

**UTTARAKHAND DISASTER PREPAREDNESS AND RESILIENCE
PROJECT**

Sexual Exploitation Abuse/ Sexual Harassment Plan

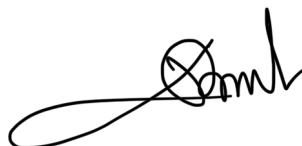
OCT 2025

By

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Project Title:

**CONSTRUCTION OF 65 M SINGLE LANE STEEL TRUSS PEDESTRIAN BRIDGE AT
GANDAKHALI TO UCHOLIGOOTH VILLAGE IN DISTRICT CHAMPAWAT**



1. Introduction:

This SEA/SH Risk Management Plan is developed by the Contractor in compliance with the Environmental and Social Commitment Plan (ESCP), the Environmental and Social Management Plan (ESMP), and World Bank's Good Practice.

2. SEA/SH Prevention and Response Action Plan Objectives:

- A. To discuss strategies and support mechanisms to mitigate the risk of and respond to allegations of gender-based violence (GBV), including sexual exploitation and abuse and sexual harassment (SEA/SH)
- B. To provide guidance for adapting the GRM to allow for the uptake, management, and resolution of SEA/SH allegations

3. Project-Specific SEA/SH Risks:

During the preparation of the Environmental and Social Management Plan (ESMP) for the bridge construction project, the following risks related to **Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH)** and **HIV/AIDS** have been identified due to the **temporary labor influx** and interaction with local communities:

- Labor influx may increase risks of SEA/SH, especially in rural or socially vulnerable communities.
- Adolescent girls may face early/forced marriage pressure where marriage to a construction worker is seen as a means of livelihood.
- Transactional sex may rise due to wage gaps between workers and locals, increasing risks of exploitation and HIV/STI transmission.
- Risk of abuse of minors due to increased unsupervised contact between workers and local children.
- HIV/AIDS risk due to unsafe sexual behavior, absence of awareness, and lack of medical services.
- Women and girls may face restricted mobility and increased fear of harassment, especially when construction sites or labor camps are located near their homes, water sources, or schools.



4. SEA/SH & HIV/AIDS Mitigation Measures for Bridge Project

S. No.	Mitigation Measure	Project-Specific Details (Bridge Construction)
1.	Code of Conduct (CoC)	All site and camp workers must sign a CoC that clearly prohibits SEA/SH, child labor, and misconduct with locals.
2.	SEA/SH & HIV/AIDS Awareness Training	Conduct training at induction and quarterly intervals for all staff and workers on SEA/SH, respectful behavior, and HIV prevention.
3.	Worker Accommodation Management	Camps will be established away from schools/residential areas. Separate toilets/bathing areas for men and women.
4.	Community Interaction Protocol	Workers shall be prohibited from forming exploitative relationships with community members, especially minors.
5.	SEA/SH-Sensitive Grievance Redress Mechanism (GRM)	A confidential, anonymous complaint system will be in place. Dedicated GBV focal person appointed.
6.	Awareness in Local Communities	Conduct SEA/SH and HIV/AIDS awareness programs for local stakeholders in coordination with health authorities.
7.	Monitoring and Reporting	Social Safeguard Officer will monitor compliance and report monthly.
8.	Medical Screening & Referral Services	Linkages with nearest health centers for HIV testing, STI care, and SEA/SH survivor support.
9.	No Recruitment of Minors	Strict checks during recruitment to avoid child labor or employment of individuals under age 18.

5. Proposed SEA/SH and HIV/AIDS Risk Mitigation Measures

The tables below summarize some of the proposed mitigation measures that the Project will adopt to prevent and respond to both SEA/SH and HIV/AIDS related issues.

5. 1 SEA/SH Risk Mitigation Measures



A. Grievance Redress Mechanism (GRM) for SEA/SH

The Contractor shall establish a **safe, GRM** to ensure timely and confidential resolution of SEA/SH-related grievances.

Key features include:

- **Multiple entry points:** Complaint boxes at camps, Grievance Committee.
- **Confidentiality protocols:** All reports are handled discreetly with anonymity maintained.
- **Referral pathway included:** GRM will guide survivors to medical, legal services.

B. Training and Awareness

Before the start of bridge construction, the Contractor shall ensure:

- 100% of workers are sensitized and trained on:
 - SEA/SH prevention and reporting
 - HIV/AIDS awareness and safe behavior
 - Code of Conduct (CoC) obligations
- Quarterly refresher training will be organized.
- Communities will also be sensitized, especially near construction zones.

C. Code of Conduct (CoC) Implementation

- All workers must sign the CoC before mobilization.
- CoC will include:
 - Zero tolerance for sexual harassment or exploitation
 - Respect for local culture and people
 - Non-discrimination and non-violence
- Copies of CoC will be displayed in camps and site offices.

D. Inclusive Community Consultations

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- Organize separate and confidential meetings with:
 - Women, especially from affected villages
 - Women with disabilities
 - Marginalized communities (SC/ST, tribal, etc.)
- Use female facilitators to lead discussions.
- Topics include SEA/SH risks, rights, HIV/AIDS, reporting methods.

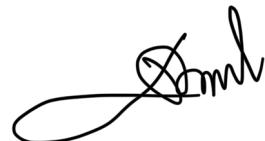
E. Emergency Response for SEA/SH Incidents

In case of an SEA/SH incident:

- Immediate survivor protection and medical attention
- Reporting to GRM focal person and project safeguard officer
- Survivor will be provided confidential support and referrals
- No retaliation against complainants

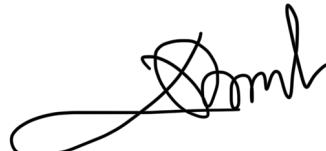
5.2HIV/AIDS Risk Mitigation Measures

- Sensitize workers and the Project affected communities on awareness, prevention, and management of HIV/AIDS, including links with SEA/SH, through staff training, awareness campaigns, multimedia and workshops or during community meetings prior to construction
- Provide an on-site clinic HIV testing and counselling services to all Project workers, including the construction crews, and communities on a quarterly basis

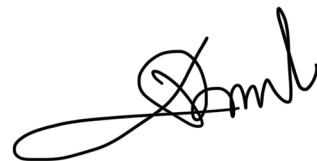


SEA/SH PREVENTION AND RESPONSE ACTION PLAN

S.No	Action	Timing	Key Activities	Responsibility	Remarks
1.	Review Contractor's ESMP to verify inclusion of SEA/SH mitigation actions	During mobilization & execution	-Ensure sex-segregated, secure, and well-lit sanitation and accommodation facilities -Signage about SEA/SH prohibition	Contractor, FPIU&PIU	
2.	Review and strengthen GM to ensure SEA/SH complaints are handled confidentially and effectively	Continuous	- Monitor GM performance - Track SEA/SH complaint processing and referrals	Contractor, FPIU&PIU	
3.	Ensure Code of Conduct is signed and understood by all project workers	Before and during implementation	- Disseminate CoC - Train workers on obligations - Conduct toolbox talks - Display CoC onsite	Contractor, FPIU&PIU	
4.	Conduct SEA/SH awareness sessions in project-affected communities	Ongoing	- Conduct sessions explaining GRM access and available services - Use gender-sensitive methods	Contractor, FPIU&PIU	



5.	Install site-level measures to reduce SEA/SH risks	Before construction	<ul style="list-style-type: none"> - Provide separate, safe toilets and changing areas -Display SEA/SH warning signs visibly throughout work site 	Contractor, FPIU&PIU	
6.	Monitor and report SEA/SH mitigation compliance	Monthly/Ongoing	<ul style="list-style-type: none"> - Report to PIU - Track signed CoCs, trainings, grievance cases, and status 	Contractor, FPIU&PIU	


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