

**Uttarakhand Disaster Preparedness and Resilience Project  
Government of Uttarakhand**

**SEXUAL EXPLOITATION ABUSE/SEXUAL HARASSMENT (SEA/SH)  
PREVENTION AND RESPONSE PLAN**

**By**

**Sub-Project : *Construction of 4 No. Intermediate Lane RCC Bridge & Steel Truss Bridge in  
KM-3, KM-7, KM-11 & KM-14 at Nandprayag Ghat Motor Road, Block-Ghat, District  
Chamoli*** under U-PREPARE Project.

**KM 11**

**FPIU- PWD Karanprayag**

**Contractors Name: M/S DS CONSTRUCTION**

## SEXUAL EXPLOITATION & ABUSE/SEXUAL HARASSMENT PREVENTION AND RESPONSE PLAN

**Table 1: Assessment of GBV Risks in the Sub-Project**

| S.N. | Areas of impact                      | Reasons for GBV Risk   | Assessment  | Risk Category   |
|------|--------------------------------------|--|---|---|
| 1    | Women workers at Construction sites. | <p>The project is expected to take about 18 months to complete. Migrant workforce is required to stay till the construction period.</p> <p>It is likely that the female workers will come in contact with the local community and vice-versa. With varied cultural and economic backgrounds, the likely interactions between communities and workers may lead to potential GBV risks.</p> <p>Cultural insensitivity towards women and the stigma associated with GBV, makes women silent and/ or are sceptical about a sincere and unbiased redressal.</p> <p>The fear of losing the job also prompts women workers to keep silence</p> <p>Lack of adequate and safe means of commuting to the project site and back. The risks are augmented significantly if travel is required at night.</p> <p>There is lack of awareness of compliance to PoSH Act, 2013 in institutions. Women staff are often not aware of the escalation matrix (within the organization) for such violations.</p> <p>Absence of Separate toilets for women at sites</p> | <p>Male labours will be mainly engaged for the bridge and approach road construction work. So, chances of female labours working for construction of the proposed bridge and approach roads is negligible.</p> <p>For the construction activities total workforce requirement will range from 10 to 30 in numbers. Thus, the risk of GBV due to a smaller number of labours is low</p> <p>Separate toilets for male and female will be provided in the construction site.</p> | The Risk of GBV with women workers at construction site is Low. |

| S.N. | Areas of impact                                    | Reasons for GBV Risk   | Assessment   | Risk Category   |
|------|--|--|--|---|
| 2    | Community Women and Girls in adjoining communities | <p>The project interventions will cause an increased interaction between the staff/workers and the communities and could exacerbate GBV risks as outlined below:</p> <ul style="list-style-type: none"> <li>• The movement of transport vehicles through the residential areas in the villages and towns could make the public places (like markets, schools, playgrounds, access roads etc.) unsafe for women, adolescent girls and children.</li> <li>• Some of the project works could take place in the vicinity of the sub-project site or outside and might have interface with communities and for a longer duration</li> </ul> | <ul style="list-style-type: none"> <li>• Construction site is away from the community.</li> <li>• Proposed bridge is majorly surrounded by forest land.</li> <li>• Settlement area on both side of the bridge is also sufficiently away.</li> <li>• Construction site office is established near to the construction site which is also away from the community.</li> <li>• There is no market place, school, play ground etc. near to the construction site.</li> </ul> | <p>Risk is low as the settlement area is away from the construction site. Movement of community is also low from the construction site.</p> |

| S.N. | Areas of impact  | Reasons for GBV Risk  | Assessment  | Risk Category |
|------|--|---|---|---------------|
| 3    | GBV Hotspots – Labor camps   | <p>Labour camps are sometimes negligent in following national labour laws with regards to safety and security provisions for women labourers.</p> <p>The key reasons that lead to incidents of GBV within the labour camps are:</p> <ul style="list-style-type: none"> <li>• Absence of adequate provisions for sanitation and water.</li> <li>• Same toilets and bathing areas for men and women.</li> <li>• No doors or broken locks on toilets doors.</li> <li>• Absence of creche and lack of privacy for lactating mothers for feeding their children.</li> <li>• Inadequate accommodation for women workers; women workers having to sleep in the open in the same area as men.</li> <li>• Inadequate lighting in the camps and the toilets. o Absence of adequate security personnel in the camp.</li> <li>• Lack of knowledge of an escalation matrix and coupled with the skepticism of a fair redressal.</li> </ul> | <ul style="list-style-type: none"> <li>• Chances of hiring of female labours for the construction work is negligible. Therefore, GBV threat to women workers in camp is not foreseen for the sub-project.</li> <li>• Labour camp is established in rented accommodation in the settlement area.</li> <li>• Females and children of the community will come in contact of labours.</li> <li>• Regular orientation of labours on Code of Conduct and Sexual Harassment prevention at workplace will be done.</li> <li>• Poster on labour code of conduct and sexual harassment prevention at workplace will be installed at construction site and labour camp.</li> </ul> | Moderate Risk |
| 4    | GBV Hotspots Education institutions (including schools, colleges, vocational training centres) | Children and adolescent girls in all educational institutes in the adjoining communities of the construction site, are susceptible to the risks of GBV perpetrated by the migrant and floating population of workers.   | There are no any educational institutes located near to the sub-project area. Thus, the potential risks of SEA/SH will below.   | Low Risk      |

**Table 2: SEA/SH Prevention Action Plan**

| Sr. No | Activity                                    | Action to Address SEA/SH Risk   | Timing for Action  | Responsibility |                 | Monitoring   | Frequency                           |
|--------|---|---|--|----------------|-----------------|--|-------------------------------------|
|        |   |   |  | Implementation | Monitoring      |  |                                     |
| 1      | <b>SEA/SH Provision in Bid Document</b>     | SEA/SH requirements in Bid-document is clearly defined and also the requirement for a CoC which addresses SEA/SH  | During Bid Preparation   | PIU            | PMU             | Review of Bid document for inclusion of SEA/SH requirements  | One time before finalization of bid |
| 2      | <b>SEA/SH Prevention Measures in C-ESMP</b> | Measures to adequately address SEA/SH risks, hot spots and prevention of GBV including CoC for workers is mentioned in the Contractor's Social Management Plan in line with the guidelines and statutory provisions.<br><ul style="list-style-type: none"> <li>• Training and orientation will be provided to the labours on quarterly basis: <ul style="list-style-type: none"> <li>• Unacceptable conduct toward local community members.</li> <li>• National and State Laws.</li> <li>• Worker Code of Conduct.</li> </ul> </li> </ul> | Prior and during the construction activities                           | Contractor     | FPIU&PIU        | Review of Contractor's ESMP with regards to inclusion of SEA/SH risk mitigation measures along with the CoC before approval<br>Update project ESMP if the risk Situation changes.                | Bi-annually                         |
| 3      | <b>Code of Conduct on SEA/SH Issues</b>     | <ul style="list-style-type: none"> <li>• Orientation of labours will be done to all the labours on labour code of conduct and SEA/SH issues.</li> <li>• Orientation of labours on code of conduct will be done during the recruitment process.</li> <li>• Information board/poster on labour code of conduct and prevention of sexual harassment at workplace will be placed in the construction site and labour camp.</li> </ul>   | During recruitment of workers, and throughout the construction period. | Contractor     | FPIU, PIU & PMU | Review of CoC developed by the Contractor and suggest updation based on field inputs.<br><br>Monitoring of total number of workers working in the sub-project and number of signed copies of CoC | Monthly                             |

| Sr. No | Activity | Action to Address SEA/SH Risk   | Timing for Action | Responsibility |            | Monitoring   | Frequency |
|--------|----------|---|-------------------|----------------|------------|--|-----------|
|        |          |   |                   | Implementation | Monitoring |  |           |
|        |          | <ul style="list-style-type: none"> <li>Information to labours will be provided on punishments and actions for non-compliance of the code of conducts and gender based violence and exploitation.</li> <li>The CoC will be written in hindi language and same will get signed by each worker to indicate that they have: <ul style="list-style-type: none"> <li>received a copy of the CoC as part of their contract;</li> <li>all the workers to adhere to the signed code of conduct;</li> <li>explained the CoC to them as part of induction process;</li> <li>acknowledged that adherence to this CoC is a mandatory condition of employment;</li> <li>understood that violations of the CoC can result in serious consequences, up to and including dismissal, or referral to legal authorities.</li> </ul> </li> <li>Routinely awareness on SEA/SH prohibitions and related messages (tool box sessions and project briefing)</li> </ul> |                   |                |            | (100% of staff to sign the CoC)<br><br>Monitoring of Training reports (100% staff to undergo the induction training) |           |

| Sr. No | Activity   | Action to Address SEA/SH Risk  | Timing for Action   | Responsibility                       |                                | Monitoring   | Frequency           |
|--------|--|--|---|--------------------------------------|--------------------------------|--|---------------------|
|        |  |  |   | Implementation                       | Monitoring                     |  |                     |
| 4      | <b>Stakeholder Consultation with the community at risks w.r.t SEA/SH</b> | <ul style="list-style-type: none"> <li>Quarterly orientation and consultation will be done.</li> <li>Consultations on monthly basis with the community including GBV risks will be done.</li> </ul>  | Every month & quarter for entire period of construction             | FPIU Contractor                      | PIU & Gender Specialist at PMU | Implementation of Stakeholder Engagement Plan. Consultation activities as per schedule   | Monthly & Quarterly |
| 5      | <b>Constitution of GRM to Deal with SEA/SH Risks</b>                     | <ul style="list-style-type: none"> <li>Grievance Redressal Committee has been formed under the Chairmanship of Executive Engineer of FPIU.</li> <li>As per the mandate of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 Internal Complaint Committee (ICC) is formed in FPIU.</li> <li>Awareness will be generated among all workers regarding filing compliant in ICC including confidential reporting with safe and ethical documenting of SEA/SH cases.</li> <li>Awareness generation on SEA/SH and HIV/AIDS among all workers in coordination with health providers Community Based Organization.</li> <li>Timely grievance redressal of workers and community through ICC.</li> </ul> | Prior to contractor mobilizing & throughout the construction period | FPIU/PIU/PMU Contractor              | Gender Specialist at PMU       | <ul style="list-style-type: none"> <li>Monitoring of reporting of SEA/SH cases.</li> <li>Cases reported to ICC</li> <li>Monitoring of quarterly report of ICC</li> <li>Review ICC's reception and processing of complaints regularly to ensure that the protocols are being followed in a timely manner for addressing the SEA/SH complaints.</li> </ul> | Quarterly           |
| 6.     | <b>Training Programme on</b>   | <ul style="list-style-type: none"> <li>Training and awareness generation on SEA/SH and HIV/AIDS among</li> </ul>   | Throughout the Construction   | Contractor/PIU in collaboration with | PMU                            | Monitoring of information  | Quarterly           |

| Sr. No | Activity  | Action to Address SEA/SH Risk  | Timing for Action  | Responsibility       |                 | Monitoring  | Frequency |
|--------|---|--|--|----------------------|-----------------|---|-----------|
|        |   |  |  | Implementation       | Monitoring      |   |           |
|        | <b>GBV and SEA/SH issues</b>  | <p>all workers in coordination with health providers Community Based Organization.</p> <ul style="list-style-type: none"> <li>As sub-project is implemented near school's students especially girl students could be exposed to SEA/SH by project staff/labour influx. Therefore, awareness generation on SEA/SH will be done on quarterly basis targeting school communities (adolescent girls and women) as well as communities residing in the close proximity of the construction site &amp; labour camp.</li> </ul> | Period   | GBV Service Provider |                 | dissemination session report  |           |
| 7.     | <b>Other preventive measures at Contractor's establishment (Construction Camp, Labour Camp, Construction area, etc.) including Evaluation and Monitoring of Proper Residential and Working Conditions</b> | <ul style="list-style-type: none"> <li>Material stacking will be done in designated place.</li> <li>No hinderance will be done to community due to the construction work.</li> <li>Information regarding prevention of sexual harassment in place will be displayed in construction site and labour camp in hindi.</li> <li>Posters of "Zero Tolerance" to SEA and SH will be displayed at construction site and labour camp.</li> <li>Contact details will be displayed</li> </ul>                                      | To be provided prior to commencement of construction activities and maintained through the construction period | Contractor           | FPIU, PIU & PMU | Physical verification of the facilities at camp and construction sites. Monitoring of record of cleaning and maintenance of facilities at least once in a month | Monthly   |



| Sr. No | Activity                                | Action to Address SEA/SH Risk  | Timing for Action                                    | Responsibility   |  | Monitoring | Frequency |
|--------|---|--|--|------------------|--|------------|-----------|
|        |   |  |  | Implementation   | Monitoring   |            |           |
|        |   | <p>to register complaints.</p> <ul style="list-style-type: none"> <li>• The IEC material will also have information of access points for reporting GBV at Labour Camp and Work Site</li> <li>• Separate toilet and bathroom facility for male and female workers.</li> <li>• Proper lighting facility will be done during dark hours.</li> <li>• Mobile toilets with proper water supply and drainage system, electric supply and safe access will be provided.</li> <li>• Worker's code of conduct will be displayed at construction site and it will be ensured that workers will abide all the conducts.</li> <li>• Grievances related to SEA/SH will be addressed timely.</li> </ul> |  |                  |  |            |           |
| 8      | <b>Periodic Reporting on GBV/SEA/SH</b> | Reporting of SEA/SH & GBV (if any) will be reported in QPRs.   | Quarterly; throughout the sub-project implementation | Contractor & PIU | Social Specialist and/ GBV Specialist at PIU & PMU | PMU        | Quarterly |

**Potential GBV Service Provider near Sub-Project Site/Emergency Numbers**

| <b>S.No.</b> | <b>Name of Institutions</b>            | <b>Address</b> | <b>Contact Number</b> |
|--------------|--|----------------|-----------------------|
| 1            | Uttarakhand State Commission for Women | Gopeshwar      | 8126774374            |
| 2.           | Local NGO                              | -              |                       |
| 3.           | Sub Health Center                      | nandprayag     | 7310801707            |
| 4.           | Community/Primary Health Center        | nandprayag     | 7310801707            |
| 5.           | District Hospital                      | nandprayag     | 01372252187           |
| 6.           | District Female Hospital               | nandprayag     | 01372252187           |
| 7.           | Nearest Police Station                 | nandprayag     | 100                   |
| 8.           | Superintendent of Police               | karnprayag     | 100                   |

**M/s D.S. Construction**  
  
**Partner**