Committee (CLAC) headed by the prime minister of the Government of Bangladesh. In the case of acquiring Khas land

Social Impact Assessment (SIA)

(government owned land), the land will be transferred through an inter-ministerial meeting following an acquisition proposal submitted to DC or MOL.

Under the ARIPA 2017, The Deputy Commissioner (DC) determines “market value” of acquired assets on the date of notice of acquisition served (under Section 4 of the Act 2017). The DC then adds 200% premium of the assessed value of land for cash compensation under law (CCL) for government acquisitions. The CCL paid for land is generally less than the “market value” as owners customarily report lower values during registration to avoid and/or pay fewer taxes. If acquired land has standing crops cultivated by tenant (bargadar) under a legally constituted written agreement, the law requires that part of the compensation money be paid in cash to the tenants as per the agreement. The DC adds 100% premium of the assessed value to pay as compensation for loss of structures, crops and trees. If there is a dispute regarding the amount of compensation, there is an option for arbitration and the procedures for such is in place. Places of worship, graveyard and cremation grounds are not to be acquired for any purpose, unless the acquisition of these places is deemed unavoidable for the best of interest of the people. The proponents will be allowed to acquire such areas given that it funds the replacement and rebuilding of such places.

Table 2.1: Land Acquisition Process under ARIPA, 2017

Relevant Section under ARIPA, 2017	Steps in the process	Responsibility
Section 4(1)	Publication of preliminary notice of acquisition of property for a public purpose	Deputy Commissioner
Section 4 (3) (1)	Prior to the publication of section 4(1) notice; Identify the present status of the land, structures and trees through videography, still pictures or appropriate technology.	Deputy Commissioner
	After the publication of the section 4(1) notice a joint verification should be conducted with potentially affected households and relevant organizations.	Deputy Commissioner
Section 4 (7)	After publication of preliminary notice under the section 4(1), if any household has changed the status of the land for beneficial purposes, changed status will not be added to the joint verification notice.	Deputy Commissioner
Section 4 (8)	If the affected person is not happy with the joint verification assessment, he/she can complain to Deputy Commissioner within 7 days of issuing sec 4(1) notice.	Affected Person
Section 4 (9)	Hearing by Deputy Commissioner within 15 working days after receiving the complaints. In case of government priority projects, hearing will be within 10 working days.	Deputy Commissioner
Section 5 (1)	Objections to acquisition by interested parties, within 15 days of the issue of section 4 (1) Notice	Affected Person
Section 5 (2)	Deputy Commissioner submits hearing report within 30 working days after the date of the sec 5(1) notice. In the case of government priority projects, it will be within 15 working days.	Deputy Commissioner
Section 5 (3)	DC submits his report to the (i) Government (for properties that exceed 16.50 acres; (ii) Divisional Commissioner for properties that do not exceed 50 standard bighas. Deputy Commissioner makes the final decision If no objections were raised within 30 days of inquiry. In case of government priority project, it will be 15 days	Deputy Commissioner
Section 6 (1) (1)	Government makes the final decision on acquisition within 60 working days after receiving report from the Deputy Commissioner under sec 5(3) notice.	Government

Social Impact Assessment (SIA)

Relevant Section under ARIPA, 2017	Steps in the process	Responsibility
Section 6 (1) (2)	Divisional Commissioner makes the decision within 15 days or with reasons within 30 days since the submission of the report by Deputy Commissioner under sec 5(3) notice.	Divisional Commissioner
Section 7 (1)	Publication of the Notice of final decision to acquire the property and notifying the interested parties to submit their claims for compensation	Deputy Commissioner
Section 7 (2)	Interested parties submit their interests in the property and claims for compensation within 15 working days (in case of priority project 7 days).	Affected Person
Section 7 (3)	Individual notices have to be served to all interested persons including the shareholders within 15 days of issuing Section 7(1) notice	Deputy Commissioner
Section 8 (1)	Deputy Commissioner makes a valuation of the property to be acquired as at the date of issuing Section 4 Notice; determine the compensation; and apportionment of compensation among parties interested.	Deputy Commissioner
Section 8 (3)	DC informs the award of compensation to the interested parties and sends the estimate of compensation to the requiring agency/person within 7 days of making the compensation decision	Deputy Commissioner
Section 8 (4)	The requiring agency/person deposits the estimated award of compensation with the Deputy Commissioner within 120 days of receiving the estimate.	Deputy Commissioner
Section 9 (1)	During valuation of assets, Deputy Commissioner will consider the following: (i) Average market price of land of the same category in the last 12 months; (ii) Impact on existing crops and trees; (iii) Impact on other remaining adjacent properties; (iv) Impact on properties and income; and (v) Relocation cost for businesses, residential dwellings etc.	Deputy Commissioner
Section 9 (2)	Additional 200% compensation on current mouza rate is added to the estimated value. If private organizations acquire, added compensation will be 300%.	Deputy Commissioner
Section 9 (3)	Additional 100% compensation on top of the current market price for impacts mentioned under sec 9(1)	Deputy Commissioner
Section 9 (4)	Appropriate action should be taken for relocation on top of the above-mentioned sub-sections.	
Section 10 (2)	If an entitled person does not consent to receive compensation, or if there is no competent person to receive compensation, or in the case of any dispute with the title to receive compensation, Deputy Commissioner deposits the compensation amount in a deposit account in the Public Account of the Republic and Deputy Commissioner acquires the land. But if any person complains about the ownership of the land, with appeal, he/she will be able to collect the amount from Deputy Commissioner. There is no fixed time for this.	Deputy Commissioner
Section 11 (1)	Deputy Commissioner awards the compensation to entitled parties within 60 days of receiving the deposit from the requiring agency/person.	Deputy Commissioner
Section 12	When the property acquired contains standing crops cultivated by shareholders, such portion of the compensation will be determined by the Deputy Commissioner and will be paid to the sharecroppers in cash.	Deputy Commissioner

Many “good practices” include in ARIPA 2017 but not limited to, (i) identification of all displaced persons and issuance of ID cards; (ii) cut-off date established by census; (iii) preparation of automated Loss Files

Social Impact Assessment (SIA)

and Entitlement Card (iv) Preparation of payment statement (v) compensation for losses irrespective of title to land; (vi) paying replacement cost of land and other assets; (vii) resettlement of the affected households; (viii) special provisions for assistance to poor women and vulnerable groups; (ix) training/livelihood programs for income and livelihood restoration; (x) project benefits for “host” villages; (xi) management information system for processing resettlement benefits, monitoring and evaluation; and (xii) involvement of NGOs in RP implementation – which has influenced many other projects. Involuntary resettlement has also been successfully addressed.

According to the initial field screening, no tribal people are expected to be affected by the project. However, if tribal people are identified during census and socio-economic survey, a separate IPP plan will be prepared following the guidelines of ESS 3 and thus detailed legal framework will be described.

2.2.2 AIIB POLICIES

AIIB has a policy in the form of "Environmental and Social Standards (ESS)" for the purpose of addressing issues relating to environmental and social sustainability as AIIB considers it as a fundamental aspect of achieving outcomes consistent with its mandate to support infrastructure development and enhance interconnectivity in Asia. The objective of this overarching policy is to facilitate achievement of these development outcomes, through a system that integrates sound environmental and social management into Projects. AIIB has three associated environmental and social standards (ESSs), which set out more detailed mandatory environmental and social requirements relating to the following:

- ESS 1: Environmental and Social Assessment and Management (ESS 1);
- ESS 2: Involuntary Resettlement (ESS 2);
- ESS 3: Indigenous Peoples (ESS 3)

ESS1 applies to ensure the environmental and social soundness and sustainability of Projects and to support the integration of environmental and social considerations into the Project decision-making process and implementation and If any project is likely to have adverse environmental risks and impacts or social risks and impacts (or both). The scope of the environmental and social assessment and management measures are proportional to the risks and impacts of the Project. ESS 1 provides for both quality environmental and social assessment and management of risks and impacts through effective mitigation and monitoring measures during the course of Project implementation.

AIIB follows internationally applicable principles in case of any involuntary resettlement. AIIB carefully screens each and every project to determine whether or not it instigates any involuntary resettlement due to the project interventions. This includes both physical and economic displacement, as defined in the Environmental and Social Standards (ESS) 2: ‘Involuntary Resettlement’ under AIIB’s Environmental and Social Framework (Approved Feb, 2016; Amended Feb, 2019).

ESS 2 clearly acknowledges that there are cases where no alternatives can be found to avoid involuntary resettlement. In such cases, AIIB requires the Client to ensure that resettlement activities are conceived and carried out as sustainable development programs. The Client is required to provide sufficient resources to ensure that the people who are made to face involuntary resettlement share the benefits of the project.

In case of any involuntary resettlement, the RHD is required to prepare a Resettlement Policy Framework (RPF) and/or Resettlement Plan (RP) that it is proportionate to the extent and degree of impacts of a

Social Impact Assessment (SIA)

project. The degree of impacts is determined by (a) the overall scope of displacement – both from economical and physical standpoint, and (b) the extent of vulnerability of the PAPs. A wider analysis of social risks associated with the project and their impacts is complemented by the RP for a comprehensive Social Impact Assessment (SIA) of the project. The RPF as well as the RP for a project set out the principles to be followed to ensure that impacts associated with involuntary resettlement, including but, not limited to – any land acquisition from, the land use rights changes of, any displacement of, and the need for livelihood restoration of the PDPs are mitigated so as to ensure Project Affected Peoples (PAPs) are no worse off and where possible their lives are improved as a result of the resettlement.

As specified in the Environmental and Social Framework (2019), AIIB recognizes that a considerable part of the population in the countries in which the Bank operates live without land title or recognized land rights. AIIB recognizes people without land title or legal rights to land are eligible for compensation. The AIIB requires the Client to ensure that these people receive resettlement assistance and compensation for loss of non-land assets; the procedure to ensure such would have to be in accordance with the cut-off dates will be established in the RP for the proposed project. Additionally, the Bank requires the Client to include these people in the resettlement consultation process.

ESS 3 applies if Indigenous Peoples are present in, or have a collective attachment to, the proposed area of the Project, and are likely to be affected by the Project. The term Indigenous Peoples is used in a generic sense to refer to a distinct, vulnerable, social and cultural group possessing the following characteristics in varying degrees: (a) self-identification as members of a distinct indigenous cultural group and recognition of this identity by others; (b) collective attachment to geographically distinct habitats or ancestral territories in the Project area and to the natural resources in these habitats and territories; (c) customary cultural, economic, social or political institutions that are separate from those of the dominant society and culture; and (d) a distinct language, often different from the official language of the country or region. In considering these characteristics, national legislation, customary law and any international conventions to which the country is a party may be taken into account. A group that has lost collective attachment to geographically distinct habitats or ancestral territories in the Project area because of forced severance remains eligible for coverage, as an Indigenous People, under ESS 3.

All AIIB funded Investment Project Financing are required to follow the Environmental and Social Framework (ESF) consisting three (3) Environmental and Social Standards (ESS). These ESSs set out their requirements 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 outcomes through ongoing stakeholder engagement.

Section below discusses the relevance of ESF Policy, each of the three standards and associated Directives; their requirements are tabulated in Table 2.2.

Table 0.1: Applicability of the AIIB ESS to the Project

AIIB ESS Policy, Standards	Objectives	Requirements	Relevance to the sub-project/project and Actions to be taken
<p>ESS-1 Environmental and Social Risks Assessment and Management</p>	<p>To conduct an environmental and social assessment relating to these risks and impacts, and design appropriate measures to avoid, minimize, mitigate, offset or compensate for them, all as required under ESS 1. 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</p>	<p>The types of E&S risk and impacts that should be considered in the environmental and social assessment. The use and strengthening of the Borrower’s environmental and social framework for the assessment, development and implementation of AIIB financed projects where appropriate.</p> <p>Relevant GoB Laws/Regulation (a)ARIPA 2017 (b)Bangladesh Labor Act 2006</p> <p>Gaps (i)The SIA screening and scoping study may not comprehensively cover all of the AIIB- ESS in their analysis (Stakeholder engagement is carried out during the SIA preparation. However, the nature of the stakeholder engagement is limited in scope. The SIA report is also not publicly disclosed (ii) The ARIPA 2017 do not require to consider vulnerability or significant impacts.</p>	<p>(I)Project components will be thoroughly screened to ensure that they are covered by and meet the requirements of ESS and Government laws and regulation. (II) E&S risks and Impacts have been identified based on surveys and consultations with primary stakeholders including communities and implementing agency (II) SIA, RPF, EIA and RP will be prepared based on the screening and survey outcomes</p>
<p>ESS-2 Involuntary Resettlement</p>	<p>Avoid or minimize involuntary resettlement by exploring project design alternatives. Avoid forced eviction. Mitigate unavoidable adverse impacts from land acquisition or restrictions on land use by providing compensation at replacement cost and assisting displaced persons in their efforts to improve, or at least restore, livelihoods and living standards to pre-displacement levels or to levels prevailing prior to the</p>	<p>Applies to permanent or temporary physical and economic displacement resulting from different types of land acquisition and restrictions on access. Does not apply to voluntary market transactions, except where these affects third parties. Provides criteria for “voluntary” land donations, sale of community land, and parties obtaining income from illegal rentals. Prohibits</p>	<p>Land will be required for widening, upgradation works in identified corridors and possibly for rehabilitation corridor works,</p>

AIIB ESS Policy, Standards	Objectives	Requirements	Relevance to the sub-project/project and Actions to be taken
	<p>beginning of project implementation, whichever is higher. Improve living conditions of poor or vulnerable persons who are physically displaced, through provision of adequate housing, access to services and facilities, and security of tenure. Conceive and execute resettlement activities as sustainable development programs.</p>	<p>forced eviction (removal against the will of affected people, without legal and other protection including all applicable procedures and principles in ESS 2). Requires that acquisition of land and assets is initiated only after payment of compensation and resettlement has occurred. Requires community engagement and consultation, disclosure of information and a grievance mechanism.</p> <p>GoB Laws and regulation Acquisition and Requisition of Immovable Property Act, 2017</p> <p>Gaps</p> <ul style="list-style-type: none"> (i)Preparation of SIA and RP not required (ii)Does not provide compensation or assistance to those who are none-title holders (iii)Does not have provisions to include transitional allowances for the restoration of livelihoods for informal settlers (iv) focused on cash compensation which may be viewed as a short-term strategy, however involuntary resettlement can cause long term impacts. ARIPA does not include sustainable or inclusive developmental objectives (v) No special provisions specific groups such as the vulnerable groups of the population (vi) Valuation of lost asset is not based on replacement cost principle 	<p>curve/geometric improvements, blind spots, etc. Hence impacts on land, private and community owned assets including structures, trees and crops within existing and proposed ROW is likely. Physical and economic displacement too is very likely.</p> <p>l)Important gaps (between ESS and GoB policy) exist in terms of determination of compensation, identification of non-titleholders, cut-off dates for non-title holders and valuation of structures with depreciation. These gaps, along with other short- and long-term measures will be included in the RP.</p>

AIIB ESS Policy, Standards	Objectives	Requirements	Relevance to the sub-project/project and Actions to be taken
<p>ESS-3 Indigenous-Peoples</p>	<p>Ensure that the development process fosters full respect for affected parties’ human rights, dignity, aspirations, identity, culture, and natural resource-based livelihoods. Promote sustainable development benefits and opportunities in a manner that is accessible, culturally appropriate and inclusive. Improve project design and promote local support by establishing and maintaining an ongoing relationship based on meaningful consultation with affected parties. Obtain the Free, Prior, and Informed Consent of affected parties in three circumstances. Recognize, respect and preserve the culture, knowledge, and practices of Indigenous Peoples, and to provide them with an opportunity to adapt to changing conditions in a manner and in a timeframe acceptable to them.</p>	<p>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. The option to use different terminologies for groups that meet the criteria set out in the Standard. The use of national screening processes, providing these meet AIIB criteria and requirements. Coverage of forest dwellers, hunter gatherers, and pastoralists and other nomadic groups. Requirements for meaningful consultation tailored to affected parties and a grievance mechanism. Requirements for a process of free, prior and informed consent in three circumstances.</p>	<p>This ESS will identify the measures to minimize disruption of the livelihoods due to the project development. Currently no Indigenous person has been identified.</p>

2.3 Gaps between GoB policies and AIIB ESS2, and gap filling measures

A brief description of the gaps between the Government laws and AIIB policy along with the summary of gaps and gap-filling measures is presented below:

- ✓ The Act 2017 does not recognize unauthorized occupants on the Government land and there is no clear indication about avoiding or minimizing displacement. AIIB policies strongly require avoidance or at least minimization of adverse impacts through exploring project alternatives.
- ✓ The adverse social impacts are not fully addressed by the Act 2017– for instance, there are no provisions to ensure that the compensations for resettlement and/ or relocation of the PAPs are adequate as the amounts of compensation are based on hard-rules and not on project basis; AIIB policies on the other hand, require to enhance, or at least restore, the livelihoods of all affected persons in real terms relative to pre-project levels by screening the social impacts in a case by case process based on project benefits, project location, project type etc. The Act has no provision of resettlement assistance for restoration of livelihoods of affected persons except for legal compensation.
- ✓ The Act 2017 pays no attention to public consultation, stakeholders' engagements in project planning and execution and to monitoring of project affected persons. AIIB policies require meaningful consultation with the affected people and other stakeholders to disseminate project goals and objectives to obtain stakeholders' views and inputs in project planning and implementation.
- ✓ The Act 2017 provides a number of mechanisms for grievance redress in respect of individual interests in the property and issues related to compensation which get raised with the DC. But there is no provision to hear other resettlement related grievances arising from loss of livelihoods, loss of access to public infrastructure, damages to property causing from acquisition and construction related impacts. RHD will establish a grievance redress mechanism at the local level which is easily accessible and immediately responsive; which includes a variety of stakeholders including the DC.
- ✓ Finally, AIIB policies pay special attention to gender issues and vulnerable groups in the resettlement processes, particularly the non-titled and the affected poor households. The policy gaps have been bridged by additional project-specific measures adopted in the RP. While dealing with compensation, replacement cost (for lost assets and income), and rehabilitation and livelihood assistance, PAPs with no legal rights will be taken into consideration as well. The measures will include improvement or at least restoration of the PAPs standard of living at pre-project level. Special attention will be given to vulnerable groups including those below the poverty line, the landless, the elderly, the women and the children, indigenous peoples and those without legal title to land. In sum, the added measures in this Project fully comply with AIIB's policy of involuntary resettlement - Environmental and Social Standard 2. Following Table provides a summary of the key measures taken to comply with AIIB Policy requirements.

Table 2.3 : Comparison between GoB laws and AIIB ESS 2

Sl. No.	AIIB ESS2	Acquisition and Requisition of Immovable Property Act, 2017	Gaps Between Act 2017 and AIIB's ESS2 and Actions to Bridge the Gap
1.	Involuntary resettlement should be avoided wherever possible.	Not defined in the Act	Act 2017 does not deal with the minimization of involuntary resettlement. However, the government uses this approach as a standard practice.
2.	Minimize involuntary resettlement by exploring project and design alternatives.	Not so clearly defined in the Act. Places of worship, graveyard and cremation grounds are not to be acquired for any purpose, unless the acquisition of these places is deemed unavoidable for the best of interest of the people.	Though Act 2017 does not deal with these issues and does not comply with AIIB ESS2, as the Act 2017 has no strong provision for minimizing adverse impacts on private property or common resources, and does not deal with alternate design, analysis of the alternatives and no project scenario has been identified according to DoE and AIIB ESS1 requirement.
3.	Conducting census of displaced persons and resettlement planning	The Act 2017 spells out that upon approval of the request for land by the office of the deputy commissioner, the acquiring and Requiring body staff will conduct the physical inventory of assets and properties found in the land. The inventory form consists of the name of person, quantity and quality of land, asset assets affected, and the materials used in the construction of house. The cut-off date is the date of publication of notice that land is subject to acquisition, and that any alteration or improvement thereon will not be considered for compensation.	The Act 2017 does not require the coverage of the census survey. It only reflects the inventory of losses which is more in physical terms and only includes the names of the owners, etc. The AIIB policy spells out a detailed census through household surveys of displaced persons in order to assess the loss of income and vulnerability of the persons going to be affected by land acquisition but also population displacement and other entitlements as per the entitlement matrix. The RPF fills this gap by incorporating the need for a census survey for the displaced persons.
4.	Carry out meaningful consultation with displaced persons and ensure their participation in planning, implementation, and monitoring of resettlement program.	Section 3 of the ordinance provides that whenever it appears to the DC that any property is needed or is likely to be needed for any public purpose or in the public interest, he shall publish a notice at convenient places on or near the property in the prescribed form and manner stating that the property is proposed for acquisition.	The Act 2017 does not directly meet AIIB ESS2. This section of the ordinance establishes an indirect form of information disclosure/public consultation. However, it does not provide for public meetings and project disclosure, so stakeholders are not informed about the purpose of land acquisition, its proposed use, or compensation, entitlements, and special assistance measures. The RPF deals with the proper consultation process, which involves all stakeholders (DPs, government department/line agencies, local community, NGO, etc.), and the consultation will be a continuous process at all stages of the

Sl. No.	AIIB ESS2	Acquisition and Requisition of Immovable Property Act, 2017	Gaps Between Act 2017 and AIIB's ESS2 and Actions to Bridge the Gap
			project development, such as project formulation, feasibility study, design, implementation, and post-implementation, including the monitoring phase.
5.	Establish grievance redress mechanism.	Section 4 allows the occupant of the land to raise objections in writing. These should be filed to the DC within 15 days of the publication. The DC will then hear the complaints and prepare a report and record of proceedings within 30 days following expiry of the 15-day period given to DPs to file their objections.	The section 4 provision is consistent with AIIB's grievance and redress policy. The RPF has a special provision for grievance procedures, which includes formation of a grievance redress committee, appointment of an arbitrator, and publication of the notice of hearings and the scope of proceedings. The APs can raise any grievances relating to LA&R issues.
6.	Improve or at least restore the livelihoods of all displaced persons.	The Act 2017 does not address the issues related to income loss, livelihood, or loss of the non-titleholders. This only deals with the compensation for loss of land, structures, crops and trees, etc. for the legal titleholders.	Act 2007 does not comply with AIIB ESS2 as there is no provision to assess the impacts on incomes and livelihood from the loss of employment and business, or to restore lost incomes and livelihoods. The RPF keeps the provision for a census survey that will have the data on the loss of income and livelihood, and the same will be compensated as per the entitlement matrix for both physically and economically displaced persons.
7.	Land-based resettlement strategy	The Act 2017 does not address these issues.	The Act 2017 does not meet the requirement of AIIB ESS2. The RPF proposes the land-for-land compensation as its priority if feasible. Attempt will be made to find alternative land for the loss of land in case it is available and if it is feasible, looking at the concurrence of host community and land value. However, this option may be a difficult proposition, considering the urban development projects in Bangladesh.
8.	All compensation should be based on the principle of replacement cost.	The Act 2017 states that the deputy commissioner (DC) determines the amount of compensation by considering: (i) the replacement cost of the property based on the average sale value of last 12 months preceding the publication of 1st notice of acquisition; (ii) the damage to standing crops and trees; (iii) damage by severing such property from the other properties of the person occupying the land; (iv) adverse effects on other properties,	Act 2017 is largely consistent with AIIB ESS2. However, there are differences in the valuation of land and prices of affected assets, where AIIB prescribes the use of current market rates in the project area. Act 2017 does not ensure replacement cost or restoration of pre-project incomes of the displaced persons. The RPF addresses all these issues and spells out a mechanism to fix the replacement cost by putting in an independent evaluator who will be responsible for deciding the replacement cost, taking into consideration the Current Market Price and titling cost of the land.

Sl. No.	AIIB ESS2	Acquisition and Requisition of Immovable Property Act, 2017	Gaps Between Act 2017 and AIIB's ESS2 and Actions to Bridge the Gap
		immovable or movable, and/or earnings; and (v) the cost of change of place of residence or place of business. The DC also awards a sum of 50% on the replacement cost of the property to be acquired.	
9.	Provide relocation assistance to displaced persons.	If DC considers that the structure can easily be transferred, he/she will give relocation cost but not cash compensation under law,	The Act 2017 does not define the additional relocation assistance to displaced persons, other than the compensation for the direct loss of land and property. Hence, Act 2017 does not comply with AIIB ESS2. The RPF provides the eligibility and entitlement for the relocation of the displaced persons in the form of relocation assistance, which includes shifting allowances, right to salvage materials, and additional transitional assistance for the loss of business and employment.
10.	Ensure that displaced persons without titles to land or any recognizable legal rights to land are eligible for resettlement assistance and compensation for loss of non-land assets.	The Act 2017 does not have this provision.	The Act 2017 is not consistent with the requirements of AIIB's ESS2. This is a major difference in the national law/policy compared to that of AIIB. The Act 2017 only takes into consideration the legal titleholders and ignores the non-titleholders. The objective of the RPF is to ensure that compensation and assistance is provided to all displaced persons, whether physically displaced or economically displaced, irrespective of their legal status of land on which the structure is built. The end of the census survey will be considered to be the cut-off date, and displaced persons listed before the cut-off-date will be eligible for assistance.
11.	Disclose the resettlement plan, including documentation of the consultation in an accessible place and a form and languages understandable to affected persons and other stakeholders.	The ordinance only ensures the initial notification for the acquisition of a particular property	There is no requirements under the Act, of disclosure of the RPF, whereas the AIIB's ESS2 requires disclosure. This RPF will ensure that the resettlement plan for each project, along with the necessary eligibility and entitlement will be disclosed to the DPs in the local language (Bangla), in the project location and concerned government offices, and the same resettlement plan will also be disclosed on the executing agency's website and on the website of AIIB.

Sl. No.	AIIB ESS2	Acquisition and Requisition of Immovable Property Act, 2017	Gaps Between Act 2017 and AIIB's ESS2 and Actions to Bridge the Gap
12.	Conceive and execute involuntary resettlement as part of a development project or program. Include the full costs of resettlement in the presentation of project's costs and benefits.	The Act 2017 has a provision to include all the costs related to land acquisition and compensation of legal property and assets. However, it does not take into account the costs related to other assistance and involuntary resettlement.	The Act 2017 partially meets the requirement of AIIB ESS2 as it only deals with the compensation pertaining to land acquisition. The resettlement framework provides the eligibility to both titleholders and non- titleholders with compensation and various kinds of assistance as part of the resettlement packages, and the entire cost will be the part of the project cost.
13.	Pay compensation and provide other resettlement entitlements before physical or economic displacement.	The Act 2017 has the provision that all the compensation will be paid prior to possession of the acquired land by EA.	The Act 2017 meets the requirement of AIIB ESS2.
14.	Monitor and assess resettlement outcomes, and their impacts on the standards of living of displaced persons.	This is not so clearly defined in the Act 2017.	The Act 2017 does not comply with AIIB ESS2 The RPF has a detailed provision for a monitoring system within the executing agency. The executing agency will be responsible for proper monitoring of the resettlement plan implementation, and the internal monitoring will also be verified by an external monitoring expert.

2.4 Brief overview of labor legislation: terms and conditions

Standards for labor and Working Conditions are defined in Bangladesh Labor Act, 2006 (amendments in 2013 and 2018) and Bangladesh Labour Rules 2015 and Occupational Health and Safety Policies 2013. Bangladesh Labor Act, 2006 is a comprehensive legislation. The Act addresses three areas: (i) Conditions of service and employment including wages and payment, establishment of Wages Boards, employment of young people, maternity benefits, working hours and leave; (ii) health, safety, hygiene, and welfare, and compensation for injury; and, (iii) trade unions and industrial relations. Beside this, due to ongoing pandemic of COVID 19 World Health Organization (WHO) and Directorate General of Health Services (DGHS), under the Ministry of Health and Family Welfare, provided guideline 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 issuance of the gazette the government has got a legal power to take action against the people not following the government's direction that relates to COVID 19. The 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.

Table 2.4: Analysis of AIIB-ESS 1 with Provisions in Bangladesh Labor Act, 2006 (including its amendment till 2018)

SL	ESS-1 & Topic	Bangladesh Labor Act 2006 (amendment 2018)
a.	Working conditions and management of labor relations -Written labor management Procedures Nondiscrimination and equal opportunity -Timely Payment -Working Hour and over time -Minimum Wages -Regular leave and benefit	-The Labor Act does not specifically require that development be assessed and reviewed in terms of labor and working conditions before approval. -The Labor Act does not require development projects to prepare Labor Management Plans/Procedure. -Section 195-made it unlawful to discriminate against any person in regard to any employment, promotion, condition of employment or working condition; -Section 123 – wages shall be paid before the expiry of seventh working day after the last day of wage period in respect of which the wages are payable. -Section 102 – maximum working hours in a week is restricted to 48hours, but as of section 108 workers working over 48hrs will be entitled to extra allowance for overtime which would be twice the ordinary basic wage rate.
b.	Right of Woman -Maternity Pay	Section 46 – maternity leave and benefit applicable for women workers who are employed for not less than six months immediately preceding the day of her delivery and no maternity benefits shall be payable if at the time

SL	ESS-1 & Topic	Bangladesh Labor Act 2006 (amendment 2018)
		of her confinement she has two or more surviving children.
c.	Protecting the work force - Child labor - Forced labor	The Bangladesh Labor Act, 2006 Section 34- No child shall be employed to work in any occupation. Section 44- Anyone under the age 14 is considered as child and less than 18 but over 14 is considered as adolescent. But child over 12 years of age can be employed for light work. Section 37- this suggests a fitness certificate required for adolescents to get employed. Forced Labor Convention, 1930 ratified by Bangladesh on 22.06.1972 -Forced Labor is prohibited in Bangladesh. The country's Constitution prohibits forced labor
d.	Grievance mechanism- GRM should be in place for direct and contracted workers	Section 33 provides a complete procedure of grievance where it is vividly described of whom to complaint and also the actions of employer regarding enquiries and the actions to be taken by the labor court. In case of any grievance against his employer relating to his apprenticeship and if it is not redressed by the employer, applies to the competent authority for redress, and shall abide by the decision of the competent authority, Section 280 (f).
e.	OHS- Detailed Procedure required for each and every project. - Requirements to protect workers, train workers, document incidents, emergency preparation, addressing issues; - Monitor OSH performance	-The Labor Act does not specifically require that development be assessed and reviewed in terms of OHS requirements before approval. - The Labor Act does not require development projects to prepare OHS Plan. The Bangladesh Labour Act, 2006 Section 79- vividly states that any hazardous operations to be declared beforehand and prohibits employment of any women, children, adolescent or any unfit person for such jobs. Section 80- In case of accidents or any loss of life or bodily injury in project site, the employer is obliged to inform the Inspector within two working days.

SL	ESS-1 & Topic	Bangladesh Labor Act 2006 (amendment 2018)
		<p>Section 89- first aid appliances to be strictly maintained and provided as to be readily accessible during working hours.</p> <p>Section 91 to section 94 includes the facilities to be provided to workers during working hours, namely canteens, washing facility, shelters, rooms for children under age 6 of women workers.</p> <p>Section 99- it is compulsory for establishments wherein minimum two hundred (200) permanent workers are employed, to introduce group insurance.</p> <p>Section 150- in case of injuries of workers caused by accident in the course of employment, the employer shall be liable to pay any compensation in accordance with certain provisions.</p>
f.	Age of Employment	As per Bangladesh Labor Act, 2006, no one below the age of 14 (minimum age) will be employed as a labor. A child over the minimum age (14) and under the age of 18 may be employed or engaged in connection with the project only if the work is not likely to be hazardous or interfere with the child's education or be harmful to the child's health or physical, mental, spiritual, moral or social development; an appropriate risk assessment is conducted prior to the work commencing;
g.	Employee assessment - procedure for determination of compliance of the worker of post (the performed work) by assessment of execution of job responsibilities, level of knowledge, skills and professional training.	Section 195-made it unlawful to discriminate against any person in regard to any employment, promotion, condition of employment or working condition;
h.	Freedom of association and collective bargaining	The Bangladesh Labor Act, 2006 Section 176- focuses on the Rights of Workers, guarantees all workers of their right to freely form, join or not join a trade union for the promotion and protection of the economic interest of that worker; and collective bargaining and representation. The procedures for registration of trade unions are set out in detail under Sections 177 and 178 and the requirement for registration are clearly stated in Section 179. The 2006 Act has made a direct provision that if a single trade union remains then that shall be treated as the Collective Bargaining Agent.
l	To anticipate and avoid adverse impacts on the health and safety of project-affected	The Bangladesh Labor Act, 2006, Section 61- Inspectors will assess the condition of building, machinery or plant

SL	ESS-1 & Topic	Bangladesh Labor Act 2006 (amendment 2018)
	<p>communities during the project lifecycle from both routine and non-routine circumstances.</p> <p>To avoid or minimize community exposure to project-related traffic and road safety risks, diseases and hazardous materials.</p> <p>To have in place effective measures to address emergency events.</p> <p>To ensure that the safeguarding of personnel and property or minimizes risks to the project-affected communities.</p>	<p>in an establishment and recommend if any measures are required for handling imminent danger to human life or safety.</p> <p>Section 62- in case of sudden fire, necessary precautions to be taken in advance are well mentioned and provisions of fire exit to be established in buildings are strictly directed.</p>

Chapter Three: Baseline and Socio-economic condition

3.1 Introduction

In the following sections the socioeconomic background of the potential affected people such as demography, literacy, economy, occupation, employment and poverty aspects are presented using both primary and secondary data. RHD has conducted Socio-economic survey (SES) along the proposed AIIB funded proposed road corridor. Team has conducted SES along the phase 1 (Bonpara to Jhenaidah) road corridor and few samples were collected from phase 2 road corridor. The SES data used represents the project-affected households losing their residential structure, business and common property resources. According to the opinion of the affected people, if the four-lane road is constructed socio-economic conditions of the people of this project-influenced area will improve.

This chapter will present the socio-economic profile of the affected HHs. This will include brief description of gender profile, religion, education, income, occupation and affected land area in project intervention. The SES were conducted based on the feasibility design prepared in 2019. However, based on the detailed design, RHD will prepare a Resettlement Plan (RP) where updated socio-economic information's will be provided. The Table 3.1 below shows that 1,660 households comprising of 5,906 people were interviewed during SES and this chapter is prepared based on the HH information's collected from these households. Average household size within the affected HHs is 3.56.

Table 3.1: General Profile of Affected Population

Number of total Households	1,660
Number of total Population	5,906
Average HHs Size	3.56

Source: Census and SES survey, September 2019

3.2 Summary Baseline condition

During preparation of SIA, RHD has conducted 02 consultation meetings and 10 FGD's with different stakeholders including transport owners and users; local administration; local people; Bus track association, local business owners, police, female association etc. consisting of approximately 350 people. Baseline information collected from the consultation meeting are given below:

Table 3.2: Socio-economic baseline of the project area.

Sector	Baseline condition
Transport Sector	According to the local people and administration around 4% HHs are engaged with transport sector. However, income from this sector is not sufficient to maintain normal livelihood. One of the main reasons of low income from this sector is narrow roads and traffics. Local people opined that every year many people die at project districts highway due to road accident. Cent percent of the stakeholders expressed that upgrading two lane road to four lanes will reduce the accident and accelerate the livelihood of the local people to improvements.
Local business and agriculture	Around 50% of the local business depends on the agriculture products as expressed by local businessmen. Wholesalers are buying different types of agricultural crops like banana, eggplant, onion, mango and various kinds of sweets. There are also market places

SIA of WeCARE-AIIB

Sector	Baseline condition
	<p>for livestock such as hen, duck, cows, goat, buffalo etc. Businessmen are collecting livestock from local market to send to capital city using the existing RHD road which is very narrow. Due to poor communication system, people have to sell the products to businessmen with a very low price.</p> <p>Currently there are crisis of agricultural inputs like seeds, pesticides, fertilizers, harvesting machines, power tillers, tractors and irrigation equipment's. Local farmers and businessmen believe that proposed four lane RHD roads will improve their marketing network for produced agricultural goods and products; whole sellers can directly purchase agro products from local villages and ensure fair price of the locally produced products; crops intensity and crop productivity will be increased.</p> <p>Moreover, local farmers have to pay more transportation cost carrying non-durable goods like milk, vegetables, and different types of fruits to the upazila and district market places. They have to use non-motorized vehicles like rickshaw, van, bi-cycle etc. for transportation in the RHD road where possibility of accident is high.</p>
Infrastructure	<p>Majority of the infrastructures in the project areas are tin-made (around 70%) which is used for commercial purposes. There are many road side shops will be affected by the project. These roads sides' shops are the main source of livelihood for many low-income people. Among the roadsides structures 70 % are commercial and rest 30% are residential and CPRs. According to the local people majority of the roadside structures are owned by squatters and encroachers.</p>
Health	<p>Currently local people have very limited opportunity to access better health care services due to poor transportation and communication system. During consultation with the female group, it is identified that many married couple are unable to avail family planning; and unable to use ambulance in case of emergency situation. If rural road communications are developed, local people will have better access to health care services, family planning and pregnancy related complications</p>
Education	<p>Many rural students in the WeCARE program area are not interested to enroll themselves to the standard educational institutes due to poor road communications. During rainy season students could not attain to the school. Parents also do not feel secured to send their child to school due to poor communication system, as a result student dropout rate increasing day by day. During consultation meeting, local people opined that better road communication system decrease students drop out rate and parents will feel secured to send their children to school</p>
Employment	<p>There is lack of opportunities for small scale investment in petty business-like trading fruits, vegetables, retailing of fish and agriculture products. Small and marginal farmers are not motivated to produce agricultural products as they don't get fair price. However, If WeCARE program roads are constructed, it is expected that farmers will be able to employ labors from and vulnerable families, transport owners will be increased and they will engage more local people from the vulnerable group. According to the local people, if the RHD roads are constructed, transport system will be developed, new industries will be established, and women participation at different sectors will be increased. Lots of people will be engaged with the commercial activities like transportation business, transporting agricultural products through-out the country. New hotels, restaurant, pharmacy, poultry, hatchery, rice mill, saw mill, oil mill etc. will be established and create jobs.</p>

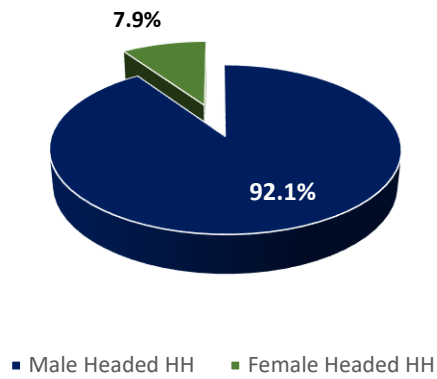
3.3 Demographic Profile of Affected Population

Demographic profile of the affected community has been analysed as a part of socio-economic profile of the project area. This comprises of gender profile and age-sex distribution of the project affected communities. In summary, it can be stated that only 7.9% female HHs against 92.1% male headed HHs. So, in this area male dominated HHs is more which is almost similar to the national average. Age-sex ratio indicates that majority of the population are within the age limit of 30-59.

3.3.1 Gender distribution of Household Heads

The gender distribution of the project area is represented in a pie diagram figure 3.1 in the illustration. It corresponds that only 7.9% of the project affected HHs are headed by female members whereas male headed 92.1% are headed by males. The project area lacks gender parity and this will be further validated by the picture of gender wise population distribution according to education level of the area.

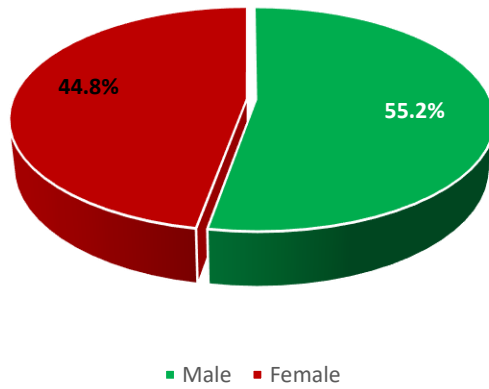
Figure 3.1: HH Gender Distribution in the project area



Source: Census and SES survey, September 2019

3.3.2 Sex Profile of affected population

Figure 3.2: Sex profile of affected HHs

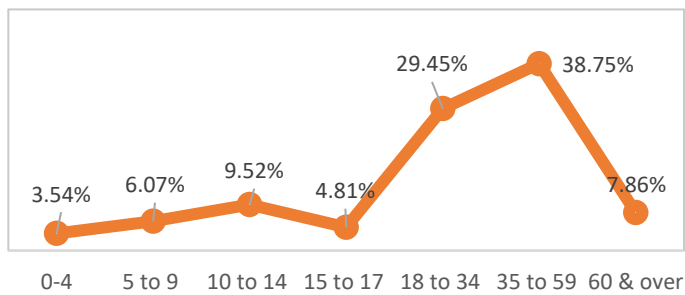


Sex profile of the affected HHs has been illustrated in the figure 3.2. It represents that the percentage of male populations are greater than female in the project area. At project area total of 5906 population will be affected where 55.2% are male and 44.8% are female. The overall male-female ratio of the project area is 100:110, which represents that percentage of female population in the project area is less compared to the male population.

Source: Census and SES survey, September 2019

3.3.3 Affected HH population by Age structure

Figure 3.3: Age-sex distribution of affected population



The figure 3.3 discloses a very remarkable trend in age-sex distribution of the project- affected area. The figure shows that the highest population density has been found within the age limit of 35-59. Then, irrespective of gender, the curve sharply decreases to less than even 20% of the population of its preceding level. It represents that the area has low average life expectancy after 60 years of age and therefore may have health or nutrition issues to be addressed.

Source: Census and SES survey, September 2019

3.4 Socio-Economic Profile of Potential Affected Population

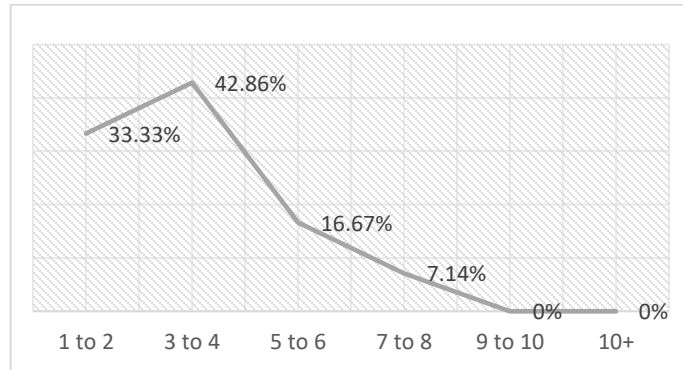
Socio-economic profile of the affected area is analysed based on religion, HH size, level of education, occupation, per capita income and marital status etc. The average HH size is 3.56 and majority percent HHs have 3 to 4 members. A total of 95.4% of the PAPs are followers of Muslim religion. The education level of the project area is in consequence with the national education level; higher number of pupils enters primary and secondary education and the rate then sharply decreases as it comes to higher

education. Unemployment rate is higher in this region as women are mostly housewives and they share the majority of the population as most of the people are married.

3.4.1 Distribution of HH population

Distribution of HH population is presented in the figure 3.4. It indicates that majority of the HHs have 3-4 members. It is interesting that 33.33% HHs have only 1-2 members. HH size of within 9 to 10 members was absent in the area. Therefore, average HH population in this area is not large

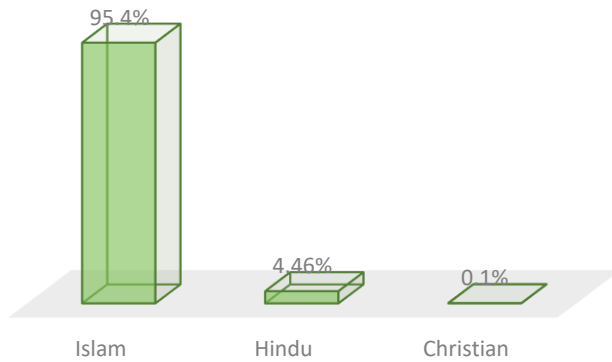
Figure 3.4: Distribution of HH population



Source: Census and SES survey, September 2019

3.4.2 Religion of the affected Population

Figure 3.5: Population distribution by religion



The figure 3.5 represents that most of the project-affected people are following Muslim religion (95.4%). Rest of the people are following Hindu and Christian religion. No other religious people have been found in the project affected area.

Source: Census and SES survey, September 2019

3.4.3 Marital Status

The survey was designed, undertaken and collected data analyzed in a way which adequately identify gender differences and gender specific impacts. Presented in Table 3.3 the distribution of total affected HHs population by marriageable age and their actual marital status; wherefrom is evident that 80.14% of male aged above 21 years is married; compared to 88.50% married female aged 18 years. As against 19.32% unmarried male aged above 21 years, unmarried female aged 18 years or above only 8.40%. While only 0.49% male is widower, female widower is 3.06%. Total 5 persons are married (4 male and 1 female) while there were under legal marriageable age.

Table 3.3: Marital Status of Male & Female population

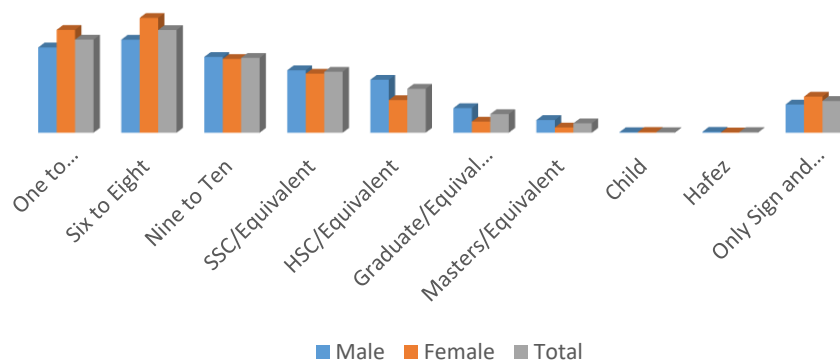
Marital Status	Male Population		Female Population	
	Aged < 21	Aged >= 21	Aged < 18	Aged >= 18
	%	%	%	%
Married	0.31	80.14	0.10	88.50
Unmarried	99.69	19.32	99.90	8.40
Separated	0.00	0.05	0.00	0.00
Widow/widower	0.00	0.49	0.00	3.06
Divorced	0.00	0.00	0.00	0.03
Total	100.00	100.00	100.00	100.00

Source: Census and SES survey, September 2019

3.4.4 Education Level of Affected Population

The figure 3.6 represents that picture of education level in the project area is similar to national level. That rate of population with primary and secondary level education is much higher compared to the pupils completing SSC or HSC, dropout rate continues to grow higher as it comes to higher studies. The total population drops to have passed at SSC and HSC and decreasing rate continues for advanced studies.

Figure 3.6: Level of education of affected population.

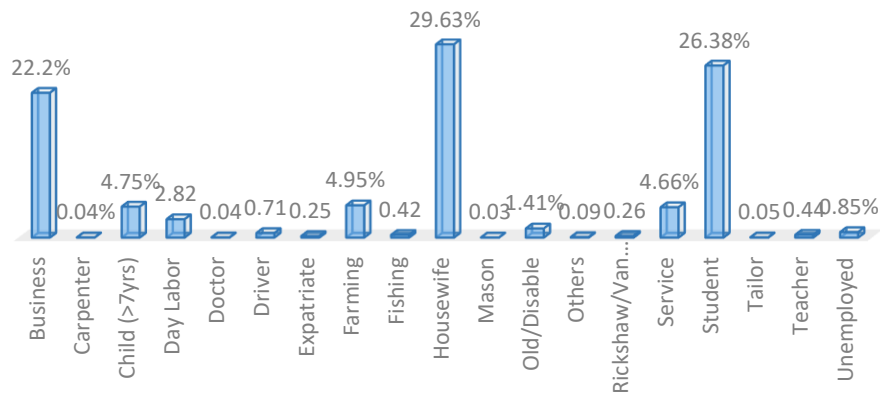


Source: Census and SES survey, September 2019

3.4.5 Occupation of the affected HH population

Figure 3.7 below presents the distribution of total population of the affected HHs; wherefrom is evident that about 40% of total male are engaged in business; while only about 1% female population is engaged in business. About 66% of total female members are housewife, 28% of male and 24% of female members are students. While about 1.16% of male and 0.46% female is unemployed; agricultural farming is main occupation for about 9% male members. Only 0.23% female is reportedly engaged in agriculture.

Figure 3.7: Distribution of Affected People by occupation (15 years and above)

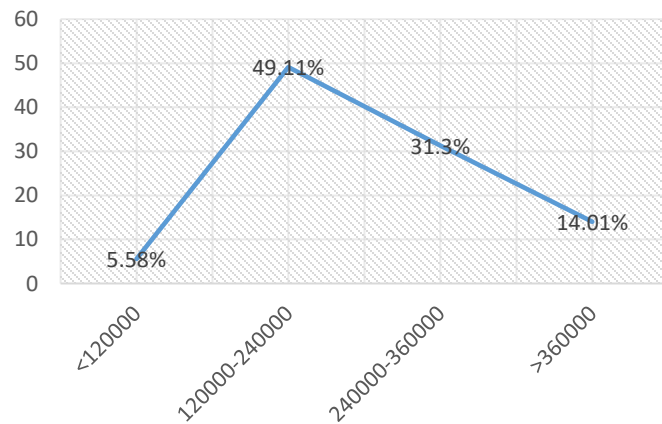


Source: Census and SES survey, September 2019

3.4.6 Income level of the Affected HHs

Figure 3.8: Per capita income of affected HHs

As shown in figure 3.8, the average annual income of the affected HHs is TK 270,017/-; while 5.58% HHs reported their annual income to be less than TK. 120,000/-. While 49.11% HHs are within the range of annual income TK. 120,000/- to TK. 240,000/-; 31.30% HHs belong to TK. 240,000/- to TK. 360,000/- income bracket and 14.01% HHs reported their annual income exceeding TK. 360,000/-.



Source: Census and SES survey, September 2019

3.4.7 Income –expenditure and savings by the affected HHs

Shown the monthly income-expenditure of the affected HHs in Table 3.4, it appears that overall average monthly income of the affected HHs is TK. 22,501/-and average monthly expenditure is TK 17,430/-; leaving a balance of TK 5,071/-per HH.

Table 3.4: Income-Expenditure and Savings by the affected structure owning HHs

Surveyed HH by Gender	Average income (Tk./month)	Average expenditure (Tk./month)	Surplus (Tk./month)
Male	22688	17552	5137
Female	20314	16006	4308
Both	22501	17430	5071

Source: Census and SES survey, September 2019

3.4.8 Affected HHs by amount of own land

Figure 3.9: Distribution of Affected HHs by amount of own land

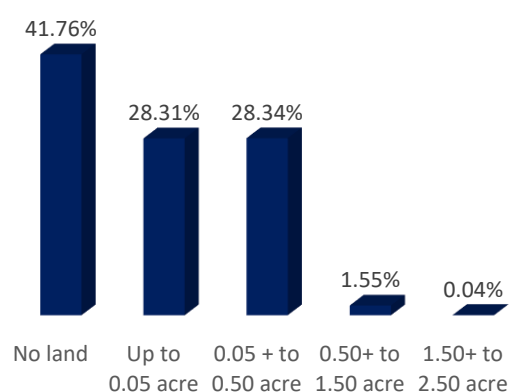


Figure 3.9 shows that out of total surveyed HHs, about 42% HHs do not any own land, about 28% HHs have land ≤ 0.05 acre, about 28% HHs owning 0.05- 0.50 acre and 2% HHs own 0.50- 1.50 acres of land and only 0.04% HHs having land between 1.50-2.50 acres of land.

Source: Census and SES survey, September 2019

3.5 Overall Living Standard and Economic Conditions of the Affected HHs

3.5.1 Accessibility to and Use of Different Civic Amenities

Table 3.5 below presents the average distance and frequencies of most commonly visited civic amenities and service centers nearest to the affected sampled HHs. Notable that 33% of sampled HHs reportedly have children going to primary schools and nearly 41% HHs have members attending secondary schools; which are around 1km away from their houses. About 34% HHs have students attending colleges at 6km distance; while about 64% HHs have any members attending Maqtab/Madrassa at around 2km distance

in average. Among other frequently visited places are the nearest daily Hat/Bazars visited by 39% HHs and weekly markets visited by 1% HHs and the average number of visits thereto are respectively 14 and 6 times per month/HH. District HQs visited by 62% HHs; the average visit per month thereto is about 3 times per month, which is in average about 19km away from their residence. Upazila Sadar is reported to have been visited about 2 times by any member of 8% HHs. The average travel cost per trip, which commensurate with the distance from origin to destination, is highest for travelling to District town (Tk.60). The second highest cost per trip is for travelling to the Upazial Sadar (Tk. 36).

Table 3.5: Average distance and frequency of visits to the nearest common civic amenities and services

Places	Visited by any family member	Ave. distance from the HHs	Ave. frequency of visit per month	Ave. Cost Per Trip
Primary School	33.32%	0.89	17.15	11
Secondary School	41.25%	1.48	11.77	14
College	33.65%	6.10	12.00	30
Maqtab/Madrasha	63.87%	1.89	8.45	10
Daily Hat/Bazar	39.26%	1.45	13.83	14
Weekly Market	1.23%	2.66	5.87	16
District Town	62.42%	18.86	3.29	60
Upazila Sadar	7.63%	9.43	2.52	36
Bus Station	36.25%	1.93	7.20	11
Railway Station	0%	0.00	0.00	0
Launch Ghat	0%	0.00	0.00	0
Post office	1.23%	2.58	1.23	11
Community Health Clinic	39.68%	1.48	1.08	13

Source: Census and SES survey, September 2019

3.5.2 Access to drinking water, sanitation and energy sources

As shown in Table 3.6 below, about 79% of sampled HHs in the project area reported use of drinking water from hand tube wells; while slightly over 11% is covered by piped water supply. 90% of HHs reportedly knows that their drinking water is arsenic free.

Table 3.6: Access to Drinking Water

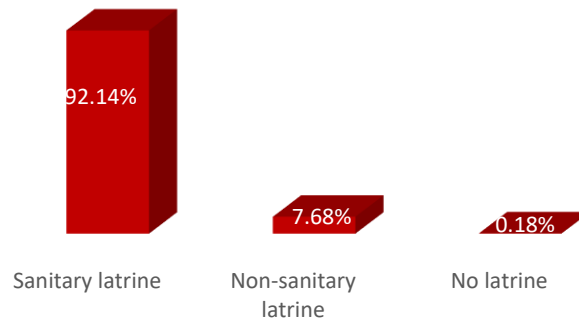
Source of drinking water	No. of HHs (out of 547 sampled HHs)	Percentage (%)	Remarks
Arsenic free water	495	90.49	Remaining is not sure about arsenic existence.
Piped supply	62	11.33	
Hand Tube well	433	79.16	

Source: Census and SES survey, September 2019

3.5.3 Sanitation in project affected area

Figure 3.10: Sanitation Practices of Project Affected HHs

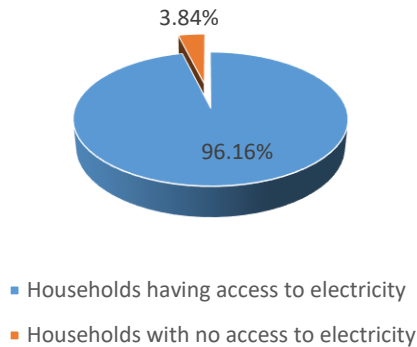
Despite the on-going GoB efforts to ensure safe sanitation of 100% HHs, about 92% HHs along the Project road alignment are presently using sanitary latrines



Source: Census and SES survey, September 2019

3.5.4 Use of Electricity

Figure 3.11: Use of Electricity by Project Affected Households



Over 96% of HHs along the project road alignment has access to electricity supply network.

Source: Census and SES survey, September 2019

3.5.5 Access to financial services and credit facilities

As shown in Table 3.7 below, about 50% of the sampled HHs reported to have account with any Bank and over 58% HHs have any member associated with NGOs—about 23% with of BRAC, 17% with ASA, 10% with BRAC. TMSS with 2.74% are remarkable.

Table 3.7: HHs maintaining Bank Accounts and Associated with NGOs

Check-points	HHs responded reported positive (total sample 547)	
Operating bank account	50.46 Percent	
Have membership with any NGO	Grameen Bank	10.24-
	BRAC	23.22
	ASA	17.73
	Proshika	0.73
	RIK	0.18
	Other's	0.00
	BDS	0.18
	BURO	0.18
	NRA	0.18
	POPI	0.18
	RDRS	0.18
	SETU	0.18
	SKS	1.65
	SST	0.37
TMSS	2.74	

Source: Census and SES survey, September 2019

3.5.6 Vulnerable HHs

Land acquisition will lead to physical and economic displacement at the individual, HH and community levels. However, the impact of land acquisition will have disproportionate impact on vulnerable and disadvantaged groups. Due to land acquisition and civil works, vulnerable groups may lose jobs and other income earning opportunities, land and homestead and forgo social networks with the wider community on whom they might depend. Appropriate long-term mitigation will be devised to eradicate the challenges faced by vulnerable groups or at the minimum ensure that they are at least as well off as before. Vulnerable groups would also include those farmers and individuals who (after acquisition of land) would become small/marginal farmers or landless.

Needs and concerns of the locals including disadvantaged groups like physically challenged individuals were incorporated. All remodeled bus stops shall have universal access (ramp) with railing to aid physically challenged persons. Provision of public amenities like toilets at bus shelter, drinking water, provision of streetlight in settlement areas, road safety during construction particularly at socially sensitive locations such as hospitals, schools, etc. were also incorporated.

3.6 Women Empowerment and Participation in the Project Road Area

Bangladesh over the recent years has made steadfast progress in terms of gender equity and creating awareness about gender-specific roles and rights. Information regarding social conditions of women in the project road area also give an encouraging picture, as presented in Table below; which shows that about 80% of sampled HH heads (mostly male) consult their female counterparts on major issues of their children's education and in 72% cases of their children's marriage. In 76% of HHs women are consulted

with about purchase of important item like cloths, food and any major household equipment/appliances. Degrees of women participation in other family matters are also quite encouraging, as it appears from the below Table 3.8.

Table 3.82: Participation of women in decision-making

Issues	HHs responded affirmative (total sample 1,496)	
	No	%
Expenses on cloths, food, household equipment	393	71.85
Children education, especially for the girls	437	79.89
Children marriage especially for the girls	392	71.66
Important purchase and sales	349	63.80
Seeking treatment from clinic/hospital	459	83.91
Going for shopping at markets	409	74.77
Visit to relatives/parents' house	505	92.32
Access to birth control	496	90.68
Voting liberty	531	97.07

Source: Census and SES survey, September 2019

3.7 Risks of STIs Associated with the Project

Although Bangladesh is still a low prevalence country for HIV/AIDS, the epidemic around the globe as well as high prevalence in the neighboring countries leave Bangladesh at a risk. Exposure to the risk of spreading HIV/AIDS etc. may increase when the aimed wider sub-regional connectivity and anticipated increased public interaction and cross-country migration etc. be achieved after development of the selected road corridors under the proposed road.

Awareness being considered as a prime preventive measure; the survey included a check of respondents' knowledge about STDs and HIV/AIDS in particular. Responses received indicate that most of the respondents (96%) are aware about HIV/AIDS and 87% have knowledge of how these diseases spread. While 89% respondents are optimistic of overall positive impact of development of the road and see very low risk of spreading HIV/AIDS after development of road connecting the neighboring countries, 11% of respondents expressed concern that connectivity with the neighboring countries and consequential frequent cross country mixing of people may increase susceptibility to HIV/AIDS.

Table 3.93: Knowledge about HIV/AIDS

Particulars	Response in percentage (%) of the affected HH	
	Yes	No.
Awareness on HIV/AIDS	95.80	4.20
Knowledge of how it spreads	87.39	12.61
Probable overall impact by the proposed road implementation	Negative	Positive
	10.60	89.40

Source: Census and SES survey, September 2019

3.8 Risks of Human Trafficking

Human trafficking is being another risk may increase along with increased international traffic movement and interactions with neighboring country people, the sample HH respondents were asked if they are aware of why people fall victim of human trafficking and who are the common prey to human trafficking. It appeared from responses that children and women of vulnerably poor community who do not have sufficient knowledge of human trafficking are the main prey of human trafficking. However, about 80% people along the project road alignment seemed to be aware of such traffickers' trick and 69% knows how it happens and are hopeful of escaping the risk of being trafficked.

Table 3.10: Knowledge about Human Trafficking

Particulars	Response in percentage (%) of the affected HH	
	Yes	No.
Awareness on human trafficking	80.44	19.56
Knowledge of how it happens	68.56	31.44

Source: Census and SES survey, September 2019

3.9 Occupational training received and demand thereof

In view of planning income restoration program for affected vulnerable poor HHs, an assessment was made of the job skills training received by any member of their family and what are the others skill any of their family member would like to participate in.

It appeared that about 28% of sampled HHs has any member received any occupational training; while about 23% HHs have any member interested for training on different trades of their choice as shown in Table 3. 11 below.

Table 3.11: HHs with any member received and desired for any occupational training

Fields of occupational training	Percentage (%) of affected HH with any member	
	Received earlier	Desired
Agriculture/Farming	2.01	0.73
Information Technology	0.73	1.10
Business	0.18	0.37
Computer	13.89	5.67
Driving	0.37	0.00
Farm	1.28	0.18
Fish	0.91	2.01
Poultry	3.66	5.48
Tailoring	5.30	7.31
Total	28.34	22.85

Source: Census and SES survey, September 2019

3.10 COVID-19 situation in the project influence area

With the outbreak and spread of COVID-19, people have been mandated by national or local law to exercise social distancing, and specifically to avoid public gatherings to prevent and reduce the risk of the virus transmission. Various restrictive measures have been adopted including some imposing strict restrictions on public gatherings, meetings and people's movement, and others advising against public group events. At the same time, the general public has become increasingly aware and concerned about the risks of transmission, particularly through social interactions at large gatherings.

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>.

Chapter Four: Social Impact Assessment

4.1 Introduction

During preparation of the Social Impact Assessment (SIA), team has conducted SES, census and relevant surveys in 2019. RHD was unable to collect any additional data in 2020 due to the COVID-19 pandemic. All the impact and risk assessment in this chapter are analyzed based on the feasibility design which is currently under upgradation. In addition, the surveys, team has also conducted several consultations and FGD's with different stakeholders. Based on the collected qualitative and quantitative data, this chapter analyses potential impacts and risks following the guidelines of AIIB and government's acts and regulations. This chapter will discuss both potential positive and negative social impacts due to the project interventions.

4.2 Social Impact assessment procedure

The potential project impacts, socio-economic conditions will be assessed based on a Census, socio-economic survey and consultations with all directly and indirectly affected HHs. The extent and magnitude of impacts and data on socio-economic conditions will be collected both at household and community levels through various field surveys and stakeholder's consultation meetings. The survey questionnaires will contain an inventory of losses of each affected household, which will include details of potentially affected structures (i.e. houses), agricultural land, trees and other assets belonging of each household. The survey will also include inventory of businesses/commercial structures as well as public and community structure on the Project right-of-way. Table 4.1 below presents the methodology will be adopted in the surveys/census for data collection for impact assessment and preparation of this SIA.

Table 4.1: Project Impact Assessment Methodology

Unit Level	Data Collection Tools and Techniques
Household Level	<ul style="list-style-type: none"> • Households census/interviews • Inventory of losses survey (structures, trees and other assets) • Inventory of businesses/commercial units • Affected agricultural plots survey • Livelihood assessment survey • Gender assessment survey • Communication needs assessment survey • Impacts of road intersections survey
Community Level	<ul style="list-style-type: none"> • Inventory of community structures • Village profiles for livelihood impact assessment survey • Stakeholders and community consultation meetings • Focus group discussion • Stakeholders meetings with Upazila administration

During preparation of the SIA, RHD together with its consultants visited selected sample sites to identify the initial impacts and risks. During screening and the consultations with different stakeholders, community people opined that construction of RHD roads will dramatically improve the living standards and livelihood opportunities lifestyle of local people with local economy and socio-cultural environs, trade

and commerce, transport development, infrastructure expansion, establishment of small and medium scale industries and urbanization.

During preparation of SIA, RHD has conducted 02 consultation meetings and 10 FGD's with different stakeholders including transport owners and users; local administration; local people; Bus track association, local business owners, police, female association etc. consisting of approximately 350 people.

4.3 Potential Impacts and Risks

Due to the nature and scale of the program, the project is classified as 'A' for environmental and social risks and as defined under bank ESF-ESS1. The risk categorization also takes into account the limited capacity of RHD on E&S risk management, in particular with regard to the provisions of Bank's ESF and specifically, the ESS2.

The potential risk and impacts are analyzed based on the census and SES carried out by RHD in 2019 for same proposed AIIB financed Bonpara to Jhenaidah 66.7 km road. However, the study was conducted based on the feasibility design which RHD is currently updating and the width of the RoW may be increased. Transforming the 2-lane road to 4-lane road will cause many positive and negative impacts. Aside from the positive impacts of the project, land acquisition and consequential displacement of people from their residence, places of work or from means of livelihood might give rise to various physical, economic, social and environmental problems. Displacement may also affect production systems, de-link income sources and productive assets, reduce access to employment opportunities in a new socio-economic environment, etc.; resulting in long-term hardship, impoverishment and environmental damages unless the resettlement and rehabilitation plan is carefully drawn with appropriate mitigating measures and properly implemented with. A huge number of migrant labors will be engaged during the road construction which may cause labor influx.

4.3.1 Impacts on Land acquisition and resettlements

According to the 2019 feasibility study Approximately 477 acres of private land may require to acquire. Project may affect 1660 entities comprising of 5,906 population. Project will affect 51 CPRs, GoB and non-GoB organization. Project will also affect around 80 thousand of government and private owned trees. Overall project interventions may cause both negative and positive livelihood impacts.

- ✓ Among the affected entities, 65% are non-titled
- ✓ Different types of lands will be affected and among them agricultural land will be most affected which is expected more than 65%.
- ✓ 15 types of different structures may be affected. Among them 55% are non-shiftable and 45% are shiftable.
- ✓ Among the affected structures, 90% are residential and commercial
- ✓ 20 types of secondary structures are identified within the proposed RoW which may be affected.
- ✓ Around 80 thousand trees may require to cut-off and among them 85% are on government land

The following table shows summary land acquisition and resettlement impacts which will be updated based on the detailed design. It is expected that 30% of the presented impacts in the table 4.2 will be increased as RHD is expecting to increase the road width than the feasibility study.

Table 4.2: Summary of project impacts on land acquisition and resettlements

SL	Impacts/Types of losses	Jhenaidah	Kushtia	Total
A	Alignment Length and Required Land Acquisition			
1	Total length of alignment /km			67.00
2	Total land required for the project in acre	218.51	258.51	477.02
B	Number of Affected entities without CPR			1,660
1	Affected Residential HHs only	307	149	456
2	Affected Residential & Business HHs only	35	22	57
3	Affected roadside shops and business HHs only (small scale)	744	395	1,139
5	Number of HHs losing secondary structures only	6	1	7
6	Land and Trees affected HHs only	1	0	1
C	Number of affected units other than B			51
1	Affected CPRs	25	19	44
2	Affected Gob. Organization	0	2	2
3	Affected NGO and others office	2	1	3
4	Affected others entities (Large Business)	2	0	2
D	Additional data by categories (already embedded in B and C)			
1	Number of total affected entities (B+C)	1,122	589	1,711
2	Number of total affected Households	1,093	567	1,660
2.1	Number of male headed HHs affected	1,031	552	1,573
2.2	Number of females headed HHs affected	62	25	87
3	Affected Population	3,834	2,072	5,906
3.1	Male	2,144	1,152	3,296
3.2	Female	1,690	920	2,610
3	Average HH size	3.51	3.66	3.56
F	Number of affected Trees (Ex Banana/Bamboo)			
1	Total Number of trees (Ex Banana/Bamboo) on Private Land	4,266	834	5,100
2	Total Number of trees (Ex Banana/Bamboo) on Government Land	24,440	48,249	72,689
3	Total no. of Banana and Bamboo	4,229	210	4,439
G	Total Number of wage laborer affected	76	23	99
1	Number of Employee	69	20	89
2	Unskilled Wage laborers	7	3	10
H	Total Number of Business Owner	696	389	1,085
1	Own Business	541	292	
2	Rental Business	155	97	
H	Total Number of Tenants	158	94	252
1	Number of affected residential tenants	3	0	3
2	Number of affected commercial tenants	155	94	249

Source: Census and SES survey, September 2019

Upgrading existing RHD two lane road to four lane road may traverse through small- and large-scale business, few residential settlements, CPRs, and agriculture land which may involve substantial social

negative impacts and risks at various level during construction and operations. During laying of Optical Fiber Cable (OFC)/utility duct alongside the road corridor to enhance digital connectivity will not require any additional land as it will be laid within in the Row in the four-lane road. Laying duct at the time of road construction would allow for significant cost savings. This program will, in general, discourage land acquisition and will do so only when no alternative are available and adequate mitigation and compensation measures have been put into place for the PAPs. RHD will also try to avoid voluntary land donation, but in cases when this happens, it will be subject to strict scrutiny and prior approval by the AIIB will be required. In all cases, land acquisition, requisition and donation cannot result in a person or household being worse off than pre-project levels and adequate measures will be put into place to compensate the PAPs.

Table 4.3: Potential land Acquisition and Resettlement Impacts and Risks

Type of Probable Losses	Potential Impacts and Risks
Privately Owned Land ✓ Loss of plot or frontage of structures due to acquisition of additional land ✓ Loss of agricultural land/water bodies for natural and cultured fisheries due to additional area for RoW and temporary/permanent working area ✓ Loss of perennial crops, such as fruit trees	✓ Loss of income from agricultural and commercial activities, including fisheries and fruit trees ✓ Disruptions on existing landholdings and resource use ✓ Reduce the farm holding to uneconomic size ✓ Non-availability of similar land for resettlement of the displaced person/households exposing them to the risk of dispersion from own community and also misuse of the compensation money for other purposes ✓ Sufferings due to reduced homestead size ✓ Homestead to the relocated place takes long time to reach the previous standard/facilities
Structure – Commercial ✓ Loss of permanent/temporary business establishments/entities due to expanded RoW and work area acquisition ✓ Loss of structures and/or frontage of business enterprises/establishments	✓ Non-availability of suitable alternative place to relocate the establishment ✓ Difficulties to start business at a new place ✓ Disruption in income loss from business may cause negative impacts without alternative sources of income ✓ Loss of income from mills/factory ✓ Loss of work employment by workers.
Structure – Residential ✓ Loss of own housing structures ✓ Loss of rented residential structures	✓ Difficult to get a new homestead at a suitable place ✓ Disruption/dislocation of utility services and amenities ✓ Shifting or reconstruction of affected structures cause sufferings and damage/loss of properties ✓ Discomfort of living in a new area
Livelihood ✓ Loss of business by owners due to dislocation ✓ Loss of workdays/income by wage earners/employees	✓ Reduced income from business ✓ Reduced household income ✓ Lack of income to support family ✓ Serious hardship of the wage earners at the new place
Social Infrastructure/ Civic Amenities Loss of social infrastructure/ civic amenities like mosques, temples, graveyards, school/colleges, community centres and the like	✓ Difficult to set at a new suitable place ✓ Impact on the quality of social life ✓ Lack of social benefit from community life

During the construction if heavy machineries are required to use private lands on a temporary basis for moving to the sites and affect structures, trees or any other assets, the contractors will require to secure written consent and permission from the land owners. Any construction induced permanent and/or

temporary impacts i. e: damages of crops, trees, structures, and livelihood must be addressed according to the entitlement matrix suggested **with table 5.1.**

WeCARE-RHD project implementation will involve physical displacement of roadside shops, commercial buildings, business enterprises, petrol and CNG filling stations etc. Among the roadside's shops and markets like tea stalls, grocery shop, vegetables motor vehicle repairing shops and mobile vendors etc. will be mostly affected and majority of them are found in temporary sheds made of CI sheet and wood/bamboo. During the field visit, some roadside mobile vendors were identified, who sits in the roadside markets once week or daily basis regularly. These vendors do not own any structures; they can move their baskets, but they will temporarily lose business due to the project.

Non-titled persons (squatters) will receive compensation for lost housing, business and any other productive means or livelihood opportunities lost through relocation. Any damages on the structures or income will be compensated as recommended by PAVC. Majority of the structures used by the vendors and/or squatters shiftable. Moreover, project is paying attention in a way that affected squatters/vendors condition do not get worse off due to project interventions. Vendors do business moving away from one place to another as they use vans or moving vehicle for the business.

4.3.2 Impacts on Labor

The construction of proposed road will entail employment of a significant number of labor especially during construction. The majority percent of labor will be locally hired, with the exception of skilled workers who may not be found in the program areas. For the proposed roads, labor requirements are expected to be more modest and satisfied by local labor. However, potential risks engaged both for the hired skilled and non-skilled workers especially during construction period includes health hazards, poor living condition, accidental hazards risks, etc. Similarly, hiring labor from external area may cause social risk on the local communities includes gender-based violence, price hiking of daily used products/foods, etc. Substantial risks are associated in-terms of hiring child labors or forced labors, and also due to border districts risk associated to the labor trafficking is also very high.

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

Potential labor risks:

- ✓ Safety issues while at work like injuries/accidents/ fatalities leading to even death, while at work;
- ✓ Short terms effects due to exposure to dust and noise levels, while at work
- ✓ Long term effects on life due to exposure to chemical /hazardous wastes
- ✓ Inadequate accommodation facilities at work force camps, including inadequate sanitation and health facilities
- ✓ Non-payment of wages by Employer
- ✓ Non-payment of benefits (compensation, bonus, maternity benefits etc.) by Employer
- ✓ Discrimination in Employment (e.g. abrupt termination of the employment, working conditions, wages or benefits etc.)

- ✓ Engagement of child labor
- ✓ Sexual harassment at work
- ✓ Forced labor trafficking
- ✓ Security of women work force
- ✓ Inadequate facilities for pregnant women and lactating mothers
- ✓ Inadequate facilities for the children of the workforce at workforce camp sites
- ✓ Possibility of Gender based violence as the road shall traverse through sensitive locations such as hospitals, schools, etc. that are near to habitations.
- ✓ Health risks of labor relating to HIV/AIDS and other sexually transmitted diseases
- ✓ Unclear terms and conditions of employment
- ✓ Discrimination and denial of equal opportunity in hiring and promotions/incentives/training opportunities
- ✓ Denial for workers' rights to form workers organizations, etc.
- ✓ Absence of a grievance mechanism for labor to seek redressal of their grievances/issues

4.3.3 Labor Influx

Though project will create substantial number of jobs, it is expected that labor influx will not be significant as the construction will be over the period of 5 years. Most of the unskilled labors will be hired locally. As all the construction will be conducted in the urban areas, it is expected that skilled and unskilled labors will be hired locally. The contractor will be responsible for the accommodation of the stay in labor and ensuring labor travel from off site. Some accommodation on site, water supply and sanitation services, etc will be provided by the contractor. The labor site plan and facilities will be a part of the SMP. A stand alone Labor Management Plan will be prepared by contractors for each project site.

However, this labor influx may raise many complex issues, particularly regarding potential transmission risks for COVID-19 both within the worksite and for nearby communities. These risks are not only from workers that are mobilized from abroad or returning from abroad, but also workers moving from other regions, where it is likely that migrant workers are expected to work on the project. Adverse Social Impacts due to labor influx can be identified as follows:

- ✓ Risk of Social conflict between labors and community people
- ✓ Increased risk of illicit behaviour and crime
- ✓ Influx of additional population and burden on public services
- ✓ Increased risk of communicable disease and burden on local health services
- ✓ Gender Based violence, child labor and school dropout
- ✓ Local inflation of price and increased pressure on accommodation and rent
- ✓ Increased of traffic and related accident

4.3.4 Impacts on Gender and GBV

Gender Based Violence (GBV) risks can intensify within local communities when there are large influxes of male workers from outside the area during the construction period. Such workers often come without their families and have large disposable incomes relative to the local community, and can pose a risk in

terms of sexual harassment, violence and exploitative transactional relationships. These risks are higher where workers come into close contact with the local community, for example on access routes or when living together in remote areas. A large influx of male labour may also lead to an increase in exploitative sexual relationships and human trafficking whereby women and girls are forced into sex work.

During the construction phase, female workers are also vulnerable to various forms of harassment, exploitation and abuse, aggravated by traditionally-male working environments and found that sexual harassment and exploitation are the common features of workplace life. This GBV was committed mostly by coworkers or construction supervisors and was largely due to gendered stereotypes about the sexual availability of female construction workers.

Land acquisition that occurs during the construction phase also increases the risks of GBV. Individuals who make decisions about resettlement and compensation can abuse this power to sexually exploit vulnerable female-headed households. This risk is exacerbated in places where women cannot legally hold land titles and are therefore more easily removed from their land

However, a standalone Gender-Based Violence Action Plan (GVP) action plan & Gender Action Plan (GAP) have been prepared to deal with the such issues. Contractors must address the risk of gender-based violence, through:

- ✓ Mandatory training and awareness raising for the workforce about refraining from unacceptable conduct toward local community members, specifically women. Training may be repeated. All such training should be conducted in Bengali;
- ✓ Informing workers about national laws that make sexual harassment and gender-based violence a punishable offence which is prosecuted;
- ✓ Adopting a policy to cooperate with law enforcement agencies in investigating complaints about gender-based violence;
- ✓ Developing a system to capture gender-based violence, sexual exploitation and workplace sexual harassment related complaints/issues.

4.3.5 Occupational Health and Safety

There are several risks associated with project, especially during the construction period. Several hazards can be encountered while lifting cranes, drilling or using heavy machineries. Beside these, lack of clean and ventilated workspace and fire hazard are also associated risks during the project. OHS risk is likely to be soaring based on previous project experience. The expected risks may lead to personal injury, traffic-related accidents, fall from height, poor working and living conditions of workers, and lack of PPEs. RHD will make arrangements for contractors training on health and safety, records of their compliance have to be inspected monthly and audited bi-annually. The key potential OHS risk associated at construction and operation stages are listed below.

- ✓ Hazardous work and process: risk due to working at heights or in confined spaces, use of heavy machinery, or use of hazardous materials.
- ✓ Accidents or emergencies: exposure to unsafe machineries, flammable chemicals/fuel, construction materials, landslide at workplace.

- ✓ General understanding and implementation of occupational health and safety requirements. Work related diseases (e.g. Allergies, Respiratory problems, Muscular-skeletal disorder, Eye problem), communicable diseases including Sexually Transmitted Infections (STIs)

The risk will be mitigated by contractor, providing personal protective equipment (PPE) for workers, such as safety shoes, helmets, safety vests, masks, gloves, protective clothing, goggles, full-face eye shields and ear protection based on the work requirements. The contractor is obliged of hiring trained operators, using appropriate equipment's, providing appropriate cautions, training of fire extinguishment etc. Workers shall maintain the PPE properly by cleaning dirty ones and replacing damaged ones. PIC will require the contractors to prepare and implement Occupational Health & Safety Plan (OHSP) following the AIIB ESF, Health and Safety (EHS) Guidelines and local legislations.

Chapter Five: Resettlement Planning and R&R Budget

5.1 Principle

This chapter summarizes the resettlement planning procedures. However, a separate Resettlement Policy Framework is already prepared by RHD which details the procedures. The involuntary taking of land results in relocation or loss of shelter; and loss of assets or access to assets or loss of income sources or means of livelihood, whether or not the PAPs must move to another location. Meaningful consultations with the affected persons, local authorities and community leaders will therefore allow for establishment of criteria by which displaced persons will be deemed eligible for compensation and other resettlement assistance. Affected persons will be classified as:

- (i) persons who have formal legal rights to land or assets
- (ii) persons who do not have formal legal rights to land or assets, but have a claim to land or assets that is recognized or recognizable under national law; or
- (iii) Persons who have no recognizable legal right or claim to the land or assets they occupy or use.

Those covered under (a) and (b) above are to be provided compensation for the land they lose, and other assistance in accordance with this SIA and RPF. Persons covered under (c) above are to be provided with resettlement assistance in lieu of compensation for the land they occupy, and other assistance, as necessary, to achieve the objectives set out in this RPF, if they occupy the project area prior to a cut-off date established by the project authorities in close consultation with the potential PAPs, local community leaders and the respective local authorities and acceptable to the AIIB.

Persons who encroach on the area after the cut-off date are not entitled to compensation or any other form of resettlement assistance. All persons included in (a), (b) or (c) above are to be provided with compensation for loss of assets other than land. It is therefore clear that all project affected persons irrespective of their status or whether they have formal titles, legal rights or not, squatters or otherwise encroaching illegally on land, are eligible for some kind of assistance if they occupied the land or had use of it, before the entitlement cut-off date.

5.2 Methods to Determine Cut-Off Date

Cut-off date is the date after which eligibility for compensation or resettlement assistance will not be considered. It will be established to identify the non-land assets that will qualify for compensation and discourage abuse of the mitigation policies by defrauding the project. Date of service of notice under Section 4 of Land Acquisition and Requisition of Property Act (ARIPA 2017) is considered as legal cut-off dates for the land owners. The 1st day of the census survey to be the cut-off date for the squatters and encroachers and recognized as social cut off dates.

5.3 Eligibility Criteria

The SIA stipulates eligibility and provisions for compensating all types of losses (land, crops/trees, structures, business/employment, and workdays/wages). All PAPs including non-titled or informal

dwellers will be compensated for lost assets (crops, structures, trees and/or business losses) and will receive (i) compensation (as required, to match replacement value), and/or (ii) replacement land, structures, seedlings, other resettlement assistance such as shifting allowance, assistance with rebuilding structures, compensation for loss of workdays/income.

The PAPs who are entitled to compensation under the Project include:

- ✓ Persons whose structures are in part, or in total, affected temporarily or permanently by the Project;
- ✓ Persons whose residential or commercial premises and/or agricultural land (or other productive land) is in part, or in total, affected (permanently or temporarily) by the Project;
- ✓ Persons whose businesses are affected in part, or in total, (temporarily or permanently) by the Project;
- ✓ Persons whose employment or hired labor or share-cropping agreement is affected, temporarily or permanently, by the Project;
- ✓ Persons whose crops (annual and perennial) and/or trees are affected in part, or in total, by the Project;
- ✓ Persons whose access to community resources or property is affected in part, or in total, by the Project.
- ✓ Vulnerable and severely affected displaced households will be provided special assistance.
- ✓ Non-titled DPs (e.g., informal dwellers or squatters, DPs without registration details) will receive a livelihood allowance in lieu of land compensation and will be fully compensated for losses other than land;

Other than PAPs, any entities affected by the project within the RoW are entitled for the compensation. If any Common Property Resources (CPR) are affected or unavoidable, according to section 4(13) and 20(1) of ARIPA 2017, CPRs can be acquired or requisitioned. However, before affecting any CPRs all compensation has to be paid and ensure that affected CPRs are reconstructed before dismantling or damaged. For example if any schools are affected by the project, a new school has to be constructed before demolishing the affected school.

Where land is acquired, titled or legal owner will receive compensation for land acquired by the Project at replacement cost. This will be in cash at replacement value or land-for-land with a combination of productive potential, location advantages, and other factors of which is at least equivalent to the advantages of the land taken to the satisfaction of the PAP (of equal size and/or productive value and be satisfactory to the PAP). Non-titled PAPs are not eligible for compensation for land but will receive compensation for assets attached to land and other assistance as required, in lieu of land compensation.

Households headed by single women with dependents and other vulnerable households will be eligible for further assistance to fully mitigate project impacts. **Table 5.1** below presents the Project's entitlement matrix, based on potential losses.

Compensation eligibility will be limited by a cut-off date to be set for each subproject and PAPs who settle in the affected areas after the cut-off date will not be eligible for compensation. They, however will be given sufficient advance notice, requested to vacate premises and dismantle affected structures prior to project implementation. Their dismantled structures will not be confiscated and they will not pay any fine or sanction. Forced eviction will only be considered after all other efforts are exhausted.

5.4 Determination and Payment of Top-up

Where an owner loses lands and other assets in more than one mouza or land administration unit, the person will be counted once, and his/her top-up will be paid as a single amount. The amount of top-up payment to be received by the affected person will be determined by comparing the total amount of CCL paid by the DCs for lands and other assets acquired in all mouzas with the total replacement costs and/or market prices thereof. Top-up payment will be counted in a manner that positive differences will be counted as positive but negative differences will be calculated as zero. But if any PAP produces more than one CCL together (for one category of loss such as land or structure) before the RHD/INGO for top-up payment where one CCL carries positive difference between CCL and RV and another carries negative difference, the top-up amount will be calculated considering both CCL and if there is additional payment found from the calculation the RHD will arrange for payment.

Partial CCL and Top-up Payment: Where DC's CCL payment is not made together for all lands and other assets acquired from an owner due to legal disputes or other reasons, RHD will determine the top-up payment amount for the acquisitions as a whole, but pay on the lands and other assets for which CCL has been paid. Top-up for the rest will be paid whenever the CCL payment is made after resolution of the disputes.

Compensations/entitlements due to the PAPs, including those who are not covered by the ARIPA 2017, but eligible according to this RP and ESS 2, will be paid in full before they are evicted from the acquired private and public lands. Based on the principles proposed for impact mitigation, the following matrix defines the specific entitlements for different types of losses, entitled persons, and the institutional responsibility to implement them.

5.5 Entitlements matrix: Eligible PAPs, Assets and Compensation Guidelines

A detailed entitlement matrix is suggested with the RPF which will be followed during preparation of the RP and updating the budget. All PAPs including non-titled or informal dwellers will be compensated for lost assets (crops, structures, trees and/or business losses) in line with the cut-off date restriction and will receive (i) compensation (as required, to match replacement value), and/or (ii) replacement land, structures, seedlings, other resettlement assistance such as shifting allowance, assistance with rebuilding structures, compensation for loss of workdays/income.

The PAPs who are entitled to compensation under the Project include:

- Persons whose structures are in part, or in total, affected temporarily or permanently by Project activities;
- Persons whose residential or commercial premises and/or agricultural land (or other productive land) is in part, or in total, affected (permanently or temporarily) by Project activities;
- Persons whose businesses are affected in part, or in total, (temporarily or permanently) by Project activities;
- Persons whose employment or hired labor or share-cropping agreement is affected, temporarily or permanently, by Project activities;
- Persons whose crops (annual and perennial) and/or trees are affected in part, or in total, by Project activities;
- Persons whose access to community resources or property is affected in part, or in total, by Project activities.

Entities, businesses, public and social organizations within the RoW affected by Project activities are also entitled for the compensation. According to section 4(13) and 20(1) of ARIPA 2017, if any Common Property Resources CPR are affected, they be acquired or requisitioned. However, before affecting any CPRs all compensation must be paid and ensure that affected CPRs are reconstructed before dismantling or damaging the original structure. For example, if any schools are affected by the project, a new school has to be constructed before demolishing the affected school. For sensitive structures and CPRs like mosques, temples, churches and graveyards, RHD and its consultants will work with the communities and the management committees of these CPRs to decide appropriate measures and relocation schedule. According to the GoB ARIPA 2017, some of these socially sensitive CPRs (churches, temples and graveyards) cannot be acquired by the Project. Only with community consultations and consent, these can be purchased and relocated. If these are not possible, the Project will have to by-pass these structures and choose an alternative RoW. The RPF stipulates detailed eligibility and provisions for compensating all types of losses (land, crops/trees, structures, business/employment, and workdays/wages).

5.6 Land Acquisition and Resettlement Budget

Based on the potential impact data provided in Table 5.2 and the provisions of the Entitlement Matrix, a tentative budget has been prepared as below:

Table 5.2: Estimated Summary Budget for Bonpara to Jhenaidah Road (66.7 km)

Items	Man-month	Total (in USD)
Tentative Land Acquisition and Resettlement cost for phase 1 (67 km)	Approximate	162,942,294
Land acquisition and Resettlement Specialist at RSEC of RHD	24	84,000
Social Safeguard Specialist (PIU level)	24	60,000
Land acquisition Specialist (PIU level)	24	60,000
Gender and GBV Specialist	12	30,000
Consulting firm for RP preparation	Lump-sum	85,000
RP Implementing Agency (INGO/consulting firm) for phase 1	Lump-sum	340,000
External Monitor (over the period of 5 years)	24	85,000
Capacity Building for PSC, PIU, INGO/consulting firm and relevant government agencies	Lump-sum	85,000
Set up cloud based GRM and implementation of GRM including grievance handling cost	Lump-sum	70,000
Total		163,841,294

Chapter Six: Implementation, Supervision and Monitoring of RP

6.1 Introduction

Roads and Highways Department (RHD) under the Ministry of Road Transport and Bridges (MoRTB) is representing the Government of Bangladesh as the Executing Agency (EA) of the WeCARE-AIIB project. RHD is responsible for undertaking all studies, design, and construction of this Project. It will also be responsible for operation and maintenance (O&M) of the project after its completion. RHD is mandated to undertake steps, as per guidelines of the MoRTB and advice of the Government, to secure required funds both from external and internal sources for the implementation of the Project. This chapter describes the summary implementation, supervision and monitoring procedures of RP. RHD has prepared a RPF which detailed all the implementation, and monitoring procedures.

RHD has prepared a RPF following the guidelines of AIIB ESS 2; involuntary resettlement. Once the detailed design is completed, RHD will prepare a Resettlement Plan (RP). For efficient and smooth implementation of the project, suitable institutional arrangements are necessary to manage and implement the RP. WeCARE-RHD Institutional arrangement consist of PSC, PIU, RSEC and PIC. Institutional arrangements required for implementation of Resettlement Plan includes capacity augmentation of RHD head office, RHD field offices, Deputy Commissioners offices, appointment of INGO/consulting firm, formation of various committees like: GRC, PAVC, RAC, etc. The Deputy Project Director at Head Office will function as the Chief Resettlement Officer (CRO). The CRO will have overall responsibility relating to resettlement and rehabilitation policy guidance, coordination, planning, monitoring and reporting. Secretarial Staffs at Head Office will assist the CRO. At the field level, the CRO will be assisted by PIC. Besides, an NGO will be appointed for the implementation of resettlement plan. The resettlement expert of the project Implementation Committee (PIC) would be engaged to carry out internal monitoring and evaluation of the project. External Monitoring Agency will be engaged for the project.

6.2 Resettlement and Relocation Process

The components and subcomponents with physical works/interventions require screening. The social screening will occur during the project preparation stage as a soon as fairly accurate site location(s) is (are) known for the sub-project.

The social screening will provide a preliminary assessment of the potential impacts of the sub-project. PIU with the support of RSEC and PIC will conduct the screening. The screening will help to identify issues which can be verified during field investigations and also provide a preliminary idea regarding the nature, extent, and timing of social issues that would need to be handled during the subsequent stages. It will also help to identify opportunities for avoidance or minimization early in the project cycle so that the design process can be informed appropriately. The screening will also help to identify the scope of further assessments and timeframe required for obtaining the regulatory clearances (if any). If further assessments and plans (such as RP, ARP, etc.) are deemed necessary, these plans will be prepared according to the guidelines provided in RPF.

So, at the identification stage, RHD will conducted screening and following steps will be followed:

Table 6.1: Resettlement Planning, responsibility and timing

Screening and Preparation Step	Responsibility	Timing
Identification of Sub-Project (form provided in Appendix 2 of RPF)	Project Implementation Committee (PIC) and Project Implementation Unit (PIU) together with Social Specialist; Gender Specialist; and Senior Social Specialist.	After identification of potential location(s) in consultations with the local people.
Census, SES, IOL and Property Valuation Survey	Once the project location is identified, RSEC with the support of RP preparation agency will conduct relevant surveys. During the survey, Social and environmental Specialists will conduct consultation meetings with the local people and affected HHs.	Once the locations are identified
Preparation of specific plans and instruments (RP, LAP)	Based on the survey outcomes and qualitative data from the consultation and following the guideline of RPF, RP will be prepared. RHD will also prepare land acquisition plan with the support of implementing NGO/ firms and submit to DC office.	RP/LAP will be prepared and approved before land acquisition started to ensure all land acquisition and involuntary resettlement practices are in line with RP and ESS2
Implementation of RP	Once the RP is approved by ministry and AIIB, PIU will implement the same with the support of INGO/Consulting firm and DC office. AIIB E&S team will review the status of implementation through supervision.	Approximately in three years or as recommended in RP.

6.3 Detailed Assessment and Survey

RHD will conduct census and socioeconomic survey(s), with appropriate socioeconomic baseline data to identify all persons who will be affected by the project and to assess the project's socioeconomic impacts on them. Once the detailed design is finalized, the required social surveys will be conducted by RHD, if necessary, with the support of a consultancy firm or NGO. Based on this survey outcomes, a social impact assessment will be done which will include potential social impacts, income and livelihood of displaced persons and gender-disaggregated information pertaining to the economic and socio-cultural conditions of displaced persons. The project's potential social impacts and risks will be assessed against the requirements presented in this RPF and applicable laws and regulations of the jurisdictions in which the project operates that pertain to involuntary resettlement matters.

The census will cover 100% of affected persons. The purpose of the census is to: (i) register who the potentially affected persons are; (ii) assess their income and livelihoods; and (iii) inventory of their assets affected due to the project; (iv) gender-disaggregated and where relevant ethnicity-disaggregated in case of presence of small ethnic communities, information pertaining to the economic and socio-cultural conditions of displaced persons. Before census survey, consultation must be conducted with all affected households. The purpose of the baseline socioeconomic sample survey of affected persons is to establish monitoring and evaluation parameters. It will be used as a benchmark for monitoring the socioeconomic status of affected persons. The survey will cover at least 30% of affected persons and 20% of significantly affected persons and rest 50% may cover samples from the project impact zone. The survey will also

collect gender-disaggregated data to address gender issues in resettlement. The survey will carry out the following: (i) preparation of accurate maps of the subproject area; and (ii) analysis of social structures and income resources of the population.

As part of the social impact assessment, the RHD will identify individuals and groups who may be differentially or disproportionately affected by the program because of their disadvantaged or vulnerable status. Where such individuals and groups are identified, RHD will propose and implement targeted measures, so that adverse impacts do not fall disproportionately on them and they are not disadvantaged in relation to sharing the benefits and opportunities resulting from development.

The census and socio-economic survey will identify

- The scope and scale of land acquisition and impacts on structures and other fixed assets;
- Any project-imposed restrictions on use of, or access to, land or natural resources;
- Identifying public or community infrastructure, property or services that may be affected;
- Characteristics of displaced HHs, baseline information's on livelihood and standards of living;
- land tenure and transfer systems, including an inventory of common property natural resources from which people derive their livelihoods and sustenance, non- title-based usufruct systems (including fishing, grazing, or use of forest areas) governed by local recognized land allocation mechanisms, and any issues raised by different tenure systems in the project area;
- the patterns of social interaction in the affected communities, including social networks and social support systems, and how they will be affected by the project; and
- Social and cultural characteristics of displaced communities, including a description of formal and informal institutions that may be relevant to the consultation strategy and to designing and implementing the resettlement activities.

6.4 Valuation method

6.4.1 Valuation method for land

In the event of permanent land acquisition of titled land, the first premise is provision of replacement land. In the case where no alternative land is available within a reasonable distance such as to minimize disruption to other aspects of socio-economic life, cash compensation at full replacement value should be provided. This should be valued based on the prevailing market value in the locality to purchase an equally productive plot of land in the same locality. In addition, any associated costs of purchasing the land i.e., taxes, registration fees will need to be included in the compensation.

In addition, the PAP will be compensated for any permanent improvements made to the land (for instance irrigation structures). This will be calculated based on the price of making the permanent improvement at current prevailing market rates for labor, equipment and materials.

Where land lost is only a small proportion of total land owned by the PAP, but renders the remaining land as unusable, the compensation provided should be calculated based on the total land affected (i.e., the actual land lost plus the remaining unusable land). If land is required temporarily, standing crop will be compensated at fully matured market rate or government rate, whichever is higher. The compensation will be paid to the sharecroppers rather than the owner, where the tiller is not the owner (e.g. tenant or share cropper). There will hence be no adjustment in the terms of the rent of share cropping agreement. Aside from the payment for standing crop, the project will ensure that the land is returned to its original form so it is suitable to resume its former use.

6.4.2 Valuation method for structure

Structures replacement values will be based on:

- ✓ Depreciation of the structures are not allowed.
- ✓ Transition allowance will be provided, if a place needs to be rented before new house construction
- ✓ Measurements of structures and detail of materials used.
- ✓ Average replacement costs of different types of household buildings.
- ✓ Structures based on collection of information on the numbers and types of materials used to construct different types of structures (e.g. poles, bricks, rafters, bundles of straw, corrugated iron sheets, doors etc.). Prices of these items collected in different local markets.
- ✓ Costs for transportation and delivery of these items to the acquired/ replacement land or building site.
- ✓ Estimates of construction of new buildings including labor required.
- ✓ Compensation will be made for structures that are (i) abandoned because of relocation or resettlement of an individual or household, or (ii) directly damaged by subproject activities.

6.4.3 Valuation method for trees and crops

The current prices for the crops will be determined taking into account the forest and agricultural department recommended rate and the highest market price, whichever is higher. Where land is rented, 2 seasons or annual crop estimate, depending on the crop will be compensated. Where land is owned, aside from the replacement land or cash compensation for land, the owner will also get compensation for 2 seasons or annual crop estimates depending on the crop. The crops used will be the ones that are currently or have most recently been cultivated on that land. In addition, PAPs will be encouraged to harvest their produce before loss of land. In order to ensure that this is possible, and that appropriate market prices are received for yields, there needs to be consultation beforehand so that harvesting can be properly planned. The value of the labor invested in preparing agricultural land will be compensated at the average wage in the community for the same period of time. The rate used for land compensation should be updated to reflect values at the time compensation is paid.

All the affected trees within the RoW will be identified through census and IOL. For perennial trees, cash compensation at replacement cost is equivalent to current market value given the type, age, and productive value (future production) at the time of compensation. Timber trees will be based on diameter at four feet height at current market value.

Fruit trees will be compensated to the owner based on the price of a replacement sapling along with the annual value of the fruit produced by that tree for the number of years it will take the sapling to reach full maturity, using Government or highest market price, whichever is higher.

6.5 Preparation of RP

The RP will be based on the social impact assessment and meaningful consultation with the affected persons. It will include the results and findings of the census of affected persons, and their entitlements to restore losses, institutional mechanisms and schedules, budgets, assessment of feasible income restoration mechanisms, grievance redress mechanisms, and results monitoring mechanisms. RPs will

comply with the principles outlined in this agreed RPF. Disbursement of compensation payments and entitlements will be made prior to displacement.

RAP will include measures to ensure that the displaced persons are (i) informed about their options and entitlements pertaining to compensation, relocation, and rehabilitation; (ii) consulted on resettlement options and choices; and (iii) provided with resettlement alternatives. During the identification of the impacts of resettlement and resettlement planning, and implementation, the EA will pay adequate attention to gender concerns, including specific measures addressing the need of female headed households, gender-inclusive consultation, information disclosure, and grievance mechanisms, to ensure that both men and women receive adequate and appropriate compensation for their lost property and resettlement assistance, if required, as well as assistance to restore and improve their incomes and living standards. The resettlement plan will specify the income and livelihoods restoration strategy, the institutional arrangements, the monitoring and reporting framework, the budget, and the time-bound implementation schedule. Guideline to prepare a RP is in **Annex 2**

6.6 Institutional Responsibilities

6.6.1 Ministry of Road Transport and bridges (MoRTB)

MoRTB is the Executing Agency of the Project and will have the overall responsibility of ensuring that the social safeguard requirements of the project are satisfied through the Road and Highways Department. The main responsibilities of the MoRTB are to:

- ✓ Ensure that the project, regardless of financing source, complies with the provisions of the SMP, AIB policy and GoB laws and policies
- ✓ Ensure that project implementation complies with government environmental policies and regulations;
- ✓ Ensure that project social management is implemented and reported to the Steering Committee and the financing agency as required.

Formation and Responsibility of PSC: There will be a PSC chaired by the Sr. Secretary/Secretary, MoRTB. The PIU-RHD will report to their Ministerial Project Steering Committee (PSC). PSC will include representatives from ministries, LAR Advisor, division, departments/agencies that are part of overall implementation, coordination, and strategy. PSC will be responsible for: (i) providing implementation advice and operational guidance; (ii) reviewing financial, safeguard implementation and physical progress; (iii) resolving any implementation problems (iv) providing any other necessary direction for effective implementation.

MoRTB approves the SIA of the project prepared by the RHD with the support of the consulting firm / INGO. MoRTB is also responsible for approve different committees like Grievance Redress Committee (GRC), Property Valuation Advisory Committee (PVAC) and Resettlement Advisory Committee (RAC) proposed in the RP through gazette notification.

Formation and Responsibility of PIU: A Project Implementation Unit for RHD will be formed headed by Project Director (PD). PIU will be consist of PD, DPD, Senior Social Safeguard Specialist, Environment Specialist, gender specialist, communication and consultation specialist. PD will be the main responsible person to implement the RHD program. The Deputy Project Director at PIU will function as the Chief

Resettlement Officer (CRO) and keep good coordination with Social and Environmental Circle of RHD(RSEC). The PIU with the support of RSEC will ensure that implementation follows both

Government and Bank rules and regulations. The PIU will be also responsible for: (i) supervising and reviewing preparation, implementation and providing necessary advice for timely delivery; (ii) monitoring and evaluating implementation progress and suggesting necessary course corrections; (iii) resolving issues and conflicts that may emerge during implementation; (iv) facilitation coordination and convergence with other line ministries, division, and departments/agencies; and (v) keeping the PSC apprised on overall performance and key issues relating to the project.

Responsibility of RSEC

There is a dedicated Social and Environmental Circle (RSEC) as a technical wing who is responsible for ES management of all RHD development projects. This RSEC has two divisions namely Environment and Resettlement. The Resettlement division consist of 4 members comprise of one Executive engineer, one sub-divisional engineer and two assistant engineers. There is no dedicated social specialist with this Resettlement division. As RSEC will be the part of PIU, the RSEC will be responsible for overseeing the RP implementation, supervision and monitoring with coordination of PIU Social Specialist/s. RSEC together with PIU is also responsible to monitor CSE to ensure safeguard compliance of the project. Senior Social/Resettlement specialist will keep good coordination with the RSEC to ensure compliance of social due-diligence.

Formation and responsibility of PIC at field level: There will be a project implementation committee (PIC) at field level. The PIU and RSEC will be actively assisted by PIC. PIC will consist of RHD Local Executive Engineer (XEN), Sub Divisional Engineer (SDE), Sub-Assistant Engineer (SAE) and one field level Social Specialist. PIC will be actively assisted by INGO /Consulting Firm and CSC. As first Phase of the program will be implemented into Kushtia and Jhenaidah, PIC will be formed based on the implementation area. The XENs will be directly assisted by the social expert of PIC and CSC.

In respect of non-compliance of legal documents, RHD district and upazila staff from PIC will assess where, and to what extent, this is causing delays in payment of CCL and the INGO/consulting firm will support all affected households including title and non-title to receive compensation and resettlement assistance according to ESS2 AIIB. Where land acquisition will be involved, the RHD XENs and Social Experts with the support of INGO/Consulting firm will coordinate with the respective DC offices. In respect of the valuation of structures and trees, the RHD, through its Social Experts and INGO, will give priority to facilitating and expediting the surveys, and increase its participation in the valuation process by PWD and forest offices by providing equivalent officers in the valuation team. Where there is serious concern about the valuation levels proposed, RHD will take follow up action to achieve a satisfactory outcome.

Responsibility of CSC

The CSC functioning under the RHD will be directly responsible for contract administration and day-to-day project supervision including environmental and social management. The CSC will consist of one social and one environmental expert. The CSC will keep good coordination with PIU, RSEC, PIC and RP implementing NGO/consulting firm on RP implementation and monitoring. The consultants will also support the PIC and PIU to prepare quarterly progress reports which are to be submitted to the RHD, who in turn will submit semi-annual reports to co-financier for review.

Roles and responsibility of RP preparation NGO/firm: RHD will hire NGO/consulting firm to support PIU for preparation of RP. During RP preparation regular coordination with PIU, RSEC and PIC for alignment demarcation, census, socio-economic and IOL survey and RP preparation.

Roles and responsibility of RP Implementing NGO/Consulting Firm: INGO/Consulting Firm will support the PIU, RSEC and PIC when and where required. INGO/Consulting Firm will work closely with PIC. The role of INGO/Consulting Firm will be to facilitate sound implementation of the project. The INGO/Consulting Firm will work as a link between the Project Authority and the affected persons.

Implementation of RP for affected persons will be carried out in eight (8) steps. PIU will ensure implementation of the RP with the support of the INGO/consulting firm.

Step-1: Formation and Preparation

- Organize inception meeting with relevant stakeholders
- Provide safeguard orientation to the team according to ESS 1, ESS 2, and ESS 3
- Capacity building through organizing training and workshop
- Institutional Arrangements & Logistics
- Submit inception report and require approval from RP verification survey

Step-2: Develop Implementation Tools/Mechanism

- Develop tools and materials for information campaign (i.e. Booklet, Leaflet, etc.)
- Develop monitoring tools for implementation progress
- Develop reporting format such as monthly/quarterly/semi-annual/annual
- Develop/update GRC application form
- Develop/update focus group meeting checklist
- Develop format of Entitled Persons file and Entitlement Card
- Develop format of payment debit voucher
- Develop ID card format for the EPs
- Develop computerized Management Information System (MIS)
- Develop internal server for data management, sharing and monitoring

Step-3: Land Acquisition

- Liaise with DC office in case of land acquisition and compensation payment
- Assist DC offices in land acquisition process
- Assist in serving notice under section 4 and Joint Verification
- Assist in serving notice under section 7
- Assist in preparation of LA estimate and award book
- Assist in serving notice under section 8 by DCs
- Assist PAPs in updating record of rights and receiving compensation
- Assist DC office during transfer of land

Step-4: Social Preparation and Information Dissemination

- Formation of focused groups with various occupation groups at the field
- Information campaign
- Disclosure of RP policy
- Regular meetings with affected people for updating record of rights and other documents for receiving compensation from DC office and RHD
- Consult the displaced people to get ready for relocation after getting compensation
- Develop ideas, script, and mechanism for organizing and executing awareness campaign outside the RP implementation
- Organize, follow-up and recap various awareness campaign

Step-5: Payment of Compensation

- Collection of award book from the DC office
- Collection of CCL from PAPs after getting compensation
- Prepare CCL statement as per DC payment
- Devise ID number for each of the entitled persons
- Preparation of EP file and EC
- Preparation indent (EP payment list)
- Opening Bank Account by the APs
- Prepare ID cards for the EPs using photograph
- Calculate Individual entitlement based on category of losses and policy of the RP
- Prepare Debit voucher and other necessary documents for making payment of additional compensation and other benefits
- Payment of additional grants and resettlement benefits
- Assist EPs in producing Grievances, if any

Step-6: Relocation/Resettlement

- Payment of resettlement benefits to EPs
- Assess relocation options of the PAPs and provide facilities in relocation choices
- Assist APs in moving private graves (if requested by the affected households)
- Assist displaced households/EPs in relocation and resettlement
- Support APs in retitling and updating of their record of rights
- Implement Income and Livelihood Restoration Program (ILRP)
- Develop training need assessment report & training materials for ILRP
- Assist to relocate common public property
- Give moral support to affected person in terms of resettlement

Step-7: Establishment of Grievance Mechanism

- Develop cloud based GRM
- Development/finalization of format for grievance cases including
- Assist PAPs in producing grievances
- Conduct meetings on GRM

- Disclose GRM process among the people
- Resolve grievances and report on monthly basis

Step-8: Submission of Progress Report

- Generate progress reports for real-time monitoring of RP implementation progress using user-friendly menu driven software
- Share the draft report with project authority and relevant stakeholders
- Incorporate feedback and response
- Submission of final reports.

6.7 Specialist Responsibility at Construction phase

Senior Social Specialist at PIU and Junior Social Specialist in PIC: The PIU and PIC will have a dedicated Social Specialists to ensure implementation of SIA, RP and other social management responsibilities. Senior Social Specialist will be Dhaka based and Junior Social Specialist will be field based at PIC level. Both of them will maintain liaison with RSEC and other stakeholders during the Project implementation. The Specialists will also monitor construction activities to ensure that social mitigation measures are properly implemented.

Contractor’s social safeguard Officer: The contractor shall have a Social Safeguard Officer on the site who will be responsible to implement all social safeguard, gender and labor issues with the guidelines of PIU/INGO team. PIU with support of social safeguard specialist and INGO will make sure that all contractors workers and counterpart who are involve in project implementation receive both initial and ongoing social safeguard and gender awareness and training sufficient to ensure they are familiar with their social safeguard responsibilities under the SIA.

RP related activities, responsibility and approval authority

Table 6.2: SIA related activities, responsibility and approval authority

Actions	Responsibility	Approval authority
RP preparation stage		
Census, SES, IoL and Property Valuation Survey (PVS) for RP preparation	PIC with the support of NGO/firm	PIU
Consultation with affected HHs and relevant Stakeholders	PIU with the support of RSEC and NGO/firm	RHD and PIU
Preparation of RP	PIU with the support of RSEC and NGO/firm	MoRTB and AIIB
RP Implementation stage		
Land acquisition and compensation for title holder	PIU with the support of RSEC and implementing NGO/firm	DC
Compensation for non-titleholder	PIU with the support of RSEC and implementing NGO/firm	MoRTB and AIIB
Top-up payment for title and non-title	PIU with the support of RSEC and implementing NGO/firm	MoRTB and AIIB
PVAC formation	PIU	MoRTB
GRC formation	PIU	MoRTB

Actions	Responsibility	Approval authority
RAC formation	PIU	MoRTB
Implementation of RP and quarterly implementation report	PIC with the support of implementing NGO/firm	PIU and AIIB
Monitoring		
Internal monitoring report	PIU with the support of PIC	PSC and AIIB
External monitoring report	External monitor	PSC and AIIB

6.8 Capacity Building

This RHD is a long-time Bank client and is quite familiar with Bank safeguard policies and Bank processes. RHD has a reasonable track record of implementing safeguard policies in Bank-financed projects. Currently, the environmental safeguards-related activities of RHD SEC have a very limited scope limited to reviewing RP reports only. They have no role in social compliance at the field level. Their role should be expanded to supervising field level safeguard compliance. In this regard, the modality of their involvement needs to be re-visited and their accountability needs to be strengthened. Besides this, an in-house capacity of social monitoring may be developed. Different projects may be able to conduct operational monitoring using these facilities without hiring external firms.

Environmental and social safeguards training will help ensure that the requirements of the ESS and subsequent social safeguard are clearly understood and followed by all project personnel throughout the project period. The PIU will ensure, in collaboration with the PSC, that these training are provided to all Project personnel. The social training program will be finalized before the commencement of the project. The training will be provided to the RHD staff, construction contractors, and other staff engaged in the Project. Training will cover all staff levels, ranging from the management and supervisory to the skilled and unskilled categories. The scope of the training will cover general environmental and social awareness and the requirements of the ESS2 and other ESSs, with special emphasis on sensitizing the project staff to the social and genders aspects of the area. Different raining programs will be initiated which can be realigned based on the needs.

Table 6.3: Training

Contents	Participants	Responsibility	Schedule
Introduction to AIIB ESF	PSC, PIU, RSEC PIC, implementing agency and contractors	AIIB and RHD	Prior to the start of the Project activities.
ESF guidelines, RPF, RP and SIA	PSC, PIU, RSEC implementing agency and contractors	RHD with the support of AIIB safeguard team	Prior to the start of the Project activities.
Screening method, social survey procedures, RP and LAP preparation	Selected RHD staff; PIU, PIC, Consulting firm/NGO	/PIU/safeguard specialist	Prior to the start of the Project activities.
Training on AIIB ESS1, ESS 2 and ESS 3	PSC, PIU; RSEC Selected contractors' crew	PIU	Prior to the start of the field activities.

Contents	Participants	Responsibility	Schedule
Preparation and review of SIA, RP	PSC, PIU; RSEC Design, Monitoring and supervision consultant	PIU	Prior to the start of the field activities.
Grievance Mechanism and handling procedures	Contractors, PIU, consulting firms/NGO, Construction crew	PIU	Prior to the start of the construction activities. (To be repeated as needed)
Internal and External Monitoring procedures and reporting	PSC, PIU; RSEC and INGO/consulting firms, contractors	PIU	Before and during the construction activities. (To be repeated as needed)

6.9 Guidelines for Bid Documents

Bid documents for preparation of RP will be prepared by interested firms need to incorporate relevant items from the SIA. All the SIA related documents will be inserted with the bid documents for RP implementation firm, construction and supervision firm and external monitor. Therefore, during preparation of tender documents, the PIU need to ensure that:

- All relevant E&S items relevant for contractors and firms are included in tender documents (specifications and BOQs)
- Provide clear information to potential bidders regarding social considerations for the work package/s
- Submission of supporting documentation/materials of previous experience and track record on RP preparation and implementation should be mentioned in the instructions to bidders
- Evaluation of submitted bids should include criteria for adequacy of RP preparation and implementation responses and costing's

6.10 Monitoring Plan

RHD will conduct regular monitoring and evaluation of the updating and implementation of the SIA and RP. Monitoring and evaluation are intended to help ensure that the Social Impact Assessment is prepared and implemented according to the AIIB policy. Moreover, external monitor of the project will review the SIA prepared for this project. External monitor will establish dialogue with the affected communities and ensure that their concerns and suggestions are incorporated and implemented in the project. External monitor will work closely with the PIU , RSEC , PIC and internal monitoring team to implement the SIA and specifically responsible for implementation of proposed compensation, rehabilitation, and income restoration measures, consultations with affected persons (APs) during rehabilitation activities and assisting in grievance redress.

6.10.1 Internal and external monitoring

During project preparation, and as part of the SIA and RPF, the RHD will develop a monitoring and reporting framework for resettlement activities. Central to this framework are the census of PAPs and the inventory of assets that constituted the basis for the agreed SIA and RPF. The RSEC responsible for oversee

the progress in resettlement preparation and implementation through regular progress reports, submitted through normal channels, monitoring key indicators of finance, inputs and activities. RSEC will report to PIU. PIC will submit SIA and RP implementation progress report to PIU and RSEC on a regular basis

In addition to internal monitoring, external (or independent) monitor will be engaged to provide an independent periodic assessment of resettlement implementation and impacts, to verify internal reporting and monitoring, and to suggest adjustment of delivery mechanisms and procedures as required. A social and economic assessment of the results of delivered entitlements and a measurement of the income and standards of living of the PAPs before and after resettlement are integral components of this monitoring activity. To function effectively, the organization responsible for external monitoring should be independent of the governmental agencies involved in resettlement implementation. Regular external monitoring should begin along with implementation activities and continue until the end of the project.

RHD will establish procedures to monitor and evaluate the implementation of the plan and will take corrective action as necessary during implementation to achieve the objectives of this ESS. The extent of monitoring activities will be proportionate to the project's risks and impacts. For this program RHD will ensure competent professionals to monitor the implementation of SIA and RP, design corrective actions as necessary, provide advice to RSEC, PIC, CSC and NGO/consulting firms on compliance with ESS and periodic monitoring reports will be prepared and affected persons will be informed about monitoring results in a timely manner.

Table 6.4: Monitoring process of key indicators

Monitoring Aspects	Potential Indicators
Delivery of Entitlements	<ul style="list-style-type: none"> • Entitlements disbursed, compared with number and category of losses set out in the entitlement matrix. • Disbursements against timelines. • Identification of the displaced persons losing land temporarily, e.g. through soil disposal, borrow pits, contractors' camps, been included. • Timely disbursements of the agreed transport costs, relocation costs, income substitution support, and any resettlement allowances, according to schedule. • Documented evidence of land donation • Documented evidence of land acquisition completed with transfer of title • Documented evidence of land requisition/rented • Percentage of compensation paid for land acquisition/requisition or rented • Percentages of compensation paid for the affected structures/assets/crops/trees • Restoration of social infrastructure and services. • Affected businesses receiving entitlements, including transfer and payments for net losses resulting from lost business.
Consultation	<ul style="list-style-type: none"> • Strategy for consultation and information disclosure is prepared • Consultations organized as scheduled • Project information's are disclosed • Affected, interested, disadvantage and vulnerable groups are identified • views of disadvantage and vulnerable groups are considered during designing the entitlement and special measures are taken • Schedules are planned for the various stakeholder engagement activities • Knowledge of entitlements by the relevant stakeholders including project affected people

Monitoring Aspects	Potential Indicators
	<ul style="list-style-type: none"> • If tribal people are affected, separate consultation has to be conducted with them
Grievances	<ul style="list-style-type: none"> • Operationalization of the grievance redress mechanism proposed with SIA and RP. • Operationalization of the GRM for labor and GBV • Information on the resolution of the grievances • Process by which people affected by the project can voice their grievances and concerns • Process to document complaints and concerns • Grievance recording (e.g. MIS, grievance log book) • Stipulated timeframes for acknowledgement and resolution of complaints • Awareness raising, or communications efforts to inform stakeholders about the GRM and appeals process to analyze complaints and share feedback with management • Grievance reports published and frequency
Communications and Participation	<ul style="list-style-type: none"> • Number of general meetings (for both men and women). • Percentage of women out of total participants. • Number of meetings exclusively with women. • Number of meetings exclusively with vulnerable groups. • Number of meetings at new sites. • Number of meetings between hosts and the displaced persons. • Level of participation in meetings (of women, men, and vulnerable groups). • Level of information communicated—adequate or inadequate. • Information disclosure. • Translation of information disclosure in the local languages.
Livelihood and Income Restoration	<ul style="list-style-type: none"> • Types of training and number of participants in each. • Number of displaced persons who have restored their income and livelihood patterns (women, men, and vulnerable groups). • Number of new employment activities. • Extent of participation in rehabilitation programs. • Degree of satisfaction with support received for livelihood programs/activities. • Percentage of displaced persons who improved their income (women, men, and vulnerable groups) • Percentage of displaced persons who improved their standard of living (women, men, and vulnerable groups) • Number of displaced persons with replacement agriculture land (women, men, and vulnerable groups) • Quantity of land owned/contracted by displaced persons (women, men and vulnerable groups)
Voluntary land Donation	<ul style="list-style-type: none"> • Progress on the process of providing official documentation to those who donated land of their landholding.

The PIC and PIU with the support of RSEC will prepare a monthly report to be submitted to the PSC. These reports will summarize the following:

- Progress in implementing this SIA, RP and subsequent other safeguard documents, etc.;
- Findings of the monitoring programs, with emphasis on any breaches of the control standards, action levels or standards of general site management;
- Summary of any complaints by external bodies and actions taken / to be taken; and

- Relevant changes or possible changes in legislation, regulations and international practices.

Monitoring of and reporting on the project must be complemented by an effective GRM proposed in SIA and RP in order to address issues arising from project implementation. GRM will help to detect unanticipated or recurring problems, and to manage them. The project implementing agency sets up and supports the GRM, in a manner satisfactory to the AIIB, to receive, manage and facilitate resolution of stakeholders' concerns and grievances in a timely manner. It is important that the GRM is designed to accommodate all issues raised, including issues related to labor influx. The way to make complaints needs to be simple and well publicized. The GRM is usually scaled to the risks and potential adverse impacts of the project. The following factors will be considered in the project for the effective GRM:

(i) their publicity and accessibility, (ii) the transparency of their operation, (iii) the credibility of their decision-making process and structure, (iv) their confidentiality and hence protection from any potential retaliation, and (v) the effectiveness of the associated business processes to resolve grievances where appropriate.

Table 6.5: Reporting Requirements

Report/Document	Description	Prepared By	Submitted To	When
Training Records	Register of all Trainings and Capacity Building activities conducted under the project	Social and Environment Circle of RHD (RSEC) with the support of consultants.	PD	Within 3 weeks of any training/capacity building activity
Completed Safeguards Screening Forms	Identifies Potential Environmental and Social Issues	Social and Environment Circle of RHD (RSEC) with the support of PIC	PD	After completing forms
GRM Records	Register of grievances received and actions taken	GRC or Consultants during construction phase and then relevant Implementing Agency officer thereafter	PD	Monthly
Internal Monitoring	Monitoring data as defined in the SIA	Contractor, Social and Environment Circle of RHD (RSEC), PIC and CSC and/or Consultants	PD	Monthly
External Monitor	Monitoring data as defined in the SIA and RPF	External monitor	AIIB	Every quarter

Chapter Seven: Associated Facilities

7.1 Associated Facilities

According to the AIIB ESS1, associated facilities (Associated Facilities) are activities that are not included in the description of the Project set out in the agreement governing the Project, but which, following consultation with the Client, the Bank determines are: (a) directly and materially 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 be constructed or expanded if the Project did not exist.

The World Bank-financed Jashore-Jhenaidah (48.7 km) section of the Program Corridor is considered an Associated Facility of the AIIB program corridor. World Bank has conducted E&S assessments, and prepared ESIA, RPF, ESMF, and Labor Management Procedures in accordance with the WB ESS (1-10) which are in line with the AIIB ESS (1-3). During implementation, the Government will supervise and monitor E&S risks and impacts of the entire Program Corridor in accordance with the WB and AIIB ESF and will ensure that all supervision records and project sites are accessible to both the World Bank and AIIB. The World Bank and AIIB will also conduct joint supervision missions. The WB Environmental and Social Commitment plan (ESCP) includes both the Government's commitment to apply the ESF to the AIIB-financed works, and to facilitate and support supervision by the World Bank and AIIB. There will be a single Grievance Redressal Mechanism (GRM) covering the Program Corridor.

7.2 Assessment of location and existing condition of the WB phase 1 road corridor

AIIB's phase 1 road construction will be completed at Jhenaidah where WB's phase 1 Jhenaidah – Jashore road begins. It begins at Al-Hera Mor in Jhenaidah and continues till Murali Mor, Jashore (48.7km approx.). The route connects with the existing N7 national highway heading in a westerly direction through Magura and on to Jhenaidah before turning south to Jashore and finally south-east to Khulna. These districts are connected by roads, railway, and river launches (passenger and cargo). The nearest airport is situated at Jashore (within 5 km distance from the starting point). The horizontal alignment of the existing road is open and free-flowing; however, there are constrictions to the alignment in a number of areas. During the field visit, several structures were observed on both sides of the highway corridor. Examples of the observed structure include but not limited to schools, colleges, medical facilities, mills and factories, a portion of the Jashore cantonment, bazaars, cell phone towers, business and government-owned structures.

The road is situated close to the railway track, and this feature presents a number of challenges. The road and railway track run parallel to each other (in some locations) and the J-J road bypasses the railway line at a number of locations. Agricultural lands and trees were observed on both sides of the roads. Moreover, the J-J road is joined by various small and semi-paved road originating from nearby villages, and unions. While the road is mostly smooth, however, there are a number of locations (8-10) where the state of the road can be considered risky. This road is usually frequented by bus, trucks, cars and motorcycles, and locally improvised four and three wheelers (nasimun and karimun). The presence of smaller vehicles often leads to accidents on this route. Shalabhara part of the J-J road is infamous for the number of accidents observed per year. Temporary markets are set up on a regular basis in different places of the roadside that exacerbate the risks of accidents.

Currently, the width of the existing road is approximately 7.5 to 8 meters. Upgrading the 2-lane highway into a four-lane highway may require an increase in the RoW to approximately 50 to 60 meter in rural areas and 30 to 40 meter in urban areas. In some sections, the present RoW and its adjacent RHD lands in shoulders are sufficient for widening the road; however, this is not the case for the entire road, and hence land acquisition will be required. Land acquisition and civil works are likely to trigger involuntary physical (loss of agricultural and homestead land) and economic displacement (loss of income, business structures) and may cause environmental degradation through loss of trees along the ROW, including very old trees, changes to local drainage patterns and health and safety of workers and communities.

7.3 Key E&S impacts and risks of WB phase 1 road corridor

Key environmental and social risks (E&S) and impacts in road works, anticipated to occur largely during the construction phase and within existing footprints, are: (i) cutting of mature trees along the expanded Right of Way (ROW), which are not connected to any forests; (ii) health and safety of workers and communities within the corridor and along the transport routes of construction supplies, materials and equipment; (iii) settlements exposed to noise, vibration, air pollution and safety risks; (iv) siltation and sedimentation of waterways close to the physical works; (v) land acquisition along the expanded ROW; (vi) physical displacement of houses, mosques, temples, madrasah and graves; (vii) temporary economic displacement of businesses in project areas; (viii) increased risk of GBV and road crashes. The project will mainly employ local labor for unskilled labor requirements, but skilled laborers may come from other parts of the country. Labor influx risks from skilled laborers and their followers include increased GBV, child labor, criminality, conflict with host communities, and increased resource utilization and extraction.

The nature of the intervention is linear and will require land acquisition. In total 106.29 and 148 hectares of land will need to be acquired respectively from Jhenaidah and Jashore for the Jashore-Jhenaidah part of the project. Land acquisition will lead to loss of land for both title and non-title holders and cause disruption in income and livelihood streams for individual and groups of people. During the construction stage, land acquisition is anticipated to be required to establish construction camps, material stock yards, hot mix plants and machinery for road expansion. These land requirements will be fulfilled through using the encumbrance free government land adjacent to the road or by taking the land on lease from the willing parties or purchasing private lands. With the development of the road, avenues for economic activities and opportunities will be created. The RP and entitlement matrix will be prepared. In managing land acquisitions and involuntary land resettlement, relevant stakeholders will be consulted and engaged as proposed in the Stakeholder Engagement Plan. In addition, in cases of impacts on livelihood, rehabilitation through appropriate skill training/financial counselling would be required. Finally, concerns and needs of vulnerable groups will be addressed through a mix of measures that includes additional assistances as part of R&R measures.

7.4 Key mitigation measures proposed by WB

An Environmental and Social Impact Assessment (ESIA) of the Jashore-Jhenaidah Road was conducted and consulted upon during preparation and publicly disclosed prior to appraisal to: assess the environmental and social risks and the impacts of the upgradation works; and to develop measures based on the mitigation hierarchy to manage risks and impacts. The ESIA is based on a preliminary design and has been prepared in accordance with the World Bank Environmental and Social Framework (ESF) and its relevant Environmental and Social Standards (ESSs), as well as with the Government's Environmental Conservation

Rules 1997, EIA Guidelines 1997, and other relevant laws and policies. This ESIA will be updated based on the final engineering design after the project is approved by the World Bank.

An ESMP has been developed as part of the ESIA to mitigate the Project's environmental and social risks and impacts. It includes mitigation measures, monitoring, capacity building, responsibilities, reporting system and budget. The ESMP provides measures to address GBV at the project level. The ESMP obligates contractors, prior to mobilization, to prepare the C-ESMP, which shall be approved prior to the commencement of construction. The C-ESMP shall include an OHS Plan, a Water and Waste Management Plan, an Influx Management Plan, a Workers Camp Management Plan, a CHS Plan, a Traffic Management and Road Safety Management Plan, a Borrow Area Management Plan, a Material Sourcing Plan and Site Restoration Plan, in accordance with the standards and guidelines of the Government and the World Bank. All such plans will be reviewed and approved by the PIU, RHD and the Bank prior to the commencement of construction. The approved C-ESMP shall be reviewed periodically (but not less than every six months) and updated in a timely manner.

Overall, WB has proposed adequate mitigation measures which is in line with the AIIB ESF. As part of the safeguard due diligence, World Bank has also prepared Resettlement Policy Framework (RPF), Environmental and Social Management Framework (ESMF), Environmental and Social Impact Assessment (ESIA) and Stakeholders Engagement Plan (SEP) based on the World Bank's ESS 1-10. RHD-AIIB project team has reviewed the WB documents and found in-line with the AIIB ESF.

Chapter Eight: Social Management Plan

8.1 Introduction

This chapter describes the overall social management plan including Gender and GBV plan, and COVID management plan.

Table 8.1: Labor Management Plan

Potential Impacts/Risks	Mitigation Measures
Engagement of child and forced labor	<ul style="list-style-type: none"> • Verify NID cards and/or birth certificate • Sessions on awareness raising within the local community and contractors • Prepare and implement code of conduct • Engagement of labor expert/focal point
Risk of potential transmission of COVID-19	<ul style="list-style-type: none"> • Conducting pre-employment health check • controlling entry and exit from site/workplace; • adequate and designed accommodation arrangements to reduce contact with the community; • reviewing contract durations, to reduce the frequency of workers entering/exiting the site; • rearranging work tasks or reducing numbers on the worksite to allow social/physical distancing, or rotating workers through a 24-hour schedule; • providing appropriate forms of personal protective equipment (PPE); • putting in place alternatives to direct contact, like tele-medicine appointments and live stream of instructions; • quarantining immediately of any suspected COVID 19 employees. • Contractor is under an obligation to designate a COVID 19 focal point.
Risk of labor Influx	<ul style="list-style-type: none"> • Engagement of unskilled labors from the local community • If available, engagement of skilled labors from the community • Screening and assessment of the type and significance of potential social impacts that may be generated by labor influx; • Assessment of the location of the project, contextual factors in the country, and assessment of the policy and legal framework of the project; • Development of a management plan for social and environmental impacts in consultation with affected communities; • Implementation of appropriate mitigation and monitoring programs, which includes development and implementation of a stakeholder engagement program; • Establishment of a grievance redress mechanism (GRM) for workers and host community; and • Monitoring and supervision, and, as needed, adaptive management actions.
Sexual harassment of women and girls, exploitative sexual relations, and illicit sexual relations with minors from the local community., and discrimination with women labors	<ul style="list-style-type: none"> • The risk of GBV and discrimination will be mitigated implementing a code of conduct, contract before employing any labor in the work and ensuring necessary training. • The Contractor’s monthly training program will also cover topics related to Code of Conduct such as discrimination, sexual harassment, particularly towards women and children, violence, including sexual and/or gender-based violence and respectful attitude while interacting with the local community. • Contractor engaged Labour Expert will be responsible to ensure the mitigation measure.

Potential Impacts/Risks	Mitigation Measures
Hazardous work and process:	<ul style="list-style-type: none"> The Risk will be mitigated by Contractor, providing personal protective equipment (PPE) for workers, such as safety shoes, helmets, safety vests, masks, gloves, protective clothing, goggles, full-face eye shields and ear protection based on the work requirements. Workers shall maintain the PPE properly by cleaning dirty ones and replacing damaged ones. Contractor must engage a minimum of one Occupational Health and Safety representative who will be responsible to ensure the mitigation measure.
Accidents or emergencies: exposure to unsafe machineries, flammable chemicals/fuel, construction materials, landslide at workplace.	<ul style="list-style-type: none"> The Risk will be mitigated by Contractor hiring trained operators for the safe operation of specialized vehicles such as forklifts, including safe loading and unloading. Moving equipment with restricted rear visibility shall be outfitted with audible back-up alarms. Flagman will be provided to each moving equipment operator to guide the movement of equipment. Contractor shall mark all energized electrical devices and lines with warning signs. Contractor shall mark the fire escape routes and train the workers on emergency evacuation from the terminal in case of fire. Emergency drills shall be conducted on a regular basis. Contractor engaged Occupational Health and Safety representative will be responsible to ensure the mitigation measure.
General understanding and implementation of occupational health and safety requirements. Work related diseases	<ul style="list-style-type: none"> The Risk will be mitigated by Contractor, providing training to all workers on basic ESHS risks associated with the proposed construction works and the workers' responsibility. The training program shall be repeated on a monthly basis. Contractor's site engineers will arrange weekly toolbox talks to the construction workers on ESHS risks associated with the construction activities that will be carried on that particular week. Contractor engaged Occupational Health and Safety representative will be responsible to ensure the mitigation measure.
Women and children are particularly vulnerable to trafficking practices	<ul style="list-style-type: none"> The risk of trafficking will be mitigated through arranging sessions on raising awareness will be conducted on a regular basis. The contractor will be required in the contract to work against trafficking, implementing a code of conduct, making it a contractual obligation before employing any labor in the work and ensuring necessary training. Contractor engaged Labour Expert will be responsible to ensure the mitigation measure.

8.2 Labor management during covid-19 situation

The Contractor will identify measures to address the COVID-19 situation based on the location, existing project resources, availability of supplies, capacity of local emergency/health services, the extent to which the virus already exist in the area. A systematic approach to planning, recognizing the challenges associated with rapidly changing circumstances, will be taken by the project with the support of PIU to address the situation. The following steps will be taken:

8.2.1 Assessing workforce characteristics

Construction sites may have a mix of workers e.g. workers from the local communities; workers from a different part of the country; workers from another country. Workers will be employed under different

terms and conditions and be accommodated in different ways. The following steps will be taken to identifying appropriate mitigation measures:

- The Contractor will prepare a detailed profile of the project work force, key work activities, schedule for carrying out such activities, different durations of contract and rotations (e.g. 4 weeks on, 4 weeks off).
- This will include a breakdown of workers who reside at home (i.e. workers from the community), workers who lodge within the local community and workers in on-site accommodation.
- Consideration will be given to ways in which to minimize movement in and out of site. This will include lengthening the term of existing contracts, to avoid workers returning home to affected areas, or returning to site from affected areas.
- Workers accommodated on site will be required to minimize contact with people near the site, and in certain cases be prohibited from leaving the site for the duration of their contract, so that contact with local communities is avoided.
- Consideration will be given to requiring workers lodging in the local community to move to site accommodation (subject to availability) where they would be subject to the same restrictions.
- Workers from local communities, who return home daily, weekly or monthly, will be more difficult to manage. They will be subject to health checks at entry to the site (as set out above) and at some point, circumstances may make it necessary to require them to either use accommodation on site or not to come to work.

8.2.2 Entry/exit to the work site and checks on commencement of work

Entry/exit to the work site will be controlled and documented for both workers and other parties, including support staff and suppliers. Possible measures will include:

- Controlling entry/exit to the site, securing the boundaries of the site, and establishing designating entry/exit points. Entry/exit to the site will 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. Special attention will be paid to workers with underlying health issues or who may be otherwise at risk. Consideration will 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.

8.3 Gender and GBV Action Plan

The Gender and GBV Action Plan takes a comprehensive approach to include both prevention and mitigation measures for two main reasons. First, the GBV risks is “substantial” for the proposed project and second, existing policies and measures on mitigation are limited to address GBV. The proposed project involves construction work (as outlined previously) in the project implemented areas which may increase the potential GBV risks in four areas: Sexual exploitation and abuse, workplace sexual harassment, and non-sexual exploitation and abuse. Therefore, the purpose of this action plan is to identify the issues, stakeholders, possible service providers and assess their capacity that aid in accessing grievance redressal. The action plan will focus on some corresponding mitigation measures—sensitizing the communities and other stakeholders, strengthening the institutional capacities— to mitigate project related potential risk of GBV in the project affected population.

Table 8.2 Gender and GBV prevention plan

Risk Mitigation and Response Measures			
Objective	Activities	Responsibility	Timeframe
Preliminary activities: Integration of Gender and GBV into project documents, Social assessment on GBV, recruitment of gender specialist			
Clearly reflect Gender and GBV risks and requirements in the safeguard instruments and expectations in the bidding documents for contractor	Review documents to ensure Gender and GBV preventive measures are considered in the preparation and included in relevant project documents	PIU	Prior to floating of bids
Evaluate the IA, contractors and stakeholders’ gender and GBV Accountability and Response Framework in C-ESMP	Check if there is adequate capacity to implement preventive measures. Engage one gender and GBV specialist with the PIU	PIU/gender and GBV specialist	Within 30 days of contractor’s engagement
Social impact assessment includes gender and GBV	Ensure social impact assessment captures conditions that may lead to prevalence of GBV in the project area	PIU / gender and GBV specialist	After project approval
Promote gender inclusion through capacity building, consultations and research	Specific activities will be determined	PIU	Through the project cycle
Ensure/Improve women’s participation in project activities	Specific activities will be determined	PIU	Through the project cycle

Addressing Gender and GBV-related risk in project: raising awareness and sensitization			
Awareness raising campaign on GBV in energy sector and trainings	Conduct relevant activities	PIU and GBV/Gender Specialist/contractors gender focal	Project implementation
Stakeholder consultation – GBV issues	Conduct relevant activities	PIU and GBV/Gender Specialist/contractors gender focal	Start from the project’s effectiveness and runs all through the project’s duration
Establish and strengthen an effective GRM			
Ensure project-level mechanism to address GBV incidence	<p>Establish and strengthen existing mechanisms that can respond to GBV</p> <p>Identify service providers and establish linkages to provide referral and support services to survivors as per the Grievance Mechanism guidance on</p> <p>Train personnel to operate GRM i.e., proper documentation for complaint registration and management; and confidential reporting with safe, ethical documenting of cases, first-aid psychosocial counseling</p> <p>Capacity building for RHD safeguard division, administrative staffs, PIU and stakeholders</p>	PIU with support from AIIB/ implementing PO to expand on need-basis	Project approval
Management of workers			
Ensure safety of women workers and women in the community	CoC and Circular signed and understood	Contractor, Consultant, PIU	Within 15 days of signing of contract but before mobilization of the workers on the site.
Improve infrastructure and create environment for worker’s safety and well-being	Specific improvements to be determined	PIU, Contractor	Project implementation
M&E			
Undertake regular M&E of progress on GBV prevention activities.		PIU, Consultant, contractors	All through the project’s duration
GBV in COVID-19			

Ensure measures in place are functional and consider restrictions imposed by Covid-19	Ensure reporting channels are available and provide access to services remotely or in-person taking COVID safety into consideration	Implementing PO with supervision from PIU/GBV specialist	In line with roll of project activities.
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8. 4 Social Management Plan (SMP)

Table 8.3: Social Management Plan

Project Stage	Mitigation Management Measures	Responsibility & Location
Pre-construction Stage (RESC/RHD)		
Preparation and Implementation of RP and LAP	Land acquisition will lead to loss of 477.02 acres land (218.51 acres of land at Jhenaidah and 258.51 acres of land at Kushtia) for titleholders and cause disruption in income and livelihood streams for individual and groups of people Therefore, Social Management Plan had been developed and Resettlement Plan will be developed when the final alignment and designs are decided. The payment of compensation and removal of private assets will be carried out in line with the RP. Encroachers and will be paid compensation in line with the agreed entitlement matrix along with titleholders. The SMP and RP will be reviewed, consulted and disclosed within the country and websites of the AIIB, RHD before the commencement of civil works. RHD must prepare RP and LAP and implement those before the construction starts. All the E&S documents must be disclosed.	DC/ MoL/ RHD/ RESC
Relocation of Community Utilities and common Property Resources	There will be an impact on common property resources (including, religious places, retaining walls and compound walls etc) due to project activities. RHD will relocate or rebuild all community utilities and properties listed in the tables below but not limited to hand pumps, govt building & mosques/madrasas/temple/schools will be build/relocated before construction of road as per provisions listed in the RP and SMP. The RHD will coordinate with respective user agencies for shifting of utilities in a timely manner avoiding disruption to construction schedule.	RHD/ RESC/ Relevant ministries or agencies
Pre-Construction Activities by Contractors/Consultants		
Orientation for Contractors	Contractors are required to be oriented with the requirement of SMP, RP and ESS requirement of AIIB. This will include: <ul style="list-style-type: none"> • Obligations under contract to submit and preparation of Contractor Environmental and Social Management Plan • Regulatory compliance requirements • Grievance redress mechanism for both social and environmental issues • Various plans required under C-ESMP related to Occupations Health & safety, traffic and road safety, community health and safety, hazardous and non-hazardous waste, camp site management, emergency response, blasting, borrow area, muck disposal, restoration etc. • Labor management procedures • Community health & safety aspects at workplace and Reporting requirements etc. under the project. • Stakeholder Engagement Plan Contractor shall appoint one Environmental Officer, Social-cum-Community Liaison Officer and one Health and Safety Officer, both of whom shall 	

Project Stage	Mitigation Management Measures	Responsibility & Location
	solely be responsible for implementation of all ESMP provisions in close co-ordination/consultation with Environmental and Social Specialist in the RESC.	
Labor Requirements	The Contractor preferably will use unskilled labor drawn from local upazillas along the right of way (Bonpara and Jhenaidah) to give the maximum benefit to the local community. Contractor will prepare site specific Labor Management Plan.	RESC/ RHD/ Contractors
Arrangement for Temporary Land Requirement	The Contractor as per prevalent rules will carry out negotiations with the landowners for obtaining their consent for temporary use of lands for construction camp/ borrow areas/Debris Disposal Area etc.The contractor shall identify temporary land for construction camp/ borrow areas/Debris Disposal Area away from sensitive locations where population presence is high.	RESC/ RHD/ Contractors
Orientation of Implementing Agency and Contractors	<ul style="list-style-type: none"> • The PMU jointly with RESC shall identify target audience for capacity building of project key stakeholders on implementation of project's ESMP. • The PMU and RESC shall organize orientation sessions and regular training sessions during all stages of the Project. This shall include on-site training (general as well as in the specific context of a sub-project). These sessions shall involve staffs of RESC (involved in the implementation of ESMP), PMU and Contractors. 	RESC/ RHD/ Contractors
	Construction Stage	
Construction Camp Locations	<ul style="list-style-type: none"> • Contractor's Social staff in consultation and with requisite approvals from local elders/important individuals and/or private land owners shall identify suitable lands, which can be used as material stack yards and work camp sites for establishing macadam mix plants, hot mix plants and storage of construction materials by the contractor during construction phase. The contractor will submit to PMU the lease agreement with private/community/government owner for setting up campsites at suitable locations along road alignment and shall mandatorily restore to its previous state after completion of road construction works. • The contractor shall submit location specific lay-out plan of all temporary establishment with details of facilities proposed for approval of PMU. No temporary establishments shall be operated without consent of PMU. • The primary data indicates that there are some barren and uncultivable lands along the Right of Way. These places shall be the given preference, while selecting and establishing work camp sites. The selected land shall not warrant significant change in landforms or terrain, to make it suitable for establishing work camp sites/store yards. In case, land had been earlier used for establishing work camp site and meets the above requirements, same shall be given preference. • If private land(s) are identified for borrowing, no site clearing operations shall commence without a written lease agreement. The agreement with landowner shall clearly state the lease duration, compensation for the agreed lease period, site restoration plan as 	RESC/ RHD/ Contractors: All construction camp and contractor operations areas

Project Stage	Mitigation Management Measures	Responsibility & Location
	<p>desired/required by the landowner and any other condition mutually agreed upon between contractor and landowner.</p> <ul style="list-style-type: none"> • Requisite consent to establish and consent to operate shall be obtained from RHD. All stipulated consent conditions by RHD shall be strictly adhered and complied by contractor. The work camp sites shall be access controlled with fixed entry and exit points. • Provision of one mobile toilet of 2-seater capacity (1 man and 1 woman with separate entrances) shall be stationed at a suitable place within 100 metres from each operational area. The mobile toilet shall have at least 1000 litres overhead water storage, well always maintained and in usable condition. Bottom tanks shall be regularly cleaned, and overhead tank replenished as per requirement. Work force shall be oriented to use mobile toilets and avoid using public toilets and/or nearby open places/parks. • Every operational area shall be provided with one mobile drinking water kiosk and placed at a suitable place within 100 metres from work site. • All work force shall be provided with suitable type of accommodation, if required and local labor or can return to their normal places of residence. Pooled transportation facilities as may be required, shall be provided by contractor. If establishing workforce camps become utmost necessary, then same shall be established away from the settlement areas and away from bridge sites and or any other water body. The camp site shall be restored to its previous state or as agreed upon with the landowner prior to establishing the workforce camp. • The workforce camps shall be provided with all basic facilities like water supply, cooking gas facility, sanitation facilities including provision of mobile toilet (of adequate seating capacity for men and women separately) shall be stationed within the workforce camp. The mobile toilet shall be periodically replenished with fresh water for ablution purposes and wastewater shall be emptied through suction tankers and carried to the nearest municipal sewage treatment facilities. Alternatively, septic tank cum soak pit arrangements of adequate capacity shall be provided. 	
Accessibility	<ul style="list-style-type: none"> • The Contractor will provide safe and convenient passage for vehicles, pedestrians and livestock to and from roadsides and property accesses connecting the project road, providing temporary connecting road. • The Contractor will also ensure that the existing accesses will not be undertaken without providing adequate provisions. After completion of the work damaged accesses will be restored by the Contractor. 	RESC/ RHD/ Contractors: Along the entire corridor
Transporting Construction Materials	<ul style="list-style-type: none"> • Contractor will maintain all roads (existing or built for the project), which are used for transporting construction materials, equipment and machineries as précised. All vehicles delivering fine materials to the site will be covered with tarpaulin and fitted with tail board 	RESC/ RHD/ Contractors:

Project Stage	Mitigation Management Measures	Responsibility & Location
and Haul Road Management	<p>to avoid spillage of materials. All existing roads used by vehicles of the Contractor or any of his subcontractor or suppliers of materials and similarly roads, which are part of the works, will be kept clear of all dust/mud or other extraneous materials dropped by such vehicles. Contractor will arrange for regular water sprinkling as necessary for dust suppression of all such roads and surfaces. If a community/village road is to be used as a haulage road then drivers and other involved workers will be sensitized by imparting training (quarterly) about road safety and driving behavior and “How to deal with community”. Community will be consulted by Contractor to fix the timings of road usages and should avoid peak hours.</p>	<ul style="list-style-type: none"> ▪ At all work sites, in the impact corridor, including at cut areas. ▪ Water bodies, wetlands and River site areas along the alignment ▪ All construction camp and Contractor operations areas, such as batch plants and maintenance yards
First Aid Facilities and Documenting Safety at all Construction and Operation sites	<ul style="list-style-type: none"> • All labor shall be provided with safety instructions daily, depending upon the work, for which they are likely to be deployed for the day/shift. Labor shall be provided with PPEs at no cost and ensure that same is always being used by work force, while at work. In case of the damaged or lost PPEs, same shall be replaced without any cost to labor. Labor shall be instructed to report, irrespective of small or major or fatal injury to the supervisory staff and all such incidents shall be documented, and ensure such incidents are not repeated by taking adequate precautions. All Supervisory staff shall be provided with mobile phones for better communication across all operational areas, in case of emergency or otherwise. • All labor shall be instructed to report, irrespective of small or major or fatal injury to the supervisory staff and all such incidents shall be documented, and ensure such incidents are not repeated by taking adequate precautions. • All Supervisory staff shall be provided with mobile phones for better communication across all operational areas, in case of emergency or otherwise. • The contractor shall make available a standby vehicle for emergency purpose for transportation in case of accident with serious injuries at site. Any accident with fatalities shall be reported promptly to PMU and RHD and will take measures to compensate the affected person in accordance with existing regulation. • First aid facilities and free emergency care shall be provided to all workforce, irrespective of their rank/level and no cost shall be recovered from them on this account. • The contractor shall deploy a medical practitioner at camp site for project duration to attend to health issues/first aids and shall conduct regular health check-up of all staffs and workers employed in project. • Further, no wages shall be cut for period of absence as a result of injury – The contractor shall mandatorily have Contractor All Risk (CAR) policy to cover workers of main contractor and as well as all sub-contractors and third party. 	<p>RESC/ RHD/ Contractors: All work sites and particularly at Construction camps</p>

Project Stage	Mitigation Management Measures	Responsibility & Location
	<ul style="list-style-type: none"> All work site shall have first aid kits and details of major/nearby hospitals displayed prominently in local language, in case of emergency and/fatalities to work force and/or public, as a consequence of operations. The supervisory staff shall be provided with wireless communication system (mobile telephones for better communication at operational area and also with other operational area within same substation area, in case of emergency or otherwise. For supervision staff, contractor shall provide rented residential accommodation with water, sanitation and allied facilities for comfortable stay. The project will provide employment opportunities to both skilled and unskilled largely to the local people and also urban poor. All work force sourced from local areas can be expected to return to their places of residence after work shift hours. Pooled transportation facilities wherever required shall be provided to workforce as a welfare measure. 	
Occupational Health and Safety of Labors	<ul style="list-style-type: none"> The Contractor will comply with all the precautions as required for ensuring the safety of the workmen as per the LMP. The Contractor will make sure that during the construction work all relevant provisions of GoB and AIB ESSs are adhered to. The Contractor will comply with all regulations regarding safe scaffolding, ladders, working platforms, gangway, stairwells, excavations, trenches and safe means of entry and egress. All workforce deployed shall be governed by labor management procedures under RHD. The Contractor will not employ any person below the age of 14 years for any work. The Contractor will also ensure that no paint containing lead or lead products is used except in the form of paste or readymade paint. The Contractor will mark 'hard hat' and 'no smoking' and other 'high risk' areas and enforce non-compliance of use of PPE with zero tolerance. These will be reflected in the Construction Safety Plan including work hazard analysis and risk assessment to be prepared by the Contractor during mobilization and will be approved by PMU and RESC. To promote and encourage a Safety culture, senior most engineers in Contractors and consultants' teams shall wear helmets and safety jackets. The contractor shall provide to all work force deployed at work sites Protective footwear, protective goggles and nose masks to the workers employed in asphalt works, concrete works, crusher etc. Welder's protective eye-shields to workers who are engaged in welding works. Earplugs to workers exposed to loud noise, and workers working in crushing or compaction. Facemasks for use to the workers when paint is applied in the form of spray or a surface having lead paint dry is rubbed and PMC rapped. It shall be made mandatory to wear them at work site. The PPEs shall be provided at no cost to workforce and shall be replaced once in three months. Any damaged/lost PPEs shall be replaced with no cost to workforce. 	RESC/ RHD/ Contractors: All work sites and particularly at Construction camps

Project Stage	Mitigation Management Measures	Responsibility & Location
	<ul style="list-style-type: none"> • Visitors/officials to work sites are to be provided with PPEs (hard hats and safety shoes) and shall be briefed ongoing operations on that specific time and related safety requirement at work site including safe distances to keep during the site visit. • Work force shall be subjected only to standard work shifts/hours. Overtime allowances, if applicable/warranted shall be paid with ceiling limits. Working beyond such ceiling limits shall be discouraged, even if, so desired workforce or contractor. 	
Workers Orientation and Sensitization Training	<ul style="list-style-type: none"> • All work force of the Contractor shall be subjected to an orientation program, which familiarize them with work requirements, safety practices at work, safe distances to keep from earth moving equipment, first aid facilities, emergency response, on-site sanitation facilities and practices to be adopted, rights and privileges of workforce among others. Orientation shall also include concern for safety of public around operational areas as well, first aid facilities, emergency care and response shall be provided to all workforce. 	RESC/ RHD/ Contractors: All work sites and particularly at Construction camps
Traffic and Safety	<ul style="list-style-type: none"> • The contractor prior to start or opening of any work zone shall prepare a 'Traffic and Road Safety Management Plan' and submit to PMC for approval. The contractor shall ensure traffic diversions are in place, to minimize the inconvenience to the existing road users during the road construction phase. Wherever required, adequate number of uniformed traffic wardens with reflective batons shall the deployed to manage the traffic for the entire construction phase. • Road construction schedule near sensitive receptors like schools and hospitals shall be informed to the concerned authorities well in advance. All works near sensitive receptors shall be adequately well planned and works shall be completed in shortest possible time, with minimal inconvenience to users of sensitive receptors locations. If warranted, steel barricades shall be used to minimize the inconvenience to the road users as well as occupants of the sensitive receptors. • Adequate traffic diversions near sensitive receptors shall be planned with adequate number of uniformed traffic wardens with reflective batons shall the deployed to manage the traffic, to ensure safety and minimal inconvenience to users of sensitive receptors location. For unobstructed visibility to road users and drivers, the contractor shall perform dust suppression measures like regular sprinkling of water shall be carried out with more precaution near sensitive receptors and all work sites to ensure dust levels kept to minimum. • The contractor shall clear the roadway by promptly removing debris from landslide and ensure safe passage of traffic and road users. While undertaking, road construction works near the natural water bodies and/or water sources along the project road, steel barricades shall be used to completely avoid trespassing of the construction labor and to avoid/prevent spills of the construction waste (solid or liquid) into the water body. 	RESC/ RHD/ Contractors: <ul style="list-style-type: none"> ▪ All work sites ▪ All construction areas ▪ Along the entire corridor

Project Stage	Mitigation Management Measures	Responsibility & Location
Information Signs and Hoardings	The Contractor as part of 'Traffic Management and Road Safety Plan' will provide, erect and maintain information /safety signs, traffic control devices, flagmen, hoardings written in English and local language (Bangla), wherever required or as suggested by the Environmental/Social Specialist of PMU.	RESC/ RHD/ Contractors: All work sites
Construction Stage Social Impacts		
Cracks in structures or damage due to construction works as a result of project interventions	Advance notice to community on road construction activity. The notice will be served through posters and leaflet. Estimation of loss case by case basis. If the structure is partially damaged and after assessment if found unviable for habitation which leads to full demolition of structure, If the structure is partially damaged and viable Compensation to structure owner as per RP provisions if full structure is damaged case by case basis. Estimation will be done as per latest valuation without depreciation. Labor charges etc. should be topped up for arising the damaged cost. The same amount may be paid to the affected person or the project authority will arrange and pay the agency for rectification of the structure to the satisfaction of the affected person. Each individual case should be documented with photograph etc.	RESC/ RHD/ Contractors
Disruption to services such as water supply, power supply	Advance 7 days' notice trough poster and leaflet to the community of disruptions and alternate arrangements. <ul style="list-style-type: none"> • Restore the services within 10 days of effect. • Provide alternative source of supply 	RESC/ RHD/ Contractors/ AGENCIES
Disruption to access from houses and shops to roads;	<ul style="list-style-type: none"> • 7 days' advance notice through poster and leaflet before start of work. • Provide alternative access before disruption • Restore permanent access as in where in basis 	RESC/ RHD/ Contractors
Differential impacts on vulnerable and disadvantaged population	7 days' advance notice through poster and leaflet before start of work. Impacted disadvantaged population will be treated case by case basis by provision of temporary access and other assistance as identified	RESC/ RHD/ Contractors
Likelihood of increased accidents due to road widening (including at social sensitive locations such as schools, hospitals);	<ul style="list-style-type: none"> • Adequate road signage/road marking/rumble strip/glow sign board to be provided. • Road safety educations. • Regular consultation with school children and sensitization • Community level consultations • Prior intimation in school and communities living in the vicinity for safety measures. 	RESC/ RHD/ Contractors
Possibility of gender-based violence arising	To address this, the Project has prepared a GBV risk mitigation plan by Project Appraisal. It shall comprise: <ul style="list-style-type: none"> • Code of Conduct for signing by project workers 	RESC/ RHD/ Contractors

Project Stage	Mitigation Management Measures	Responsibility & Location
from influx of migrant labor	<ul style="list-style-type: none"> • Integrate GBV into existing IEC strategy/materials, GRM, safety talks, toolbox meeting and regular trainings. • Community consultation and identification of GBV focal points within the community. • Training of labors on occupational health and safety issues. • Mapping of Service Providers for GBV prevention and Response 	
Labor Influx from outside the district	Prepare and Implement Labor Influx Management Plan by Contractor – that shall be prepared prior to commencement of civil works. Educate Labor supplier contractor in all labor laws, behavioral change communication in labor management through IEC process as part of LMP	RESC/ RHD/ Contractors
Likelihood of spread of HIV/AIDS and STDs among construction workers and roadside community.	<p>Coordinate with State STDs/AIDS control society to collect dissemination material.</p> <ul style="list-style-type: none"> • Training to migrant labor and community • Making available condoms etc at vending machines at convenient locations • Community based meetings, consultations in camp, distribution of leaf let, • IEC communication, posters, banners, • Program convergence with State AIDs control society. • installation of Condom vending machines at Labor camp 	RESC/ RHD/ Contractors/ MHFW
Health and Vector Borne Disease	<ul style="list-style-type: none"> ▪ Undertake check and cleaning at all sites and areas where clean conditions should exist. ▪ Provision of potable water, sanitary toilet facility and hygienic accommodation for workers at camp sites. All potable water supplies will be tested quarterly. ▪ Provision of First-Aid facility for them. Ensure that these facilities are cleaned and disinfected regularly. <p>Inspect for stagnant water and puddles every 3 days, including stored construction materials such as tyres and old oil drums–empty to prevent water ponding.</p>	Contractor/CSC: All work sites and particularly at Construction camps
Traffic Management Plan	<p>The project is mainly the reconstruction of existing road which has heavy traffic volume at present, bearing the important economic exchanges in Dhaka to Khulna highway, National highway (N7), so traffic maintain is the highlight of the project. According to the conditions of other reconstructed or widened roads under construction in Bangladesh, segmental or semi-segmental construction shall be adopted. The road cannot be blocked completely, and a detailed traffic maintain scheme should be developed before construction.</p> <ul style="list-style-type: none"> ▪ Prepare and submit a traffic management plan to the PIU 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. ▪ Traffic management shall be undertaken in coordination with the local traffic police department; 	Contractor/CSC: All work sites

Project Stage	Mitigation Management Measures	Responsibility & Location
	<ul style="list-style-type: none"> ▪ BRTA traffic rules and regulations should be strictly followed. Divert traffic to follow alternative routes to avoid traffic jams. ▪ Provision to be made for passing traffic during construction. 	
Road Accidents	<ul style="list-style-type: none"> ▪ In Traffic Management Plan, the road safety measures such as speed breakers, warning signs/lights, road safety signs, zebra crossing, flagman etc. should be included to ensure uninterrupted traffic movement especially at nearby the educational (Schools, colleges, Madrasah etc.), cultural structures (mosques, graveyards, prayer ground etc.) and health complex which are located at the existing road sides as well as at road crossing points during construction stage; ▪ Provide signs at strategic locations of the roads complying with the schedules of signs contained in the Bangladesh Traffic Regulations; ▪ Restrict truck deliveries, where practicable, to day time 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; Install and maintain a display board at each important road intersection on the roads to be used during construction. 	Contractor/CSC: All construction areas
Tree Plantation	<ul style="list-style-type: none"> ▪ Undertake a Tree Plantation Program such that for each tree cut three are planted (3312) and all dead trees to be replanted. ▪ If possible, shifted homesteads may be compensated through providing seedlings. ▪ Especial care should be taken for biodiversity rich areas during construction. 	Contractor/CSC: All along the alignment, and according to a tree replanting plan
Operation Stage		
Monitoring Operation Performance	The RESC will monitor the operational performance of the various mitigation/ enhancement measures carried out as a part of the project.	RESC/RHD/Contractors
Changes in Land Use Pattern	Necessary hoardings will be erected indicating the availability of ROW and legal charges for encroachment of RoW. Budgetary provisions are to be made to control the ribbon development along project road.	RESC/RHD/Contractors
Road Accident and Safety	<ul style="list-style-type: none"> ▪ By enforcing speed limits and imposing penalties on the traffic violators will ensure the road safety. ▪ Traffic signs will be provided to facilitate road users about speed limits, rest areas, eating establishments etc. Warning messages will also be displayed at appropriate locations to aware drivers about likely accidents due to over speeding. ▪ All the lanes, median, sharp bends will be reflectorized to facilitate travelers in the night time. ▪ Proper lighting arrangement on the proposed highway will be done at required places. ▪ The BRTA rules should be followed strictly in every relevant case. 	RHD: Along the entire corridor

Project Stage	Mitigation Management Measures	Responsibility & Location
	<ul style="list-style-type: none"><li data-bbox="506 228 1558 282">▪ Sidewalk and necessary safe road crossing facility should be provided at and near the sensitive receptors.	

Chapter Nine: Grievance Redress Mechanism

9.1 Introduction

Project-affected-people for the AIIB funded construction activities in the WeCARE project and any other stakeholder may submit comments or complaints at any time by using the project's Grievance Redress Mechanism (GRM). The overall objectives of the GRM are to:

- ✓ Provide a transparent process for timely identification and resolution of issues affecting the project and people, including issues related to the environmental impact, resettlement and compensation program.
- ✓ Strengthen accountability to beneficiaries, including project affected people.
- ✓ Compensation payment,
- ✓ Failure to fulfill commitments,
- ✓ Poor management of construction activities,
- ✓ Accidents due to inappropriate planning of vehicle movement,
- ✓ Cultural conflicts between migrant workers and local communities,
- ✓ Disturbance due to excessive noise or other nuisance during construction or operation to unfair treatment of workers or unsafe working conditions.
- ✓ GBV and gender issues
- ✓ Complain on labor influx
- ✓ Complain or comment from different public, private and international stakeholders
- ✓ Complain, comments or suggestions from transport workers, labors, contractors, students, teachers, business entrepreneurs etc.

The GRM will be accessible to all Internal, external, regional and international stakeholders, including affected people, community members, civil society, media, vulnerable people and other interested parties. External stakeholders can use the GRM to submit complaints, feedback, queries, suggestions, or even compliments related to the overall management and implementation of the WeCARE-AIIB project. The GRM is intended to address issues and complaints in an efficient, timely, and cost-effective manner. A separate GRM is also proposed for the labors following the guidelines of Bangladesh Labor Act 2006 and Labor Rules 2015.

During COVID-19, if grievances are raised, there will be various options to submit grievances through mediums such as websites, emails, phones and other appropriate communication methods, which will be recorded and dealt with accordingly. Social-distancing restrictions/high transmission risks related to COVID-19 and significant resettlement.

Multichannel cloud GRM system will be established taking the best examples and practices to diminish the need for Project-affected people to physically interact with Project staff. A training program will be arranged with different stakeholders on how to raise grievances during this pandemic. It will ensure:

- a. Accept, manage and respond to feedback/grievances through calls, text, social media and emails. Feedback is automatically logged and can be accessed remotely.
- b. Ready-made, off-the-shelf solution which requires minimum set-up and training to deploy and operate.
- c. It will be easier to access off/on-line with/out smart phone.
- d. It can be easily integrated with limited on-the-ground footprint.

The ARIPA 2017 allows objections by the landowners to acquisitions at the beginning of the legal process. Once the objections are heard and disposed of, there is virtually no provision to address grievances and complaints that individual landowners may bring up in the later stages of the process. Since the act does not recognize them, there is no mechanism to hear and redress grievances of people who do not have legal titles to the acquired lands. As experienced in past projects, complaints and grievances may range from disputes over ownership and inheritance of the acquired lands to affected persons and assets missed by censuses, the valuation of affected assets, compensation entitlements, complains against noise, pollution, accident, GBV and other social and environmental issues. In view of this, RHD will establish a procedure to deal with and resolve any queries as well as address complaints and grievances about any irregularities in the application of the guidelines adopted in this SIA for assessment and mitigation of social impacts through grievance redress mechanism (GRM). The GRM will deal with complaints and grievances related to social issues in this Project. Grievance redress committees (GRC) will be formed to receive and resolve complaints as well as grievances from aggrieved persons from the local stakeholders including the project-affected persons. Based on consensus, the procedure will help to resolve issues/conflicts amicably and quickly, saving the aggrieved persons from having to resort to expensive, time-consuming legal actions. The procedure will, however, not pre-empt a person's right to go to the courts of law.

9.2 Formation of GRM

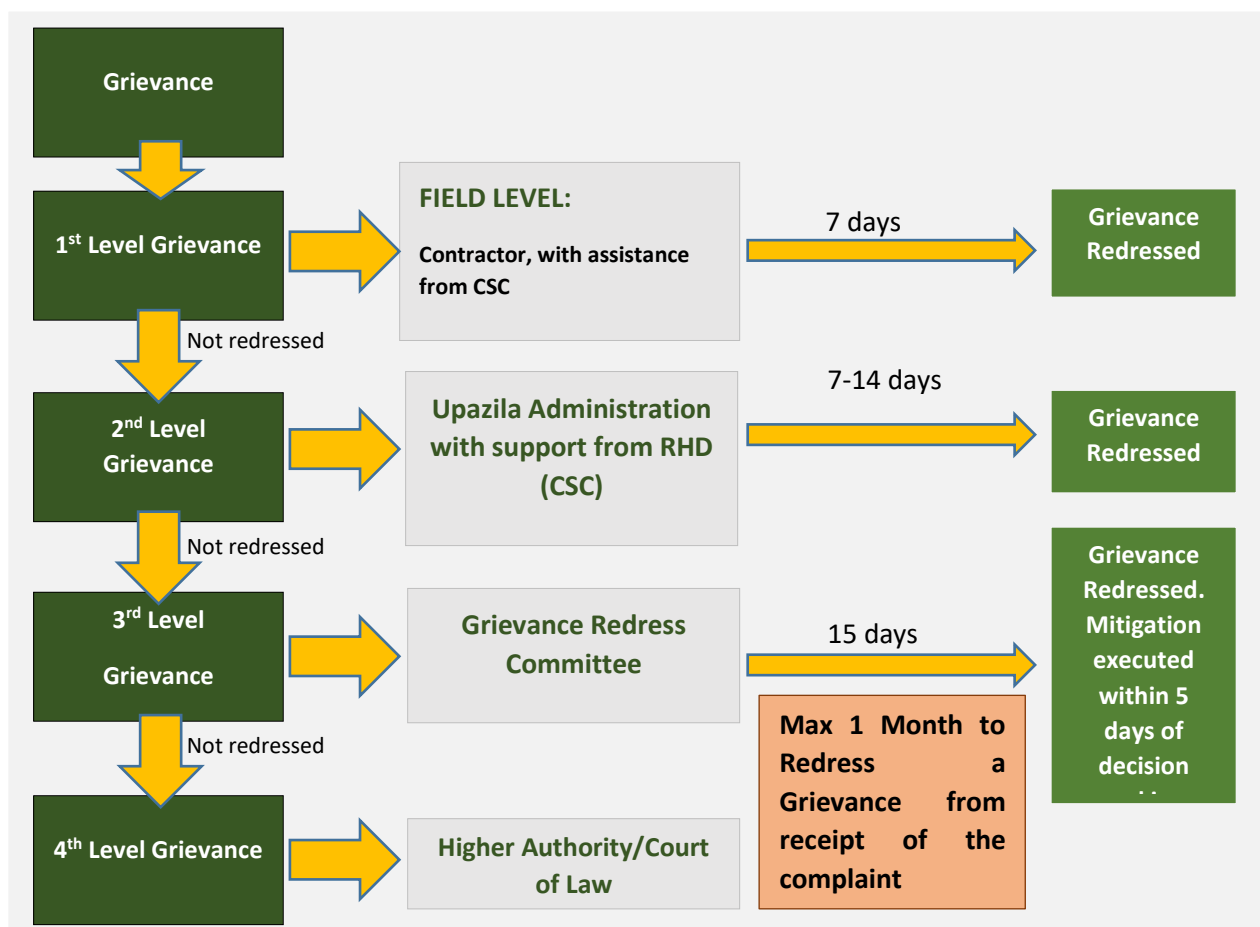
The fundamental objectives of the GRM, implemented through the GRC serving as a para-legal body, are to resolve any resettlement-related grievances locally in consultation with the aggrieved party to facilitate smooth implementation of the social and environmental action plans. Another important objective 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 anticipate. There will be four-tier grievance redress mechanism; 1st at local level (upazila), 2nd district level, 3rd PIU level and final one is for ministry level. Level 1 GRM is the most significant and AIIB's perspective effective functioning of the field level GRC is most significant.

All the local level complaints will be received at the Office of Upazila Engineer through the INGO/Consulting firm. All cases at the local level will be heard within four weeks of their receipt. PIC with the support of INGO/Consulting firm will inform all affected stakeholders and interested group about the program GRM and different committees at local, project, ministry level. However, anybody can complain to AIIB at any stages of the project.

9.3 Publicizing the Grievance Redress Steps and the Committee

Prior to the start of the construction, RHD or its representative will publicize the establishments of the grievance redress steps and the process, and advertise all via contact information and the grievance redress steps posted at every UP office involved, as well as at busy public places in the Project corridor. The poster(s) will be in the local language(s) and posted within 30 days of the start of construction. The RHD representative will check at least monthly to ensure that the posters are prominently displayed and provide clear contact instructions and numbers. This procedure and monitoring will be reported in the semi-annual monitoring report submitted to the AIIB.

Figure 9.1: The Structure of Grievance Mechanism



Any grievance filed with the GRC, must be reported in the Annual report to the CSC who will then submit a consolidated report to AIIB via RHD.

9.3.1 Composition of Local GRC

First level GRC will be formed in the local level where community people will be able to complaint / raise grievances directly to the field level project office. According to AIIB's perspective effective functioning of the field level GRM is most significant. INGO /Consulting firm together with Project Implementation Committee (PIC) will inform all affected people and local community about the project grievance Redress Mechanism in local language. This local GRC will ensure easy accessibility by the PAPs, local communities and interested stakeholders, so that any grievances can be solved directly or within a very short period of time. The members of the local GRC will be Upazila Engineer as convener; Safeguard Specialist from INGO / consulting firm as members secretary; and as members representative from local chairman, teacher from Local Educational Institution, representative from Local Women's Group; and representative from the PAP Group.

The membership of the GRCs will ensure proper presentation of complaints and grievances as well as impartial hearings and investigations, and transparent resolutions. Where grievances are among the affected persons, the membership composition of the GRCs will take into account any traditional conflict resolution arrangements that communities may practice. If the aggrieved person is a female, RHD will ask the concerned female UP Member or Municipal Ward Councilor to participate in the hearings. Members of the GRCs will be nominated by the Upazila Engineer.

Table 9.1: GRC membership at local level

1. SDE/PD representative	Convener
2. Social Specialist from INGO / consulting firm	Member-Secretary
3. Local UP Member/Ward Councilor	Member
4. Teacher from Local Educational Institution	Member
5. Representative from Local Women’s Group	Member
6. Representative from the PAP Group	Member

All complaints will be received at the Office of the Upazila Engineer through the INGO/ Consulting firm. All cases at the local level will be heard within four weeks of their receipt. Grievances received through any channel will be registered and a notification of receipt with assurance of necessary review and resolution given in writing to the aggrieved persons.

9.3.2 Composition of District GRC

If the resolution attempt at the local level fails, the GRC will refer the complaint with the minutes of the hearings of the local GRC to district level for further review. With active assistance from the Area Manager of RP implementing agency, the committee will make a decision and communicate it to the concerned GRC. The RSEC with the support of INGO/Consulting firm will make periodic visit to the subproject sites, interact with the communities and affected persons, and pick up issues of concerns, complaints and suggestions to register with the GRM books. The decisions on unresolved cases will be communicated to the GRC within one week of the complaint receipt. Representative of PD or XEN will be the convener, and Area Manager of implementing agency will be the member secretary of the district GRC.

Table 9.2: GRC membership at district level

1. Representative of RHD Project Director (RHD field)/XEN, respective district	Convener
2. Area Manager, RAP implementing agency (INGO)	Member-Secretary
3. Local Government representative	Member
4. Representative of DC office from land acquisition section	Member
5. One representative of male PDPs	Member
6. One representative of female PDPs	Member

9.3.3 Composition at PIU and PSC level

If a decision at district level is again found unacceptable by the aggrieved person(s), RHD can refer the case to the PIU with the minutes of the hearings at local and district levels. PD will be the convener and senior social specialist will be the member secretary at PIU level. All the unsolved cases At the PIU level,

decisions on unresolved cases, if any, will be made in no more than four weeks by an official designated by the Secretary, MoRTB. A decision agreed with the aggrieved person(s) at any level of hearing will be binding upon RHD. There will be budgetary allocation for local and district committee members for participating meetings and refreshments during meeting.

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.

The affected persons and their communities will be informed of the project's grievance redress 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.

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. RHD 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 subproject level activities and implementation of those. The PIU 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 PIU also prepare periodic reports on the grievance resolution process and publish these on the RHD website. The format in **Annex 03** will be used for periodic grievance reporting.

The RHD program intends to strengthen the GRM through information and communication technology to ensure that all complaints including those of sexual exploitation and abuse are immediately reported to the Government. RHD will integrate the GRM 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 RHD/PIU for immediate measures. If the GRM 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. RHD will report activities and outcomes of GBV and SEA surveillance and management to the AIIB 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 INGO /Consulting firm. This application format would be concurred by the PD.
- 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 Project Director.
- vi. The Convener will also ensure strict adherence to the impact mitigation policies and guidelines adopted in this SIA and the mitigation standards, such as compensation rates established through market price surveys.

9.4 Grievance procedures for the labors

In any working environment it is essential for both employers and employees 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:

- ✓ Disciplinary action
- ✓ Individual grievances
- ✓ Collective grievances and negotiation of collective grievances
- ✓ Gender-based violence, sexual exploitation and workplace sexual harassment

9.4.1 Individual Grievance Procedure

Section 33 of Bangladesh Labour Act, 2006, every employer, including contractor, is required to have a formal grievance procedure which should be known and explained to the employee which would allow workers to quickly report labor issues, such as a lack of PPE, lack of proper procedures or unreasonable overtime, and allow the project to respond and take necessary action etc. It can be recommended that such procedure should at least:

- ✓ Specify to whom the employee should lodge the grievance;
- ✓ Refer to time frames to allow the grievance to be dealt with expeditiously;
- ✓ Allow the person to refer the grievance to a more senior level within the organization, if it is not resolved at the lowest level;
- ✓ If a grievance is not resolved, the employee has the right to lodge a dispute with the court.

Thus, in line with the provisions of Bangladesh Labour Act, 2006 it can be summarized that the Grievance Redressal Mechanism of the WeCARE project should be as below:

- 1) Any worker including a worker who has been laid-off, retrenched, discharged, dismissed, removed, or otherwise terminated from employment, who has any complaint in respect of anything and intends to get redress thereof, shall send his complaint in writing to his employer, by registered post within 30 (thirty) days of being informed of the cause of such complaint: Provided that if the employer accepts the complaint directly and acknowledges the receipt thereof in writing, such complaint shall not be required to be sent by registered post.
- 2) The employer shall within 30 (thirty) days of receipt of the complaint, make enquiry into the complaint and shall after giving the concerned worker an opportunity of being heard, communicate to the relevant employee as to his decision in writing thereon.
- 3) If the employer fails to give any decision, or if the concerned worker is dissatisfied with such decision, he may submit a complaint in writing, to the Project GRM, as the case may be, within 7 (seven) days from the date of expiry or, as the case may be, within 7 (seven) days from the date of the decision of the employer, who shall make an attempt to sort out the issues within (3) three days.
- 4) Upon expiry of the above timeline or in case of his/her dissatisfaction, the worker may he may submit a complaint in writing, to the)project steering committee within 7 (seven) days from the date of expiry or, as the case may be, within 7 (seven) days from the date of the decision of the employer, who shall take an attempt to sort out the issues within (3) three days. However, the worker is at liberty to submit his complaint following the procedure in Para (3) and (4) above or to the AIIB at any stage.
- 5) If PSC fails to give any decision, or if the concerned worker is dissatisfied with such decision, he may submit a complaint in writing, to the Labour Court within 30 (thirty) days from the date of expiry or, as the case may be, within 30 (thirty) days from the date of the decision of the employer.

- 6) The Labour Court shall, on receipt of the complaint, give notice to both the parties and hear their statement on the complaint, and considering the circumstances of the case shall pass such order as it may deem just.
- 7) The Labour Court may amongst other reliefs, direct for reinstatement of the complainant in service, with or without arrear wages and convert the order of dismissal, removal or discharges to any minor punishment specified in section 23(2).
- 8) Any person aggrieved by an order of the Labour Court, may, within thirty days of the order, prefer an appeal to the Tribunal, and the decision of the Tribunal on such appeal shall be final.

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. In addition, good international practice recommends that the procedures be transparent, is confidential, adheres to non-retribution practices and includes right to representation. A copy of the grievance procedure, written in an understandable language, should have been given to the employee at the time of his signing Employment contract and the acknowledgement receipt of such should have been preserved for future reference.

9.5 GRM contact information - RHD

Information on the project and future stakeholder engagement programs will be available on the project's website and will be posted on information boards in the project office in situ, and RHD Offices at the District HQs.

The point of contact regarding the stakeholder engagement program at RHD is given in the following page:

Description	Contact details
Company:	Roads & Highways Department (RHD)
To:	Project Director, WeCARE Project
Address:	132/4 New Baily Road, Dhaka - 1000
E-mail:	pd.wecare@rhd.gov.bd
Website:	www.rhd.gov.bd
Telephone:	02-48322657; +8801730782912

Chapter Ten: Information Disclosure, consultation and participation

10.1 Introduction

Disclosure, consultation and participation (DCP) of the affected persons and beneficiaries in project planning and implementation are keys to success of any project. The DCP creates opportunities for them to voice their opinions and concerns and offers opportunities to participate in the project design, planning and implementation processes. The Safeguard Policy of AIIB emphasizes upon ensuring formulation and execution of development projects in compliance with environmental and social safeguards; which requires the executing agency to conduct meaningful consultation with displaced persons, their host communities, and civil society organizations. Consultation process encompasses timely disclosure of relevant and adequate information to the project stakeholders and thereby promotes transparency, sustainability and opportunities for amicable conflicts management reducing the risks of project implementation delays. The DCP process thus embraced the following.

The Project is poised to be implemented amidst COVID-19 outbreak which is likely to affect the health of both the workers and the communities. Absence of PPE, lack of training and awareness and social distancing protocol may exacerbate the situation. As such face to face interactions are likely to be limited and IT based interactions/FGD in small groups will be planned by the RHD. RHD while planning stakeholder engagements in different forms, must comply with national, AIIB and WHO guidelines in this regard.

10.2 Identification of Stakeholders

The Roads and Highways Department (RHD) under the Ministry of Road Transport and Bridges (MORTB) is being the executing agency (EA) of the WeCARE Project, the Deputy Commissioner (DC) of the respective districts will finally acquire the requisite land on behalf of RHD. Table 10.1 presents the summary of identified stakeholders.

Table 10.1: presents the summary of identified stakeholders

Stakeholder Group	Stakeholder
Project-Affected Parties (PAPs) are divided into three categories as shown below:	
Directly Affected Population	<ul style="list-style-type: none"> • Individuals (including the non-titled people and the VG), households and business and other entities that are located within the Project Direct Area of Influence (DIA) whose land/ homestead /business entity would be under acquisition/may have to be shifted temporarily for the project implementation. • Social – the villages, households, growth centers and Business entities along the Highway directly affected by Project construction and operation. This is further elaborated below: <ul style="list-style-type: none"> ✓ Individuals, households (including non-title holders) and businesses that will be directly affected by the land acquisition process for the proposed project. ✓ People who make their livelihoods by farming the land of others and pisciculture that are under acquisition and people that are working with various business entities/shopkeepers/ agro based wholesalers etc. at the growth centers along the Highway; ✓ People directly affected by the construction and operation of the ancillary facilities and workers’ camps. Including those who have rented out their land temporarily for the project purpose; ✓ People and entities that had to move their establishments/shops/business/other facilities so to accommodate widening of the roads to some other arable land. This has affected the loss of cultivable land and temporarily loss of earnings through business/related activities;
Indirectly Affected Population	<p>Individuals and organizations located within Indirect Area of Influence include:</p> <ul style="list-style-type: none"> • Social – Individuals residing in the Upazila, Unions and Wards within which the Project is located. They include: <ul style="list-style-type: none"> ✓ Individuals including the elderly, the disabled ones, the children, pregnant women, single mothers, the school going children and persons needing medical attention etc. residing in the area while commuting along the Project Highway during project implementation stage; ✓ People outside of these municipalities/Upazila/Union/Wards whose commuting would be adversely affected through the project area during project implementation stage; ✓ Public and private organizations and businesses along the Highway and the growth centers – to be identified during the ESIA baseline study and consultation activities after RHD finalizes its design. ✓ Local Law enforcement agencies, local truck/bus/van owner’s and worker’s union, businessmen’s union, restaurant owners etc. ✓ Community Utilities and common property resources along the RoW would demand relocation. These include govt buildings, mosques / madrasas/temple/schools, graveyard, retaining walls and compound walls etc. During the period of relocation, local community would be adversely affected by the shifting process.
Cumulatively Impacted Population	Individuals and organizations located within the Cumulative Area of the project Influence area where the program is planned.
Other Interested Parties	

Stakeholder Group	Stakeholder
National Government	<ul style="list-style-type: none"> • PMO and Cabinet Division • Ministry of Local Government, Rural development & Cooperatives • Ministry of Road Transport and Bridges • Ministry of Science and Information & Communication Technology • Ministry of Finance • Departments: RHD,
District and Upazila Administration and Offices	<ul style="list-style-type: none"> • Department of Environment (DoE); • Forest Department (FD); • Local Government Engineering Department (RHD); • Bangladesh Water Development Board (BWDB), • Roads & Highways Department (RHD); • Bangladesh Agricultural Extension (BAE), • Bangladesh Road Transportation Authority (BRTA); • Bangladesh Inland Water Transport Authority (BIWTA); • Local Administration (District/Upazila/Union); • Deputy Commissioner's Office including AC Land/ Land Acquisition Officer • Civil Surgeon's Office • District Police Super, District Ansar Adjutant; Officer in Charge, Police in the Upazila and Upazila Ansar Platoon Commander • District Fire Fighting and Civil Defense Organization • District Livestock Officer • District Fisheries Officer • District Social Welfare Officer • District Food Controller • District Youth Welfare Officer • Upazila Nirbahi Officer (UNO)
Elected Officials and Local Politicians and community organizations	<p>The elected leaders who are part of the Administration/Management of Different Professional Bodies include at this stage:</p> <p>Upazila Chairman and Members</p> <ul style="list-style-type: none"> • Zilla Porishod Chairman and Members • Upazila Porishod Chairman and Members • Union Porishod Chairman and Members • District level political leaders (different parties) • Community based organizations
Media	<u>National</u>

Stakeholder Group	Stakeholder
	<ul style="list-style-type: none"> ✓ Newspapers (daily and weekly) ✓ Dhaka-based TV stations ✓ Dhaka-based radio stations <p><u>Local</u></p> <ul style="list-style-type: none"> ✓ Social media: Facebook ✓ Satellite TV/ Dish Home ✓ Local FM Radio Channel, when available
Businesses and Associated Groups	<ul style="list-style-type: none"> • District and Upazila Truck/Bus/Van Owners President and Members • Federation of Bangladesh Chambers of Commerce and Industries FBCCI unit in Districts • Bazar Management Committee President and Members, Bonik Samity President and Members, Labor Welfare Committee President and Members of the Markets/Business Centers along the Highway • Bankers / Money Lenders in the area
Interest Groups	<ul style="list-style-type: none"> • Construction Consulting Firms, Engineers, Architects, Suppliers of Construction Material and major Engineering and road construction rental entities • Civil society groups and NGOs on the national and local levels that pursue environmental and socio-economic interests and may become partners of the project; • 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 involved in laying OFC all along the Highway in all 10 districts; • Training Service Providers who would be involved in the capacity building of the RHD 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;
Internal Stakeholders	<ul style="list-style-type: none"> • Include but not limited to: supervision consultants, suppliers, Construction Contractors and Contractor's workforce, sub-contractors, petty contractors, etc.
Educational and Training Institutions	<ul style="list-style-type: none"> • Educational and Training Institutions to be identified during the SIA baseline study and after the RHD finalizing its action Plan
Health Institutions	<ul style="list-style-type: none"> • To be identified during the SIA baseline study and consultation activities
Project Financiers	<ul style="list-style-type: none"> • The AIIB • Other potential financiers
International and National Non-	<p>National: ASHA</p> <ul style="list-style-type: none"> • Grameen Bank • RS BD

Stakeholder Group	Stakeholder
Governmental Organizations (NGO)	<ul style="list-style-type: none"> • Jagoroni Fund • Ad-Din • Ma o Shihu etc. • More NGOs in the project area, if any, would be identified through ESIA <p>International</p> <ul style="list-style-type: none"> • BRAC • ILO and other International NGOs working on Labor, Environment, Social, Gender and GBV issues. • Details/ specificity would be identified through ESIA

10.3 Consultation and Participation Mechanisms

Consultation with stakeholders has been a priority to project of WeCARE. Both primary and secondary stakeholders of the project were informed through personal contact, informing the market owners' association, phone communication, etc. The key objectives of the consultation meeting were to disclose both positive and negative impacts of the project to the community and stakeholders as well as to ensure inclusion of views and opinions from project affected persons about project impact in their livelihood and social wellbeing.



Consultation with different stakeholders included direct interviews of all affected persons and entities, FGDs with different community representatives like the farmers, businessmen, residential structure loser, roadside shop owners and employees, transport owners and operators, industrial owner and employees, vulnerably poor community people, female group etc. Also organized community level open consultation meetings in key strategic places (UP Office, Market Centres etc.) along the road alignment. The EA (RHD) representatives, officials of local government (UP/Upazila/District level), community leaders were also interviewed on individual basis.

During the preparation of Social Impact Assessment (SIA), RHD has conducted a total of 02 consultation meetings and 10 FGDs along the project road alignment. Participants in the consultation meetings and FGDs included Sub-Assistant Engineer of roads and highways department, Upazila/Union Parishad Chairman, Councilors, Members, local elites, farmers, homestead owner, shop owner, small business groups, service holders, students, drivers and labor etc. List of meetings organized and the number of participants are in Table 10.2.

Table 10.2: Consultation Meetings organized along the Project road alignment

Meeting Type	Group Identity	Meeting Venue	Meeting Date	No. of Participants
Public Consultation Meeting-1	Affected people of the community	Garaganj Eidgah Math, Garaganj Bazar, Union-13 No. Umethpur, Upazila-Shailokupa, Zila-Jhenadah, Chainage: 88+450	8 th September 2019	150
Public Consultation Meeting-2	Affected people of the community	Muladhuli Union Parishad, Union-Muladhuli, Upazila-Ishordi, Zila-Pabna, Chainage: 17+500	10 th September 2019	60
FGD-1	Female group	In front of Omoar Ali Mondol's House, Koinbazar, Upazila: Boroigram, Zila: Natore; Chainage: 8+100	5 th September 2019	17
FGD-2	Affected land and structure owners	Ramjan Market, Word: Arappur. Jhenadah City Corporation, District: Jhenadah, Chainage: 9+000	5 th September 2019	11
FGD-3	Land loser group	Village: Koin (Panna Kolos), Upazila: Boroigram, Zila: Natore, Chainage: 9+500	6 th September 2019	16
FGD-4	Non-titled group	Moholla: Farmpara, Upazila: Ishordi, District: Pabna, Chainage: 19+800	7 th September 2019	16
FGD-5	Hindu community	Village: Dilunagar (Ghosgram), Union: Muladuli, Upazila: Ishordi, Zila: Pabna, Chainage: 17+800	8 th September 2019	16
FGD-6	Affected land and business group	14 No. Gashur Union Parishad, Village: Bhatoi (Bazar), Union: Gashur, Upazila: Shailokupa, Zila: Jhanadah, Chainage: 93+350	7 th September 2019	25
FGD-7	Affected land and business group	Joarder Super Market, Union: 1 No. Tribeni, Upazila: Shailokupa, Zila: Jhanadah, Chainage: 79+750	9 th September 2019	12
FGD-8	Affected small business group	Shaheb Nagar Bazar, Village-Shahebnagar, Union-Satmile, Upazila-Mirpur, Zila-Kushtia, Chainage: 47+200	10 th September 2019	16
FGD-9	Affected land and structure lossers group	Shasipur Badalia Bus Stand Jame Mosque Area, Badalia Bazar, Union-Alampur, Upazila-Kushtia Sadar, Zila-Kushtia, Chainage: 63+950	10 th September 2019	15
FGD-10	Transport worker group	Kustia Zila Motor Sromik Union Office, Bitipara, Union: Uzangram, Upazila-Kushtia Sadar, Zila-Kushtia, Chainage: 69+850	11 th September 2019	12

The views and concerns expressed by the participants in the consultation meetings have helped not only a general understanding of the attitude of the local people towards the proposed widening of project

roads, a comprehensive understanding of the extent and different nature of adverse impacts of land acquisition was also gained thereby. The Project Displaced Persons (PDPs) particularly expressed high concerns of adversities they would be subjected to because of land acquisition and raised questions about compensation rates and payment process. The payment process in their views is lengthy, non-transparent and cumbersome on their part to prove legal ownership of land. The participants argued for compensation as per the present market price which must be paid to the affected HHs two or three months before starting the project work.

10.3.1 Dissemination of Legal and Policy Guidelines of GOB and AIIB

In view of transparency in planning and active cooperation of DPs and other stakeholders, disseminated the project information in the meetings and during the census and sample household survey, community consultation and FGD meetings. The legal provisions of the GoB's Acquisition and Requisition of Immovable Property Act (ARIPA) 2017 and the AIIB's ESF have been discussed at length in all public consultation meetings and FGDs; revealing to the participants that the public communications policy of AIIB emphasizes on gaining stakeholders' trust in AIIB operations by ensuring transparency and accountability. Also shared with the displaced persons and their community the information on Project design, alignment options, benefits and probable adverse social impacts. Asked for their overall perception of the Project's benefits and impacts; and specifically of their views about land acquisition and compensation process, relocation requirements, and their preferred resettlement options. Women and other vulnerable groups consulted with seeking their views on project impacts and their livelihood aspects and their expectation from the project. Views and comments obtained thereby from various groups of people consulted have been shared with the RHD and the local elites – specially the views and comments made in reference to the needs of service roads, SMVT, underpasses, foot-over bridges, justification of straitening the bends.

Informed the affected persons that the project implementation will be in full adherence to the national policy on involuntary resettlement; ensuring that the persons/entities be displaced by the project shall be adequately compensated, treated with dignity and assisted in such a way so that their welfare and livelihoods are least affected. It was also informed that where needed livelihood restoration program will be launched to improve the conditions badly affected persons irrespective of title ownership of land be acquired and also irrespective of gender and ethnicity. The specific issues commonly shared with the participants in all meetings and public consultations included the following:

- ✓ All persons/entities to be displaced due to proposed widening of the road will invariably be assisted in their efforts towards resettlement/rehabilitation in a way of their choice to restore and sustain their livelihood and pre-project standard of living;
- ✓ Cash compensation for acquired land will be paid based on present market value along with replacement values of any structures and/or other assets thereon; subject to proof of ownership and/or user rights of the land;
- ✓ Cultural and customary rights of people displaced by the project will be protected, particularly those belonging to indigenous people and ethnic minorities;

- ✓ Gender equality and equity at all stages and processes of resettlement and rehabilitation will be respected;
- ✓ Vulnerable groups like the landless, ethnic minorities, poor woman headed households, physically challenged people, elderly and those falling below the nationally defined poverty line will receive additional benefits and assistance in a manner that addresses their specific needs related to socio-economic vulnerability
- ✓ Persons and/or businesses on government land will be eligible for compensation for loss of access to land and sites;

10.3.2 Feedback from Consultation: Common Views and Recommendations

The Project will displace a good number of shops and residences on land is not their own. They would not get compensation for land; although some displacement benefits, they might be receiving. For them would be very difficult to find similar place to resettle. A good number of affected persons losing land, shops and residences in certain locations will be facing severe hardship. Most of them are unlikely to be able to buy new land for their resettlement and commercial purposes. They expect adequate and timely payment of compensation and resettlement benefit so that they can buy new land elsewhere. Any delay in paying the compensation and resettlement benefits will put them at a risk of missing the chance of rehabilitation. Many participants also argued for disbursement of compensation by any trustworthy NGOs to avoid involvement of any broker/local leaders of political parties and not even the Land Acquisition Office (LAO).

The poor people losing land may not be able to organize necessary papers and documents to establish ownership and claiming compensation to the LA office. The cost of compensation collection may also be high. It is suggested that requiring body may pay the additional grant over and above the due cash compensation under law (CCL) following notice under section 7 ARIPA 2017; so that they don't have to wait for their resettlement benefit until CCL is paid.

In most of the commercial areas, suitable alternative spaces are not available. Even if any space available, cost thereof would be too high to manage by most of the small business owners/operators. Consequence would be quitting from business. Government should take note of the circumstances and arrange proper rehabilitation of the affected people.

In many cases, owners of affected plot are afraid of facing cumbersome process of proving ownership title to claim compensation when their ownership has not yet legally transferred to their own name. They should be given enough time (say, minimum 6 months from the date of receipt of acquisition notice), so that they are able to legally transfer the ownership and can arrange rehabilitation for themselves within that period.

The vulnerably affected persons demanded for special financial assistance as grant so that they can overcome the initial problems of displacement. The poorer households exclusively dependent on shops should be given financial and institutional assistance to restore their income and livelihood status. Amount of cash grant for them should be higher enabling them to arrange rental shops elsewhere.

Like those of the business owners, the employees thereof may be given some financial assistance to withstand the loss of their employment/income opportunities between the period of eviction/displacement of their employers from present place of business and restarting at new place

At some points, participants requested for realigning the road to avoid densely populated settlements. However, recognized the importance of project road in the context of rapid economic growth of the country and balanced development across the regions, participants of all consultation meetings supported the proposed upgradation the road. Highly concerned of the adverse impacts of land acquisition, most of the probable affected persons strongly urged for fair compensation and proper resettlement and rehabilitation irrespective of their land ownership.

The group-specific views expressed in the FGD and public consultation meetings briefly presented in Table 10.3 below,

Table 10.3: Summary of Opinions by the Participants of FGDs and Consultation

Meeting Type with No.	Participants category	Major Issues	Demand and Expectations	Action taken by the project
Public Consultation Meeting-1	Affected people of the community	Loss of land, structures and livelihoods.	Compensation procedure should be transparent and hassle free, the project should develop amicable and bribe less atmosphere so that all the APs can get 100% compensation in time before starting project's construction work.	All compensation will be paid according to current market price following the guidelines of AIB and ARIPA 2017. A separate RPF is being prepared for the project to ensure smooth implementation of the project.
Public Consultation Meeting-2	Affected people of the community	Loss of land, structures and livelihoods.	Alternative land for the highway or to sufficient compensation as per the present market rate before running the construction of the project.	A RP will be prepared to reflect the stakeholder's recommendation and demand.
FGD-1	Female group	Loss of kinship and proper compensation	Authorities should ensure proper cash compensation for each of the affected HHs.	Project will prepare RPF and RP incorporating stakeholders' demand.
FGD-2	Affected land and structure owners	Loss of residents and botheration to build new structures	Expectation proper compensation without any hassle as per the present market rate of land of their area.	A project implementation team will be formed to ensure smooth implementation of the RP. An external monitor will be hired to monitor the compensation mechanism. Project will establish a GRM as well.
FGD-3	Land loser group	Residents, livelihoods	Proper compensation without hassle before running the project work.	Same as above
FGD-4	Non-titled group	Households (HHs)	Ensure alternative land for the affected HHs living under the lands of RHD.	Project will try to avoid private land as much as possible and try to acquire government land

FGD-5	Hindu community	Concern for compensation	Job opportunities for the local people.	All unskilled labors will be hired locally.
FGD-6	Affected land and business group	Livelihoods, religious institution.	Proper compensation without hassle.	Project will prepare RP and RPF to ensure compensation at current market price
FGD-7	Affected land and business group	Worried for manage new land	Expectation proper compensation without any hassle as per the present market rate of land of their area.	Compensation will be paid for business loss.
FGD-8	Affected small business group	Income and livelihood option may lose	Affected should be given proper compensation, re-establish the bazaar in a new location.	Project will consider this recommendation to the project design
FGD-9	Affected land and structure loser group	Loss of land, structures and livelihoods.	Demand sufficient compensation and notify the owner's minimum 6 months before starting the project's work and give proper compensation.	All the affected HHs will be given minimum 3 months after the full compensation is paid. RHD will not relocate anyone without full compensation.
FGD-10	Transport worker group	Livelihood, Road Accident	Demand a Passenger Shed in Bitipara Bazar. Alternative job for the affected workers and take some measures, such as, construct foot-over-bridge at the important intersections of the area, keep a separate lane for the lower speedy vehicles and relocate the local kitchen markets and shops in safe distance from the highway road to reduce the number of road accident.	Project will construct passenger shed, foot over bridge, separate lane for the non-motorized vehicles.

10.4 Proposed strategy for stakeholder engagement

Stakeholder engagement activities will provide stakeholder groups with relevant information and opportunities to voice their views on issues that matter to them/affect them. The mechanism of information dissemination should be simple and be accessible to all. Two of the important means that have been followed until now include briefing material and organization of community consultation

sessions. The briefing material (all to be prepared in local language) can be in the form of (a) brochures (including project information, details of entitlements including compensation and assistance to be given to the PAPs; grievance mechanism) that can be kept in the offices of local self-government (gram parishad office) and project office; (b) posters to be displayed at prominent locations and (c) leaflets that can be distributed in the project areas. Consultation meetings should also be organized at regular intervals by the project to acquaint the communities, target group beneficiaries and affected persons of the following:

- ✓ Timeline and progress of the project by components;
- ✓ Information on beneficiary participation;
- ✓ Information of involuntary displacement, compensation and entitlements;
- ✓ Information of participation of small ethnic communities;
- ✓ Time line for acquisition of land using voluntary donation, direct purchase and any other voluntary approach.

Also, opinion and consensus of the community needs to be sought for livelihood transformation, relocation of any community assets and involuntary resettlement management. Information disclosure procedures are mandated to provide citizen centric information as well as all documentation necessary for addressing any queries. Disclosure of information will enhance governance and accountability specifically with respect to strengthening of monitoring indicators to help the AIIB monitor compliance with the agreements and assess impact on outcomes. However, it is to be noted that only digital, internet, social media etc. will be followed where face to face interaction can be avoided until COVID-19 situation improves. Other face to face interaction will be applicable for post COVID-19 period. Other on-line based platforms can also be used, such as web-conferencing, webinar presentations, web-based meetings, Internet surveys/polls etc. especially due to COVID-19 related restrictions.

The stakeholder engagement activities that RHD authority will undertake for their project. The activity types and their frequency are adapted to the three main project stages: project preparation (including design, procurement of contractors and supplies), construction, and operation and maintenance. The methods used would vary according to the target audience and would include:

- ✓ Public/community meetings, separate meetings for women and vulnerable
- ✓ Face-to-face meetings
- ✓ Focus Group Discussions/Key Informant Interviews
- ✓ Workshop with the Experts
- ✓ Surveys, polls etc.
- ✓ Interviewing stakeholders and relevant organizations
- ✓ Mass/social media communication (as needed)
- ✓ Disclosure of written information: brochures, posters, flyers, RHD website

Table 10.4: Proposed Strategy for Stakeholder Engagement

Stage	Target stakeholders	List of Information to be Disclosed	Method(s) used	Location/frequency	Responsibilities
STAGE 1: PROJECT PREPARATION (PROJECT DESIGN, SCOPING, RESETTLEMENT PLANNING, EIA/RPF/RP DISCLOSURE)	Project Affected People: People potentially affected by land acquisition People residing in project area Vulnerable households Squatters and petty businessmen along the RoW Local administration and local leadership Common Property Resources Committee Leadership	Project scope and rationale EIA, SIA, RPF and RP disclosures Land acquisition process and compensation Assistance in gathering official documents for authorized land uses Project E&S principles Resettlement and livelihood restoration options Grievance mechanism process including GRC Composition Finalization of relocation site, design, costing and timeframe of Mosques, Temples, madrasahs, Graveyards and Cremation Places when relocated	During COVID 19 period digital/ IT based interactions/FGD in small groups through VTC/other means to be arranged Public meetings, separate meetings for women and vulnerable in post COVID 19 situations Face-to-face meetings in post COVID 19 situations Mass/social media communication (as needed) Disclosure of written information: brochures, posters, flyers, Information boards at the project area in Bangla, Grievance mechanism RHD newsletter and website (in English) Discussion and public consultation, technical assessment etc. in post COVID 19 situations	Project area under Jashore-Jhenaidah Districts for disclosure of Drafts EIA, SIA, RPF and RP 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 ESMPF, SIA, RP, RPF etc. and then as and when required As and when required- at different stages of the Property relocation and construction	PD-WeCARE RHD, RSEC, CSC/XEN RHD Social and Environment Specialists Supervision and RP consultants

Stage	Target stakeholders	List of Information to be Disclosed	Method(s) used	Location/frequency	Responsibilities
	Other Interested Parties (External) Representatives in villages Affected persons under land acquisition along the RoW	Project scope, rationale and E&S principles ESMPF, ESMP, RPF, RAP, disclosures Land acquisition process Identification of land plots and uses Resettlement and livelihood restoration options Grievance mechanism process	During COVID 19 period digital/IT based interactions/ FGD in small groups through VTC/other means to be arranged Face-to-face meetings in post COVID 19 situations Joint public/community meetings with PAPs in post COVID 19 situations Public Disclosure through website/TV/Radio/WhatsApp/ SMS need to be arranged	Throughout SIA development as needed or as an when demanded by the affected community Disclosure meetings in nearby location	PD-WeCARE RHD, RSEC, CSC/XEN RHD Social and Environment Specialists Supervision and RP consultants
	Other Interested Parties (External) Press and media NGOs Businesses and business organizations Workers' organizations Academic institutions National Government Ministries Government Departments General public, jobseekers	Project scope, rationale and E&S principles SIA, EIA, RPF, RAP and LMP disclosures Grievance mechanism	During COVID 19 period digital/IT based interactions/ FGD in small groups through VTC/other means to be arranged Public meetings, trainings/workshops (separate meetings specifically for women and vulnerable as needed) in post COVID 19 situations Mass/social media communication Disclosure of written information: Brochures, posters, flyers, website Information boards at the Project Site Grievance mechanism Notice board for employment recruitment	Project launch meetings in District/Upazila/Union/Growth Centers Communication through mass/social media (as needed) Information desks with brochures/posters in project affected locations (Bangla and English) Public forums in Dhaka	PD-WeCARE RHD, RSEC, CSC/XEN RHD Social and Environment Specialists Supervision and RAP consultants

Stage	Target stakeholders	List of Information to be Disclosed	Method(s) used	Location/frequency	Responsibilities
	Other Interested Parties (External) Other Government Departments including DoE from which permissions/clearances are required; Other project developers, donors/Development partners	Legal compliance issues Project information scope and rationale and E&S principles Coordination activities Land acquisition process Grievance mechanism process ESMPF/ESMP/RPF disclosures	During COVID 19 period digital/IT based interactions/ FGD in small groups through VTC/other means to be arranged Face-to-face meetings, other public/community meetings in post COVID 19 situations Submission of required reports	Disclosure meetings Reports as required	PD-WeCARE RHD, RSEC, CSC/XEN RHD Social and Environment Specialists Supervision and RP consultants
	Other Interested Parties (Internal) Other RHD staff Supervision Consultants Third Party Monitoring Agency, when employed Supervision contractors, sub-contractors, service providers, suppliers, and their workers	Project information: scope and rationale and E&S principles Training ESMF/ESMP requirements and other management plans Grievance mechanism process E&S requirements Feedback on consultant/ contractor reports	During COVID 19 period digital/IT based interactions/FGD in small groups through VTC/other means to be arranged Face-to-face meetings Trainings/workshops Invitations to public/community meetings in post COVID 19 situations	As needed	PD-WeCARE RHD, RSEC, CSC/XEN RHD Social and Environment Specialists Supervision and RP consultants

Stage	Target stakeholders	List of Information to be Disclosed	Method(s) used	Location/frequency	Responsibilities
STAGE 2: CONSTRUCTION AND MOBILIZATION ACTIVITIES	<p>Project Affected People People potentially affected by land acquisition People residing in project area along the RoW Vulnerable households</p>	<p>Grievance mechanism Health and safety impacts (EMF, community H&S, community concerns) Employment opportunities Project status</p>	<p>During COVID 19 period digital/IT based interactions/ FGD in small groups through VTC/ other means to be arranged HH visits would demand Project’s designated staff to conduct visits with a specified periodicity. However, there would be logistical challenges in reaching households in remote locations. There would also be restrictions in reaching COVID-19 affected households. Public meetings, workshops Separate meetings as needed for women and vulnerable in post COVID 19 situations Individual outreach to PAPs/VGs and minority Transgender community as needed Disclosure of written information: brochures, posters, flyers in Bangla, website (in English) Notice board(s) at construction sites (Bangla) Grievance mechanism RHD Quarterly newsletter</p>	<p>Quarterly meetings during construction stage Communication through mass/social media as needed Notice boards updated weekly Routine interactions Brochures in local offices</p>	<p>PD-WeCARE RHD, RSEC, CSC/XEN RHD Social and Environment Specialists Contractor/sub-contractors Supervision and RP consultants</p>

Stage	Target stakeholders	List of Information to be Disclosed	Method(s) used	Location/frequency	Responsibilities
	Other Interested Parties (External) Governmental committees for land use and compensation (MBC) Affected community's representatives	Project scope, rationale and E&S principles Grievance mechanism Project status AIB compensation requirements	During COVID 19 period digital/IT based interactions/ FGD in small groups through VTC/ other means to be arranged Face-to-face meetings, Joint public/community meetings with PAPs in post COVID 19 situations	As needed (monthly during construction stage)	PD-WeCARE RHD, RSEC, CSC/XEN RHD Social and Environment Specialists Supervision and RP consultants Contractor/sub-contractors
	Other Interested Parties (External) Press and media NGOs Businesses and business organizations Workers' organizations Academic institutions National Government Ministries	Project information - scope and rationale and E&S principles Project status Health and safety impacts Employment opportunities Environmental concerns Grievance mechanism process	During COVID 19 period digital/IT based interactions/ FGD in small groups through VTC/ other means to be arranged Public meetings, open houses, trainings/workshops etc. in post COVID 19 situations Disclosure of written information: brochures, posters, flyers, website, Information boards in RHD Notice board(s) at construction sites Grievance mechanism	Quarterly meetings during construction stage Communication through mass/social media as needed Notice boards updated weekly Routine interactions Brochures in local offices	PD-WeCARE RHD, RSEC, CSC/XEN RHD Social and Environment Specialists Contractor/sub-contractors Supervision and RP consultants
	Other Interested Parties (Internal) Other RHD staff Supervision Consultants Contractor, sub-contractors, service providers, suppliers and their workers	Project information: scope and rationale and E&S principles Training on ESMF/ESMP requirements and other sub-management plans Worker grievance mechanism	During COVID 19 period digital/IT based interactions/ FGD in small groups through VTC/ other means to be arranged Face-to-face meetings Trainings/workshops Invitations to public/community meetings All these can be arranged in Post COVID 19 situations	Daily, as needed	PD-WeCARE RHD, RSEC, CSC/XEN RHD Social and Environment Specialists Contractor/sub-contractors Supervision and RP consultants

Stage	Target stakeholders	List of Information to be Disclosed	Method(s) used	Location/frequency	Responsibilities
STAGE 3: OPERATION AND MAINTENANCE	Project Affected People: People residing in project area along the RoW Vulnerable households/persons	Satisfaction with engagement activities and GRM Grievance mechanism process Damage claim process	Outreach to individual PAPs in Post COVID 19 situations RHD website Grievance mechanism RHD newsletter	Outreach as needed Meetings in affected Area (as needed/requested) Monthly (newsletter)	PD-WeCARE RHD, RSEC, CSC/XEN RHD Social and Environment Specialists District BRTA Officials Local Police
	Other Interested Parties (External) Press and media NGOs Businesses and business organizations Workers' organizations Academic institutions Local Government Departments, Local Leadership General public	Grievance mechanism process Issues of concern Status and compliance reports	Grievance mechanism RHD website Face-to-face meetings in Post COVID 19 situations Submission of reports as required	As needed	PD-WeCARE RHD, RSEC, CSC/XEN RHD Social and Environment Specialists District BRTA Officials Local Police

The consultation should continue throughout the project cycle to achieve highest scale of effectiveness of resettlement implementation. Several additional rounds of consultations with affected persons will be required during RP implementation. The next round of consultations will be required prior to start of compensation payment and assistance. For the benefit of the community in general and affected persons in particular, the RP should be made available at RHD local offices and at local Union and Upazila parishads/ pourashova. For continued consultations, the following steps are envisaged:

- ✓ Key features of the SIA/RP/EIA/RPF particularly the entitlements and institutional arrangements for grievance redress should be summarized in a leaflet and distributed among the DPs and their communities along the project corridor.
- ✓ RHD will conduct information dissemination sessions at major intersections and solicit the help of the local community leaders to encourage the participation of the APs in RP/SIA/EIA implementation.
- ✓ Attempts should be made to ensure that vulnerable groups understand the process and take their specific needs are taken into account.
- ✓ Final safeguard documents will be placed in RHD and AIIB websites before implementation of the project, whose reference link has to be shown in the summarized leaflet.

10.5 Information Disclosure

As a standard practice, the Project materials (ESMPF, EIA, ESMP, SIA, RPF or RP) released for disclosure are accompanied by making available the registers of comments and suggestions from the public that are subsequently documented by the project developer in a formal manner. A link to the Project webpage should be specified on all the printed materials distributed to stakeholders.

The PD will continue applying the similar approach to disclosure for any additional E&S appraisal materials that will be prepared as part of the project development. The EIA and SIA reports (together with the ESMPF and associated environmental and social management plan – EMP/SMP) in Bangla, and English will be made available for public review in accordance with the international requirements.

Distribution of the disclosure materials will be through making them available online under the COVID-19 situation. Upon improvement of the situation, distributions of the disclosure materials will be through making them available at venues and locations frequented by the community and places to which public have unhindered access in the usual manner. Free printed copies of the executive summary of the E&S documents in Bangla and English will be made accessible for the general public at the following locations:

- RHD Headquarters, Hatirjheel Connecting Road, Dhaka 1208 and the RHD offices affected District HQs of Jashore and Jhenaidah
- The District Administration office of Jashore and Jhenaidah
- The Project offices;
- Affected Upazila Headquarters
- Affected Union Parisad Offices
- Local NGO offices; and
- 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 copies of the EIA, SIA, RPF and RP will be uploaded on the project web-site <http://www.rhd.gov.bd>. This will allow stakeholders with access to Internet to view information about the planned development and to initiate their involvement in the public consultation process. The website will be equipped with an on-line feedback feature that will enable readers to leave their comments in relation to the disclosed material. Limitation of this online based communication is that not all parties/stakeholders have access to the internet, especially in remote areas and in communities.

The mechanisms which will be used for facilitating input from stakeholders will include further in the report and will disclose materials to local, regional and national NGOs as well as other interested parties. Proposed Information Disclosure Mechanism is given at **Table 10.5**.

Table 10.5: Information Disclosure

Project stage	List of Information to be disclosed	Methods proposed	Timetable: Locations/Dates	Target stakeholders	Percentage reached	Responsibilities
Project Preparation Phase	SIA, RPF, RAP and EIA	RHD website, National and Local Newspaper advertisement, District and Upazila administration website and notice board, Project office at the RD HQ	As soon as the concerned documents are uploaded in the website/published	Expert in the field of ES, Journalists, NGOS/CBOs, PAPs and Local Population including local administration and local businessmen	85% of local peoples will be made aware of the project through the process	RHD/ PD/PIU/ CSC/RSEC/XEN/ Environment Advisor, Social Safeguards Advisor
Construction	Traffic management plan Labor management Plan	RHD website, Meeting Signboard Brochures Traffic Police FGD	Monthly 02 numbers 01 As per need As per need	Contractors, Villagers, including pedestrians and drivers along and using the Highway Local and Migrant Workers of the project	80% of local peoples will be made aware through the process Poster or bulletin board reaches the rest percentage of the population	XEN/CSC/ Environment Advisor, Social Safeguards Advisor / BRTA representative/Contractor in coordination with local administration and local police
Operation	Traffic Management along the Highway	Meeting Brochures FGD	Monthly 01 As per need	PAPs, Youth, Women, Business Community at the Growth Centers, Transport owners and the Drivers, NGOs, local elected leadership	85% of local peoples will be made aware through the process	XEN/CSC/RSCE/Social Safeguards Advisor and Environment Advisor and BRTA representatives in coordination with local administration and Local Police

Annex 2: Terms of Reference for External Monitor

PROJECT BACKGROUND

The Government of Bangladesh (GoB) through the Ministry of Finance (MoF) has requested Asian Infrastructure Investment Bank (AIIB) to support the preparation and implementation of the Western Economic Corridor and Regional Enhancement Program (WeCARE Program) with the Roads and Highways Department (RHD). RHD will implement the widening and traffic safety improvements of the western corridor from Jashore – Jhenaidah – Bonpara – Hatikumrul corridor and Bhomra – Satkhira – Navaron corridor totaling to about 260 km of regional roads. RHD will implement construction, rehabilitation and improvements of priority rural roads and market infrastructures in 10 districts in the Western Region among them phase I funded by AIIB will only cover the Jhenaidah-Bonpara segment

The proposed WeCARE-RHD program is located in the Western Region of Bangladesh along the 260-km (1) Jhenaidah – Bonpara – Hatikumrul (160 km); (2) Jashore – Jhenaidah (48 KM) and (3) Navaron – Satkhira -Bhomra (approx. 52 km) –corridors respectively where AIIB will finance for 160 km of national High ways (Jhenaidah – Bonpara – Hatikumrul) under RHD. This program is planned to be implemented in two phases over ten years. The anticipated time for Phase-1 is five years while the duration of phase 2 is expected to be five years. Each phase will include investments in primary, secondary, and tertiary road infrastructure, complementary logistics infrastructure and services, and technical assistance for institutional capacity building and transport sector modernization.

The project is conceived as an economic corridor; thus, it is expected to have a strong focus on the resulting economic benefits for the communities living around the core infrastructure. This will be accomplished by using a network approach to corridor development—developing an appropriate mix of investments in trunk infrastructure and strategic auxiliary infrastructure in the districts that form part of the overall corridor. To this end, the Government has made policy decisions to develop some of the growth centers around the country with concept of providing several services including markets, health and education facilities and others but keeping the natural beauty and bio-diversity to the indigenous and genuine rural essence. Such an approach is consistent with international experience on the role of "central places" as nuclei for rural transformation and mitigate migration from rural to urban cities RHD is piloting this new strategic thrust in some districts, though none of them are in the proposed WeCARE project area.

RHD seeks to engage an independent External Monitoring Agency (EMA) to review the internal monitoring and undertake third party monitoring & evaluation of the RP implementation process for the Government of Bangladesh.

KEY OBJECTIVE OF EXTERNAL MONITORING

Monitoring is an integral part of the resettlement process. As part of this Project, a three-tier monitoring system has been designed to monitor and evaluate the progress of the Social Action Plan. These 3-levels comprise of: a) Internal monitoring at EA level involving the INGO and RHD field offices; b) monitoring by project construction supervision consultant (CSC) and c) independent external monitoring. The primary

objective for engaging an independent external monitor is to review the efficacy of internal monitoring, design and conduct periodic third-party monitoring and feedback RHD and GoB on policy improvement and enhancement of implementation process. The External Monitoring Agency (EMA) will review implementation process as per set policies in the RP and assess the achievement of resettlement objectives, the changes in living standards and livelihoods, restoration of the economic and social base of the affected people, the effectiveness, impact and sustainability of entitlements, the need for further mitigation measures if any, and to learn strategic lessons for future policy formulation and planning.

SCOPE OF WORK

The scope of work of the External Monitoring Agency (EMA) will include the following tasks:

- vii. To develop specific monitoring indicators for undertaking monitoring of all aspects of Resettlement Action Plan
- viii. To review and verify the progress in land acquisition/resettlement implementation of the Project.
- ix. Identify the strengths and weaknesses of the land acquisition/resettlement objectives and approaches, implementation strategies.
- x. Evaluate and assess the adequacy of compensation given to the APs and the livelihood opportunities and incomes as well as the quality of life of PAPs of project-induced changes.
- xi. Identification of the categories of impacts and evaluation of the quality and timeliness of delivering entitlements (compensation and rehabilitation measures) for each category and how the entitlements were used and their impact and adequacy to meet the specified objectives of the Plans. The quality and timeliness of delivering entitlements, and the sufficiency of entitlements as per approved policy.
- xii. To analyze the pre-and post-project socio-economic conditions of the affected people. In the absence of baseline socio-economic data on income and living standards, and given the difficulty of APs having accurate recollection of their pre-project income and living standards, develop some quality checks on the information to be obtained from the APs. Such quality checks could include verification by neighbors and local village leaders. The methodology for assessment should be very explicit, noting any qualifications.
- xiii. Review results of internal monitoring and verify claims through sampling check at the field level to assess whether land acquisition/resettlement objectives have been generally met. Involve the affected people and community groups in assessing the impact of land acquisition for monitoring and evaluation purposes.
- xiv. To monitor and assess the adequacy and effectiveness of the consultative process with affected APs, particularly those vulnerable, including the adequacy and effectiveness of grievance procedures and legal redress available to the affected parties, and dissemination of information about these.
- xv. Identify, quantify, and qualify the types of conflicts and grievances reported and resolved and the consultation and participation procedures.
- xvi. Provide a summary of whether involuntary resettlement was implemented (a) in accordance with the RP, and (b) in accordance with the stated policy.
- xvii. To review the quality and suitability of the relocation sites from the perspective of the both affected and host communities.
- xviii. Verify expenditure & adequacy of budget for resettlement activities.

- xix. Describe any outstanding actions that are required to bring the resettlement activities in line with the policy and the RP. Describe further mitigation measures needed to meet the needs of any affected person or families judged and/or perceiving themselves to be worse off as a result of the Project. Provide a timetable and define budget requirements for these supplementary mitigation measures.
- xx. Describe any lessons learned that might be useful in developing the new national resettlement policy and legal/institutional framework for involuntary resettlement.

METHODOLOGY AND APPROACH

The general approach to be used is to monitor activities and evaluate impacts ensuring participation of all stakeholders especially women and vulnerable groups. Monitoring tools should include both quantitative and qualitative methods. The external monitor should reach out to cover:

- 100% APs who had property, assets, incomes and activities severely affected by Project works and had to relocate either to resettlement sites or who chose to self-relocate, or whose source of income was severely affected.
- 10% of persons who had property, assets, incomes and activities marginally affected by Project works and did not have to relocate;
- 10% of those affected by off-site project activities by contractors and sub-contractors, including employment, use of land for contractor's camps, pollution, public health etc.;

The monitoring should be supplemented by focus group discussions (FGD) which would allow the monitors to consult a range of stakeholders (local government, resettlement field staff, NGOs, community leaders, and, most importantly, APs) and community public meetings which are open public meetings at the resettlement sites to elicit information about performance of various resettlement activities.

OTHER STAKEHOLDERS AND THEIR RESPONSIBILITY

1. Responsibility of RHD

RHD through its Project Management Office (PMO) at headquarters and in the RU-field offices will ensure timely supply of background references, data and project options to the independent monitor. It will ensure uninterrupted access to work sites, relevant offices of the GOB and RHD in particular. The independent external monitor will sit in quarterly coordination meetings with the RHD in presence of the supervision consultant and the RHD should organize that at PMO or Field level as appropriate.

Recommendation based on the result of the monitoring should be offered to RHD to cover up the deficiencies identified by the external monitor. RHD will accept the recommendations of the external monitor if it is within the scope of work and there is nothing incorrect in the report.

2. Responsibility of Supervision Consultant

The supervision consultant will provide appropriate protocol at site or at its Project Office for the mission of the EMA. It will on behalf of RHD ensure free access to work sites, impact areas and the database on resettlement and civil works. The supervision consultant will ensure timely intimation of its civil works planning as and when made or updated during the construction period and keep the external monitoring and evaluation consultant informed.

3. Responsibility of the Implementing NGO

The RP implementing NGO will assist and cooperate the external monitor through providing free access to its database and the automated management information system (MIS). It will provide copies of the progress reports and other reports as requested by the external monitor. The INGO may have to carry out surveys as well for fulfilment of the requirements of the external monitoring.

4. Panel of Experts (POE)

The POE will keep closer look into the activities of the external monitor in light of the social safeguard strategy and the involuntary resettlement guideline. It will ensure timely response from the EA on queries and recommendations from the independent monitor.

TEAM COMPOSITION OF THE EXTERNAL MONITORING AGENCY

The EMA should focus on field-based research on institutional arrangement, implementation strategy, policy objectives and the targets. In addition, data collection, processing and analysis should be performed to pin point problem areas and weaknesses and to highlight corrective measures, if needed, to achieve the objectives on schedule. Thus, there is a need for a dedicated monitoring team with adequate gender representation. Further, it is essential that the central team or field level coordinators responsible for monitoring, are skilled and trained in data base management, interview technique as well as social and economic/finance. Keeping in mind these criteria, the team should ideally include:

Position/expertise	Qualification and experience
1. Team Leader/ Implementation Specialist	Masters in social science/science with 15 years working background in planning, implementation and monitoring of involuntary resettlement for infrastructure projects. Experience in institutional capacity analysis and implementation arrangement for preparation and implementation of resettlement plans, and knowledge in latest social safeguard policies of the international development financing institutions in Bangladesh are preferred.
2. Social Impact Specialist	Masters in social science/science with 15 years working experience in social impact assessment including census and socioeconomic surveys, stakeholders' consultation, and analysing social impacts to identify mitigation measures in compliance with social safeguard policies of the international development financing institutions and national legislations. Experience of preparing resettlement framework and action plans and implementation of plans for externally financed projects is essential.
3. Gender Specialist	Masters in social science with 15 years working experience in relevant field; Thorough knowledge of gender issues and their implications in development projects; research and work experience relating to gender issues; and knowledge of techniques and their applications in mobilizing community participation in development programs.
4. Data Analyst	Graduate with working experience and knowledge of software, those are most commonly used in Bangladesh; demonstrated ability to design and implement automated MIS(s) for monitoring progress, comparing targets with achieved progress and the procedural steps.

TIME FRAME AND REPORTING

The EMA will be employed over a period of 5 years with intermittent inputs from the professional team to continue one year after completion of the RP implementation.

Quarterly and annual monitoring reports should be submitted to the RHD with copies to the AIIB . An evaluation report at the end of the Project should be submitted to the RHD with critical analysis of the achievement of the programs and the performance of RHD, INGO

The external monitors will provide monitoring and evaluation report covering the following aspects:

- ✓ Whether the resettlement activities have been completed as planned and budgeted
- ✓ The extent to which the specific objectives and the expected outcomes/results have been achieved and the factors affecting their achievement or non achievement
- ✓ The extent to which the overall objective of the Resettlement Plan, pre project or improved social and economic status, livelihood status, have been achieved and the reasons for achievement / non achievement
- ✓ Major areas of improvement and key risk factors
- ✓ Major lessons learnt and
- ✓ Recommendations.

Formats for collection and presentation of monitoring data will be designed in consultation with RHD, consultants and panel of experts.

QUALIFICATION OF THE EXTERNAL MONITORING AGENCY

The EMA will have at least 10 years of experience in resettlement policy analysis and implementation of resettlement plans. Further, work experience and familiarity with all aspects of resettlement operations would be desirable. NGOs, Consulting Firms or University Departments (consultant organization) having requisite capacity and experience as follows can qualify for services of and external monitor for the Project.

- ✓ NGOs registered with the Social Welfare Department of the GOB, Consulting Firms registered with the Joint Stock Company or Departments of any recognized university.
- ✓ The applicant should have prior experience in social surveys in land based infrastructure projects and preparation of resettlement plans (RP) as per guidelines on involuntary resettlement of AIIB .
- ✓ The applicant should have extensive experience in implementation and monitoring of resettlement plans, preparation of implementation tools, and development and operation of automated MIS for monitoring.
- ✓ The applicant should be able to produce evidences of monitoring using structured instruments and computerized MIS with set criteria for measuring achievement.
- ✓ The applicant should have adequate manpower with capacity and expertise in the field of planning, implementation and monitoring of involuntary resettlement projects as per donor's guidelines.

- ✓ Interested agencies should submit proposal for the work with a brief statement of the approach, methodology, and relevant information concerning previous experience on monitoring of resettlement implementation and preparation of reports.
- ✓ The profile of consultant agency, along with full CVs of the team to be engaged, must be submitted along with the proposal.

BUDGET AND LOGISTICS

The budget should include all expenses such as staff salary, office accommodation, training, computer / software, transport, field expenses and other logistics necessary for field activities, data collection, processing and analysis for monitoring and evaluation work. Additional expense claims whatsoever outside the proposed and negotiated budget will not be entertained. VAT, Income Tax and other charges admissible will be deducted at source as per GOB laws.

Annex 3: ToR for Social Safeguard Specialist

Project Background:

The Government of Bangladesh (GoB) through the Ministry of Finance (MoF) has requested Asian Infrastructure Investment Bank (AIIB) to support the preparation and implementation of the Western Economic Corridor and Regional Enhancement Program (WeCARE Program) with the Roads and Highways Department (RHD). RHD will implement the widening and traffic safety improvements of the western corridor from Jashore – Jhenaidah – Bonpara – Hatikumrul corridor and Bhomra – Satkhira – Navaron corridor totaling to about 260 km of regional roads. RHD will implement construction, rehabilitation and improvements of priority rural roads and market infrastructures in 10 districts in the Western Region among them phase I funded by AIIB will only cover the Jhenaidah-Bonpara segment

The proposed WeCARE-RHD program is located in the Western Region of Bangladesh along the 260-km (1) Jhenaidah – Bonpara – Hatikumrul (160 km); (2) Jashore – Jhenaidah (48 KM) and (3) Navaron – Satkhira -Bhomra (approx. 52 km) –corridors respectively where AIIB will finance for 160 km of national High ways (Jhenaidah – Bonpara – Hatikumrul) under RHD. This program is planned to be implemented in two phases over ten years. The anticipated time for Phase-1 is five years while the duration of phase 2 is expected to be five years. Each phase will include investments in primary, secondary, and tertiary road infrastructure, complementary logistics infrastructure and services, and technical assistance for institutional capacity building and transport sector modernization.

The project is conceived as an economic corridor; thus, it is expected to have a strong focus on the resulting economic benefits for the communities living around the core infrastructure. This will be accomplished by using a network approach to corridor development—developing an appropriate mix of investments in trunk infrastructure and strategic auxiliary infrastructure in the districts that form part of the overall corridor. To this end, the Government has made policy decisions to develop some of the growth centers around the country with concept of providing several services including markets, health and education facilities and others but keeping the natural beauty and bio-diversity to the indigenous and genuine rural essence. Such an approach is consistent with international experience on the role of "central places" as nuclei for rural transformation and mitigate migration from rural to urban cities. RHD is piloting this new strategic thrust in some districts, though none of them are in the proposed WeCARE project area.

RHD seeks to engage an independent External Monitoring Agency (EMA) to review the internal monitoring and undertake third party monitoring & evaluation of the RP implementation process for the Government of Bangladesh.

Purpose of the SIA

This SIA has been prepared for 67km of Kustia to Jhenaidah Road (phase-1), which is based on a preliminary design supported by AIIB. The objective of this SIA is to assess the social risks and impacts of the upgradation of Kustia-Jhenaidah Road from 2-lane to 4-lane road and to develop measures based on mitigation hierarchy to manage social risks and impacts.

This SIA is part of the process of compliance in accordance with the Government of Bangladesh and the AIIB Environmental and Social Framework (ESF) and its relevant Environmental and Social Standards (ESSs). The SIA assesses the risks and impacts and provides various social measures to avoid, reduce, mitigate and compensate these risks and impacts during preparation, construction and operation of the project.

Scope of SIA

- ✓ A review of the National laws, regulations and policy guidelines and considerations relating to the implementation of the project;
- ✓ A general description of the project and existing socio-economic conditions;
- ✓ Analysis of different alternatives to the project in terms of social perspectives;
- ✓ Identification and assessment of the potential impacts on the socio-economic condition in the project area during the construction of the project;
- ✓ Consultation with the locals/stakeholder involving concerned people in order to identify and act on any undocumented or perceived socio-economic issues

Major Responsibilities:

Reporting to the Project Director WeCARE, and the Social Safeguards Specialist will assume, among others, the following roles and responsibilities;

- ✓ 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; RHD /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 SIA 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

Qualifications:

The Social Safeguards Specialist will possess the following qualifications;

- ✓ Minimum 8-10 years prior experience in the areas of social safeguards with any reputed national/international organizations
- ✓ Previous experience of working in the education relevant project will be considered an advantage

- ✓ Demonstrated capacity in delivering training/orientation and report writing both in English and Bengali
- ✓ Master degree in any subject of social science
- ✓ Previous experience on social safeguard with AIIB/AIIB/another donor funded project is highly desirable.

Annex 4: ToR for Gender and GBV Specialist

Project Background:

The Government of Bangladesh (GoB) through the Ministry of Finance (MoF) has requested Asian Infrastructure Investment Bank (AIIB) to support the preparation and implementation of the Western Economic Corridor and Regional Enhancement Program (WeCARE Program) with the Roads and Highways Department (RHD). RHD will implement the widening and traffic safety improvements of the western corridor from Jashore – Jhenaidah – Bonpara – Hatikumrul corridor and Bhomra – Satkhira – Navaron corridor totaling to about 260 km of regional roads. RHD will implement construction, rehabilitation and improvements of priority rural roads and market infrastructures in 10 districts in the Western Region among them phase I funded by AIIB will only cover the Jhenaidah-Bonpara segment

The proposed WeCARE-RHD program is located in the Western Region of Bangladesh along the 260-km (1) Jhenaidah – Bonpara – Hatikumrul (160 km); (2) Jashore – Jhenaidah (48 KM) and (3) Navaron – Satkhira -Bhomra (approx. 52 km) –corridors respectively where AIIB will finance for 160 km of national High ways (Jhenaidah – Bonpara – Hatikumrul) under RHD. This program is planned to be implemented in two phases over ten years. The anticipated time for Phase-1 is five years while the duration of phase 2 is expected to be five years. Each phase will include investments in primary, secondary, and tertiary road infrastructure, complementary logistics infrastructure and services, and technical assistance for institutional capacity building and transport sector modernization.

The project is conceived as an economic corridor; thus, it is expected to have a strong focus on the resulting economic benefits for the communities living around the core infrastructure. This will be accomplished by using a network approach to corridor development—developing an appropriate mix of investments in trunk infrastructure and strategic auxiliary infrastructure in the districts that form part of the overall corridor. To this end, the Government has made policy decisions to develop some of the growth centers around the country with concept of providing several services including markets, health and education facilities and others but keeping the natural beauty and bio-diversity to the indigenous and genuine rural essence. Such an approach is consistent with international experience on the role of "central places" as nuclei for rural transformation and mitigate migration from rural to urban cities RHD is piloting this new strategic thrust in some districts, though none of them are in the proposed WeCARE project area.

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II – SCOPE OF WORK AND KEY ACTIVITIES

- **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 key staff in (locations) in order to review prevention and response processes, staff sensitization/training and effectiveness of existing GRM/ complaints mechanisms.
 - Assess quality, confidentiality and comprehensiveness of existing protocols being used if grievances related to of SEA/SH are reported (linking survivors to services and avoiding re-victimization).
 - Assess quality, confidentiality and comprehensiveness of clear and confidential protocols for preventing SEA/SH.
- Make practical recommendations through the **development a work plan with concrete measures to implement key recommendations** to strengthen systems for SEA prevention and response in coordination with the Task Team
- **Organize/facilitate initial training of project related staff on GBV drivers**, risks and mitigation measures. Provide support for organizing trainings of PIU and project-related staff on SEA/SH risk mitigation, including codes of conduct and GRM.
- **Support the task team/contractor with the implementation of the GBV Action Plan (and any further mitigation measures)** in line with local labor legislation and a survivor-centred approach, including i) an awareness raising strategy, describing how workers and local communities will be sensitized to GBV risks, and the worker's responsibilities under the CoC; ii) a response protocol,

including GBV service providers to which GBV survivors will be referred, and the services which will be available; iii) a GRM and allegation procedures, including how the project will provide information to employees and the community on how to report cases of GBV CoC breaches to the GRM and; iv) an Accountability framework to hold accountable alleged perpetrators associated to the project.

- **Assess the need and support implementation of community consultations with women to take place during upcoming implementation support missions**, in order to understand potential risks and the best ways to make project benefits accessible to women.
- **Support the development or adaptation of Codes of Conduct (CoC)** for workers (and GBV clauses in contracts promoting the inclusion of women and girls in the project, if applicable) based on best practice. Support the task team and contractors in rolling out the CoC, including training and documentation the process of implementation (challenges and lessons learned).
- **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 coordination with the project task team and implementation unit. Support rolling out the GBV GRM, including training project related staff, labor, community members, students or others as needed, and document the process of implementation including challenges and lessons learned.
- **Support the development and costing of a survivor-centered protocol to respond to cases of GBV** reported through the GRM as part of the overall project framework. This should include adding to or creating GBV service providers mapping of priority project areas.
- Provide **recommendations and costing for the implementation of community awareness raising activities** that include the risk of SEA related to the project, the code of conduct for workers, the GRM and the ways in which the community members can safely report concerns.
- Provide **recommendations on integrating a gender lens** into any ongoing impact evaluations or project-related research (if relevant), and to gather lessons learned in cases where project activities are already finished and can no longer be retrofitted

III - Scope of work and methodology

- *Desk review and analysis of relevant documents:*
 - **Project documents prepared by SHED/ contractor and integrating gender and GBV implications where appropriate**
 - **Systems put in place by the relevant operations** - This will include Incident Reporting Procedures; Terms of Reference or existing Codes of Conduct for Contractors; safeguard instruments, including ESMF/P, stakeholder engagement plans, labor management plans, etc.; monitoring reports by contractors, GRM manual and reports as well as fact finding reports on most any previous allegations of SEA, etc. This could include examining processes for implementing and monitoring COCs, collecting and analyzing information on actual/potential risk factors for vulnerability to sexual exploitation and abuse and elaborating measures to address them.
 - **Best practices for accountability measures**, including CoCs, GRMs and SEA/SH risk mitigation and prevention measures relevant to the project.
- *Key informant interviews*
 - Semi-structured interviews with Government Counterparts/implementing agencies, NGO staff, relevant AIB Program Leaders, Task Teams and Social Safeguards specialists, other staff providing oversight in terms of SEA/SH prevention/response. The primary purpose of these interviews is to fully understand the set of measures put in place to address SEA in key sectors and the extent to

which they meet global best practice requirements, as well as to understand the feasibility of initially proposed retrofitting recommendations.

- Meet with the task team in order to review prevention and response processes, including staff training and monitoring, existence of complaints mechanisms, including community awareness raising re: making a complaint, and availability/provision of survivor-centered services for an alleged survivor.
- Assess comprehensiveness of clear and confidential protocols to be followed if cases of SEA/SH are reported (linking survivors to services and avoiding re-victimization). If gaps are identified make recommendation to, i) strengthen the reporting response framework outlining procedures and guidelines targeting government partners and contracting firms associated with the project; ii) develop recommendations to strengthen the referral pathway for survivors that should be implemented as soon as a case is reported, verified or not.
- Engage with counterparts directly involved in the project implementation regarding their intervention in any cases of SEA/SH, as well as to assess the extent of internal knowledge on this issue. The Specialist should meet in particular with the social and/or GRM focal points or the Operational Safety and Health team within the project to assess knowledge of appropriate and ethical measures to report and respond to cases of SEA/GBV. When meeting with those managing the GRM the Specialist should verify whether and how the grievance redress mechanism collects SEA/SH related complaints in a safe manner, without increasing risk to survivors and keeping anonymity if at all possible.
- Engage with secondary sources of information on the potential risks of GBV linked to the project and on the appropriate entry points for the development of a GBV-sensitive GRM. This will include women's organizations, GBV service providers active in the zone of implementation of the project, community leaders, and other community members with key information on the experiences of women and girls in communities affected by the project.

Rolling out appropriate systems

- Help Task Team set up GBV GRM, facilitate it running smoothly and monitor and record complaints received
- Help in rolling out appropriate CoCs, ensuring requirements in CoCs are clearly understood by those signing and signed by all workers present in project site.
- Clearly define the GBV requirements and expectations in the bidding documents for contractor
- Help Task team implement appropriate project related civil works for labor to reduce GBV risks. This can include separate, safe and easily accessible facilities for women and men working on the site like well-lit locker rooms and/or latrines located in separate areas, with the ability to be locked from the inside.
- Help in setting up IEC campaigns. Ensure that display signs are visible around the project site that signal to workers and the community that the project site is an area where GBV is prohibited.
- Monitoring all GBV related activities

The assignment will include office-based work and travel to project sites in Bangladesh as identified by and coordinated with the Task Team. Key activities during field work may include:

- Meeting with the project teams in order to review prevention and response processes linked to SEA/SH (staff training and monitoring, existence of complaints mechanisms, community awareness, and availability/provision of survivor-centered services for an alleged survivor);
- Consultations with communities surrounding the project.

IV - Deliverables

The Specialist will prepare the following outputs:

1. Assessment report and work plan with measures to strengthen SEA/SH prevention and response mechanisms under project,
2. Carry out tasks set in Gender and GBV Action Plan, and further enhance/strengthen risk prevention and mitigation methods
3. Rolling out appropriate systems as outlined.
4. Relevant trainings to sensitize community and project related staff about GBV issues, methods of reporting grievances
5. Revised safeguard instruments to integrate GBV risk mitigation measures in line with risks identified and good practices, in the country and in other AIIB funded projects.
6. Completed monitoring tool with up to date progress for each sub- project

V - Reporting, Remuneration, Timing and language of outputs

The initial duration of this assignment will be for XXX days until XXX. The work will be supervised by SHED and contractor. The outputs outlined above will be produced in English and in Bangla (when required).

VI - Key skills, technical back ground and experience required

- Minimum of 5 years relevant professional work experience at national and international levels in development or humanitarian field, with a focus on the prevention and response to gender-based violence;
- Operational experience on the ground in low- and/or middle-income countries in the implementation of programs related to violence against women and girls, sexual exploitation and abuse, gender, and child protection;
- Proven research skills and demonstrated expertise in analysis and development of technical papers and reports as well as programmatic guidance related to violence against women and children;
- Familiar and able to operationalize international standards, procedures for prevention and response to GBV, safe and ethical GBV data collection, and of key standards and resources on GBV in emergencies.
- Experience of collaborating with Government entities in GBV program implementation considered an asset;
- Direct experience in collecting, analyzing and comparing data related to GBV;
- Knowledge and experience of AIIB policies and operations considered an asset;
- Excellent analytical, communication, writing, presentation/facilitation and editorial skills in English and Bangla.
- Willingness to travel regularly to engage with Task Teams on operational issues and advisory activities related to GBV;

- Commitment to a survivor-centered approach.