

**UTTARAKHAND DISASTER PREPAREDNESS AND RESILIENCE  
PROJECT**

**Sexual Exploitation Abuse/ Sexual Harassment Plan**

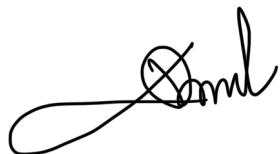
**OCT 2025**

**By**

**M/S LAXMI DATT BINWAL CONS.**

*Project Title:*

**CONSTRUCTION OF 75 M SINGLE LANE STEEL TRUSS PEDESTRIAN BRIDGE AT  
GRAMPANCHAYAT CHAURAMETA TO GURUDWARA DISTRICT CHAMPAWAT**

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## **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.

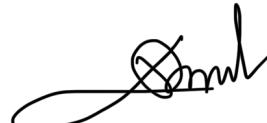
## **2. SEA/SH Prevention and Response Action Plan Objectives:**

- 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.

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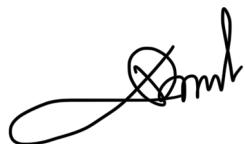
#### 4. SEA/SH & HIV/AIDS Mitigation Measures for Bridge Project

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

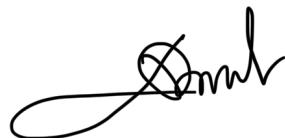
#### **E. Emergency Response for SEA/SH Incidents**

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

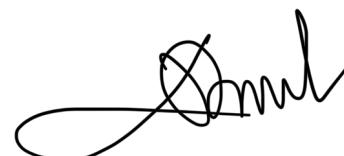
#### *5.2HIV/AIDS Risk Mitigation Measures*

- 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

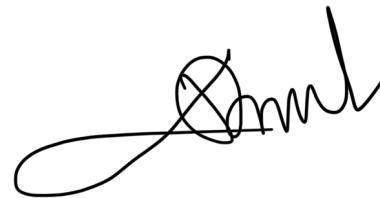


## ***SEA/SH PREVENTION AND RESPONSE ACTION PLAN***

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 <b>Code of Conduct</b> 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"> <li>- Provide separate, safe toilets and changing areas</li> <li>-Display SEA/SH warning signs visibly throughout work site</li> </ul>	Contractor, FPIU&PIU	
6.	Monitor and report SEA/SH mitigation compliance	Monthly/Ongoing	<ul style="list-style-type: none"> <li>- Report to PIU</li> <li>- Track signed CoCs, trainings, grievance cases, and status</li> </ul>	Contractor, FPIU&PIU	


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