

**Government of Nepal
Damak Municipality
Office of Municipal Executive
Damak, Jhapa, Koshi Province, Nepal**

Nepal Urban Governance and Infrastructure Project (NUGIP)

**Contractor's Environment and Social Management Plan
(CESMP)**

of

Upgradation of Madandangi – Tarabari Dipu Road, Damak Municipality

(CH: 0+000 to 4+864)

Type of Work: Upgrading

**Kankai International Builders Pvt. Ltd.
Jhapa**

**(Contract ID: NP-DUDBC-273142-CW-RFB)
October 2023**

Table of Contents

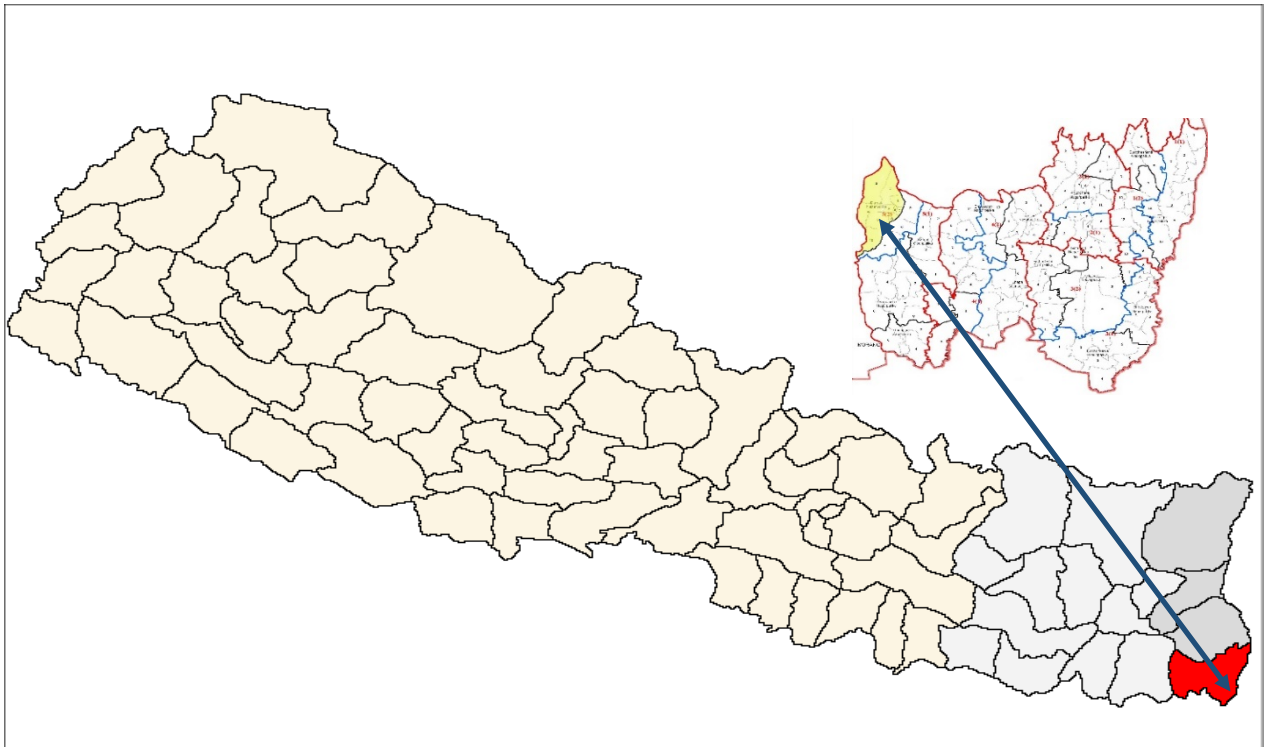
1. Introduction	1
2. Objectives	1
3. Project Information	2
3.1 Salient Features of the Project	2
3.2 CESMP Salient Features	2
3.3 Existing environmental conditions along road alignment	3
4. Potential Impacts & Mitigation	4
4.2 Site Specific ESMP Matrix	10
4.3 Compliance Monitoring Plan	12
5. (SEA)/sexual harassment (SH) Risk Management Plan	13
5.1 SEA/SH - National Scenario	13
6. Cost Estimate of ESMP mitigation measures	17
Annex-1: Road site plantation plan	19
Annex-2 Expenditure for Personnel Protective Equipment's for workers	20
Annex-3: Training on OHS and awareness for Workers on Communicable Diseases	20
Annex-4: Training on awareness about Girl /Women trafficking	20
Annex-5: Training on awareness about Sexual Exploitation and Abuse and Sexual	21
Annex-6: Grievance Expenditure	21
Annex 7: Photographs	22
Annex 8: Monthly Monitoring Checklists	24
Annex 9: House and Land Rental Agreement Documents	29

1. Introduction

Damak Municipality lies in Koshi Province, Jhapa district. Geographically, it is located between 26.66°N 87.70°E latitude and longitude. It is situated between the Ratuwa River in the east and the Mauwa River in the west.

Madandangi-Tarabari Dipu Road starts at Madan Dangi Chowk in bypass of HI. MA. VI. Road of Damak Municipality Ward no. 1 and ends at Tarabari Dipu Chowk of Damak Municipality ward no. 3 & 4. The road mainly passes through flat terrain having sub-tropical monsoon type.

Project Location Map



Source: www.google.com

2. Objectives

This Contractor's Environmental and Social Management Plan (CESMP) for the project identifies the principles, approach, procedures and methods that will be used to control and minimize the environmental and social impacts of all construction and operational activities associated with the project development that is intended to ensure that commitments made to minimize project's related environmental and social impacts are upheld throughout all project phases. The management and monitoring program will involve the following:

- a) Collection and analysis of appropriate environmental social and cultural data
- b) Preparation of periodic reports including an annual environmental and social performance report to DUDBC and the WB and liaison with other relevant bodies (e.g., ministries, departments, and relevant agencies)
- c) Identification of unexpected environmental and social impacts;
- d) Formulation of mitigation measures for the unexpected negative impacts.

There are issues that possess potential environmental impact during upgrading works. The site-specific protection works and environmental mitigation measures have been identified during field visit through walkover survey as well as after the review of the ESIA. Therefore, Contractor's Environmental and Social Management Plan (CESMP) has been prepared to address the site-specific environmental problem arising from upgrading of the road sub-project.

3. Project Information

The Madandangi - Tarabari Dipu road starts at Madandangi chowk and ends at Tarabari Dipu chowk after passing through passes through Sampada chowk, Kharkhare chowk, Sangam chowk and Jammu chowk connecting settlements of wards 2, 3, 4 and 5 of Damak municipality. The alignment of the road passes mostly through agricultural land and rural settlements. The length of the proposed road is 4.86 km. Existing width of the road is 15 m and it is already in public use. Corridor of Impact (Col) will also be limited to 15 m. RoW of the road as declared by the municipality is also 15 m. It was declared on 23 October 2016 (7 Kartik 2073). Evidence is provided in Annex 14. Ownership of private land strips remains to be transferred to the municipality. Scope of this road project is to upgrade the existing road section with widened black top road, footpath provision, drain construction, and junction improvement along with necessary road furniture.

The existing traffic circulation pattern shows that the project road experience general traffic during the peak hours i.e., Morning 9.00 AM to 11.00 A.M and Evening at 4.00 PM to 6.00 PM. Most of the trips are home based trips. Amda Hospital Road, Sangam Chowk, Ghumba Chowk, Jamujhar Chowk and Dipu Chowk are the major destinations. This road continues joining further to Mahendra highway via Tarabari road. This road is straight and shortest route to Dipu Chowk, one of the major destination points. There are other municipal roads meeting as arterials to this main Madandangi-Tarabari road. This alignment can be used as bypass road in future to connect Madanbhandari highway through Miklajung Municipality which reduces traffic congestion of Mahendra highway. The total cost for the upgrading works of proposed road project is NRs. 442,415,527.25 with VAT. The total ESMP cost is NRs. 38,366,009.31 with VAT and PS.

The environmental impact includes dust emission, noise pollution, use of bitumen, occupational health, & safety, operation of disposal, quarry and excavation, road safety, community safety, hydrology and drainage and induced impacts. These impacts will be minimized with the implementation of suggestion measure forwarded by site-specific Environmental and Social Management Plan.

3.1 Salient Features of the Project

Table 1: Salient Features of the Project

Project Name	Upgradation of Madandangi – Tarabari Dipu Road, Damak
Contract No.	NP-DUDBC-273142-CW-RFB
Location	Damak Municipality, Jhapa District, Koshi Province
Affected wards/Municipality	Damak Municipality Ward No. 2, 3, 4 & 5
Existing surface	Gravel Road
Proposed surface	DBM & Asphalt Concrete
Starting Point	Madandangi Chowk (HI. MA. VI. Bypass Road), Damak-1
End Point	Tarabari, Dipu Chowk, Damak-3
Geometrics	
Length of Road	4.864 KM (Chainage 0+000 to 4+864)
Right of Way	15 Mtr.
Carriage Width	7 Mtr.
Footpath Width	2.2 Mtr.
Cycle Lane	1.5 Mtr. Both Side
Climate	Sub-tropical Monsoon
Physiographic & Geology	Flat
Hydrometeorology	Unevenly distributed precipitation controlled by monsoon
Total Project Cost	NRS. 442,415,527.25
Total ESMP Cost	NRs. 38,366,009.31

3.2 CESMP Salient Features

- Tree Plantation: 950 No.
- Labor Camp Management and Health Safety measure: 1
- Relocation of Electric pole: 135 Nos.

- Relocation of Telephone pole: 58 Nos.
- Relocation of Water Supply Network
- Relocation of sewage pipe line (Newly Constructed)

3.3 Existing environmental conditions along road alignment

The current road condition is clear to work in the view of settlement area, as required the 15 Mtr. ROW is clear and can start construction work immediately after getting approval to start of work. The route has gravel surfaced. There is no variation in the road and average Road Width is 15 Mtr. whereas only 5 Mtr. road has been filled with gravel. The average gradient of the road varies from 0.3 to 5.7 %. The list of some of the prominent features along the 4.864 Km Road section for upgradation includes the following:

Schools: Shree Viddhodaya Lower Secondary School (2+300, Left side),
Tarabari Primary School (4+861, Left Side)

Health Post/Hospital: Amda Hospital 100 Mtr. right from Chainage (1+115, Left Side)

Buildings/Factory: Dhanyabaad Mart (1+115) Right side, Oasis Jal (Water Factory) (0+700)

Temple/ Gumba: Boudha Gumba (0+400, Left Side),

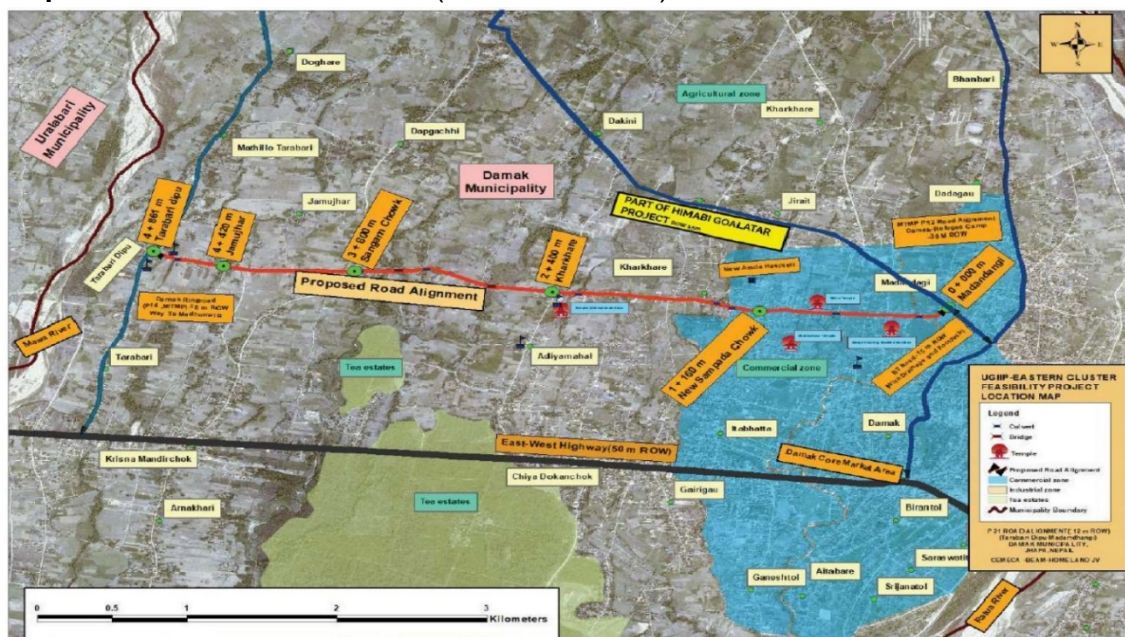


Fig.1: Environmental and Social Road Strip Map

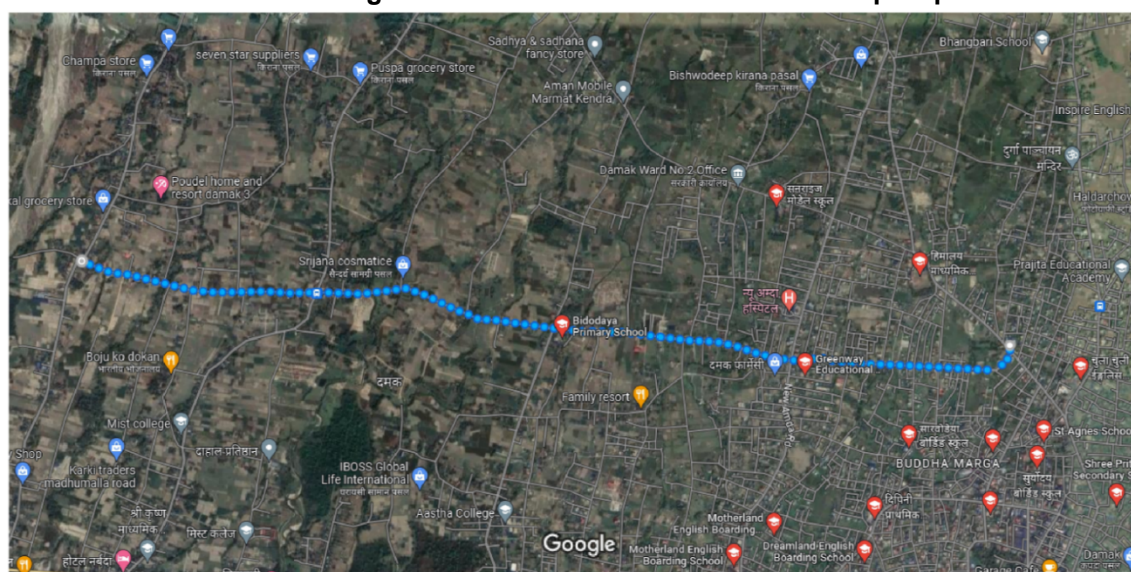


Fig.2: Google image showing schools and health posts



iii. Dust emission and noise pollution

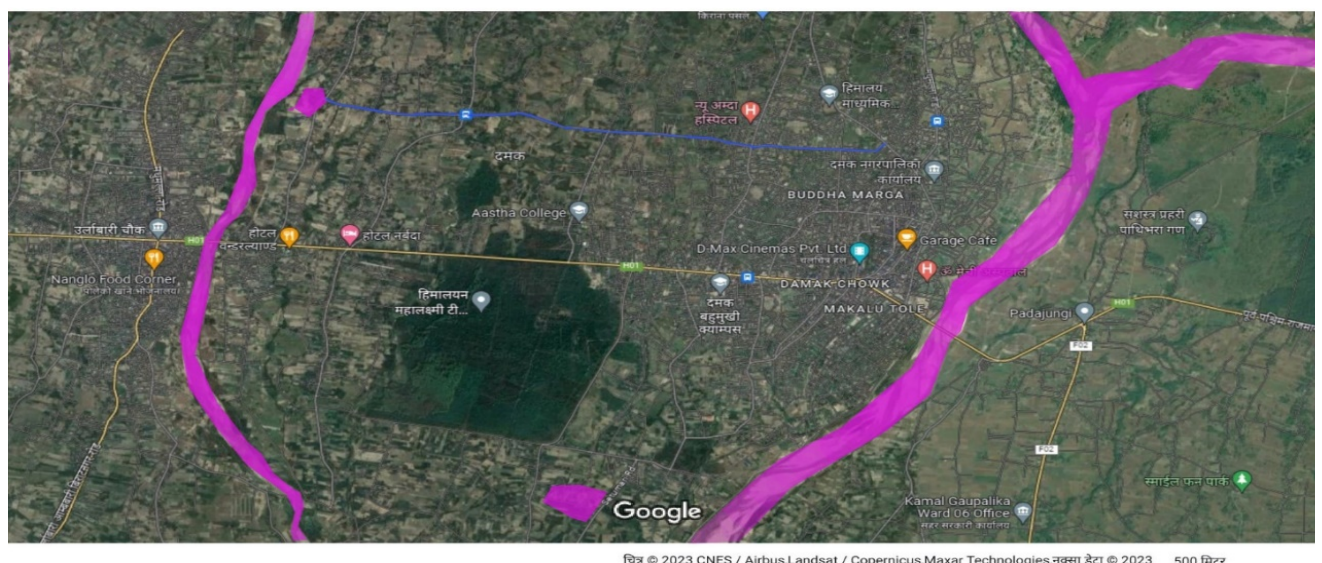
During construction and operation, there are chances of dust and vehicular gas emission due to movement of construction vehicle. This will be temporarily intense along the construction sites. Nearby settlements and construction, workers may be affected by dust. As most of the construction works will be carried out during the dry season, dust emission is expected to be locally high. Dust will also affect the road side vegetation and agricultural crops. Water sprinkling is expected to suppress the dust during the time of construction. Water sprinkling will be carried out 2 times a day at active stretches during the dry season and the contractor will bear the cost required for the sprinkling to suppress dust generated along the alignment as well as due to other construction activities. At other conditions, water sprinkling will be done as per site requirements. Materials will be covered during transport. Pressure horn will be restricted at or near settlement areas. These works will be commenced by the contractor at his own cost. Similarly, the movement and operation of heavy constructional equipment like breaker, roller, tipper and chips spreader etc. may cause noise nuisance to local nearby residence. The material delivery vehicle will be covered to prevent dust blown.

iv. Borrow Pits

Contractor, in no cases shall construct borrow pits in settlement areas and other sensitive areas. Contractor shall follow contractors' clause of bid document while extracting material from borrow pits. Prior approval from Engineer should be taken before borrow pit operation. The design road level will be 1 meter higher than the existing road requiring substantial amount of filling material. The filling material will be obtained by the contractor with the operation of borrow pits. The total estimated amount required for filling is 72,900 cum. Contractors will landscape the borrow pit after completion of excavation. Agreement of borrow pit added in Annex 11

v. Quarry Site

Since, there are no possible quarry sites for sub-base, base material, sand etc. required for the construction activities; the contractor will import the construction materials from approved quarry site at Mawa Khola, and local suppliers (Supplier in Damak Municipality: NRRN Concrete Udyog). The Mawa Khola, site is legally permissible (allowed by the local government) to quarry. The environmental clearance (Initial Environmental Examination) of this site has been prepared and approved. If an alternative site is considered, environmental clearance from the concerned authority after a joint survey with the Design and Supervision Consultant (DSC) and the Municipality will be obtained. If these materials (sub-base(14497 Cum), base (9232 Cum)material, sand etc.) are purchased from a material supplier, the contract with the supplier will include these requirements and



materials will only be purchased from approved quarry sites. (Approved IEE report is in place at the Damak Municipality)

Fig.4: Sources of quarry material

vi. Bitumen processing/Asphalt Plant

The possible bitumen-processing site is nearby Mawa River, Damak 3. Prior approval will be taken from the landowner. Bitumen processing will be carried at least 1.5 km far from the village/settlement and water body. Bitumen will be used in asphalt pavement along the alignment. The good quality bitumen will be used to reduce the air pollution and smell. Water and land may get polluted due to improper disposal of waste products and if spill out to water bodies creates adverse impact on aquatic environment. Bitumen, oil, diesel and other construction materials will be appropriately stored. Improper handling and dumping are strictly prohibited. Asphalt plant will be established only after receiving permission from Design and Supervision Consultant (DSC). Moreover, contractor will restore land used for bitumen processing/Asphalt Plant back to its original state after the completion of the proposed project. **Asphalt Plant Land Agreement added in Annex 11.**

Google Site Office, Labour camp and material storage area



Fig.5: Proposed Location of site office, labor camp, asphalt plant site and construction material storage sites

vii. Vibration impact and other construction induced impact

The movement and operation of heavy constructional equipment like breaker, roller, tipper etc. may cause vibration impact along the road alignment. The impact is likely to be insignificant. "Establish 'before and after photographic and video graphic evidence of structures and properties in and alongside Row will be included. Contractor will be responsible for the compensation of damage of physical properties due to vibration during the time of construction.

viii. Hydrology and Drainage

Existing natural drainage system, including irrigation channels will not be disturbed. As per DPR, causeways and structures will be provided in each perennial and seasonal streams and rivulets. As suggested in DPR, 17 Nos. of cross drainage structures will be provided to facilitate natural flow of water across road embankment (Chainage of Cross drainage included in Annexure 11). During the construction of drainage we will provide diversion and keep the sign board to minimize the traffic also in alternative way sign board will be placed further in the section where traffic will be high we will keep the trained persons to reduce traffic during construction.

ix. Rehabilitation of soil and land

Top soil (0-25 cm) from the productive land will be collected and stored for reuse and final dressing of embankment turfing or given back to the farmers upon request.

x. Solid Waste Management

Labor camp and temporary shelters will produce solid wastes such as synthetic materials and some forms of inorganic wastes, whereas, domestic activities will produce mainly food wastes and excretory wastes. Improper dumping and management of these wastes can result in unpleasant odors, visual impacts that can cause health related hazards to the local inhabitants. The solid waste generated from the labor camp will be segregated at source and degradable wastes will be used for composting. Non degradable wastes will be collected by waste collection management by Damak Municipality and disposed to disposal site at Damak. The separate storage areas will be established for all punctured containers (drums flasks etc.) and will be processed for selling to scrap dealers. Similarly, the offsite activities of the workforce that are potential to cause pollution of surface and subsurface waters will be prohibited. Solid waste including construction debris will be properly managed using 3 R principles of Solid Management. The solid waste generated from the construction site and labor camp will be segregated at the source. Biodegradable wastes will be used for composting, promoting environmentally friendly disposal methods. All camp and construction wastes will be carefully placed in designated waste collection pits located away from water paths to prevent any contamination.

To ensure proper handling of hazardous materials, separate storage areas will be established specifically for punctured containers such as drums and flasks. These containers will be processed for sale to scrap dealers, following appropriate guidelines and regulations.

Furthermore, offsite activities of the workforce that have the potential to pollute surface and subsurface waters will be strictly prohibited. This proactive measure aims to prevent any negative impact on the quality of water resources.

By adhering to these waste management practices, the project seeks to minimize the negative effects associated with solid waste generation, including unpleasant odors, visual impacts, and health hazards. It underscores the commitment to responsible waste disposal and protection of the local environment.

xi. New Settlement and Market Centre Development

Expansion of settlement area and market place is likely to be developed. An increased opportunity for trade and commerce is likely through the establishment of shops, restaurants, stalls and hotels as well as the market of local products to nearby market centers to Sangam Chowk, Aamda Road and Ghumba Chowk. The expansion of new settlement areas and development of market centers may trigger the practice of encroaching Right of Way (RoW). Therefore, awareness will be raised through local organizations to plan proper settlements. Settlement growth will be regulated with proper planning/zoning along RoW.

xii. Road Safety Measures

Inadequate provisions of road safety measures (like no provisions of signals and lack of enforcement of traffic rules during operation period) may invite accidents. Signboards with sign and signals relating to the safety for pedestrians, moving vehicles for ongoing construction works will be erected. Speed bumps will be installed to control speed near designated pedestrian crossing areas. However, existing road traffic will be maintained during the time of construction avoiding disturbance due to the construction activities such as alternative routes, signage, barriers and cones, traffic control personnel, Safety ribbon tape. All the diversions during the construction will be maintained with adequate safety signage boards. Environmental awareness on environmental protection and road safety will be provided to road users such as child and elderly friends and other pedestrians also school area will be highlighted and safety sign will be displayed during construction. Crossings near school areas will be safe, and the school area will be highlighted properly. Contractor will be responsible in maintaining safety to school children and pedestrians close to school/market area.

xiii. Occupational Health and Safety

During construction, workers will be exposed to various risks and hazards. Potential impacts to health are respiration and eye diseases due to exposure to dust, risk of accident during work. Training will be provided to construction workers on health and safety for all types of construction related injuries along with First Aid training. Adequate attention will be provided for labor camp management and labor safety. Labor camp management guidelines as well as OHS guidelines should be oriented. Contractor will be responsible to maintain the record of any incidence or accident and should be made available when requested by the client. Personal Protective Equipment (PPEs) such as Helmets, Gumboots, Masks, and Goggles, etc. will be provided for construction workers and also monitor for their use. Contractor will strictly follow the contractors' clause as mentioned in bid document. Awareness program will be conducted for construction worker on OHS aspects and environment and social incidence reporting tool (ESIRT).

xiv. Labor safety and camp management

The labor camp will be being established at rented land at Dhardhare Chowk (Chainage 2+700) with an area of 1693.77 sq.m² (Labor Camp and Material store land lease agreement added in Annex 11) it is exact in the center of our project and it is in walkable distance to reach working area for labors. The labor camp will be separate for male and female workers. The logistic plan for male and female workers are provided such as separated facilities provided such as Camp, toilet and bathroom, medical facilities, potable water facilities, solid waste management (Dustbin), security guard post with personnel. The workers will be instructed not to run in the office, lab and office premises except in an emergency. The smoking will not be permitted in the office, lab and premises. • Proper arrangement of warm cloths will be maintained for cold season. All personnel and workers will be made familiar with the fire emergency procedures with appropriate induction. The vehicle operators will be instructed to limit the 20 km/h speed limits and could be instructed to limit as per site guidelines. The external compliant register. Separate container with lid for collection of biodegradable and non-degradable waste will be done in the camp. Each container will be marked for biodegradable and

non-degradable waste collection. will be placed at accessible site and reviewed (complaints if any) periodically for corrective action. We are planning to start work with 50 workers (30 labors, 10 semiskilled and 5 Skilled and 5 high skilled) will be engaged in the site at initial stage. Adequate potable water supply and separate sanitary toilets for male and female workers, adequate lighting, waste disposal site, first aid box, and other necessary materials will be managed by contractor. It will be followed as per PIM of NUGIP project. Contractor will provide orientation to labors in maintaining

campsites healthy. Further, Contractor will be responsible to maintain health and hygiene at campsites; waste generated from the operation from the camps will be disposed safely with the establishment of soak pits or septic tanks. Waste from the camps will not be disposed haphazardly into the natural environment. The activities like use of forest products for cooking, hunting, and poaching of animals are strictly restricted in the forests area. Contractor will strictly follow the contractors' clause as mentioned in bid document. The contractor will reinstate the camp area after the completion of rationality of its establishment. During construction activities, the workers will be provided with personal protective equipment (PPE) such as helmets, masks, goggles, gloves, boots, etc. This is to ensure their safety and well-being while working on the project. It is strictly prohibited to utilize forest products for cooking, hunting, or poaching of animals within the forest area. The Contractor will adhere to the contractors' clause as specified in the bid document, following all relevant regulations and requirements.

xv. Storage of construction material

The construction material will not be stored haphazardly along the alignment. The appropriate site identified for the storage of the construction materials are at Dhardhare Chowk (Ch. 2+700) which is a private land with an area of 3724 m² (Agreement added in Annex 9) open area without livelihood issues. The private land is not a cultivated land. The material stored area will be restored to its original state by removing construction material immediately after the completion of construction and before issuing the completion certificate. 15,461.25 cum of construction debris will be disposed at designated spoil site (Since the total road alignment lies within market area, it is recommended to dispose spoil in Beldangi disposal site) only, far away from water resources and efforts will be made to minimize such waste through reuse, reduction, and recycling concepts.

xvi. Community Safety

Community safety will be given due emphasis. Metal and thick wooden plank will be provided for locals to cross the trenches during construction phase. To ensure safety near schools and temples, the trenches will be back filled as soon as works are completed. Safety sign-boards in local language (Nepali) will be placed at visible sites. The clear signboard for temporary alternative routes will be provided during the construction.

xvii. Grievance Handling

Damak Municipality has established a grievance handling committee for the project under the coordination of Nabin Baral (Chairperson of ward 3) to handle the grievances related cases during the time of construction. SEA/SH focal person will be nominated by the Municipality Office and related trainings will be conducted (as per Table 4; and as mentioned in Annex 5). The meeting is plan to schedule at local level on Friday of first week of each month. Sociologist of the Contractor's team will be the focal person at site level for the handling of SEA/SH under GRC. If there is any complaint, the contractor focal person will register the complaint and refer to municipality focal person in written form immediately. The SEA/SH complaints will be treated with urgency and discretion.

Table 2: Grievance Committee Grievance

Name	Designation	Remarks	Contact No.
Nabin Baral	Coordinator	Ward no. 3 Chairperson	9852683674
Prajapati Sapkota	Member	Ward no. 2 Chairperson	9852675150
Punya Prasad Dahal	Member	Ward no. 4 Chairperson	9842664718
Indra Bahadur Gurung	Member	Ward no. 5 Chairperson	985260333
Keshav Prasad Prasai	Member	Social development Officer	9841505965
Raj Kumar Thapa	Member	Contractor, Authorized Person	9852670181
Anant Prasad Senehang	Focal Engineer	Engineer, Damak Municipality	9852670740

xviii. Stakeholder Consultations

The stakeholders of the project are Damak Municipality office; Ward Committees of WN 2 to WN 5; Schools along the alignment; Water Supply User's Group/s (2); Electricity Authority office; Nepal

Telecom office; and other local CBOs. A tentative plan for stakeholder consultation is provided below.

Table 3: Stakeholder Consultation Plan

S.N.	Stakeholders and consultations	Timeframe	Frequency	Remarks
1	Damak Municipality office; Ward Committees of WN 2 to WN 5;	Monthly	1	
2	Water Supply User's Group/s (2); Nepal Electricity Authority office; Nepal Telecom office; and other local CBOs.	As per requirements in the field	Regular	
3	Schools along the alignment;	As per requirements in the field	During work in the concerned stretch	

4.2 Site Specific ESMP Matrix

Table 4: ESMP Matrix

Chainage	Location	Issues/ Significance	Likely Potential Impact	Suggested Mitigation Measures	BoQ Item No	Time of Action	Responsibility
At different chainage	Madandangi to Tarabari	Telecom/Electric poles: 193 Nos. of telecom/electric poles at RoW	The poles affect the continuous flow of traffic, because an accident, bad aesthetic view of road, flow of storm water will be disturbed in the drain.	Relocation of the electric poles maintaining the RoW of road	2.1.2 -9 & PS-2	During construction	Contractor in co-ordination with Nepal Electricity Authority and Nepal Telecom
At different chainage	Near settlements and school area	Dust problem	The construction workers and public health may impair by the dust pollution Irritation to eyes and respiratory problems to local people	Sprinkling of water during peak construction period at sensitive areas.	New Item (Bo Q)-	During construction	Contractor
At different chainage	Madandangi to Amda Road	Use of bitumen	Degradation of quality air, water and land and health hazards to locals and construction workers.	For heating of bitumen, diesel will be used to minimize the possible hazards. The use of bitumen should be done carefully, improper disposal should be restricted Bitumen processing should be carried at least 1.5 km far from the village/settlement Useless tyres should not be used for heating of bitumen.		During construction	Contractor
0+396	At Gumba chowk-	Two Private Tube wells falling within 15 RoW	User of the tube well will be deprived of water use from the road expansion	Need to be relocated	PS-6	During construction	Contractor
0+000 to 1+150	Madandangi to Amda Road	Sewage Pipe line	It will impact to work in line level as per design	May need to relocate		During construction	Municipality
0+000 to 4+865	Madandangi to Dipu Road	Spreading of Aggregate	There is no impact due to RCC drain in both side of the Road	No any impact		During construction	Contractor

Contractor's Environmental and Social Management Plan (CESMP)

Chainage	Location	Issues/ Significance	Likely Potential Impact	Suggested Mitigation Measures	BoQ Item No	Time of Action	Responsibility
0+000 to 3+500	Madandangi to Sangam Chowk	Water supply pipes	It comes within road alignment which will impact in construction of road	Need to be relocated	PS-3	Before start of construction	Community water supply Damak/ Municipality
2+700	Dhardhare Chowk	Labor camp management	Health issues related with unhealthy camp sites	Orientation to contractor and workers on management of labor camp and use of PPEs for construction works	2.1.1-2	Before construction	Contractor
At different chainage	At bends a settlement and areas	Traffic signs: Alert the motorists about the sites and pre caution of possible damage	Accidents causing damage to life and property	Traffic sign at bends, settlement areas at different locations.	2.1.1-8	During construction	Contractor
At different chainage	Throughout the alignment/ settlements	Road accidents	The school students and people of settlement may encounter accident by high-speed vehicle	Installation of Road Safety signal in all settlements and school area	2.1.1-8	During construction	Contractor
At different chainage	At working Place	Occupational health and safety of Construction workers	The dust pollution and noise generated from the construction work may impair the health of construction workers	Provide the PPE to all construction workers and monitoring to their uses	2.1.1-4	During construction	Contractor/ DSC
2+700	Temporary Labour Camp for 30 person @ Dhardhare chowk	First Aids/ Water/Sanitation/ Emergency Service/ Fuel/ Weather issues	Minor injuries/ Water scarcity/ Unmanaged sanitation/ use of fire woods/ Cold and hot environment	All the labours will sign the code of conduct and will comply strictly. Adequate facilities such as potable water, hygienic kitchen and cooking facility, separate toilets for male and female, washing and bathing facility, lighting and communication, security, fencing around the camp, safety signage, security, and clean dormitory with adequate ventilation,	2.1.1-4	During construction	Contractor

Contractor's Environmental and Social Management Plan (CESMP)

Chainage	Location	Issues/ Significance	Likely Potential Impact	Suggested Mitigation Measures	BoQ Item No	Time of Action	Responsibility
				mosquito nets, and first aid facility together with emergency rescue system will be maintained.			
At different chainage	Throughout the road alignment	Noise pollution	Disturbance in conversation, hearing loss, disturbance in school area	Use of horns will be restricted near schools and settlements. Work will be scheduled to minimize disturbance.		During construction	Contractor
At different chainage	Along the alignment	Earthwork	Haphazard disposal of excavated materials	Avoid haphazard disposal into cultivated and private land; reuse of excavated materials in backfilling. Green nets along the excavation length will be installed for roadside safety.	2.1.2-8	During construction	Contractor
Road Project	Along the alignment	Grievance redressal	Cases of grievances related to road construction such as air pollution, noise pollution, accessibility and sexual exploitation and abuse/sexual harassment, rapes associated with labours and labour influx	Community awareness of GRM and its importance; Grievance resolution process that includes a team or party for negotiation and/or mediation will be followed; Stakeholder consultations include dissemination of project information and maintaining a functional GRM at the project level to address timely the project-related grievances of communities and other stakeholders.	PS-5	During construction	Contractor/ DSC/PIU
At different chainage and labour camps	Labour camp, construction area of the road	SEA/SH risks	Cases of sexual exploitation and abuse/sexual harassment, rape incidents associated with labours and labour influx	Awareness and orientation program on girl trafficking, gender-based violence and SEA/SH risks; Providing female labor-centric facilities such as separate female toilets, separate female camps, separate family camps and mother's rooms on the site; Formulating and adopting Code of	PS-4	During construction	Contractor

Contractor's Environmental and Social Management Plan (CESMP)

Chainage	Location	Issues/ Significance	Likely Potential Impact	Suggested Mitigation Measures	BoQ Item No	Time of Action	Responsibility
				conduct including sections on the safety of women and girls (CoC should be included in all contracts and training on CoC should be provided to all workers); CoC are understood through orientations and signed by workers.			

4.3 Compliance Monitoring Plan

Environmental Quality/ Issue	Methodology/ Scope	Parameter	Location	Frequency	Responsibility	Cost (NPR)
Construction Phase						
Air Quality	Applicable national methods	TSPM, PM10, Sox, NOx, CO will be monitored regularly during construction. Conforming NAAQS of Nepal.	Construction site	Once prior to construction and twice a year during construction, and observe daily	Contractor and DSC	BOQ
Water Quality	Applicable methods	Water Quality (EC, PH, DO, TSS, Oil and Grease). Conforming WHO standards.	Construction site	Once prior to construction and twice a year during construction, and observe daily	Contractor and DSC	
Noise Quality	Applicable national methods	DB(A)	Construction site	Once prior to project implementation, and semi-annually	Contractor and DSC	
Waste/ hazardous waste Management	General Observation	Disposal on project sites	Camp site and construction sites	Daily	Contractor and DSC	BOQ
OHS issues	General Observation	As per guidelines	Work site	Regularly, report monthly	Contractor_ and DSC	BOQ
Safe disposal and rehabilitation of disposal sites	General Observation	Landslide, plantation, landscaping, encroachment, impact upon water bodies	Proposed disposal sites	Weekly	Contractor_ and DSC	DSC
Safe excavation and rehabilitation of borrow pits and quarry sites	General Observation	Landslide, plantation, landscaping, encroachment, impact upon water bodies	Proposed disposal sites	Weekly	Contractor_ and DSC	DSC
Safe operation and rehabilitation of camp and other facility sites (stock yards, workshops, asphalt/batch plants etc.)	General Observation	Landslide, plantation, landscaping, encroachment, impact upon water bodies	Proposed disposal sites	Weekly	Contractor_ and DSC	DSC
<u>Grievance redressal</u>	<u>GRM records verification and identified</u>	<u>Laborers' records; Cases of GBV in relation to</u>	<u>Work sites; settlement areas near</u>	<u>Weekly</u>	<u>Contractor_ and DSC</u>	<u>DSC</u>

Contractor's Environmental and Social Management Plan (CESMP)

Environmental Quality/ Issue	Methodology/ Scope	Parameter	Location	Frequency	Responsibility	Cost (NPR)
	<u>grievance redressed</u>	<u>project works; any unrecorded cases</u>	<u>camp site</u>			
<u>SEA/SH risks</u>	<u>SEA/SH records</u>	<u>Laborers' records; Cases of SEA/SH in relation to project works; any unrecorded cases</u>	<u>Work sites; settlement areas near camp site</u>	<u>Weekly</u>	<u>Contractor and DSC</u>	<u>DSC</u>
Operation and Maintenance Phase						
Evaluation of the effectiveness of selected technologies	Impact monitoring	Damage to structures or need of repair and maintenance	Madandan gi-Tarabari Dipu Road, Project Sites	Once a year	Damak Municipality	
Impact of climate change	Impact monitoring	Effective ness of adaption measure s	Madandan gi-Tarabari Dipu Road, Project Sites	Once a year	Damak Municipality	

5. Sexual Exploitation and Abuse (SEA)/sexual harassment (SH) and GBV

As per ESIA report of Madandangi Tarabari- Dipu Road of Damak Municipality, ESIA report identified the issues of SEA/SH and GBV.

Below are GBV potential risks in the subproject area which are associated with labor influx:

- Gender Imbalance: Many industries that experience a labor influx are male-dominated, which can result in a gender imbalance in the workforce. This gender imbalance can contribute to the normalization of sexist attitudes and behaviors and increase the risk of GBV.
- Long Working Hours: Labor influx often leads to long working hours and inadequate rest periods, which can increase stress levels and result in a higher incidence of GBV.
- Lack of Support Services: In many cases, labor influx results in a shortage of support services, such as health care, counselling, and legal services. This lack of support services can make it difficult for survivors of GBV to access the help they need.
- Informal Work Arrangements: In some cases, labor influx results in informal work arrangements, which can make it difficult to hold employers accountable for GBV that occurs in the workplace.
- Migration and Isolation: Labor influx often involves workers migrating to a new location, which can result in social isolation and a lack of social support networks. This isolation can increase the risk of GBV, as workers may be more vulnerable to exploitation and abuse.

5.1 Mitigating against SEA/SH and GBV risks

Mitigation measures against the risk of SEA/SH in the subproject are outlined below:

- Use local labor and prioritize eccentrically across the neighborhood ward, municipality, district, province, and federal state to reduce the influx of labor. It is possible to undertake training to increase or improve knowledge of the SEA/SH risk.
- Communicable diseases such as AIDS, COVID, and others, and the need to take strong preventive measures against them

- Conducting programs to raise knowledge of issues affecting the community and employees, such as trafficking, STIs, and other sexually transmitted diseases, to better acclimate workers to their surroundings.
- School-based programs that raise awareness of development, the environment, social cultures, and potential effects throughout building and operation.
- Reducing the likelihood of child labor through an age verification process with ample documentation
- SEA/SH relates to female employees by offering facilities specific to female labor, such as mother's rooms on the site, separate female restrooms, separate female camps, and separate family camps.
- The implementation of a code of conduct on SEA/SH behavior and the imposition of sanctions for violations

Mitigation measures against the risk of GBV in the subproject are outlined below:

- **Gender Mainstreaming:** Ensure that gender mainstreaming is incorporated into policies and programs related to labor influx, including measures to promote gender equality and address harmful gender norms.
- **Support Services:** Provide adequate support services, such as health care, counselling, and legal services, to survivors of GBV.
- **Regulation and Oversight:** Regulate labor influx to ensure that employers are held accountable for the GBV that occurs in the workplace.
- **Awareness Raising:** Raise awareness about GBV and its impact on individuals, families, and communities among workers, employers, and local communities.
- **Coordination and Collaboration:** Foster coordination and collaboration among government agencies, civil society organization, and employers to prevent and respond to GBV in relation to labor influx

Table 6: Plan of Action GBV, SEA/SH

[illegible]

6. Cost Estimate of ESMP mitigation measures

Table 7: Cost of ESMP Measures

Sn.	Item Name and Description	Unit	Quantity	Rate	Amount
1	Provisional Sum				
1.1	Supply, delivery and erecting of 11 m long concrete electric poles including connection of cable with required accessories all complete as per the specifications under the supervision and instruction of concerned authority for replacement and relocation of 9 m long existing electrical poles.	PS	162	61,924.67	10,031,796.54
1.2	Relocation/Re-erecting/ Restatement of services/ minor infrastructures, water supply network of various size, excavation, laying and connection of water supply pipes network, backfilling of water supply trench and commissioning of services including purchase and installation of pipes, fittings, house connections etc. all complete services as per specification and as per engineer's instruction (SS/SP-111)	PS	1	9,169,020.93	9,169,020.93
1.3	Activities to mitigate against SEA/SH-related risks including formulating and adopting Code of Conduct, including sections on the safety of women and girls, which shall be included in all contracts and signed by workers, and provision of training to all workers; awareness raising to workers on mitigation risks of HIV-AIDS and other sexually transmitted diseases.	PS	1	1,450,000.00	1,450,000.00
1.4	Stakeholder consultations include dissemination of project information and maintaining a functional GRM at the project level to address timely the project-related grievances of communities and other stakeholders.	PS	1	1,300,000.00	1,300,000.00
1.5	Dismantling, shifting, Jointing and installation of GI pipe casing, PVC pipe casing, well screen, sand trap, fitting Nepal no. 6 Hand pump, tube wells (Gumba chowk-0+396) including coarse sand packing around the well screen and sanitary seal around GI casing pipe	PS	2	29,220.92	58,441.84
	Total of PS in ESMP Cost				22,009,259.31
2	Road Work General Item				
2.1	Provide and establish the labor camps & adequate drinking water facility and toilets for labors and demolish camp site and re-instate the ground as per specifications and as instructed by Engineer	LS	1.0	200,000.00	200,000.00
2.2	Provide safety equipment, First aid tools and medicine for the Engineer at the site office	LS	1.0	100,000.00	100,000.00
3	Site Clearance				
3.1	Removal of telephone/ Electric poles including excavation and dismantling of foundation concrete and lines under the supervision of concerned department, disposal with all lifts, lead and stacking the serviceable and unserviceable Material separately all complete as per drawing, specification and instruction	Nos	118.0	2,500.00	295,000.00
4	Road Furniture and Traffic Safety Measures				

Contractor's Environmental and Social Management Plan (CESMP)

Sn.	Item Name and Description	Unit	Quantity	Rate	Amount
4.1	Providing and fixing of retro-reflectorized warning, mandatory and informatory sign as per specification clause 1501 made of high intensity grade sheeting, fixed over aluminum sheeting, 1.5 mm thick supported on a 50 mm internal dia. steel tube or mild steel angle iron post 75mmX 40 mm X6 mm firmly fixed to the ground by means of properly designed foundation with M10/40 grade cement concrete 30 cm X 30 cm, 30 cm below ground level or as per drawing and technical specifications - Sign Post	Nos	95.0	3,500.00	332,500.00
4.2	Providing and Installation of 150mm*150mm*1.5m long delineators (road way indicators, hazard markers, object markers), 80-100cm high above ground, painted black and white in 20cm wide strips, buried or pressed into the ground and conforming to the drawings and technical specification // DOR Publication.	Nos	200.0	5,000.00	1,000,000.00
4.3	Providing and erecting street light mounted on a steel circular hollow pole of special standard specifications for street lighting, 11 m high spaced 20m apart, overhang on one side if fixed on the footpath, fitted with 70-watt white emitting diode (W-LED) with auto on/off including Cable and fixed firmly in concrete foundation as per design, Drawing and Technical Specifications.	Nos	484.0	15,000.00	7,260,000.00
5	Structure Works				
5.1	RAMP WORKS - Earthwork in embankment in layers including watering and compaction for construction of ramps as per drawing, Standard Specification and as instructed by Engineer.	Cum	1,068.0	200.00	213,600.00
5.2	RAMP WORKS - Providing and laying granular sub-base on prepared surface, mixing at OMC, and compacting to achieve the desired density, complete as per drawing and technical specifications.	Sqm	428.0	800.00	342,400.00
5.3	RAMP WORKS - Providing and laying Plain Cement Concrete of grade M 20/20 on prepared granular sub-base for construction ramps including form work, compaction, curing and testing as per drawing and standard specifications	Cum	428.0	10,500.00	4,494,000.00
6	Environmental Mitigation (Including Bio-engineering)				
6.1	Planting containerized tree and shrub seedlings, including pitting, transplanting, composting and placing tree guards on toe of embankment slopes in plain areas. Pit size 30 cm diameter x depth compost volume 1/4 of the volume of the pit, mixed with original soil all complete as per drawing, specification and instruction	Nos	950.0	250.00	237,500.00
	Total Price (Without VAT and PS)				14,475,000.00
	Vat 13%				1,881,750.00
	Total with Vat				16,356,750.00
	PS				22,009,259.31
	Total with Vat and PS				38,366,009.31

ANNEXES**Annex-1: Road site plantation plan**

S.N.	Location / Chainage		Total number	Remarks
	From	To		
1	Madandangi (0+000)	Tarabari (4+864)	950	both side

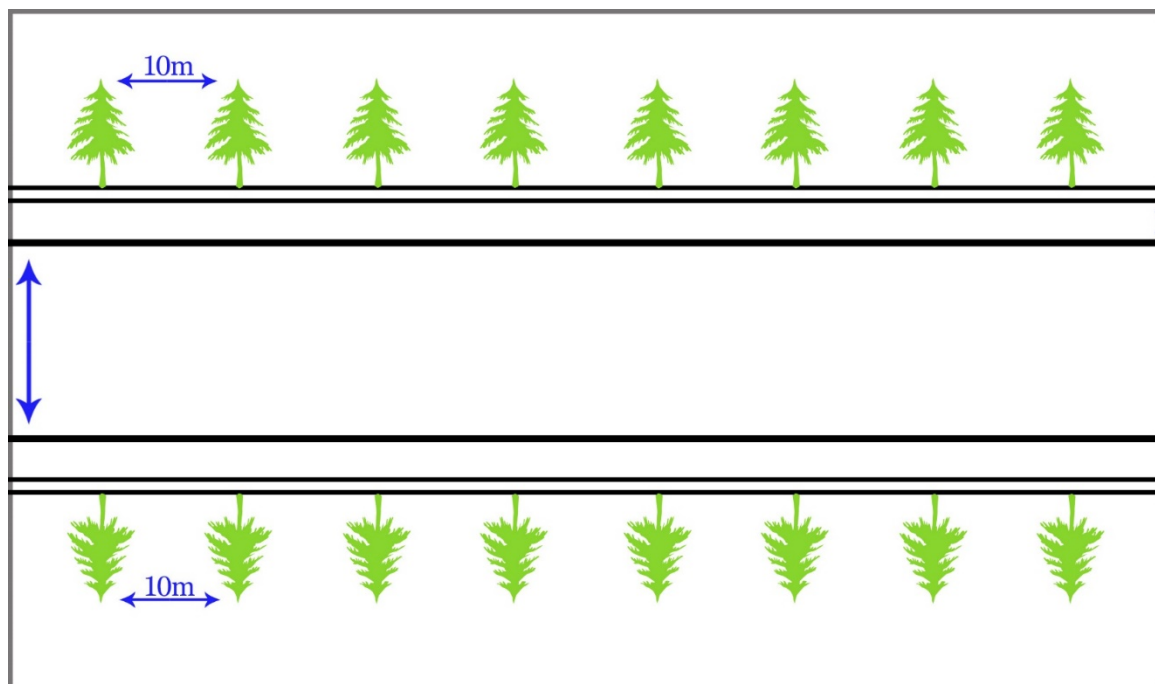
950 trees will be planted on roadside at an interval of 10 m on both sides where appropriate. Roadside plantation provides shade and shelters to pedestrian and slow-moving vehicle and enhances the aesthetic beauty of the road corridor. It helps to check soil ~~erosion~~erosion. Bamboo and Banana Trees compensation costs will pay the Damak Municipality along the road alignment.

Precautionary measures

- Plantation will be done on first month of monsoon (**June/2024**)
- Arrangement will be made to water plant after plantation in case of insufficient water
- Compost manure for each pit will be provided before plantation

Protection measures

Bamboo cage will be provided to protect plant sapling. Community will be responsible to look after it. In case of damage, it will be replaced with new sapling.

Roadside plantation plan on road embankment

Annex-2 Expenditure for Personnel Protective Equipment's for workers

S.N.	Particular	No.	Rate	Total
1	PPE set (Face Shield, O.T kit, Disposable bag etc.)	100	1800	180,000.00
2	Helmet	100	800	80,000.00
3	Gloves	100	250	25,000.00
4	Boot	100	900	90,000.00
5	Goggles	100	325	32,500.00
6	Masks	100	40	4,000.00
7	First aid Kit	20	800	16,000.00
Grand Total				427,500.00

Note: Contractor will be responsible in maintaining the safety at the construction site. Therefore, all the additional cost related to the safety beyond the contract document will be borne by the contractor himself.

Annex-3: Training on OHS and awareness for Workers on Communicable Diseases

a) No. of Participants: 200 workers (25 to 35 workers at a time, continuous process)

b) Activities of Training:

- i. Drama
- ii. Presentation
- iii. Exercise

Annex-4: Training on awareness about Girl /Women trafficking/economic violence

a) No. of Participants: 100 Female (workers and local), 50 at a time

b) Activities of Training: 2 events

- i. Drama
- ii. Presentation

S.N.	Particular	No.	Day	Hour/day	Rate	Total
1	Trainer	2	8	2	3000	48,000.00
2	Breakfast	200	2		100	40,000.00
3	Lunch	200	2		200	80,000.00
4	Tea/ Coffee	200	2		25	10,000.00
5	Equipment	LS				45,000.00
6	Stationary	LS				15,000.00
7	Transportation	LS				20,000.00
8	Banners, Pamphlets/ Leaflets	LS				50,000.00
9	Miscellaneous	LS				27,500.00
Grand Total						335,500.00

iii. Exercise

c) Detail of training Expenditure

Annex-5: Awareness/orientation on SEA/SH, GBV prevention measure to workers

a) No. of Participants: 100 (workers and local), 50 at a time

b) Activities of Training: 4

- i. Drama
- ii. Presentation
- iii. Exercise

c) Detail of training Expenditure

S.N.	Particular	No.	Day	Hour/day	Rate	Total
1	Trainer	2	4	2	3000	24,000.00
2	Breakfast	100	2		100	20,000.00
3	Lunch	100	2		200	40,000.00
4	Tea/ Coffee	100	2		25	5,000.00
5	Equipment			LS		25,000.00
6	Stationary			LS		10,000.00
7	Transportation			LS		15,000.00
8	Banners, Pamphlets/ Leaflets			LS		25,000.00
9	Miscellaneous			LS		20,000.00
Grand Total						184,000.00

Annex-6: Training on awareness about Sexual Exploitation/HIV AIDS, Drug Abuse and Sexual

Harassment (SEA/SH) risks, GBV

a. No. of Participants: 200 (Construction workers/laborers/operators, Community people, School Teacher, Students, Ward Personnel etc.

b. Activities of Training: 4

- i. Drama
- ii. Presentation
- iii. Exercise
- iv. Rally

c) Detail of training Expenditure

S.N.	Particular	No.	Day	Hour/day	Rate	Total
1	Trainer	2	8	2	3000	48,000.00
2	Breakfast	200	2		100	40,000.00
3	Lunch	200	2		200	80,000.00
4	Tea/ Coffee	200	2		25	10,000.00
5	Equipment			LS		45,000.00
6	Stationary			LS		15,000.00
7	Transportation			LS		20,000.00
8	Banners, Pamphlets/Leaflets			LS		40,000.00
9	Miscellaneous			LS		30,000.00
10	Dustbin			LS		75,000.00
11	Program during Occasions			LS		45,000.00
12	Rally expenses			LS		55,000.00
Grand Total						503,000.00

Annex-7: Training on about Drug Abuse to workers

a. No. of Participants: 150 (Construction workers/laborers/operators, Community people, School Teacher, Students, Ward Personnel etc.

b. Activities of Training: 2

- i. Drama
- ii. Presentation
- iii. Exercise
- iv. Rally

c) Detail of training Expenditure

S.N.	Particular	No.	Day	Hour/day	Rate	Total
1	Trainer	2	8	2	3000	48,000.00
2	Breakfast	150	2		100	30,000.00
3	Lunch	150	2		200	60,000.00

Contractor's Environmental and Social Management Plan (CESMP)

S.N.	Particular	No.	Day	Hour/day	Rate	Total
4	Tea/ Coffee	150	2		25	7,500.00
5	Equipment			LS		45,000.00
6	Stationary			LS		15,000.00
7	Transportation			LS		20,000.00
8	Banners, Pamphlets/Leaflets			LS		40,000.00
9	Miscellaneous			LS		20,000.00
10	Dustbin			LS		50,000.00
11	Program during Occasions			LS		45,000.00
12	Rally expenses			LS		47,000.00
Grand Total						427,500.00

Annex-8: Grievance Redress Mechanism Expenditure

S.N.	Particular	Unit	Nos.	Rate	Total
1	Grievance Ballet	LS	1	60000	60000
2	Nos of meeting on Grievance Discussion (Tea, breakfast, allowance etc.)	LS	24	350000	840000
3	Miscellaneous	LS	1	400,000	400,000
Grand Total					1,300,000

Note:

1. Annex-6: Grievance Redress Mechanism Expenditure from BoQ item no.1 (Provisional Sum)

Annex 9: Photographs



Starting point of the road (Ch. 0+000)
Madandang



End point (4+864)
Tarabari Dipu Chowk



Existing condition of Road



Ghumba Chowk



Purposed Camp Site at ch.....



Site Office



School

Note: we will do our best to schedule construction work during weekend and holidays session, school timing is 10Am to 4 PM so we will stop construction work between 9-11 am and 3-5 PM for easy access of road to student and teachers also we will keep the time schedule and information board as well.

Annex 10: Monthly Monitoring Checklists**Table 1: Overall Environmental & Social Safeguards Aspects**

SN	Parameters	Status	Remarks
1	ESMP and its implementation		
	Status of Site Specific CESMP		
	Mobilization of Environmental & Social focal persons		
2	Ambient Environmental Monitoring		
	Noise level monitoring		
	Water quality monitoring		
	Status of dust nuisance and water sprinkling		
3	Safeguards Compliance and Overall Environmental & Social Management		
	<i>Reinstatement of public provisions</i>		
	Timely repairing of water supply lines		
	Timely shifting of electric poles		
	Others		
	<i>Tree cutting and plantation</i>		
	Has approval been received for tree cutting		
	Number of Trees cut		
	Plantation works		
	<i>Campsite Management</i>		
	Solid waste management		
	Provision of Potable Water		
	Provision of Latrines		
	<i>Occupational Health & Safety</i>		
	Has CoC been developed?		
	Is it signed by workforce?		
	Percentage of workers using Personal Protective Equipment (PPEs)		
	Records of accidents	Minor cuts & wounds: ... Major accidents:, Fatal cases:	
	Provision of First Aid Kits		
	Prohibition of Child labour		
	<i>Site management and safety</i>		
SN	Parameters	Status	Remarks
	<i>Has approval been taken for spoil disposal sites</i>		
	<i>Status of spoil management</i>		
	<i>Condition of Borrow pits</i>		
	<i>Quarry sites management</i>		
	<i>Labour camp management</i>		
	<i>Provision of traffic safety measures</i>	Barricades:, signboards:	
	<i>Grievance Redress Mechanism</i>		
	<i>Is GRM formed</i>		
	<i>Functionality of GRM</i>		
	<i>Updates of Women Cell</i>		
	<i>Is women cell defined?</i>		
	<i>Any update</i>		
	<i>Information Dissemination</i>		
	<i>Project information boards</i>		
	<i>Other information</i>		

[illegible][illegible][illegible]

Table 5: Accident Reporting**Incident/Accident Reporting Template (NUGIP)****Project Name:** *Mandadangi - Tarabari Dipu Road Project, Damak Municipality, NUGIP***Site In-charge:****Name of Report Collector:****Time/Date of Incident:****Summary of the records**

1. Contractors' records of accidents / incidents submitted to Client/PCO on a monthly basis?

2. Contractors provided Client/PCO with a notification/incident report of any accident(s) within 24

Details of Incident/Accident

SN	Description	Remarks
1	Details of the Incident; (i) Name of the victim: (ii) Nature of incident/accident (tick mark and describe) (a) Minor cut/wound (b) Major injury (c) Fatal (iii) Cause of the incident (iv) Immediate response/treatment (v) Long-term solution	Photograph/s
2	Other details	

.....
Report Prepared by
(date and sign)

.....
Report Signed by
(date and sign)

Code of Conduct (CoC)

**नेपाल शहरी शासकीय तथा पुर्वाधार आयोजना
कार्य स्थलमा हुने यौनजन्य तथा महिला हिंसा सम्बन्धी आचार संहिता**

व्यक्तिगत आचार संहिता

म, यो आचार संहिता पालना गर्नु मेरो दायित्व हो भनी स्वीकार गर्दछु । म कुनै पनि यौनजन्य तथा महिला हिंसा जस्ता कार्यमा संलग्न हुने छैन । परियोजनाको कामको शिलशिलामा यो आचार संहिता पालना गर्न सहमत छु ।

१. म जातजाति धर्म, भाषा, लिङ्ग, उमेर, राजनीतिक वा सामाजिक हैसियत, भौगोलिकता, पहुँच, वैवाहिक स्थिति वा अन्य कुनै पनि आधारमा भेदभाव नगरी सबैलाई सम्मानजनक र समान रूपमा व्यवहार गर्नेछु ।
२. सामाजिक सञ्जालको प्रयोग गरी अश्लिल शब्द, दृष्य सामग्री वा कार्यलय समय अधिपछी वार्तालाप मार्फत सहकर्मी/कामदारलाई यौन दुर्व्यहार गर्ने छैन ।
३. कार्यस्थलमा सिट्टी बजाउने, चुम्बन गर्ने, व्यक्तिगत उपहार दिने आदि जस्ता कार्य गरी कर्मचारी, सहकर्मी/कामदार लाई यौन दुर्व्यहार गर्ने छैन । कुनै पनि प्रलोभन/ धम्की देखाई (जस्तै पदोन्नति लोभ देखाएर, जागिर नदिने धम्की दिएर शोषण गरेर आदि) यौन दुर्व्यहार पक्षमा संलग्न हुने छैन ।
५. कार्य समयावधि भित्र कुनैपनि मदिराजन्य तथा लागुपदार्थको सेवन गर्ने छैन ।
६. परियोजनाका सरोकारवाला वा वरपरका समुदायका सदस्यहरूलाई कुनैपनि म लैङ्गिक हिंसा तथा यौनजन्य दुर्व्यहार गर्ने छैन ।
७. कुनै पनि कर्मचारी/श्रमिक विरुद्ध हिंसा गरिएको दोषी ठहरिएमा प्रचलित संधिय, प्रादेशिक, स्थानीय सरकारको कानून, नीति नियम अनुसार सजाय/दण्डित जरिवाना तिर्न तयार हुनेछु । कार्य गर्ने शिलशिलामा सम्मानजनक निर्देशनहरूको पालना गर्दछु । (वातावरणीय तथा सामाजिक)
८. मेरो जिम्मेवारी कुशलता र लगनशीलता पूर्वक पुरा गर्नेछु ।
९. सम्बन्धित कार्यलय/कम्पनीले सन्चालन गरेको विभिन्न प्रशिक्षण कार्यक्रममा सक्रिय रूपमा भाग लिनेछु ।
१०. परियोजनाका प्रत्यक्ष लाभदायक सदस्य/समुदायमा यौन दुर्व्यहार/शोषण गर्ने छैन ।
११. विश्वासनीयता नैतिक उल्लङ्घनको रिपोर्ट गरेमा कुनै कामदार विरुद्ध बदला लिने छैन ।
१२. कार्य स्थलमा लैङ्गिक सम्बेदनशिल भाषाको प्रयोग गर्दछु । कार्यस्थलमा महिला हिंसा तथा यौनजन्य क्रियाकलाप लाई प्रोत्साहन गर्ने खालका गतिविधि गर्न दिने छैन ।
१५. कार्यस्थलमा महिला तथा यौन हिंसा गतिविधिहरूलाई प्रोत्साहन गर्ने छैन ।
१६. १८ वर्षभन्दा मुनिका बालिकाहरूमा कुनै डिजिटल मिडीया मार्फत वा कुनै माध्यमबाट/स्वीकृती लिई वा नलिई यौनजन्य क्रियाकलापमा सहभागी हुनेछैन, यदि नाबालिका स्वीकृती लिई यौनजन्य क्रियाकलापमा गरेमा क्षमा हुदैन ।
१७. परियोजना कार्यन्वयन को बेलामा यौनजन्य दुर्व्यहार /यौन शोषण भएमा वा आचार संहिता उल्लङ्घन गरेमा वडा/नगरपालिका स्तरमा रहेको गुनासो सुनवाई सयन्त्रमा तुरुन्त निवेदन/जानकारी दिनेछु ।
१८. कार्यस्थलमा कसैले यौनजन्य दुर्व्यहार सम्बन्धी शक्कापद व्यावहार गरेमा वा शक्कापद कार्य गरेमा तुरुन्त टोली प्रमुख /प्रबन्धकलाई जानकारी/निवेदन दिनेछु ।

माथि **उल्लेखित** आचार संहिता राम्ररी पढे र बुझेको छु र कार्यस्थलमा कडाईका साथ पालना गर्दछु भनी हस्ताक्षर गर्दछु।

व्यवस्थापक/टोली प्रमुख

कर्मचारी/कामदार

Annex 11: House and Land Rental Agreement Documents

घरबहाल सम्झौता

लिखितम् जिल्ला झापा दमक नगरपालिका वडा नं. ४ बस्से स्व. मदन बहादुर अधिकारीको छोरा, वर्ष ६८ नागरिकता प्रमाण पत्र नं. १८०५ - ०३८/१/७ को देवेन्द्र बहादुर अधिकारी (यसपछि प्रथम पक्ष भनिएको) प्यान नम्बर ३०००९५२८१ भएको कन्काई इन्टरनेसनल बिल्डर्स प्रा. लि. नामक कम्पनीका (यसपछि दोश्रो पक्ष भनिएको) बीच मिति २०८०/०१/२४ गते सम्झौता भई मिति २०८०/०२/०१ गते देखि लागु हुने गरी देहायका शर्तका अधिनमा रही घर बहालमा लिने दिने सम्बन्धमा मन्जुर भई यो सम्झौता गरी एक एक प्रति आपसमा बुझी लियो, दियो ।

१. प्रथम पक्षको नाममा रहेको दमक नगरपालिका साविक वडा नं. ९, हाल वडा नम्बर ४ किता नम्बर ८४६४ को जग्गामा बनेको घर प्रथम पक्षले दोश्रो पक्षलाई बहालमा उपलब्ध गराउने ।
२. प्रथम पक्षले तोकिएको उक्त घर बहालमा लिए वापत दोश्रो पक्षले प्रथम पक्षलाई मासिक रु १२,०००.०० (अक्षरूपी रु बाह्र हजार रुपैयाँ मात्र कर सहित) कर सहितको रकममा करकट्टी गरेर बाँकी उपलब्ध गराउने ।
३. दोश्रो पक्षले प्रथम पक्षलाई सम्झौता बमोजिमको घरबहाल रकम त्रैमासिक रुपमा मोहन अधिकारीको नाममा रहेको नबिल बैंकको खाता नं. १२७१००१७५००४८६ बुझाउने ।
४. घरको सरसफाई र सुरक्षा दोश्रो पक्षले गर्नुपर्ने र मर्मत सुधार रङ्गरोकन गर्नुपर्नेमा प्रथम पक्षले गर्नुपर्ने र उक्त घरमा दोश्रो पक्षबाट दुवै पक्षको सहमतिमा मर्मतमा भएको खर्च घरबहाल रकमबाट कट्टी गरि भुक्तानी गरिने छ ।
५. दोश्रो पक्षले पानी र बिजुली उपयोग गरेवापत मासिक रुपमा आएको बिल दोश्रो पक्षले सम्बन्धित कार्यालयलाई भुक्तानी गर्ने ।
६. दोश्रो पक्षले फोहोर संकलन वापतको शुल्क सम्बन्धित कार्यालयलाई बुझाउने ।
७. यो बहाल २ वर्षको लागि लागु हुनेछ । तर २ वर्ष नाघेपछि दुवै पक्षको सहमतिमा १० प्रतिशत नघट्ने गारि निश्चित दरमा बढ्ने बाधा पर्ने छैन ।
८. प्रथम पक्षले सम्झौता विपरित आधारभूत सुविधा उपलब्ध नगराएमा वा दोश्रो पक्षले घरको हानी नोक्सानी हुने काम गरेमा घरको सुरक्षा वा आवरणमा प्रतिकूल असर गर्ने कुनै पनि काम गरेमा जुनसुकै समयमा पनि सम्झौता रद्द हुनेछ ।
९. दोश्रो पक्षले सम्झौता पश्चात प्रथम पक्षलाई राखी घर दुरुस्त रुपमा हस्तान्तरण गराउनु पर्ने छ ।
१०. प्रथम तथा दोश्रो पक्षले आपसी समझदारीमा सम्झौताका बुँदाहरु थपघट गर्न सक्नेछन् ।
११. यो सम्झौता २०८०-०२-०१ गतेदेखि २०८२-०१-३० सम्मका लागि मान्य हुनेछ । दुवै पक्षको सहमतिमा सम्झौताको म्याद थपघट गर्न सकिनेछ ।

साक्षी

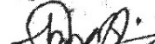
१. मुकुन्द आचार्य, जिल्ला झापा, दमक नगरपालिका

२. गंगाराम कोइराला, जिल्ला झापा, दमक नगरपालिका

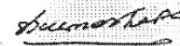
प्रथम पक्षका तर्फबाट

देवेन्द्र बहादुर अधिकारी को तर्फबाट छोरा

नाम: मोहन अधिकारी

सहि: 

इंती सम्वत् २०८० साल वैशाख महिना २४ गते रोज सोमबार शुभम्.....


AUTHORIZED
REPRESENTATIVE

दोश्रो पक्षका तर्फबाट

कन्काई इन्टरनेसनल बिल्डर्स प्रा. लि. को तर्फबाट

नाम : राजकुमार थापा (अधिकृत प्रतिनिधि)

सहि:



Site office Land owner certificate

[illegible]

Labor Camp and Material store land lease agreement

जग्गा बहाल सम्झौता

लिखितम् जिल्ला सर्लाही हरिवन नगरपालिका वडा नं. ५ बस्ने स्व. इश्वोर विक्रम कार्कीको छोरी वर्ष ३१ नागरिकता प्रमाण पत्र नं. २०८९/५१५ कि निशु कार्की (यसपछि प्रथम पक्ष भनिएको) र प्यान नम्बर ३०००९५२८१ भएको कन्काई इन्टरनेसनल बिल्डर्स प्रा. लि. नामक कम्पनीका (यसपछि दोश्रो पक्ष भनिएको) बीच मिति २०८०/०१/२५ गते सम्झौता भई मिति २०८०/०२/०१ गते देखि लागु हुने गरी देहायका शर्तका अधिनमा रही जग्गा बहालमा लिने दिने सम्बन्धमा मन्जुर भई यो सम्झौता गरी एक एक प्रति आपसमा बुझी लियो, दियो ।

१. प्रथम पक्षको नाममा रहेको दमक नगरपालिका वडा नम्बर ४ कित्ता नम्बर १७३१३ को जग्गा प्रथम पक्षले दोश्रो पक्षलाई Upgradation of Madandangi – Tarabari Dipu Road को लागि १६९३.७७ वर्गमिटरमा लेबर क्याम र बाकि ३७२४ वर्गमिटरमा Material storage निर्माण गर्न ५४१८ वर्गमिटर बहालमा उपलब्ध गराउने ।
२. प्रथम पक्षले तोकिएको उक्त जग्गा बहालमा लिए वापत दोश्रो पक्षले प्रथम पक्षलाई **वार्षिक रु ५०,०००/- (अक्षरूपी रु पचास हजार रुपैयाँ मात्र)** उपलब्ध गराउने ।
३. दोश्रो पक्षले प्रथम पक्षलाई सम्झौता बमोजिमको जग्गाको भाडा रकम **वार्षिक** रुपमा बुझाउने ।
४. दोश्रो पक्षले फोहोर संकलन वापतको शुल्क प्रथम पक्षलाई बुझाउने ।
५. बहाल दुवै पक्षको आपसी सहमतिमा वृद्धि हुनेछ । तर २ वर्ष नाघेपछि १० प्रतिशत नघट्ने गरी निश्चित दरमा बढ्ने गर्ने बाधा पर्ने छैन ।
६. सम्झौताको म्याद सकिनु अगावै दोश्रो पक्षले जग्गा छाडी अन्यत्र जान चाहेमा ६० दिन अगावै प्रथम पक्षलाई जानकारी गराउनुपर्नेछ ।
७. सम्झौताको म्याद सकिनु अगावै प्रथम पक्षले जग्गा खाली गर्न चाहेमा ६० दिन अगावै प्रथम पक्षलाई जानकारी दिनुपर्नेछ ।
८. प्रथम पक्षले सम्झौता विपरित आधारभूत सुविधा उपलब्ध नगराएमा वा दोश्रो पक्षले जग्गाको हानी नोक्सानी हुने काम गरेमा जग्गाको आवरणमा प्रतिकुल असर गर्ने कुनै पनि काम गरेमा जुनसुकै समयमा पनि सम्झौता रद्द हुनेछ ।
९. प्रथम तथा दोश्रो पक्षले आपसी समझदारीमा सम्झौताका बुँदाहरु थपघट गर्न सक्नेछन् ।
१०. यो सम्झौता २०८०/०२/०१ गतेदेखि २०८२ साल असार मसान्तसम्मका लागि हुनेछ । दुवै पक्षले चाहेमा सम्झौताको म्याद थप गर्न सकिनेछ ।

साक्षी

१. मेघराज थापा, जिल्ला झापा, दमक नगरपालिका वडा नं. २
२. अजित खड्का, जिल्ला झापा, दमक नगरपालिका वडा नं. ७

प्रथम पक्षका तर्फबाट

नाम: निशु कार्की

सहि :

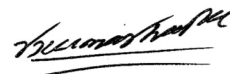


दोश्रो पक्षका तर्फबाट


कन्काई इन्टरनेसनल बिल्डर्स प्रा. लि.को तर्फबाट

नाम : राजकुमार थापा (अधिकृत प्रतिनिधि)

सहि :



जग्गाधनी दर्ता प्रमाण पत्र





फोटो प्रमाणित गर्ने र जग्गाधनीको दस्तखत

औठा छाप

दायाँ

बायाँ





जग्गाधनीको नाम धर: निशु कार्की

रेगाना: जिल्ला: मोरङ गा.पा. / न.पा. / गा.वि.स.: उर्लावारी वार्ड नं.: ५

बाबु/पतिको नाम: ईश्वर बिक्रम कार्की/विक्टर थापा

बाजे/ससुराको नाम:

नागरिकता नं.: १९१२०८९१५१५ जारी मिति: २०६७/०७/०८

जारी गर्ने कार्यालय: जिल्ला कार्यालय, सर्लाही

सर्वाधिकार जिल्ला नं.	प्रमाण संकेत कारोबार व्यतिरा	जिल्ला / गा. वि. स. / न. पा.	वार्ड नं./ नक्सा सीट नं.	किन्ता नं./ खण्ड नं.	विवरण (धर, आवादी, इत्यादि)	जग्गाधनी को हकलिस्सा	मोति को नाम धर	किसिम वा वर्ग	क्षेत्रफल/ब.मि. (०-११-०-० (विष्वा १०-२०-२०-४१))	कैफियत	प्रमाणित गर्ने दस्तखत
१०७०	०७०८०८/१०	१०००२९९६	झापा	५	१०२९३	आवादी	एकनाटी	धनस/वेत	०-११-०-० (विष्वा १०-२०-२०-४१))		
	राईशुमा	झापा	५	०	०	एकनाटी		अव्वल	५४१६०८		
	लिखत पारित	झापा	५	०	०	एकनाटी					
जम्मा क्षेत्रफल									५४१६०८	वर्ग मिटर	

निशु कार्की

प्रिन्ट गर्नेको दस्तखत

प्रिन्ट गर्नेको नाम कार्कीला न्यौपाने

६८/३५

प्रिन्ट मिति : २०७७/०८/११

रजु गर्नेको दस्तखत

९८६६१६१९९

सम्झौता पत्र

लिखितमा भ्यापा जिल्ला दमक न.पा. वडा नं ७ बस्ने मनि थापाको छोरी नागरिकता प्रमाण पत्र नं. ०४-०२-७२-०१७३७ वर्ष २६ कि सुनिता थापा (प्रथम पक्ष) र काठमाडौं जिल्ला कम्पनी रजिष्ट्रेशन कार्यालयमा दर्ता भएको कन्काई इन्टरनेशनल बिल्डर्स कम्पनी प्रा. लि. प्यान नं. ३०००९५२८१ दोस्रो पक्ष बिचमा भएको आपसि समझदारी बमोजिम प्रथम पक्षले राखेको प्रस्ताव र दोस्रो पक्षले मञ्जुर गरि तलका सर्तहरूको अधिनमा रहि साक्षीहरूको रोहवरमा प्रथम पक्षकै कार्यालयमा बसी यो करारनामाको कागजमा सहि छाप गरि एक एक प्रति लियौं दियौं.....।

करारका सर्तहरू :

- १) Upgradation of Madandangi – Tarabari Dipu Road को फिलिङ्गका लागि चाहिने माटो हाईवा प्रति घनमिटर रु १०० (रु एक सय मात्र १) का दररेट दुवै पक्षलाई मञ्जुर भयो ।
- २) माटोको हिसाब हरेक दिन हिसाब गरि एकमुष्ट रकम भुक्तानी गरिने छ ।
- ५) माथि उल्लेखित सर्त बाहेक अन्य कुनै समस्या देखा परेमा दुवै पक्ष बसि आपसी सहमतिमा समाधान गर्नुपर्ने छ ।
- ६) कुनै पक्षले सर्त बमोजिम कार्य नगरेमा कानुन बमोजिम हुने कुरामा दुवै पक्ष सहमत छौ ।

रोहवर

साक्षी

- १) सुरेश भण्डारी - दमक
- २) सन्तोष थापा - दमक

१ प्रथम पक्ष

(प्रथम पक्षको तर्फबाट अख्तियार प्राप्त)

- १) सुनिता थापा - दमक

[Signature]

२ दोस्रो पक्ष

(दोस्रो पक्षको तर्फबाट अख्तियार प्राप्त)

- १) राजकुमार थापा - दमक

[Signature]



ईति सम्बत् २०८० साल श्रावण महिना १ गते रोज सोमबार रोज शुभम्.....

Asphalt Plant Land agreement

जग्गा बहाल सम्झौता

लिखितम् जिल्ला झापा सुरुङ्गा नगरपालिका वडा नं. ८ बस्ने भिम बहादुर खड्काको नाति, डिक बहादुर खड्काको छोरा नागरिकता प्रमाण पत्र नं. ९१५२२८९२ बाहक गणेश खड्का (यसपछि प्रथम पक्ष भनिएको) र प्यान नम्बर ३०००९५२८१ भएको कन्काई इन्टरनेसनल बिल्डर्स प्रा. लि. नामक (यसपछि दोश्रो पक्ष भनिएको) कम्पनीका बीच मिति २०८०/०३/२५ गते सम्झौता भई मिति २०८०/०४/०९ गते देखि लागु हुने गरी देहायका शर्तका अधिनमा रही जग्गा बहालमा लिने दिने सम्बन्धमा मन्जुर भई यो सम्झौता गरी एक एक प्रति आपसमा बुझी लियो, दियो ।

१. प्रथम पक्षको नाममा रहेको दमक नगरपालिका वडा नम्बर ३ कित्ता नम्बर ९०६ को १७.६ कठ्ठा जग्गा प्रथम पक्षले दोश्रो पक्षलाई Upgradation of Madandangi - Tarabari Dipu Road को लागि Asphalt plant राख्न बहालमा जग्गा प्रथम उपलब्ध गराउने ।
२. प्रथम पक्षले तोकिएको उक्त जग्गा बहालमा लिए वापत दोश्रो पक्षले प्रथम पक्षलाई **वार्षिक रु ७५,०००/- (अक्षरूपी रु पचहतर हजार रुपैयाँ मात्र)** उपलब्ध गराउने ।
३. दोश्रो पक्षले प्रथम पक्षलाई सम्झौता बमोजिमको जग्गाको भाडा रकम **वार्षिक** रुपमा बुझाउने ।
४. दोश्रो पक्षले फोहोर संकलन वापतको शुल्क प्रथम पक्षलाई बुझाउने ।
५. दोश्रो पक्षले Upgradation of Madandangi - Tarabari Dipu Road को निर्माण कार्य सम्पन्न पश्चात जग्गा पहिलेको स्थितिमा बनाएर हस्तान्तरण गर्नु पर्ने छ ।
६. सम्झौताको म्याद सकिनु अगावै दोश्रो पक्षले जग्गा छाडी अन्यत्र जान चाहेमा ६० दिन अगावै प्रथम पक्षलाई जानकारी गराउनुपर्नेछ ।
७. सम्झौताको म्याद सकिनु अगावै प्रथम पक्षले जग्गा खाली गर्न चाहेमा ६० दिन अगावै प्रथम पक्षलाई जानकारी दिनुपर्नेछ ।
८. प्रथम तथा दोश्रो पक्षले आपसी समझदारीमा सम्झौताका बुँदाहरु थपघट गर्न सक्नेछन् ।
९. यो सम्झौता २०८०/०२/०९ गतेदेखि २०८२ साल असार मसान्तसम्मका लागि हुनेछ । दुवै पक्षले चाहेमा सम्झौताको म्याद थप गर्न सकिनेछ ।

साक्षी

१. मेघराज थापा, जिल्ला झापा, दमक नगरपालिका वडा नं. २

२. अजित खड्का, जिल्ला झापा, दमक नगरपालिका वडा नं. ७

प्रथम पक्षका तर्फबाट

नाम: गणेश खड्का

सहि:

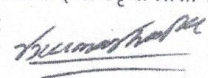


दोश्रो पक्षका तर्फबाट

कन्काई इन्टरनेसनल बिल्डर्स प्रा. लि.को तर्फबाट

नाम : राजकुमार थापा (अधिकृत प्रतिनिधि)

सहि :





[illegible][illegible]

No. Of Cross Drainage with chainage**List of Cross-Drainage Structures as Per DPR**

SN	Description	Nos	Chainage	Remarks
1	Hume pipe			
1.1	0.9m dia dual barrel hume	1	0+715	
2	Box Culvert			
2.1	5m x 2m Single cell	1	0+211	
2.2	1.6m X 1.5m Single cell	1	0+616	
2.3	3m x 2m Single cell	1	0+927	
2.4	1.6m X 1.5m Single cell	1	1+337	
2.5	3m x 2m Single cell	1	1+433	
2.6	3m x 2m Single cell	1	1+849	
2.7	3m x 2m Single cell	1	2+268	
2.8	1.6m X 1.5m Single cell	1	2+422	
2.9	<u>2@4m x 2m Double cell</u>	1	2+777	
2.10	1.6m X 1.5m Single cell	1	2+854	
2.11	4m x 2m Single cell	1	3+206	
2.12	<u>2@4m x 3m Double cell</u>	1	3+369	
2.13	2m x 2m Single cell	1	3+609	
2.14	2m x 2m Single cell	1	3+968	
2.15	4m x 2m Single cell	1	4+411	
2.16	2m x 2m Single cell	1	4+707	
	Total	17		



प स ०८० ८१
च न ३ ४४८

औद्योगिक पर्यावरणीय र हानि नगर नदी, सुरक्षा र समुदाय

दमक नगरपालिका नगर कार्यपालिकाको कार्यालय

दमक, झापा
कोशी प्रदेश, नेपाल
२०७३



सुदूरपश्चिम प्रदेश, नेपाल
महानगरपालिका, सुदूरपश्चिम
सुदूरपश्चिम प्रदेश, नेपाल

मिति २०८०।१०।०५

विषय - वातावरणीय परीक्षण IEE सम्बन्धमा।

श्री कन्काई इन्टरनेशनल विल्डर्स प्रा.लि.

सुरुङगा, झापा

उपर्युक्त सम्बन्धमा दमक नगरपालिका झापा र उर्लावरी नगरपालिका मोरङको सिमानामा रहेको मावा खोलाको दिगो तथा वातारणमैत्री रुपले नदी जन्य सामग्री (ढुगां, गिट्टी, बालुवा) उत्खनन र संकलन गर्ने कार्यको अध्यावधिक प्रारम्भिक वातावरणीय परीक्षण IEE को प्रतिवेदन अन्तरपालिका स्तरमा छलफल भई पारित गरिएको व्यहोरा जानकारीका छ।

२०८०।१०।४

ई अनन्त प्रसाद सेनेहाड

फोकल पर्सन

मदनडागी तारावारी डिपु सडक

इन्जिनियर
दमक नगरपालिका