



Government of the People's Republic of Bangladesh

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

**Bonpara –Jhenaidah Road
Phase 1 (Kushtia-Jhenaidah section-66.7 km)**

**Environmental and Social Management Planning
Framework (ESMPF)**

Roads and Highways Department (RHD)

October 2020

Environmental and social Management Planning Framework (ESMPF)

Abbreviations

CSO	Civil Society Organizations
DAE	Department of Agriculture Extension
DIFE	Department of Inspection for Factories and Establishments
DLS	Department of Livestock Services
DoE	Department of Environment
DoF	Department of Fisheries
DSM	Design Supervision Management
EA	Environmental Assessment
ECA	Ecological Critical Area
ECA	Environmental Conservation Act
ECC	Environmental Clearance Certificate
ECoP's	Environmental Code of Practices
ECR	Environment Conservation Rules
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
EMF	Environmental Management Framework
EMIS	Environmental Management Information System
EMP	Environmental Management Plan
EMU	Environmental Management Unit
ESA	Environmental and Social Assessment
ESF	Environmental and Social Framework
ESIA	Environmental and Social Impact Assessment
ESMPF	Environmental and Social Management Plan Framework
ESMP	Environmental and Social Management Plan
ESR	Environmental Screening Report
ESS	Environmental and Social Standards
FGD	Focus Group Discussion
GAP	Gender Action Plan
GBV	Gender Based Violence
GoB	Government of Bangladesh
GRC	Grievance Redress Committee
GRM	Grievance Redress Mechanism
LMP	Labour Management Procedures
MoRTB	Ministry of Road Transport and Bridges
NGOs	Non-Government Organizations
OHS	Occupational Health and Safety
PA	Protected Area
PAD	Project Appraisal Document
PAU	Project Affected Unit
PIU	Project Implementation Unit
PMO	Project Management Office
PMU	Project Management Unit
PPE	Personnel Protective Equipment
RP	Resettlement Plan
RHD	Roads and Highways Department
RPF	Resettlement Policy Framework
SIA	Social Impact Assessment
WeCARE	Western Economic Corridor and Regional Enhancement Program

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Part A: Introduction and purpose of the ESMPF

A.1 Introduction

This document presents the Environmental and Social Management Planning Framework (ESMPF) for the Hatikumrul-Bonpara-Jhenaida Phase I (Lalon Shah Bridge, Kushtia to Jhenaidah) 66.7km Road Improvement Project, which supports the Western Economic Corridor & Regional Enhancement Program (WeCARE Program) of the Government of the Bangladesh (GoB) to establish sub-regional transport connectivity with neighboring countries. This ESMPF 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.

At this stage of project preparation, the full details of the project design of the proposed Road have not been finalized. This ESMPF has been drafted to ensure complete coverage of any impacts which may result from design decisions to be done at a later date. An Environmental Impact Assessment (EIA) and a Social Impact Assessment (SIA) was carried out for the project, the results and findings of which were used to draft this ESMPF. In addition, a Resettlement Policy Framework (RPF) was also prepared. Public consultations, carried out as part of project preparation contributed to the finalization of this document.

This ESMPF serves to guide development, implementation, and operation of the project in compliance with the requirements of the AIIB's Environmental and Social Framework (ESF) and applicable GoB laws and regulations. This Framework will address the hitherto unknown impacts due to the project that might result due to some changes in technical design. The ESMPF presents social and environmental safeguards screening procedures, specific arrangements for management of environmental and social impacts, (both negative and positive,) including monitoring and reporting for the project.

More specifically, the ESMPF serves as a guidance instrument to ensure that environmental and social impacts of the road construction activities are identified and assessed, and that appropriate mitigation, management, and monitoring measures are incorporated and applied in implementation. It sets out the institutional and organizational arrangements, procedures, and implementation arrangements for identification, management and monitoring of environmental and social impacts, mitigation and management. It addresses mechanisms for public consultation, participation, and disclosure of project documents as well as for redress of possible grievances and management of project-related issues which may arise during implementation.

A.2 Purpose of the ESMPF

The ESMPF will be used as a practical guidance during program formulation, design, implementation, and monitoring in AIIB-WeCARE phase 1, particularly with impacts that are not known as yet. This document will be followed during project preparation and implementation for ensuring environmental and social integration in planning, implementation, and monitoring of project supported activities. For ensuring good environmental management in the proposed WeCARE program, the ESMPF will provide guidance on pre-investment works/studies (such as environmental and social screening, environmental and social assessment, environmental and social management plans, etc.), provide set of steps, process, procedure, and mechanism for ensuring adequate level of environmental and social consideration and integration in each investment in the project-cycle; and describes the principles, objectives and approach to be followed to avoid or minimize or mitigate impacts and risks according to AIIB Environmental and Social Policy (ESP). The specific objectives are to:

- ✓ Identify environmental and social impacts of the projects that are not known as yet and account for appropriate mitigation measures
- ✓ integrate the environmental and social concerns into the identification, design and implementation of all project interventions in order to ensure that those are environmentally sustainable and socially feasible;

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- ✓ ensure all relevant environmental and social issues are mainstreamed into the design and implementation of the projects/sub-projects and also in the subsequent phases of the WeCARE;
- ✓ consider in an integrated manner the potential environmental and social risks, benefits and impacts of the program and identify measures to avoid, minimize and manage risks and impacts while enhancing benefits;
- ✓ ensure compliance with national and AIIB's requirements. The ESMPF presents potential impacts of the WeCARE, mitigation, enhancement, contingency and compensation measures, environmental and social management and monitoring plan, and institutional framework including inter-agency cooperation for implementing ESMP. The ESMPF will facilitate compliance with the Government of Bangladesh's policies, acts and rules as well as with the AIIB's environmental and social standards (ESSs) of the Environmental and Social Framework (ESF), and guide conducting the detailed SIA/EIA of the later stages of the WeCARE as appropriate to the project components/sub-components.

A.3 Approach and Methodology of ESMPF

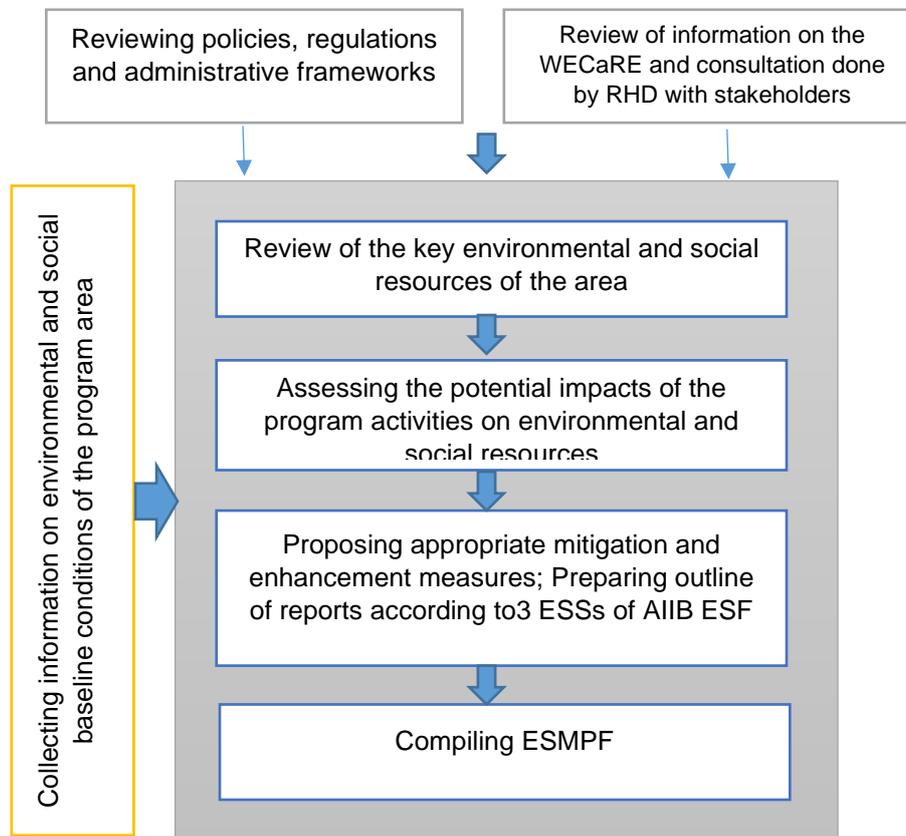
The ESMPF has been prepared following the standard methodology consisting of the steps listed below:

- ✓ Review of the program details and meeting/discussions with the RHD team
- ✓ Review of the policy and regulatory requirements of GoB and AIIB
- ✓ Conduct recon naissance field visit by group of experts and RHD team and initial scoping and screening to determine the key environmental and social parameters and aspects that are likely to be impacted by the program activities
- ✓ Collect and analyze of baseline environmental and social data with the help of secondary literature review and field data collection
- ✓ Consult with the stakeholders including beneficiary/affected communities and developing the consultation process
- ✓ Assess the potential and likely impacts of the program activities
- ✓ Prepare an outline environmental and social management issues according the requirements of the 3 ESSs of the AIIB ESF
- ✓ Compile of the individual thematic reports (SIA, EIA, ESIA, RP and RPF) into ESMPF

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The methodology for the preparation of the ESMPF is presented in Figure A.1.

Figure A.1: ESMPF Preparation Approach



A.4 Description of the Project and its components

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.

Phase 1 of the Project will upgrade a 66.7 km section of existing two-lane road from Kushtia to Jhenaida of Bonpara-Jhenaidah section 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 also finance road construction, OFC, consulting services, training and capacity building, equipment purchase, and ITS systems.

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.

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The program corridor is conceived as “spine” of the economic corridor with a strong focus on improving the livelihoods of local communities along the corridor, which extends across ten districts¹ from Bhomra in the southwestern corner of Bangladesh to Hatikamrul near the Jamuna (Bangabandhu) Bridge. The ten districts through which the Program corridor passes are home to more than 16 million people², and its economic role extends to Dhaka and other cities (as explained previously). Critical trade flows with India are intermediated by the main cities of the western region (e.g. Jashore) which serve as agglomeration and distribution centers in Bangladesh. In addition, the corridor connects a region in Bangladesh that produces several important agricultural and other natural products (jute, vegetables, rice, fruits, mango, banana, litchis, fish and shrimp) for the domestic and international markets.

The program corridor is vital for Southwest-Northwest connectivity; overall economic development of the Western Bangladesh; and resiliency of the road network. At the northern end, the Corridor will connect at Hatikumrul to the Dhaka–Northwest international trade corridor, which is the second busiest artery in Bangladesh after the Dhaka–Chittagong road. On the southern end, the corridor will connect to the second largest dry port (in terms of volume) between Bangladesh and India at Bhomra. Thus, the program is expected to yield large economic gains. Further, the program corridor is of great importance from the climate resilience perspective. The Southwest region at present is connected to the rest of Bangladesh through the Lalon Shah bridge (part of the program corridor), and ferry services across the Padma. Due to unreliable ferry service connectivity, most current freight traffic crosses through the Lalon Shah Bridge, which has been identified as one of the busiest and most critical assets in the country’s transport network. While the opening of Padma bridge will substantially increase the share of freight crossing over the Padma river, a World Bank road network and freight flow analysis indicates that direct Southwest-Northwest connectivity through the Pakshey/Lalon Shah bridge will remain critical for sustainable freight movement in Bangladesh. The analysis estimates that post Padma Bridge opening, 40 percent of all freight between the Southwest and the rest of Bangladesh will pass through the Pakshey/Lalon Shah Bridge, thereby complementing Padma Bridge and increasing the resilience of the Southwest region by providing two points of connectivity with the rest of the country.

The program will also support an ambitious road sector modernization and capacity building plan to address key sector issues, transform current practices and introduce innovations across all phases of road sector development in the country. Many of the challenges facing Bangladesh’s transport sector are endemic and require sustained engagement. Consequently, the program will also have a long-term engagement on road sector modernization and capacity building. A review of policy, regulatory frameworks and institutional capacity assessment would be carried out during the preparation along with a stocktaking of ongoing initiatives by various MDBs and GoB to arrive at a comprehensive sector and organizational transformation plan to be implemented through a series of TA interventions running across all phases of the proposed program.

The phase 1 of the AIIB-WeCARE program consists of 3 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.

¹ Satkhira, Jhenaidah, Jashore, Sirajganj, Pabna, Natore, Kushtia, Magura, Chuadanga and Meherpur

² 2011 census

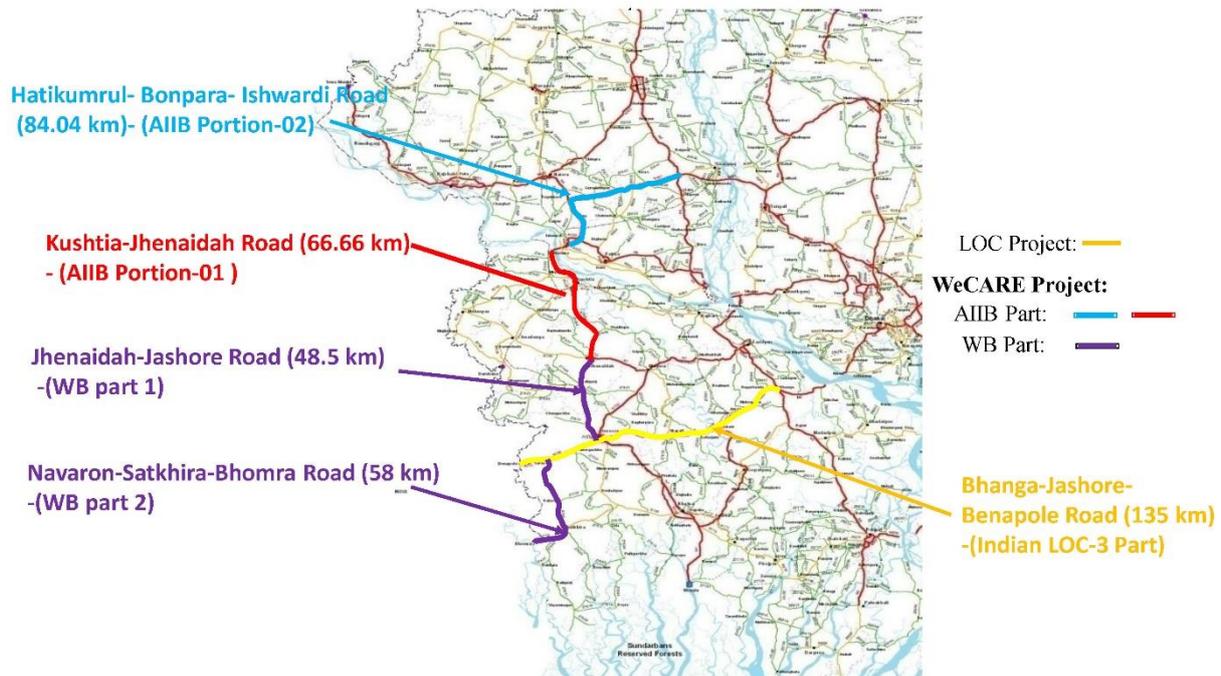
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Component 3 – Equipment Purchase. Purchase of key O&M equipment and Intelligent Transportation System (ITS) equipment to enhance RHD’s asset management capacity and capabilities at the district and national level.

A.5 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 A.2

Figure A.2: Location of WeCARE program corridor with AIIB and World Bank parts



The phase 1 of AIIB funded program 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. Ruppur Nuclear Power Plant is situated at east end of Lalon Shah Bridge. Details are shown with figure A.3 below.

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Figure A.3: Location of Kustia to Jhenaidah Road Corridor



This 66.6 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 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.

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Figure A.4: 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.

A.6 Environmental and Social Categorization of the project

The AIIB Environmental and Social Framework determines the project category by the type 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 Environmental and Social Standards mentioned in the ESP covers environmental and social assessment and management, involuntary resettlement and vulnerable/indigenous people. These standards require clients to implement structured process of impact assessment, planning, and mitigation to address the adverse effects of projects throughout the project cycle. Together, the ESP and the ESSs comprise an environmental and social management which require that: (i) environmental and social screening and categorization is ensured early, (ii) future project environmental and

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social threats and impacts are analyzed; (iii) measures are identified to prevent, reduce, mitigate, cover or make up for project environmental and social impacts; (iv) a process to consult the public on environmental and social risks and impacts of projects and to disclose information is provided. The ESF apply to all AIIB-financed projects, including private sector operations, and to all project components.

Key environmental and social risks and impacts of the proposed program are anticipated to occur largely during the construction phase and within existing footprints. Key impacts include: (i) cutting of mature trees along the expanded ROW; (ii) health & safety of workers and communities within the corridor and along the transport routes of construction supplies, materials and equipment; (iii) exposure of population in urban and semi-urban centers along the ROW and transport routes to noise, vibrations, air pollution and safety risks; (iv) siltation and sedimentation of waterways close to the physical works; (v) significant land acquisition along the expanded ROW; (vi) physical displacement of houses and some mosques, temples, madrasah and graves; (vii) temporary economic displacement of some vendors and businesses along the ROW and in market areas where some rural roads will be constructed and/or rehabilitated; and, (viii) increased risk of GBV and road accidents.

Due to the nature and scale of this project and applying the ESF of AIIB the project has been classified as category A project. Category A refers to proposed projects if it is likely to have a number of potentially significant adverse environmental and/or social impacts. In this case the potential social impacts due to resettlement of project affected persons warrant a high-risk categorization. For this category, the Bank determines the appropriate environmental and social assessment documentation the Client is required to prepare on a case-by-case basis. A full EIA and SIA is required for this project.

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Part B: Regulatory Requirements, safeguard policy principles and objectives

This Chapter presents a review of the national policy, legal, and regulatory framework relevant to the environmental and social aspects of the project. In addition to the national environmental and social FW, AIIB's environmental and social safeguard policies are also been discussed.

B.1 Review of National Environmental and Social Policy, Legal and Regulatory Framework

Table 3.1 below lists only some most important applicable key GOB acts, rules and regulations and their relevance to this WeCARE sub-projects of RHD.

Table B.1 Summary of Applicable Environmental, Social and Safeguards Regulations of GOB

S.No.	Policies/Act/Rules	Key provisions and purpose	Applicability to WeCARE sub-projects/RHD
1.	Bangladesh Environmental Conservation Act (ECA), 1995	This umbrella Act includes laws for conservation of the environment, improvement of environmental standards, and control and mitigation of environmental pollution. According to this act (Section 12), no industrial unit or project shall be established or undertaken without obtaining, in a manner prescribed by the accompanying Rules, an Environmental Clearance Certificate (ECC) from the Director General of DoE.	Yes, sub-projects have to get ECC.
2.	Bangladesh Environmental Conservation Rules (ECR), 1997	The Rule 7 classifies industrial units and projects into four categories depending on environmental impact and location for the purpose of issuance of ECC. These categories are: Green, Orange A, Orange B, and Red. The ECR'97 describes the procedures for obtaining Environmental Clearance Certificates (ECC) from the Department of Environment for different types of proposed units or projects.	Yes, some of the RHD sub-projects may be fallen under Orange B category, hence require both IEE, ESIA and ESMP approved by the DoE and have to deposit prescribe fees according to the schedule 13 to obtain ECC.
3.	Bangladesh Environment Court Act, 2010	Bangladesh Environment Court Act, 2010 has been enacted to resolve the disputes and establishing justice over environmental and social damage raised due to any development activities.	According to this act, government can take legal actions if any environmental problem occurs due to WeCARE interventions.
4.	The Protection and Conservation of Fish Act (1950)	This Act provides power to the government to: make and apply rules to protect fisheries; prohibit or regulate erection and use of fixed engines; and construction of temporary or permanent weirs, dams, bunds, embankments and other structures.	Yes, as the sub-projects includes road expansion/re-construction including bridges/culverts, construction of ghats, landing centers, markets, etc. which has potential risk for water pollution, habitat alternation, hinder of natural flow/migration.
5.	Protection and Conservation of Fish Rules (1985)	Section 6 states, "No person shall destroy or make any attempt to destroy any fish by poisoning of water or the depletion of	Yes, mostly during construction of the sub-projects.

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S.No.	Policies/Act/Rules	Key provisions and purpose	Applicability to WeCARE sub-projects/RHD
		fisheries by pollution, by trade effluents or otherwise in inland waters.	
6.	Bangladesh Wildlife (Protection and Preservation) Act 2012	The Act protects 1,307 species of plants and animals, including 32 species of amphibian, 154 species of reptile, 113 species of mammal, 52 species of fish, 32 species of coral, 137 species of mollusk, 22 species of crustacean, 24 species of insect, six species of rodent, 41 species of plant and 13 species of orchid. Of these, eight amphibian, 58 reptile, 41 bird, and 40 mammal species are listed as endangered in the IUCN Red Data Book (2000, updated in 2015).	Yes, the sub-projects area might have presence of these listed threatened animals.
7.	Biodiversity Act, 2017	It provides for the creation of the National Committee and the Biodiversity Management and Surveillance Committees at local levels (i.e. Districts, Upazilas, Municipalities, and Unions). In general, all these committees are mandated to: assist the Government in implementing the National Biodiversity Strategy and Action Plan (NBSAP) and to visit the biodiversity enriched areas in their respective territories; and, monitor the progress of implementation of the NBSAP.	Yes, all sub-projects need to include these local committees, so that they can monitor project impact on the local biodiversity.
8.	Forest Act 1927 (Amendment 2000)	The act empowers the government to regulate the felling, extraction, and transport of forest produce in the country.	Yes, sub-projects will include felling of trees and social forestry.
9.	Embankment and Drainage Act, 1952	The Act consolidates the laws relating to embankments and drainage providing provision for the construction, maintenance, management, removal and control of embankments and water courses for the better drainage of lands and for their protection from floods, erosion or other damage by water.	Yes, sub-projects will include interventions in the water bodies, construction of bridges, ghats, etc.
10.	Bangladesh Water Act, 2013	As per this Act, all forms of water (e.g., surface water, ground water, sea water, rain water and atmospheric water) within the territory of Bangladesh belong to the government on behalf of the people. Without prior permission issued by the Executive Committee, no individuals or organizations will be allowed to extract, distribute, use, develop, protect, and conserve water resources, nor they will be allowed to build any structure that impede the natural flow of rivers and creeks.	Yes, RHD is permitted to implement water projects covering impact area below 1000 hectare (>1000 ha).
11.	Bangladesh Labour Act, 2006	It provides the guidance of employer's extent of responsibility and workmen's extent of right to get compensation in case of injury by accident while working.	Yes, sub-projects require substantial labour from local and external areas.

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S.No.	Policies/Act/Rules	Key provisions and purpose	Applicability to WeCARE sub-projects/RHD
12.	Bangladesh National Building Code, 2006	The BNBC clearly sets out the constructional responsibilities according to which the relevant authority of a particular construction site shall adopt some precautionary measures to ensure the safety of the workmen. The Code also clarifies the issue of safety of workmen during construction.	Yes, sub-projects will include construction of market, landing centers, etc.
13.	The Noise Pollution Control Rules, 2006	The Noise Pollution Control Rules have been established in order to manage noise generating activities which have the potential to impact the health and wellbeing of workers and the surrounding communities.	Yes, many activities of sub-projects will be performed under the densely populated areas.
14.	Road Transport Act, 2018	The new Road Transport Act 2018 has finally come into effect at the start of November. After the long-standing Motor Vehicle Ordinance of 1983, the new act introduces a myriad of updated laws and adds new definitions for what constitutes an offence, with most of the fines and punishments receiving major bumps.	Yes, sub-projects will use heavy vehicles, deploy drivers and operators of machineries.
15.	RHD's Road Master Plan, 2000	The objectives of RHD's road master plan are: (1)Protecting the value of RHD's road and bridge assets (2)Improving the connectivity of the road network (3)Enhancing and developing the strategic road network to meet economic and traffic growth targets (4)Improving the zilla road network to enhance connectivity to the country's growth targets (5)Improving road safety to reduce road accidents (6) Provide environmental and social protection (7) Outline the institution improvements required for RHD	According to the plan, the physical and social environment must be protected from adverse effects of road construction.
16.	Rules for Removal of Wrecks and Obstructions in inland Navigable Water Ways (1973)	Rules for removal of wrecks and obstructions	Yes, if obstruct natural canals/ivers or any other natural water ways (includes seasonal water bodies).
17.	The Water Supply and Sanitation Act (1996)	Regulates the management and control of water supply and sanitation in urban areas.	Yes, sub-projects will include construction of water supply and sanitation facilities
18.	The Ground Water Management Ordinance (1985)	Describes the management of ground water resources and licensing of tube wells	Yes, construction sites of the sub-projects may require deep tube wells for meeting up water use.
19.	The Antiquities Act (1968)	Describes the preservation of cultural heritage, historic monuments and protected sites	Yes, sub-projects areas may have elements of cultural, historic and protected value.
20.	Acquisition and Requisition of Immovable Property Act, 2017	The principal legal instrument governing land acquisition in Bangladesh is the Acquisition and Requisition of Immovable Property.	Yes, both acquisition and requisition of land, and other properties would require by the sub-projects.

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B.2 Applicable International Treaties Signed by the GoB

Bangladesh has signed most international treaties, conventions and protocols on environment, pollution control, bio-diversity conservation and climate change, including the RAMSAR Convention, the Bonn Convention on Migratory Birds, the Rio de Janeiro Convention on Biodiversity Conservation, and the Kyoto Protocol on Climate Change. An overview of the relevant international treaties signed by GoB is shown in Table B.2.

Table B.2: International Conventions, Treaties and Protocols Signed by Bangladesh

Conventions	Years	Ratified/Accessed (AC)/Accepted (AT)/ Adaptation (AD)	Relevance
International Plant Protection Convention (Rome,) & Plant Protection Agreement for SE Asia and Pacific (1999 Revision)	1951 1999	01.09.1978 04.12.1974 (AC) (Entry into Force)	Ensuring that the Project work or construction materials do not introduce plant pests
Convention on Wetlands of International Importance ("Ramsar Convention":1971)		20.04.1992 (ratified)	Protection of significant wetland and prevention of draining or filling during construction
Convention Concerning the Protection of the World Cultural and natural Heritage (Paris, 1972)		03.08.1983 (AT) 03.11.1983 (ratified)	Prevention of damage or destruction of culturally and/or historically significant sites, monuments, etc.
Convention on Biological Diversity, (Rio de Janeiro, 1992.)	1992	05.06.1992	Protection of biodiversity during construction and operation.
Convention on Persistent Organic Pollutants, Stockholm.	2001	In process	Restrict use of different chemicals containing POPs.
United Nations Framework Convention on Climate Change, (New York, 1992.)	1992	15.04.94	Reduction of emission of greenhouse gases.
Convention on Biological Diversity, (Rio De Janeiro, 1992.)	1992	03.05.94	Conservation of biological diversity, the sustainable use of its components and the fair and equitable sharing of the benefits arising out of the utilization of genetic resources.
Kyoto protocol to the United Nations Framework Convention on Climate Change		21.8.2001 (AC) 11.12.1997 (AD)	Reduction of emission of greenhouse gases.
International Convention for Protection of Birds, Paris	1950	Signed	Protection of the birds in their wild state.
Convention on the Prevention of Marine Pollution by Dumping of Wastes and Other Matters (as amended), London-Mexico City-Washington	1972	Signed	Effective control and prevention of all sources of pollution of the sea by the dumping of waste and other matter that is liable to create hazards to human health, to harm living resources and marine life, to damage amenities or to interfere with other legitimate uses of the sea.
Convention Concerning the Prevention and Control of	1974	Signed	To protect workers against hazards arising from

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Conventions	Years	Ratified/Accessed (AC)/Accepted (AT)/ Adaptation (AD)	Relevance
Occupational Hazards caused by Carcinogenic Substances and Agents, Geneva.			occupational exposure to carcinogenic substances and agents.
Convention Concerning the Protection of Workers Against Occupational Hazards in the Working Environment due to Air Pollution, Noise and Vibration, Geneva	1977	Signed	Protection of workers' health against occupational hazards in the working environment due to air pollution, noise and vibration.
Convention on the Conservation of Migratory Species of Wild Animals, Bonn.	1979	Signed	Conservation and sustainable use of migratory animals and their habitats
Convention Concerning Occupational Safety and Health and the Working Environment, Geneva.	1981	Signed	Ensuring occupational health and safety of workers in all branches of economic activity.
Vienna Convention for the Protection of the Ozone Layer, Vienna	1985	02.08.90 (AC) 31.10.90 (entry into force)	Preventing human activities that may have adverse effects on ozone layer.
Convention Concerning Occupational Health Services, Geneva.	1985		Convention Concerning Occupational Health Services, Geneva.
Montreal Protocol on Substances that Deplete the Ozone Layer, Montreal.	1987	31.10.90 (entry into force)	Reduction of the abundance of the substances that deplete the ozone layer in the atmosphere, and thereby protect the earth's fragile ozone Layer.
Convention Concerning Safety in the Use of Chemicals at Work, Geneva.	1990	Signed	Regulating the management of chemicals in the workplaces in order to protect workers from the harmful effects of these substances.
London Amendment to the Montreal Protocol on Substances that Deplete the Ozone Layer, London.		18.03.94 (AC) 16.06.94 (entry into force)	To strengthen the control procedure and extend the coverage of Montreal Protocol to new substances.
Preparedness, Response and Cooperation (London, 1990.) 30.11.90 United Nations Framework Convention on Climate Change, New York	09.06.92	15.04.94	Achieving stabilization of greenhouse gas concentrations in the atmosphere at a level that would prevent dangerous anthropogenic interference with the climate system.
Convention on Biological Diversity, Rio De Janeiro	05.06.92	03.05.94	Conservation of biological diversity (or biodiversity) and sustainable use of its components.
International Convention to Combat Desertification, Paris.	14.10.94	26.01.1996 (Ratification) 26.12.1996 (entry into force)	Combating desertification and mitigating the effects of drought.
Agenda 21, UNCED, Rio de Janeiro	1992	Signed	Ensuring sustainable development.

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Conventions	Years	Ratified/Accessed (AC)/Accepted (AT)/ Adaptation (AD)	Relevance
Copenhagen Amendment to the Montreal protocol on Substances that Deplete the Ozone Layer, Copenhagen, 1992	1992	27.11.2000 (AT) 26.2.2001 (Entry into force)	Extending the coverage of Montreal Protocol to new substances
Montreal Amendment of the Montreal Protocol on Substances that Deplete the Ozone Layer, Montreal		27.7.2001 (Accepted) 26.10.2001 (Entry into force)	Controls in the trade of ozone depleting substances and the use of licensing procedures to control the import and export of new, recycled and reclaimed ozone depleting substances.

Source: MoEF, 2013

B.3 Asian Infrastructure Investment Bank (AIIB) Environment and Social Framework and Standards

The AIIB Environmental and Social Framework (ESF), 2016 (AIIB, 2016) provides an overview of the AIIB concerning (a) environmental and social sustainability; and (b) its role in meeting the challenge of sustainable development in Asia. The pursue of complete objectives of development is framed within the ESF in terms of both local impacts, and global challenges, especially in climate change. The ESF provides general specifications, standards and objectives, that clients should adhere to during project preparation and implementation. Thus, the ESF attaches importance to country regulatory systems as sources of legally binding procedures and standards.

The Environmental and Social Policy (ESP) in the ESF comprises essential environmental and social requirements for each project and is accompanied by: (a) three associated mandatory Environmental and Social Standards (ESSs) setting out requirements applicable to clients on, respectively, Environmental and Social Assessment and Management, Land Acquisition and Involuntary Resettlement and Indigenous Peoples; (b) an Environmental and Social Exclusion List (ESEL); and (c) a Glossary of certain terms used in the ESP and ESSs.

The three ESSs mentioned in the ESP are, ESS 1: implementation of environmental and social assessment and management, ESS 2: prevent/minimize involuntary resettlement and ESS 3: protection of vulnerable/indigenous people. These standards require clients to implement structured process of impact assessment, planning, and mitigation to address the adverse effects of projects throughout the project cycle. Together, the ESP and the ESSs comprise an environmental and social management approach designed to: (i) ensure environmental and social screening and categorization, (ii) analyze future project environmental and social threats, and impacts; (iii) identify measures to prevent, reduce, mitigate, cover or make up for project environmental and social impacts; (iv) provide a process to consult the public on environmental and social risks and impacts of projects and to disclose information.

The AIIB classifies all its projects into four categories.

- The project is categorized as Category A if it is likely to have significant adverse environmental and social impacts that are irreversible, cumulative, diverse or unprecedented and requires the client to conduct an Environmental and Social Impact Assessment (ESIA) with Environmental and Social Management Plan (ESMP).

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- A project is categorized as Category B when: it has a limited potentially adverse environmental and social impacts; the impacts are not unprecedented; few if any of them are irreversible or cumulative; they are site-specific; and can be successfully managed using good practice in an operational setting and requires clients to conduct an initial review of the environmental and social implications of the Project.
- A Project is categorized C when it is likely to have minimal or no adverse environmental and social impacts and the client is required to prepare a review of the environmental and social aspects of the Project.
- A Project is categorized FI if the financing structure involves the provision of funds to a financial intermediary (FI) for the Project, whereby the Bank delegates to the FI the decision-making on the use of the Bank funds, including the selection, appraisal, approval and monitoring of Bank-financed subprojects. The Bank requires the FI to develop and apply an appropriate ESMS that is proportional to the environmental and social risks associated with the Bank-supported portfolio, is consistent with this ESP, excludes from Bank support activities covered in the ESEL and incorporates applicable provisions of the ESSs.

AIIB requires the client to establish, in accordance with the ESP and applicable ESSs, a suitable grievance mechanism to receive and facilitate resolution of the concerns or complaints of people who believe they have been adversely affected by the Project's environmental or social impacts, and to inform Project-affected people of its availability. People who believe they have been or are likely to be adversely affected by a failure of the Bank to implement the ESP may also submit complaints to the Bank's oversight mechanism in accordance with the policies and procedures to be established by the Bank for such mechanism.

ESF 2016 (amended in 2019) has also provisions for identify measures to avoid, minimize, or mitigate potentially adverse impacts on and risks to physical, biological, socioeconomic and cultural resources, safety of both workers and affected community and natural resources during the design, construction, operation, and decommissioning of the project.

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 requirement for the borrowers relating to the identification and assessment of environmental and social risks and impacts associated with any project. The ESSs supports the borrowers in achieving good international practice relating to environmental and social sustainability, assist them in fulfilling their national and international environmental and social obligations, enhance transparency and accountability and ensure sustainable development outcome through ongoing stakeholder engagement.

Section below discusses the relevance of ESF Policy, each of the three standards and associated Directive; their requirements are tabulated in Table B.3.

Table B.3: Applicability of the AIIB ESS to the Project

AIIB ESS Policy and Standards	Objectives	Requirements	Relevance to the sub-project/project and Actions to be taken
AIIB environmental and Social Policy of ESF	It sets out the mandatory requirements of the Bank in relation to the projects it supports through Investment Project Financing.	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	Applicable to the WeCARE project and it's all sub-projects

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AIIB ESS Policy and Standards	Objectives	Requirements	Relevance to the sub-project/project and Actions to be taken
		AIIB financed projects where appropriate.	
ESS-1 Environmental and Social Risks Assessment and Management	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	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.	E&S risks and Impacts have been preliminary identified based on consultations with primary stakeholders including communities and implementing agency. Detailed EIA, SIA and ESMP has been prepared in addition to this ESMPF.
ESS-2 Involuntary Resettlement	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 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.	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 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.	A separate RPF has been prepared to address ESS2. Land will be required for widening, upgradation works in identified sub-projects and possibly for rehabilitation works, curve/geometric improvements, blind spots, construction of bridges and other infrastructures, 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.
ESS-3 Indigenous-Peoples	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	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	This ESS will identify the measures to minimize disruption of the livelihoods due to the project development. Currently no

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AIB ESS Policy and Standards	Objectives	Requirements	Relevance to the sub-project/project and Actions to be taken
	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.	Standard. The use of national screening processes, providing these meet AIB 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.	Indigenous person has been identified.

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B.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 B.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 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

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SL	ESS-1 & Topic	Bangladesh Labor Act 2006 (amendment 2018)
		<p>adolescent. But child over 12 years of age can be employed for light work.</p> <p>Section 37- this suggests a fitness certificate required for adolescents to get employed.</p> <p>Forced Labor Convention, 1930 ratified by Bangladesh on 22.06.1972 -Forced Labor is prohibited in Bangladesh. The country's Constitution prohibits forced labor</p>
d.	Grievance mechanism- GRM should be in place for direct and contracted workers	<p>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.</p> <p>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).</p>
e.	<p>OHS- Detailed Procedure required for each and every project.</p> <ul style="list-style-type: none"> - Requirements to protect workers, train workers, document incidents, emergency preparation, addressing issues; - Monitor OSH performance 	<p>-The Labor Act does not specifically require that development be assessed and reviewed in terms of OHS requirements before approval.</p> <p>- The Labor Act does not require development projects to prepare OHS Plan.</p> <p>The Bangladesh Labour Act, 2006</p> <p>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.</p> <p>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.</p> <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	<p>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</p>

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SL	ESS-1 & Topic	Bangladesh Labor Act 2006 (amendment 2018)
		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.
i	<p>To anticipate and avoid adverse impacts on the health and safety of project-affected 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>The Bangladesh Labor Act, 2006, Section 61- Inspectors will assess the condition of building, machinery or plant 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>

B.5 Legislation Relating to Occupational Health and Safety

During construction, the project will conform to the labor laws and occupational and health related rules as outlined in Table B.5.

Table B.5: Relevant Occupational Health and Safety Laws and Rules

Title	Overview
Bangladesh Labor Act, 2006	Provides for safety of work force during construction period. The act provides guidance of employer's extent of responsibility and the workman's right to compensation in case of injury caused by accident while working.
Labor Relations under Labor Laws, 1996	General concerns during the project implementation state that the project manager must recognize labor unions.

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Title	Overview
Public Health (Emergency Provisions) Ordinance, 1994	Calls for special provisions with regard to public health. In case of emergency, it is necessary to make special provisions for preventing the spread of disease, safeguarding the public health, and providing adequate medical service, and other services essential to the health of respective communities and workers during construction-related work.
The Employees State Insurance Act, 1948	Health, injury and sickness benefit should be paid.
The Employer's Liability Act, 1938	Covers accidents, risks, and damages with respect to employment injuries
Maternity Benefit Act, 1950	Framed rules for female employees, who are entitled to various benefits for maternity
Bangladesh Factory Act, 1979	Workplaces provisions: these Act and Labor Laws require medical facilities, first aid, accident and emergency arrangements, and childcare services to be provided to the workers at workplace.

B.6 Legislation Relating to Stakeholder Engagement and Information Disclosure

The DoE guidelines for IEE/ESIA preparation encourages the implementing agency to conduct public consultations of orange-B and red category projects. The current environmental and social framework in Bangladesh does not recognize public consultation as a means for environmental decision making. Implementing agencies present the outcome of their assessment in the IEE/ESIA reports which they submit to the DoE for clearance. However, opportunities for the public to review the final/completed IEE/ESIA report are under the discretion of the Director-General of the DoE. The DoE does not officially disclose ESIA report findings publicly on their website. However, when carrying out donor projects public consultation of reports are a standard practice and DoE is cognizant of this.

Relevance to the project - Stakeholder engagement is an important instrument of public policy and these regulations/laws aim to make the development project inclusive by giving voice to the communities. The anticipated civil work makes it necessary to implement stakeholder engagement. The current ESIA system in the country does not have the scope for public consultation and disclosure. Therefore, guidance from AIIB ESF will underpin the stakeholder engagement and information disclosure requirements of the project

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B. 7 Harmonization of policies of AIB and GoB

B.7.1 Harmonization of environmental policies of AIB and GoB

In the country, there are more than 200 laws and by-laws exist to tackle these challenges related to environmental issues. Strategies and policies are in place. The Government of Bangladesh (GoB) realizes that good public policy needs to be matched by investments to ensure implementation. Some comparative analysis has been drawn between AIB policy and GoB policies, then a harmonized framework has been provided in Table B.6.

Table B.6: Harmonized environmental policies of Aib and GoB

Aspect	AIB Regulation	National Bangladesh Regulation	Identified gaps and Harmonized Framework
Environmental Policy and Regulations	There are AIB Environmental and Social Framework, Environmental and Social Policy and Environmental and Social Standards	Environment Conservation Act 1995 is currently the main act governing environmental protection in Bangladesh, which replaced the earlier environment pollution control ordinance of 1992 and provides the legal basis for Environment Conservation Rules, 1997 (ECR'97). The main objectives of ECA'95 are conservation of the natural environment and improvement of environmental standards, and control and mitigation of environmental pollution. According to Article-12 of Environment Conservation Act 1995, "No industrial unit or project shall be established or undertaken without obtaining, in the manner prescribed by rules, an Environmental Clearance Certificate from the Director General". The Ecologically Critical Area (ECA) is an environmentally protected zone where the ecosystem is considered to be endangered to reach a critical condition by the changes brought through various human activities. Section 2 of the Bangladesh Environment Conservation (Amendment) Act (2010) provides that "Ecologically critical Area" means such area which is rich in unique	In most of the cases national requirements and standards for environment quality are in match with AIB Policy and Standards (For example, Environmental Assessment is compulsory for both requirements). However, there are some parameters when national and AIB requirements and standards are different (For example, National legislation does not require a preparation of separate EMP/ESMP or any other environmental documents/plans/checklists for project). In such cases more stringent provisions will be applied for the project

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Aspect	AIIB Regulation	National Bangladesh Regulation	Identified gaps and Harmonized Framework
		biodiversity or due to the importance of environmental perspective necessary to protect or conserve from destructive activities. ECA also falls within the category of natural and cultural heritage.	
Screening and categorization	AIIB carries out project screening and categorization at the earliest stage of project preparation when sufficient information is available for this purpose.	It is mandatory to obtain Environmental Clearance for each and every type of industry and project as per Bangladesh Environment Conservation Act, 1995 (Amended 2010). For the purpose of issuance of Environmental Clearance Certificate, the industrial units and projects shall, in consideration of their site and impact on the environment, be classified into the following four categories: • Green • Orange-A • Orange-B • Red	AIIB and Bangladesh project categorization could be harmonized by accepting the following principle: AIIB category: DoE category Category A: Category Red Category B: Orange B (mostly) Category B: Orange A Category C: Green The proposed project has been assessed as Category A in accordance with AIIB ESP. In the case where AIIB and national categorization requirements differ, the more stringent requirement will apply.
Environmental Impact Assessment Report	In accordance with Environmental and Social Policy (ESP of ESF 2016), ESIA processes report for category A projects includes the following chapters: (a) description of the Project; (b) policy, legal and administrative framework, including the international and national legal framework applicable to the Project; (c) scoping, including stakeholder identification and consultation plan; (d) analysis of alternatives, including	The EIA/ESIA report has to include: (i) baseline data, (ii) project description, (iii) anticipated environmental impacts, (iv) waste management, (v) analysis of emergency situation, and (vi) and anticipated changes due to project implementation. Information on applicable laws and regulation usually is presented in "Introduction" part. For the projects of category Orange B, the EIA report is more simplified. For Green and Orange-A an EIA report is not required	The present EIA has been prepared in fulfilling the national as well as AIIB requirements.

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Aspect	AIIB Regulation	National Bangladesh Regulation	Identified gaps and Harmonized Framework
	the “without Project” situation; (e) baseline environmental and social data; (f) evaluation of environmental and social risks and impacts; (g) public consultation and information		
ESMP	ESMP should be prepared and should specify, along with the proposed mitigation activities, a monitoring plan and reporting requirements, institutional arrangements for ESMP implementation. For sub-projects category B with low impact ESMP checklist has to be filled.	National legislation on EIA requires to identify possible impacts, but it does not require a preparation of separate EMP or any other environmental documents/plans/checklists. There is no requirement on environmental monitoring with specification of monitoring parameters and location.	An EMP and SMP have been prepared and included in the present EIA and SIA.
Public Consultations and Disclosure	The Borrower is responsible for conducting at least one meaningful consultation for all Categories A, B and C projects to discuss the issues to be addressed in the EMP or to discuss the draft EMP itself.	Conducting of public consultation is not mandatory. It may be conducted, if required at the time of the EIA (second stage of EIA). Notice to relevant agencies and no object clearance from the local Government authority must be obtained	Public consultations have been carried out with the stakeholders, affected people, NGOs as part of the present EIA, in line with the AIIB requirements. The feedback received from the Public Consultations has been used to finalize the present EIA.
Requirements on Cultural Heritages	AIIB ESS 1 requires development of Cultural Recourses field-based survey to conserve cultural resources and avoid destroying or damaging them under the Project	Ecologically critical Area” means such area which is rich in unique biodiversity or due to the importance of environmental perspective necessary to protect or conserve from destructive activities. ECA also falls within the category of natural and cultural heritage. Department of Archeology is the concerned authority for the preservation, presentation and promotion of our glorious cultural heritage. At present the	Chance Find procedures have been included in the ESIA

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Aspect	AIIB Regulation	National Bangladesh Regulation	Identified gaps and Harmonized Framework
		<p>department owns 448 heritage sites</p> <p>Article 24 of the constitution of Bangladesh says that the state shall adopt measures for the protection against disfigurement, damage or removal of all monuments, objects or places of special artistic or historic importance or interest. Bangladesh also have the Antiquities Act, 1968 that provides the modes of protection and preservation of things which are part of our national history and heritage.</p>	

B.7.2 Harmonization of social policies of AIIB and GoB

Table B.7 Harmonized environmental policies of Ailb and GoB

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.	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. The RPF clearly mentions how to minimize the involuntary resettlement through proper alternate engineering design and adequate consultation with stakeholders.
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	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

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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
		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.	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 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.

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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
			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, 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.	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.
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	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

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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
	compensation for loss of non-land assets.		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.
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.

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The No Objection Certificate (NOC) – this is a mandatory requirement to obtain environmental clearance from the Department of Environment (DoE). Usually DoE indicates the name of the agencies from whom NOC would be required. DoE requires that proponent obtain NOCs from affected agencies or local/regional administrations, which essentially sign off on the project. It is only after these NOCs are provided that DoE gives the Environmental Clearance Certificate, or green light to proceed to construction.

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Part C: Environmental and Social Safeguard management Procedures

This chapter describes the safeguard management procedures of the project. WeCARE sub-projects will use a structured approach to environmental and social management to allow the project development process following the AIB's 3 ESSs, follow the mitigation hierarchy of avoidance, minimization, mitigation and compensation/offset for negative impacts and enhancement of positive impacts where practically feasible. Following sections describe what needs to be done at each stage of the overall project life – sub-projects implementation, implementation of the project activities, and reporting on progress.

C.1 Environmental and Social Assessment and Management Process

- ✓ The environment consultant of the PIU/main consulting firm will perform the environmental and social screening. The environmental consultant will start the task during the preparation stage of Phase I.
- ✓ PIU with the support of the consultant will update the EIA, SIA and RPF
- ✓ RHD will share the EIA report with DoE for Clearance.
- ✓ RHD environmental and social consultants? will conduct ESIA's in packages different activities those are have similarity and likely to have same environmental impacts at different points of project length, hence multiple ESIA's should be carried out prior to the similar cluster activities.
- ✓ RHD-PIU will review and clear screening and environmental assessment reports made by Environmental consultant.
- ✓ RHD will conduct verification of some screening and assessment through field visit.
- ✓ Main consultant/PIU will ensure that environmental and social considerations are given sufficient attention, weight and influence over selection of construction sites, feeder roads, improvement of infrastructures in both GCs and landing sites, land acquisition and resettlement.
- ✓ Bid documents will be prepared by the PIU/main consultant, environmental and social consultants will make sure necessary environmental and social clauses are included in the bidding documents and ESMP implementation should be done by Contractor.
- ✓ Project's works will be supervised by PIU/main consultant and RHD.
- ✓ All the activities of WeCARE will follow existing Environmental Code of Practices (ECoP) prepared under ESMPF.
- ✓ The project will ensure that environmental and social impact assessment addresses all potential environmental and social direct and indirect impacts of the project and program throughout its life: pre-project, during project and operation stages and mitigation measures have been taken for it. If any additional impacts are identified, ESIA's/ESMPs would be reviewed and updated.

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C.1.1 Specific Activities and Responsibilities in the Environmental and Social Assessment process

In Bangladesh, the environmental and social assessment procedure will pass through three major tiers in order to optimize the resources required for conduction of environmental assessment studies, these three tiers are: A) Screening, B) Initial Environmental Examination (IEE), and C) Detailed Environmental and Social Impact Assessment (ESIA). Screening decides whether the ESIA process should be applied to a development project and if it is required, its type, that is, IEE or ESIA

C.1.1.1 Screening

Environmental and Social screening is essential to gather information on existing baseline status and to assess potential environmental impacts of the project activities. Screening identifies the consequence of the proposed project in broader sense based on similar project experiences, stakeholder's perceptions and expert judgment, without having very much detailed investigation. Critical issues are also identified through the screening which needs detailed investigation. Based on the extent of environmental and social impacts obtained from the screening, the decision for further environment and social impact assessment will be taken.

Screening is usually carried out with the help of simple matrix that includes a set of check list to identify the baseline status and proposed potential impacts of the project intervention. Based on an extensive literature review and expert consultation, a screening matrix should be developed for WeCARE –Phase I sub-projects, which will be attached to the Impact Assessment report for the WeCARE RHD sub-projects. Members of environmental assessment team will update and use this matrix for collecting information through site visit, interview/ consultation with stakeholders, focus group discussion in the sub-project sites at the later stages.

The screening matrix will help to decide whether the project activities can be implemented or not, and the level of Impact Assessment required. During screening, if it is found that the project may create major irreversible damage or may violate an existing rules or regulations, the sub-components/activities under sub-projects will be rejected. For instance, any activities that may encroach into an ecologically critical area or a national/ global heritage site will be rejected. RHD must confirm the findings of the screening carried out by the consultants. Moreover, alternative project activities/methods and/or operation will be considered and the impacts will be assessed to make the sub-projects more environment friendly and socially acceptable. A sample screening form has been attached at Annex G, which will be further developed at the implementation stage.

C.1.1.2 Initial Environmental Examination (IEE)

The IEE study will be conducted under RHD. However, according to the project planning, the activities those need IEE will be implemented at different periods and hence, multiple IEEs will be required clustering the similar activities prior to the actual intervention start. The purpose of the IEE is three folds:

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

The Process of IEE is briefly outlined below:

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Analysis of the Project Components: All the components of the RHD, like construction works and resettlements, will be examined thoroughly which will in fact guide the development of checklist for reconnaissance survey.

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

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

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

Identification and Scaling of Impacts: All the potential short- and long-term environmental and social impacts should be identified. The impacts can be graded in order to identify major impacts and relevant components. In addition, cumulative and residual impacts of the project interventions need to be clearly addressed.

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

Preparation Environmental Management and Monitoring Plan: Environmental and Management Plan for the proposed project should be prepared mentioning the impact mitigation/ enhancement measures with institutional responsibilities. Also, environmental monitoring plan should be prepared that will include monitoring parameters, frequency, method and responsible agencies.

Recommendations on the need of ESIA study: The IEE study should recommend the activities and sub-projects as to whether a full-scale ESIA study is needed or not.

C.1.1.3 Environmental and Social Impact Assessment (ESIA)

RHD has already prepared an ESIA which will be updated during the detailed design stage. The purpose of ESIA is to give the environment and people its due importance in the decision-making process by clearly evaluating the environmental and social consequences of the proposed study before action is taken. Early identification and characterization of critical environmental and social impacts allows the public and the government to form a view about the environmental viability and social acceptability of a proposed development project and what conditions should apply to mitigate or minimize those risks and impacts.

The ESIA's will utilize a well-planned and all-inclusive communication and consultation strategy and include a baseline survey covering the prevailing status of income, employment, education, age, skills and other socio-economic aspects along with cultural and community aspects in the areas. The assessment will feed into the individual Resettlement Plans prepared for each site and will be incorporated, along with consultation feedback from those identified in the PAP census and all other relevant stakeholders, in the

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development of mitigation measures, especially livelihood strategies. Detailed process to update the ESIA is already discussed with the ESIA prepared by RHD.

Table C.1: Major activities and responsibilities during different project stages for conducting infrastructure environmental and social assessment studies in Bangladesh

Project Stage	Steps/ Activities	Description	Responsibility
Step-1: Screening			
Planning and Pre-feasibility	Undertake Screening	Prepare a document containing environmental information covering potential environmental impacts, mitigation measures, evidence of public consultation etc. Take no further action for projects, which do not require environmental assessment.	RHD as proponent or qualified professionals/ Consultants
Step-2: Scoping to identify types of environmental and social assessment study			
Pre-feasibility/ planning	Scoping Exercise	Identify, by using checklists and based on preliminary field examination the necessity to conduct an IEE or an ESIA, as per ECR, 1997.	RHD as proponent assisted by qualified professionals/ Consultants
		Produce environment related document to competent authority for approval.	
Step-3: Terms of Reference (ToR) for environmental and social assessment study			
Pre-feasibility/ planning	Preparation of ToR	Define the main environmental concerns and issues related to any infrastructure program, which must be addressed by environmental assessment.	RHD assisted by professional environmental assessment team/consultant
	Approval of ToR	Review, comment and approve ToR	DoE, Bangladesh
Step-4: Preparatory work for environmental and social assessment study			
Pre-feasibility and planning	Assigning the work	Determine whether to conduct environment assessment using in-house staff or whether to outsource it.	RHD assisted by professional environmental assessment team/ consultant
	Environmental Assessment team formation	Form team as per approved ToR.	Environmental Assessment Team
	Prepare Work Plan	Establish a work plan that gives appropriate weight to all activities.	
Step-5: Undertake environmental and social assessment study			
Step-5.1: Desk Studies			
Planning and design	Secondary data	Collect and review relevant and appropriate published data, such as maps, reports etc.	Environmental Assessment Team
	Initiation, interaction and consultation	Discuss the proposed infrastructure and its potential environmental impacts with knowledgeable persons and concerned stakeholders.	

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Project Stage	Steps/ Activities	Description	Responsibility
	Preparation of information summary	Draft a summary of the information that is relevant to the project and its possible environmental effects.	
	Methods and Techniques	Determine the methods by which the field work for Environmental Assessment will be conducted.	
	Work Plan	Revise the work plan on the basis of desk studies	
Step-5.2: Field Work			
Planning and design	Field equipment	Collect and arrange field equipment required for Environmental Assessment Studies	Environmental Assessment Team
	Field survey for collection of baseline information	Survey at project location, interaction with the local community and investigate the issues identified during desk study; collect baseline (physical, biological and socioeconomic aspects) information	
Step-5.3: Data Analysis and Interpretation			
Planning and design	Impacts Identification	Establish what environmental impacts will be taken place as result of interaction of environmental settings and infrastructure construction, rehabilitation and maintenance activities.	Environmental Assessment Team
	Impact Prediction	Establish the extent of environmental consequences of the proposed infrastructure construction and operation.	
	Impact assessment	Judge whether the consequences are significant enough to require action to be taken.	
	Mitigation Measures	Design mitigation measures to avoid, reduce, minimize & compensate for adverse impacts & maximize beneficial impacts.	
	Environmental Management Plan	Prepare ESMP covering monitoring and project management to ensure the implementation of mitigation measures.	
	Stakeholder/ Public Consultation	Carry out at various stages in the assessment process to ensure quality, comprehensiveness and effectiveness and make sure that stakeholders' views are adequately addressed.	Environmental Assessment Team/RHD
Review and Approval	Review & approval of environmental assessment report	Check completeness, adequacy, credibility, facilitate the decision-making process; decide if project should proceed or if further alternatives must be examined.	RHD will review and forward to DoE for approval of IEE/ESIA report
		Approval of environmental assessment report or rejection.	DoE, Bangladesh

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Project Stage	Steps/ Activities	Description	Responsibility
Design Implementation	Implementation of ESMP, Monitoring	Determines compliance with ESMP.	RHD or appointed professionals
Step-6: Undertake audit			
Environmental Audit	Auditing	Environmental audit: immediately after Construction and two years after project completion.	RHD or appointed professionals

Source: Modified from GoN, 2007

C.2 Environment and Social Management Plan (ESMP)

This section presents the outline environmental and social management plan (ESMP) of the project. A more detailed version of ESMP must be included in the ESIA and if required in ESIA of the WeCARE Phase I; the ESIA of subsequent phases will also include a similarly detailed version of ESMP.

C.2.1 Scope and Objectives of ESMP

The basic objective of the ESMP is to manage adverse impacts of program interventions in a way that minimizes the possible adverse impact on the environment and people of the program influence area. The specific objectives of the ESMP are to:

- Identify the mitigation measures during ESMPF and ESIA; and facilitate implementation of those during implementation of WeCARE;
- Maximize and sustain potential program benefits and control negative impacts;
- Draw responsibilities for program proponent, contractors, consultants, and other members of the program team for the environmental and social management of the program;
- Define a monitoring mechanism and identify monitoring parameters in order to:
 - ✓ Ensure the complete implementation of all mitigation measures,
 - ✓ Ensure the effectiveness of the mitigation measures,
 - ✓ Maintain essential ecological process, preserving biodiversity and where possible restoring degraded natural resources and habitats; and
 - ✓ Assess environmental training requirements for different stakeholders at various levels.

The ESMP will be managed through a number of tasks and activities and site-specific management plans. One purpose of the ESMP is to record the procedure and methodology for management of mitigation identified for each negative impacts of the program. The management will clearly delineate the responsibility of various participants and stakeholders involved in planning, implementation and operation of the program.

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C.2.2 Inclusion of Relevant Components of ESMP in Contract Documents

The specific IEE/ESIA/RP should include a section on special environmental clauses (SECs) to be incorporated in the Tender Document under General/Particular Specification. These clauses are aimed at ensuring that the Contractor carries out his responsibility of implementing the environmental and social management plan (ESMP), monitoring plan as well as other environmental and safety measures. Such clauses may specify, for example, penalties for non-compliance as well as incentives to promote strong compliance. The various contractors must be made accountable to implement the plans and mitigation measures which pertain to them through contract documents and/or other agreements of the obligations and importance of the environmental and social components of the program. In addition, the specific ESIA will ask to submit an Environment Management Action Plan (EMAP) to encompass all of the detailed plans, measures and management systems they are required to develop and implement, to be based on the ESMPF recommendation and ESIA findings, their work methodology, work force involvement, equipment's standard, and work scheduling.

C.2.3 Guideline to Incorporate Safeguard Management in Bid Documents

The main consultants of RHD-PIU will be responsible to incorporate environmental management requirements in the bidding documents, with the assistance of the environmental consultants. The generic guidelines to incorporate environmental aspects in the bidding documents are listed below. These are examples only and shall be further elaborated and expanded upon based on the findings and recommendations of the phase-specific ESIA.

- Prepare cost estimates, to be incorporated in Bid Documents.
- Contractor version of the Environmental Management Plan along with the ECoPs to be incorporated in the bid document 's work requirements.
- Penalty clauses for not complying with ESMP requirements to be incorporated.
- Indicative penalty clauses are presented below (Addendum to Clause 17.2 Contractor 's Care of the Works of FIDIC).
 - ✓ The contractor has to follow all traffic safety measures as defined in the technical specification. Damage shall be levied at the rate of up to BDT 10,000 per day per location for non-conformity of traffic safety measures as per the decision of the RHD officials.
 - ✓ The contractor has to follow all environmental mitigation and management measures as defined in the technical specification read along with the Environmental Management Plan for the specific WECARE activities. Damage shall be levied at the rate of up to BDT 10,000 per day per location for nonconformity of ESMP measures as per the decision of the RHD officials.
 - ✓ The contractor has to ensure that prior to every monsoon season, during the construction period; all the temporary and permanent cross drainage structures are free from debris as defined in the Technical Specifications read along with the ESMP. Damage shall be levied at the rate of BDT 3,000 per day per location for non-conformity as per the decision of the RHD officials.
 - ✓ The contractor has to ensure that a comprehensive Health and Safety program is in place for the duration of construction. Implementation of the program will include, among other aspects, ensuring that sufficient numbers and good quality Personnel Protective Equipment (PPE), should be provide to staff and labor all time as defined in the labor

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codes read along with the ESMP. Damage shall be levied at the rate of up to BDT 5,000 per day for non-conformity as per the decision of the RHD officials.

- ✓ In addition, for any non-compliance causing damages or material harm to the natural environment, public or private property or resources, the contractor will be required to either remediate / rectify any such damages in a timeframe specified by and agreed with the engineer, or pay RHD for the cost (as assessed by RHD) of contracting a third party to carry out the remediation work.
- ✓ Since many contractors do not have clear understanding the need of environmental management, some quote very low price for implementation of ESMP and eventually cannot implement ESMP as per specific requirement of ESMP and project design. To avoid this problem, fixed budget may be assigned for ESMP implementation. The contractors may need orientation on the requirement of the ESMP in the pre-bidding meeting.

C.2.4 Environmental Codes of Practice (ECoPs)

The environmental codes of practice (ECoPs) are generic, non-site-specific guidelines. The ECoPs consist of environmental management guidelines and practices to be followed by the contractors/ implementation organizations for sustainable management of all environmental issues. The contractor will be required to follow them and also use them to prepare site-specific management plans. Details of the ECoPs listed below.

- ECoP 1: Waste Management
- ECoP 2: Fuels and Hazardous Substances Management
- ECoP 3: Water Resources Management
- ECoP 4: Drainage Management
- ECoP 5: Soil Quality Management
- ECoP 6: Erosion and Sediment Control
- ECoP 7: Top Soil Management
- ECoP 8: Topography and Landscaping
- ECoP 9: Borrow Areas Management
- ECoP 10: Air Quality Management
- ECoP 11: Noise and Vibration Management
- ECoP 12: Protection of Flora
- ECoP 13: Protection of Fauna
- ECoP 14: Protection of Fisheries
- ECoP 15: Road Transport and Road Traffic Management
- ECoP 16: River Transport management
- ECoP 17: Construction Camp Management
- ECoP 18: Cultural and Religious Issues

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- ECoP 19: Workers Health and Safety.

C.2.5 Mitigation Measures to Address Environmental and Social Impacts

C.2.5.1 During Pre-construction Phase

Possible impacts during pre-construction phase from construction, rehabilitation and maintenance activities should be identified beforehand. Detail activities need to be identified first and thereafter set of actions or interventions are to be demarcated and any possible effect due to an action is to be determined. Best practice mitigation or enhancement measures should be explored accordingly and deployed in the field. For giving an instance, a set of mitigation measures against possible environmental and social impacts due to an improvement project at its pre-construction phase is proposed in the following Table C.2

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Table C.2: Mitigation/Enhancement measures during pre-construction phase of construction, rehabilitation and maintenance of infrastructure project under RHD

Issues/ Activities	Potential Environmental Impacts	Proposed Mitigation Measures	Responsibility	
			Implementation	Supervision
Land Acquisition/ Requisition	<ul style="list-style-type: none"> • Encroachment of agricultural land, cultural sites, fish habitat etc. • Loss of agricultural production, fish resources; • Loss of income and livelihoods; • Social conflict. 	<ul style="list-style-type: none"> – Prepare RP and LAP – Avoid agricultural land, social/religious institutes, fish habitat during finalization of the alignment of the approach road and location of the bridge; – Prior to start construction adequate compensation should be given to the PAPs in-time according to RP. – Adequate compensation should be given for standing crops; – Avoid agricultural land, if possible; – Create job opportunities for the PAPs. – 	RHD	RHD
Housing and Commercial Structures	<ul style="list-style-type: none"> • Loss of housing and commercial structures; • Dust pollution; • Loss of income and livelihoods. 	<ul style="list-style-type: none"> – Avoid the housing and commercial structure during the finalization of the alignment and location of the bridge; – Proper compensation should be given before starting the removal or dismantling works; – Create job opportunities for the PAPs. – Water spraying on the bear surface or dust pollution source; 	Contractor	RHD
Loss of vegetation/ tree	<ul style="list-style-type: none"> • Accident risk during removal of trees/vegetation's in the project sites; • Birds and others species can migrate from the trees/vegetation's; • Impacts on the local climatic condition. 	<ul style="list-style-type: none"> – Prior to start construction, all vegetation should be removed from the proposed construction sites with the c consultation of the local relevant authorities; – Avoid disturbance and careful during construction vehicle and equipment movement; – Proper H&S measures (use of appropriate PPE such as hand gloves, safety shoes and helmet) for the workers should be taken during removal of trees, bushes & crops; – To mitigate the ecological impact, tree plantation plan can be considered in the design & accordingly tree plantation will be done in an appropriate location to be determined by the RHD after consultation with the concerned authority; 	Contractor	RHD

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Issues/ Activities	Potential Environmental Impacts	Proposed Mitigation Measures	Responsibility	
			Implementation	Supervision
		<ul style="list-style-type: none"> - Proper H&S measures (use of appropriate PPE such as hand gloves, safety shoes and helmet) for the workers should be taken during removal of trees, bushes & crops; - To mitigate the ecological impact, tree plantation plan can be considered in the design & accordingly tree plantation will be done in an appropriate location to be determined by the RHD after consultation with the concerned authority; - The engineer shall approve such felling; only when the proponent secures receive a “clearance” for such felling from the RHD, as applicable; - Tree felling, if unavoidable, shall be done only after compensatory plantation of at least two saplings for every tree cut is done; - During the tree removal from the bridges and approaches construction sites diameter at best height (DBH) of the trees is 6 inches, only such trees should be considered by the contractor for compensation and plantation; - Tree plantation at the suitable locations after completion of the construction activities. 		
Removal of Utilities	<ul style="list-style-type: none"> • Vulnerable for workers health and safety; • During movement of heavy Construction machineries equipment’s can damage the utility services if not previously removed; • Due to carelessness or incautiousness death from sudden electric shocks may occur. 	<ul style="list-style-type: none"> - Prior to start construction, the utility services (electrical cables, telephone line, water supply pipeline, gas supply pipeline and internet line) should be shifted with the consultation of the relevant organizations; - Inform the local community before starting removal or demolishing work; - Carefully remove the utilities that are connected to any structures; - Proper Health and safety measures for the workers should be taken during shifting of these lines to avoid any incidents. 	Contractor	RHD
Dismantling	<ul style="list-style-type: none"> • Dust pollution in the construction site; • Health hazard for the workers and community during dismantling works; 	<ul style="list-style-type: none"> - Notify the adjacent community before starting the demolishing work; - During the removal or demolition of existing structures if required will be fully removed by the contractor; 	Contractor	RHD

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Issues/ Activities	Potential Environmental Impacts	Proposed Mitigation Measures	Responsibility	
			Implementation	Supervision
	<ul style="list-style-type: none"> • Noise level increase; • Vibration effects on the structures on the surrounding of the project area; • Surface water contamination, blockage of navigation and drainage, impacts on aquatic animal; • A detail of the dismantling plan is also given in the Annex-C. 	<ul style="list-style-type: none"> – Spraying of water in the dry land or from where there is a possibility to generate dust; – Banned fishing, swimming, boat movement activities in the construction sites, if applicable; – Proper H&S measures for the workers such as using of appropriate PPE (helmet, Earplug, musk, safety shoes, hand gloves etc.) should be taken to avoid any accidents; – Construct noise barrier around the dismantling site; – Stop the engine when it is not required; – Monitor Noise level as per DoE guidelines; – Impact wise mitigation measures are given. 		
Archaeological/ Historical/ Social/ Cultural/ Religious Sites	<ul style="list-style-type: none"> • Encroachment of Archaeological/ Historical/ Social/ Cultural/ Religious sites • Air and dust pollution; • Noise level may create uncomfort for the local community; • Vibration can effect on social/ cultural/ religious site. 	<ul style="list-style-type: none"> – Avoid Archaeological/Historical/Social/Cultural/ Religious sites during the site selection and improvement works; – Spraying water on the dry surface to reduce dust pollution; – Vehicles transporting construction material to be covered; – Create noise barrier around the construction sites; – Limit the speed of vehicles; – Stop the demolish work for short time like prayer time. – Realignment of bridge approach road (in case of bridge) if required. 	Contractor	RHD
Setting up labour camps	<ul style="list-style-type: none"> • Land encroachment; • Solid and liquid waste from the labour camp 	<ul style="list-style-type: none"> – Labour camp should be constructed at a distance from the water bodies; – Avoid productive land and away from the settlement during the selection of land for the setup of labour camp; – No solid and liquid waste discharge into the water bodies; – Instruct workers to maintain clean environment in the camps. 	Contractor	RHD

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

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C.2.5.2 During Construction Phase

Possible environmental impacts during construction phase from the project construction, rehabilitation and maintenance activities should be identified. For mitigating the possible environmental impacts during construction phase mitigation measures are given in the following Table C.3.

Table C.3: Mitigation/Enhancement measures during Construction phase of project construction, rehabilitation and maintenance program under RHD

Issues/ Activities	Potential Environmental Impacts	Proposed Mitigate Measures	Responsibility	
			Implementation	Supervision
Air Pollution	<ul style="list-style-type: none"> • Construction vehicular traffic: Air quality can be affected by vehicle exhaust emissions and combustion of fuels • Construction equipment: Air quality can be adversely affected by emissions from construction machineries and combustion of fuels; • Construction activities: Dust generation from earth excavation, earth & sand stockpiles during dry period. 	<ul style="list-style-type: none"> - Fit vehicles with appropriate exhaust systems and emission control devices; - Maintain vehicles and construction equipment in good working condition including regular servicing; - Operate the vehicles in a fuel-efficient manner; - Impose speed limits at 30 km/hour on vehicle movement at the worksite to reduce dust emissions; - Control the movement of construction traffic in the access road; - Focus special attention on containing the emissions from generators; - Construction equipment causing excess pollution (e.g. visible smoke) will be banned from construction sites immediately prior to usage; - Water spray to the dry earth/material stockpiles, access roads and bare soils as and when required to minimize the potential for environmental nuisance due to dust; - Increase the watering frequency during periods of high risk (e.g. high winds); - Stored materials such as: excavated earth, dredged soil, gravel and sand shall be covered and confined to avoid their wind drifted; - Restore disturbed areas as soon as possible by vegetation; 	Contractor	RHD

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Issues/ Activities	Potential Environmental Impacts	Proposed Mitigate Measures	Responsibility	
			Implementation	Supervision
		<ul style="list-style-type: none"> - Establish adequate locations for storage, mixing and loading of construction materials, in a way that dust dispersion is prevented because of such operations; - The Air quality monitoring should be carried out by the contractor following the National Air Quality Standard (Schedule-2: Standards for Air Quality, ECR, 1997 and Amendment in 2005). 		
Noise Pollution	<ul style="list-style-type: none"> • Construction vehicular traffic: Vibration and Noise quality will be deteriorated due to vehicular traffic. • Construction equipment: Noise and vibration will have an impact on adjacent surrounding residents. • Construction activity: Noise will have an impact on adjacent residents. 	<ul style="list-style-type: none"> - Strict measures for noise pollution control need to be undertaken during construction activities; - Create noise barrier and consider the minimum noise levels at sensitive receptor sites (e.g. dense residential area, schools, mosques, health centers etc.); - Stone breaking machine should be confined within a temporary shed so that noise pollution could be kept minimum; - Protection devices (ear plugs or ear muffs) shall be provided to the workers operating in the vicinity of high noise generating machines during construction; - Construction equipment and vehicles shall be fitted with silencers and maintained properly; - Instruction to the drivers to avoid unnecessary horn; - The Noise level monitoring should be carried out by the contractor following the National Noise Quality Standard (Schedule-4: Standards for Sound, ECR, 1997 and Noise Pollution (control) rules 2006). - Vibration monitoring should be carried out by the contractor. 	Contractor	RHD
Ground Water Pollution	<ul style="list-style-type: none"> • Contamination of groundwater due to Pollution lack of septic tanks or mobile toilets; 	<ul style="list-style-type: none"> - The contractor will make arrangement for water required for construction in such a way that the water availability and supply to nearby communities remain unaffected; - Handling and storage of the potential contaminants has to be organized under strict condition to avoid water pollution during construction; 	Contractor	RHD

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Issues/ Activities	Potential Environmental Impacts	Proposed Mitigate Measures	Responsibility	
			Implementation	Supervision
	<ul style="list-style-type: none"> • Accidental spillage of hazardous liquid from the construction camps. 	<ul style="list-style-type: none"> - Handling of hazardous liquid should be done carefully by the designated experienced person; - Handling and storage of the potential contaminants should be done by the experienced workers. Proper monitoring should be done by the experienced person; - The Ground water quality monitoring should be carried out by the contractor following the National Water Quality Standard (Schedule-3: Standards for Water, ECR, 1997). 		
Surface Water Pollution	<ul style="list-style-type: none"> • Construction & general wastes from the construction sites; • Oil spill from the construction vehicles and construction camp can affect on fishes and aquatic wildlife (such as snakes, frogs etc.) 	<ul style="list-style-type: none"> - Contractor should prepare Waste Management Plan and follow it properly during the construction period; - Any wastes should not be throwing into the river/khal/canal other than dump into the designated waste dumping area; - Store the oil and petroleum product in a separate location cover by a concrete structure; - Handling of hazardous liquid should be done carefully by the designated experienced person; - Monitor the surface water by testing in designated laboratory should be done by the Contractor following the National Water Quality Standard (Schedule-3: Standards for Water, ECR, 1997). 	Contractor	RHD
Land/ Soil Pollution	<ul style="list-style-type: none"> • Decrease the production capacity of agricultural land; • Land or soil erosion from water or wind; • Sediment pollution and increase the turbidity; • Reduction the microorganism. 	<ul style="list-style-type: none"> - Avoid the productive land, agricultural land, archaeological sites, protected area, forest area, natural habitat etc.; - Land/soil quality should be ensured by the contractor to fill the abutment area and approach road; - Soil from fallow land should be used in earthwork in approach road; - Re-vegetation the exposed area as early as possible to reduce the soil erosion; - Create barrier for reducing the sedimentation into the water bodies; 	Contractor	RHD

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Issues/ Activities	Potential Environmental Impacts	Proposed Mitigate Measures	Responsibility	
			Implementation	Supervision
		<ul style="list-style-type: none"> - The Land or soil quality test should be carried out by the contractor. 		
<p>Waste (Solid, Liquid and Hazardous) Pollution</p> <p>Organic waste: remaining foods, leaves, papers, straw, fruit cover etc.</p> <p>Inorganic waste: Polythene, Glasses, Synthetic paper, plastic etc.</p> <p>Hazardous waste: Paint, fuel, chemicals, oil, petroleum products, bitumen etc.</p>	<ul style="list-style-type: none"> • Improper storage and handling of construction & general liquid waste such as fuels, lubricants, chemicals and hazardous liquid onsite, and potential spills from these liquid materials may harm the environment and health of construction workers. • Improper storage and handling of construction & general solid wastes. 	<ul style="list-style-type: none"> - The contractor will minimize the generation of sediment, oil and grease, excess nutrients, organic matter, litter, debris and any form of waste (particularly petroleum and chemical wastes); - Any wastes should not be throwing into the river/khal/canal other than dump in to the designated waste dumping area; - Handling of hazardous liquid should be done carefully by the designated experienced person; - Organic waste should be managed by composting method. A concrete chamber with 3 rooms is needed to be provided. In one room organic waste should be dumped and another room inorganic waste will be dumped. When the room will be filled then covered by earth. Then dump to the third room. After 6-month organic waste will be converted into fertilizer and will be used by the farmers; - Inorganic waste should be given to the authorized vendor for free of cost for recycling; - Accidental spillage of hazardous waste should be managed by spreading wood powder on the surface of the oil and this powder mixed with oil must store in a designated concrete room; - Provide appropriate PPE to the construction personnel for handle construction materials; - Make sure all containers, drums and tanks that are used for storage are in good condition; - Take all precautionary measures when handling and storing fuels and lubricants, avoiding environmental pollution; - Waste water monitoring should be carried out by the contractor, following the national standard (Schedule-10: Standard for waste from Industrial units or Projects waste). 	Contractor	RHD

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Issues/ Activities	Potential Environmental Impacts	Proposed Mitigate Measures	Responsibility	
			Implementation	Supervision
Disturbance of Boat Communication	<ul style="list-style-type: none"> • Temporary disturbance from construction activities on the water bodies. 	<ul style="list-style-type: none"> - Inform local community about the temporary disturbance during construction, rehabilitation and maintenance activities; - Restrict the boat movement during construction and dismantling work ongoing; - Carefully remove all the debris and construction wastes from the project sites; - Preference of working schedule will be given during winter/dry season; - Work should be continued only in day time. 	Contractor	RHD
Hydrological Regime	<ul style="list-style-type: none"> • Drainage congestion and flood at the site; • Erosion and siltation at the site. 	<ul style="list-style-type: none"> - A detailed hydrological and morphological study of the site (in case of bridge or other water related structures) should be conducted; - Proper design and construction accordingly to accommodate design flows; - Provision of sufficient sizes of drains to take design flows; - Wastes should not be disposed near any water body. All waste depending on its characteristics, should be disposed of in a controlled manner. 	Contractor	RHD
Drainage Congestion	<ul style="list-style-type: none"> • Construction of diversion road on the river/Khal/canal create drainage congestion; • Stockpiling of construction materials in the river/khal/canal also create drainage congestion. 	<ul style="list-style-type: none"> - Pier of the existing bridge structures and other construction waste should be clearly removed from the construction site during dismantling of existing structure; - Construct diversion road on the river/khal/canal by keeping provision of open space so that water flow cannot hamper by the construction activities; - Immediately remove all the construction debris from the construction site as well as from the water bodies in a planned way; - Duration of stockpiling should be minimized as much as possible; - Avoid the encroachment of the water bodies; 	Contractor	RHD

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Issues/ Activities	Potential Environmental Impacts	Proposed Mitigate Measures	Responsibility	
			Implementation	Supervision
		<ul style="list-style-type: none"> - Protect water bodies from sediment loads by silt screen or bubble curtains or another barrier; - Construction activity should be recommended during the dry season; - Construction workers shall be instructed to protect water resources; 		
Erosion and Siltation	<ul style="list-style-type: none"> • Bank erosion at the project site will loss of lands; • Vulnerable for the structures; • Increase turbidity and impact on aquatic life; • Loss of productive land, structures, resources. 	<ul style="list-style-type: none"> - Introduce bank protection activities; - Use of geo-bag, stone and concrete to construct the protection wall; - Plantation more vegetation to reduce surface soil erosion and enhancement of the soil compactness and stability; - Diversion road should be removed properly as soon as possible; 	Contractor	RHD
Road Traffic and Accidents	<ul style="list-style-type: none"> • Increased traffic use of narrow access road by construction vehicle will affect the movement of normal road traffics and the safety of the road users specially the students 	<ul style="list-style-type: none"> - Proper Traffic Management Plan (TMP) should be prepared by the contractor during starting of construction & follow it strictly; - In this TMP, the road safety measures such as speed breakers, warning signs/lights, road safety signs, flagman etc. should be included to ensure uninterrupted traffic; - Movement specially at nearby the educational (Schools, colleges, Madrasha etc.), community infrastructure (mosques, graveyards, Prayer Ground etc.) and health complex; - In addition, BRTA traffic rules and regulations should be strictly followed; - Divert traffic to follow alternative routes to avoid traffic jams; - Avoid talking with mobile during driving. 	Contractor	RHD
Quarries and Borrow Pits	<ul style="list-style-type: none"> • Increased noise level caused by blasting, movement of construction vehicles; 	<ul style="list-style-type: none"> - Create noise barrier around the construction site; - Stop unnecessary engine operation in the construction site; - Maintain vehicles and construction equipment in good working condition including regular servicing; 	Contractor	RHD

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Issues/ Activities	Potential Environmental Impacts	Proposed Mitigate Measures	Responsibility	
			Implementation	Supervision
	<ul style="list-style-type: none"> • Increased noise level will be impacted on the local community; • Air pollution due to diesel fumes and dust generation resulting from the presence of construction machinery and site cleaning activities. 	<ul style="list-style-type: none"> - Control the movement of construction traffic in the access road; - Construction equipment causing excess pollution (e.g. visible smoke) will be banned from construction sites immediately prior to usage; - Water spray to the dry earth/material stockpiles, access roads and bare soils as and when required to minimize the potential for environmental nuisance due to dust; - Stored materials such as: excavated earth, dredged soil, gravel and sand shall be covered and confined to avoid their wind drifted; - Restore disturbed areas as soon as possible by vegetation. 		
Landscape and Aesthetics	<ul style="list-style-type: none"> • Excavation of borrow pits, stock piling of construction materials, placing of construction equipment and parking of construction vehicles; • Presence of construction camps, equipment and their activities; • Movement of construction vehicles on the existing road network and temporary haul roads; • Closure of existing bridges by construction of diversion road. 	<ul style="list-style-type: none"> - Parking of construction vehicles and stockpiling of construction materials/excavated earth should be done in systematic way to avoid the damaging of aesthetics of the site; - Duration of stockpiling should be minimized as much as possible; - Vegetation plantation after complete of the construction work; - Completely remove the construction camp facilities, equipment's and their activities; - Limit the speed of the vehicles and cover the vehicles during the movement or transportation of materials on the existing road network and temporary haul road; - Plantation of trees at the construction site after completion of the construction activities immediately. 	Contractor	RHD
	<ul style="list-style-type: none"> • Campsites for construction workers and Safety are the important locations that 	<ul style="list-style-type: none"> - Construction workers camp shall be located at least 500 m away from the nearest habitation; 	Contractor	RHD

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Issues/ Activities	Potential Environmental Impacts	Proposed Mitigate Measures	Responsibility	
			Implementation	Supervision
Occupational Health and Safety	have significant impacts such as health and safety hazards on local resources and infrastructure of nearby communities.	<ul style="list-style-type: none"> - Consider the location of construction camps away from communities in order to avoid social conflicts; - Create awareness among the camp users on health and safety requirements to be maintained and code of conduct. 		
	<ul style="list-style-type: none"> • Lack of proper infrastructure facilities, such as housing, water supply and sanitation facilities will increase pressure on the local services and generate substandard living standards and health hazards 	<ul style="list-style-type: none"> - Adequate housing for all workers should be provided avoiding over crowding; - Safe and reliable water supply; - Hygienic sanitary facilities and sewerage system. 	Contractor	RHD
	<ul style="list-style-type: none"> • Management of wastes is crucial to minimize impacts on the environment. 	<ul style="list-style-type: none"> - Ensure proper collection and disposal of solid wastes within the construction camps; - Insist waste separation by source; organic wastes in one container and inorganic wastes in another container at sources; - Dispose organic wastes in a designated safe place on daily basis; - The organic wastes should be always covered with a thin layer of sand so that flies, mosquitoes, dogs, cats, rats, etc. are not attracted; - Locate the garbage pit/waste disposal site minimum 500m away from the resident area so that people are not disturbed with the odor likely to be produced from anaerobic decomposition of wastes at the waste dumping places. 	Contractor	RHD
	<ul style="list-style-type: none"> • There will be a potential for diseases to be transmitted including malaria, exacerbated by 	<ul style="list-style-type: none"> - Provide adequate health care and sanitation facilities within the construction sites; 	Contractor	RHD

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Issues/ Activities	Potential Environmental Impacts	Proposed Mitigate Measures	Responsibility	
			Implementation	Supervision
	<p>inadequate health and safety practices.</p> <ul style="list-style-type: none"> • There will be an increased risk of work crews spreading sexually transmitted infections and HIV/ AIDS. 	<ul style="list-style-type: none"> - Train all construction workers in basic sanitation and health care issues and safety matters and on the specific hazards of their work; - Provide HIV awareness programming, including STI (sexually transmitted infections) and HIV information, education and communication for all workers on regular basis; - Regular mosquito repellent spraying during monsoon periods. 		
	<ul style="list-style-type: none"> • Construction work may pose health and safety risks to the construction workers and site visitors leading to severe injuries and deaths. 	<ul style="list-style-type: none"> - Provide the workers a safe and healthy work environment; - Provide appropriate PPE for workers, such as safety boots, helmets, masks, gloves, protective clothing, goggles, full-face eye shields and ear protection; - Maintain the PPE properly by cleaning dirty ones and replacing them with the damaged ones; - Appoint an environment, health and safety manager to look after the health and safety of the workers; - Inform the local authorities responsible for health, religious and security before commencement of civil works and establishment of construction camps so as to maintain effective surveillance over public health, social and security matters. 	Contractor	RHD
	<ul style="list-style-type: none"> • Lack of first aid facilities and health care facilities in the immediate vicinity will aggravate the health conditions of the victim. 	<ul style="list-style-type: none"> - Provide health care facilities and first aid facilities are readily available; - Document and report occupational accidents, diseases, and incidents and actions taken; - Identify potential hazards to workers, particularly those that may be life threatening and provide necessary preventive and protective measures; - Provide awareness to the construction drivers to strictly follow the driving rules; - Provide adequate lighting in the construction area and along the roads in the construction site. 	Contractor	RHD

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Issues/ Activities	Potential Environmental Impacts	Proposed Mitigate Measures	Responsibility	
			Implementation	Supervision
Community Health and Safety	<ul style="list-style-type: none"> • Accidents on the approach road and construction site; • Noise and dust pollution; • Communicable diseases can spread among the local community. 	<ul style="list-style-type: none"> - Prior to start the construction activities contractor will be informed the local community; - Instruct the drivers and limit the speed of the vehicles; - Regular health checkup of the workers and awareness training about the communicable diseases; - Ban all swimming and fishing activities in the construction site, in case of a bridge site; - Proper lighting at the project site during the night time; - Avoid unnecessary noise pollution; - Spraying water in the dry surface to reduce the dust pollution - Provide proper access control to the project site and unauthorized entry to the project site will be controlled. 	Contractor	RHD
Impacts on Archaeological/ Historical/ Social/ Cultural/ Religious Sites	<ul style="list-style-type: none"> • Air and dust pollution; • Noise level may create uncomforted; • Vibration can affect social/ cultural/ religious sites. 	<ul style="list-style-type: none"> - Create temporary barrier around the project site; - Regular spraying of water in the construction site and approach road to reduce the dust emission; - Control the speed limit about 30 km/hour in the construction site and approach road; - Construction activities should be continued during day time only; - Carefully handling of construction machineries and equipment's near the sensitive receptors near the project site. 	Contractor	RHD
Housing and Commercial Structures	<ul style="list-style-type: none"> • Air and dust pollution; • Noise level may create uncomforted; • Loss of income and employment; • Mental stress; • Resettlement or removal due to realignment of approach road; 	<ul style="list-style-type: none"> - Spraying water on the dry surface to reduce dust pollution; - Create noise barrier around the construction sites; - Limit the speed of vehicles in the construction site; - Prior notice to the local inhabitants for resettlement issues if required; - Compensation should be given to the PAPs in-time according to RP; - Realignment of approach road if required; - Job opportunities for the PAPS and priority should be given; 	Contractor	RHD

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Issues/ Activities	Potential Environmental Impacts	Proposed Mitigate Measures	Responsibility	
			Implementation	Supervision
	<ul style="list-style-type: none"> • Vibration can affect on structures. 	<ul style="list-style-type: none"> - Plantation of trees in an appropriate location will be determined by the RHD after consultation with the concern authority (Forest Department). 		
Flora and Fauna	<ul style="list-style-type: none"> • Dust will be generated during earthwork and deposited on the leaves of nearby trees; this will abduct the growth of trees. • Construction activities will increase sediment loading of streams and changes in turbidity will impact adversely upon fishes and aquatic animals. • Diversion at bridge site will act as barriers to the migration of fishes and aquatic animals. • Noise generation from the construction vehicles and equipment's can create disturbance for the birds and wildlife; 	<ul style="list-style-type: none"> - Proper construction management plan should be introduce in the Contractor RHD construction sites; - Regular water spraying in the dry area from where there is a possibility to dust pollution; - Proper management plan for the waste management in the construction sites; - Construction work should be preferred during dry season; - No disturbance for aquatic animal and keep provision for the fish movement; - Diversion road should be removed properly as soon as possible; - Construction activities should be continued during day time only; - Create noise barrier and avoid unnecessary machineries and equipment's operation; - Vegetation plantation after compilation of the construction work; - Construction workers shall be instructed to protect natural resources, flora and fauna, including wild animals and aquatic life, hunting and unauthorized fishing are prohibited; - Natural river/khal/canal will be reinstated after completion of construction works; - Fingerling (fish) can be released to the river/khal/canal near the bridge site to boost up the fish resources. 	Contractor	RHD
Disturbance to Wildlife Movement	<ul style="list-style-type: none"> • Noise from construction machineries and vehicles, movement of workers likely to be disturb the movement of wildlife; 	<ul style="list-style-type: none"> - Instruct workers and contractors to avoid harassment and Contractor RHD disturbance of wildlife; - Schedule activities to avoid disturbance of wildlife during critical periods of the day (e.g., night) or year (e.g., periods of breeding, nesting); 	Contractor	RHD

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Issues/ Activities	Potential Environmental Impacts	Proposed Mitigate Measures	Responsibility	
			Implementation	Supervision
	<ul style="list-style-type: none"> • Permanent migration may occur from the area; • Increase of mortality due to collision with vehicles; 	<ul style="list-style-type: none"> – Turn off all unnecessary lighting at night; – Maintain noise-reduction devices (e.g., mufflers) in good working order on vehicles and construction equipment; – Temporary fencing around the construction site during construction period; – Educate workers regarding the occurrence of important resources in the area and the importance of their protection, including the appropriate regulatory requirements; – Regular monitoring of the death and disturbance of wildlife in the construction site. 		
Fisheries and other Aquatic Animals	<ul style="list-style-type: none"> • Increase turbidity and siltation can spawning beds for fish; • Noise from pile driving activities, aquatic animals including fishes will be affected; • Turbid water can reduce the infiltration of sunlight into deep water. 	<ul style="list-style-type: none"> – Construction activities is preferred during the dry season; – Careful handling of construction waste in the construction site; – Introduction of land/soil erosion and dust control practices in the construction site; – Provide adequate space for movement and safe passage of fishes and other aquatic animals; – Schedule activities to avoid disturbance of fish and aquatic anima during critical periods of the day (e.g., night) or year (e.g., periods of breeding); – Turn off all unnecessary lighting at night to avoid attracting and disturbance of fishes; – Maintain noise-reduction devices (e.g., mufflers) in good working order on vehicles and construction equipment; – Regular monitoring the fish death and disturbance of fish and aquatic animals in the construction site; – Fingerling (fish) can be released to the river/khal near the bridge site to boost up the fish resources 	Contractor	RHD
Influx of construction workers	<ul style="list-style-type: none"> • Availability on the resources like food, housing, water resources; 	<ul style="list-style-type: none"> – Contractor should be ensured the availability of water for the construction activities; – Provision of clean drinking water in the construction camp in accordance with Schedule 3(b) of ECR, 1997; 	Contractor	RHD

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Issues/ Activities	Potential Environmental Impacts	Proposed Mitigate Measures	Responsibility	
			Implementation	Supervision
	<ul style="list-style-type: none"> • Communicable diseases may also spread; • Social Conflict. 	<ul style="list-style-type: none"> - Trained the workers by providing health and safety training on communicable diseases; - Educating project personnel, and area residents on risks, prevention, and available treatment for vector-borne diseases; - No child and/or forced labour will be employed by the EPC contractor; - Working conditions and terms of employment will be fully compliant to the Bangladesh labour laws. 		

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

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C.2.5.3 During Operation Phase

For mitigating the possible environmental impacts during operational phase mitigation measures are proposed in the following Table C.4.

Table C.4: Mitigation/Enhancement measures during Operation phase of the project construction, rehabilitation and maintenance program under RHD

Issues/ Activities	Potential Environmental Impacts	Proposed Mitigation Measures	Responsibility	
			Implementation	Supervision
Air Pollution	<ul style="list-style-type: none"> • Dust emission from the increasing number of vehicles in the site area; • Vehicular emission from burning fuels. 	<ul style="list-style-type: none"> - Establish the speed breaker to limit the speed of the vehicle near the site; - Strictly follow the BRTA rules and regulations; - Increase number of plantations by adding new species of trees on the appropriate locations after consultation with the concern authority. 	RHD	RHD
Surface Water Pollution	<ul style="list-style-type: none"> • Remaining construction materials may be washed by the rainfall into the water sources and lead to sedimentation and increase turbidity; • Hazardous materials spilled by accidents; • Soil erosion during rainy season can contaminate nearby surface water. 	<ul style="list-style-type: none"> - Remaining construction materials will be completely removed from the proposed project site after completing of the construction activities; - Cover the bare surface by plantation of trees/vegetation to reduce the surface soil erosion; - Speed control measures close to the site to reduce the occurrence of accidents; - Bank protection work can be done at the site; - Avoid rainy season for continuing any development activities. 	RHD	RHD
Ground Water Pollution	<ul style="list-style-type: none"> • Accidental spillage of hazardous chemicals and materials. 	<ul style="list-style-type: none"> - Speed control measures close to the site to reduce the occurrence of accidents; - Inform to the concern authority to take necessary action to reduce the contamination of groundwater. 	RHD	RHD

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Issues/ Activities	Potential Environmental Impacts	Proposed Mitigation Measures	Responsibility	
			Implementation	Supervision
Hydrology and Flood pattern	<ul style="list-style-type: none"> • Increase flood/ water logging/ drainage condition; • Encourage for erosion and siltation. 	<ul style="list-style-type: none"> - During the planning stage and site selection local hydrology and flooding level will be considered; - Vertical navigation clearance should be kept in design and planning; - A separate and details hydro-morphological study should be conducted before starting construction activities; - Site should be clean properly after completion of the construction activities so that the natural drainage system may not hampered. 	RHD	RHD
Noise Pollution	<ul style="list-style-type: none"> • Faulty engine and hydraulic horn may increase the noise level. 	<ul style="list-style-type: none"> - Necessary instruction for the drivers; - Establishment of signboard near the sensitive receptors like mosques, schools, temple, bazar etc. 	RHD	RHD
Flora and Fauna	<ul style="list-style-type: none"> • Dust will hinder vegetation growth; • Increase number of deaths of wildlife and collision with the vehicles; • Avifauna will be affected by the movement of vehicles; • Fish and other aquatic animals will be affected. 	<ul style="list-style-type: none"> - Re-plantation of various suitable local trees can be done on the slopes of the roads or the suitable locations around the project site; - Establishment of speed breaker or signboard indicating the movement route of the wildlife; - No disturbance for aquatic animal and keep provision for the fish and other aquatic animals' movement; - Diversion road should be removed properly as soon as possible; - Construction workers shall be instructed to protect natural resources, flora and fauna, including wild animals; - Natural river/khal/canal will be reinstated after completion of construction works; - Fingerling (fish) can be released to the river/khal/canal near the bridge site to boost up the fish resources. 	RHD	RHD
Landscape and Aesthetics	<ul style="list-style-type: none"> • Land use of the proposed project area will be changed; 	<ul style="list-style-type: none"> - Tree/vegetation plantation at the suitable site; - Proper removal of construction camp facilities and construction wastes from the site after completion of the works; 	RHD	RHD

Environmental and social Management Planning Framework (ESMPF)

Issues/ Activities	Potential Environmental Impacts	Proposed Mitigation Measures	Responsibility	
			Implementation	Supervision
	<ul style="list-style-type: none"> Improper removal of construction camp facilities and other construction waste will affect landscape and aesthetics. 	<ul style="list-style-type: none"> Excavated borrow pit area will be properly managed by the contractor, it will be preferred to use dredging materials after quality testing. 		
Disturbance of Boat Communication	<ul style="list-style-type: none"> Boat communication will be affected due to the improper vertical navigation clearance. 	<ul style="list-style-type: none"> A detailed hydrological study including the consideration of the local flood level before design stage; Detailed morphological study should also be conducted; For the existing bridges dismantling pier of the bridges will be fully removed from the channel. 	RHD	RHD
Road Traffic and Accidents	<ul style="list-style-type: none"> Number of vehicles movement will be increased in the area; Encourage drivers to higher the vehicle speed and road accidents may increase. 	<ul style="list-style-type: none"> Establish speed breaker and road safety sign; Keep provision of walk way both sides on the bridge for the people movement; A proper traffic management plan can be introduced and strictly follow the BRTA rules; Keep provision of adequate lighting facilities at the site; Avoid using mobile phone during driving. 	RHD	RHD

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

Environmental and social Management Planning Framework (ESMPF)

C.3 Guideline for preparation of Environmental and Social Monitoring Plan

The monitoring plan is the key element of ESMP to be prepared on the basis of impact assessment described in earlier section. The Plan describe the potentially negative impacts of each program activity, lists mitigation and control measures to address the negative impacts, and assigns responsibilities for implementation and monitoring of these measures. The Plans for the WeCARE, Phase I will be prepared and included in the ESIA; similar plans will be prepared for the later phases and included in the associated ESIA's. Table C.5 presents the sample format of these plans. An overview of monitoring requirement of impact and mitigation described in in Table C.6.

Environmental and social Management Planning Framework (ESMPF)

Table C.5: Format of Monitoring Plan-During Project Implementation Period (Sample)

Environmental Impact/Issue	Actions	Responsibility		Key Performance Indicator	Timing	Cost Allocation
		Execution	Monitoring			
1. Activity: Design / pre-construction considerations of infrastructures						
1.1 Changes in land use, loss of properties, cultivated land and grazing land, relocation of settlements and amenities	- The RP will be implemented for permanent land acquisition and loss of assets/ livelihood and other similar impacts	RHD PIU	EMU	<ul style="list-style-type: none"> • Documentary evidence of RP implementation • Establishment of resettlement sites • Payment of compensation amounts • People resettling in new villages • Income levels of displaced households • Number of public grievances re resettlement and compensation 	Before construction	Included in Overall program Cost
	- Contractors will lease the land for construction facilities on temporary basis. Proper documentation will be carried out for this leasing. Site selection will be carried out in consultation with the community and local officials; approval from DSM will also be required for the selected sites.	Contractor	DSM/EMU	<ul style="list-style-type: none"> • Documentary evidence of land leasing for temporary facilities • DSM approval for the selected site(s) • Absence of grievances regarding temporary facilities 	Before contractor mobilization	Included in contractors' costs
1.2 borrowing construction material	- A material (particularly river sand and soil from agricultural land/wetlands, if required) borrowing plan will be prepared	Contractor	DSM/EMU	<ul style="list-style-type: none"> • Approved plan • Plan itself will outline appropriate KPIs for its implementation. 	Before construction	Included in Contractors' costs

Environmental and social Management Planning Framework (ESMPF)

Table C.6: Overview of Impacts and Mitigation

Impacts/Issues	Mitigation Measures	Time Frame	Cost (USD x 10 ⁶)	Responsibility		Key Monitoring Indicators	Monitoring Frequency
				Implementation	Supervision		
IMPACTS DUE TO PROJECT SITING							
Land cover and land use changes	Relevant ECoPs of site selection. Integrated Pest Management Plan; Linkages with ongoing pest management programs	2021 onwards	In budget of ESMP	PIU	DSM, PIU	- to be developed under IPM	Six-monthly
Loss of natural vegetation and trees	Compensatory tree plantation along reconstructed embankment	2021-2025	In budget of ESMP	PIU	DSM, PIU	- trees cut and trees planted	Monthly
Loss of aquatic habitat	Organic shrimp farming/aquaculture expansion Fish sanctuaries/MPA in BoB	2021-2025	In budget of ESMP	PIU	DSM, PIU	- abundance of fishes and species diversity in MPA/sanctuaries	Quarterly
Drainage congestion and water logging	Installation of regulators and culverts	2021 onwards	Project design	Contractor	DSM, PIU	- User committees are formed and trained; area water logged	Quarterly (Monthly during flood season)
IMPACTS DURING IMPLEMENTATION PERIOD							
Impacts of burrowing of material from river beds, agriculture land and wetlands (if required)	Compliance with relevant ECoPs of sand extraction, agricultural top soil management and wetland digging	2021-2025	In budget of Contractor	Contractor	DSM, PIU	Sites approved, ongoing visual inspection of sand extraction	At the beginning of works and through sand extraction
Air pollution	Pollution prevention and implementation of ECoPs	2021-2025	In budget of Contractor	Contractor	DSM, PIU	Plan approved and implemented; community complaints	Quarterly
Noise	Noise control measures and relevant ECoPs	2021-2025	In budget of Contractor	Contractor	DSM, PIU	Plan approved and implemented; community complaints	Quarterly
Water pollution	Pollution prevention and control plan	2021-2025	In budget of Contractor	Contractor	DSM, PIU	Plan approved and implemented	Quarterly

Environmental and social Management Planning Framework (ESMPF)

Impacts/Issues	Mitigation Measures	Time Frame	Cost (USD x 10 ⁶)	Responsibility		Key Monitoring Indicators	Monitoring Frequency
				Implementation	Supervision		
Soil contamination	Pollution prevention and control plan	2021-2025	In Contractors budget	Contractor	DSM, PIU	Plan approved and implemented	Quarterly
Solid wastes and hazardous wastes	Waste management and pollution control plan	2021-2025	In budget of Contractor	Contractor	DSM, PIU	Plan approved and implemented	Quarterly
Impacts on aquatic habitat	Treatment of waste effluents	2021-2025	In budget of Contractor	Contractor	DSM, PIU	Sites approved and ongoing monitoring of plan implementation	Before and during construction
Impacts on wildlife habitats	No construction related activities on sensitive wildlife habitat, use of low wattage lights at construction sites	2021-2025	In budget of ESMP	Contractor	DSM, PIU	Biodiversity monitoring studies	Six monthly
Site clearance and restoration	Site restoration and landscaping	2021-2025	In budget of Contractor	Contractor	DSM, PIU	Sites established and cleared	After construction
Occupational health and safety	Implement health and safety, and emergency response plan	2021-2025	In budget of Contractor	Contractor	DSM, PIU	Plan prepared and implemented	Quarterly
ENVIRONMENTAL IMPACTS DURING POST PROJECT PERIOD							
Changes in water courses (canal)	Long term monitoring and biodiversity conservation measures	2025 on-wards	In budget of the project	RHD	RHD	Biodiversity conservation measures	Quarterly
Generation of solid waste	Implementation of Health Safety Environment Plan	2025 on-wards	RHD annual budget	RHD	RHD	Plan prepared and implemented	Six monthly
Air and noise pollution	Air and noise quality and appropriate measures	2025 on-wards	RHD annual budget	RHD	RHD	to be developed	
Water pollution	Organic aquaculture, water treatment, etc.	2025 on-wards	RHD annual budget	RHD	RHD	Working condition of connected canals, mariculture area	Annually
Ecological connectivity	Implementation of relevant ECoPs of wetland connectivity	2025 on-wards	RHD annual budget	RHD	RHD	Plan prepared and implemented	Annually
Loss of vegetation	Implementation of related ECoPs of plantation	2025 on-wards	RHD annual budget	RHD	RHD	Plan prepared and implemented	Annually
Impact of avifauna	Implementation of related ECoPs of wildlife management	2025 on-wards	RHD annual budget	RHD	RHD	Plan prepared and implemented	Annually

Environmental and social Management Planning Framework (ESMPF)

C.3.1 Monitoring Program

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

Effects Monitoring During Project Implementation

Effects monitoring is a very important aspect of environmental management to safeguard the protection of environment. The effects monitoring plan proposed for the WeCARE, Phase I is presented in Table C.7; after the specific ESIA, this program will be revisited and revised. The monitoring will comprise surveillance to check whether the contractor is meeting the provisions of the contract during construction and operation of the program including the responsible agencies for implementation and supervision.

Table C.7: Effects Monitoring Plan

Parameter / Activity	Location	Means of Monitoring	Frequency	Responsible Agency	
				Implemented By	Supervised By
During Project Implementation					
Sand extraction/soil collection	At all sand extraction points	Ecological inspection of the site prior to development; and extraction carried out not in long stretches	Weekly	Contractor	DSM
Sediment Quality for heavy metals	Canal/riverbed sediments at 5 locations	Laboratory analysis for analysis of metals and oil/grease (lead, cadmium, chromium, copper, manganese, mercury and zinc)	Before sand extraction	Contractor through a nationally recognized laboratory	DSM
Soil Pollution	Canal, construction site, camp & RS	Visual inspection that filling is through several compartments	Beginning of earth filling works	Contractor	DSM
	Canal, construction, RS and material storage sites	Ensure no contaminated effluent is leaving from the filling area to the nearby agricultural lands	Weekly	Contractor	DSM
Stability of slopes	Side slopes of sluice gates, canal dyke, pond	Compaction as per contract specifications, Visual inspection of	Monthly	Contractor	DSM

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Parameter / Activity	Location	Means of Monitoring	Frequency	Responsible Agency	
				Implemented By	Supervised By
	dyke, and Resettlement Sites	erosion prevention measures and occurrence of erosion			
Hydrocarbon and chemical storage	Construction camps and yards	Visual Inspection of storage facilities	Monthly	Contractor	DSM
Traffic Safety	Construction Access Roads	Visual inspection to see whether proper traffic signs are placed and flag-men for traffic management are engaged	Monthly	Contractor	DSM
Air Quality (dust, smoke)	Construction sites	Visual inspection to ensure good standard equipment is in use and dust suppression measures (e.g., spraying of waters) are in place.	Daily	Contractor	DSM
	Material storage sites	Visual inspection to ensure dust suppression work plan is being implemented	Monthly	Contractor	DSM
Air quality	Sensitive receptors along construction corridor	24 hours continuous monitoring with the help of appropriate instruments and analyzers (particulate matter, carbon dioxide, sulphur and nitrogen oxides)	Quarterly	Contractor	DSM
Noise	Construction sites	Noise measurement using noise meter; Ensure work restriction between 21:00-06:00 close to the sensitive locations	Weekly	Contractor	DSM
Surface Water Quality	At the baseline monitoring sites at five sites	Sampling and analysis of surface water quality (TDS, Turbidity, pH, dissolved oxygen, biological and chemical oxygen demand)	Quarterly	Contractor through a nationally recognized laboratory	DSM
Groundwater quality	Locations of tube-well installation (for workers camps and RS), Shrimp	Depth of tube well should be more than 30m. Test water for arsenic iron and manganese before installing of	During drilling of wells	Contractor trough a nationally	DSM

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Parameter / Activity	Location	Means of Monitoring	Frequency	Responsible Agency	
				Implemented By	Supervised By
	firm, Other buildings, fish landing centers, markets, etc.	casing. If the quality is found not suitable further deepening will be done.		recognized laboratory	
	Water wells to be used by contractors for drinking	Laboratory analysis of all drinking water parameters specified in national standards	After development of wells	Contractor through a nationally recognized laboratory	DSM
Plantation	Canal slopes, building construction sites, affected vegetation sites	Visual inspection to ensure plantations are taken care of.	Monthly	Contractor	DSM
Waste Management	Construction camps and construction sites, other infrastructure sites, markets, laboratory, etc.	Visual inspection that solid waste is disposed at designated site	Monthly	Contractor	DSM
Drinking water and sanitation	Construction camps and construction sites, markets, other infrastructure sites, laboratory, etc.	Ensure the construction workers are provided with safe water and sanitation facilities in the site	Weekly	Contractor	DSM
Flora and Fauna	Sensitive habitats in Project influence area	Survey and comparison with baseline environment Ensure use of lighting at construction sites conforms with requirements to limit impacts to wildlife	Six-monthly	Biodiversity Conservation and Monitoring Consultant	DSM, RHD
Fish migration	Regulators, canal, rivers, beels, etc.	Sample fish catch	Monthly after installation of regulators	Consultants	DSM, RHD
Restoration of Work Sites	All Work Sites	Visual Inspection	After completion of all works	Contractor	DSM, RHD

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Parameter / Activity	Location	Means of Monitoring	Frequency	Responsible Agency	
				Implemented By	Supervised By
Safety of workers Monitoring and reporting accidents	At work sites	Usage of Personal Protective equipment and implementation of contractor OHS plan	Monthly	Contractor	DSM, RHD
Grievances (environmental issues)	In the project area	Number of grievances registered and addressed	Monthly	PIU	DSM, RHD
During Post Project Period					
Stability of protection works	Canal slopes, regulators sites, and Resettlement Sites	Visual inspection of erosion prevention measures and occurrence of erosion	Monthly	RHD	RHD
Plantation	Construction sites, canal slopes, pond dyke, setc.	Visual inspection to ensure plantations are taken care of.	Monthly	Contractor	DSM
Fish migration	Regulators, canal re-excavation, rivers, beels, etc.	Sample fish catch	Monthly during migration season	Consultants	DSM, RHD
Waste effluents	Construction camps and construction sites, other infrastructure sites, markets, laboratory, research vessels, etc.	Visual inspection that solid and liquid waste effluents are properly managed during post project period	Six-monthly	Environmental Desk of RHD	RHD
Pesticide residue in soil and water	Cultivation fields, <i>khals</i> and <i>beels</i>	Laboratory analysis of pesticide related parameters	Six-monthly	RHD through a nationally recognized laboratory	RHD

Third Party Monitoring

RHD will engage an independent consulting firm to conduct external and independent monitoring of the ESMP implementation. The main purpose of the external monitoring will be to ensure that all the key entities including EU, DSM, PMC and contractors are effectively and adequately fulfilling their designated role for ESMP implementation, and that all the ESMP requirements are being implemented in a timely and effective manner.

Performance Indicators

Environmental and social Management Planning Framework (ESMPF)

For evaluating the performance of the environmental management and monitoring plan, performance indicators are identified to for efficient and timely implementation of measures/actions proposed in ESMP. The indicators are defined both for implementation phase and for post project period. DSM will be responsible for compiling the information on these indicators and report to RHD.

Separate performance indicators for each environmental issue will be specified in the mitigation plans for the WeCARE, Phase I and included in the associated ESIA. To measure the overall environmental performance of the program, an additional list of performance indicators is given below.

- Number of inspections carried out by DSM per month.
- Number of non-compliances observed by DSM or EU.
- Availability of environmental specialists in EU.
- Availability of environmental specialists in DSM.
- Availability of environmental specialists with contractors.
- Timely reporting of documents (as defined in ESMP and monitoring plan).
- Number of trainings imparted to stakeholders/other capacity building initiatives.
- Timely disbursement of compensation/ timely resettlement of program affected.
- Timely implementation of resettlement schedule.
- Number of grievances received.
- Number of grievances resolved.
- Number of construction related accidents.

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C.4 Proposed strategy for stakeholder engagement

This section describes the engagement procedures through the project cycle. 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

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Table C.8: 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 SMF, SIA, SEP, RP, LMP 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 RAP consultants
	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, SEP, RP 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	Throughout SEP 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

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Stage	Target stakeholders	List of Information to be Disclosed	Method(s) used	Location/frequency	Responsibilities
			Public Disclosure through website/TV/Radio/WhatsApp/ SMS need to be arranged		
	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, RP 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 RP consultants
	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/SEP 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	Project information: scope and rationale and E&S principles	During COVID 19 period digital/IT based interactions/FGD in small groups through VTC/other means to be arranged	As needed	PD-WeCARE RHD, RSEC, CSC/XEN RHD Social and Environment Specialists

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Stage	Target stakeholders	List of Information to be Disclosed	Method(s) used	Location/frequency	Responsibilities
	Third Party Monitoring Agency, when employed Supervision contractors, sub-contractors, service providers, suppliers, and their workers	Training ESMPF/ESMP requirements and other management plans Grievance mechanism process E&S requirements Feedback on consultant/contractor reports	Face-to-face meetings Trainings/workshops Invitations to public/community meetings in post COVID 19 situations		Supervision and RP consultants
/STAGE 2: CONSTRUCTION AND MOBILIZATION ACTIVITIES	Project Affected People People potentially affected by land acquisition People residing in project area along the RoW Vulnerable households	Grievance mechanism Health and safety impacts (EMF, community H&S, community concerns) Employment opportunities Project status	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	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

Environmental and social Management Planning Framework (ESMPF)

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 AIBB 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 ESMPF/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

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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

Environmental and social Management Planning Framework (ESMPF)

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.

C.4.1 Information Disclosure

As a standard practice, the Project materials (ESMPF, ESIA, ESMP, ESCP, SEP, LMP, 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 ESIA report (together with the ESMPF and associated environmental and social management plan – ESMP) in Bangla, and English will be made available for public review in accordance with the international requirements. The SEP will be released in the public domain and will be available for stakeholder review during the same period of time.

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 SEP 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
- Affected District Administration office
- 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.

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- 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 C.9**.

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Table C.9: 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, RP 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

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C.5 Grievance Redressal Mechanism

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.

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- d. It can be easily integrated with limited on-the-ground footprint.

C.5.1 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.

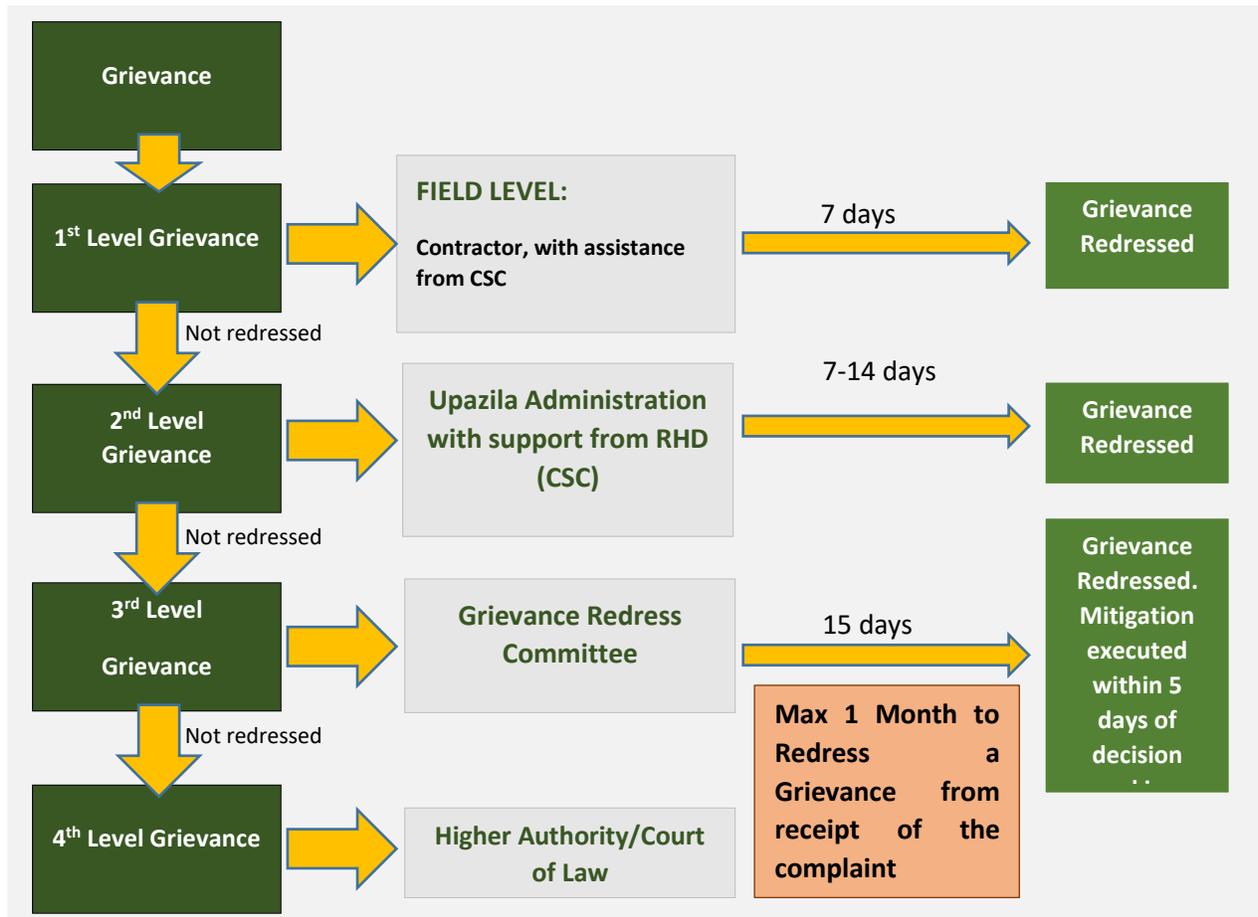
All the local level complaints will be received at the Office of Upazila Engineer through the INGO/Consulting firm. All cases at the local level will be heard within four weeks of their receipt. PIC with the support of INGO/Consulting firm will inform all affected stakeholders and interested group about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

C.5.2 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.

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Figure C.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.

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.

C.5.3 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

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

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:

- ✓ 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.
- ✓ 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.
- ✓ 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.
- ✓ 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.

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- ✓ 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.
- ✓ 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.
- ✓ 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).
- ✓ 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.

C.5.4 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

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Annex 1: Environmental and Social screening Form

A. ENVIRONMENTAL SCREENING FORM (Sample)

This checklist is used by executing agency to review the potential environmental and social safeguard impacts of subprojects and determine whether the subprojects will trigger relevant safeguard policies of AIIB. It is a tool to screen, classify and evaluate the project activities during project preparation.

Name of the Sub-project	
Location of the sub-project	
Owner of Sub-project	
Type of sub-project	
Investment Estimation	
Start and Completion date	

Pat 1: Environmental Screening Checklist

Table 1: Environmental screening checklist

Issues	Answer			If yes, it will apply relevant ESP of AIIB (category A, B or C)	If yes, relevant documents shall be provided
	yes	no	Remarks		
Will the subproject cause significant negative environmental impact? Are these impacts sensitive, diverse or unprecedented? Please provide a brief description:				ESS1 Category A (example)	
Is the impact beyond the project area? Is the impact of project implementation beyond the scope of planning? Are these major negative environmental impacts irreversible?					
Does the proposed project have little or no negative environmental impact? Please provide a brief description:					
According to the above definition, the project is neither Category A nor Category C? Please provide a brief description:					
Will the subproject have serious negative social impact? Are these impacts sensitive, diverse or unprecedented? Please provide a brief description:					
Will the project endanger material and cultural resources (cultural relics protection units above the county level)? Please provide a brief description:					
Will the project endanger cultural resources that are meaningful to the local community or town? Please provide a brief description					

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Does the project involve changes or degradation of non-critical natural habitats? Please provide a brief description:					
Does the project involve significant changes or degradation of critical natural habitats?					
Does the project make the quality of surrounding surface water worse?					

Part B: Social Screening Checklist

General Information

Title of the project:

Complete address of screening locations including coordinates.....

Screening Date:

Probable Involuntary Resettlement Effects	Yes	No	Not Known	Remarks
-				
Involuntary Acquisition of Land/ Land Donation/ Land Taking				
Will the project require land for the proposed intervention				
1. If yes, will there be any land acquisition?				
2. Is the site for land acquisition known?				
3. Is the ownership status and current usage of land known? If yes, please provide detail information at remarks column.				
4. Is there any possibility of voluntary land donation for the rural roads and market construction? If yes, please provide detail information at remarks column.				
5. Will there be loss of residential and commercial structures due to land acquisition? If yes, please provide detail information at remarks column.				
Is there any presence of squatters within the project ROW? If yes, please provide detail information at remarks column.				

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6. Will there be loss of agricultural and other productive assets due to land acquisition? If yes, please provide detail information at remarks column.				
7. Will there be losses of trees, and fixed assets due to land acquisition? If yes, please provide detail information at remarks column.				
8. Will there be loss of businesses or enterprises due to land acquisition? If yes, please provide detail information at remarks column.				
9. Will there be loss of income sources and means of livelihoods due to land acquisition? If yes, please provide detail information at remarks column.				
Involuntary restrictions on land use or on access to legally designated parks and protected areas				
10. Will people lose access to natural resources, communal facilities and services due to project interventions? If yes, please provide detail information at remarks column.				
11. If land use is changed, will it have an adverse impact on social and economic activities? If yes, please provide detail information at remarks column.				
12. Will access to land and resources owned communally or by the state be restricted? If yes, please provide detail information at remarks column.				
Information on Displaced Persons:				
Any estimate of the likely number of persons that will be displaced by the Project? <input type="checkbox"/> No <input type="checkbox"/> Yes				
If yes, approximately how many?				
Are any of them poor, female-heads of households, or vulnerable to poverty risks? <input type="checkbox"/> No <input type="checkbox"/> Yes				
Are any displaced persons from indigenous or ethnic minority groups? <input type="checkbox"/> No <input type="checkbox"/> Yes				
During Screening, project authority will conduct consultation with the primary and secondary stakeholders and provide their observations in the following sections (13 to 18)				

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13: Who are the stakeholders of the project?
Answer:
14: What social and cultural factors affect the ability of stakeholders to participate or benefit from the proposed policy or project?
Answer:
15: Are project objectives consistent with their needs, interests and capacity?
Answer:
16: What will be the impact of the project or sub-project on the various stakeholders, especially women and vulnerable groups?
Answer:
17: What social risks might affect project or sub-project success?
Answer:
18: Has the project authority or any other organizations conducted any consultations with the affected community or people? If yes. Please provide a summary.
Answer:

<p>1. Prepared by (Name):</p> <p>Signature: Date:</p>
<p>2. Project Implementation Unit</p> <p>District: Upazila:</p> <p>Name of the PIU head:</p> <p>01. Names of Members participated in Screening</p> <p>02.</p>
<p>3. name of the Participants from local Government</p> <p>01.....</p> <p>02.....</p>