

Government of Jammu and Kashmir

Tourism Department

Jammu and Kashmir Sustainable Local Economic and Tourism
Development Project (SLETD)

DRAFT

**ENVIRONMENTAL AND SOCIAL MANAGEMENT
FRAMEWORK (ESMF)**

November 2025

Table of Contents

Abbreviations	4
Executive Summary	6
1 Introduction	14
2 Project Description	16
2.1 Project Components	16
2.2 Timeline.....	19
2.3 Implementing Agencies.....	20
3 Environmental and Social Policies, Regulations, and Laws	21
3.1 Legal Framework.....	21
3.2 Assessments and Clearances	24
3.3 World Bank Standards and Key Gaps with the National Framework	27
4 Environmental and Social Overview	30
4.1 Physical and Ecological Landscape.....	30
4.2 Socio-Economic and Demographic Profile	33
5 Potential Environmental and Social Risk Impacts and Standard Mitigation Measures	45
5.1 Mainstreaming E&S Considerations in the Project Planning and Design	45
5.2 Subprojects' E&S Risks and Impacts	49
5.3 Risks and Mitigation Measures Specific to Disadvantaged and Vulnerable Groups	57
6 Procedures and Implementation Arrangements	60
6.1 Environmental and Social Risk Management Procedures	60
6.2 Technical Assistance Activities.....	68
6.3 Implementation Arrangements	68
6.4 Proposed Training and Capacity Building	71
6.5 Estimated Budget.....	72
7 Labour Management Procedures	73
7.1 Overview of Labour Use in the Project	73
7.2 Assessment of Key Potential Labor Risks.....	74
7.3 Brief Overview of Labor Legislation: Terms and Conditions and OHS.....	75
7.4 Responsible Staff - Roles and Responsibilities for LMP Implementation	76
7.5 OHS Procedures and Contractor Management	78
7.6 Age of Employment and Prevention of Child/Forced Labor	80
7.7 Terms and Conditions of Employment	81
7.8 Grievance Mechanism	83
7.9 Procedures for Primary Suppliers	85

7.10	Code of Conduct for Workers	85
8	Resettlement Policy Framework	88
8.1	Overview	88
8.2	Relevant Legislations and Policies.....	88
8.3	Objective of RPF	89
8.4	R&R Procedures for the Project.....	89
8.5	Potential Resettlement Impacts	91
8.6	Land Requirement Under the Project.....	91
8.7	Eligibility and Valuation for Determining the Compensation	93
8.8	Cut-off-Date for Entitlement.....	94
8.9	Project Entitlements	94
8.10	Entitlement Matrix.....	95
8.11	Mitigation and Management of Access Restrictions to Common Properties	103
8.12	Implementation and Grievance Redressal.....	104
9	Tribal Development Framework	105
9.1	Overview	105
9.2	Profile of Tribal Communities in Jammu and Kashmir.....	105
9.3	Objectives of TDF	107
9.4	Legal and Policy Framework	107
9.5	Key Schemes for Tribal Communities	108
9.6	Anticipated Impacts on Tribal Communities & Proposed Mitigation Measures	109
9.7	Exclusion Criteria.....	111
9.8	Inclusion Strategies of Tribal Communities	111
9.9	Grievance redressal.....	112
9.10	Capacity Building.....	112
9.11	Monitoring and Evaluation	113
10	Cultural Heritage Management Framework	114
10.1	Purpose and Scope.....	114
10.2	Legal and Institutional Framework	114
10.3	Activities Covered under the CHMF.....	114
10.4	Screening, Categorization, and Instrument Selection	114
10.5	Risk/Impact Assessment and Mitigation Hierarchy.....	115
10.6	Management Measures	115
11	GBV Prevention Plan	117
11.1	Action Plan for Prevention of GBV	118
11.2	Activity mapping and Action Plan	120

12 Stakeholder Engagement, Disclosure, and Consultations.....	125
12.1 Stakeholder Consultations Conducted	125
Annex 1: Screening Form.....	127
Annex 2: E&S Codes of Practice (ES COP)	132
Annex 3: Standard ESMPs.....	137
Annex 4: Chance Find Procedures	176
Annex 5: Draft ToR for Strategic Environmental and Social Assessment.....	178
Annex 6: Format for Preparation of RAP	184
Annex 7: ToR for Preparation of the RAP	186
Annex 8: Format for Screening Risks/Impacts on Tribal Communities	188
Annex 9: Outline of Cultural Heritage Management Plan.....	190

List of Tables

Table 3:1 Relevant Legal Framework	21
Table 3:2 Categories of Projects for Environmental Clearance	25
Table 3:3 Key Regulatory Clearances needed for Subprojects	26
Table 3:4 Relevant World Bank ESS and Key Gaps with the National Framework	28
Table 4:1 District-wise Forest Area	30
Table 4:2 Protected Areas of J&K.....	31
Table 4:3 Endangered Fauna and Flora of J&K	32
Table 4:4 District wise population and Density of population.....	34
Table 4:5 District wise Rural- Urban Scheduled Caste population in J&K	35
Table 4:6 General Tourism (Domestic and Foreign)	39
Table 4:7 Handicraft Industrial and Handloom Co-operative Societies.....	40
Table 4:8 Enrolment trends and gender parity (2023-2024)	41
Table 4:9 Literacy Rate of ST Population	42
Table 4:10 Scheduled Tribe Population	43
Table 5:1 E&S Risks and Mitigation Measures for Component 1 Activities.....	49
Table 5:2 E&S Risks and Mitigation Measures for Component 2 Activities.....	51
Table 5:3 Potential Risks on Vulnerable Groups and Mitigation Measures	58
Table 6:1 Project Cycle and E&S Management Procedures	60
Table 6:2 Exclusion List – Activities Excluded from Project	62
Table 6:3 E&S Conditions in the Bidding Documents	64
Table 6:4 Implementation Arrangements for E&S Management.....	69
Table 6:5 Proposed Training and Capacity Building Approach	71
Table 8:1 Entitlement Matrix	96
Table 9:1 Scheduled Tribe Population	106
Table 9:2 Impacts on Tribal Communities and Proposed Mitigation Measures.....	109

Abbreviations

CEO	Chief Executive Officer
CH	Cultural Heritage
CHMF	Cultural Heritage Management Framework
CHMP	Cultural Heritage Management Plan
D&S	Design and Construction Supervision
E&S	Environmental and Social
EA	Executing Agency
EC	Environmental Clearance
EHS	Environmental, Health, and Safety
EHSGs	Environmental, Health and Safety Guidelines (World Bank Group)
ESCAP	Environmental and Social Codes of Practice
ESCP	Environmental and Social Commitment Plan
ESF	Environmental and Social Framework
ESIA	Environmental and Social Impact Assessment
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Standards
GBV	Gender-Based Violence
GRC	Grievance Redressal Committees
GRM	Grievance Redress Mechanism
IA	Implementing Agency
ICH	Intangible Cultural Heritage
IPDP	Indigenous People Development Plan
JKTDCL	Jammu and Kashmir Tourism Development Corporation Limited
JTFRP	Jhelum and Tawi Flood Recovery Project
LMP	Labor Management Procedures
M&E	Monitoring and Evaluation
PMC	Project Management Consultant
PMU	Project Management Unit
POM	Project Operation Manual
POSH	Prevention of Sexual Harassment Act
PPE	Personal Protective Equipment
RAP	Resettlement Action Plan
RFCTLARR	Right to Fair Compensation and Transparency in Land Acquisition Rehabilitation and Resettlement
RPF	Resettlement Planning Framework
SC	Scheduled Caste
SEA/SH	Sexual Exploitation, Abuse, and Sexual Harassment
SEIAA	State Environmental Impact Assessment Authority
SEP	Stakeholder Engagement Plan
SESA	Strategic Environmental and Social Assessment

ST	Scheduled Tribe
SLETD	Sustainable Local Economic and Tourism Development Project
TA	Technical Assistance
TSP	Tribal Sub Plan
TDF	Tribal Development Framework
TDA	Tourism Development Authority
TO	Tourism Officer
ToRs	Terms of Reference
WHH	Women Headed Household

DRAFT

Executive Summary

The World Bank will be supporting the Government of Jammu and Kashmir (J&K) in implementing the Sustainable Local Economic and Tourism Development Project (SLETD) (the Project). The objective of the Project is to strengthen resilient service delivery and promote local jobs in selected tourism destinations.

Project Description

The proposed Project will target selected demonstration destinations, chosen on the basis of carrying capacity, community ownership, private sector potential, and prospects for livelihood impact. Each destination will be developed as part of a tourism circuit connecting niche products—such as adventure, handicrafts, and wellness—to broader value chains, maximizing economic multipliers. These destinations will show how strengthened resilient service delivery and improved tourism management can drive local economic growth and create local jobs. The Project activities will be implemented through the following three components:

- Component 1: Strategic tourism planning and local economic development (total: US\$60 million, of which IBRD US\$42 million): This Component will identify and design tourism circuits and define the strategic and unique role of selected destinations within the broader tourism ecosystem. It will help create an enabling environment for private sector participation to bolster the development of selected tourism destinations. Key strategies and analytical studies will inform investments across critical aspects of tourism-led development.
- Component 2: Service delivery for growth and local jobs (total: US\$486 million, of which IBRD US\$340 million): This Component will support interrelated investments to enhance tourist sites and improve service delivery in host areas to ensure effective benefit-sharing. The aim is to enhance the tourist experience while improving liveability and livelihood opportunities for local communities.
- Component 3: Project management (total: US\$29 million, of which IBRD US\$20 million): This Component will cover the costs of project management and implementation. This includes staff salaries, the hiring of consultants, and training for staff and consultants in procurement, financial management, monitoring and evaluation (M&E) activities, as well as environmental and social management.

Objective of this Document

This Environmental and Social Management Framework (ESMF) has been prepared to identify the potential environmental and social (E&S) risks and impacts associated with the proposed project activities. It proposes appropriate mitigation measures to manage these risks in a systematic and sustainable manner. The ESMF outlines the applicable laws and regulations of India, as well as the relevant requirements of the World Bank's ESF-2018. It sets forth the principles, procedures, and implementation arrangements that will be followed throughout the project lifecycle, including screening, risk classification, preparation of site-specific instruments, stakeholder engagement, monitoring, and a framework for ensuring that environmental and social considerations are fully integrated into the planning, design, and implementation of all project components.

ALL E&S INSTRUMENTS PREPARED UNDER SLETD

1. This ESMF also covers the following E&S instruments:
 - A Labor Management Procedure (LMP) to ensure fair treatment, safe working conditions, and access to grievance redress for all project workers, including those employed by contractors.
 - A Resettlement Policy Framework (RPF) to guide the process of land acquisition, compensation, and livelihood restoration. Where land acquisition is required, a site-specific Resettlement Action Plan (RAP) will be prepared prior to civil works.
 - A Tribal Development Framework (TDF) to ensure that project activities are designed and implemented in a manner that is culturally appropriate and beneficial to Scheduled Tribes, where present. Site-specific Tribal Development Plans (TDPs) will be prepared as needed to ensure meaningful consultation, social inclusion, and protection of customary rights.
 - A Cultural Heritage Management Framework (CHMF) to guide the process to identify, assess, and manage risks and impacts on tangible and intangible cultural heritage.
 - A Gender-Based Violence (GBV) Prevention Action Plan to define proportionate measures to prevent, mitigate, and respond to GBV risks.
2. The Environmental and Social Commitment Plan (ESCP) sets out the Borrower's commitments to meet the requirements of the ESF.
3. The Stakeholder Engagement Plan (SEP) outlines how stakeholders will be informed, consulted, and engaged throughout the project.

Key E&S Risks and Mitigation Measures

The project follows the well-established “hub-and-spoke” integrated design of tourism circuits and diversified products complemented with a “carrying capacity-based access” approach to create a guiding framework that will support tourism development with each destination's ecological and cultural context. It is expected that “Tier 1” tourism destinations with the highest level of accessibility will receive substantial bundles of integrated infrastructure investments, “Tier 2” (semi-urban/villages near Tier 1) will support niche tourism with managed access strictly kept within the carrying capacity of each given site, and “Tier 3” (remote and sensitive areas with non-motorized/limited access) will have minimal, community-based eco-investments attracting higher spending tourist segments who seek cultural authenticity and eco-sustainability. Accordingly, the potential environmental and social risks for project activities are identified as:

Component 1: Strategic Tourism Planning and Local Economic Development

Risks

- Weak integration of environmental and social safeguards in destination area-based plans may create risks for future investments in sensitive areas.
- Land use planning within the project area-based upgradation plans may restrict community access to land/resources or cause disputes.
- Inadequate stakeholder consultation and risk of exclusion of women, youth, and vulnerable groups from decision-making and MSME support.
- PPPs or financing platforms may risk elite capture, leakage of local resource and/or inequitable benefit-sharing.

- Digital divide issues in accessing GIS platforms and branding systems.

Mitigation Measures

- Prepare a Strategic Environmental and Social Assessment (SESA) alongside the Strategic Tourism studies to identify upstream risks, inform destination and area-based strategies and plans, recommend sustainability measures, guide downstream priority investments to be selected for financing under the project, and finally assist relevant agencies to inform future potential plans.
- Integrate environmental and social considerations into the ToRs of all studies, branding exercises, and digital platforms to be supported by the Project.
- Apply inclusive, participatory planning and consultations with local communities, women, youth, Scheduled Tribes, and marginalized groups.
- If/when relevant, ensure transparent land use decision-making with grievance redress systems to address disputes.
- Provide targeted MSME support (training, grants, digital literacy) for disadvantaged groups.
- Establish equitable governance and community benefit-sharing arrangements for PPPs.
- Ensure digital tools are accessible, inclusive, and respect data privacy.
- Integrate sustainability practices into tourism planning by applying nature-based solutions, promoting community-based tourism, and embedding carrying capacity limits, visitor management, and green infrastructure into strategies, area-based destination plans and prioritization of investments.

Component 2: Service Delivery for Growth and Local Jobs

Risks

- Civil works (roads, water supply, wastewater systems, drainage) may generate dust, noise, waste, and safety risks.
- Public space revitalization and works for the adaptive reuse of heritage may disturb cultural heritage or displace informal users (e.g., vendors).
- Increased waste and wastewater load from tourism may exceed local system capacity.
- Poorly designed infrastructure could degrade cultural, natural, or visual character.
- Habitat disturbance and fragmentation near lakes, wetlands, and forests.
- Land acquisition and small-scale displacement risks from infrastructure development.

Mitigation Measures

- Plan and design subprojects to avoid and minimize potential adverse E&S impacts and risks (Section 5.1)
- Apply E&S risk management procedures for each subproject (Table 1)

- To address all construction-related impacts, apply environmental and social codes of practices (ESCOPs, Annex 2) for small-scale works and standard ESMPs (Annex 3) for moderate-risk subprojects. For substantial-risk subprojects, prepare site-specific ESAs and ESMPs.
- Incorporate ESCOPs and ESMPs into bidding documents to ensure contractor compliance.
- Where land acquisition is unavoidable, prepare a Resettlement Action Plan (RAP) consistent with the Resettlement Policy Framework (RPF) and implement it prior to the start of the construction works.
- Build local capacity for the operation and maintenance of upgraded infrastructure. Ensure adequate funding for operations and maintenance to sustain benefits.

Component 3: Project Management

Risks

- Limited institutional capacity of project staff and contractors to manage E&S risks in line with World Bank standards.
- Inadequate monitoring, reporting, or feedback mechanisms may delay corrective actions.
- Labor risks related to the working conditions of project staff and consultants, including potential risks of SEA/SH, if not proactively addressed.

Mitigation Measures

- Recruit/designate E&S specialists within the project implementing agencies and provide capacity building and training on ESF, procurement, financial management, and monitoring.
- Strengthen project-level monitoring systems with regular reporting and field verification.
- Adopt Labor Management Procedures (LMP), ensuring fair terms of employment, grievance access, OHS compliance, and SEA/SH prevention measures.

EXCLUSION LIST

To further minimize the risks, an Exclusion will be applied at the screening for the project to prevent any 'high-risk' subprojects, including those that require large-scale land acquisition, involve significant conversion or degradation of natural or critical habitats, or do not comply with the applicable management plans for wetlands, reserved forests, or national parks.

E&S Risk Management Procedures for each Subproject

The E&S management procedures to be followed for each subproject are given in the table below.

Table 1: Project Cycle and E&S Management Procedures

Project Stage	E&S Stage	E&S Management Procedures
a. Subproject Identification and Analysis	Step 1. Subproject type and eligibility	<p>1. If the subproject is related to the procurement of consultancy services for TA studies, no screening is needed. These studies should include ESF requirements (e.g., SESA for tourism strategic studies). The terms of reference (ToRs) for the studies are to be submitted for the World Bank review, and no objection. Thereafter, prepare and finalize the outputs of such activities in compliance with the ToRs.</p> <p>2. If the subproject involves the procurement of goods or civil works, ensure subproject eligibility by referring to the Exclusion List in Table 6.2 and then proceed with the screening in the next step.</p>
	Step 2. Subproject Screening and Risk Categorization	<p>3. Use the Screening Form in Annex 1 to identify and assess potential E&S risks and impacts, categorize subprojects as Low, Moderate, or Substantial risk based on location, scale, sensitivity, and impacts. The following guidance will be used for risk categorisation:</p> <ul style="list-style-type: none"> ○ Low: Procurement of goods, Minor civil works with localized impacts; no works in sensitive or forest areas. ○ Moderate: For example, rehabilitation of existing roads, augmentation and construction of water supply and sanitation facilities with limited impacts on the environment or community; upgradation activities in settled areas with manageable E&S issues; may include minor land use or sensitive receptors. ○ Substantial: For example, construction of new roads or major green field construction activities works located near ecologically or socially sensitive areas; potential cumulative impacts. Or the subprojects that fall into A&B Category of EIA Notification 2006. <p>4. Identify E&S instruments to be prepared and necessary E&S approvals and clearances needed for subproject implementation (such as environmental clearance, forest clearance, consent to establish and operate)</p> <p>5. Submit the screening forms for 5 subprojects (for each type of activity, e.g. 5 for roads and 5 for water supply) for review and no objection by the World Bank.</p>
b. Planning and Design of Subprojects	Step 3. Preparation of E&S Instruments	<p>6. Adopt and incorporate the key E&S planning and design considerations given in Section 5.1 for each subproject</p> <p>7. Prepare for the following E&S instruments based on the subproject category:</p> <ul style="list-style-type: none"> ○ Low risk: Apply Environmental and Social Codes of Practice (ESCOPs) for standard construction and operational controls (Annex 2). ○ Moderate risk: Use Standard ESMPs by work type (e.g. roads and streets, street lighting, walkways, power, water supply, drainage) provided in Annex 3.

Project Stage	E&S Stage	E&S Management Procedures
		<ul style="list-style-type: none"> ○ Substantial risk: Prepare site-specific ESMPs as per ESS1 requirements ○ RAP for subprojects where land acquisition is needed, in accordance with RPF (Chapter 8) ○ Tribal Development Plan (TDP) for subprojects where needed in accordance with Tribal Development Framework (TDF, Chapter 9) ○ Cultural Heritage Management Plan (CHMP) for subprojects where needed in accordance with Cultural Heritage Management Framework (CHMF, Chapter 10) <p>8. Share the subproject details and disclose the E&S instruments with the stakeholders in an accessible manner, and consultations will be held with the affected communities in accordance with the SEP.</p> <p>9. Apply and obtain necessary regulatory clearances, such as environmental clearance, forest clearance, and consent to establish and operate.</p> <p>10. Submit the ESMPs forms for 5 subprojects (for each type of activity) for review and no objection by the World Bank. Submit site-specific ESMPs for all substantial risk subprojects for review and approval by the World Bank.</p>
<p>c. Subproject Implementation and Monitoring</p>	<p>Step 4. Procurement of goods and civil works</p>	<p>11. Include E&S specifications and obligations (Table 6.3) in all bidding documents and contracts. These include requirements for</p> <ul style="list-style-type: none"> ○ An EHS specialist with each contractor ○ Inclusion of ESCOPs and ESMPs ○ Budget for implementation of C-ESMP (an amount approximately equivalent to 1% of the contract amount)
	<p>Step 5. Monitoring of E&S performance and compliance during implementation.</p>	<p>12. Inspect and supervise implementation of plans through site visits and regular monitoring.</p> <p>13. Submit six-monthly reports on the E&S performance of the Project</p> <p>14. Conduct training for PMU/IA staff and Project workers on E&S risk management.</p>
<p>d. Review and Evaluation</p>	<p>Step 6. Progress and completion of E&S mitigation measures</p>	<p>15. Assess whether E&S measures have been effectively implemented</p> <p>16. Ensure that the physical sites are properly restored after completion of civil works</p> <p>17. Prepare the completion report describing the final status of compliance with E&S risk management measures and submit it to the World Bank</p>

Institutional Arrangements

The project will be implemented through a two-tier institutional structure:

- At the strategic level, a Steering Committee comprising heads of all relevant government departments will provide strategic oversight, policy guidance, and critical decisions related to the project management and implementation.
- The Tourism Department will be the nodal agency for the Project. The Department has the ownership of the Project and is responsible for overall implementation and coordination within the project and external stakeholders.
- Project Management Unit (PMU) within the Tourism Department, with qualified staff and resources will support the management of environmental, social, health and safety (ESHS) risks and impacts of the Project and will have full time Environmental Manager and Social Manager for overall consolidation and monitoring of E&S risk management. A Forest Officer from the Department of Forests will be deputed to the PMU, apart from a Land Collector or Resettlement Specialist. The PMU will be supported by a Project Management Consultant (PMC).
- All Implementing Agencies (IAs) will either deploy or designate Environmental and Social Specialists of their own, or through a project level Design and Support (D&S) Consultant to manage Resettlement, Occupational Health and Safety (OHS) and other E&S risks.
- Implementation Agencies (IAs) currently foreseen during the project's first year include the J&K Tourism Development Corporation Limited (JKTDCL), Public Works (R&B) Department, and Jal Shakti Department. Additional IAs may be added later during implementation based on the proposed project activities.
- The PMU will be responsible for overall planning, coordination, reporting, performance monitoring, fiduciary management, and compliance with environmental and social standards. The PMU is also responsible for ensuring implementation of investments in line with this ESMF and compliance with Bank's ESF requirements.
 - The PMU E&S staff will include a Director (Safeguards), Environmental Specialists and Social Specialists.
 - The PMU will also be directly responsible for environmental and social screening, categorization, and preparation of ESMPs for early-stage "no-regret" investments.

These implementing agencies will procure consultants and contractors to implement the project activities.

A lump sum of 1.5 percent of the overall project budget is proposed to support the implementation of the ESMF and other E&S instruments.

Monitoring

The PMU and IAs will be responsible for overall monitoring of ESMF implementation. Monitoring will rely on regular site visits and monthly reports from contractors and consultants, consolidated into six-monthly environmental and social performance reports submitted by the PMU to the World Bank. These reports will cover ESF compliance, stakeholder engagement, grievance redress, capacity building, and incident reporting.

Capacity Building and Training

A comprehensive capacity-building program will be implemented to ensure that all project stakeholders (including implementing agencies, contractors, workers, local governments, and community representatives) are fully equipped to comply with environmental and social safeguards. Training will be provided for government officials, contractors, and workers, with specialized sessions for PMU/IA staff. The program will cover a wide range of topics, including environmental and social risk management, biodiversity conservation, occupational and community health and safety, stakeholder engagement, construction monitoring and auditing, grievance redress management, prevention and response to SEA/SH, livelihood restoration, incident reporting, and emergency preparedness and response procedures.

DRAFT

1 Introduction

This Environmental and Social Management Framework (ESMF) is developed to support the environmental and social due diligence provisions for activities financed by the World Bank in the Tourism and Local Economic and Tourism Development Project (SLETD) (the Project). The Project aims to strengthen resilient service delivery and promote local jobs in selected tourism destinations across the Union Territory of Jammu and Kashmir (J&K). The Tourism Department is the nodal agency for the project.

This ESMF follows the World Bank Environmental and Social Framework (ESF) as well as the national laws and regulations of India. The objective of the ESMF is to assess and mitigate potential negative environmental and social risks and impacts of the Project consistent with the Environmental and Social Standards (ESSs) of the World Bank ESF and national requirements. More specifically, the ESMF aims to:

- a) assess the potential environmental and social risks and impacts of the proposed Project and propose mitigation measures;
- b) establish procedures for the environmental and social screening, review, approval, and implementation of activities;
- c) specify appropriate roles and responsibilities, and outline the necessary reporting procedures, for managing and monitoring environmental and social issues related to the activities.
- d) identify the staffing requirements, as well as the training and capacity building needed to successfully implement the provisions of the ESMF.
- e) address mechanisms for public consultation and disclosure of project documents, as well as redress of possible grievances; and
- f) establish the budget requirements for implementation of the ESMF.

This ESMF should be read together with other plans prepared for the project, including:

- The Stakeholder Engagement Plan (SEP) outlines how stakeholders will be informed, consulted, and engaged throughout the project.
- The Environmental and Social Commitment Plan (ESCP) sets out the Borrower's commitments to meet the requirements of the ESF.

This ESMF also covers the following E&S instruments:

- A Labor Management Procedure (LMP) to ensure fair treatment, safe working conditions, and access to grievance redress for all project workers, including those employed by contractors.
- A Resettlement Policy Framework (RPF) to guide the process of land acquisition, compensation, and livelihood restoration. Where land acquisition is required, a site-specific Resettlement Action Plan (RAP) will be prepared prior to civil works.
- A Tribal Development Framework (TDF) to ensure that project activities are designed and implemented in a manner that is culturally appropriate and beneficial to Scheduled Tribes, where present. Site-specific Tribal Development Plans (TDPs) will be prepared as needed to ensure meaningful consultation, social inclusion, and protection of customary rights.

- Cultural Heritage Management Framework (CHMF) to guide the process to identify, assess, and manage risks and impacts on tangible and intangible cultural heritage.
- Gender-Based Violence (GBV) Prevention Action Plan to define proportionate measures to prevent, mitigate, and respond to GBV risks.

Proposed Strategic Tourism Planning under SLETD

The proposed tourism framework under the Project follows a “carrying capacity-based access” approach to create a guiding framework that will support tourism development with each destination’s ecological and cultural context, treating access as a strategic lever to guide tourism development based on ecological sensitivity, cultural significance, and economic potential. Rather than adopting a uniform approach, it recognizes the diversity of landscapes and community contexts across J&K and categorizes destinations into three basic tiers to align infrastructure development, visitor flow, and service delivery accordingly. This enables a balanced model of tourism that promotes inclusive economic growth while protecting the region’s fragile ecosystems and rich cultural heritage.

At the core of this policy is the idea that tourism accessibility must be customized to reflect each destination’s carrying capacity, ecological thresholds, and socio-cultural context. Tier 1 destinations are envisioned as high-capacity, gateway nodes such as major cities equipped with multi-modal transport connectivity and resilient public infrastructure. These locations serve as the primary entry points and/or as well established popular tourist destinations that anchor hubs in the broader tourism circuits. Accordingly, they are prioritized for large-scale investments in public amenities, hospitality infrastructure, urban upgrading, intermodal transport hubs, and workforce development. Their role is to absorb the bulk of tourist flow and distribute different tourism segments to more sensitive areas in a strategic and regulated manner to avoid exceeding their carrying capacities.

Tier 2 destinations are designated for controlled access and niche tourism development, including adventure, wellness, and eco-tourism. These areas exhibit moderate ecological sensitivity and are often located in scenic or semi-remote locations suitable for activities such as boating, rafting, trekking, and skiing. Development in these zones is guided by terrain-sensitive planning and regulated visitor flows. Investments here focus on a combination of provision of improved basic infrastructure and services (e.g. water supply, wastewater management, waste management, access roads) and specialized infrastructure, such as eco-shuttles, tourism scenic routes and byways, cycling pathways and trails, and seasonal facilities, alongside targeted marketing to attract experiential travellers without overwhelming the destination’s ecological balance and landscape.

Tier 3 destinations represent the most ecologically and culturally sensitive zones, such as remote villages, protected landscapes, and heritage-rich sites. Accessibility to these areas is intentionally restricted for select visitors and closely managed through permits, guided tours, and low-impact mobility options like walking trails or guided eco-shuttles. The focus here is on curating immersive, community-led tourism experiences, such as homestays, craft workshops, and agritourism—while maintaining strict conservation protocols. Investments are directed towards basic eco-infrastructure (interpretation centers, observation platforms), local capacity building, and conservation monitoring, ensuring that tourism contributes to local livelihoods without degrading sensitive environments.

2 Project Description

2.1 Project Components

The proposed Project will target selected demonstration destinations, chosen on the basis of carrying capacity, , community ownership, private sector potential, and prospects for livelihood impact. Each destination will be developed as part of a tourism circuit connecting niche products—such as adventure, handicrafts, and wellness—to broader value chains, maximizing economic multipliers. These destinations will show how strengthened resilient service delivery and improved tourism management can drive local economic growth and create local jobs.

The proposed Project will adopt a two-pronged intervention strategy:

- *Integrated Tourism Products, Destination Planning, and Management:* Strengthening planning capacity and market positioning to enable local tourism-led economic development.
- *Integrated Service Delivery:* Implementing area-based investment packages to enhance tourist experience and improve livability and livelihoods for host communities, thereby creating conditions for sustained private sector participation.

The following components set out this approach in greater detail:

Component 1: Strategic tourism planning and local economic development (\$60.0 million)

This Component will identify and design tourism circuits as part of a broader tourism development strategy for J&K and define the complementary and unique role of selected destinations within the broader tourism ecosystem. It will help create an enabling environment for enhanced private sector participation in the tourism industry and to bolster the development of selected tourist destinations. It will also provide opportunities for institutional strengthening and long-term sustainability, combining tools and capacity building in tourism management (including asset management) with hands-on learning and strengthening of tourism agencies through their direct involvement in project implementation. Key strategies and analytical studies will inform investments across critical aspects of tourism-led development.

Subcomponent 1.1: Destination planning and market positioning

This Subcomponent will support the development of climate-resilient strategies for the tourism sector in J&K and selected tourism destinations, following a consultative approach to include communities. The process will begin with a shared vision for sustainable tourism in J&K and the preparation of an evidence-based tourism strategy to define tourism circuits, products, and the role of each destination. Based on this overarching framework, destination development strategies including masterplans will be developed for selected destinations to support the operationalization of the tourism circuits, within carrying capacity and embedding climate adaptation and disaster risk mitigation measures. A value chain approach will be used to identify priority areas of support and the development of niche tourism sectors, such as adventure, homestays, gastronomy, agrobusiness, handicrafts, and wellness. Destination development strategies, plans, and investment programs will be prepared through a consultative approach that includes communities. This process will result in time-bound, prioritized investment programs, related financing strategies, and other analytical activities and services to support market positioning, marketing, and branding of the tourism sector in J&K and the selected destinations.

Subcomponent 1.2: Local enterprise and investment promotion

This Subcomponent will support activities that enable private sector participation and improve the business environment in the tourism sector and in related local industries. Activities will include assessing the current business context and investment opportunities in J&K's tourism landscape, in alignment with the strategies from Subcomponent 1.1, with an emphasis on enabling conditions for enterprise-level implementation. These assessments will also include specialized economic and market studies that will inform the design and delivery of private sector-enabling measures and capacity-building activities focusing on: (i) promoting investment through marketing, service improvements, and asset upgrades; and (ii) leveraging niche sectors like specialty agriculture, handicrafts, and creative industries. Identified opportunities for private sector participation and associated support measures will target both core tourism sectors—such as hospitality and travel—and complementary industries that enhance destination appeal and enrich visitor experiences, hence generating new opportunities for investment and job creation. Proof-of-concept business studies will identify bankable and viable private sector participation models in tourism, associated service infrastructure, and industries in target locations, offering the opportunity to move to proof-of-implementation stage for those that show higher levels of feasibility, stakeholder buy-in, and value proposition.

This Subcomponent will also provide comprehensive business development support, including through services, goods and works, to enhance the enabling environment for MSMEs, household enterprises, and community-based organizations in the tourism industry via five mutually reinforcing intervention areas. These are (i) strengthening skills (e.g., through on-the-job and off-site capacity-building programs covering business planning, accounting, operations management, and language skills as well as structured mentorship delivered through community-based business incubators); (ii) fostering product development and innovation by linking market demand with craftsmen skills and implementing market-informed capacity building and skill enhancement training; (iii) business development support to enhance market access and achieve product diversification, through dedicated support in marketing, trade and market access; (iv) improving government to business services, including simplifying compliance procedures, to make it easier for MSMEs to start, operate, and grow; and (v) establishing a Public-Private Dialogue platform to encourage sector competitiveness, developing replicable private sector participation models, and commissioning market studies to inform investment decisions. Support in these areas will include the provision of grants, as well as other types of support and incentives, to support development and/or expansion of business and promotion of economic activity. Dedicated skills development training will be provided to female entrepreneurs.

Subcomponent 1.3: Strengthening local service delivery and tourism management

This Subcomponent will enhance tourism management in selected destinations. It will provide support to local tourism organizations and service providers through enabling support services, goods, and works. Key activities will include (i) assessment of current operations and capacity assessment; (ii) support to address gaps via tourism management capacity building and trainings, including on sustainability and climate resilience aspects which contribute to sustainable site operations, such as energy- and water-efficient facility management, waste reduction, and eco-certification standards; (iii) digitizing of destination and regional tourist databases and establishment of coordination platforms to improve understanding of tourist activity and enhance support for business and economic development; (iv) strengthening of online delivery and payment platforms of tourist

services and gathering of beneficiary feedback; and (v) development of community based tourism value chains.

This Subcomponent will also support improved financial and asset management and the development of financing approaches for tourism-related service delivery and local economic promotion. It will assist in digitizing accounting and asset management, and support improved financial management via better planning. In addition, it will help local tourism organizations and service providers improve revenue models and implementation to improve cost recovery, service quality, and operations and maintenance. These efforts aim to strengthen financial sustainability, transparency, and accountability.

Component 2: Service delivery for growth and local jobs (\$486 million)

This Component will support interrelated investments to enhance tourist sites and improve service delivery in host areas to ensure effective benefit-sharing. The aim is to enhance the tourist experience while improving livability, livelihood opportunities, and resilience for local communities. By expanding tourism-related infrastructure and services in areas where livelihoods remain heavily dependent on climate-sensitive agriculture, the Component will help diversify the local economy and create more climate-resilient sources of income. Sustainability and resilience features will be incorporated into all investments to improve resource efficiency and lower the climate and environmental footprint, address site-specific climate and disaster risks, including climate-related pressures on local infrastructure and services, and enhance the long-term sustainability of tourism-dependent economies and communities.

Subcomponent 2.1: Development and improvement of tourist circuits and sites

This Subcomponent will finance the development and improvement of tourism facilities and infrastructure that contribute to strengthening tourism circuits and sites in selected locations by investing, *inter alia*, in visitor centers and facilities, development and/or rehabilitation of parking areas, interpretative signage, exhibition spaces, pedestrian pathways, viewpoints and/or piers, and supporting public infrastructure, services, and connectivity. These enhancements aim to increase tourist spending and length of stay, as well as attract private sector investment in tourism services.

This Subcomponent also introduces a phased and adaptive mechanism to leverage public infrastructure to directly stimulate private sector investment in and around tourism destinations and sites along newly developed circuits. It will support local entrepreneurs and businesses with demonstrated capacity to invest in tourism-related enterprises and value chains by financing essential public infrastructure—such as access roads, public amenities, and utilities—needed to ensure the viability of these investments. The mechanisms will enable entrepreneurs and businesses in selected destinations to propose investments for consideration under the Project that will unlock demonstrated additional private investment. These investments must align with the principles and criteria guiding all other investments under the Project and will follow all applicable procedures and standards for selection and implementation. Supported businesses will have to demonstrate that the jobs created will be local and benefit women. The approach will be refined over time based on implementation experience and stakeholder feedback, with the objective of becoming a model for scale-up.

Subcomponent 2.2: Integrated services development

This Subcomponent will finance area-based packages of integrated investments for rehabilitating service infrastructure and providing goods to improve selected tourism destinations. It comprises, *inter alia*, (i) improvement of public spaces for resilient local economic development and tourism development, (ii) upgrading or expanding basic services, such as solid waste management, water and sanitation, power and sustainable mobility and public transportation to improve connectivity and reduce environmental impact, and (iii) provision of productive assets and infrastructure for artisans and livelihood activities. Public spaces will be refurbished through place-making approaches, façade improvements, heritage conservation, streetscaping, street rehabilitation and lighting, the creation of green spaces and walkable zones, drainages, nature-based solutions, and disaster risk management infrastructure. These improvements will enhance the quality and reliability of service delivery to residents and tourists, while also improving climate and disaster resilience.

Component 3: Project management (\$29 million)

This Component will cover the costs of project management and implementation. This includes staff salaries, the hiring of consultants, and training for staff and consultants in procurement, financial management, monitoring and evaluation (M&E) activities, as well as environmental and social management and incremental operating costs. It will also include training, knowledge exchange, and exposure visits for officials and project staff on international best practices for resilient tourism management. Additional activities under this Component include a perception analysis of key stakeholders to better understand needs and expectations, studies to establish a baseline and track the Project's impact from the tourist's perspective, and communications and stakeholder engagement.

2.2 Timeline

The Project will be implemented over a period of seven years, using a framework approach to phase investments in sequential waves, with each wave building on the lessons and foundations of the previous one.

- **Project start and early stages of implementation - early Investments for Project Readiness:** A set of early works has been prioritized from a comprehensive list of investments that are already well advanced and approved by the implementing agencies. These foundational, future-ready investments are specifically selected to deliver value under a wide range of scenarios and closely aligned with the project's core objectives. Their purpose is to both enhance the sustainability of key existing tourism destination and ensure project readiness.
- **Investments Pipeline:** As soon as the Tourism Strategy and Circuit design are finalized, investments will be prioritized for selected tourism destinations and sites based on their strategic criticality to the success of each specific tourism destination. Integrated bundles of comprehensive infrastructure and service delivery investments will be undertaken in line with the role of each selected destination within the tourism strategy, ensuring sustainability and alignment with long-term development goals.

2.3 Implementing Agencies

The project will be implemented through a two-tier institutional structure:

- At the strategic level, a Steering Committee headed by the Chief Secretary, with senior representatives from key government departments and agencies, will provide strategic oversight, policy guidance, and inter-agency coordination.
- At the operational level, a dedicated Project Management Unit (PMU) housed within the Tourism Department will be responsible for day-to-day planning, implementation, coordination, and monitoring the compliance with ESF. The PMU will be supported by a Project Management Consultant (PMC) with relevant E&S capacities.
- Implementation Agencies (IAs) currently foreseen during the project's first year include JKTDC, Public Works (R&B) Department, and the Jal Shakti Department. Additional IAs may be added later during implementation based on the finalised project activities. Each IA will establish a ringfenced implementing unit for the project, which will be headed by a Superintending Engineer or Executive Engineer.
- At the local level, Tourism Development Agencies (TDAs) and relevant Tourist Officers (TOs) will support on-ground coordination, facilitate local consultations and stakeholder engagement, implementation of livelihood/community as well as local tourist activities.

3 Environmental and Social Policies, Regulations, and Laws

3.1 Legal Framework

The government of India's and J&K's policies, laws, and regulations that are relevant and directly applicable to the environmental and social risks and impacts of subproject activities are given in **Table 3.1**.

Table 3:1 Relevant Legal Framework

Laws and Regulations	Description	Relevance to the Project Activities
Environment Protection Act (EPA) 1980 and its subsequent amendments	Umbrella legislation empowering the central government to protect and improve environmental quality. Authorizes setting standards for air, water, noise, and implementing pollution control rules	Enables notifications like EIA requirements and standards the project must meet (air emissions, noise levels, effluent discharge from STPs, etc.).
Environmental Impact Assessment (EIA) Notification, 2006 (and amendments)	Regulation under the EPA Act requiring prior Environmental Clearance for specified projects (categorized as Category A or B based on scale/nature). Involves screening, scoping, an EIA study, public hearing, and appraisal by the MoEF&CC or State Environmental Impact Assessment Authority (SEIAA).	Table 3.2 provides the categorisation for the project activities. Current expectation is that most subprojects are below thresholds, but screening will verify this. The project ESMF ensures that any such subproject follows the EIA process.
Water (Prevention and Control of Pollution) Act, 1974 & Air (Prevention and Control of Pollution) Act, 1981	Establish Pollution Control Boards (PCBs) to enforce standards for water and air quality. Require industries/activities to obtain Consent to Establish (CTE) and Consent to Operate (CTO) for any effluent discharge or air emissions.	STPs and construction sites must comply with effluent standards; a prior CTE/CTO will be needed for STPs from the J&K Pollution Control Committee. The operation of DG sets also comes under PCB oversight.
Noise Pollution (Regulation & Control) Rules, 2000	Regulates ambient noise levels in different zones (residential, commercial, silent zone) and timings (prohibits high noise at night).	Construction machinery and activities must adhere to noise limits; any use of loud equipment requires scheduling during the day and community notification.
Solid Waste Management Rules, 2016 and Construction & Demolition (C&D) Waste Rules, 2016	Define responsibilities for the proper collection, segregation, and disposal of solid waste and construction debris.	The project must ensure that construction wastes and garbage from labor camps or tourist facilities are handled according to these rules – e.g. debris sent to designated C&D waste sites, solid waste from facilities handed over to municipal waste collectors.
Hazardous and other Wastes (Management	Hazardous and other Wastes (Management and Transboundary	Contractors who generate hazardous and other wastes covered in the

Laws and Regulations	Description	Relevance to the Project Activities
and Transboundary Movement) Rules, 2016, and amendments	Movement) Rules, 2016, and amendments	schedules of these rules are required to obtain an authorization from PCBs, maintain monthly and annual records (as per formats specified in these rules), provide a safe storage area to store such wastes, and dispose of the waste in an environmentally sound and legally acceptable manner. Per these rules, hazardous wastes should be disposed of in treatment, storage, and disposal facilities for hazardous wastes.
E-waste management and handling rules 2011	To manage the e-waste, but not covering lead acid batteries and radioactive wastes.	E-waste generated in the projects should be disposed of per the provisions of these rules.
Forest (Conservation) Act, 1980 and J&K Forest Policy	Regulates diversion of forest land for non-forest use; requires central approval and compensatory afforestation for any forest land used	If any project facility encroaches on forest areas, Forest Clearance will be obtained and compensatory afforestation done. The design will try to avoid forest areas to the extent possible. Wildlife Protection Act (1972) similarly protects national parks, sanctuaries; no project activity will occur inside protected areas or their notified Eco-sensitive Zones without due permission.
Wildlife (Protection) Act, 1972	Protects wildlife and habitats, establishes protected areas.	Ensures no harm to wildlife – e.g. if works are near a National Park boundary, mitigation (no-horn zones, working only in daylight to avoid disturbing wildlife) will be applied. Any sighting of endangered fauna during works must be reported. Hunting or harming wildlife by workers is strictly prohibited.
Ancient Monuments & Archaeological Sites and Remains Act, 1958 (AMASR) and Rules, 2014	Protects India's cultural heritage. Declares federally protected monuments and sets "prohibited area" (100m) and "regulated area" (200m) around such sites, where any construction requires permission from the Archaeological Survey of India (ASI)	Important historical monuments, any project works within 200m will seek ASI approval and follow the conditions to preserve heritage. Chance finds anywhere are to be handled per this Act and project procedures.
The Jammu and Kashmir Right to Information Act' 2009	An Act to provide for setting out the regime of right to information for the people of the State, to secure access to information under the control of public authorities, to promote transparency and accountability in the working of every public authority.	The Act is relevant to the project as it gives the right to the people to seek any information under the project based on legitimate personal or collective needs.

Laws and Regulations	Description	Relevance to the Project Activities
The Jammu and Kashmir Road Safety Policy - 2025	To ensure road safety for all road users in the Union Territory of Jammu and Kashmir, with priority to two wheelers, pedestrians and cyclists, to achieve zero fatalities due to road accidents in the long run.	The project is proposing investment that will contribute to increased vehicular traffic in the destinations. This policy is applicable to ensure safety of road users, commuters and tourists arriving at destinations.
Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013 (LARR Act)	Governs land acquisition for public purposes, ensuring fair compensation, resettlement and rehabilitation of affected owners and dependents	If the project acquires private land, it will follow LARR provisions: compensation at market value multiplied by a factor, solatium, R&R support for displaced families, and social impact assessment.
The Scheduled Tribes and Other Traditional Forest Dwellers (Reorganization of Forest Rights) Act 2006	The main objective of the act is to recognize the rights of forest-dwelling tribal communities and other traditional forest dwellers to forest resources for livelihood and habitation.	Forest dwellers and tribals depend on forest produce for their livelihood, so interventions close to areas with recognised FRA titles or claims may be affected by such investments, including nature-based tourism and access restrictions to forest resources recognised under the Act.
Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 (and Cess Act, 1996)	Protects construction workers by requiring registration, safety measures, hours, and welfare provisions (canteens, first aid, etc.) at sites.	All civil works contractors must comply – e.g. providing personal protective equipment, training, on-site facilities, and not employing minors. labor departments of U.T. of J&K will enforce this.
Indian Labour Laws and Rules (applicable to the project)	A range of laws ensure labor rights and safety. Key ones: Factories Act 1948 (if any equipment fabrication or workshops), Minimum Wages Act 1948 (contractors must pay at least the minimum wages declared for state), Contract Labour Act 1970 (regulates employment of contract labor, licensing of contractors), Inter-State Migrant Workmen Act 1979 (if workers are brought from other states, ensuring registration and amenities), Equal Remuneration Act 1976 (no gender discrimination in wages). Also, the Code on Wages 2019 and the Occupational Safety, Health and Working Conditions Code 2020 (notified, subsuming some older acts) will apply as they come into force, consolidating these protections.	The project will include LMP (see Chapter 7), detailing how these legal requirements are complied with for all project workers and its implementation overseen by the D&S Consultant.

Laws and Regulations	Description	Relevance to the Project Activities
Prohibition of Employment of Children (Child Labour Prohibition & Regulation Act, 1986, as amended)	Prohibits employment of children below 14 years in any project activity, and of adolescents (14–18) in hazardous work	Contractors will be contractually bound to not employ under-18s in construction. Verification of labor age will be done.
Sexual Harassment of Women at Workplace (Prevention, Prohibition, Redressal) Act, 2013	Protects women from harassment in workplaces, mandates Internal Complaints Committees	Project contractors and PMU/IA/ D&S Consultant will enforce zero tolerance for any form of harassment. Female workers will have avenues to report issues.
Rights of Persons with Disabilities Act, 2016	Mandates barrier-free access in public infrastructure and non-discrimination in employment	Project buildings and transport infrastructure will incorporate universal design (ramps, toilets, etc.) and project employment will not discriminate against qualified persons with disabilities.
Anti-discrimination provisions	Articles 14-16 of the Constitution guarantee equality before the law and prohibits discrimination based on religion, race, caste, sex, or place of birth. There are specific laws like the Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989, protecting marginalized communities, and the Transgender Persons (Protection of Rights) Act, 2019, prohibiting discrimination against transgender individuals.	The project will ensure inclusion of all groups, e.g. involve women and tribal communities in consultations and project benefits and guard against any discriminatory practices in hiring or resettlement.

3.2 Assessments and Clearances

The Ministry of Environment, Forest and Climate Change (MoEFCC) is the apex agency responsible for formulating policies, guidelines, and regulations related to environmental management in India. At the state level, State Environment Impact Assessment Authorities (SEIAAs) and State Pollution Control Boards (SPCBs) are key institutions responsible for environmental assessments and permitting. The SEIAA, supported by the State Expert Appraisal Committee (SEAC), is authorized to appraise and grant Environmental Clearances (ECs) for projects classified under Category B of the EIA Notification, while the MoEFCC is responsible for Category A projects.

India's environmental clearance system classifies projects into three categories (A, B1, and B2) based on the potential environmental and social impacts, as shown in Table 3.2.

Table 3:2 Categories of Projects for Environmental Clearance

Category	Documentation Requirement	Authority Responsible for Issuing EC	Examples of Projects (with thresholds)	Potential Subprojects
Below EIA threshold / Not listed in Schedule	No prior EC under EIA 2006; other statutes still apply (e.g., SPCB Consents under Water/Air Acts; Forest/Wildlife/CRZ if triggered).	—	Buildings: < 20,000 m ² built-up. STPs (stand-alone): Water supply schemes/pipelines Solid Waste Management (door-to-door collection, segregation, stand-alone composting, MRF/transfer stations, RDF pre-processing (no landfill/incinerator) Roads not covered under item 7(f) of EIA notification.	Most subprojects are expected to fall under this category.
B2 — Item 8(a): Building & Construction	Form-1 (appendix I of EIA notification 2006) + Form-1A (appendix II of EIA notification 2006) + Conceptual Plan; No Scoping; Public Consultation exempt for Item 8.	SEIAA (based on SEAC appraisal).	Buildings: ≥20,000 m ² and <150,000 m ² built-up area.	Larger visitor centres, convention/amenity complexes
B1 — Item 8(b): Townships & Area Development 7(i): SWM	Form-1 + Form-1A + Conceptual Plan; All 8(b) appraised as B1; No Scoping; Public Consultation exempt for Item 8.	SEIAA (SEAC appraisal).	Townships/Area Development: ≥50 ha and/or ≥150,000 m ² built-up. Common Municipal Solid Waste Management Facility (CMSWMF) — typically landfill (and may include WtE at integrated sites)	Unlikely, unless a single integrated destination development crosses 8(b) thresholds.
B1 — Item 7(f): Highways (State level)	Form-1 → ToR → EIA/EMP + Public Consultation (Highways are B1; PC required, except expansions with no land acquisition).	SEIAA (SEAC appraisal).	State Highways (new); Expansion of National/State Highways >30 km and additional RoW >20 m with land acquisition.	Tourism connectivity roads that meet 7(f)–B thresholds (most project roads may be below thresholds; if above, process as B1 Highways.
A — Central appraisal (incl. Item 7(f) thresholds & GC escalation)	Full EIA (Form-1 (EIA form) → ToR → EIA/EMP + Public Consultation); Item-specific exceptions apply.	MoEFCC (EAC appraisal).	Highways 7(f) – Category A: New National Highways; Expansion of National Highways >100 km with additional RoW >40 m (existing alignment) or >60 m (realignments/bypasses). General Condition (GC): Any Category B project within 10 km of PA/ESZ/critically polluted area/inter-state boundary is treated as	Not expected as the project will include national highways. GC may be triggered due to sensitive locations.

Category	Documentation Requirement	Authority Responsible for Issuing EC	Examples of Projects (with thresholds)	Potential Subprojects
			Category A for the appraisal authority.	

Key Statutory Clearances for Construction

Key regulatory clearances for construction, with the right Acts/Rules, authorities, and responsibilities, are given in Table 3.3.

Table 3:3 Key Regulatory Clearances needed for Subprojects

S. No	Clearance / Authorization	Relevant Act / Rule	Competent Authority	Responsibility
1	Prior Environmental Clearance (EC) for activities listed in Table 3.2	EIA Notification, 2006,	SEIAA, JK	IAs (as proponent)/ Contractors PMU and PMC to review
2	Authorization to establish/operate SWM processing/disposal facility	Solid Waste Management Rules, 2016 — Rule 6 (Authorization). <i>Authorization required for SWM facilities; buffer zone required where installed capacity >5 TPD</i>	J&K Pollution Control Committee (JKPCC)	IA / contractors PMU and PMC to review
3	Authorization for Construction & Demolition (C&D) waste processing facility (if any)	Construction & Demolition Waste Management Rules, 2016 (Rule 7: Authorization)	JKPCC	Contractors
4	Consent to Establish / Consent to Operate (CTE/CTO) for applicable works (incl. large building projects, DG sets, crushing plants, utilities)	Water (Prevention & Control of Pollution) Act, 1974; Air (Prevention & Control of Pollution) Act, 1981 (via J&K OCMMS portal)	JKPCC	IAs/Contractors (as proponent)
5	CTE/CTO for hot-mix plants/batching plants	Water Act 1974; Air Act 1981	JKPCC	Contractors
6	Authorization for handling/storage/disposal of hazardous & other wastes (e.g., used oil, solvents, paint waste)	Hazardous and Other Wastes (Management & Transboundary Movement) Rules, 2016 (Rule 6)	JKPCC	Contractors
7	NOC/Permission for works near centrally protected monuments (100 m Prohibited Area; next 200 m Regulated Area)	AMASR Act, 1958, as amended in 2010 (Sections 20A–20D); NMA procedures	National Monuments Authority (NMA) (recommendation) and Competent Authority/ASI (permission)	IAs/Contractors PMU and PMC to review
8	Licence for storage/transport/use of explosives (if any)	Explosives Act, 1884; Explosives Rules, 2008	PESO / Chief Controller of Explosives (and designated District	Contractors

S. No	Clearance / Authorization	Relevant Act / Rule	Competent Authority	Responsibility
	blasting/controlled demolition; typically, not routine)		Authorities for certain licences)	
9	Sourcing sand/aggregate only from authorized quarries (no in-project extraction)	Mines & Minerals (Development & Regulation) Act, 1957; J&K Minor Mineral Concession, Storage, Transportation of Minerals & Prevention of Illegal Mining Rules, 2016	Directorate of Geology & Mining, J&K	Contractors to procure only from licensed sources (valid permits/e-challans)
10	PUC (Pollution Under Control) certificates for all construction vehicles/equipment on the road	Central Motor Vehicles Rules, 1989; MoRTH notifications on PUC standardization	Transport Department / Authorized PUCC Centres (Parivahan)	Contractors
11	Labour compliance & registration for construction workers	BOCW Act, 1996 (+ J&K BOCW Welfare Board)	Labour Dept., J&K / J&K-BOCWWB	Contractors
12	Fire Safety NOC for applicable buildings/uses (as per NBC Part 4 & state rules)	J&K Fire Force Act, 1967; National Building Code (Fire & Life Safety)	Director, Fire & Emergency Services, J&K	Proponent (IA/Contractor)
13	Electrical safety approvals/inspections	Electricity Act, 2003; CEA (Measures relating to Safety and Electric Supply) Regulations, 2010/2023	Chief Electrical Inspector (UT)	Contractors/IAs
14	Forest land diversion (if any part of the works requires the use of forest land)	Forest (Conservation) Act, 1980 (as amended) — processed via PARIVESH	Regional office of MoEFCC (for more than 1 ha)	IAs PMU to review

3.3 World Bank Standards and Key Gaps with the National Framework

The project will follow the World Bank Environmental and Social Standards (ESSs), as well as the World Bank Group Environmental, Health and Safety Guidelines (EHSGs)¹. The applicable EHGSs are:

- General EHS Guidelines (applicable to all sectors).
- Tourism & Hospitality Development (for tourist infrastructure).
- Water & Sanitation (for water supply, wastewater, drainage utilities).
- Waste Management Facilities (for SWM facilities).
- Electric Power Transmission & Distribution (for power lines and distribution works).
- Toll Roads (for road construction and upgrades).

The environmental and social risk for this project is rated as Substantial. This rating reflects the type, scale, and location of proposed activities, the sensitivity of the environmental setting, the future downstream investments based on tourism strategic studies under Component 1, and the borrower's current institutional capacity to manage ESF requirements. Although the project activities will include low to moderate-scale investments, these will be implemented across multiple sites with ecologically

¹ <https://www.ifc.org/en/insights-reports/general-environmental-health-and-safety-guidelines>

sensitive characteristics. These risks are site-specific, mostly temporary, and of moderate magnitude, and are expected to be reversible and manageable through known mitigation measures. While these direct impacts may not be significant individually, the uncertainties about the tier-based future investments, the cumulative environmental pressures from enhanced tourism activity across multiple fragile sites have been factored into the overall risk rating. High-risk activities will be excluded from the project scope.

The World Bank’s ESSs applicable to project activities are summarized in Table 3.3.

Table 3:4 Relevant World Bank ESS and Key Gaps with the National Framework

ESS	Relevance to subprojects	Key gaps with the national framework
ESS1: Assessment & Management of E&S Risks and Impacts	Applicable across all components, ESMF guides screening and proportionate instruments (e.g., ESMP/ESIA) for multiple small subprojects over the project life cycle.	Indian EIA law is sector-specific and environment-centric; it does not formalize a framework approach for numerous small schemes or require integrated social assessment—gaps the ESMF addresses.
ESS2: Labor & Working Conditions	Applies to direct and contracted workers; requires fair terms, OHS, prohibition of child/forced labor, and a worker GRM; LMP to be implemented via contracts.	Laws exist, but enforcement is uneven; written labor management plans and a dedicated worker GRM are not explicit in law—the project will institute both via contract clauses.
ESS3: Resource Efficiency & Pollution Prevention/Management	Relevant due to water/energy consumption and pollution from water supply, sanitation, SWM, roads, emissions, dust, construction waste, sewage, and hazardous materials.	National standards set emission/discharge limits but rarely require analysis of resource efficiency/GHGs for small works—project add monitoring and efficiency choices beyond compliance.
ESS4: Community Health & Safety	Construction/operation risks to communities: traffic and worksite hazards, dust/noise/vibration, accidents near sites, poor waste/wastewater handling, and potential GBV/SEA/SH risks linked to labor influx.	No comprehensive CHS planning requirement (traffic/crowd management, emergency preparedness, universal access) across all works; GBV/SEA–SH risk mitigation and community-facing safety communication are not systematically mandated.
ESS5: Land Acquisition, Restrictions on Land Use & Involuntary Resettlement	Some subprojects may need small-scale land, temporary occupation, or may affect vendors/encroachers and livelihoods; physical displacement is expected to be minimal; economic displacement is possible.	LARR covers titleholders but support to non-titleholders, livelihood restoration, and robust participation/disclosure are weaker than ESS5—project commits to these measures.
ESS6: Biodiversity Conservation & Sustainable Management of Living Natural Resources	Possible proximity to forests, wetlands, alpine meadows, parks/wildlife habitats; risks of habitat fragmentation, species	National laws focus on notified/protected areas and species; fewer requirements for non-notified natural habitats, critical habitat screening, mitigation hierarchy with measurable outcomes, invasive species

ESS	Relevance to subprojects	Key gaps with the national framework
	disturbance, erosion, invasive species, and tourism pressure.	control, or biodiversity offsets/net gains.
ESS7: Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities	Relevant where Scheduled Tribes are present; potential access restrictions, livelihood impacts, SEA/SH, and traffic-related health/safety risks during construction/operation.	Domestic law lacks a dedicated process comparable to ESS7's FPIC-aligned consultation; the project will proactively tailor engagement beyond statutory minima.
ESS8: Cultural Heritage	Destinations include tangible (temples/shrines, historic architecture, sacred landscapes) and intangible heritage; risks from excavation, works near heritage, and disruption of cultural spaces.	Laws focuses on protected monuments; ESS8 also covers non-protected and intangible heritage—the project will map local cultural resources and integrate conservation/enhancement.
ESS9: Financial Intermediaries	Not applicable—no FI operations; investments are directly implemented by government agencies.	N/A.
ESS10: Stakeholder Engagement & Information Disclosure	Relevant to all activities. Continuous engagement with beneficiaries and stakeholders on planning, design, construction, and operation requires accessible, inclusive GRMs.	Beyond EIA public hearings/RTI, law does not require ongoing, inclusive engagement or multi-tier GRMs; SEP and project GRMs (community and worker-level) fill the gap with structured disclosure, outreach, and feedback.

4 Environmental and Social Overview

4.1 Physical and Ecological Landscape

J&K is largely mountainous, with distinct zones from the low alluvial plains and Shivalik hills in the southwest, through the forested Pir Panjal Range, to the high Himalayas in the northeast. Elevations shape varied climates: subtropical in Jammu's plains and temperate-alpine in the Kashmir Valley and higher areas. Annual precipitation ranges from over 1,100 mm in parts of Jammu to under 100 mm in high-altitude deserts; the Valley gets both spring rain and winter snow. The region is highly seismically active and disaster-prone, facing frequent tremors, major earthquakes, floods, landslides, avalanches, and cloudbursts.

Geology and Soils: The geology of J&K is relatively young and unstable due to its location within the active Himalayan orogeny. The Shivalik hills are composed of sedimentary rocks and alluvial fans, resulting in sandy-loamy soils in the foothills. Valleys typically contain clay, silt, and organic sediments, while thin brown forest soils and rocky sub-alpine soils are found across the mountains. Steep slopes, erodible soils, and periods of intense rainfall or snowmelt contribute to ongoing concerns about soil erosion and slope instability in multiple watersheds. The government's climate action plan has identified the need for careful catchment management on these slopes to mitigate landslide risk.

Hydrology and Water Resources: J&K is drained by several major Himalayan rivers. The Jhelum River flows through the Kashmir Valley, supplied by lakes and snow-fed streams. The Jammu region includes the Chenab, Tawi, and Ravi rivers, all originating in the Greater Himalayas. These rivers and their tributaries are important for irrigation, drinking water, and hydropower. J&K also contains numerous lakes and wetlands that offer various ecosystem services.

Forest Types and Ecosystems: The region's elevation gradient produces a range of forest types, from subtropical woodlands to alpine tundra. Up to approximately 900 m elevation above mean sea level, there are dry deciduous and scrub forests with species such as acacia and thorny bushes. Elevations between about 1,000–2,000 m are characterized by subtropical pine forests, dominated by chir pine. Mid-altitude ranges (1,500–3,300 m) support Himalayan moist temperate forests featuring conifers (deodar cedar, blue pine, fir, spruce) and broadleaf species like oak, maple, and birch at higher elevations. Near the treeline and above (3,300–3,800 m), vegetation shifts to sub-alpine scrub (rhododendron, juniper) and alpine grasslands/meadows. Forest area constitutes 47.81% of the geographical area of UT of J&K. The district-wise forest cover is tabulated in Table 4.1.

Table 4:1 District-wise Forest Area

#	District	Geographical Area (km ²)	Forest Area (km ²)	% of Forest Area to Geographical Area
1	Anantnag	3984	2068	51.91
2	Pulwama	1398	810	57.94
3	Srinagar	2228	380	17.06
4	Budgam	1371	477	34.79
5	Baramulla	4588	2690	58.63
6	Kupwara	2379	1703	71.58
7	Jammu	3097	959	30.97
8	Udhampur	4550	2343	51.49
9	Kathua	2651	991	37.38
10	Doda	11691	5555	47.52

11	Rajouri	2630	1267	48.17
12	Poonch	1674	951	56.81
Total	Total	42241	20194	47.81

Biodiversity: J&K is estimated to host around 3,560 plant species, influenced by its position at the intersection of the Himalayan and trans-Himalayan biomes. The diversity of vertebrate animals is also high, with over 570 recorded species, including 73 mammals and 358 birds; some species are endemic or endangered. High mountain areas provide habitat for wildlife such as the Kashmir stag (Hangul), Himalayan black and brown bears, snow leopard, musk deer, markhor, and bird species, including the Western Tragopan and Himalayan Monal. Many of these species are rare and legally protected. The government has designated 20% of J&K's area as part of a Protected Area network, which includes 4 National Parks, 14 Wildlife Sanctuaries, 30 Conservation Areas and 4 RAMSAR sites. Details of these protected areas are given in Table 4.2. The list of endangered flora and fauna in J&K are given in Table 4.3

Natural Hazards and Climate Change: J&K's terrain and climate contribute to exposure to various natural hazards. The area is located in seismic Zones IV and V, making earthquakes a persistent risk. Flooding can occur during spring snowmelt and following intense monsoon cloudbursts, leading to rapid increases in river flow. Landslides and mudflows frequently disrupt transport corridors such as the Jammu–Srinagar highway, with geological characteristics and deforestation contributing to slope failures. Climate change is associated with increased glacial retreat, changes in precipitation patterns, and more frequent extreme weather events, potentially increasing the occurrence of flash floods.

Table 4:2 Protected Areas of J&K

#	Name of the Protected Area	District	Division
1	Salim Ali (City Forest National Park)	Srinagar	Central
2	Dachigam National Park	Srinagar/ Pulwama	Central
3	Kazinag National Park	Baramulla	North
4	Kishtwar National Park	Kishtwar	Kishtwar
5	Overa-Aru Wildlife Sanctuary	Anantnag	South
6	Rajparian (Daksum) Wildlife Sanctuary	Anantnag	South
7	Gulmarg Wildlife Sanctuary	Baramulla	North
8	Limber Wildlife Sanctuary	Baramulla	North
9	Lachipora Wildlife Sanctuary	Baramulla	North
10	Hirpora Wildlife Sanctuary	Shopian	Shopian
11	Thajwas (Baltal) Wildlife Sanctuary	Ganderbal	Central
12	Tral Wildlife Sanctuary	Pulwama	Shopian
13	Ramnagar Wildlife Sanctuary	Jammu	Jammu
14	Nandni Wildlife Sanctuary	Jammu	Jammu
15	Surinsar-Mansar Wildlife Sanctuary	Udhampur/ Samba/ Jammu	Kathua
16	Jasrota Wildlife Sanctuary	Kathua	Kathua
17	Tata Kutti Wildlife Sanctuary	Poonch	Rajouri
18	Bani Wildlife Sanctuary	Kathua	Kathua
19	Achhabal Conservation Reserve	Anantnag	South
20	Khrew Conservation Reserve	Pulwama	Central
21	Khonmoh Conservation Reserve	Pulwama	Central
22	Brain Nishat Conservation Reserve	Srinagar	Central
23	Khimber-Dara-Sharazbal Conservation Reserve	Srinagar	Central

#	Name of the Protected Area	District	Division
24	Wangat Conservation Reserve	Ganderbal	Central
25	Ajas Conservation Reserve	Bandipora	North
26	Naganari Conservation Reserve	Baramulla	North
27	Sudhmahadev Conservation Reserve	Udhampur	Jammu
28	Jawahar Tunnel Conservation Reserve	Ramban	Kishtwar
29	Thein Conservation Reserve	Kathua	Kathua
30	Bahu Conservation Reserve	Jammu	Jammu
31	Sheshara Conservation Reserve	Rajouri	Rajouri
32	Kheri Conservation Reserve	Poonch	Rajouri
33	Kulian Conservation Reserve	Poonch	Rajouri
34	Gambir Mughlan Goral Conservation Reserve	Rajouri & Poonch	Rajouri
35	Hokera (Ramsar Site) Wetland Reserve	Srinagar/ Budgam	Wetland Kmr
36	Mirgund Wetland Reserve	Baramulla	Wetland Kmr
37	Hygam Wetland Reserve	Baramulla	Wetland Kmr
38	Shallabugh Wetland Reserve	Ganderbal	Wetland Kmr
39	Malgam Wetland Reserve	Bandipora	Wetland Kmr
40	Chatlam Wetland Reserve	Pulwama	Wetland Kmr
41	Manibugh Wetland Reserve	Pulwama	Wetland Kmr
42	Kranchoo Wetland Reserve	Pulwama	Wetland Kmr
43	Freshkori Wetland Reserve	Pulwama	Wetland Kmr
44	Gharana Wetland Reserve	Jammu	Jammu
45	Pargwal Wetland Reserve	Jammu	Jammu
46	Kukarian Wetland Reserve	Jammu	Jammu
47	Nanga Wetland Reserve	Samba	Jammu
48	Sangral-Asa Chak Wetland Reserve	Jammu	Jammu

Table 4:3 Endangered Fauna and Flora of J&K

Sl.N	Species Name	Scientific Name	IUCN Threat Status
FAUNA			
1	Kashmir Hangul	<i>Cervus elephus hanglu</i>	Critically Endangered
2	Musk Deer	<i>Moschus moschiferus</i>	Endangered
3	Markhor	<i>Capra falconeri</i>	Critically Endangered
4	Pallas's Cat	<i>Otocolobus manul</i>	Endangered
5	Wild dog	<i>Cuon alpinus</i>	Endangered
6	Western Tragopan	<i>Tragopan melanocephalus</i>	Endangered
7	Snow Leopard	<i>Panthera uncia</i>	Endangered
8	Common Leopard	<i>Panthera pardus</i>	Endangered
9	Brown Bear	<i>Ursus arctos</i>	Endangered
10	Ibex	<i>Capra ibex</i>	Endangered
11	Himalayan Tahr	<i>Hemitragus jemlahicus</i>	Endangered
12	Serow	<i>Capricornis</i>	Endangered
13	Golden Eagle	<i>Aquila chrysaetos</i>	Endangered
14	Cheer Pheasant	<i>Catreus wallichii</i>	Endangered

Sl.N	Species Name	Scientific Name	IUCN Threat Status
15	Asiatic black bear	<i>Ursus thibetanus</i>	Vulnerable
16	Black-necked crane	<i>Grus nigricollis</i>	Critically Endangered
17	Urial	<i>Ovis orientalis</i>	Vulnerable
FLORA			
1	Kuth	<i>Saussurea costus</i>	Critically Endangered
2	Patees/ Ban-bal-nag	<i>Aconitum chasmanthum</i>	Critically Endangered
3	Metha patees/Mohra	<i>Aconitum deinorrhizum</i>	Critically Endangered
4	Sumbal-e-biabani	<i>Eremostachys superba</i>	Critically Endangered
5	Neel Kanthi, Kuru	<i>Gentiana kurroo</i>	Critically Endangered
6	Lilium	<i>Lilium polyphyllum</i>	Critically Endangered
7	Salam panja	<i>Dactylorhiza hatagirea</i>	Critically Endangered
8	Gul-e-Neelam	<i>Meconopsis latifolia</i>	Endangered
9	Kutki	<i>Picrorhiza kurroa</i>	Endangered
10	Atees	<i>Aconitum heterophyllum</i>	Endangered
11	Patrees/Mohra	<i>Aconitum kasmiricum</i>	Endangered
12	Tilla, Telia kachnag	<i>Aconitum violaceum</i>	Endangered
13	Gajar-moola	<i>Eremostachys superba</i>	Endangered
14	Decorated Gentian	<i>Gentiana ornata</i>	Endangered
15	Kadu	<i>Gentiana kurroo</i>	Endangered
16	Kashmir Hare's Ear	<i>Lagotis cashmeriana</i>	Endangered
17	Gul-e-Nilam, Queen of Himalaya	<i>Meconopsis aculeate</i>	Endangered
18	Kuth, Postkhai	<i>Saussurea costus</i>	Endangered
19	Snow Lotus	<i>Saussurea medusa</i>	Endangered
20	Jogi Padshah	<i>Saussurea simpsoniana</i>	Endangered
21	Shinshar	<i>Sophora moorcroftiana</i>	Endangered
22	Ban Kakri, Papra	<i>Podophyllum hexandrum</i>	Endangered
23	Salam Panja	<i>Dactylorhiza hatagirea</i>	Endangered
24	Kutki	<i>Picrorrhiza kurroa</i>	Endangered
25	Bhojpatra	<i>Betulautilis</i>	Endangered
26	Barmi	<i>Taxus wallichiana</i>	Endangered

4.2 Socio-Economic and Demographic Profile

The Union Territory of Jammu and Kashmir is a multi-lingual, multi-religious and multi-racial geographical area having two divisions. These two regions have their own distinct and peculiar cultural ethos, further deepened by geographical divisions created by formidable mountain ranges. Jammu and Kashmir now has a total area of 42,241 square kilometres. Administratively, the entire Union Territory comprises 20 districts, 207 tehsils, 285 community development blocks, 4,291 panchayats, 6,832 revenue villages, and 118 towns.

Jammu region comprises the plains, hills and mountains south and west of the Pir Panjal range that separates Kashmir Valley from Jammu. Jammu region comprises the districts of Kathua, Samba, Jammu, Ramban Kishtwar, Reasi, Udhampur, Doda, Rajouri and Poonch and is famous for rice varieties, honey, garlic and a variety of herbs.

The Kashmir Valley is a significant part of the Union Territory. The Valley is an ancient lake basin 140 km. long and 32 km. wide. The average elevation of the Valley is 5,300 feet above sea level. The tall mountains that surround the Valley, rising up to 16,000 feet, ensure that the weather here is pleasant for most part of the year. It comprises Anantnag, Bandipora, Baramulla, Budgam, Ganderbal, Kulgam, Kupwara, Pulwama, Shopian, and Srinagar. Its rich alluvial soil, well drained by rivers and streams, yields rice, saffron, vegetables and a variety of fruits.

Population

According to the 2011 Census, the total population

is approximately 1.25 crore, while the present Union Territory accounted for 1.22 crore persons. Of this, males constituted 52.85 percent (64.84 lakh), while females made up 47.15 percent (57.83 lakh), giving the region a sex ratio of 889 females per 1,000 males. The rural population of Jammu and Kashmir accounted for nearly three-fourths of the total (72.52 percent), while the urban population represented 27.48 percent. Between 2001 and 2011, the decadal population growth rate was recorded at 23.82 percent. The approximate total households as per the census 2011 data were 1,976,099, in which occupied residential houses in rural and urban areas are 1,394,654 and 487,536 respectively. The average approximate HH size is 6.5 with 6.4 and 6.9 in rural and urban areas respectively. The population density being 124 persons per square kilometers. District wise population and density of population given below in Table 4.4.

Table 4:4 District wise population and Density of population

District	Area (Sq. Km)	Population (2011) ²	Density (Persons/Sq. Km)
Anantnag	3574	1078692	302
Kulgam	410	424483	1035
Pulwama	1086	560440	516
Shopian	312	266215	853
Srinagar	1979	1236829	625

² Source: J&K Digest of Statistics 2023-24, Census 2011

Ganderbal	259	297446	1148
Budgam	1361	753745	554
Baramulla	4243	1008039	238
Bandipore	345	392232	1137
Kupwara	2379	870354	366
Jammu	2342	1529958	653
Samba	904	318898	353
Udhampur	2637	554985	210
Reasi	1719	314667	183
Kathua	2502	616435	246
Doda	8912	409936	46
Kishtwar	1644	230696	140
Ramban	1329	283713	213
Rajouri	2630	642415	244
Poonch	1674	476835	285

The Scheduled Caste (SC) population comprised approximately 7 percent of the total population, while the Scheduled Tribe (ST) population accounted for 10 percent. District wise population of Scheduled caste and Scheduled Tribes are given below in Table 4.5.

Table 4:5 District wise Rural- Urban Scheduled Caste population in J&K

District	Rural Persons	Urban Persons	Total Persons	Total Male	Total Female	SC % of District Population ³
Anantnag	1,383	443	1,826	1,811	15	0.17
Kulgam	18	3	21	11	10	0.005
Pulwama	52	350	402	397	5	0.07
Shopian	5	38	43	43	-	0.02
Srinagar	-	1068	1,068	995	73	0.09
Ganderbal	85	32	117	105	12	0.04
Budgam	86	282	368	343	25	0.05
Baramulla	323	1153	1,476	1,451	25	0.15
Bandipora	105	287	392	375	17	0.10
Kupwara	872	176	1,048	1046	2	0.12
Jammu	268,098	109,893	377,991	197,610	180,381	24.71
Samba	78,034	13,801	91,835	47,920	43,915	28.8
Udhampur	122,742	15,827	138,569	72,093	66,476	24.97
Reasi	33,232	4,525	37,757	19,657	18,100	12.0
Kathua	119,693	21,531	141,224	74,644	66,580	22.91

³ Source: Digest of Statistics 2023-24, Census 2011 (Data is of J&K State before reorganization)

Doda	52,339	1069	53,408	27,209	26,199	13.03
Kishtwar	14,020	287	14,307	7,322	6,985	6.2
Ramban	13,402	518	13,920	7,168	6,752	4.91
Rajouri	46,141	2,016	48,157	25,170	22,987	7.5
Poonch	278	278	556	406	150	0.12

DRAFT

Livelihoods

The economy of J&K is predominantly agriculture dependent and nearly 2/3rd of the population is directly or indirectly engaged in agricultural and allied occupations which are based on small holdings. This makes agriculture the backbone of the rural economy, with farming and related occupations shaping the socio-economic life of majority households. In terms of contribution to employment, agriculture and allied sectors provide opportunities across farming, horticulture, livestock, forestry, and related activities. The Economic Survey 2024 further underlines that while the share of agriculture in Gross State Value Added (GSVA) has been declining in relative terms due to the growth of other sectors, its importance in livelihood generation remains unmatched.

Agriculture employs an estimated 3.5 million individuals (including growers, pickers, packers, and traders—almost one-quarter of the population) and contributes about 8–10% to J&K's Gross Domestic Product. Extensive apple orchards alongside walnut and almond groves provide seasonal employment and support export earnings. In Jammu, lower elevations support grain, vegetable, and Basmati rice - cultivation, while upland areas primarily produce maize and millet. Livestock rearing is fundamental across both divisions, with nearly every rural household engaged in some form of animal husbandry. This also constitutes the main occupation for the UT's significant nomadic pastoral population.

The total production (in quintals) of different food-grains, other food, and non-food crops during 2023-24 shows that it is highest for wheat (6502 qtls), followed by rice (6413 qtls) and maize (5883 qtls). Other food/non-food crops contribute significantly with 1316 qtls, vegetables (520 qtls), other cereals (155 qtls), and pulses (115 qtls) show lower production levels.⁴

Tourism

Tourism is the mainstay of the economy of J&K, with the sector contributing significantly to income generation through multiple avenues such as hotels, houseboats, restaurants, transport services, handicrafts, and trade. The two regions of the Union Territory –Jammu and Kashmir have their unique potential for eco-tourism, adventure tourism, spiritual as well as pilgrimage tourism.

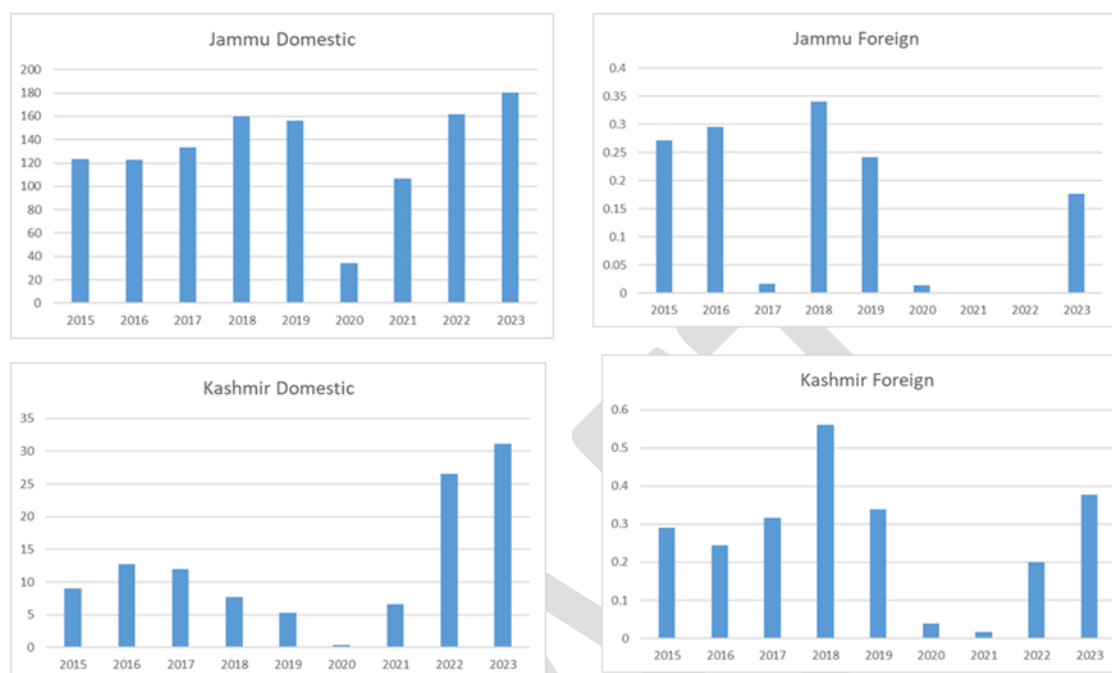
It is estimated that around half of J&K's population derives income directly or indirectly from tourism-related activities—these include hospitality (hotels, guesthouses), transportation (taxis, shikaras, pony treks), tour guiding, and the handicrafts sector, which caters substantially to tourists. Tourism contributes approximately 7% to GDP and is experiencing growth. In 2022–23, J&K achieved record tourism numbers, with over 18 million tourist arrivals in 2022 and 21 million in 2023 (including pilgrims). This surge has positively impacted local economies in destination areas—stimulating demand across accommodation, transportation, and local products. Beyond tourism, the public sector is a significant employer, particularly in urban centres. The service sector also includes banking, education, and healthcare, all of which have expanded into district towns.

The following figures from Department of Tourism provides details of tourist inflows for the period 2015 to 2023 (in lakhs).⁵

⁴ Source: J&K Digest of Statistics 2023-24

⁵ Source: J&K Digest of Statistics: 2023-24

Table 4:6 General Tourism (Domestic and Foreign)



Tourism Facilitation and Development Centres- Most tourism destinations in J&K have Facilitation and Development Centres at select locations which play a series of functions: reception for tourists, information dissemination, visitor guidance, data on tourist footfall, lodging services or other services like Cafeteria, Health Club, Adventure activities, Amenities (toilets, rest sheds, parking facilities), coordination with departments etc and this is managed by 8 to 10 staff deployed there by the department.

Traditional handicrafts and artisanal trades represent a vital segment of both livelihoods and cultural heritage. Kashmiri artisans have a longstanding reputation for producing distinguished pashmina shawls, hand-knotted carpets, papier-mâché crafts, wood carvings, and silk products, often within family-run cottage industries. The handicrafts sector provides employment to tens of thousands, including many women working from home, and makes a meaningful contribution to export revenues. These crafts are not solely economic activities, but also play an important role in preserving cultural traditions and expertise, passed down through generations.

Handicrafts and handlooms are vital to J&K's economy, providing significant employment to around 4.22 lakh artisans. The sector includes renowned products like Pashmina Shawls, Kashmiri Carpets, and various woodcrafts. The government focuses on skill development through its 634 training centers. A unique QR Code-based certification system has been established which ensures authenticity of these crafts. Many crafts have received GI tags, and more are in the pipeline. The Government supports cooperatives and artisans with financial assistance, credit schemes, skilling and efforts to promote other lost crafts. Exports have rebounded post-COVID, with total handicraft exports

reaching ₹1,162.29 crore in 2023-24, doubling from 2021-22. The details of handloom and handicraft of societies⁶ can be seen from table no 4.8 given below.

Table 4:7 Handicraft Industrial and Handloom Co-operative Societies

Year	No. of Societies	Membership (Lakh Nos.)	Production (Rs. in Lakhs)	Sales (Rs. in Lakhs)
2013-14	3528	0.3	na	9107.21
2014-15	3669	0.3	na	772.26
2015-16	3789	0.36	2941.52	2261.53
2016-17	1616	0.28	1521.56	1141.82
2017-18	2920	0.41	6156.38	3884.5
2018-19	1854	0.307	3308.28	2729.4
2019-20	3149	0.25	2530.87	2141.29
2020-21	3780	0.244	2801.808	1578.98
2021-22	2574	0.2	1616.09	1125.56
2022-23	2582	0.194	1240.98	1067.5
2023-24	2359	0.18	1589.94	1357.02

Poverty and Access to Services:

As per 2011-2012 (Tendulkar Methodology) poverty estimates by Planning Commission based on NSS 68th round survey released on 20th June 2013, in Jammu and Kashmir, percentage of people living below poverty line was 10.35 % or about 13.27 lakh persons.

Access to essential services is inconsistent across the region's rugged landscape. While road connectivity has seen improvement (with initiatives like the PMGSY rural roads scheme), many villages, especially those at higher altitudes, continue to lack all-weather road access and may be isolated during winter or adverse weather events. Electricity coverage reaches most villages in principle; however, supply remains unreliable in remote areas, prompting the adoption of off-grid solar solutions in nomadic settlements.

Drinking water sources include springs and streams in hill regions (which may dry up in summer) and piped supply schemes in lowland areas, with ongoing efforts under the Jal Jeevan Mission to provide universal tap water access. Healthcare infrastructure is uneven: every district is equipped with a hospital, but many smaller settlements lack fully functional clinics, requiring residents of remote areas to travel significant distances for medical care. Similarly, educational infrastructure in remote locations is challenged by single-teacher primary schools, irregular attendance due to seasonal migration and security issues, and the concentration of secondary and tertiary institutions in urban centres, contributing to lower enrolment rates for rural youth. Disparities also exist in digital connectivity; expanding 4G coverage is helping to bridge this gap.

⁶ Source: J&K Digest of Statistics: 2023-24

Occupational Profile and Labour Force Participation

The total workforce of Jammu and Kashmir is 34.47 percent of its population or about 43.23 lakh workers, including both main and marginal categories. Out of this, 31.94 lakh were main workers (employed for six months or more in a year) and 11.28 lakh were marginal (employed for less than six months). As per Census 2011 about 12.45 lakh persons or 28.8% of the total workforce was engaged as cultivators, 5.48 lakh workers (12.7%) were classified as agricultural labourers, 1.73 lakh workers (4%) were engaged in household industries like handicrafts, handlooms, or small-scale artisanal production and nearly 23.57 lakh persons (54.5%)- were engaged in “other works” including government services, trade, construction, transport, education, and other services.⁷

Education

Enrolment in Jammu and Kashmir show gradual improvement, with widening access to education across different social groups. Gender parity has progressed significantly. For Scheduled Castes and Scheduled Tribes, increased enrolment has created opportunities for social mobility and better livelihood prospects. At primary level the GER is very high at 114.20 for all social groups, showing high participation. Notably, the Scheduled Caste (SC) category has the highest GER of 136.70, and the Scheduled Tribe (ST) category has the highest overall GER at 139.50. At elementary level (1-8), it is 97.70, whereas it sharply declines to 65.40 for secondary (9-10) and 42.80 for higher secondary (11-12). The Gender Parity Index (GPI) of GER shows a positive trend, with all levels achieving a GPI of 1.00 or higher. This indicates that gender parity has been successfully achieved, with girls showing equal or slightly higher enrolment rates than boys across all stages. The detailed information on GER and GPI can be seen in the table given below in table no. 4.12.

Table 4:8 Enrolment trends and gender parity (2023-2024)

Category	Gross Enrolment Ratio									Net Enrolment Ratio		
	Scheduled Caste			Scheduled Tribe			All Social Group					
	Boys	Girls	Total	Boys	Girls	Total	Boys	Girls	Total	Boys	Girls	Total
Primary	135	138.	136.	142.	136.	139.	114.	114.	114.	97.	97.	97.5
Upper Primary	93.8	95.3	94.5	84.2	86.6	85.3	75.6	75.8	77.0	51.5	53.5	52.4
Elementary	115.8	118.6	117.1	117.0	115.6	116.3	96.70	98.80	97.70	87.8	89.9	88
Secondary	77.8	79.1	78.4	65.4	62.3	64.0	64.7	66.3	65.4	34.	34.	34.4
Higher Secondary	34.8	41.	38.0	32.1	28.8	30.6	41.6	44.1	42.8	21.2	22.2	21.7

⁷ Source: Digest of Statistics 2023-24

The table no 4.13 given below shows the literacy status, enrolment trends and gender parity of ST population (2023-2024).⁸

Table 4:9 Literacy Rate of ST Population

S.No.	District	Literate			Literacy Rate		
		Persons	Males	Females	Persons	Males	Females
1	Anantnag	29293	18825	10468	34.07	41.88	25.52
2	Kulgam	5595	3538	2057	27.90	33.60	21.60
3	Pulwama	5242	3463	1779	31.78	40.17	22.60
4	Shopian	6169	3877	2292	36.38	44.00	28.13
5	Srinagar	3483	2347	1136	45.80	54.37	34.56
6	Ganderbal	20771	13560	7211	43.58	53.41	32.37
7	Budgam	7349	4515	2834	41.40	48.65	33.45
8	Baramulla	12926	9043	3883	43.74	56.50	28.66
9	Bandipora	31011	19505	11506	52.29	62.94	40.64
10	Kupwara	22703	14586	8117	43.82	53.45	33.10
11	Jammu	33121	20200	12921	57.63	67.03	47.27
12	Samba	8506	5153	3353	58.01	67.45	47.74
13	Udhampur	20030	13166	6864	44.27	56.50	31.28
14	Reasi	27584	17807	9777	39.44	48.37	29.52
15	Doda	14171	9459	4712	46.40	59.49	32.18
16	Kishtwar	8658	5849	2809	29.00	37.32	19.81
17	Ramban	11042	7385	3657	35.38	44.80	24.83
18	Kathua	19705	12818	6887	45.57	57.10	33.12
19	Rajouri	98060	61109	36951	52.87	63.45	41.44
20	Poonch	84323	51653	32670	59.95	72.15	47.31

Social Welfare measures

Welfare measures for under-privileged and vulnerable sections in J&K include protection of vulnerable groups such as children, women, elderly, persons with disabilities (PwDs), and marginalized

⁸ Source: J&K Digest of Statistics 2023-24

communities. Schemes operative for social welfare include a) National Social Assistance Programme (NSAP) and Integrated Social Security Scheme (ISSS) that cover 9,09,072 beneficiaries including old aged, widows, and PwDs. through monthly pensions, b) nutritional and reproductive health scheme covering infant and pregnant/ nursing mothers, incentives for pregnant women for improved maternal and child health outcomes., c) prosthetic, assistive aids and special vehicles for PwDs and d) Women’s welfare through Mission Shakti, under which One Stop Centers (OSCs) have been established in all districts of J&K for providing counselling, police assistance, and legal aid, and has so far benefitted 11,782 women, including shelter to 954 women pending reconciliation. Other schemes targeting women’s welfare include women’s empowerment hubs to promote improved skills, credit and economic empowerment, working women’s hostels at urban centres, financial incentives for adolescent girls and married women, apart from **women’s helpline** (181), child-helpline (1098) to provide response and support.

Tribal and Nomadic Groups

The tribal communities of Jammu and Kashmir embody a rich tapestry of cultural practices, economic strategies, and adaptive lifestyles shaped by the rugged Himalayan environment. Central among them are the Gujjar, Bakarwal, and Chopan, whose lives reflect a constant negotiation between mobility and settlement, exclusion and integration. Other prominent tribal groups include the Gaddi and Sippi tribes, concentrated in the southern districts.

J&K is inhabited by several indigenous tribal communities, with Scheduled Tribes comprising approximately 12 percent of the population (about 1.4 million people as of 2011). The highest ST population shares were recorded in Poonch (36.93%), Rajouri (36.24%), and Reasi (28.08%). The Kashmir Valley districts like Ganderbal (20.53%) and Bandipora (19.22%) also reported significant ST presence. In contrast, districts such as Srinagar (0.72%), Pulwama (4.03%), and Budgam (3.17%) had relatively small ST proportions. Overall, ST populations in Jammu & Kashmir is largely rural, with urban shares being comparatively small.

Each year, many pastoral tribal families practice transhumance, migrating from Jammu’s lowland forests and plains to alpine meadows in Kashmir and the Pir Panjal during April-May, and returning in October. These migrations follow established routes through forested valleys and highlands, and are an integral part of these communities’ livelihoods and cultural practices. The total Scheduled Tribe population of J&K is given below in table 4.14.

Table 4:10 Scheduled Tribe Population

District	Rural Persons	Urban Persons	Total Persons	Total Male	Total Female	ST % of District Population ⁹
Anantnag	113,575	2,431	116,006	60,990	55,016	10.75
Kulgam	25,802	723	26525	13,888	12,637	6.25
Pulwama	22,189	418	22,607	11,837	10,770	4.03
Shopian	21,798	22	21,820	11,311	10,509	8.2

⁹ Digest of Statistics 2023-24, Census 2011

Srinagar	3,104	5,831	8,935	5,021	3,914	0.72
Ganderbal	60,275	795	61,070	32,554	28,516	20.53
Budgam	23,293	619	23,912	12,383	11,529	3.17
Baramulla	36,169	1,536	37,705	20,237	17,468	3.74
Bandipora	74,515	859	75,374	39,398	35,976	19.22
Kupwara	68,491	1,861	70,352	36,913	33,439	8.08
Leh	73,789	22,068	95,857	47,543	48,314	71.81
Kargil	110,840	11,496	122,336	62,652	59,684	86.89
Jammu	47,138	22,055	69,193	36,323	32,870	4.52
Samba	16,636	937	17,573	9,188	8,385	5.51
Udhampur	53,636	2,673	56,309	29,142	27,167	10.15
Reasi	86,608	1,757	88,365	46,330	42,035	28.08
Kathua	52,019	1,288	53,307	27,693	25,614	8.65
Doda	38,601	615	39,216	20,377	18,839	9.57
Kishtwar	38,069	80	38,149	19,889	18,260	16.54
Ramban	39,583	189	39,772	20,940	18,832	14.02
Rajouri	229,692	3,123	232,815	121,374	111,441	36.24
Poonch	171,011	5,090	176,101	90,274	85,827	36.93
J&K Total	1406,833	86,466	1493,299	776,257	71,7042	11.91

Livelihoods and Use of Natural Resources: Tribal communities in J&K are closely connected to local forests and pastures, with primary livelihood being livestock grazing, moving herds seasonally to utilize available grazing and adapt to climatic conditions. Higher elevation meadows serve as summer pastures for Bakarwals camps from June to September, while winter is spent mainly in the Siwalik hills and Jammu plains, where traditional winter grazing rights may exist on reserved or common lands. Many in these groups have limited land ownership and depend on common land and forest resources for subsistence. However, this pattern is changing. The 2022 (Tribal Research Institute) TRI study identifies multiple livelihood engagements among them - daily wage, agricultural labourer, smallholders, small-scale traders, milk sellers and producers, livestock rearing and those engaged in handicrafts and handloom.

Cultural Heritage and Practices

J&K is known for its rich cultural heritage, shaped by its history and unique landscape. The region features archaeological sites, historic architecture, sacred landscapes, traditional arts, crafts, music, and oral traditions. Many natural sites—mountains, lakes, springs, and forests—are considered sacred or linked to local legends. Notable monuments include historic temples, medieval forts, old mosques, and Mughal gardens. Kashmir's handicrafts, such as Pashmina and Kani shawl weaving, Persian knot carpets, papier-mâché painting, wood carving, and various embroidery styles, are central to its culture. These crafts often incorporate symbols like the chinar leaf and lotus, reflecting a deep respect for nature. However, these traditions face challenges from mass production and evolving tastes.

5 Potential Environmental and Social Risk Impacts and Standard Mitigation Measures

5.1 Mainstreaming E&S Considerations in the Project Planning and Design

For Avoidance of E&S Risks and Impacts

E&S considerations will be mainstreamed across subproject identification, upstream studies, site selection, concept development, preliminary/detailed design, and procurement. Effective integration of E&S considerations during the early stages of subproject planning and design plays a critical role in avoiding or minimizing potential adverse impacts. For the Project, design-stage decisions will be guided by the principles of avoidance, minimization, and mitigation, in line with the World Bank ESF, ESSs, and Good International Industry Practice (GIIP), including the World Bank Group Environmental, Health and Safety Guidelines (EHSGs).

The following measures and good practices will be systematically applied at the concept and design stages of subprojects, including civil works, infrastructure upgrades, and tourism facility development:

A. Planning and Upstream Study Requirements (apply before sites and designs are fixed)

- **Strategic Environmental and Social Assessment (SESA):** The project will conduct the SESA to systematically identify and evaluate potential environmental and social risks, opportunities, and cumulative impacts of the tourism plans/strategies in compliance with the World Bank ESF. The ToR for the SESA is given in Annex 5. In accordance with this ToR:
 - Prepare a SESA along with the proposed tourism strategy framework studies for tourism circuit design and identification of downstream investments at destination level.
 - Use SESA inputs and tier-based zoning from destination strategy to steer “go/no-go” choices, carrying capacity limits, and compatible uses.
 - Integrate climate and disaster risk screening (flood, landslide, snow/ice) into early design briefs and technical criteria.
- **Early and Inclusive Stakeholder Engagement**
 - Engage communities, affected persons, local governments, private operators/MSMEs, women/youth groups, and vulnerable users early—before finalizing subproject designs or policy frameworks.
 - Use pre-design consultations to surface concerns (resettlement fears, ecological sensitivities, access issues, cultural practices, livelihood disruptions) and to co-create siting options, operating windows, and benefit-sharing.
 - Record feedback and show how it informed alternatives, layouts, carrying capacity, and mitigation; keep channels open throughout design.
- **Activities in Protected Areas (PAs)**

- Finance activities that are only permitted in approved PA/eco-tourism/management plans and in law.
- Do not cause new or stricter access restrictions for communities, customary users, or visitors.
- Provide only non-coercive support (e.g., training, signage, communications, non-invasive monitoring); no weapons, ammunition, or coercive equipment.
- Require detailed E&S and season-based work windows.
- **Alternatives Analysis**
 - In every feasibility study or design assignment (roads/trails, visitor facilities, corridors, accommodation upgrades, digital systems), compare multiple alternatives for route, technology, capacity, materials, and location.
 - Use clear multi-criteria that prioritize risk avoidance (environmental sensitivity, social acceptance, constructability, lifecycle cost/O&M, climate/disaster resilience).
 - Justify the preferred option in writing, noting the avoided impacts and how remaining risks will be minimized by design.
- **ESF Requirements in Feasibility Studies and ToRs**
 - Ensure all upstream studies explicitly apply the World Bank ESF/ESS requirements and reference relevant WBG EHS Guidelines and GIIP; integrate climate-resilient and nature-based solutions where feasible.
 - Draft Terms of Reference (ToRs) that: (i) specify ESF deliverables (screening, alternatives analysis, E&S inputs to designs), (ii) require stakeholder engagement, and (iii) include climate/disaster risk screening and resource efficiency.
 - Submit ToRs to the World Bank for no-objection prior to procurement. Final reports must comply with the cleared ToRs; IAs should check deliverables against ToR/ESF requirements before acceptance.

B. Site Selection and Land Use (avoidance by siting)

- Prefer brownfield/disturbed land over greenfield; maintain statutory/setback buffers from wetlands, streams, steep slopes, protected areas, parks, and heritage assets.
- Verify land tenure and customary uses early; avoid areas with unresolved claims or likely access restrictions.
- Map hazards (flood paths, landslide/rockfall, avalanche, erosion) and maintain safe set-backs, evacuation routes, and high-ground refuges.

C. Preliminary and Detailed Design (risk reduction by design)

- **Nature-Based/Ecotourism Features**
 - Co-plan trails, viewpoints, boardwalks, and eco-huts with Forest/Wildlife Departments using official GIS layers and trail inventories.

- Set construction/operating windows that avoid monsoon/landslide periods and sensitive wildlife seasons; designate “silent zones”; specify down-cast/shielded lighting and no-fuelwood policies (provide clean alternatives).
- **Inclusive and Gender-Responsive Design**
 - Ensure universal access (routes/ramps/handrails/tactile cues), family rooms, and safe, well-lit facilities; locate amenities to enhance safety and inclusion for women, children, the elderly, and persons with disabilities.
 - Co-design interpretation and small structures with local artisans/SHGs to reflect cultural identity and increase ownership.
- **Cultural Heritage and Faith Tourism**
 - Respect traditional aesthetics and material palettes; avoid vibrations/visual intrusions near shrines/monuments; plan pilgrim flow (queuing, shade, drinking water, sanitation).
 - Include chance finds procedures in all works; where required, prepare/implement a Cultural Heritage Management Plan.
- **Community Health, Safety, and Emergency Readiness**
 - Design pedestrian–vehicle separation, guardrails and edge protection at platforms/cliffs, wayfinding, emergency assembly points, and SAR (search-and-rescue) provisions for trails and water-based sites.
 - Provide first-aid posts, emergency communications, fire safety measures, potable water points, and safe night lighting that minimizes wildlife disturbance.
- **Climate Resilience and Resource Efficiency**
 - Design for freeze–thaw, snow load, wind, and high-rain events; elevate critical equipment; provide redundancy for power/water at shelters.
 - Specify water/energy-efficient fixtures, solar lighting/backup, and durable, low-maintenance materials.

D. Sector-Specific Design Considerations

- **Stormwater and Drainage**
 - Keep clean/dirty water separate; use swales, soakaways, and silt traps; design outlets to prevent erosion and flooding.
 - Use low-impact boardwalks/elevated paths in wetlands; avoid blocking natural drains; protect outfalls from scour.
- **Solid Waste and Zero-Litter Operations**
 - Provide back-of-house segregation (dry/wet/recyclables), covered storage, vermin control, and safe haul-out logistics.
 - Apply “carry-in/carry-out” for remote trails; place litter-free messaging and sorting cues at gateways; interface designs with MRF/composters where available.

- **Water Supply**
 - Confirm sustainable source yield and competing uses; integrate rainwater harvesting, storage, and demand management (low-flow fixtures).
 - Meet drinking-water standards; provide hygienic chemical storage/handling and backflow prevention.
 - Where feasible, site communal taps to benefit residents as well as visitors; coordinate with user committees/panchayats.
- **Sanitation and Wastewater**
 - Size systems for peak tourist loads; ensure effluents meet national discharge standards.
 - Avoid manual scavenging by providing proper vacuum trucks as needed.
 - Maintain setbacks from water bodies; line pits/tanks where necessary; consider biodigesters/package plants with clear O&M.
 - Install grease traps for food courts/markets; separate greywater where feasible.
- **Adventure and Water-Based Tourism (design-for-safety)**
 - Aerial/height-based (viewpoints, ziplines, paragliding): structural certification, edge protection, wind/visibility thresholds, rescue/first-responder plans, insurance requirements.
 - Trekking/mountain biking: graded trail classes, steps/switchbacks on steep slopes, erosion control, wayfinding, rest shelters.
 - Boating/rafting/lakesides: controlled launch/landing zones, personal flotation devices, qualified operators, hazard mapping, spill prevention, and no-motor/limited-wake zones where ecologically necessary.
- **Lakes, Wetlands, Riparian Buffers**
 - Maintain vegetated setbacks; prefer nature-based bank stabilization; site viewing decks with minimal footprint.
 - Prohibit discharges; route overland drains through sediment forebays; shield lighting to protect nocturnal fauna and birdlife.
 - Keep service corridors/emergency access above high-water marks; provide flood-safe egress.

E. Livelihoods, Local Participation, and Benefit-Sharing

- Prioritize local guides, homestays, food/handicrafts; pair infrastructure with capacity-building and market access.
- Publish transparent criteria for MSME grants/leases to prevent elite capture; maintain a dedicated MSME/beneficiary grievance channel linked to the Project GRM.

F. Regulatory Compliance and Clearances

- Identify all statutory approvals early (environmental clearance, forestland diversion).
- Sequence design and bidding timelines to accommodate statutory approvals

5.2 Subprojects' E&S Risks and Impacts

The key activities under Component 1 and potential E&S risks and impacts associated with its subprojects, and the proposed mitigation measures to address these risks and impacts are given in **Table 5.1**. Component 2's E&S risks and mitigation measures are given in **Table 5.2**.

Table 5.1 E&S Risks and Mitigation Measures for Component 1 Activities

Component 1 Activities	Potential E&S Risks and Impacts	Mitigation Measures (incl. Design Phase)
Tourism strategy, circuit design and destination planning and designing	Environmental: Inadequate integration of environmental carrying capacity; risk of development in sensitive or disaster-prone areas. Social: Exclusion of vulnerable groups; poor stakeholder engagement	- Incorporate a Strategic Environmental and Social Assessment approach in tourism development strategies and planning. - Avoid critical habitats per Exclusion List. - Ensure inclusive consultations and cultural heritage mapping. - Disaster risk-informed planning and infrastructure resilience.
Development of digital tourism MIS	Environmental: E-waste generation, energy use. Social: Risk of digital exclusion, data privacy and cybersecurity issues.	- Energy-efficient IT procurement. - Inclusive, multilingual platform design. - Robust data protection, encryption, and consent mechanisms.
Destination branding and digital marketing campaigns	Environmental: Risk of over-tourism, strain on resources. Social: Cultural misrepresentation, uneven distribution of benefits.	- Align campaigns with carrying capacity. - Promote respectful tourism. - Collaborate with communities on branding content.
Investment climate reform & PPP enabling policies.	Environmental: E&S safeguards may be bypassed under fast-track PPPs. Social: Risk of land conflicts, loss of community trust, and inequity.	- Screen the PPP activities and prepare appropriate E&S instruments. - Build the capacity of licensing agencies. - Transparent processes and stakeholder inclusion.
Support for SMEs, start-ups, and community enterprises	Environmental: Localized but cumulative pollution, resource use. Social: Risk of elite capture, unsafe working conditions, informality.	- E&S screening of SMEs subprojects. - Promote eco-friendly business practices. - Worker safety and security training and fair selection processes.
Public-Private Partnership (PPP)	Environmental: Construction impacts, resource use, sewage/waste issues.	- E&S screening, ESMPs, exclusion of high-risk PPPs.

Component 1 Activities	Potential E&S Risks and Impacts	Mitigation Measures (incl. Design Phase)
investments in tourism assets	Social: Land consent, job commitments, labor influx, security of workers- especially migrant workers at worksites and camps, community safety.	<p>- Heritage-sensitive design, community consultations.</p> <p>-Benefit-sharing and security arrangements and Codes of Conduct for workers.</p> <p>(The Project will assess and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard project workers, sites, assets, and activities, as set out in the ESMP.</p>

DRAFT

Table 5:2 E&S Risks and Mitigation Measures for Component 2 Activities

#	Component 2 Activities	Potential E&S Risks and Impacts	Mitigation Measures
1	<p>For all subprojects that involve Civil Works</p> <p>(construction of all type of activities specified in the following rows, including roads, water supply, drainage, waste management, wastewater systems treatment, power lines, buildings, etc.)</p>	<p>Environmental: Road works can cause dust emissions, noise, and vibration affecting nearby residents and wildlife. Earthworks may lead to soil erosion or sediment run-off into nearby water bodies, especially on hilly terrain, risking slope instability or turbidity in streams. OHS risks from construction.</p> <p>Social: dust and noise affecting local communities or tourists. Traffic disruptions and community safety risks: work sites on existing roads could increase accident risk or impede local access. Influx of laborers during construction and operation could increase pressure on local services and raise SEA/SH risks if not managed.</p>	<p>ESCOPs, ESMP and LMPs: Adopt and implement appropriate E&S instruments (Annexes 2 to 4 and Chapter 4) to address potential E&S risks and impacts from the proposed civil works activities.</p> <p>Apply standard construction site management: dust suppression by regular water sprinkling on earthworks and unpaved surfaces, covered hauling of materials, and noise control (daytime work hours, well-maintained equipment with mufflers). Implement soil erosion control measures – e.g. slope stabilization, silt fencing, trenching in sections – especially in hill roads to prevent landslides and protect water quality.</p> <p>OHS Measures: Implement OHS measures, such as the use of PPE (gloves, boots, masks), toolbox talks and first-aid stations.</p> <p>SEA/SH: Establish a Code of Conduct for workers and provide GBV/SEA training if non-local workers are housed on-site.</p>
2	<p>Street lighting upgrading;</p> <p>Examples of possible activities: Repairing of existing pillars; Replace old pillars with new ones; Installing new pillars where needed; Replacements of bulbs;</p>	<p>Environmental: Minor construction disturbances during pole replacement or trenching (for underground wiring) such as dust, noise, and soil disturbance. Risk of improper disposal of old poles and bulbs (especially if containing mercury).</p> <p>Social: working at height and electrical shock risks; temporary power outages; Temporary disruption to traffic during installation.</p>	<p>Use covered vehicles and proper storage for old poles. Dispose of old bulbs in line with hazardous waste rules. Use energy-efficient, low-mercury LED bulbs. Work during daytime or notify residents of night works. Ensure traffic safety with signs/barriers.</p>

#	Component 2 Activities	Potential E&S Risks and Impacts	Mitigation Measures
3	<p>Parks, playgrounds, and other public spaces improvements</p> <p>Examples of possible activities: Improvement of park and forestry management facilities (e.g. ticketing, parking, maintenance storages, access control barriers, waste bins, signage, etc.); Fence, safety barriers and securing of boundaries; Pedestrian paths and boardwalks, watchtowers; Boating piers and jetties; Tree planting and reforestation; and Emergency facilities and wild-fire control centers</p>	<p>Environmental: vegetation/soil disturbance; erosion/runoff to water bodies; piling/jetty works affecting aquatic habitat; invasive species risk from planting; noise/dust; construction waste.</p> <p>Social/CHS: temporary access restrictions; safety at edges/waterfronts and towers; displacement of informal users; crowding risks at popular sites; chance finds/heritage interface</p>	<p>Nature-based layouts; silt fences/sediment booms for waterfront works; time works in low-flow/low-use periods; specify native species only; safe edges/guardrails, anti-skid surfaces, lighting/wayfinding; universal access (ramps/tactiles); vendor/user consultations; designate and sign alternative access; waste segregation; Chance Finds procedure near heritage; O&M plan for litter, landscape</p>
4	<p>Public transport services</p> <p>Examples of possible activities: Construction/rehabilitation of bus terminals and stops; Intermodal hubs (e.g. last mile connectivity near railway stations); Construction of car parking areas; EV Charging stations; Installing street lights, road signs, and other road safety measures</p>	<p>Environmental: Noise and dust during construction. Waste from demolition or site clearance. Increased emissions and congestion if not properly managed. Battery/electronic waste risks from EV stations.</p> <p>Social: Land use conflicts if terminals are near homes/markets. Risk of exclusion if not accessible to elderly/disabled.</p>	<p>Site terminals near existing transport corridors. Provide designated drop-off zones and universal access features. Ensure safe handling of EV components. Consult users on terminal design. Implement traffic and pedestrian safety measures.</p>
5	<p>Water Supply and Sanitation Services</p> <p>Examples of possible activities, without being limited to: water supply networks enhancements; Rehabilitation/strengthening of water intakes and reservoirs; Overhead water tanks; Construction or rehabilitation of pumping stations; liquid pollution management systems</p>	<p>Environmental: Laying pipelines or installing tanks can disturb soil and may require excavation in streets (temporary trenching impacts similar to construction: dust, noise, waste earth). Potential effects on water source if new supply is tapped. If construction is near water bodies, improper practices could lead to sediment or construction material entry into the water. OHS risks from construction.</p> <p>Social: possible disruption of water service during tie-</p>	<p>Planning and Design: Ensure the sustainability of water supply sources (see Section 5.1) for additional details</p> <p>Additional Construction phase controls: For pipeline works, adopt a “dig and restore” approach section-wise: excavate short lengths, lay pipe quickly, and backfill the same day to minimize open trenches. Provide safe planks or crossings if trenches must be open overnight. Notify communities in advance of any planned water outages or traffic diversions. Properly dispose of excess</p>

#	Component 2 Activities	Potential E&S Risks and Impacts	Mitigation Measures
		<p>ins, which could affect households. Excavation in villages/towns can obstruct access or be a safety hazard to residents (open trenches). If new sources are tapped, any traditional users (like farmers or other villages) could be affected, and there is a risk of conflict over water allocation.</p>	<p>excavated soil or reuse it for backfilling to avoid waste piles. Prevent contamination: ensure no lubricants, fuel, or construction waste are left where they could wash into drains or streams. If working near a stream, use sediment barriers and work during low-flow periods to reduce impact.</p> <p>Ensure inclusive service delivery – new water points or improved supply should benefit local residents and not just tourist establishments.</p>
6	<p>Drainages</p> <p>Examples of possible activities: Drainage improvement and extension; and Rehabilitation of existing drains, including culverts</p>	<p>Environmental: Laying sewer lines has similar construction disturbances as water pipes (trenching, debris, potential silt runoff). If small treatment units are built, improper operation could lead to sewage overflows or effluent discharge that pollutes soil and water (eutrophication of streams, foul odours). Sludge generated from septic tanks or treatment needs proper disposal – risk of contamination if dumped indiscriminately.</p> <p>Social: In the short term, sewer installation can disrupt household connections (temporary loss of toilet use if connecting houses) and cause odour if existing septic systems are opened. Open trenches pose safety hazards for the community (especially children). if maintenance is weak, clogged drains or failed treatment could create public health hazards (stagnant wastewater breeding mosquitoes, etc.).</p>	<p>Controlled construction: Schedule works to minimize disruption – trench short segments and backfill quickly. Install temporary crossings or barriers around open trenches. If construction is near cultural or community assets (shrines, community paths), consult with local stakeholders and avoid disruption through rerouting or working in non-peak hours.</p> <p>Community awareness and maintenance: Inform affected residents of the works schedule and ensure toilets remain usable where possible (e.g. schedule connections at night or provide temporary toilets). Post-installation, work with local governments to ensure O&M systems are in place – train personnel, set up maintenance contracts, or build in project support for the first year. Educate communities on how to use and maintain systems (e.g. not disposing of garbage in storm drains). Monitor system function in the first season post-installation to catch any early failures and adjust.</p>

#	Component 2 Activities	Potential E&S Risks and Impacts	Mitigation Measures
7	<p>Solid waste management systems:</p> <p>Examples of possible activities: Construction of solid waste processing facilities (segregation); Construction of collection points; and Improvement of solid wastes landfill and integrated ecological management centers</p>	<p>Environmental:</p> <p>Leachate generation from wet organic waste could contaminate soil or water if not properly collected and treated. Mechanical composting emits odour if feedstock is not well-segregated or properly aerated; bioaerosols and particulate matter may be released. Poor segregation can lead to contamination of recyclable streams or incomplete composting, resulting in more residual waste.</p> <p>Social: Odour and noise nuisance to nearby communities if buffer zones are inadequate. Traffic from municipal solid waste trucks could pose road safety issues or disrupt local traffic.</p>	<p>Select site away from residential and sensitive land uses; establish buffer zones with vegetation and windbreaks.</p> <p>Design a composting unit with a leachate collection system, enclosed composting tunnels or rotary drums to minimize odours.</p> <p>Use biofilters, misting systems, or aeration controls to reduce emissions and odours.</p> <p>Install impermeable flooring, stormwater diversion drains, and separate handling areas for dry and wet waste.</p> <p>Schedule waste transport to avoid school or market peak hours; install signage and enforce speed controls.</p>
8	<p>Roads and pedestrian path rehabilitation and safety improvements:</p> <p>Examples of possible activities: Improvement of existing roads and pedestrian routes; Road resurfacing; Construction of bicycle and pedestrian trails; Rehabilitation of walkways; Bridge rehabilitation and retrofitting– extension of existing automobile bridges; Construction small scale new bridges, including pedestrian ones; Rehabilitation and strengthening of pedestrian, MTB and equestrian trails; Improvement of scenic viewpoints; Drainage and slope stabilization; and Wildlife crossing</p>	<p>Environmental: Vegetation clearance, slope instability, erosion, sedimentation of waterways. Wildlife disturbance in ecologically sensitive areas. Dust and noise.</p> <p>Social: Land use change, temporary disruption to movement. Risk to worker/public safety.</p>	<p>Apply all measures in item 1 applicable for civil works</p> <p>Apply Standard ESMPs and site-specific ESMPs. Avoid tree removal where possible. Include drainage, slope stabilization, and wildlife crossings. Use low-impact surfacing in natural areas. Ensure signage and barriers for safety</p>
9	<p>Cultural heritage rehabilitation and restoration/conservation</p>	<p>Environmental: Dust, vibration, or material waste near heritage sites. Risk of</p>	<p>Follow CHMF guidelines. Use heritage-sensitive materials and methods. Consult Archaeological</p>

#	Component 2 Activities	Potential E&S Risks and Impacts	Mitigation Measures
		damaging historic fabric. Chance findings. Social: Access restrictions to religious/cultural sites during works. Community concern over inappropriate materials/design.	Department. Engage community/faith groups. Use protective fencing and phased access.
10	Power Examples of possible activities: Underground electric cabling (for High voltage magistral lines) ; Overhead electric cabling; New distribution electrical transformers; and Installing of short segments of new distribution lines or replacing of obsolete pillars	Environmental: Excavation for underground cabling may disturb soil and utilities. Disposal of obsolete poles/transformers may involve hazardous waste (PCBs, oils). Social: Temporary access restrictions, traffic delays. Visual impacts from new overhead lines.	Apply standard ESMPs. Prefer underground cabling in heritage/sensitive zones. Comply with hazardous waste rules for equipment disposal. Use insulated cabling. Schedule works with local authorities to avoid peak hours. Provide visual screening where needed.
11	Construction, upgrading and retrofitting of public building Examples of possible activities: Repair/replacement of external doors and windows, window optimization; Insulation of walls, basements and attics; Seismic retrofitting; Small scale refurbishing activities inside the public building premises (e.g. walls repainting, tiling, installation of cable ducts, new water-pipes, universal access ramps, etc); Major refurbishing activities involving removal / reconstruction of walls and roofs; Reconstruction, modernization of heating systems, (replacement or modernization of the heat source such as: burner, boiler or external sources);	Environmental: Construction waste (plaster, tiles, insulation), noise, dust. Energy inefficiency if not well designed. Social: Disruption of public services. Safety risk to users if construction not cordoned.	Apply standard ESMPs. Phased works to keep essential services open; barriers and signage; OHS plans and PPE. Energy efficiency (insulation, efficient HVAC/lighting), rainwater harvesting, low-flow fixtures. Universal access upgrades (ramps, rails, tactile cues, accessible WASH); fire and seismic retrofits to code.
12	Smalls scale construction of public facilities and tourism specific infrastructure (e.g. information centers; visitor centers; maintenance facilities; storage facilities, convenience facilities/public toilets, exhibition	Environmental: Site clearance may impact vegetation. Risk of poor waste management in toilets, markets. Increased	Site facilities near existing infrastructure. Use universal access design. Ensure proper drainage, solid/liquid waste systems. Use ESCOPs and standard ESMPs.

#	Component 2 Activities	Potential E&S Risks and Impacts	Mitigation Measures
	centers and museums, markets, cafeteria, Integrated improvement/upgradation of Markets, Stalls and attraction points)	water and electricity demand. Social: Inadequate access for elderly/disabled. Gender-specific needs (e.g. toilets).	Consult local vendors and users during design.
13	Purchasing of equipment for maintenance of public assets; transportation means, IT, Furniture, exhibition stands, stalls, etc.	Environmental: E-waste risks (from IT equipment). Packaging waste. No major construction impacts. Social: Risk of inequitable allocation.	Ensure procurement complies with GoI e-waste rules. Select energy-efficient equipment. Plan equitable distribution. Train users and maintain inventory records. Follow ESCOPs.
14	Nature Based Solutions (for flood control, heat management, embankments, Slope Stabilisation etc.)	Environmental: inappropriate species selection/invasives; short-term turbidity/erosion during works; failure risk if poorly designed can worsen erosion/flooding; impacts to wetlands/riparian habitat if sited poorly. Social: access restrictions during establishment; maintenance burden if not planned; safety around water edges.	Design NBS with ecological expertise. Use native species. Avoid blocking natural drainage. Engage communities, including JFMCs and BMCs, in site selection and monitoring. Include in ESMPs where needed.

5.3 Risks and Mitigation Measures Specific to Disadvantaged and Vulnerable Groups

The project is expected to bring substantial benefits in terms of local employment, enhanced infrastructure, and expanded market access. However, certain vulnerable groups may face disproportionate barriers in accessing project benefits or may be more exposed to negative impacts from subproject activities.

Identified Disadvantaged and Vulnerable Groups

Based on preliminary consultations, socio-economic profiles of tourism regions, and lessons from similar projects, the following groups are likely to face higher levels of vulnerability:

- Women, particularly those from rural areas, tribal or minority communities, face limited mobility, safety concerns, unpaid care responsibilities, and low participation in tourism-related value chains.
- Youth at risk, especially unemployed or out-of-school young people in remote areas, due to skill mismatches or lack of access to employment, networks and capital.
- Elderly persons in areas experiencing rapid tourism inflows, who may be disproportionately affected by infrastructure changes, payment for improved public services or gentrification.
- Scheduled Tribes and forest-dependent communities, where tourism intersects with traditional lands or natural resources.
- People with disabilities may face barriers due to inaccessible infrastructure, access restrictions during construction periods or a lack of inclusive design in tourist areas.
- Low-income informal workers, including artisans, street vendors, or waste pickers, may face economic or physical displacement, exclusion from formal value chains, or loss of livelihood due to tourism infrastructure upgrades.
- Seasonal migrant labourers, engaged in construction or hospitality work, often lack formal contracts, social protection, and access to grievance redress and additional risks to security and safety in the remote worksites and hutments.
- Ethnic and religious minorities, who may experience exclusion from decision-making processes or face cultural stigmatization.
- Poor, tourism dependent households in the destinations may be excluded from destination planning, with cultural and safety risks arising from promotion of homestays.

Potential Risks and Barriers

The key environmental and social risks and challenges affecting these groups include:

- Exclusion from consultations and decision-making during strategic planning, site selection, and design of services.
- Disruption of traditional or informal livelihoods due to land use changes, site upgrades, or gentrification of public spaces.

- Limited access to tourism-linked jobs or entrepreneurship opportunities, due to a lack of skills, capital, legal documentation, or social networks.
- Accessibility barriers in infrastructure design (e.g., signage, pathways, toilets, digital platforms).
- Risk of gender-based violence (GBV), sexual exploitation and abuse (SEA), and harassment, particularly during construction or in isolated tourist areas.
- Overburdened services in host settlements during peak tourist seasons with reduced access for low-income and vulnerable residents.
- Displacement or marginalization of cultural identity, where development overrides community values or promotes the commodification of heritage without community benefits.

Mitigation Measures

To address these risks and promote inclusive development, the project will implement the following measures:

Table 5:3 Potential Risks on Vulnerable Groups and Mitigation Measures

Risk Area	Proposed Mitigation Measures
Consultation and Participation	<ul style="list-style-type: none"> ● SEP will include specific strategies for engaging disadvantaged and vulnerable groups. ● Use local facilitators, women’s groups, community-based organisations, and tribal councils to conduct culturally appropriate and accessible consultations. ● Maintain a register of groups consulted and feedback received.
Inclusive Design and Accessibility	<ul style="list-style-type: none"> ● Apply universal design standards across all infrastructure (e.g., barrier-free access to toilets, ramps, tactile signage). ● Translate key signage and information materials into local languages. ● Ensure digital platforms are mobile-friendly, multilingual, and accessible to persons with disabilities.
Livelihood Protection and Enhancement	<ul style="list-style-type: none"> ● Map informal workers during site planning to prevent displacement. ● Establish inclusion criteria in grants and capacity building programs to prioritize women, youth, and tribal entrepreneurs. ● Provide financial literacy and business coaching tailored for marginalized groups.
GBV/SEA/SH Prevention	<ul style="list-style-type: none"> ● Integrate codes of conduct for workers and contractors addressing GBV/SEA/SH. ● Train frontline staff, contractors, and local grievance officers in GBV risk identification and survivor-centred response. ● Ensure GRM includes a confidential channel for SEA/SH-related grievances.

Risk Area	Proposed Mitigation Measures
Employment and Skill Development	<ul style="list-style-type: none"> ● Reserve a portion of capacity-building slots and grants for women, youth, and persons with disabilities. ● Provide location-specific training (e.g., local guides, hospitality, digital marketing) in partnership with vocational training institutes and NGOs. ● Facilitate job fairs and linkages with private operators committed to inclusive hiring.
Land and Resource Use Conflicts	<ul style="list-style-type: none"> ● Use participatory zoning and land use planning approaches under Component 1. ● Ensure free, prior, and informed consent (FPIC) for any activities that may impact tribal lands or traditional uses. ● Where needed, prepare Abbreviated Resettlement Plans (ARAPs) aligned with ESS5.
Cultural Safeguards	<ul style="list-style-type: none"> ● Document and protect intangible cultural heritage during tourism planning. ● Promote community-led tourism models that respect local values and generate direct benefits (e.g., community-managed homestays, handicraft hubs). ● Avoid commercialization of sacred sites or cultural symbols without community consent.
Labor Safety and Security	<ul style="list-style-type: none"> ● Safety and security related provisions in bid documents for contractors. ● Safety drills and security awareness trainings for workers engaged in construction at remote, rural locations. ● Regulated entry-exits at construction sites and labor accommodation, especially those housing migrant workers from other states. ● Co-ordination with local law and order authorities for support and emergency response

6 Procedures and Implementation Arrangements

6.1 Environmental and Social Risk Management Procedures

Table 6.1 outlines the E&S management procedures to be followed at each stage of the project cycle. These steps ensure that subprojects under the tourism development project are screened, categorized, and managed in a manner consistent with the World Bank's ESF and the procedures outlined in this ESMF. The PMU E&S staff will be primarily responsible for carrying out these activities.

Table 6:1 Project Cycle and E&S Management Procedures

Project Stage	E&S Stage	E&S Management Procedures
a. Subproject Identification and Analysis	Step 1. Subproject type and eligibility	<p>1. If the subproject is related to the procurement of consultancy services for TA studies, no screening is needed. These studies should include ESF requirements (e.g., SESA for tourism strategic studies). The terms of reference (ToRs) for the studies are to be submitted for the World Bank review, and no objection. Thereafter, prepare and finalize the outputs of such activities in compliance with the ToRs.</p> <p>2. If the subproject involves the procurement of goods or civil works, ensure subproject eligibility by referring to the Exclusion List in Table 6.2 and then proceed with the screening in the next step.</p>
	Step 2. Subproject Screening and Risk Categorization	<p>3. Use the Screening Form in Annex 1 to identify and assess potential E&S risks and impacts, categorize subprojects as Low, Moderate, or Substantial risk based on location, scale, sensitivity, and impacts. The following guidance will be used for risk categorisation:</p> <ul style="list-style-type: none"> ○ Low: Procurement of goods, Minor civil works with localized impacts; no works in sensitive or forest areas. ○ Moderate: Examples include, rehabilitation of existing roads or augmentation and construction of water supply and sanitation facilities with limited impacts on the environment or community; activities in settled areas with manageable E&S issues; may include minor land use or sensitive receptors. ○ Substantial: Examples include , construction of new roads or major green field construction activities, works located near ecologically or socially sensitive areas; potential cumulative impacts. Or the subprojects that fall into A&B Category of EIA Notification 2006. <p>4. Identify E&S instruments to be prepared and necessary E&S approvals and clearances needed for subproject</p>

Project Stage	E&S Stage	E&S Management Procedures
		<p>implementation (such as environmental clearance, forest clearance, consent to establish and operate)</p> <p>5. Submit the screening forms for 5 subprojects (for each type of activity, e.g. 5 for roads and 5 for water supply) for review and no objection by the World Bank.</p>
<p>b. Planning and Design of Subprojects</p>	<p>Step 3. Preparation of E&S Instruments</p>	<p>6. Adopt and incorporate the key E&S planning and design considerations given in Section 5.1 for each subproject</p> <p>7. Prepare for the following E&S instruments based on the subproject category:</p> <ul style="list-style-type: none"> ○ Low risk: Apply Environmental and Social Codes of Practice (ESCOPs) for standard construction and operational controls (Annex 2). ○ Moderate risk: Use Standard ESMPs by work type (roads, water supply, drainage) provided in Annex 3. ○ Substantial risk: Prepare site-specific ESMPs as per ESS1 requirements ○ RAP for subprojects where land acquisition is needed, in accordance with RPF (Chapter 8) ○ Tribal Development Plan (TDP) for subprojects where needed in accordance with Tribal Development Framework (TDF, Chapter 9) ○ Cultural Heritage Management Plan (CHMP) for subprojects where needed in accordance with Cultural Heritage Management Framework (CHMF, Chapter 10) <p>8. Share the subproject details and disclose the E&S instruments with the stakeholders in an accessible manner, and consultations will be held with the affected communities in accordance with the SEP.</p> <p>9. Apply and obtain necessary regulatory clearances, such as environmental clearance, forest clearance, and consent to establish and operate.</p> <p>10. Submit the ESMPs forms for 5 subprojects (for each type of activity) for review and no objection by the World Bank. Submit site-specific ESMPs for all substantial risk subprojects for review and approval by the World Bank.</p>
<p>c. Subproject Implementation and Monitoring</p>	<p>Step 4. Procurement of goods and civil works</p>	<p>11. Include E&S specifications obligations (Table 6.3) in all bidding documents and contracts. These include requirements for</p>

Project Stage	E&S Stage	E&S Management Procedures
		<ul style="list-style-type: none"> ○ An EHS specialist with each contractor ○ Inclusion of ESCOPs and ESMPs ○ Budget for implementation of C-ESMP (an amount approximately equivalent to 1% of the contract amount)
	Step 5. Monitoring of E&S performance and compliance during implementation.	12. Inspect and supervise implementation of plans through site visits and regular monitoring. 13. Submit six-monthly reports on the E&S performance of the Project 14. Conduct training for PMU/IA staff and Project workers on E&S risk management.
d. Review and Evaluation	Step 6. Progress and completion of E&S mitigation measures	15. Assess whether E&S measures have been effectively implemented 16. Ensure that the physical sites are properly restored after completion of civil works 17. Prepare the completion report describing the final status of compliance with E&S risk management measures and submit it to the World Bank

More details for each stage are provided in the following subsections.

6.1.1 Subproject Assessment and Analysis – E&S Screening

The **first step** involves screening all proposed activities to confirm they align with the Project's eligible activities and are not included in the E&S Exclusion List found in **Table 6.2**.

Table 6:2 Exclusion List – Activities Excluded from Project

<ul style="list-style-type: none"> ● Any subproject screened as High risk under the ESMF/World Bank ESF risk classification is excluded from financing, whether located inside or outside PAs/ESZs/Ramsar sites. ● Any activity not explicitly permitted in the approved Protected Area management plan or applicable law. ● Any activity that creates or tightens access restrictions for local communities/customary users, and/or adversely impacts customary transhumance on a permanent basis. ● Any activity that would convert, fragment, or degrade natural habitat, or affect critical habitat values (breeding, nesting, roosting, migration corridors). ● Any activity that would require physical resettlement or impose economic displacement within PAs/ESZs/Ramsar sites. ● Any activity involving weapons, ammunition, or coercive equipment, or supporting coercive law-enforcement functions. ● Projects causing forced labor, child labor, or human trafficking ● Any activity that requires involving large-scale resettlement, displacement of communities, or irreversible loss of cultural heritage.

- Any project activity that may permanently restrict access for tribal communities to cultural resources of regional significance or of pastoral communities to their customary, seasonal pastures/ grazing grounds/ meadows.
- Any activity that may lead to permanent, material loss of access to land or cultural-natural resources owned or access by tribal communities or that may require Free Prior Informed Consent (FPIC)

As a **second step**, the E&S staff in the respective PMU/IA will use the E&S Screening Form in Annex 1 to identify and assess relevant E&S risks specific to the activities and determine the appropriate mitigation measures.

The Screening Form includes a checklist of potential risks and impacts, ensuring that the appropriate E&S Management measures are selected, such as:

- Environmental and Social Codes of Practice (ESCOPs) for Low-risk subprojects (**Annex 2**).
- Standard ESMPs for Moderate subprojects (**Annex 3**).
- Chance Find Procedures (CFPs) for managing unexpected discoveries of cultural or archaeological artifacts (**Annex 4**).
- Labor Management Procedures (LMPs) to address worker rights, safety, and welfare (**Chapter 7**).
- Procedures for Land Acquisition and Resettlement (**Chapter 9**)
- Procedures for mitigating impacts on tribals (**Chapter 10**)
- Stakeholder Engagement Plans (SEP) to ensure meaningful consultation and participation of affected communities.

For the subprojects that require EC and NOCs, the PMU will be responsible for obtaining them from the relevant government agencies.

6.1.2 Subproject Formulation and Planning – E&S Planning

Based on the E&S Screening Form results, the E&S staff in the PMU/IAs will adopt the necessary E&S management measures included in the Annexes of this ESMF (such as the ESCOPs, LMP, Chance Find Procedures and land disturbance and compensation).

The first five completed screening forms in each subproject type will be submitted to the World Bank for prior review and no objection. After this first 5, the World Bank and the PMU/IAs will reassess whether such prior review is needed for certain category of activities.

For sub-projects that fall into the substantial risk category, site-specific ESMPs) are necessary. The E&S staff in the PMU/IAs will prepare these ESMPs and other required documents, ensuring that all relevant stakeholders are informed and consulted. ESMPs will be submitted for the World Bank review. Approval and consolidation of ESMPs and related forms will be undertaken by the implementing agency's central oversight team. The contents of the ESMPs will be shared in an accessible manner, and consultations will be conducted with affected communities to explain the environmental and social risks and planned mitigation measures.

At this stage, staff who will be working on the various sub-project activities should be trained in the ESMPs relevant to their work. The PMU/IAs should provide such training to field staff.

To avoid and minimize environmental and social impacts in the early stages of subproject planning and design, each subproject should have preventive and mitigation strategies. The E&S considerations to be integrated into each subproject planning and design are given in **Section 5.1**.

The E&S staff in the PMU/IAs should ensure that relevant E&S procedures and plans are incorporated into contractor bidding documents. They should also ensure that all selected contractors, subcontractors, and vendors understand and incorporate environmental and social mitigation measures relevant to them as standard operating procedures for civil works. They should provide training to selected contractors to ensure that they understand and incorporate environmental and social mitigation measures; they should also plan for cascading training to be delivered by contractors to subcontractors and vendors. The E&S staff in the PMU/IAs, and within the D&S Consultants, should further ensure that the entities or communities responsible for ongoing operation and maintenance of the investment have received training on the operations stage environmental and social management measures as applicable.

6.1.3 E&S Conditions in the Bidding Documents

In order to make the Contractors fully aware of the implications of the ESMP and responsible for ensuring compliance, technical specifications in the tender documents will include compliance with mitigation measures proposed in the ESMP. The Contractor will be made accountable through contract documents for the obligations regarding the environmental and social components of the project.

PMU/IAs will include the following E&S in the bidding documents:

- Past performance of the Contractor on E&S aspects, including SEA/SH and GBV.
- E&S Staff with the Contractor.
- Mitigation measures to address construction impacts.
- Code of Conduct of Contractor’s Personnel.
- Contractor’s ESMP (C-ESMP) to manage the E&S Risks.
- ESHS performance security (1% of contract value) to ensure due diligence

Each of the above conditions is elaborated in Table 6.3.

Table 6:3 E&S Conditions in the Bidding Documents

(PMU includes this table in the bidding documents)

Condition	The rationale for the inclusion of this Condition in the Contract	Specifications to be included in the Bidding Documents	Responsibility	
			Bidders	PMU/IA
1. Past performance of the Contractor on E&S is one of the eligibility criteria for the shortlisting process	The Contractor's past E&S performance indicates the Contractor's commitment and capability to	The Bidder shall "declare any civil work contracts that have been suspended or terminated and/or performance security called by an employer for reasons related to the non-compliance of any environmental, or social	Bidder to make the Declaration	PMU uses this information to seek further clarification when carrying out

Condition	The rationale for the inclusion of this Condition in the Contract	Specifications to be included in the Bidding Documents	Responsibility	
			Bidders	PMU/IA
	implement the ESMP.	(including sexual exploitation and abuse (SEA) and gender-based violence (GBV) or health or safety requirements or safeguard in the past five years."		its due diligence.
2. Bank's SEA and/or SH Disqualification	Contractor's past performance	At the time of Contract Award, not subject to disqualification by the Bank for non-compliance with SEA/ SH obligations	Bidder to make the Declaration	PMU and PMC uses this information to seek further information or clarification when carrying out its due diligence.
3. The Contractor shall propose adequate E&S Specialists in their team	The Contractor's E&S staff should include an Environmental Health and Safety (EHS) specialist and adequate site EHS supervisors-responsible for implementing all mitigation measures on E&S risks and compliance with ESMP.	The Bidder shall provide details of the proposed EHS specialist. The EHS specialist should have a minimum bachelor's degree in engineering or a master's degree in sciences related to environmental management. The Specialists should have 5 years of experience monitoring and managing E&S risks related to infrastructure projects.	The Bidder is to submit the CV of the proposed EHS Specialist	IAs will ensure that such conditions are proposed in bid document and enforced. PMU and PMC will review.
4. Implement Mitigation Measures to Address Construction-Related Impacts given in ESMP	The mitigation measures to address potential E&S risks and impacts should be included in the bidding documents. The Contractor shall be responsible for implementing the mitigation measures according to the conditions in the contract.	IA will ensure the ESMP in the General Specifications of the Bidding Document, and the reference to this document will be provided in the Conditions of the Contract as follows: The Contractor shall implement the mitigation and monitoring measures in the ESMP to address E&S risks associated with the construction works.		IA will include this condition in the bidding document.
4. Code of Conduct for	All workers hired by the Contractor	The Bidder shall submit the Code of Conduct that will apply	The bidder shall submit	IAs will include this

Condition	The rationale for the inclusion of this Condition in the Contract	Specifications to be included in the Bidding Documents	Responsibility	
			Bidders	PMU/IA
Contractor's Personnel	should sign a code of conduct to ensure compliance with the E&S obligations of the Contract.	to the Contractor's employees and subcontractors. The Code of Conduct will state that the workers will comply with the LMP requirements:	a Code of Conduct with the bid documents.	clause in the bidding documents
6. Contractor's Management Strategies and Implementation Plans (MSIP) to manage the E&S Risks (as part of the bidder's proposal) Contractor's ESMP (ESMP) after the award of the Contract	The Contractor's proposal should include their understanding of the E&S requirements of the project and the proposed strategies to manage the E&S risks.	The Bidder shall submit Management Strategies and Implementation Plans (MSIP) to manage the E&S risks identified in the ESMP. The Contractor shall be subsequently required to submit (before mobilization) the Contractor's Environment and Social Management Plan (C-ESMP) and OHS Implementation Plan using the above strategies and Condition 4 of this Table.	The Bidder will submit MSIP along with the Bid Documents.	PMU and PMC will review these plans. D&S Consultant to monitor implementation. PMU will review the C-ESMP on regular basis (after the award of the contract)
7 Budget for implementation of ESMP	The ESMP implementation budget will be included in the bidding documents as bills of quantities.	Allocate approx. 1% of the contract cost towards the <ul style="list-style-type: none"> • Implementation of Contractors ESMP (C-ESMP) and OHS Implementation Plan • E&S Monitoring 	Cost estimates for BOQs	IAs will include relevant clauses in the bidding documents
8. Penalty clauses for non-compliance	For most serious non-conformances with significant impacts on workers, community health and safety, and environmental degradation, there should be provisions for penalizing the contractors.	An amount of 3% of Contractor's monthly interim payment certificate (IPC) will be withheld as a penalty if any serious non-conformance (social, environment and OHS) remains unresolved beyond the suggested timeframe for corrective action and the penalty amount will be forfeited, if deficiencies are not rectified within stipulated timeframes		IAs will include this clause in the bidding documents

6.1.4 Implementation and Monitoring – E&S Implementation

During implementation, the E&S staff in the PMU, PMC, IAs and D&S Consultants will conduct regular monitoring visits to ensure compliance with E&S mitigation measures. The contractors and subcontractors implementing subproject activities will be responsible for the on-the-ground execution of E&S mitigation measures. The E&S staff in the PMU, PMC and Design & Supervision Consultants will conduct monthly site visits to verify that compliance and ensure corrective actions are taken where necessary.

The PMU and all IAs will prepare six-monthly environmental and social monitoring reports covering:

- Overall implementation of E&S risk management measures, including compliance with ESCOPs, ESMPs, and labor management procedures.
- Identification of any environmental or social issues arising from project activities, along with proposed mitigation actions and timelines.
- OHS performance, including reporting of incidents, accidents, and near-misses.
- Community health and safety concerns, particularly for communities near road construction, trade hubs, and biodiversity conservation areas.
- Stakeholder engagement activities, including community consultations and information dissemination as per the SEP.
- Public notifications and communications regarding project progress, risks, and grievance redress updates.
- Progress on project implementation, including completion rates of infrastructure works, digital trade system upgrades, resettlement, livelihoods restoration and conservation activities.
- Summary of grievances and beneficiary feedback, detailing the status of complaints received, actions taken, and pending resolution in line with the SEP's Grievance Redress Mechanism (GRM).

Throughout the Project implementation stage, the E&S staff of PMU and PMC will continue to provide training and awareness raising to relevant stakeholders, such as staff, selected contractors, and communities, to support the implementation of the environmental and social risk management mitigation measures. An initial list of training needs is proposed below in **Section 6.4**.

Throughout project implementation, the implementing agencies will continue to provide training and awareness-raising sessions for:

- Project staff and government officials on environmental and social risk management procedures.
- Contractors, sub-contractors, and vendors are required to comply with E&S mitigation measures, labor management standards, and worker safety.
- Community stakeholders on biodiversity protection, human-wildlife coexistence, road safety, and sustainable trade practices.

The E&S staff will also track grievances/beneficiary feedback (in line with the SEP) during project implementation to use as a monitoring tool for the implementation of project activities and environmental and social mitigation measures.

Last, if the implementing agencies become aware of a serious incident in connection with the Project, they must notify the World Bank within 48 hours. Serious incidents include:

- Fatalities or major workplace accidents.
- Incidents of forced or child labor.
- Violations of community rights, including GBV.

A formal Corrective Action Plan must be submitted to the World Bank within ten days, outlining mitigation measures and steps taken to prevent recurrence.

6.1.5 Review and Evaluation – E&S Completion

Upon completion of Project activities, the E&S staff in the PMU/IA will review and evaluate the progress and completion of project activities and all required environmental and social mitigation measures. Especially for civil works, the E&S staff in the PMU/IA will monitor activities with regard to site restoration in the affected areas to ensure that the activities are done to an appropriate and acceptable standard before closing the contracts in accordance with measures identified in the Screening Forms/ESMPs and other plans. The sites must be restored to at least the same condition and standard that existed prior to the commencement of works. Any pending issues must be resolved before a subproject is considered fully completed. The E&S staff in the PMU, PMC, and IAs will prepare the completion report describing the final status of compliance with the E&S risk management measures and submit it to the World Bank.

6.2 Technical Assistance Activities

The E&S staff in the PMU will ensure that the consultancies, studies (including feasibility studies), capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with the ToRs acceptable to the Bank, which are consistent with the ESSs. They will also ensure that the outputs of such activities comply with the ToRs.

6.3 Implementation Arrangements

- **Steering Committee (SC):** Highest-level body providing oversight and policy guidance and making critical project-management and implementation decisions; chaired by the Chief Secretary and composed of heads of all relevant departments; meets at least quarterly or more frequently as needed. The Steering committee may further create and empower subordinate committees for greater coordination and ground level implementation as required.

Whereas the following institutions are responsible for the project implementation:

- **Tourism Department:** The Tourism Department is the nodal agency with full ownership of the Project, responsible for overall implementation and coordination within the Project and with external stakeholders; a Project Management Unit (PMU- SLETD), headed by the Project Director SLETD and functioning under the Tourism Department, serves as the central body for coordination and reporting across all components.
- **Project Management Unit (PMU)** within the Tourism Department, with qualified staff and resources will support the management of Environmental, Social, Health and Safety (ESHS) risks and impacts of the Project and will have full time Environmental Manager and Social Manager for overall consolidation and monitoring of E&S risk management. A

Forest Officer from the Department of Forests will be deputed to the PMU, apart from a Land Collector or a Resettlement Specialist.

- **Implementation Agencies (IAs) and staffing:** Initial IAs include Tourism Development Corporation Limited (JKTDCL), Public Works (R&B) Department and Jal Shakti Department (with potential additions as per POM criteria); JKTDCL is led by Director, while the Public Works (R&B) Department and the Jal Shakti Department are led by a Chief Engineer/Superintending Engineer acting as project coordinators; all IAs are staffed with procurement experts experienced in public projects, accounts officers, and relevant domain experts. All Implementing Agencies (IAs) will have their own ringfenced implementation unit within the department, and will deploy Environmental and Social Specialists either directly, or through Design and Supervision (D&S) Consultancies to manage land acquisition and Resettlement, Occupational Health and Safety (OHS), labor and other E&S risks within their responsible sub-projects.
- **Roles and responsibilities:** PMU will hire all consultants, procure all goods, and select works as instructed by the Project Director, and ensure sub-projects adhere to E&S commitments (ESMF, SEP, and other instruments) and POM procedures, providing E&S support functions to all IAs; other IAs (Public Works [R&B] Department, Jal Shakti Department) execute assigned Component 2 works—preparing detailed designs, executing and supervising construction, and reporting to the PMU to meet technical, fiduciary, and monitoring requirements per the POM; all IAs will maintain comprehensive records of implementation and compliance, including financial transactions, procurement, and contract management.

The project will engage a Design and Supervision Consultant to prepare designs and oversee contractor performance and ensure that all environmental and social obligations are met. The roles and responsibilities of these agencies are given in **Table 6.4**.

Table 6:4 Implementation Arrangements for E&S Management

Level/Responsible Party	Roles and Responsibilities
PMU ¹⁰ E&S staff will include <ul style="list-style-type: none"> ● Director (safeguards) ● Environmental Experts – 2 ● Social Experts – 2 ● Forest Officer 	<ul style="list-style-type: none"> ● Provide overall oversight, quality control, and strategic guidance on E&S risk management. ● Ensures environmental and social risk management compliance, prepares progress reports, convenes review meetings, ensures adequate project staffing, prepares project-related documents, and provides quality control ● Day-to-day project management, coordination, and implementation ● Ensure compliance with India's environmental regulations and this ESMF. ● Report project-wide E&S performance to the World Bank on a six-monthly basis.

¹⁰ PMC will assist the PMU in these functions.

Level/Responsible Party	Roles and Responsibilities
	<ul style="list-style-type: none"> ● Ensure that all bidding and contract documents include E&S provisions. ● Manage the Grievance Redress Mechanism (GRM) at the UT level. ● Oversee E&S compliance within their respective components. ● Prepare Screening Forms and ESMPs for priority no-regret investments, ensuring consistency with regulations. ● Provide training and capacity building to field staff, contractors, and community representatives. ● Coordinate with regulatory agencies for permits and clearances. ● Complete all steps in Table 6.1 on E&S risk management of subprojects.
<p>IA/Line Agencies E&S Staff, based on requirement, to include:</p> <ul style="list-style-type: none"> ● Environmental Specialist ● Social Specialist 	<ul style="list-style-type: none"> ● Prepare Screening Forms and ESMPs for priority no-regret investments, ensuring consistency with regulations. ● Adopt the ESCOPs and standard ESMPs for the low to moderate-risk subprojects. ● Ensure that all bidding and contract documents include E&S provisions. ● Review the contractor’s C-ESMP, method statements and monthly reports. ● Oversee E&S compliance within their respective components. ● Report their respective E&S performance to PMU through six-monthly reports.
<p>Design and Construction Supervision Consultants</p> <p>E&S Staff include,</p> <ul style="list-style-type: none"> ● Environmental Management Specialist-1 ● Social Management Specialist-1 ● Biodiversity Expert-1 ● OHS Specialist-2 ● Support Staff Environment-2 	<ul style="list-style-type: none"> ● Preparing site-specific ESMPs where required for Substantial risk subprojects; ● Ensuring that ESMPs, LMPs, and ESCOPs are integrated into bid documents; ● Supporting contractor training and monitoring compliance on-site; ● Security awareness trainings and safety mock drills for workers; ● Coordination with local law & order agencies; ● Conduct daily monitoring of environmental and social mitigation measures; ● Engage with local communities through consultations and Grievance Redress Mechanism (GRM) reporting.

Level/Responsible Party	Roles and Responsibilities
<ul style="list-style-type: none"> Support Staff Social-2, including one for Labor Security 	
EPC Contractors and Subcontractors	<ul style="list-style-type: none"> Design the infrastructure based on the approved plans and site assessments; Implement E&S risk management measures outlined in ESCOPs, ESMPs and LMP. Conduct worker training on OHS, grievance redress, and environmental mitigation. Maintain records of accidents, near misses, and community grievances. Submit E&S compliance reports on a monthly basis. Operate and maintain the facilities for a defined period, ensuring service quality and compliance with environmental and social performance standards.

6.4 Proposed Training and Capacity Building

The institutional capacity of the implementing agencies needs to be strengthened for the successful implementation of the Project and the effective implementation of the environmental and social risk management measures outlined in this ESMF. Training and capacity building will be necessary for the key stakeholders in order to ensure the effective implementation of the ESMF, SEP, and other environmental and social documents. An initial training approach is outlined in **Table 6.5**. A consultant will be engaged during the project implementation to assess the training and prepare and implement capacity-building programs.

Table 6:5 Proposed Training and Capacity Building Approach

Level	Responsible Party	Audience	Topics/Themes Covered
UT Level	Capacity Building Consultant and PMU Staff	Tourism Department	<ul style="list-style-type: none"> Overview of the ESMF and its implementation Identification and assessment of E&S risks. Selection and application of E&S risk management measures (ESCOP). E&S monitoring and reporting requirements. Incident and accident reporting, including response procedures. LMP, including Code of Conduct, SEA/SH prevention, and grievance mechanisms. Application of SEP and the grievance/beneficiary feedback mechanism.

Level	Responsible Party	Audience	Topics/Themes Covered
District/ Regional Level	Capacity Building Consultant and PMU Staff	Line Departments Contractors	<ul style="list-style-type: none"> - Identification and assessment of E&S risks at the regional level. - Compliance with ESCOPs and ESMPs for specific project activities. - E&S monitoring and reporting, incident management. - Application of LMP, including contractor obligations on worker safety, SEA/SH, and grievance redress. - Worker Code of Conduct, including the prohibition of child/forced labor. - OHS measures and PPE requirements - Implementation of SEP and engagement with local stakeholders. - Implementation of Grievance Mechanism
Community Level	E&S Staff of PMU/IAs/ TDA-TOs	Tourism operators, Small businesses, and Community members relevant to project activities	<ul style="list-style-type: none"> - SEA/SH awareness and reporting mechanisms. - Grievance redress process and community participation mechanisms.

6.5 Estimated Budget

A sum of **approximately 1.5 percent of total project budget** is proposed for the implementation of the ESMF and other E&S commitments, covering environmental and social screening, preparation of safeguard instruments (ESMPs, RAPs, TDPs) and their implementation, capacity building, monitoring, stakeholder engagement and operationalisation of project's Grievance Redress Mechanisms.

7 Labour Management Procedures

In accordance with the requirements of World Bank's Environmental and Social Standard 2 (ESS2) on Labor and Working Conditions, an LMP has been developed for the SLETD Project. The LMP sets out the ways in which the implementing agencies will manage all project workers in relation to the associated risks and impacts. The objectives of the LMP are to: Identify the different types of project workers that are likely to be involved in the project; identify, analyze and evaluate the labor-related risks and impacts for project activities; provide procedures to meet the requirements of ESS 2 on Labor and Working Conditions, ESS 4 on Community Health and Safety, and applicable national legislation.

7.1 Overview of Labour Use in the Project

The project will involve the following categories of workers:

- **Direct workers:** These include PMU and IA staff and government staff assigned to the project, and any individual consultants hired by the project to support implementation. They work directly for the implementing agency and are responsible for project management and supervision tasks.
- **Contracted workers:** These are people employed by third-party firms contracted to perform project-related works or services. This will encompass staff of PMC, D&S Consultants, construction contractors, equipment installation firms, service providers, and private sector entities (including MSMEs and local entrepreneurs) engaged through project contracts. For example, laborers, technicians, and other staff hired by contractors or subcontractors fall in this category.
- **Primary supply workers:** Workers employed by suppliers who provide primary materials, goods, or equipment for the project. For instance, employees of suppliers of construction materials, tourism infrastructure equipment, or ICT hardware (if any) would be considered primary supply workers.
- **Community workers:** The project does not anticipate the use of community workers, i.e. voluntary labor or unpaid work by community members. No community labor will be mobilized for project activities, so this category is not applicable in this project context.

The number and characteristics of the project workers are summarized below:

- **Project duration and worker numbers.** The Project will run for seven (7) years. Exact headcounts will be finalized during procurement, but current planning indicates roughly 40–60 direct workers (peaking at 60–80 during intensive supervision), 250–400 contracted workers on average, with peaks of about 500–800 when multiple work fronts run concurrently. Contractors will confirm package-wise labor forecasts in their C-ESMPs.
- **Characteristics of project workers.** Direct workers are expected to be predominantly from J&K, including IA/PMU/PMC staff and locally engaged consultants. Contracted unskilled workers will be local while semi- skilled and skilled contracted workers will mainly be interstate migrant laborers mobilized by national firms; based on prior projects, the construction workforce is expected to be male-dominated. Recruitment will comply with non-discrimination and equal opportunity requirements, and qualified women will be encouraged and enabled to participate with appropriate facilities and safeguards. Skills will range from engineers and supervisors to masons, plumbers, electricians, operators, and general labor.

7.2 Assessment of Key Potential Labor Risks

The following potential labor risks are identified under the project:

- **Non-compliance with Employment Terms:** Workers' terms and conditions of employment may not fully comply with national labor law or ESS2 if not properly managed. For example, there is a risk of workers not receiving written contracts, being underpaid (wages below minimum rates), or being denied benefits and rest days in line with the law.
- **Discrimination and Inequity:** There is a risk of discrimination in hiring or employment practices, such as bias against women or certain social groups in recruitment, training, promotion, or pay. Ensuring equal opportunity and non-discrimination will be a key focus to prevent unfair treatment of any worker.
- **Use of Child Labor or Forced Labor:** Though unlikely, the project must guard against any use of underage labor (children) or forced labor (bonded/trafficked workers). This includes risks of contractors or suppliers engaging workers below the minimum working age or using coercion, which would violate both Indian law and ESS2.
- **Occupational Health and Safety (OHS) Hazards:** Project workers (especially in construction or facility improvement activities) could face unsafe working conditions, leading to accidents or injuries. Potential hazards include working at heights (e.g. on building sites), use of heavy equipment or machinery, electrical works, etc., which can result in falls, cuts, burns or other injuries if safety measures are not in place. Exposure to hazardous substances (dust, chemicals, construction materials) is also a risk without proper controls.
- **Poor Working and Living Conditions:** If work sites lack basic facilities (drinking water, sanitation) or if worker camps are required and are not adequately managed, workers may face substandard living conditions. This can affect their health, morale and productivity.
- **Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH):** There is a risk of sexual harassment or abuse occurring at the workplace or in worker accommodations, particularly affecting female workers or community members. Inappropriate behavior by workers, if unchecked, could lead to incidents of SEA/SH among workers themselves or directed at local community members (especially if outside workers are present).
- **Community Health and Safety Risks:** Influx of outside labor or contractor activities could lead to conflicts with local communities or incidents affecting public safety. For example, there could be tension between workers and residents, or increased risk of traffic accidents, communicable diseases, or other impacts on communities if not managed properly.
- **Labor Safety and Security related Risks:** Based on past events, there is security risk for the contracted workers engaged in rural and remote worksites, especially migrant workers from outside the state.
- **Labor Unrest or Disputes:** If grievances are not addressed or labor conditions are poor, it could lead to strikes, protests, or other labor disputes that disrupt project activities. Ensuring an effective grievance mechanism and fair labor practices is critical to mitigating this risk.

7.3 Brief Overview of Labor Legislation: Terms and Conditions and OHS

The following are relevant labour legislation that the project will comply with:

- **Code on Wages, 2019:** Consolidates laws on wages and remuneration, ensuring payment of at least minimum wages, equal remuneration for men and women for work of equal value, and timely payment of wages. (It subsumes earlier laws like the Payment of Wages Act 1936 and Minimum Wages Act 1948.)
- **Occupational Safety, Health and Working Conditions Code, 2020:** Integrates various OHS and labor welfare laws (Factories Act 1948, Building and Other Construction Workers Act 1996, Contract Labor Act 1970, Inter-State Migrant Workmen Act 1979, etc.) into one comprehensive code. This code mandates employers to provide a safe working environment, adequate facilities (canteens, first aid, sanitation), and to observe prescribed safety standards for workplaces and worker accommodations. (Note: Until this Code is brought into force via rules, the existing laws it replaces remain applicable – for example, the Factories Act, BOCW Act, Contract Labor Act, etc., as listed below.)
- **Contract Labor (Regulation and Abolition) Act, 1970:** Regulates the employment of contract workers and ensures basic conditions for contract labor, including registration of contractors and provision of welfare facilities.
- **Inter-State Migrant Workmen Act, 1979:** Protects migrant workers by requiring contractors to register and provide decent working conditions and journey allowances for workers brought from other states. This is relevant if the project engages laborers from outside J&K.
- **Child and Adolescent Labour (Prohibition & Regulation) Act, 1986 (amended 2016):** Prohibits employment of children below 14 years in any occupation, and of adolescents (14–18 years) in hazardous occupations. This law will be strictly followed to prevent any child labor in the project.
- **Bonded Labour System (Abolition) Act, 1976:** Prohibits all forms of bonded or forced labor and prescribes criminal penalties for violations. The project will ensure that no forced labor or debt bondage occurs in any work.
- **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013:** Requires employers to prevent and address harassment of women in the workplace, including establishing an Internal Complaints Committee for any organization with 10 or more employees. The project will enforce this Act's provisions to provide a safe work environment for women.
- **Employee Compensation Act, 1923 (Workmen's Compensation):** Mandates compensation to workers for job-related injuries or death. All contractors must have provisions for compensating injured workers or their families in case of accidents, as per this law.
- **Other relevant acts** such as the Factories Act, 1948 (if any project-related facility qualifies as a factory), the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 (for construction work, ensuring registration of

construction workers and provision of welfare facilities), the Industrial Disputes Act, 1947 (mechanisms for resolving labor disputes), and the Maternity Benefit Act, 1961 (Amended 2017) (providing maternity leave and benefits for female workers) will also be adhered to as applicable. The project will also respect fundamental labor rights such as freedom of association and collective bargaining in accordance with Indian law.

In addition to national laws, the project will adhere to the following World Bank ESSs:

- **ESS2. Labor and Working Conditions:** This standard requires the Borrower (project implementing agency) to promote sound worker-management relationships and provide safe, healthy, and fair working conditions for project workers. Key ESS2 requirements include no child labor or forced labor, non-discrimination in employment, observance of worker rights (such as hours of work, wages, and benefits as per law), implementation of OHS measures, and access to grievance mechanisms for workers. This LMP is designed to ensure compliance with ESS2 throughout the project.
- **ESS4. Community Health and Safety:** This standard addresses the need to avoid or minimize risks to the local community that may result from project activities or labor influx. In the context of labor management, compliance with ESS4 means ensuring that the conduct of project workers and the operation of work sites do not compromise public health, safety, or security. Measures such as training on community interactions, enforcing the worker Code of Conduct (to prevent misconduct or SEA/SH in communities), and traffic/work site safety will help meet ESS4 requirements related to project labor.

Where there are gaps between national law and World Bank ESS2 requirements, the project will apply the more stringent provision. Overall, the project will ensure alignment with both Indian labor regulations and World Bank ESS2 to uphold international best practices in labor and working conditions.

7.4 Responsible Staff - Roles and Responsibilities for LMP Implementation

Successful implementation of the LMP will require clear roles and responsibilities across the implementing agencies (PMU and IAs), contractors, and other stakeholders.

- **Project Management Unit (PMU):** The PMU will carry the main responsibility for the implementation and monitoring of the LMP. The E&S staff of the PMU will support the LMP by reviewing reports on labor management and ensuring adequate resources are allocated for LMP activities (e.g., hiring of E&S specialists, training programs, etc.). The Project Director will also be the escalation point for unresolved grievances or serious compliance issues, as noted in the GRM section. They have the authority to direct contractors or IA staff to take corrective actions if needed and will liaise with the World Bank on significant labor matters. The PMC will support the PMU in all these functions through their subject matter expertise.
- **Implementation Agencies (IAs):** The IAs (government departments/ line agencies) carry the overall responsibility for ensuring this LMP is implemented on the ground. The IA will designate or appoint E&S specialists (or consultants) who will oversee implementation and monitoring of the LMP. The IA's responsibilities include: identifying labor requirements for subprojects, incorporating LMP requirements into procurement and contracting documents, supervising contractors' performance, and reporting on labor issues. The PMU/ IA staff and D&S Consultant will provide guidance to contractors, conduct regular monitoring visits to work sites, and enforce compliance with all LMP measures. They will also maintain records related to labor

(e.g., worker lists, incident logs, grievances) and ensure that any non-compliance is addressed promptly.

- **Contractors and Subcontractors:** All contractors engaged on the project are responsible for compliance with the LMP provisions in their own operations. This obligation will be clearly spelled out in bidding documents and contracts – the LMP and relevant E&S requirements will form part of the contract conditions. Contractors must implement the labor management measures outlined: e.g., provide written contracts to their workers, pay wages and benefits timely, enforce OHS plans, ensure labor registration- including those of the inter-state migrant workers, maintain labor records, and operate the worker GRM at the site level. They must also flow down these requirements to any subcontractors they engage. Each contractor will designate an occupational health, safety (OHS) officer and an HR or labor relations officer for the project to ensure day-to-day adherence to OHS and labor standards. Contractors will provide regular reports to the IA on labor issues, including the number of workers, any accidents or grievances, and compliance status. If non-compliances are found, contractors are expected to correct them without delay.
- **Design and Construction Supervision Consultants:** The project will hire a Design and Construction Supervision Consultant firm to help with design and to oversee civil works or other components. Such consultants will also have a role in monitoring labor and OHS performance on behalf of the IA. They will have full time E&S staff to conduct site inspections and report any LMP violations to the IA. They will assist in training and capacity building on labor issues and will be responsible for coordinating with the sub-project contractors on matters related to OHS, labor security and implementation of C-ESMPs.
- **Labor Commissioner/Inspectorate:** Although external to the project, the local Labor Department (Labor Commissioner's office, Factory Inspectorate, etc., in J&K) has statutory authority to inspect work sites and enforce labor laws. The IA will cooperate with any inspections and ensure that contractors address any citations or notices issued by government labor inspectors. The IA's E&S staff will also maintain communication with these authorities to stay updated on any changes in labor law or relevant enforcement actions.

Enforcement and Remedies: The IAs will have the authority to enforce LMP compliance through contractual mechanisms. For instance, if a contractor is found to be non-compliant (e.g., employing underage workers, not providing PPE, or not addressing valid grievances), the IA can issue warnings or corrective action requests. Continued non-compliance can trigger penalties as per contract, such as withholding of payments until the issue is resolved, or even contract termination in severe cases. These measures underscore the importance of adhering to the LMP.

Capacity Building: To ensure all responsible parties can effectively implement the LMP, the project will include training and capacity building activities planned and organised under the guidance of the PMU. This may involve training IA staff on labor law and ESS2 requirements, training contractors on OHS management and grievance handling, and awareness sessions for workers on their rights and obligations. The costs for such training are built into the project's management budget. The IA's will facilitate or coordinate these trainings, possibly with support from the World Bank or external experts.

In summary, the IA will lead the way in LMP implementation, with contractors doing their part on the front lines. Clear communication of expectations, diligent monitoring, and a willingness to take corrective action are essential. Roles and responsibilities will be revisited during project start-up and adjusted if necessary to ensure effective labor management throughout the life of the project.

7.5 OHS Procedures and Contractor Management

Ensuring the health and safety of project workers is a top priority. The project will apply Occupational Health and Safety (OHS) measures in line with the Occupational Safety & Health legal requirements and Good International Industry Practice (GIIP), including the World Bank Group's Environmental Health and Safety Guidelines. The following procedures will be implemented to achieve and maintain a safe work environment:

- **Contractor OHS Management System:** Each contractor must develop and implement an OHS management plan for their scope of work. This plan will identify potential workplace hazards, assess risks, and define preventive and protective measures. It should be tailored to the project activities (e.g., construction, installation works) and comply with Indian OHS regulations and World Bank EHS Guidelines. The OHS plan will cover: safe work procedures, equipment operation protocols, use of personal protective equipment, incident reporting, emergency response, and training programs. Contractors will designate a qualified Environmental Health and Safety (EHS) Officer to oversee daily OHS implementation. This person will have the authority to enforce safety compliance and will coordinate with the PMU/IA on OHS matters.
- **Hazard Identification and Risk Assessment:** Before starting any site activity, contractors will carry out a hazard identification and risk assessment. This involves examining each task for potential dangers (e.g., fall from height, electrocution, exposure to dust or chemicals) and implementing appropriate risk mitigation (such as providing scaffolding and fall protection for height work, lockout/tagout for electrical work, dust suppression and PPE for dusty tasks, etc.). The assessment will be updated whenever new activities commence or if site conditions change. Workers will be informed of the hazards and the measures in place.
- **Provision of Personal Protective Equipment (PPE):** Contractors will provide appropriate PPE to all workers at no cost. This includes but is not limited to: safety helmets, steel-toed boots, high-visibility vests, gloves, safety goggles, hearing protection, dust masks or respirators, fall harnesses, etc., as relevant to the work. The use of PPE will be enforced at all times on site. Contractors must also ensure PPE is of good quality and replace defective gear as needed. No worker shall be permitted to perform tasks without the required safety equipment.
- **Safe and Secure Workplace Conditions:** Contractors will maintain worksites in a safe, orderly manner. This includes: keeping pathways clear of debris, marking and fencing hazardous areas (trenches, excavations), posting warning signage, and controlling any site-specific dangers (like covering openings, providing guardrails on scaffolds). Adequate lighting will be provided for any night work. First aid kits and fire extinguishers will be available on sites, and a system for prompt medical attention (on-site or at the nearest clinic) for any injured worker will be in place. Under the guidance of the design and construction supervision consultant, they will also work towards ensuring the safety of construction workers, including the inter-state migrant workers.
- **Facilities and Worker Welfare:** Contractors will provide basic facilities for workers' welfare at all active work sites. At minimum, this includes access to safe drinking water, clean toilets (with separate facilities for men and women where both genders are employed), handwashing stations, and a sheltered rest area for meal breaks. If work sites are remote or have a large workforce, additional facilities like a canteen or cooking area,

and a changing room/locker for workers to store belongings, should be provided. These facilities will be maintained in a clean and hygienic condition.

- **Worker Accommodation:** If the project or contractors provide accommodation for workers (e.g., a workers' camp or housing for migrant laborers), the facilities must meet decent living standards. This means adequate space per person, proper ventilation, safe drinking water, proper sanitation and bathing facilities -(with separate facilities for men and women where both genders are employed), drainage, electricity, and security. Sleeping areas should be clean with appropriate bedding; there should be facilities for cooking (use of LPG only) or catered meals, and laundry arrangements. Accommodations for men and women will be segregated if applicable, to ensure privacy and safety. The accommodation arrangements will follow the guidance from IFC/EBRD "Workers' Accommodation: Processes and Standards" to protect and promote worker health, safety, and well-being. Regular inspections of worker housing will be conducted by the IA to ensure standards are maintained.
- **Training and Toolbox Talks:** All workers will receive OHS training and induction before starting work. This training will cover workplace hazards, safe work practices, emergency procedures, use and care of PPE, and rights and responsibilities related to OHS. Specialized training will be given for high-risk jobs (e.g., working at heights, electrical work, operation of machinery). Contractors are required to keep records of all training conducted (attendance, topics covered). In addition, supervisors will hold regular "toolbox talks" (safety briefings) – ideally daily or weekly – to remind workers of key safety measures and discuss any incidents or near-misses.
- **Worker Participation and Reporting:** A mechanism will be developed for workers to report any unsafe situations or to suggest improvements. Workers will be encouraged to report hazards or OHS concerns to their supervisor or the EHS Officer without fear of retaliation. In fact, each worker has the right to refuse work that they reasonably believe poses an imminent and serious danger to their life or health, without fear of reprisal. This right will be communicated to all workers. The contractors should investigate and address any reported safety issues before work resumes.
- **Incident Management:** Despite all precautions, if an accident, incident, or near-miss occurs on site, the contractor must document and report it promptly to the PMU/IA. This includes any injury, illness, fatality, property damage, or significant "near miss" (an event that could have caused harm but didn't by chance). The report will detail what happened, who was affected, what injury or damage occurred, and initial corrective actions taken. The PMU/IA and contractor will jointly investigate serious incidents to identify root causes and necessary preventive measures. Any incident required by law to be reported to the labor authorities or Factory Inspectorate will be duly communicated.
- **Emergency Preparedness and Response:** Contractors will prepare Emergency Response Plans for plausible scenarios such as serious accidents, fires, explosions, spills, natural disasters (earthquake, floods), etc. Workers will be trained on emergency procedures, including evacuation routes, assembly points, use of fire-fighting equipment, and communication protocols. Regular drills (e.g., fire drills) should be conducted for workers staying in accommodations or working in larger sites. The plan will include contact information for the nearest emergency medical facilities, fire brigade, etc., and procedures for notifying the PMU/IA and authorities.

- **Medical Treatment and Compensation:** In the event of work-related injuries or illnesses, the contractor must facilitate immediate medical care for the affected worker and report the case to the IA and labor authorities as required. The contractor is responsible for bearing the costs of treatment (if not covered by the worker's insurance or ESI) and providing compensation to the worker in line with the Employee/Workmen's Compensation Act and other applicable laws. For any severe incidents (permanent disability or death), compensation shall be provided to the worker or the worker's family as per law. The IA will ensure that these obligations are fulfilled.
- **OHS Monitoring and Reporting:** The PMU/IA's E&S staff will monitor the OHS performance of contractors. Contractors are required to maintain OHS records – including records of training, inspections, accidents, and health statistics – and make these available for review. The IA will conduct periodic site inspections specifically focused on safety and health. Any non-compliance or unsafe practice observed will be communicated to the contractor for immediate correction. Additionally, OHS performance will be included in the contractors' regular progress reports to the PMU/IA. The PMU/IA will compile overall OHS performance reports for the project and share key information in reports to the World Bank. The World Bank may also conduct site visits or require verification of OHS measures during implementation.

By implementing the above OHS measures, the project aims for zero fatalities and minimal lost-time incidents. In summary, a combination of proactive hazard management, training, provision of PPE, robust supervision, and a culture of safety will protect the workers engaged in the Project.

7.6 Age of Employment and Prevention of Child/Forced Labor

The project will strictly enforce provisions to prevent child labor and forced labor:

- **Minimum Age of Employment:** No person under the age of 18 will be employed in connection with the Tourism Project. This is to comply with ESS2 (which classifies anyone under 18 as a child in the context of hazardous work) and national regulations that prohibit adolescents from hazardous work. Given that project activities may involve construction, equipment operation, and other potentially hazardous tasks, the project has chosen 18 as the minimum age for all work.
- **Age Verification:** All contractors and the IA will use robust age verification procedures. Applicants' IDs or other official documents (such as Aadhaar card, voter ID, birth certificate, school certificate, passport, or driver's license) will be checked to verify age before hiring. The IA will periodically audit contractor records to ensure no underage workers are on site. If a contractor is found to have engaged an under-18 individual, even inadvertently, that worker will be immediately removed from work, and the contractor will face penalties and corrective actions.
- **Prevention of Forced Labor:** The project will not employ any form of forced, compulsory, or bonded labor. All work is on a voluntary basis, and workers shall be free to leave upon reasonable notice. No worker will be coerced or compelled to work through intimidation, force, or threat. This includes debt-induced labor, trafficking in persons for labor, or any other form of modern slavery – all strictly prohibited by law and ESS2.
- Contractors must not withhold workers' identity papers, passports, or wages as a means to bind them to employment. Any security deposits or recruitment fees charged to workers (by the employer or labor agents) are forbidden.

- **The Bonded Labour System (Abolition) Act, 1976**, will be enforced. If any instance of forced labor is identified, it will result in immediate termination of the responsible contractor's contract and referral to authorities, as appropriate.
- **Awareness and Training:** The PMU/IA, D&S and contractors will raise awareness among workers and communities that child labor and forced labor are unacceptable. The project's Code of Conduct (see further below) will reiterate that all project work must be free of child/forced labor. Managers and supervisors will receive training to spot signs of child or forced labor (e.g. falsified ages, workers in coercive situations) and must report any suspicions to the IA immediately.
- **Remedy:** If a case of child labor or forced labor is found, the project will take swift action to address it. In the case of child labor, the contractor will be required to withdraw the child from work, and the IA will work with local authorities to ensure the child is referred to appropriate social services or education, as needed. In the case of forced labor, the worker will be removed from the situation and provided assistance, and the incident will be reported to law enforcement. The IA will investigate how the situation arose and strengthen measures to prevent any recurrence.

By implementing these measures, the project will comply with the Child Labor Act and bonded labor abolition laws of India, as well as the core requirements of ESS2 regarding child and forced labor. All contracts with contractors and suppliers will include clauses explicitly prohibiting the use of child or forced labor.

Additionally, as mentioned, the project will seek to hire local labor to the extent possible. Prioritizing local workers helps reduce the risk of forced labor (which can occur with vulnerable migrant workers) and avoids drawing children away from their schooling in the local area. This approach also builds community support for the project.

7.7 Terms and Conditions of Employment

The Project will ensure that all project workers are employed under fair and transparent terms and conditions in accordance with Indian law and ESS2. Key measures include:

- **Written Employment Contracts:** Every project worker (whether direct hire or employed by a contractor) will receive a written contract or appointment letter in a language they understand, clearly stating the terms of their employment. This will include job role and duties, working hours, wages and payment schedule, overtime rates, benefits, leave entitlements (annual leave, sick leave, maternity/paternity leave, etc.), conditions of termination, and code of conduct obligations. Having written contracts will ensure workers are aware of their rights and responsibilities.
- **Fair Wages and Working Hours:** The project will ensure that wages paid to all workers meet at least the statutory minimum wage for the specific category of work in J&K, or higher if committed. Wages will be paid on time (at least monthly, or more frequently as per law) without unauthorized deductions. Working hours will comply with the legal limits (typically 8 hours per day and 48 hours per week for full-time work, with overtime compensated at the legally required premium). Workers will be granted rest days (at least one day off every 7 days) and breaks during the workday as per law. Overtime work, if any, will be voluntary and paid at the prescribed overtime rate.
- **Non-Discrimination and Equal Opportunity:** The project is committed to providing equal opportunity to all workers. There will be no discrimination in recruitment, compensation,

training, promotion, or termination based on personal characteristics such as gender, race, religion, caste, ethnic origin, disability, or any other status. Selection for employment and subsequent decisions will be made based on merit, skills, and ability to perform the work. When needed, the project may implement special measures to support disadvantaged groups (for example, encouraging women's employment in suitable roles or providing facilities for persons with disabilities); such measures are intended to enhance equity and will not be considered discriminatory.

- **Prevention of Harassment and Exploitation:** Harassment, including sexual harassment, bullying, intimidation, or exploitation of workers, is strictly prohibited on this project. All workers should be treated with respect and dignity. Any form of physical punishment, mental or verbal abuse, or other form of intimidation is not allowed. The Sexual Harassment of Women at Workplace Act, 2013, will be enforced: mechanisms will be in place for female workers to report any harassment and seek redress (in coordination with the project's Grievance Mechanism and/or an Internal Complaints Committee if applicable).
- **Working Conditions and Benefits:** The project and its contractors will provide all workers with adequate working conditions. This includes access to clean drinking water, sanitation/toilet facilities, and rest areas at all work sites. Where required by law, workers will be enrolled in social insurance schemes (e.g. Employees' Provident Fund, Employee State Insurance) and provided all mandated benefits such as provident fund contributions, ESI/health insurance, gratuity, and maternity benefits. Workers will also receive any other benefits they are entitled to under law or contract (for example, severance pay if applicable, or festival bonuses if promised by employer policy).
- **Leave and Holidays:** Workers will be entitled to statutory paid leave (annual paid leave, sick leave, maternity leave for women employees, etc.) in accordance with the labor laws. Female employees will be entitled to maternity leave (paid leave of at least 26 weeks for eligible women as per the Maternity Benefit Act, or as per company policy if higher). Male employees may be provided paternity leave as per government rules or company policy. All workers will also get public holidays as declared by the government or as per their employment contract.
- **Contractor Obligations:** All provisions of this LMP regarding employment terms will be mirrored in the contracts with project contractors. Contractors will be obligated to provide their workers with written contracts and all the above conditions (fair wages, proper hours, leave, benefits, etc.) in line with labor laws. The PMU/IA will monitor and enforce these obligations (see Contractor Management section below).
- **Disciplinary Action and Termination:** The project will ensure that any disciplinary measures or dismissals of workers are carried out in accordance with due process and Indian labor law (such as the Industrial Employment Standing Orders and Industrial Disputes Act). There will be no arbitrary or unfair termination. Workers will have the right to be heard and to appeal against disciplinary actions or dismissal, either through the project's Grievance Mechanism or relevant legal forums.
- **Freedom of Association:** The project will respect workers' rights to join or form labor unions or worker organizations of their choosing, and to bargain collectively, consistent with Indian law. There will be no retaliation or discrimination against any worker for participating in such activities.

All workers will be made aware of these terms and conditions at the time of hiring. A copy of the key terms (or the full employment contract) will be provided to them for reference. The PMU/IA and contractors are responsible for ensuring compliance with these employment standards, and regular monitoring will be conducted to verify that labor conditions remain in line with both national law and this LMP.

7.8 Grievance Mechanism

There will be a specific Workers Grievance Mechanism (Worker GM) for project workers as per the process outlined below. This allows any project-related worker to raise concerns or complaints regarding their employment or working conditions and get them resolved in a transparent and timely manner, without fear of retribution. All direct workers and contracted workers will be informed about the workers' GRM at the time of hiring, and the process will be included in worker orientations and in their contracts. The GRM will be culturally appropriate, confidential, and accessible to all project workers.

Routine Grievances

For most grievances (e.g. complaints about wages, working hours, supervisor behavior, minor safety concerns), the following process will be used:

- **1. Submission of Grievance:** A worker can submit a grievance through multiple channels – for instance, by reporting to their immediate supervisor or designated focal point in the contractor's team, by a phone call or SMS to a dedicated number, by email, or by a written complaint dropped in a suggestion box at the site. Complaints can be made anonymously if the worker prefers. The contractor (employer) will designate a person (such as the site manager or HR representative) to receive and register worker grievances. All grievances received will be recorded in a grievance log with a unique tracking number (detailing date, issue, complainant if known, etc.).
- **2. Internal Resolution by Contractor (Week 1):** The contractor's management will first review and attempt to resolve the grievance within 7 days of receiving it. For example, if a worker complains about not being paid overtime, the contractor can check records and pay due overtime if missed; or if there's a complaint about a leaky toilet in the camp, the contractor can fix it immediately. If the grievance is resolved at this initial stage to the satisfaction of the worker, the resolution is documented in the log (including actions taken), and no further action is needed. The contractor will include these resolved cases in a monthly report to the IA's E&S staff.
- **3. Escalation to IA (Week 2–3):** If the contractor cannot resolve the issue, or the worker is not satisfied with the solution, or if the complaint is of a serious nature that the contractor should not handle alone, then the grievance will be escalated to the IA's Environmental/Social focal point. The escalation can be done by the contractor's focal point or directly by the aggrieved worker. Once the IA receives the grievance, the IA's social specialist (or other designated officer for labor issues) will investigate and address the complaint. The IA will endeavour to resolve the issue within 14 days of it being escalated to them. If the matter is urgent – for example, a complaint about lack of safety gear that could cause imminent harm – the IA will address it immediately upon receipt (e.g., by instructing the contractor to halt certain work until PPE is provided). The IA's response/resolution will be communicated to the worker (if the complaint was not anonymous) and recorded in the grievance log.

- **4. Higher Level Resolution (Week 4 and beyond):** If a grievance is still unresolved after IA intervention, or the worker is dissatisfied with the IA's handling, it will be referred to the PMU. The PMU will review the case and may convene a small committee or engage an independent mediator to make a final decision. This level should provide a resolution or clear response within an additional two weeks. The outcome will be communicated to the complainant and recorded.

Throughout the process, the confidentiality of the complainant will be protected, especially if the grievance involves sensitive information or whistleblowing. Grievances can be submitted anonymously, and in all cases, the identity of the complainant (if known) will not be disclosed beyond the people absolutely required to address the issue.

The IA will maintain a grievance database to track all worker complaints and their resolution status. Each grievance record will have a unique ID and will include details such as date received, summary of issue, level at which it was resolved, actions taken, and date closed. The IA will designate a Worker GRM Focal Person (likely the Social Specialist) who will do a monthly review of all new and pending grievances to ensure timely resolution and identify any systemic issues. The focal person will also verify that resolved grievances do not resurface and will compile regular reports on worker grievances to share with project management and in project progress reports.

Serious Grievances

If a worker experiences a serious violation such as harassment (sexual or otherwise), physical abuse, severe discrimination, or any form of violence or threat in the workplace, the grievance mechanism will allow them to bypass normal channels and report the issue directly to a higher authority. In such cases:

- The worker may report the incident directly to the IA's GRM Focal Person or Project Director, either verbally or in writing (via phone, email, or a letter), without having to go through the contractor. They can also still report to their supervisor or contractor if they feel comfortable, but the key is that serious complaints will be escalated immediately.
- Upon receiving a serious grievance, the IA will immediately launch an investigation. The investigation will be handled confidentially and sensitively – the IA may assign a small team or use an independent inquiry if needed. The identities of the complainant and alleged perpetrator will be kept confidential to the extent possible while still allowing a thorough examination of the facts.
- The IA will take appropriate measures to protect the complainant from any form of retaliation or harm during and after the investigation. If the accused is a project worker (for example, a supervisor accused of harassment), that person may be suspended or reassigned during the investigation to prevent interference or further harm.
- The project will ensure that Focal Persons for serious grievances are trained in handling such cases, including knowledge of relevant laws and survivor-centric approaches. The IA will coordinate with law enforcement if the nature of the grievance potentially involves criminal conduct (e.g., physical assault or sexual abuse). The World Bank will be notified (as part of serious incident reporting) in line with ESF requirements.
- After investigation, the IA will communicate the outcome to the complainant (unless anonymous) and implement any corrective or disciplinary actions. If a complaint is substantiated, this could include firing the offender, offering support or counselling to the victim, and strengthening project measures (like re-training staff on the Code of Conduct).

Serious grievances will also be reported in aggregate (without personal details) to the World Bank and relevant authorities as required.

Judicial and Other Remedies

The existence of this GRM does not prevent workers from seeking remedies outside the project. All project workers retain the right to access the legal system or administrative mechanisms at any time. For example, a worker can file a complaint with the Labour Commissioner or pursue a case in the Labor Court/Industrial Tribunal under the Industrial Disputes Act or other applicable law, even if they are also using the project GRM. The GRM is intended to complement, not replace, other channels. In practice, the project will strive to resolve issues amicably and quickly through the GRM to avoid the need for legal action, but the choice lies with the worker.

The worker GRM will be communicated to all project workers during their induction. Information posters in local language(s) describing the GRM process (with contact details for submission of grievances) will be displayed at construction sites, project offices, and worker camps. The IA will regularly monitor the functionality of the GRM – including how many grievances are received and resolved – and make improvements as needed. The effectiveness of the mechanism will be one indicator of the project's labor management performance

7.9 Procedures for Primary Suppliers

The objective of the procedure is to ensure that labor-related risks, especially child and forced labor, as well as serious safety issues to the project from primary supply workers, are managed. The PMUs/IAs and all contractors will undertake the following measures:

- Procure supplies from legally constituted suppliers.
- To the extent feasible, conduct due diligence to ensure that primary suppliers conduct age verifications, employ workers without any force or coercion, and maintain basic OHS systems
- If any issues are found with a supplier's labor practices, the IA will require the contractor to switch to an alternate source or work with the supplier to improve practices. Essentially, the IA holds the responsibility to enforce supply chain standards as outlined in this LMP by choosing suppliers accordingly and exercising contractual remedies if needed

7.10 Code of Conduct for Workers

All project workers will be required to sign and adhere to a Worker Code of Conduct that outlines expected standards of behavior to prevent any abusive, exploitative, or unethical conduct. The Code of Conduct will be explained to each worker at the time of recruitment and forms part of the employment contract. Key provisions of the Code of Conduct include:

- **Respectful Behavior:** Workers must treat all people (fellow workers, community members, beneficiaries, etc.) with respect, regardless of gender, age, ethnicity, religion, caste, disability, or any other status. Abusive or disrespectful language, bullying, or harassment of any kind is not tolerated.
- **Prohibition of Harassment and Violence:** Any form of sexual harassment, exploitation or abuse is strictly forbidden. This includes unwelcome sexual advances, inappropriate comments, or touching, as well as more severe forms of GBV (Gender-Based Violence)

such as sexual assault or rape. Workers shall not engage in sexual relations with any person in the community in a way that is exploitative or coercive. In particular, sexual interactions with minors (persons under 18) are absolutely prohibited and punishable by law.

- **No Sexual Exploitation:** Workers are prohibited from soliciting or engaging in prostitution or transactional sex in the project communities. They also must not request sexual favors in exchange for work-related benefits or engage in any other form of quid pro quo sexual exploitation.
- **Protection of Children:** Project workers must not engage in any form of child abuse or exploitation. They should not inflict any physical punishment or verbal abuse on children in the community, nor engage in any exploitative labor involving children.
- **Ethical Conduct and Honesty:** Workers should perform their duties with integrity. Theft, fraud, accepting bribes or favors, or any corrupt practices are grounds for dismissal and possible legal action.
- **Alcohol and Drug Use:** The code will forbid the use of alcohol or illicit drugs at work sites or during work hours. Coming to work intoxicated or under the influence is prohibited for the safety of all.
- **Use of Project Resources:** Workers must use project property and resources appropriately and for their intended purposes. Wilful damage, sabotage or unauthorized personal use of project equipment is not allowed.
- **Use of Technology:** The misuse of cameras, phones, or other devices to exploit or harass others (for instance, taking inappropriate photos of women or children) is forbidden. Also, confidentiality of project information must be respected – sensitive data should not be shared improperly.
- **Environmental and Community Protection:** Workers should follow any site rules regarding environmental protection (e.g., waste disposal) and avoid littering or causing environmental damage in the community. They should also behave in a manner that respects local customs and community values, to the extent that this does not conflict with the Code or laws.
- **Obligation to Report:** Workers have a responsibility to report any suspected or actual violations of this Code of Conduct, whether by a fellow worker, supervisor, or any other person. They can report through the grievance mechanism or directly to management. Retaliation against those who report in good faith is prohibited.
- **Compliance with Laws:** Workers must follow all applicable national laws and project regulations, including those on labor (no child/forced labor) and safety. Any illegal acts by a project worker, whether on or off duty, that could affect the project's reputation or the safety of others will not be tolerated.

Each worker will sign an acknowledgement of the Code of Conduct, indicating they have read (or been explained) the code and agree to abide by it. For illiterate workers, the code will be explained orally in their native language, and their thumbprint will be witnessed for acknowledgment. Copies of the Code will be displayed at worksites and worker camps in local languages.

Enforcement: Any breach of the Code of Conduct is grounds for disciplinary action. Minor violations may result in warnings or counselling, while serious breaches (such as involvement in gender-based violence, theft, fighting, or persistent harassment) will result in termination of employment and

referral to legal authorities if applicable. The contractor and IA will maintain records of any Code of Conduct infractions and how they were resolved. In case of particularly egregious behavior (e.g., GBV/SEA incidents), the World Bank will be notified as per ESF requirements, and the project will work with law enforcement to ensure due process.

The Code of Conduct is a critical tool to set expectations for worker behavior, help maintain community trust, and safeguard against social risks such as SEA/SH. All contractors are responsible for enforcing the Code among their staff, and the IA will monitor adherence to the Code during site visits and through the grievance mechanism. Regular training and refreshers on the Code's content (including role-playing scenarios for situations like sexual harassment) will be provided to workers to ensure understanding and commitment.

DRAFT

8 Resettlement Policy Framework

8.1 Overview

This Resettlement Policy Framework (RPF) will act as guide for mitigating resettlement related impacts triggered by the sub-projects at the sites/destinations under the SLETD. The RPF identifies the potential land-related impacts of the project interventions and recommends mitigation measures as spelt by the national systems as well as additional measures that fulfil the requirements of ESS5. It lays down the principles and procedures for screening and assessing resettlement related impacts, management of those risks through responsive resettlement planning and preparation of site-specific Resettlement Action Plans (RAPs), valuation and assessment of compensation and entitlements, lays down the grievance mechanisms to be accessed by the project affected families and the roles and responsibilities of the project authorities in implementing and monitoring the RAPs.

8.2 Relevant Legislations and Policies

Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013¹¹

- The Act requires the adoption of just, fair and transparent procedures to compensate the affected families whose land is proposed to be acquired or are affected by such acquisition.
- It requires consultation and consent of the project affected, with mandatory consent of 70 percent affected families in cases where the acquired land is to be used for PPP projects.
- It offers compensation at up to 2 (two) times the market value in rural areas and 1 (one) times in urban areas in addition to 100 percent solatium, with no displacement or dispossession until full payment of the compensation and resettlement benefits have been made and the alternate resettlement sites have been prepared.
- The Second Schedule of the Act provides resettlement and rehabilitation (R&R) entitlements to all affected families (both landowners and land users/ dependents/ tenants), in addition to the compensation provided under First Schedule. These include relocation costs including transportation, livelihood/ income losses, special assistance to vulnerable households.
- Under the Act, affected SC/ST families are entitled to land for land only in case of irrigation projects, subject to availability of land parcel of a minimum size, one-time financial assistance per family, upfront payment of one-third of compensation amount, resettlement close to the displacement site and based on preference and allocation of land for creating public spaces for cultural gatherings etc.
- Any land, acquired under this Act if remains unutilised for a period of five years from the date of taking possession, the same shall be returned to the original owner or owners or their legal heirs, or to the Land Bank of the appropriate Government by reversion in the manner as may be prescribed by the appropriate Government

Jammu and Kashmir Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Rules, 2022: The rules provide for constitution of a local committee to assess the

¹¹ Being a union territory, JK follows the national legislation and rules drafted under the same and has replaced the State Land Acquisition Act 1990.

land need and analyse alternatives to avoid private land acquisition. SIA is required, although under provisions of Section 40 (2) land can be acquired in special circumstances without undertaking a SIA. Like the national action prior consent of the landowner is required before initiating the LA process, including the concurrence of the Gramsabha. Award of compensation is to be at market value based on the J&K Market Values Guideline Rules 2011.

Jammu and Kashmir Tenancy Act 1923 and Agrarian Reforms Act, 1976: The 1923 Act consolidated, amended and declared the law relating to tenancy in the State and defined the rights, liabilities of tenants and safeguarded their interests to improve their income and social status. The 1972 Act abolished absentee landlordism, reduced land ceiling per family and transferred surplus land to the tenants and tillers of the land.

Jammu and Kashmir Land Revenue Act, 1939: The Act governs the creation, updating and maintenance of Record-of Rights (RoRs) for revenue land, the roles and functions of various levels of revenue officials and procedures for appeals, review and revision of orders passed by revenue officers.

Jammu and Kashmir Common Lands (Regulation) Act, 1956: It regulates the rights related to common lands and property resources. It provides for use of land for creating common resources and amenities for the village including roads/ pathways, water supply channels, maintenance of village water bodies and prohibits encroachments of such commons and public spaces and calls for removal of such encroachments to restore the rights of users.

8.3 Objective of RPF

The primary objective of this RPF is to guide the resettlement process based on the risk mitigation hierarchy, which emphasizes avoidance or minimizing involuntary resettlement where feasible, exploring all viable alternative project designs. The following principles will be followed during implementation:

- Compensation and Rehabilitation assistance will be paid before actual, physical displacement;
- Compensation will be at replacement cost to help them improve or at least restore their standard of living to pre-project levels;
- Ensure meaningful consultation and community participation in resettlement planning and implementation;
- No civil works will be initiated unless compensation for assets and rehabilitation assistance proposed under this RPF or identified under site specific RAPs is provided to all the eligible PAPs;
- All PAPs will be provided assistance during resettlement, regardless of the legality of their land tenure or ownership.

8.4 R&R Procedures for the Project

Based on Country systems and World Bank ESF requirements, the following resettlement procedures will be adopted for the Project:

1. Screening of the sub-projects for potential land related risks, including access restrictions, based on the activities proposed or determined
2. Identification of the involuntary resettlement related impacts based on the screening exercise.

3. Determination of R&R measures for all land acquisition and resettlement impacts in such a way that ensures better standard of living to the project affected persons (PAPs), or at least restores their standard of living to that before the project (at replacement cost),
4. Undertake a comprehensive socio-economic census or a Social Impact Assessment (SIA) of potential project affected persons (PAPs), to capture the vulnerability profile of the PAPs, the direct and indirect impacts on the PAPs and plan resettlement activities in discussion with them.
5. As part of the SIA/ Census, carry out meaningful consultations with PAPs and local community to inform them about the sub-project, sub-project boundaries, likely resettlement impacts, the proposed mitigation measure including- compensation for their land/ asset/ income losses, livelihoods restoration measures, skill upgradation- support planned, and seek their feedback on those measures and how resettlement impacts could be further minimized.
6. Determine, along with the technical team and the PAPs, if alternative design or sites / locations can be explored for the sub-projects that can help minimize adverse impacts in terms of scale and intensity, reduce the overall land requirement for the proposed interventions and hence overall resettlement impact of the project.
7. Pay particular attention to the needs of disadvantaged and vulnerable groups, especially single women/ women headed households (WHH), elderly, People with disabilities (PwDs), youth at risk, landless, below poverty line families, pastoral communities and SC/ ST households.
8. Establish a project-level grievance redress mechanism (GRM) to receive and facilitate resolution of the concerns of the PAPs in a timely and responsive manner.
9. Based on the SIA/ Census determine the entitlement to compensation for each PAP in such a manner that it improves, or at least restores, the livelihoods of all displaced persons, including those directly or indirectly dependent on that land, through; (i) prompt compensation at full replacement cost for assets that cannot be restored, moved or salvaged. (ii) compensation for production, income losses or lost profit.
10. In addition, develop a livelihood restoration strategy (if applicable), institutional arrangements for implementation and monitoring of the RAP. This RAP will be approved by WB prior to award of the contract for that site/s.
11. Ensure that PAPs without titles to land or any recognizable legal rights to that land are eligible for relocation and rehabilitation support, except compensation for the land informally occupied by them.
12. Disclose the draft RAP, detailing the process adopted for its preparation including the consultation process, valuation procedures adopted, entitlements proposed for different categories of impacts and those impacted. The RAP will be disclosed in a manner that it is accessible and available in a language(s) understandable by the local community, giving them an opportunity to provide feedback and suggestions. Incorporate the suggestions of the PAPs and other stakeholders and publicly disclose the final RAP for future reference.
13. Ensure that an advance notice, in the form of a formal government notification is made available to the PAPs at least 6-month prior to their actual, physical relocation and full compensation is paid to them prior to their final dispossession and commencement of physical works at the site.
14. Monitor to ensure that all resettlement entitlements and assistance planned as part of the RAP has been made available to those entitled.

15. Prepare a RAP completion report to assess whether a) all activities proposed under the RAP have been satisfactorily completed, b) outputs of the resettlement planning have been achieved c) the R&R needs of the vulnerable and marginalized groups have been met as planned, d) impacts on the standard of living of the PAPs is not adverse.

8.5 Potential Resettlement Impacts

Based on the proposed project activities, the potential resettlement impacts of SLETD include:

- Permanent physical displacement due to acquisition of privately owned residential, agricultural or commercial land,
- Permanent physical displacement due to acquisition or transfer of government land with presence of informal occupants,
- Temporary physical displacement of private land owners with formal titles during the period of construction activity,
- Temporary or permanent displacement of individuals or families informally occupying government land for ensuring unobstructed construction,
- Partial or complete loss or damage to privately owned assets or structures,
- Partial or complete loss or damage to community assets, structures, spaces,
- Permanent or temporary restrictions for access to common property resources- sacred groves, conserved areas, permanent or seasonal grazing grounds¹², water-bodies, structures of cultural or religious significance,
- Permanent or temporary loss of productivity owing to construction activity,
- Permanent or temporary loss of livelihoods, income and/ or profits for farmers, orchard owners, artisans, cottage industries, and,
- Loss of standing crops, trees.

8.6 Land Requirement Under the Project

The sub-projects to be taken up under the project are likely to include small infrastructure sub-projects of small to medium scale aimed at improving accessibility to identified tourist destinations and improving public utilities in the small towns and gram panchayats within these destinations and direct investments at creating or improving existing tourism infrastructure or spaces. These will include water supply schemes, construction of wastewater networks, setting up of integrated solid waste management units, upgradation of existing roads, beautification and landscaping around seasonal rivers/ small tributaries as well as construction of span bridges over them and development of eco-trails and viewpoints.

¹² Including those who have a claim to that land based on customary rights or through formal claim settlement.

Most of the land requirement for these sub-projects is expected to be small in scale, dispersed and expected to be made available from the land owned by the government or the local bodies. Prima facie, private land expropriation may not be required for the project and hence physical relocation on scale is not anticipated. Some private land may be required or adverse resettlement impacts occur owing to laying down of networks for water supply and wastewater in these towns/ locations. It is also possible that some of these government lands may not be encumbrance-free and may have presence of informal occupants, vendors/ hawkers or may be traditional routes taken by pastoral communities of the region. Given the seasonal tourism traffic at these sites they may get temporarily impacted, especially during the construction phase. Emphasis will be laid on scheduling construction during the non- tourism season and also considering the routes followed by pastoral communities and its seasonality, in order to minimize access restrictions and livelihoods impacts on the pastorals and tourism-dependent hawkers/ vendors, respectively.

8.6.1 Permanent Use of Land and its Impact

- Owners and informal occupants of private or government land required permanently for the project will face permanent involuntary resettlement impacts, since this identified land will be used for activities mentioned in the previous section. This may require their relocation, although the probability is remote and will become clear once the technical design and detailed project reports (DPRs) are in place.
- Resettlement support and assistance to Project Affected People (PAPs) facing permanent impacts will be provided based on the applicable national laws, laws of the UT of J&K, as well as the additional requirements under ESS5. Other than the compensation for land and property/assets, this will include a) transportation support for shifting out, b) opportunity to salvage assets, c) compensation for any standing crops/ trees, based on the valuation provided by agriculture, horticulture department, d) compensation for additional income losses or loss of profit for enterprises using that land for business for the period required to reestablish business at another location.
- As part of the socio-economic census, the government and the land management committee will list all impacted land, assets, structures, income estimates in close consultation with the PAPs. The PAPs will be given an opportunity to validate all the assets listed by the agency for finalization and determination of the final compensation package per affected household.
- Advance, formal notifications will be issued by the government to those who will be impacted permanently about the period within which the land will need to be vacated and handed over, schedule of compensation payment and the resettlement support being offered. In case of disagreement regarding any of these, the PAPs can seek resolution either through the project GRM or by directly approaching the concerned revenue official. In case of dissatisfaction with both these platforms, the PAPs will be free to approach the court of law.
- A portion of the resettlement support will be provided in advance and the balance will be disbursed once the land has been vacated and all assets/ structures (that the PAP had undertaken to salvage) have been removed from site.

8.6.2 Temporary Use of Land and its Impact

- In certain cases, additional private or government land may be temporarily required during the construction phase for various project purposes that may lead to temporary impacts on land owners or occupants. This will include temporarily vacating the land for use by the

project, shifting to an alternate location or stopping work for the period of intervention. Such impacts will be documented and interested persons will be compensated after due consultation with them as required under ESS5, with the assurance that their land will be restored to the previous state or will be available for restarting business in a more organized manner, as compared to the pre-project conditions. The extent of temporary land requirement will become clear upon completion of the DPR and advance notice will be given to those impacted as per national law.

- Whenever it appears to the appropriate Government that the temporary occupation and use of any waste or arable land are needed for any public purpose, the appropriate Government may direct the Collector to procure the occupation and use of the same for such terms as it shall think fit, not exceeding three years from the commencement of such occupation. (2) The Collector shall thereupon give notice in writing to the person interested in such land of the purpose for which the same is needed, and shall, for the occupation and use thereof for such term as aforesaid, and for the materials (if any) to be taken therefrom, pay to them such compensation, either in a gross sum of money, or by monthly or other periodical payments, as shall be agreed upon in writing between him and such persons respectively.
- Compensation for loss of crops or productivity losses as a result of construction activity in adjacent areas will be determined by the relevant departments in consultation with the land acquiring authority/ local body and the farmer. The compensation will be assessed based on the average productivity, losses assessed, period of occupation of the farmland and its medium to long term impact on agriculture on that land.
- Compensation for business losses due to temporary relocation, or stoppage, during the construction period will be assessed and paid to those impacted on the basis of the period of temporary occupation and impact, estimates of the average monthly income / profit of the PAP from the enterprise, cost of renting/ leasing another establishment, any other costs associated with the relocation or stoppage of business activity.
- Compensation will be paid to the identified PAPs either as a lumpsum payment or based on a payment schedule discussed and agreed with them. In case of disagreement about the payment amount or terms of payment of the compensation, the PAP will be able to access the project GRM or approach the courts in case of dissatisfaction.
- Mitigation measures to avoid or minimize impacts of access restrictions or ensure benefit sharing to partially offset impacts.
- On the expiration of the term of temporary occupation, compensation will be paid to the land owner for any damage or incomplete restoration of the land/ site.

8.7 Eligibility and Valuation for Determining the Compensation

8.7.1 Eligibility

All persons / household with formal land titles or claims to the land will be eligible for compensation and resettlement assistance, while non- titleholders assessed and identified as impacted through the census/ SIA before the cut-off date will be eligible for resettlement assistance. The latter will also be eligible for compensation for any asset/ structure created on the occupied land as per the LA&RR, 2013. Cash compensation will be provided to the titleholders for the private land acquired for project

purpose in amounts and as per the payment procedure discussed in the REFCTLARR Act 2013 and applicable provisions of ESS5.

8.7.2 Valuation of Buildings and Structures

The cost of buildings/structures will be estimated based on the prevailing Basic Schedule of Rates of the Union Territory of J&K, without depreciation, in line with the ESF requirements. For the affected structures belonging to non-titleholders, no solatium will be added to the estimated market value of the structure, as per the provision of RFCT in LARR Act -2013. PAPs would be allowed sufficient time to salvage materials from the dismantled property at no cost, after which the dismantled waste will be disposed of by the project as deemed fit. The same basis will be used to compensate for any damage to a private property or structure due to project activities.

In case of community structures / utilities / facilities that are in the public places and required to be demolished due to construction activities, compensation will be paid at market price to the appropriate authority (Gram Panchayat/municipality/ department) or be reconstructed / restored in current location or alternate location, to be identified in consultation with the local body / relevant department.

8.7.3 Valuation of Trees and Standing Crops

Compensation for trees will be based on their full replacement cost and will be determined in consultation with specialists of the concerned department/s and the farmer/ owner. Standing trees felled for the purpose of the project will be compensated at market rates and these trees will be disposed off by the concerned department as deemed fit. All effort will be made to ensure the timing of possession/ expropriation of the land after the crop has been harvested by the farmer/ owner/ tenant. In case of exigencies, where the crops are still standing, estimates of average productivity and total production, input and land development costs will be considered while assessing the compensation and this exercise will be undertaken in close consultation with the impacted farmer/s.

8.7.4 Valuation of business or income losses

All hawkers/ vendors/ enterprises assessed to be impacted permanently or temporarily by the project will also be compensated and provided monetary support for livelihoods restoration as well as support for skill building to take up alternate occupations, in case the original occupation cannot be continued.

8.8 Cut-off-Date for Entitlement

The cut-off date will be the date of the beginning of the socio-economic census/SIA at the sub-project site. All persons and families settled or engaged in activities in the impacted area will be eligible for R&R assistance and support. Persons who settle in the affected area after the initiation/ announcement of the census/SIA will not be considered as project affected and hence will not be eligible for any project related resettlement compensation. They will however be given sufficient time to vacate the site, dismantle or remove their structures before a given date.

8.9 Project Entitlements

In accordance with the R&R measures, all PAPS and affected households will be entitled to resettlement assistance depending on the scope of the impacts, including the socio-economic vulnerability of the displaced persons. The PAPs will be entitled to the following types of compensation and assistance:

- Compensation for loss of land at full replacement cost;

- Compensation for loss of structures (residential/ commercial/ agricultural) and other immovable assets at their full replacement cost;
- Compensation for the loss of business/ wage income;
- Assistance for shifting to a relocation site (if required),
- Assistance for livelihoods restoration and skill upgradation;
- Rebuilding and/ or restoration of community resources/facilities.

Loss of Land will be compensated at full replacement cost based on the provisions of LA&RR 2013 to the PAPs depending on the location (rural or urban) and will include a solatium as provisioned by the Act. If they so desire, support will be provided by appropriate government for the purchase of alternate land parcels, in addition to compensation for the loss of structures and livelihoods that they may have suffered.

Loss of Structures will be compensated at replacement value, along with other assistance. The compensation for structure/ assets will include replacement cost of the asset as per current basic schedules of rates without depreciation, right to salvage moveable material from the structure, a resettlement allowance and a one-time financial assistance for any additional, immovable productive assets on the land expropriated, transportation/ shifting assistance and a subsistence grant for the impacted families for the period of impact (in case of temporary impact) and up to one year (in case of permanent impact).

Loss of crops and trees will be compensated in cash, based on valuation undertaken by the relevant department/s and paid before the possession of the land is taken.

Loss of business/ wage income will be compensated through rehabilitation assistance and will include financial assistance, support for re-employment or taking up alternate occupation including support for skill upgradation and income restoration and compensation for income/ profit/ wage loss based on the estimates of daily or monthly income and period of impact.

Loss of community assets/common property resources (CPR) will be compensated either in cash compensation at replacement cost (to the local body or concerned department/ agency) or reconstruction at alternate site based on community preference and land availability.

Additional special assistance to vulnerable households (including below poverty level (BPL), SC/ ST, Women Headed Households-WHH, PwDs, elderly, pastoral community) will be provided additional support, over and above the regular assistance. These will include a one-time additional resettlement assistance, preference in selecting relocation site, re-employment or livelihoods restoration activities and support to skill building in preferred vocation.

Unanticipated impacts due to the project will be identified and potential mitigation measures discussed with those impacted and documented. Once agreed by all concerned parties, they will be included in the entitlement matrix of the sub-project RAP.

8.10 Entitlement Matrix

The following entitlement matrix summarizes the types of losses and the corresponding compensation and entitlements to be made available to the Project Affected People. The entitlements will be based on the guidance available under LA& RR 2013 and ESS5. All compensation and assistance will be provided to the PAPs based on the timelines and schedules either mentioned in this RPF or mutually agreed between the PAPs and relevant authorities. The entire process needs to be documented appropriately,

Table 8:1 Entitlement Matrix

S. No.	Type of Impact	Identification of Affected Households	Entitlements	Remarks
A. TITLE-HOLDERS – Compensation for Loss of Private Land and Property				
1.	Loss of agricultural Land	PAPs with legal titles/ rights, recognizable legal rights, usufruct, and traditional titles/ rights for affected land	<p>Land for Land¹³</p> <p>Or</p> <p>Compensation for Land based on market value, which will be the higher of (i) market value as per Indian Stamp Act, 1899 for the registration of sale deed or agreements to sell, in the area where land is situated; or (ii) average sale price for similar type of land, situated in the nearest village or area, ascertained from the highest 50% of sale deeds of the preceding 3 years.</p> <p>The multiplication factor under item (2) of the First Schedule for rural areas and item (1) for the urban areas.</p> <p>100% solatium and 12% interest from date of SIA notification till award on the total compensation.</p> <p>In case of severance of land, house, manufactory, or other building, as per Section 94 (1) of the RFCTLARR Act, 2013, the whole land and/or structure shall be acquired, if the owner so desires.</p> <p>No Stamp duty or registration fee will be levied.</p>	No tax to be deducted on compensation or on any of the R&R entitlements provided in this matrix. ESS 5 provides for compensation at replacement cost.
		Sharecroppers and leaseholders	<p>Sharecroppers will receive compensation for their share of the loss of crops.</p> <p>For entire loss of land, the leaseholders will get an equivalent area of leased land or reimbursement for unexpired lease period.</p> <p>In case of partial loss of land, leaseholders will get reimbursement for unexpired lease period for the portion of land lost.</p> <p>Additionally, affected sharecroppers and leaseholders will receive cash assistance equivalent to 12 months of income assistance @ 3000 per month</p>	

¹³ As per ESS5, where livelihoods of displaced persons are land-based, or where land is collectively owned, the Borrower will offer the displaced persons an option for replacement land, unless it can be demonstrated to the Bank's satisfaction that equivalent replacement land is unavailable.

2.	Loss of residential or commercial land	PAPs with legal rights/ titles, recognizable rights, or traditional rights to the affected land	Land for Land ¹⁴ Or Compensation for Land based on market value. The multiplication factor under item (2) of the First Schedule for rural areas, and item (1) for the urban areas. 100% solatium and 12% interest from date of SIA notification till award on the total compensation. In case of severance of land, house, manufactory, or other building, as per Section 94 (1) of the RFCTLARR Act, 2013, the whole land and/or structure shall be acquired, if the owner so desires. No Stamp duty or registration fee will be levied.	No tax to be deducted on compensation or on any of the R&R entitlements provided in this matrix. ESS 5 provides for compensation at replacement cost.
		Tenants and Leaseholders	For entire loss of land, the leaseholders will get an equivalent area of leased land or reimbursement for unexpired lease period. In case of partial loss of land, leaseholders will get reimbursement for unexpired lease period for the portion of land lost. Tenants will receive rental allowance equivalent to 3 months rental value. Compensation will be given for any improvements done by tenants and leaseholders.	
3.	Loss of Structures (house, shop, building or immovable property or assets attached to the land)	Owners of the Affected Structures	Market value of structures and other immovable properties based on relevant Schedule of Rates (SoR) without depreciation and with 100% solatium. Section 94 of this Act shall not be put in force for the purpose of acquiring only a part of any house, shop or any building, if the owner desires that the whole of such house, or building be acquired, unless owners request is unreasonable. ¹⁵ In case portion of the structure is acquired and remaining portion needs repair; then repair allowance also needs to be paid. Right to salvage materials of the affected structures	.

¹⁴ Same as explained in the above footnote.

¹⁵ ESS 5 explicitly requires full acquisition of the land or property based on same entitlement as for the other portion of the structure or building, if a partial acquisition leaves the remainder unviable or unsafe.

		Tenants and Leaseholders of affected structures	Tenants would be given rental assistance on a case-to-case basis in the form of grant for a period of 3 months. Additional structures, erected by tenants, will be compensated by deducting from owner's compensation. Any advance deposited by the tenants or leaseholders will be deducted from owners' total compensation package.	Advance notice
4	Loss of Standing Crops and Trees	Owner/operators/tenants/sharecroppers	60 days of advance notification will be given for harvesting standing crops, if possible. If not, then market value of the yield of the standing crop lost, determined by the Agricultural / Horticulture Department, in consultation with landowner/farmer will be paid. In case of impact on timber or fruit bearing trees, compensation will be based on timber value at market price, or as valued by the Forest Department, with 100% solatium. For other perennial fruit bearing trees, compensation will be as per valuation done by the Horticultural Department, with 100% solatium.	Advance notice to PAPs for harvesting standing crops.
B. REHABILITATION AND RESETTLEMENT – Affected families both Land Owners and the Families whose livelihood is primarily dependent on Land Acquired)				
5.	Land Owners losing land or structures		One-time Resettlement Allowance of Rs. 50,000/-. One-time lump sum payment (in lieu of employment or annuity) of Rs. 5,00,000/- for each affected Family whose land or other immovable property has been acquired and to those whose livelihood is fully dependent on the acquired land and displaced. All affected families, if physically displaced from residence or commercial place due to land acquisition, the following will be applicable: <ul style="list-style-type: none"> • If a house is lost in rural areas, a constructed house shall be provided as per PM Awaas Yojana specifications. • If a house is lost in the urban area, a constructed house shall be provided, which will be not less than 50 Sq.m of plinth area. • If a family in urban area opts not to take a house offered, they shall get one-time financial assistance for house construction which shall not be less than Rs. 1,50,000/-; for similar cases in rural areas, equivalent cost of house may be offered. • Rs. 86,000/- subsistence grant for (SC & ST) if displaced; and Rs. 36,000/- subsistence grant for other families; 	As per RFTCLARR Act, 2013 the benefits listed shall also be extended to any affected family which is without homestead land and which has been residing in the area continuously for a period of not less than three years preceding the date of notification of the affected area and which has been involuntarily displaced from such area.

			<ul style="list-style-type: none"> Rs. 50,000/- for transportation for each affected family; Rs. 25,000/- for each affected family of an artisan, small traders or certain self-employed or family which owned institutional, industrial, or commercial units and involuntarily displaced. 	
6.	Families whose livelihood is primarily dependent on private land or structures to be acquired (users of private land or structures such as workers, sharecroppers, artisans, tenants etc.). Seasonally employed workers, are not eligible.		<p>Each affected family will be given a one-time Resettlement Allowance of Rs. 50,000/-. All affected families, if physically displaced from residence or commercial place due to acquisition, the following payments will be applicable:</p> <ul style="list-style-type: none"> If a house is lost in rural areas, a constructed house shall be provided as per PM Awaas Yojana specifications. If a house is lost in the urban area, a constructed house shall be provided, which will be not less than 50 Sq.m of plinth area. If a family in urban area opts not to take a house offered, they shall get one-time financial assistance for house construction which shall not be less than Rs. 1,50,000/-; for similar cases in rural areas, equivalent cost of house may be offered. Rs. 86,000/- subsistence grant for SC & ST families; and Rs. 36,000/- subsistence grant for all other families; Rs. 50,000/- for transportation; Rs. 25,000/- for each affected family of an artisan, small traders or certain self-employed or family which owned institutional, industrial, or commercial units and involuntarily displaced. For Agricultural Labourers and Share Croppers assistance of 200 days of wages as per minimum wage rate of the UT 	
7.	Impact on Structures/ other Assets of Non-Titleholders ¹⁶	Squatters and Encroachers	<p>Market value of structures and other immovable properties based on prevailing Schedule of Rates (SoR) as on date.</p> <p>For partly affected structures, if the remaining portion is unviable for usage, then compensation for the entire structure shall be given.</p> <p>Lump-sum of Rs. 25,000/- to all families who lose a cattle shed/petty shop, or replacement cost of structure, whichever is higher.</p>	

¹⁶ ESS 5 classifies affected persons as persons: (a) Who have formal legal rights to land or assets; (b) Who do not have formal legal rights to land or assets, but have a claim to land or assets that is recognized or recognizable under national law; or (c) Who have no recognizable legal right or claim to the land or assets they occupy or use.

			Owners have right to salvage materials of the affected structures. Cost of the salvaged materials will not be deducted from the compensation	
8	Loss of Standing Crops and Trees of Non-titleholders		Market value of the yield of the standing crop lost, determined by the Agricultural / Horticulture Department will be paid. In case of impact on timber or fruit bearing trees, compensation will be based on timber value at market price, or as valued by the Forest Department. For other perennial fruit bearing trees, compensation will be as per valuation done by the Horticultural Department.	Advance notice for harvesting standing crops will be made before starting survey of land and its marking.
C. Resettlement and Rehabilitation Assistance				
9.	Non-titleholders	Squatters and Encroachers	All families, if physically displaced from residence or lost livelihood, the following will be applicable: <ul style="list-style-type: none"> • Each affected family will be given a one-time Resettlement Allowance of Rs 50,000/-. • Rs. 86,000/- subsistence grant for SC & ST families; and Rs. 36,000/- subsistence grant for all other families (at the rate of Rs 3,000 per month for a year) • Rs. 50,000/- for transportation; • Rs. 25,000/- for each affected family of an artisan, small traders or certain self-employed or family which owned institutional, industrial, or commercial units and involuntarily displaced. 	.
D. IMPACT DURING CIVIL WORKS				
10.	Temporary occupation of land		For the temporary occupation and use of private land, land owners need to be paid a gross sum of money, on a monthly or periodic payments, as shall be agreed upon in writing with them. Land will be restored to its original condition, to the satisfaction of the owner before being returned to their possession after its use.	Whenever it appears to the appropriate Government that the temporary occupation and use of any waste or arable land are needed for any public purpose, the appropriate Government may direct the Collector to procure the occupation and use of the same for such terms as it shall think fit, not exceeding three

				years from the commencement of such occupation.
E. COMMON PROPERTY RESOURCES				
11.	Community Assets (CAs) or Common Property Resources (CPRs)	Any property which is for common public use	Reconstruction, Commissioning and handing over to concerned departments/ community of all affected community assets and utilities in consultation with the community / community leaders.	RFCTLARR Act requires that when community resources are acquired, the SIA must identify them (Section 16). ESS 5 says for identifying public or community infrastructure, property or services that may be affected during census and socio-economic survey.
F. UNFORESEEN IMPACTS				
13.	Unanticipated impacts		Unforeseen impacts encountered during implementation will be addressed in accordance with the principles of RFCTLARAR Act 2013 and World Bank's ESF, 2018.	These will be documented in the sub-project RAP and mitigation measures outlined.
G. ASSISTANCE FOR VULNERABLE COMMUNITIES				
14.	Vulnerable individuals, families and communities		As warranted Livelihood planning to provide special assistance to women, minorities or vulnerable groups who may be disadvantaged in securing alternative livelihoods. Documentation of ownership or occupancy and compensation payments should be issued in the names of both spouses or single heads of households as relevant, and other resettlement assistance, such as skills training, access to credit, and job opportunities, should be equally available to women and adapted to their needs.	REFCTLARR Act 2013 recognizes SC and STs for additional assistance. ESF-2018 recognizes; Elders and Minors, Scheduled Tribes, Single Women /WHH and economically marginalized (BPL and Socially and economically backward falls under this category). The Borrower will propose and implement differentiated measures so that adverse impacts do not fall disproportionately on the

				disadvantaged or vulnerable, and they are not disadvantaged in sharing any development benefits and opportunities resulting from the project
--	--	--	--	--

DRAFT

8.11 Mitigation and Management of Access Restrictions to Common Properties

The project is likely to have conditions where land may be made physically unusable or inaccessible either permanently or for temporary periods, even when there is no physical land acquisition. These would include development of tourism infrastructure in the meadows/ grasslands/ grazing areas accessed by the local livestock dependent communities as well as pastoral nomads of the region that practice transhumance. It will also include development of waterfronts and promotion of water sports in the water-bodies that are accessed by the local fisherfolks for commercial fishery or by the local community for personal consumption. Such direct and indirect restrictions on land use and access are not covered by the national legislations related to LA & RR and will need additional mitigation measures as outlined under ESS5. While in some cases the pastoral communities have recognized movement rights (Matu) issued by the U.T and fishing rights given by the local bodies or relevant department with the ownership of the water bodies, in most cases these are customary rights practiced over generations. The project may also potentially restrict access to other common property resources like sacred groves, community conserved areas or structures of cultural or religious significance.

While interventions at sites that cause significant access restrictions or adversely impact customary transhumance will be excluded from project support, assessment of the scale and nature of access restrictions will be undertaken at the time of preparation of sub-project RAPs. The following mitigation measures will be explored, based on the risk mitigation hierarchy to avoid and minimize such impacts:

- Analysis of alternatives to minimize restrictions to the CPRs accessed by the local or pastoral communities;
- Exclusion of interventions at sites/ locations that pose large scale and adverse impacts of a permanent nature, on the resources accessed by the communities;
- Detailed assessment of the nature of dependence on the resources to be potentially restricted during the SIA/ socio-economic census, including dedicated consultations with the dependent communities;
- Assess the formal and informal claims of the dependent communities to the resource being considered for restriction;
- In case of temporary restrictions, assess the scope of taking up physical interventions/ construction during lean or off-season¹⁷ to minimize impact.
- Ensure benefit sharing arrangements under the project for the dependent local communities or access to alternate sites/ grazing areas for the pastoral and livestock dependent communities;
- Explore continuity of access to the sacred groves, conserved areas or structures of religious or cultural significance through alternate routes or by altering alignments/ sites;
- Discuss with the local or dependent community alternate measures or entry points that can help minimize the adverse impact, including their prioritization for receiving project benefits.

¹⁷ Lean season for fishing by fisherfolks, seasonal migration from higher reaches to lower areas by the nomadic communities

8.12 Implementation and Grievance Redressal

The overall responsibility for preparation of specific Resettlement Action Plans (RAPs) will be the responsibility of the Land Collector or Resettlement Officer at the PMU and will be supported in the process by the respective E&S focal point at the Implementing Agencies responsible for the sub-project.

The project's Grievance Redressal Mechanism (GRM) will be available for PAPs to register their grievances and complaints. If the aggrieved person is not satisfied with the verdict given by Project Level Grievance Committee, s/he will have a right to approach the revenue court or approach the court of law.

There should be provision of and awareness generation on the available avenues for grievances be it physical offices, complaint boxes, numbers of committee members, telephonic helplines, QER codes to the online systems etc.

DRAFT

9 Tribal Development Framework

9.1 Overview

As the project will be implemented in areas potentially inhabited or accessed by the tribal communities in the Union Territory of J&K, there are likely impacts anticipated due to the project activities, especially on the settled tribal communities staying within or near the tourist destinations. It is also envisaged that sections of the tribal population practicing transhumance, i.e., nomadic communities, may continue to follow migratory routes intersecting some of the identified project locations. Accordingly, the potential impacts on both nomadic and settled tribal communities during project execution will need to be addressed in line with the applicable national legislations such as the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement (RFCTLARR) Act, 2013, the Scheduled Tribes and Other Traditional Forest Dwellers (Recognition of Forest Rights) Act, 2006, and relevant provisions under the laws of the Union Territory of J&K. In addition, compliance will be ensured with the requirements of the World Bank Environmental and Social Framework (ESF, 2018), particularly ESS7 on Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities, to safeguard tribal rights, mitigate adverse impacts, and promote culturally appropriate development benefits.

In compliance with requirements under ESS7 on 'Indigenous Peoples/ Sub-Saharan African Historically Underserved Traditional Local Communities', this Tribal Development Framework (TDF) has been developed to (i) assess the likely impacts on the tribal communities, (ii) identify mitigation measures and actions that can help exclude, avoid or minimize adverse impacts on these communities and their tangible as well as intangible resources, (iii) develop a time-bound plan for engaging with the impacted tribal communities through a process of meaningful consultation through the project life-cycle, and (iv) propose affirmative steps to ensure that they benefit from the project activities.

9.2 Profile of Tribal Communities in Jammu and Kashmir

As per the 2011 Census, the Scheduled Tribes constitute roughly 11.91 percent of the population of Jammu & Kashmir¹⁸ and more than 90 percent of them live in rural areas. The tribal dominated districts in J&K include Rajouri, Poonch, Anantnag, Reasi, Bandipora, Kupwara and Jammu- all of which have a tribal population of more than 5 percent, with Rajouri (18.25 percent) and Poonch (13.81 percent) having the highest tribal population. In addition, Baramulla, Badgam in Kashmir and Udhampur, Kathua in Jammu also have a distinct tribal population. Most of the tribal areas in the UT consist of dense forests and hills, which provides for the availability of non- timber forest produce (NTFP) and pastures in abundance. While most of these tribal communities are engaged in agriculture, livestock rearing, NTFP collection, some of them are also engaged in making handicrafts.

Gujjar community is the largest tribal community, making up about 69% of the total ST population of J&K, followed by the Bakarwals- both of which are traditionally pastoral communities. The other scheduled tribes of J&K are Gaddi and Sippi, apart from Gadda Brahmin, Koli, Paddari Tribe, and Pahari ethnic groups that have been recently included in the list of STs by the Constitution (Jammu and Kashmir) Scheduled Tribes Order (Amendment) Bill, 2024, to promote their socio-economic empowerment. The UT also has 3 De-notified, Nomadic and Semi Nomadic Tribes (DNTs), who are not covered under ST category - Pohul, Sangtrash and Chaupan.

¹⁸ The data is for the undivided state of Jammu and Kashmir.

Key human development indicators for STs in J&K shows disparities compared to the general population. As per the last Census (2011) the ST literacy rate was 50.6%. The dropout rate among ST children in J&K is high, with poverty, parental illiteracy, and migratory lifestyle being the main factors. The poverty rate among STs is about 42%, almost double that of the general population in the UT. Similarly, the average sex ratio among the STs in J&K is 924 per thousand live births as compared to 927 in rural and 872 in urban areas.

All the major tribes in J&K (Gujjar, Bakkarwals and Gaddis) are livestock dependent communities which form their primary source of income. Over the years many of the families have settled in their native regions and started practicing settled agriculture and animal husbandry and are better off, most of the poor and vulnerable among these communities still depend on livestock and adopt a nomadic life-moving from higher to lower reaches/ valley during winters in search of fresh pastures and returning in summers. While the state has tried to create access to basic services to this large transhumant population, in terms of provisioning mobile primary schools and health clinics, it has met with limited success.

District wise rural-urban and gender disaggregated tribal population can be seen from the table no 9.1 given below.¹⁹

Table 9:1 Scheduled Tribe Population

District	Rural Persons	Urban Persons	Total Persons	Total Male	Total Female	ST % of District Population
Anantnag	113,575	2,431	116,006	60,990	55,016	10.75
Kulgam	25,802	723	26,525	13,888	12,637	6.25
Pulwama	22,189	418	22,607	11,837	10,770	4.03
Shopian	21,798	22	21,820	11,311	10,509	8.2
Srinagar	3,104	5,831	8,935	5,021	3,914	0.72
Ganderbal	60,275	795	61,070	32,554	28,516	20.53
Budgam	23,293	619	23,912	12,383	11,529	3.17
Baramulla	36,169	1,536	37,705	20,237	17,468	3.74
Bandipora	74,515	859	75,374	39,398	35,976	19.22
Kupwara	68,491	1,861	70,352	36,913	33,439	8.08
Jammu	47,138	22,055	69,193	36,323	32,870	4.52
Samba	16,636	937	17,573	9,188	8,385	5.51
Udhampur	53,636	2,673	56,309	29,142	27,167	10.15

¹⁹ Digest of Statistics 2023-24, Census 2011 (figures are of UT of J&K before reorganization)

Reasi	86,608	1,757	88,365	46,330	42,035	28.08
Kathua	52,019	1,288	53,307	27,693	25,614	8.65
Doda	38,601	615	39,216	20,377	18,839	9.57
Kishtwar	38,069	80	38,149	19,889	18,260	16.54
Ramban	39,583	189	39,772	20,940	18,832	14.02
Rajouri	229,692	3,123	232,815	121,374	111,441	36.24
Poonch	171,011	5,090	176,101	90,274	85,827	36.93

9.3 Objectives of TDF

The purpose of this TDF is to establish the requirements of ESS7, propose measures to address the risks and impacts on the tribal communities residing in the project areas or accessing resources in these areas, recommending an engagement strategy to ensure meaningful communication with the impacted tribal communities, ensure that proposed interventions are sensitive to their cultural practices and provide opportunity to these vulnerable communities to benefit from the project, while insulating them from adverse impacts. The objectives of TDF are to:

- avoid or minimize adverse impacts on the tribal community and to suggest appropriate mitigation measures;
- ensure that the project engages with tribal community in the entire process of planning, implementation and monitoring of project;
- identify the views of tribal community regarding the proposed project and ascertain broad community support for the project; and
- ensure that project benefits are accessible to the tribal communities living in the project area.

The TDF outlines the mitigation and management actions to address impacts, maps the national/ J&K UT policies, programmes and schemes that can be leveraged to benefit the communities, the risk management measures to be in place, the implementation arrangement, grievance and monitoring mechanism to be in place to ensure effective implementation of these measures.

9.4 Legal and Policy Framework

The key laws and policies that are applicable in the project area include the 73rd and 74th Amendment 1994 related to local governance; Constitutional Provisions related to the Tribal Sub Plan (TSP), The Scheduled Castes and Scheduled Tribes: (Prevention of Atrocities) Act, 1995 to prevent discrimination and atrocities on the Scheduled Castes and Scheduled Tribes and has protective provisions to safeguard Indigenous people from social injustices and all forms of exploitation and the Scheduled Tribes and Other Traditional Forest Dwellers (Recognition of Forest Rights) Act, 2006, which recognizes and vests rights on forest land and its resources to the forest dwelling and scheduled tribe communities who have been residing in or near such forests. The Act provides a framework for recording and recognizing these forest rights and creating legal access to these resources.

9.5 Key Schemes for Tribal Communities

The Department of Tribal Affairs of Union Territory of J&K is implementing a number of schemes and programmes for the welfare of the tribal communities. These include schemes for a) improved access to education in the form of Primary, Pre-Matric, Post-Matric scholarships, scholarships for higher education, establishment of residential schools for ST students, dedicated residential schools for Gujjars & Bakkerwal students (whose family undertake seasonal migration), b) village development to undertake comprehensive Development of selected tribal majority villages by addressing critical gaps in infrastructure, health, education and livelihood through convergence and coordination of various schemes (Dharti Aaba Janjatiya Gram Utkarsh Abhiyan-DAJGUA), UT Capex scheme for undertaking village infrastructure development (drinking water facilities, electricity, and connectivity through roads, pathways, and small bridges), c) schemes for livelihoods promotion by helping tribal communities to earn livelihood from collection, processing and marketing of forest resources (Pradhan Mantri Van Dhan Yojana-PMVDY), access to institutional credit from the SC/ ST/ OBC Development Corporation of the UT, special assistance and grant to the ST population for income generating activities, including purchase of livestock, setting up of dairy units under the Tribal Sub Plan (TSP). The detailed discussion over welfare measures is given below (Source: Digest of Statistics 2023-24).

WELFARE SCHEMES TARGETING SCHEDULED TRIBES (ST)

Scholarships to ST Students: In the academic year 2023-24, Rs. 9.57 crore was disbursed to 5,970 deserving ST students under the Post-Matric Scholarship scheme. Additionally, Rs. 3.36 crore was distributed to 1,228 ST students under the Pre-Matric Scholarship scheme, and Rs. 4.34 crore for students in classes 1st to 8th.

Eklavya Model Residential Schools (EMRS) offer holistic education from Class VI to XII, focusing on academics, extracurricular, and personality development, while **dedicated Hostels for Students of Gujjars and Bakerwals communities** enrol about 3,000 students. These hostels offer free boarding, lodging, and education to BPL tribal students enrolled from Class 6th onwards.

Transportation services to trans-human/ migratory tribal population: Government provides transportation services to over 1 lakh people and their livestock to facilitate migration between Jammu plains and Kashmir valley.

Transit Accommodations: It also creates transit accommodations for the over 4 lakh transhumant tribal population that provide housing for 150-200 families, community amenities like kitchens, medical and veterinary dispensaries, and livestock yards for animal welfare.

Infrastructure development in tribal areas is being undertaken under the **Pradhan Mantri Adi Adarsh Gram Yojana (PMAAGY)** and **Dharti Aaba Janjatiya Gram Utkarsh Abhiyan (DAJGUA)**. Works under these schemes include provision of drinking water, electricity and connectivity through roads, pathways, and small bridges, Mobile Medical Units and Tribal health sub-centers and ambulance services. Under the latter scheme 393 tribal villages have been selected for addressing critical gaps in social infrastructure, health, education, and livelihood.²⁰

²⁰ Considering the vulnerability of the transhumant population, the J&K UT has also established a J&K UT e-Advisory Board for Welfare and Development of Gujjar and Bakerwal, which advises the government on suitable measures and economic interventions necessary for socio-economic development of these communities. These

9.6 Anticipated Impacts on Tribal Communities & Proposed Mitigation Measures

Table 9:2 Impacts on Tribal Communities and Proposed Mitigation Measures

Potential Risks & Impacts	Risk management measures	Responsible Agency
Exclusion of STs from project benefits, including benefiting from increased tourism traffic, augmented value chains, skilling support, tourism related jobs, etc.	In destinations with impacted tribal communities, measures to ensure their inclusion in proportion to their population in skilling and livelihoods generation activities, construction works as well as their participation in value chains and in tourism related activities.	PMU, JKTDC
Lack of consultation/ engagement with tribal communities during preparation of destination development/ management plans	Destination level planning to ensure participation of tribal communities including their elected leaders and heads of traditional village/ biradari panchayats	PMU and IAs
Low ST participation and voice in the handicraft & handloom collectives/ SHGs promoted by the project	Project to ensure inclusion of ST artisans in the handloom/ handicraft collectives and facilitate creation and handholding of tribal collectives based on their traditional crafts.	PMU and IAs
Low awareness and information about ways for accessing project benefits and improving income, expanding livelihoods	Ensure community engagement activities and project information sharing with the tribal communities in a culturally appropriate manner, as outlined in the Stakeholder Engagement Plan.	PMU and IAs
Health and safety risk owing to increased vehicular traffic due to construction activities and increased tourism at the destinations	Sensitization and training of the contractor staff and drivers on road safety and responsible driving, especially on routes accessed by the pastoral communities along with their livestock. Have measures in place to compensate pastoral families for livestock losses owing to road accidents	PMU, IAs, D&S Consultant and Contractor
Acquisition of private land owned by tribal households or common properties owned by tribal villages	Any project activity that may lead to large scale acquisition of private land owned by tribals and their physical displacement	PMU, IAs
Restrictions on tribal communities accessing sites of cultural significance like sacred groves, community	Exclusion of any project related activity that may permanently restrict access of the tribal	PMU and IAs

include research studies and surveys to assess their conditions and propose measures. For example, the First Survey of Transhumant Population was undertaken in 2021 to collect data on the migratory population, livestock count, access to basic services, mapping of migration routes, etc. As per this survey, on an average about 105,000 families and 492,000 people undertake intra-inter district and inter-state migration in the region annually.

Potential Risks & Impacts	Risk management measures	Responsible Agency
conserved areas or religious/ heritage structures – during construction phase or permanently	<p>communities to cultural resources of regional significance.</p> <p>Consultations with the community for scheduling construction activities during the period when access to such sites is minimal, avoiding periods of fairs/ festivals around the site, in order to minimize impacts of temporary access restrictions.</p>	
Restrictions and regulation on customary access to forests and forest resources, including NTFPs, due to promotion of nature-based tourism	Project supported nature-based tourism activities will be aligned with the customary and statutory practices related to forest access, including forest rights, state movement permits for pastoral communities.	PMU and IAs
Restrictions on pastoral communities to seasonal migratory routes during construction phase	Connectivity and access improvement related project interventions will be designed to allow safe access/ movement to the pastoral communities and their livestock during the construction phase, including demarcating and information sharing with the pastoralists about alternate, temporary routes created for that period.	PMU and IAs
Restrictions on pastoral communities to seasonal pastures, grazing areas/ meadows, water-bodies taken up for destination development	<p>Any activity that permanently restricts access of pastoral communities to their customary pastures will be excluded from project support.</p> <p>Any temporary restrictions to access will be scheduled in consultation with the impacted communities and they will be involved in the destination planning process.</p>	PMU
Risks owing to labor influx and tourism inflow near tribal habitations and on pastoral communities	<p>Awareness and enforcement of workers Code of Conduct will be part of contractor obligations as spelt out in their works contract, and will be monitored by the PIU/ implementing agencies as outlined in the Labor Management Procedures (LMP).</p> <p>Residents of nearby tribal habitats and pastoral communities (especially communities that travel with families) will be sensitized and trained on prevention and mitigation of adverse impacts owing to increased tourism traffic.</p>	PMU, IAs and Contractors
SEA/SH risks owing to promotion of tribal homestays as part of the policy of the UT of J&K	<p>Intensive orientation and training of host families on measures for prevention of SEA/ SH risks, as well as referral systems in place by law.</p> <p>Administering an undertaking on the tourists on the 'Do's & Don'ts' and culturally acceptable behaviour during the homestay.</p>	PMU

Potential Risks & Impacts	Risk management measures	Responsible Agency
	Display of telephone numbers of police and service providers at each homestay location.	
Lack of access to avenues for raising concerns and grievances	Local community will be informed about the grievance system in place in a culturally appropriate manner, including the constitution of destination level GRCs during the construction phase and the overall project GRM. All information about local project activities, timelines will be shared and discussed with the local communities in advance of the actual physical works.	PMU

9.7 Exclusion Criteria

As shared in the mitigation measures in the table above, the following activities will be excluded from project support:

- Any project activity that may lead to large scale acquisition of private land owned by tribals and their physical displacement; or
- Any project activity that may permanently restrict access of tribal communities to cultural resources of regional significance; or
- Any activity that permanently restricts access of pastoral communities to their customary, seasonal pastures/ grazing grounds/ meadows, or
- Any activity that may lead to permanent, material loss of access to land or cultural-natural resources owned or access by tribal communities or that may require Free Prior Informed Consent (FPIC)

9.8 Inclusion Strategies of Tribal Communities

While the project is also expected to bring benefits to the tribal communities in terms of added income due to increased tourist footfall, sensitization of others about their culture, including that of the transhumant communities and exposure of tribal handicrafts, handwoven woollen items to other markets, affirmative support will be required to ensure that these vulnerable communities accrue equitable benefits from the project.

Preferential targeting of members of the tribal communities in and around the project destinations will be undertaken to ensure their inclusion in all aspects of the project, including the construction and post- construction/ implementation phase, as outlined in the projects SEP. Their inclusion in the destination-level management/ development planning will be mandatory, with dedicated consultations with them wherever tribal communities either reside or access the destination or its parts/ areas that are likely to be impacted. Some of the other specific strategies to be adopted by the project to ensure their participation and inclusion are:

- Identification and mapping of the migratory routes to assess their overlap with the selected destination, to assess the scale and scope of potentially adverse impacts and accordingly plan mitigation .
- Address the concerns and feedback received from the tribal communities in the final destination-level plans either by making changes in the plans or by adopting additional mitigation measures.
- Targeting of SHGs and cooperatives with tribal members for support and promotion in the areas of livelihood generation, value chain support, skill building on crafts and marketing support for the projects.
- Dissemination of project related information in local language (Hindi and Urdu) as well as use of local tribal dialects while engaging with the tribal communities.
- Adequate notice and information to the tribal communities before initiating any stakeholder engagement activities with them and the local communities.
- Selection of tribal youth, and other community members, in activities and capacity building initiatives related to community managed tourism, including nature based or adventure tourism activities.
- Support to streamlining of services that are offered mostly by the tribal communities at destination- especially those related to working as local tourist guides and ferrying/ hauling of people and luggage, or development of transhumance-based tourism.
- Leverage national and J&K UT schemes targeted at the development and welfare of tribal communities to maximize benefits for them. PMU and implementing agencies will be encouraged to seek convergence with such schemes.

9.9 Grievance redressal

The project level GRM will be accessible to the tribal communities either residing in and around the project areas, or accessed by them periodically or seasonally. Display boards in the local language as well as dialect/ script mentioning the grievance helpline numbers will be placed around the destination and construction sites, as well as the migration routes passing through or near the destination.

During the stakeholder engagement process that will begin during the planning/ pre-construction phase, the local communities including the tribal communities will be informed about the grievance systems in place and the online and offline channels through which they can register their grievances. Given the low levels of effective literacy among the tribals in the region, especially among the pastoral tribal communities, provisions for recording verbal grievances will be explored, for making the GRM more inclusive for the tribal communities.

9.10 Capacity Building

For ensuring inclusiveness and equitable benefit sharing, the project will undertake steps for the capacity building and sensitization of various set of supply and demand side stakeholders in the following areas:

- Screening of project interventions for adverse impacts on settled and nomadic tribal communities.

- Participatory approaches to planning to facilitate, seek and incorporate views and suggestions of the tribal communities for the destination development/ management plans.
- Identification of themes and design of skill building trainings that address the skill gaps among tribal artisans and craftsmen.
- Training of tribal youth and other community members on different aspects of community managed tourism, including on water and other adventure sports, nature tourism, guiding of tours, etc.
- Training of implementing agencies on engaging with tribal communities in a culturally appropriate and sensitive manner.
- Training of contractors, contracted workers including migrant workers and drivers on cultural sensitivities to adopt while residing in hutments near tribal habitations and on safety of pastorals and their herds on roads.
- Training of implementing agencies on ensuring inclusive and culturally appropriate access to project GRM for tribal communities.

9.11 Monitoring and Evaluation

The PMU along with the implementing agencies (IAs) will closely monitor the implementation to ensure that any adverse impacts on the tribal communities are avoided, excluded or effectively mitigated on the basis of the recommendations made in the various E&S instruments, including this framework. The specific responsibility for monitoring the progress on implementation of measures under this TDF will lie with the Social Development Specialist in the PMU . The implementing agencies will be required to highlight any impacts on the tribal communities and corrective measures adopted by them in their bi-annual progress reports, including providing details of the trainings conducted on the areas mentioned in the above section.

10 Cultural Heritage Management Framework

10.1 Purpose and Scope

This Cultural Heritage Management Framework (CHMF) sets out the principles, procedures, roles, and tools to identify, evaluate, protect, and manage cultural heritage potentially affected by subproject activities. It operationalizes the World Bank's ESS8 requirements and aligns with applicable Indian and J&K laws so that PIUs can: (i) screen subprojects for cultural heritage (CH) risks; (ii) apply avoidance/minimization measures in planning and design; (iii) determine when and how to prepare site-specific Cultural Heritage Management Plans (CHMPs); and (iv) monitor compliance during implementation and operation.

10.2 Legal and Institutional Framework

Key regulations and institutions include:

- AMASR Act, 1958 (as amended in 2010): A 100 m prohibited area and a 200 m regulated area around centrally protected monuments; prior permissions/NOCs required for any works in these zones.
- JK Heritage Conservation and Preservation Act, 2010 (and relevant municipal/heritage by-laws): identification, listing, and regulation of J&K/locally protected heritage, heritage precincts, and streetscapes.
- Where host-country provisions differ from ESS8, the Project applies the more stringent requirement.
- Authorities/custodians: Archaeological Survey of India (ASI); J&K Department of Archives, Archaeology & Museums; J&K Department of Culture/Tourism; Waqf Boards; temple/gurdwara trusts; local development authorities/ULBs.

10.3 Activities Covered under the CHMF

The subprojects involving the following activities trigger the application of this CHMF:

- Activities in culturally sensitive settings (historic towns, shrines, temples, mosques, monasteries, archaeological sites, and heritage landscapes).
- Interfaces with living heritage, including festivals/processions, crafts, music, cuisine, sacred sites, pilgrimage routes, and other community practices.

10.4 Screening, Categorization, and Instrument Selection

- **Step 1: Desk Screening (PMU/IA E&S team):** Conduct GIS overlays of subproject footprints and apply the ESMF screening (Annex 2) to identify:
 - Tangible cultural heritage: monuments, archaeological sites, historic buildings/streets, burial grounds, sacred trees/rocks/water bodies, cultural landscapes.
 - Intangible cultural heritage (ICH): rituals, festivals, crafts, oral histories, performance traditions, sacred routes, traditional transhumance routes, and traditional knowledge linked to sites.

- **Step 2: CH Risk Categorization (for instrument selection): Apply the following table**

CH Risk Category	Typical Situations	Required Instrument
CH-0 (No/Negligible)	>300 m from any listed heritage; no ICH impacts; no excavation or vibration risk	Apply ESCOPs (Annex 2) and Chance-Find Procedure (Annex 4)
CH-1 (Low/Moderate)	Within regulated area (100–300 m), within mapped heritage precinct/streetscape, minor excavation; events/ICH interface	Prepare a Cultural Heritage Management Plan (CHMP) (Annex 9). Obtain relevant NOCs/permissions
CH-2 (Substantial)	Within a 100 m prohibited area of a centrally protected monument	Excluded from the Project scope

- **Step 3: Approvals and Disclosure:**

- Secure ASI permissions/NOCs for centrally protected monuments; J&K Dept. of Archives, Archaeology & Museums for UT-level/locally protected assets; and municipal heritage committee clearances for precinct controls.
- Disclose CH instruments per the SEP; consult custodians (temple trust/waqf committee/gurdwara board), resident associations, craft guilds, and tourism operators.

10.5 Risk/Impact Assessment and Mitigation Hierarchy

Typical risks associated with project activities include vibration and ground disturbance, visual/light/noise intrusion, crowding/overuse, temporary access restrictions, changes in drainage/hydrology, and commercialization/misrepresentation risks for ICH.

Mitigation hierarchy:

- **Avoidance:** re-site/realign/re-phase; no-go buffers and protective fencing; avoid works during sensitive ritual periods; in-situ preservation for natural features with cultural significance.
- **Minimization:** heritage-sensitive design; reversible/compatible materials; hand excavation near heritage; protective coverings; vibration limits and work windows; controlled, low-glare lighting (refer to Tourism & Hospitality EHS guidance on visitor pressure/conservation).
- **Restoration/Conservation:** conservation works led by qualified conservation architects/archaeologists with ASI/State concurrence as required.
- **Protection of movable CH:** anti-theft/trafficking measures; notify relevant authorities; worker codes of conduct and site security where items may be vulnerable.

10.6 Management Measures

A) Design & Planning Controls

- Heritage-sensitive design guidelines (materials, massing, colours, fixtures); heritage-appropriate lighting; and integration of universal access where feasible, without compromising significance.
- Buffer zones and access/egress plans that maintain ritual/processional routes and pilgrim flows.
- Utilities siting/routing to avoid subsurface heritage; use trenchless methods near sensitive fabric where practicable.

B) Construction Controls (embedded in bid documents and Contractor's ESMP)

- Pre-construction: induction/toolbox talks on CH; setting-out with ASI/State supervision where required; protective hoardings/coverings; on-site archaeologist/heritage monitor in high-risk locations.
- During works: permit to work near heritage; method statements for excavation, dewatering, anchoring; vibration/dust/noise controls; materials laydown away from heritage; emergency stop procedures upon finds; maintain public safety/visitor flows. Apply ESCOPs and screening triggers that flag adjacency to sensitive sites and require chance-finds.
- Post-works: site restoration, removal of temporary works, condition re-survey, and defect rectification under conservation oversight.

C) Intangible Cultural Heritage (ICH)

- Co-design visitor experiences with communities/custodians; benefit-sharing and IP/knowledge protocols where commercial use is proposed; avoid misrepresentation; program events around ritual calendars; codes of conduct for tour operators/guides.

D) Institutional Arrangements and Capacity

- **PMU/Implementing Agencies:** Appoint a Cultural Heritage Specialist to prepare/oversee CHMPs, liaise with ASI/UT authorities, and clear contractor method statements.
- **Contractors:** Appoint a site CH focal point, train workers, and implement CHMP/Chance-Find procedures.
- **Capacity building:** Annual training for IA engineers and contractors on heritage-sensitive design/construction; clinic-style sessions for MSMEs on respectful ICH use and fair benefit-sharing.

E) Grievance Redress (Heritage-Sensitive)

- Use the Project GRM (ESS10) with heritage-tagged intake categories. Provide channels suitable for custodians, artisans, and pilgrims (helpline boxes near temples/shrines/markets, telephonic helplines, QER codes to the online systems).
- Ensure rapid assessment and resolutions for allegations of damage, access disruption, or misuse of sacred imagery.

11 GBV Prevention Plan

Action Plan for prevention of GBV is aimed to help prevent, report and address Gender Based Violence (GBV) at work place, at work site, during rehabilitation and create common awareness about GBV. It will create a shared understanding that GBV has no place in the project; and, create a clear system for identifying, responding to, and preventing GBV incidents. The **GBV/SEA/SH risks under the project are Substantial** owing to civil works (local labor, labor influx and labor camps), resettlement and extensive capacity development activities.

The project will entail civil works which will require a labour force that may not be fully sourced locally – some of the construction workers may be brought from outside the project areas. These labourers may be required to set up construction camps/on-site accommodation. This may increase risks of SEA for women and children coming into close contact with workers (whether from within or outside the community). This influx may also lead to conflicts between local communities and outside labor, may increase illicit behavior and crime, increase burden on local public services and utilities, the spread of communicable diseases, and GBV/SEA/SH risks. It therefore requires a strategy for managing labour influx particularly its engagement with the community especially the women and children. Secondly, the project involves resettlement of communities that have encroached in the project affected areas for creating commercial (shops, animal shelters) and residential structures as well as small religious structures along the canals and over the embankments.

The resettlement process can create unequal power dynamics between the affected individuals and project staff and increase risks related to sexual exploitation of women, female-headed families, and adolescent girls. The project may involve providing training and capacity building of artisans, weavers, Self Help Groups, and restoration of the livelihood of the affected people. These activities may however increase SEA/SH risks due to travel to or residing in training locations, interaction with male facilitators/project staff and the resulting power differentials. These risks may be especially amplified for women from economically and socially marginalized sections. To manage these risks, the proposed mitigation measures will ensure preventions and management of SEA/SH:

- GBV requirements and expectations included in the procurement process (such as the procurement of IEC materials) and the signing of the Code of Conduct by all the project staff to cultivate an environment free from GBV, SEA/ SH.
- Orientation, sensitization and training of staff at PMU, PMC, and Implementing Agencies
- Engaging an NGO/Support Organization with adequate capacities to conduct sensitization and awareness on GBV/SEA-SH and create a common understanding on zero tolerance towards GBV.
- Materials developed for the stakeholders providing information, education, and communication to indicate that the project and/area is a GBV free zone
- Generate ample awareness with information on GBV response services (such as hotline numbers (Women help line number 1091 Women Help Line Number 100 and numbers given on web portal of J&K Police websites And One Stop Centres. Develop an effective Grievance Redress Mechanism (GRM) with dedicated channels to manage GBV/SEA/SH-related complaints identified and integrated into the GM to enable reporting in a safe, confidential, and survivor-centric manner.

This ESMF will include a GBV Action Plan containing procedures for the implementation and management of preventing and addressing GBV/SEA/SH risks. This Action Plan is aimed to help prevent, report and address Gender Based Violence (GBV) at workplace, at work site, during rehabilitation and create common awareness about GBV. It will create a shared understanding that GBV has no place on the project; and, create a clear system for identifying, responding to, and sanctioning GBV incidents. For details see annexure Action Plan for Prevention of GBV under SLETD.

11.1 Action Plan for Prevention of GBV

The **GBV/SEA/SH risks under the project are Substantial** owing to civil works (local labor, labor influx and labor camps), resettlement and extensive capacity development activities. This GBV Action Plan details the necessary operational measures and protocols that will be put in place to address GBV/SEA/SH that are project related, and how they will be integrated over the life of the project. It includes activities that implement procedures for preventing and addressing SEA/SH, roles and responsibilities of key stakeholders for its implementation and monitoring.

A. Project-wide risk mitigation

Measures for mitigating GBV/SEA/SH risks will be integrated into different components along the project cycle to safeguard women and children and those of vulnerable sections. Such GBV considerations have been incorporated across key project systems as follows:

Mitigation Tool	Key risk-mitigation measures in-built in the tool
Policy and procedures (ref to main document)	<ul style="list-style-type: none"> ● Various policies and procedures would be applicable for direct workers e.g., PMU staff in the office, IAs and contract workers for civil works and those engaged in the PMC and D&S Consultant Firm. ● Orientation training on safety of women from any sexual exploitation and abuse (SEA) and sexual harassment (SH) and mechanism to access redressal services will be provided. ● Key procedures at the construction sites will include steps necessary to prevent SEA/SH and any discrimination based on religious, political and/or sexual orientation. ● Internal Complaint Committees will be established as prescribed under POSH Act at all administrative levels to address workplace harassment incidents safely and confidentially.
Labour Management Procedures (ref to main document)	<ul style="list-style-type: none"> ● Labour-related risks of SEA/SH may arise for community members, particularly women and children by contract workers during construction period; and risks of workplace SH at all establishments by co-workers under the project. ● All employers including contractors will be required to ensure all workers (including those of sub-contractors) sign a code of conduct (CoC) to mitigate the risks of SEA/SH, and workers receive awareness training on SEA/SH relates issues.

	<ul style="list-style-type: none"> The overall responsibility of LMP implementation rests with the PMU and IAs, including monitoring and reporting SEA/SH incidents.
Stakeholder Engagement Plan (ref to main document)	<ul style="list-style-type: none"> PMU will disclose GBV related considerations to Contractor personnel, Consultant personnel through office circulars, training events, website notifications, bid documents and contract provisions periodically. For SLETD, a unique GRM will be developed for general stakeholders, individual beneficiary, PAPs, laborers and complainants of GBV/SEA/SH. They may also access any of the existing grievance redressal platforms such as J&K SAMADHAN²¹, (Women Helpline number 1091 and Police Control Number 100) Departmental Grievance Cell, Internal Complaints Committee to express their grievances and seek resolution. Stakeholder consultations will be undertaken to build awareness about gender and GBV/SEA/SH concepts and provisions made under the project
Grievance Redressal Mechanism for SEA/SH	<ul style="list-style-type: none"> The project's GRM will also include a channel to allow SEA/SH-related grievances to be received and addressed. Redress for SEA/ SH related Grievances will be done through ICCs (constituted as per POSH Act). SEA/SH related processes will be overseen by the Social Development & Management Specialist within the PMU and monitored on the ground by the Environmental and Social experts within the PIU. Every office and worksite will have complaint boxes and complaint registers that can be accessed by the direct and contracted workers to register their work-related grievances. Periodic awareness building sessions about the GRM will be conducted throughout the project cycle. Incidents will be reported as per World Bank ESIRT Guidelines 2023
Capacity development	<ul style="list-style-type: none"> The capacity building strategy will include training of direct workers, indirect workers, district and divisional staff, and contract staff. Training and capacity building on E&S issues under the SLETD will be done by the PMU for all phases: pre-planning, planning, implementation and monitoring. The Social Specialist at the PMU, and in IAs, in addition to other roles will be responsible person to undertake Capacity Building of the team on the Gender and implementation of the social aspects. The capacity building support proposed to be provided to various project stakeholders will include awareness sessions on Sexual Exploitation and Abuse/Sexual Harassment Safe travel provisions will be made for female participants required to travel to training/project locations to manage SEA/SH risks.
Monitoring and reporting	<ul style="list-style-type: none"> The M&E framework of ESMF is designed to assess the progress and achievements made in line with the identified risks and mitigation

²¹ <https://samadhan.jk.gov.in/login>

	<p>measures. The M&E will enable decision-makers to take up course corrections by providing a feedback loop.</p> <ul style="list-style-type: none"> The M&E framework will monitor and report the implementation of GBV action plan and its activities, reporting and redressal of SEA/SH grievances, and compliance with codes of conduct, mandatory training programs, and SEA/SH provisions along all project components.
--	---

11.2 Activity mapping and Action Plan

The following table outlines activities that implement procedures for preventing and SEA/SH and address any SEA/SH allegations that may arise:

	Activity to Address SEA/SH risk	Steps to be taken	Timelines	Responsible departments/ Agencies	Output indicators
Review and enhance IA's capacity to prevent and address GBV risks					
1	Codes of Conduct signed and understood.	<ul style="list-style-type: none"> Review CoC for provisions/clauses that guard against GBV/SEA/SH Have CoCs signed by all personnel Train all project-related staff on the behavior obligations under the CoCs. Display CoC in project sites and translated into the local language(s) 	Within three months of project effectiveness	WB and PMU, IAs and contractors/sub-contractors	<p>Percentage of workers that have signed a CoC</p> <p><i>Target: 100% sign off where workers have read and understood the CoC. Monthly CoC (refresher) trainings.</i></p>
2	Develop and conduct GBV/SEA orientation training for all project staff, including PIUs	<ul style="list-style-type: none"> Develop a training plan Develop training materials for respective sectors and civil servants Conduct training for project staff/PIU 	<p>Within three months of project inception</p> <p>Regularly throughout project implementation</p>	PMU and IAs	<ul style="list-style-type: none"> Number of trainings conducted for project staff Number of staff trained
<i>As a part of Project GRM</i>					
3	<i>Identify and train E&S social specialists, operators</i>	<ul style="list-style-type: none"> <i>Identify and select GBV/SEA focal persons within the GRM to manage</i> 	<i>Within three months of project inception</i>	<i>WB and PMU, IAs Contractor/ Subcontractor</i>	<i>GM operators and GBV focal points identified and trained</i>

	and GBV/SEA/SH focal points/designated officers within the GRM, who will be responsible for GBV/SEA cases and referrals as defined in the referral pathway.	SEA/SH/GBV related complaints <ul style="list-style-type: none"> Clarify the role of the GM operators and focal points in GBV/SEA as referral points Train the focal points and all GRM operators on GBV/SEA basics, survivor-centred approach and the referral pathways 			
Mapping of GBV service providers for GBV/SEA prevention and response					
4	GBV service providers will be identified and mapped to address SEA/SH issues	<ul style="list-style-type: none"> Identify and map GBV service providers and establish robust referral pathways at UT/district/ project level. On the basis of mapped GBV/SEA prevention and response service providers, develop/update a GBV/SEA referral list of preferred service providers (& linked with project GRM) 	Within three months of project inception	PMU and Consultants	<ul style="list-style-type: none"> Referral pathway developed/updated Number/type of GBV/SEA preventive and response services available.
5	Develop and finalise database of service providers	<ul style="list-style-type: none"> Database of focal point contacts, GRM orientation, consultation meetings. 	Within six months of project inception	PMU, IAs and Consultants	Number of GBV service providers in the database
Sensitization of project stakeholders about GBV/SEA/SH risks					
6	Outreach programs for community and workers through skilled trainers/ service providers	<ul style="list-style-type: none"> Develop relevant IEC materials for community engagements Targeted communications and awareness to women regarding potential SEA / GBV risks, their rights, 	Within six months of project inception Regularly throughout project implementation	PMU IAs along with consultants	Number of awareness/outreach sessions conducted on SEA/SH

		and GRM especially for project affected people under resettlement.			
7	Regular capacity building for project stakeholders	<ul style="list-style-type: none"> Identify training participant groups Prepare training plan and modules with the help of subject experts Sensitization of staff (e.g. team responsible for implementation of Resettlement Action to ensure zero tolerance towards ant acts of GBV against the squatters). Sensitization of labor and or all project staff about the civil, social, and legal rights of women and vulnerable groups and about the actions taken in the event of GBV and SEA/SH 	<p>Within three months of project inception</p> <p>Regularly throughout project implementation</p>	WB and PMU, IAs E&S Specialists Contractor /Subcontractor (Site Manager)	<ul style="list-style-type: none"> Number of training sessions conducted Number of stakeholders trained
GBV/SEA/SH incident reporting in GRM					
8	GBV/SEA/SH GRM is prepared for the Project and same will be implemented	<ul style="list-style-type: none"> Identify and Integrate GBV/SEA entry points within the GRM with clear procedures and tools for management of related complaints Develop an Accountability and Response Framework, detailing how allegations of SEA/SH will be handled and disciplinary action for violation of the 	Within three months of project inception	WB and PMU , IAs	<p>GRM with GBV/SEA procedure integrated</p> <p>In the GRM (<i>SOP to be provided in the Project Operation manual</i>)</p>

		<p>Code of Conduct (CoC) by workers.</p> <ul style="list-style-type: none"> • Create reporting pathways that include support systems and accountability mechanisms including how to handle SEA/SH allegations properly 			
9	Review GRM reports/logs for GBV/SEA sensitivity	<ul style="list-style-type: none"> • Review logs for GBV/SEA documentation to ensure it follows standards for documenting GBV/SEA cases 	Throughout project implementation	PMU	<p>Number of GBV/SEA cases documented</p> <p>Number of referrals of SEA/SH incidents to the project GRM/ by other service providers</p>
Monitoring GBV/SEA/SH action plan					
10	Develop M&E programme	<ul style="list-style-type: none"> • Develop an M&E plan to monitor GBV action plan implementation • Identify key stakeholders and reporting channels • Regular monitoring and course correction 	Throughout project implementation	PMU,	M&E framework in place

C. Roles and responsibilities of key stakeholders

1. Project Management Unit (E&S Specialists)

- a. Mapping of GBV Service Providers
- b. Prepare training plan for sensitization of stakeholders on SEA/SH
- c. Prepare outreach plan for awareness generation among community and laborers
- d. Monitor overall implementation of SEA/SH Action Plan
- e. Compile reporting documents to be submitted with PMU, SLETD

2. IAs (E&S Specialists or Focal Points)

- a. Support PMU E&S Specialist in activities mentioned above

- b. Support PMU in the overall monitoring and supervision of SEA/SH Action Plan
 - c. Prepare periodic reports by compiling information gathered from PIUs
3. PMU and Implementing Agencies
- a. Should have list of service providers
 - b. Should be alert and report incidents timely and securely
 - c. Should promote the culture of zero tolerance for SEA/SH
4. Contractors
- a. Provide induction and regular training to contract workers on SEA/SH compliances
 - b. Ensure CoC are signed and understood by all personnel
 - c. Ensure compliance with codes of conduct and timely report violations
 - d. Employ or appoint qualified environmental, social, occupational health and safety expert(s) to manage GBV/SEA/SH issues
 - e. Have a system for regular review and reporting on action plan performance and report to the PMU
5. Experts/Agencies on boarded/empanelled
- a. Provide support services related to GBV case management and referrals
 - b. Conduct sensitization programs for stakeholders
 - c. Conduct Training of Trainers and build a sustainable format of decentralized training
 - d. Should have adequate capacity to provide remedial action in cases of SEA/SH incidents and CoC violations

12 Stakeholder Engagement, Disclosure, and Consultations

A separate Stakeholder Engagement Plan (SEP) has been prepared for the Project, based on the World Bank's ESS 10 on Stakeholder Engagement. The SEP outlines stakeholder identification, consultation mechanisms, information disclosure strategies, and grievance redress procedures to ensure inclusive participation throughout the project lifecycle.

The SEP is available at: <https://jandktourism.jk.gov.in/JnKTourismData/Notice/India%20SLETD%20SEP%20Nov2025%20clear%20draft.pdf>

This SEP was disclosed for stakeholder consultations on the official website of **Tourism Department** on Nov 14, **2025**. (<https://jandktourism.jk.gov.in/OrderCirculars.html>)

12.1 Stakeholder Consultations Conducted

The Project has engaged with a wide range of stakeholders, including:

- Urban and rural local bodies, including Municipal Committees, Panchayati Raj Institutions, and ward-level representatives in project destinations
- Government line departments, including Tourism, Forest, Wildlife, Agriculture, Handloom, Roads and Buildings, Public Works, Social Welfare, Rural Development, and Tribal Affairs.
- Business and trade representatives, including local shopkeepers, hoteliers, travel agents, tour operators, artisans, transport providers, and women-led enterprises
- Affected local communities, particularly those dependent on tourism for livelihoods

Additional consultations with the following category of stakeholders will be undertaken for updating the SEP early into effectiveness:

- Producer and livelihood collectives, such as Farmer-Producer Organizations, Handloom and Handicraft Cooperatives, and Self-Help Groups
- Environmental and forest-related committees, including Joint Forest Management Committees and Biodiversity Management Committees
- Vulnerable groups, including women, youth, Scheduled Tribes, persons with disabilities, economically marginalized households and civil society organizations.

There has been overwhelming support for the project activities. Stakeholders raised the following concerns and suggestions:

- Local communities and service providers highlighted the poor infrastructure and lack of basic amenities, such as sanitation, roads, and parking, at many tourist destinations
- Businesses and traders emphasized the need for capacity-building programs to help them adapt to emerging digital trade platforms and transport reforms.
- Community members requested clarity on the grievance redress mechanism and procedures for compensation in case of any land acquisition.

The Project commitments in response to the stakeholders' feedback are summarized below:

- The project will ensure inclusion of the community or its representatives, including the vulnerable, in the destination level management planning.
- It prioritize infrastructure improvements in tourist destinations to address basic service gaps, including access roads, toilets, water supply, parking, and signage.
- Solid waste and sanitation management measures will be embedded in infrastructure design and ESMPs, with an emphasis on sustainability.
- Dedicated efforts will be made to integrate youth and women into tourism value chains, including through training, entrepreneurship support, and market linkages.
- A capacity-building program will be rolled out for small traders, women entrepreneurs, and rural businesses to support their transition to digital trade and tourism systems.
- Gender-sensitive trade and transport policies will be incorporated into the project design, ensuring women's participation in stakeholder committees.
- The project is designed to avoid land acquisition to the extent possible. If land acquisition becomes necessary, it will follow transparent and equitable compensation procedures, consistent with the RPF and ESS5.

The SEP will be updated periodically based on emerging issues and stakeholder feedback. Consultations will be held regularly and continuously. Stakeholders will be kept informed through regular public meetings, information sessions and project updates on the implementing agencies' websites and social media platforms. The Project remains committed to transparent engagement, social inclusion, and sustainability, ensuring that all voices are heard and addressed throughout the implementation period.

Annex 1: Screening Form

The E&S Screening procedure comprises two stages: (1) Initial screening by using the Exclusion List in Table 6.2 of the ESMF and (2) Screening of the proposed activities to identify the approach for E&S risk management. This Screening Form is the second stage of the screening process and is to be used for all subproject activities. The completed forms will be signed and kept in the Project ESF file. The World Bank will review a sample of the forms.

1. Subproject Information:

Subproject Title	
Subproject Location	
Regional Unit in Charge	
Estimated Cost	
Start/Completion Date	
Brief Description of Subproject	

2. Environmental and Social Screening Questionnaires

Questions	Answer		Next Steps
	Yes	No	
ESS1			
1. Is the subproject likely to have significant adverse environmental impacts that are sensitive and unprecedented, that trigger the 'Ineligible Activities' or other exclusion criteria?			If "Yes": Exclude from project.
2. Does the subproject involve 'low' risk activities, such as small-scale civil works, including renovation of existing tourism buildings, developing parking areas, building toilets, and minor earth works or do not require any environmental clearance (EC) from the Environmental Agency or Approvals from other government departments, such as Forests and Wildlife departments			If "Yes": 1. Apply relevant measures based on the ESCOPs in Annex 2 2. Include E&S risk management measures in bidding documents.
3. Does the subproject involve 'moderate risk' activities such as rehabilitation of existing roads or construction and augmentation of Water Supply, Wastewater Treatment Systems, Waste Management, Drainage or does not require any environmental clearances and approvals from other government departments, such as Forests and Wildlife departments			f "Yes": 1. Adopt and update the ESMP for the proposed subproject, based on the standard ESMPS given in Annex 3. 2. Include E&S risk management measures in bidding documents.
4. Does the subproject involve 'substantial risk activities' such as the construction of new roads and any other large-scale green field infrastructure, or any activities that require EC or approvals from other government departments, such as Forests and Wildlife departments			f "Yes": 1. Prepare a site-specific E&S Assessment and/or ESMP for the proposed subproject, based on ESS 1. 2. Include E&S risk management measures in bidding documents.

5. Does the project lead to any risks and impacts on individuals or groups who, because of their particular circumstances, may be disadvantaged or vulnerable? ²²			If "Yes": Apply relevant measures described in the ESMF and SEP.
ESS2			
6. Does the subproject involve the use of goods and equipment involving forced labor, child labor, or other harmful or exploitative forms of labor?			If "Yes": Exclude from project.
7. Does the subproject involve recruitment of workforce, including direct, contracted, primary supply, and/or community workers?			If "Yes": Apply LMP in Chapter 7.
8. Will the workers be exposed to workplace hazards that need to be managed in accordance with local regulations and World Bank environmental health and safety guidelines? Do workers need PPE relative to the potential risks and hazards associated with their work?			If "Yes": Apply LMP in Chapter 7.
9. Is there a risk that women may be underpaid when compared to men when working on the project construction?			If "Yes": Apply LMP in Supp. Annex 1.
ESS3			
10. Is the project likely to generate solid or liquid waste that could adversely impact soils, vegetation, rivers, streams or groundwater, or nearby communities?			If "Yes": 1. Prepare necessary mitigation measures for the proposed subproject and amend them to the ESCOP and Standard EMPS. 2. Include E&S risk management measures in bidding documents.
11. Are works likely to cause significant negative impacts to air and/or water quality?			If "Yes": 1. Prepare necessary mitigation measures for the proposed subproject and amend it to the ESCOP and Standard EMPS. 2. Include E&S risk management measures in bidding documents.
12. Does the activity rely on existing infrastructure (such as discharge points) that is inadequate to prevent environmental impacts?			If "Yes": 1. Apply relevant measures based on the ESCOPs in Annex 2 2. Include E&S risk management measures in bidding documents.
ESS4			
13. Is an influx of workers from outside the community expected? Would workers be expected to use the health services of the community? Would they create pressures on existing community services (water, electricity, health, recreation, others)?			If "Yes": Apply LMP in Chapter 7.

²² "Disadvantaged or vulnerable" refers to those individuals or groups who, by virtue of, for example, their age, gender, ethnicity, religion, physical, mental or other disability, social, civic or health status, sexual orientation, gender identity, economic disadvantages or ethnic peoples status, and/or dependence on unique natural resources, may be more likely to be adversely affected by the project impacts and/or more limited than others in their ability to take advantage of a project's benefits.

14. Is there a risk that SEA/SH may increase as a result of project works?			If "Yes": Apply LMP in Chapter 7.
15. What are the distances to the nearest settlements from the subproject activities			Please specify the settlement names and their distances.
ESS5			
16. Will the subproject require the involuntary acquisition of new land (will the government use eminent domain powers to acquire the land)? ²³			If "Yes": Refer to and apply the project Resettlement Framework (Chapter 9)
17. Will the subproject lead to temporary or permanent physical displacement (including people without legal claims to land)?			If "Yes": Refer to and apply the project Resettlement Framework (Chapter 9)
18. Will the subproject lead to economic displacement (such as loss of assets or livelihoods, or access to resources due to land acquisition or access restrictions)?			If "Yes": Refer to and apply the project Resettlement Framework (Chapter 9)
19. Has the site of the subproject been acquired through eminent domain in the past 5 years, in anticipation of the subproject?			If "Yes": Refer to and apply the project Resettlement Framework (Supp. Annex 2)
20. Are there any associated facilities needed for the subproject (such as access roads or electricity transmission lines) that will require the involuntary acquisition of new land?			If "Yes": Refer to and apply the project Resettlement Framework (Chapter 9)
21. Is private land required for the subproject activity being voluntarily donated to the project?			If "Yes": Refer to and apply the project Resettlement Framework (Chapter 9)
ESS6			
22. What are the distances to the nearest protected areas, RAMSAR wetlands, and any other ecologically sensitive areas			Specify these sites and their distances from the subproject site.
23. Does the subproject involve activities that have the potential to cause any significant loss or degradation of critical habitats, ²⁴ whether directly or indirectly, or which would lead to adverse impacts on natural habitats ²⁵ ?			If "Yes": Exclude from project.

²³ Environmental and Social Standard 5, : "In some circumstances, it may be proposed that part or all of the land to be used by the project is donated on a voluntary basis without payment of full compensation. Subject to prior Bank approval, this may be acceptable providing the Borrower demonstrates that: (a) the potential donor or donors have been appropriately informed and consulted about the project and the choices available to them; (b) potential donors are aware that refusal is an option, and have confirmed in writing their willingness to proceed with the donation; (c) the amount of land being donated is minor and will not reduce the donor's remaining land area below that required to maintain the donor's livelihood at current levels; (d) no household relocation is involved; (e) the donor is expected to benefit directly from the project; and (f) for community or collective land, donation can only occur with the consent of individuals using or occupying the land. The Borrower will maintain a transparent record of all consultations and agreements reached."

²⁴ Environmental and Social Standard 6, paragraph 23: "Critical habitat is defined as areas with high biodiversity importance or value, including (a) Habitat of significant importance to Critically Endangered or Endangered species, as listed in the IUCN Red List of threatened species or equivalent national approaches; (b) Habitat of significant importance to endemic or restricted-range species; (c) Habitat supporting globally or nationally significant concentrations of migratory or congregatory species; (d) Highly threatened or unique ecosystems; and (e) Ecological functions or characteristics that are needed to maintain the viability of the biodiversity values described above in (a) to (d)."

²⁵ Environmental and Social Standard 6, paragraph 21: "Natural habitats are areas composed of viable assemblages of plant and/or animal species of largely native origin, and/or where human activity has not essentially modified an area's primary ecological functions and species composition."

24. Will the project involve the conversion or degradation of non-critical natural habitats?			If "Yes": 1. Prepare a site-specific ESMP for the proposed subproject. 2. Include E&S risk management measures in bidding documents.
25. Do the proposed subproject activities fall into wetlands and forest areas, and do not fall into the approved list of activities in the respective management plans?			If "Yes": Exclude from project.
26. Will there be any significant impact on any ecosystems of importance (especially those supporting rare, threatened or endangered species of flora and fauna)?			If "Yes": Exclude from project.
27. Will this activity require any forest clearance?			If "Yes": 1. Prepare a site-specific ESMP for the proposed subproject, based on ESS 1 requirements. 2. Include E&S risk management measures in bidding documents.
ESS7			
28. Are there any Scheduled Tribes (STs) present in the subproject area and are likely to be affected by the proposed subproject negatively?			If "Yes": Refer to and apply the project Tribal Development Framework (Supp. Annex 3).
ESS8			
29. Is the subproject to be located adjacent to a sensitive site (historical or archaeological, or culturally significant site) or facility? If any of the above sites are located within 300 m from the proposed subproject activities			If "Yes": Apply Chance Find Procedures in Annex 5. If "Yes": Refer to and apply project Cultural Heritage Management Framework (Chapter 11)
30. Locate near buildings, sacred trees or objects having spiritual values to local communities (e.g. memorials, graves or stones) or require excavation near there?			If "Yes": Apply Chance Find Procedures in Annex 5.

3. Conclusion

Based on the result from the screening above, complete the following table.

E&S Risk Category of the Subproject (Low, Moderate or Substantial) as per screening	
Category as per EIA Notification 2006 (B2, B1, B)	
Lit E&S Documents to be adopted (e.g. ESCOP or Standard ESMP) or to be prepared (site-specific ESMP and RAP) and implemented.	
List Environmental Clearance (EC), Forest Approvals, Consent to Establish and Operate and any other government approvals needed for the subproject	

Name and title of the person who conducted the screening:

Date of screening:

DRAFT

Annex 2: E&S Codes of Practice (ESCOP)

To manage and mitigate potential negative environmental impacts, the project applies Environmental Codes of Practice (ESCOPs), outlined in this document. The ESCOPs contain specific, detailed and tangible measures that would mitigate the potential impacts of each type of eligible subproject activity under the project. They are marked as relevant for the planning phase, the implementation phase, or the post-implementation phase of activities. They are intended to be simple risk mitigation and management measures, readily usable by the implementing agencies and contractors. They are to be read in conjunction with the mitigation measures provided in Chapter 5.

The ESCOP in this section are divided into:

- a. General ESCOP applicable to all subprojects
- b. Additional ESCOPs specific to subprojects involving digital infrastructure
- c. Additional ESCOPs specific to MSMEs and community enterprises

Table 1. General ESCOPs Applicable to All Subprojects

Issue	Environmental Prevention/Mitigation Measures
1. Noise during construction	<ol style="list-style-type: none"> a) Plan activities in consultation with communities so that the noisiest activities are undertaken during periods that will result in the least disturbance. (Planning phase) b) Use when needed and feasible noise-control methods such as fences, barriers or deflectors (such as muffling devices for combustion engines or planting of fast-growing trees). (Implementation phase) c) Minimize project transportation through community areas. Maintain a buffer zone (such as open spaces, rows of trees or vegetated areas) between the project site and residential areas to lessen the impact of noise on the living quarters. (Implementation phase)
2. Soil erosion	<ol style="list-style-type: none"> a) Schedule construction during the dry season. (Planning phase) b) Contour and minimize the length and steepness of slopes. (Implementation phase) c) Use mulch, grasses or compacted soil to stabilize exposed areas. (Implementation phase) d) Cover with topsoil and re-vegetate (plant grass, fast-growing plants/bushes/trees) construction areas quickly once work is completed. (Post-Implementation phase)
3. Air quality	<ol style="list-style-type: none"> a) Minimize dust from exposed work sites by applying water on the ground regularly during the dry season. (Implementation phase) b) Avoid burn site clearance debris (trees, undergrowth) or construction waste materials. (Implementation phase) c) Keep a stockpile of aggregate materials covered to avoid suspension or dispersal of fine soil particles during windy days or disturbance from stray animals. (Implementation phase) d) Reduce the operation hours of generators /machines /equipment /vehicles. (Implementation phase) e) Controlling vehicle speed when driving through community areas is unavoidable so that dust dispersion from vehicle transport is minimized. (Implementation phase)

Issue	Environmental Prevention/Mitigation Measures
4. Water quality and availability	<p>a) Activities should not affect the availability of water for drinking and hygienic purposes. (Implementation phase)</p> <p>b) No soiled materials, solid wastes, toxic or hazardous materials should be stored in, poured into or thrown into water bodies for dilution or disposal. (Implementation phase)</p> <p>c) Avoid the use of wastewater pools, particularly without impermeable liners.</p> <p>d) Provision of toilets with a temporary septic tank. (Implementation phase)</p> <p>e) The flow of natural waters should not be obstructed or diverted to another direction, which may lead to drying up of river beds or flooding of settlements. (Implementation phase)</p> <p>f) Separate concrete works in waterways and keep concrete mixing separate from drainage leading to waterways. (Implementation phase)</p>
5. Solid and hazardous waste	<p>a) Segregate construction waste as recyclable, hazardous and non-hazardous waste. (Implementation phase)</p> <p>b) Collect, store and transport construction waste to appropriately designated/ controlled dump sites. (Implementation phase)</p> <p>c) On-site storage of wastes prior to final disposal (including earth dug for foundations) should be at least 300 metres from rivers, streams, lakes and wetlands. (Implementation phase)</p> <p>d) Use a secured area for refuelling and transfer of other toxic fluids distant from settlement area (and at least 50 metres from drainage structures and 100 metres from important water bodies); ideally on a hard/non-porous surface. (Implementation phase)</p> <p>e) Train workers on correct transfer and handling of fuels and other substances, and require the use of gloves, boots, aprons, eyewear and other protective equipment for protection in handling highly hazardous materials. (Implementation phase)</p> <p>f) Collect and properly dispose of small amounts of maintenance materials such as oily rags, oil filters, used oil, etc. Never dispose of spent oils on the ground and in water courses, as it can contaminate soil and groundwater (including drinking water aquifer). (Implementation phase)</p> <p>g) After each construction site is decommissioned, all debris and waste shall be cleared. (Post-Implementation phase)</p>
6. Health and Safety	<p>a) When planning activities of each subproject, discuss steps to avoid people getting hurt. (Planning phase)</p> <p>It is useful to consider:</p> <ul style="list-style-type: none"> ● Construction place: Are there any hazards that could be removed or should be warned about? ● The people who will be taking part in construction: Do the participants have adequate skill and physical fitness to perform their work safely?

Issue	Environmental Prevention/Mitigation Measures
	<ul style="list-style-type: none"> ● The equipment: Are there checks you could do to make sure that the equipment is in good working order? Do people need any particular skills or knowledge to use it safely? ● Electricity Safety: Do any good electricity practices, such as the use of safe extension cords, voltage regulators and circuit breakers, labels on electrical wiring for safety measures, awareness on identifying burning smell from wires, etc., apply at the site? Is the worksite stocked with voltage detectors, clamp meters and receptacle testers? <p>b) Mandate the use of personal protective equipment for workers as necessary (gloves, dust masks, hard hats, boots, goggles). (Implementation phase)</p> <p>c) Follow the measures below for construction involving work at height (e.g. 2 meters above ground (Implementation phase):</p> <ul style="list-style-type: none"> ● Do as much work as possible from the ground. ● Do not allow people with the following personal risks to perform work at height tasks: eyesight/balance problem; certain chronic diseases – such as osteoporosis, diabetes, arthritis or Parkinson’s disease; certain medications – sleeping pills, tranquillisers, blood pressure medication or antidepressants; recent history of falls – having had a fall within the last 12 months, etc. ● Only allow people with sufficient skills, knowledge and experience to perform the task. ● Check that the place (e.g. a roof) where work at height is to be undertaken is safe. ● Take precautions when working on or near fragile surfaces. ● Clean up oil, grease, paint, and dirt immediately to prevent slipping; and ● Provide fall protection measures, e.g. safety harness, simple scaffolding/guard rail for works over 4 meters from ground. <p>d) Keep the worksite clean and free of debris on a daily basis. (Implementation phase)</p> <p>e) Provision of a first aid kit with bandages, antibiotic cream, etc. or health care facilities and enough drinking water. (Implementation phase)</p> <p>f) Keep corrosive fluids and other toxic materials in properly sealed containers for collection and disposal in properly secured areas. (Implementation phase)</p> <p>g) Ensure adequate toilet facilities for workers from outside the community. (Implementation phase)</p> <p>h) Rope off construction area and secure materials stockpiles/ storage areas from the public and display warning signs, including at unsafe locations. Do not allow children to play in construction areas. (Implementation phase)</p> <p>i) Ensure structural openings are covered/protected adequately. (Implementation phase)</p> <p>j) Secure loose or light material that is stored on roofs or open floors. (Implementation phase)</p> <p>k) Keep hoses, power cords, welding leads, etc., from laying in heavily travelled walkways</p>

Issue	Environmental Prevention/Mitigation Measures
	<p>or areas. (Implementation phase)</p> <p>l) If school children are in the vicinity, include traffic safety personnel to direct traffic during school hours, if needed. (Implementation phase)</p> <p>m) Control the driving speed of vehicles particularly when passing through community or nearby school, health center or other sensitive areas. (Implementation phase)</p> <p>n) During heavy rains or emergencies of any kind, suspend all work. (Implementation phase)</p> <p>o) Fill in all earth borrow-pits once construction is completed to avoid standing water, water-borne diseases and possible drowning. (Post-Implementation phase)</p>

Table 2. Additional ESCOPs Specific for Digital Infrastructure

Issue	Environmental Prevention/Mitigation Measures
Electronic Waste	<p>Procurement Guidelines:</p> <ul style="list-style-type: none"> ● Include take-back clauses or recycling requirements in supplier contracts. <p>E-Waste Handling and Disposal:</p> <ul style="list-style-type: none"> ● Establish designated collection points for electronic waste ● Ensure secure data destruction before disposal of IT equipment. ● Recycle or refurbish usable equipment through licensed e-waste recyclers. ● Ban open burning and informal dumping of e-waste. <p>Worker Safety and Training:</p> <ul style="list-style-type: none"> ● Provide training to IT staff on safe handling, dismantling, and recycling of e-waste. ● Ensure protective gear (gloves, masks, eyewear) is used by workers handling e-waste.
Energy-Efficiency	<p>Procurement Guidelines:</p> <ul style="list-style-type: none"> ● Include energy efficiency criteria (e.g., EnergyStar , EPEAT certification) in hardware procurement to reduce power consumption. ● cooling equipment must have environmentally friendly alternatives such as hydrofluorocarbons (HFCs), isobutane, and propane (R-290).
Data Privacy and Protection	<p>Legal and Institutional Framework:</p> <ul style="list-style-type: none"> ● Ensure all data management policies comply with India’s Cybersecurity Regulations. ● Establish government-wide data protection standards aligned with international best practices. <p>Technical Safeguards:</p> <ul style="list-style-type: none"> ● Implement end-to-end encryption for trade data transactions. ● Use multi-factor authentication (MFA) for all digital trade platforms. ● Ensure regular data backups and secure cloud storage for NSW and digital platforms. <p>Capacity Building and Awareness:</p>

Issue	Environmental Prevention/Mitigation Measures
	<ul style="list-style-type: none"> • Train all government agencies and trade users on data protection protocols. • Monitoring of data protection protocols to oversee compliance and respond to breaches.
Energy Efficiency of hardware	<p>Energy-Efficient Procurement Standards:</p> <ul style="list-style-type: none"> • Only procure ENERGY STAR-certified servers, computers, and network hardware. • Require automatic power-saving features for all IT hardware. <p>Data Center Energy Management:</p> <ul style="list-style-type: none"> • Implement liquid cooling or natural ventilation systems to reduce energy consumption. • Conduct periodic energy audits to track efficiency improvements. <p>Lifecycle Management and Recycling:</p> <ul style="list-style-type: none"> • Extend hardware lifespan through refurbishment and reallocation. • Ensure eco-friendly disposal and recycling of IT hardware

Table 3. Additional ESCOPs Specific for MSMEs

(guesthouses/homestays, cafes/restaurants, tour/boat operators, craft MSMEs)

Issue	Environmental Prevention/Mitigation Measures
Planning & design / pre-operation	<ul style="list-style-type: none"> • Obtain all applicable local permits/consents; post approvals on site boards. • Size on-site sanitation (e.g., septic/packaged systems) to capacity; avoid direct discharges; install grease traps for kitchens. • Select energy/water-efficient fixtures/appliances; rainwater harvesting where feasible.
Homestay upgrades	<ul style="list-style-type: none"> • Provide guidance to applicants on environmentally sound designs (for homestays, encourage rainwater harvesting, proper septic tanks) • Consolidate and manage cumulative impacts by coordinating locations and resource use (so that, for instance, 10 new homestays don't all dig tube-wells in a water-scarce village without planning water supply) • Integrate modules on sustainable tourism and OHS into the SME training programs. Topics should include safe waste disposal, energy conservation, fire safety for homestays,
Construction	<ul style="list-style-type: none"> • Apply ESCOPs in Table 1 of this annex
Operations	<ul style="list-style-type: none"> • Solid waste: segregate (organic/recyclables/residuals); compost organics where allowed; no open burning; maintain contracts with municipal or licensed collectors. • Wastewater: regularly maintain septic/ATU; keep records of desludging; prevent greywater discharge to surface drains.

Issue	Environmental Prevention/Mitigation Measures
	<ul style="list-style-type: none"> ● Air/noise: quiet hours (e.g., 10pm–6am) near communities; maintain generators/exhausts; no unnecessary idling. ● Food & hygiene : grease traps; proper storage; pest control using non-hazardous methods; safe chemical handling with MSDS and secondary containment. ● Tour/boat operators: lifejackets and vessel safety; spill kits for fuels; no wildlife harassment/feeding; respect protected areas and no-go zones; trained guides on safety and cultural sensitivity. (Community health & safety + biodiversity.) ● OHS: Promote use of personal protective equipment in crafts workshops, etc. ● Labor & conduct: written contracts, fair wages/benefits; worker GRM; CoC posted; SEA/SH awareness; non-retaliation

Annex 3: Standard ESMPs

The standard ESMPs cover the mitigation measures to address potential construction-related environmental and social risks for the following infrastructure activities. These ESMPs are prepared based on the World Bank ESF requirements, World Bank Group EHSs and good international industry practices (GIIPs):

- Table 1. Standard ESMP applicable **all Infrastructure Works** involving Civil Works
- Table 2. Additional ESMP Measures Applicable for only **Road Works**
- Table 3. Additional ESMP Measures Applicable for **Water Supply and Sanitation Works**
- Table 4. Additional ESMP Measures Applicable for **Waste Management Facilities**
- Table 5. Additional ESMP Measures for **WasteWater Treatment Plants**
- Table 6. Additional ESMP Measures for **Electric Power Lines and Substations**
- Table 7. Additional ESMP Measures for **Tourism and Hospitality Development**

Table 1. Standard ESMP applicable all Infrastructure Works involving Civil Works

(Note: IA will include this Table in the Contract Specifications of the Bidding Documents under Employer’s Requirements)

#	E&S Aspect	Impacts	Mitigation Measures	Implementation	Supervision
ESS1 (Assessment and Management of E&S Risks and Impacts) Related					
1	Regulatory/ statutory clearances/ approvals		<ul style="list-style-type: none"> • Prior to construction commencement, the Contractor shall obtain all requisite statutory clearance/s for setting-up construction camp including labor camp; plants/equipment; use of material sources etc. as required in the light of central/UT acts/regulations that apply to this work • The Contractor is required to abide by all conditions laid out in the said clearances/consents given by the regulatory authorities. 	Contractor	IA/PMU
2	Contractor’s ESMP		<ul style="list-style-type: none"> • The Contractor to submit for approval and subsequently implement their Environment and Social Management Plan (C-ESMP). The C-ESMP should be submitted prior to the commencement of construction works, and no construction activities will be carried out under the project until approval of the C-ESMP. • The C-ESMP will include site-specific management locations and designs of worker’s camps, construction yards, solid waste management, wastewater treatment, traffic management, and OHS implementation • The Contractor shall review the C-ESMP every six months and update it as required. 	Contractor	IA/PMU
3	Mobilization of EHS Specialist		<ul style="list-style-type: none"> • The Contractor will appoint qualified and experienced EHS specialist to implement this ESMP. • The EHS Specialists should be present at the site throughout the construction period. 	Contractor	IA/PMU
4	Construction of site facilities		<ul style="list-style-type: none"> • The contractor shall set up storage, plant and camp facilities within sites approved by the IA. • The Contractor will construct the above facilities only after due written approval 	Contractor	IA/PMU

#	E&S Aspect	Impacts	Mitigation Measures	Implementation	Supervision
ESS2 (labour and Working Conditions) - Related					
5	Employment terms and conditions	Potential exploitation of work force	<ul style="list-style-type: none"> Contractors will provide job/employment contracts with clear terms and conditions, including rights related to hours of work, wages, overtime, compensation and benefits, annual holiday and sick leave, maternity leave and family leave. The Contractor's Personnel shall be informed when any material changes to their terms or conditions of employment occur. Implement LMP (Chapter 7) 	Contractor	IA/PMU
6	Child labour	Risk of child labour	<ul style="list-style-type: none"> The minimum age to work on the Project is 18. The Contractor, including its Subcontractors, shall not employ or engage a person under the age of 18. The contractors will conduct age verification of all workers. 	Contractor	IA/PMU
7	Forced labour	Risk of forced labour	<ul style="list-style-type: none"> The Contractor, including its Subcontractors and Suppliers, shall not employ or engage in forced labor. Forced labor consists of any work or service, not voluntarily performed, that is exacted from an individual under threat of force or penalty and includes any kind of involuntary or compulsory labor, such as indentured labor, bonded labor or similar labour-contracting arrangements. No persons shall be employed or engaged who have been subject to trafficking. Trafficking in persons is defined as the recruitment, transportation, transfer, harbouring or receipt of persons by means of the threat or use of force or other forms of coercion, abduction, fraud, deception, abuse of power, or of a position of vulnerability, or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purposes of exploitation. 	Contractor	IA/PMU

#	E&S Aspect	Impacts	Mitigation Measures	Implementation	Supervision
8	Code of conduct for workers	Lack of awareness among project workers on prohibited activities in the project	<ul style="list-style-type: none"> The Contractor shall have a Code of Conduct for the Contractor's Personnel (see LMP for the code of conduct). The Contractor shall take all necessary measures to ensure that each Contractor's Personnel is made aware of the Code of Conduct, including specific prohibited behaviours, and understands the consequences of engaging in such prohibited behaviours. The Contractor shall also ensure that the Code of Conduct is visibly displayed on the Site accessible to the local community and project-affected people. The posted Code of Conduct shall be provided in languages comprehensible to the Contractor's workers and the local community. 	Contractor	IA/PMU
9	Grievance Mechanism	Lack of mechanism to address workers' risks	<ul style="list-style-type: none"> Implement the Grievance Mechanism in LMP The Contractor's Personnel shall be informed of the grievance mechanism at the time of engagement for the Contract and the measures put in place to protect them against any reprisal for its use. Measures will be put in place to make the grievance mechanism easily accessible to all Contractor's Personnel. The grievance mechanism shall not impede access to other judicial or administrative remedies that might be available or substitute for grievance mechanisms provided through collective agreements. 	Contractor	IA/PMU
10	General OHS Risks	General risks associated with the construction works include electrical hazards. - Falls and Trips Hazards.	<ul style="list-style-type: none"> Regular site inspections and safety audits by the IA and PMU OHS specialists. Since the site engineers will always be present at the worksites, they will be trained by their OHS team on monitoring the safety aspects of the construction works. Regular training programs for workers on ohs (monthly training and daily toolbox talks), code of conduct, and emergency response plan. Special attention will be focused on safety training for workers to prevent and restrict accidents and on the knowledge of how to deal with emergencies. <ul style="list-style-type: none"> Tool box safety meetings are on the job meetings and shall keep workers alert to work related accidents & hazards, use of PPEs for safety of life and prevent any 	Contractor	IA/PMU

#	E&S Aspect	Impacts	Mitigation Measures	Implementation	Supervision
		<ul style="list-style-type: none"> - Hazardous Materials. - Working at Height. - Crane and moving heavy equipment. - Burn, cuts, ear, eye and respiratory damage when using electrical tools and welding. - Fire and Explosion Hazards. 	<p>unforeseen incidents, accidents and injuries. The meeting should involve groups of workers who work together and face same sort of injury risks at work site. Toolbox meeting improve safety culture, personal protective equipment to workers; identify risks & hazards and ensure appropriate measures to reduce the risks further</p> <ul style="list-style-type: none"> ● In order to protect all project personnel and visitors, the Contractor will provide personal protective equipment (PPE) for workers, such as safety boots, helmets, masks, gloves, body harnesses, protective clothing, goggles, full face eye shields and ear protection. The Contractor will also train workers on how to use them, maintain them in a sanitary and reliable condition, and replace the damaged ones immediately with new ones. ● Contractors will have a dedicated and qualified OHS inspector/supervisor at each work site to ensure compliance with the OHS implementation plan. ● First aid facilities will be made available at the worksites and in the workers' residences. The contractors will engage qualified first aider(s). ● Develop and implement a strict working permit system for working at height, working in confined spaces, welding, hot work permits, etc. Each worker must hold the relevant accreditation / have gone through the relevant training prior to undertaking these activities. 		
11	Personal Protective Equipment (PPE)	The lack of relevant PPEs will increase the risk of worker's exposure to construction hazards.	<p>PPE protects workers exposed to workplace hazards in conjunction with other facility controls and safety systems. These include</p> <ul style="list-style-type: none"> ● Eye and face protection: Flying particles, molten metal, liquid chemicals, gases or vapours, light radiation. ● Head protection; Falling objects, inadequate height clearance, and overhead power cords. ● Hearing protection; Noise, ultra-sound. 	Contractor	IA/PMU

#	E&S Aspect	Impacts	Mitigation Measures	Implementation	Supervision
			<ul style="list-style-type: none"> ● Foot protection: Falling or rolling objects, pointed objects. Corrosive or hot liquids. ● Hand protection: Hazardous materials, cuts or lacerations, vibrations, extreme temperatures. 		
12	Health of workers	Inadequate facilities for workers risks in construction affect the workers' health.	<ul style="list-style-type: none"> ● Workers' accommodation will include all adequate facilities (safe drinking water and sanitation, kitchen, rest areas, etc.) including entertainment facilities so that there will be minimal interaction between them and local communities. The facilities will ensure the following. ● The Contractor shall establish a mechanism to collect the complaints from the workers and address those complaints by the approved GRM. All weather shelter with the required tenement size, toilets, bathrooms and washing area shall be provided, . ● Separate toilet facilities and bathrooms shall be provided for the women workers. ● If a common mess is not provided/ operated, additional space for cooking shall be provided. ● The Contractor will maintain necessary living accommodation and ancillary facilities in functional and hygienic manner. ● The Contractor will construct and maintain all labour accommodation in such a fashion that uncontaminated clean water is available for drinking, cooking, bathing and washing. ● Fans and proper ventilation (turbine type ventilators) will be provided in labour accommodation. ● Workers will be provided with beds and no worker will be allowed to sleep on the ground. ● A residential facility (for selected number of workers such as security guards etc.) if allowed within the construction zone shall have separate entry and exit, not interfering with the operation of the two other buildings in the school premises. 	Contractor	IA/PMU

#	E&S Aspect	Impacts	Mitigation Measures	Implementation	Supervision
			<ul style="list-style-type: none"> Fuel for Cooking: Fuel wood use will not be allowed. LPG cylinders will be provided at labour camp by the Contractor Fire Safety: Adequate fire safety precautions shall be taken and the required fire safety equipment (such as fire extinguishers) shall be provided by the Contractor 		
13		Health risks due to lack of potable Water	<ul style="list-style-type: none"> The Contractor shall also ensure the following: The tank shall be placed at least 1 m above the surrounding ground level. If any water storage tank is provided that shall be kept such that the bottom of the Analysis of water shall be done every month as per parameters prescribed in IS 10500-2012 for the drinking water. 	Contractor	IA/PMU
14		Health risks due to lack of sanitation	<ul style="list-style-type: none"> The sewage system for the camp is designed, built and operated in such a manner that no health hazard occurs and no pollution to the air, ground water or adjacent water sources takes place. Waste water generated from the sanitary facilities of labour camp is disposed in a septic tank/soak pits. Separate toilets/bathrooms, wherever required, will be provided for men and women, marked in English/Urdu and in local language. Toilets are provided with septic tank/s and the cleaning of toilets by disinfectant be made every day for sanitation & hygiene Adequate water supply is provided in all toilets and urinals. Night soil is disposed-off with the help of local municipal extractor, if such an arrangement exists. If local municipal does not exist night soil is to be disposed of by putting layer of it at the bottom of a permanent tank prepared for the purpose and covered with 15 cm. layer of waste or refuse and then covered with 30cm layer of earth for a fortnight. Adequate health care is to be provided at work force during the entire phase. 	Contractor	IA/PMU

#	E&S Aspect	Impacts	Mitigation Measures	Implementation	Supervision
15	Emergency Response procedures	Emergencies during construction, such as accidents and fire incidents	<ul style="list-style-type: none"> ● Fire Prevention and Control: Conduct routine inspections of electrical and gas systems, establish designated smoking areas with clear fire hazard signage, and maintain fire safety equipment with clear access to fire exits. ● Natural Disaster Response: Develop specific disaster response plans, conduct regular disaster scenario drills, and reinforce structures to withstand natural disasters. ● Drowning Risk Mitigation: Provide life jackets and flotation devices for workers near water, install safety barriers and warning signage near riverbanks, offer water safety and rescue training, and ensure standby rescue teams during river-related construction activities. ● Emergency Response Team and Communication: Form a specialized Emergency Response Team, maintain efficient communication systems for rapid emergency response, and regularly update and test emergency communication plans. ● Rescue Equipment and Evacuation Planning: Ensure the availability of rescue and first aid equipment, including water rescue gear, clearly mark evacuation routes and assembly points, and regularly maintain and check rescue equipment. ● Monitoring and Improving: Consistently monitor and review emergency preparedness measures, document incidents in detail, and continuously improve safety measures based on incident analysis and feedback. ● Training. Conduct training and test drills on emergency response procedures. ● Emergency numbers will be displayed at the construction sites and campsite, ● First boxes will be made available at the construction site and campsite, ● Fire extinguishers for petroleum oil fire and electrical fire will be made available at pumping station, construction site, and campsite. ● Designated vehicles, which can be used as an ambulance will be available at the construction site all the time. 	Contractor	IA/PMU

#	E&S Aspect	Impacts	Mitigation Measures	Implementation	Supervision
ESS3 (Resource Efficiency and Pollution Prevention) -Related					
16	Construction material	Adverse environmental impacts due to illegal quarry sources	<ul style="list-style-type: none"> The contractor will procure aggregate and other construction materials from authorized suppliers only. The Contractor shall identify sand quarries and make extraction of sand after the mandatory approvals from the concern authority. And submit the copy of the same to the IA/PMU for verification. In the case of procurement from third party, the sand shall be taken for construction use by the approved agency only. 	Contractor	IA/PMU
17	Water Use	Impacts on other water users	<ul style="list-style-type: none"> No extraction of water are allowed from any water source, navigation channel, intake channel, or flood spill channel by the Contractor without prior permit of authorised licensing authority . Any user of ground water desiring to withdraw ground water for any purpose shall apply to the prescribed authority for grant of a permit for this purpose, and shall not proceed with any activity connected with such sinking unless a permit has been granted by the authority. The water meter to be installed by the Contractor in case of ground water extraction and abide by the conditions led down under the Jammu and Kashmir Water Resources (Regulation & Management) Act, 2010. The contractor shall minimize wastage of water during the construction. 	Contractor	IA/PMU
18	Soils	Soil erosion and sedimentation from construction activities	<ul style="list-style-type: none"> Where required, sediment controls will be put in place. These will include, but not be limited to, sediment ditches, sediment ponds, sediment fences and silt socks. Silt curtains, fibrous mats etc., will be placed across as temporary stormwater drains to reduce the efflux velocity of the water and to aid in settling suspended sediment from the water. Strip the top soil, store and respread it after completion of works Works will only be conducted within the works zone. 	Contractor	IA/PMU

#	E&S Aspect	Impacts	Mitigation Measures	Implementation	Supervision
19	Wastewater discharges from the construction sites	Pollution of surface water resources	<ul style="list-style-type: none"> • Sedimentation ponds, of adequate size and capacity, will be built for the treatment of discharges from the construction sites allow the sediments to settle. • The contractor will be required to take appropriate measures to avoid and contain any spillage and pollution of the water 	Contractor	IA/PMU
20	The risk of soil pollution by construction works	The potential risk of soil pollution from the storage of fuels	<ul style="list-style-type: none"> • Storage of fuels and chemicals in contained facilities and taking appropriate measures to avoid and contain any spillage. • Confine the contaminants immediately after such accidental spillage and clean up oil spills using spill kits. • Collect contaminated soils, treat and dispose of them as a hazardous waste 	Contractor	IA/PMU
21	Air and noise pollution from construction	The emissions from vehicles and construction equipment will pollute the air, causing health and safety issues as well.	<ul style="list-style-type: none"> • The contractor shall furnish PUC certificates for all vehicles/equipment/machinery being used at the project site. The monitoring should be conducted as per schedule and the results shall also be furnished to the Office of IA for the observation. • Construction equipment and vehicles will be well maintained so that emissions are minimal and comply with the applicable standards. • The Contractor will submit emission certificates for all vehicles/ equipment/machinery used for the project. • Regular pollution checks for construction vehicles shall be made. • High noise-producing equipment will be provided with mufflers or acoustic enclosures. • Construction planning takes into consideration of the school timings opening and closing and the timings of the examination. 	Contractor	IA/PMU

#	E&S Aspect	Impacts	Mitigation Measures	Implementation	Supervision
			<ul style="list-style-type: none"> Construction works near sensitive receptors such as settlements and hospitals, the construction operations in these areas should be limited to the time period from 7:30 am to 6:00 pm. 		
22	Construction debris and spoils (excess excavation) and their disposal debris	Indiscriminate disposal of spoils/ debris will cause nuisance and pollution of soil and water	<ul style="list-style-type: none"> The excess excavated earth from excavations will be collected and disposed of in pre-identified site with the approval of IA. The excavated earth/ silt may be utilized by the locals for their use in filling purposes like lawn/ garden raising etc. For this purpose, the locals have to get written consent from the IA. Debris generated due to dismantling process and the other construction activities shall be appropriately re-used during the construction. 	Contractor	IA/PMU
23	Construction waste, including solid waste	Contamination of soils and water resources; Impacts on human health; Odours from residues in surrounding areas	<ul style="list-style-type: none"> The Contractor will provide garbage bins in the camp and construction site and it will be ensured that these are regularly emptied and waste is disposed-off in a hygienic manner as per the Solid Waste (Handling and Management) Rules, 2016. Burning of wastes shall not be allowed. Solid waste generated at the construction site, plant/camp site, will be collected in covered waste bins and segregated as biodegradable (food waste, paper, etc) and non-biodegradable (plastic, polyethylene bag etc.). Waste food should be stored in sealed containers and disposed of at designated/appropriate locations. Waste food or waste from kitchen should not be thrown around the site as it will only attract vermin/pests. Biodegradable (food waste, paper etc.) solid waste should be disposed in a compost pit or in a place/manner followed by local municipalities <p>Polyethylene/plastic wastes will be stored in empty cement bags and should be sent for recycling.</p>	Contractor	IA/PMU

#	E&S Aspect	Impacts	Mitigation Measures	Implementation	Supervision
			Management of hazardous waste through licensed vendors		
ESS 4 (Community Health and Safety)					
24	Labour influx	Impacts from the influx of labor on the local community from the outside areas	<ul style="list-style-type: none"> • Maintain Labour relations with local communities through a Code of Conduct (CoC). • The Code of Conduct must be signed by all categories of workers. Workers must be trained on the provisions of the CoC about refraining from unacceptable conduct toward local community members, specifically women and informed of the sanctions for non-compliance. Training must be conducted for all new workers, including sub-contractors. • The contractor should provide recreational facilities in the camp and closely monitor and control workers-communities interactions. 	Contractor	IA/PMU
25	Sexual Exploitation and Abuse (SEA)/Sexual Harassment (SH)	Risk of gender-based violence GBV/Sexual Exploitation and Abuse (SEA)/Sexual Harassment (SH)	<ul style="list-style-type: none"> • The Project will have a zero-tolerance policy for any gender-based violence, sexual exploitation and abuse, as well as sexual harassment • The inclusion of a clause on GBV/SEA/SH behaviour obligations in the employment contracts of all employees and construction workers is aimed at strengthening measures to address and prevent SEA/SH in the workplace and construction areas. • Awareness training of workers, sub-contractors and service providers staff to sensitize them about SEA and SH and their responsibilities to prevent • Posting of CoC standards in public spaces at workers' residences, village information centers and public places of adjoining/neighbouring communities • Raising awareness that SEA/SH is prohibited • Awareness to explain suspicious situations and the signs of SEA/SH. • Provide information on the use of GRM to report cases of SEA/SH and Code of Conduct breaches and assist victims of SEA if signs of SEA are identified/a victim approaches them to complain about SEA. 	Contractor	IA/PMU

#	E&S Aspect	Impacts	Mitigation Measures	Implementation	Supervision
			<ul style="list-style-type: none"> ● Awareness to communities, particularly women and male and female children, to understand the risks of SEA and SH and the roles and responsibilities of parties involved in project implementation on SEA and SH prevention, processes for reporting incidents of project-related SEA/SH, and the corresponding accountability structures. ● Strengthen the Contractors' obligations and capacity to public health and safety risks and ensure contractor supervision capacity to monitor the mitigation of these risks. ● Proactive GBV/SEA prevention measures will be put in place, such as GBV/SEA-related training to sensitize workers and the local population along the project implementation area and ensure that GRM for the project will also take care of GBV-related issues, if any. ● There will be adequate mechanisms in place to protect the local vulnerable population, especially women and minors, from risks associated with the influx of workers (harassment, underage sex). This mechanism will ensure the sensitization and enforcement of the code of conduct by the Contractor's employees, workers, and all other parties involved in the project implementation. ● Additionally, the Contractor will employ their skilled staff and apply unskilled construction labor from the local population as far as possible to minimize an influx of outsiders into the communities. 		
26	Utilities	Potential damages to existing utilities or disruption of services and properties from construction activities	<ul style="list-style-type: none"> ● Existing underground utilities include PHE- water supply pipelines (, telecommunication lines like Optical Fiber Cables (OFC), PDD electric poles and transformers (distribution type) poles above ground may also get disrupted, etc. ● Before commencement of works, a joint field inspection will be conducted by the Contractor, IA along with the concerned line departments of PHE, PDD, Telecommunication/ private agencies to map out the alignments, to check if any utility is being impacted due to construction works such as water pipelines, underground telecommunication lines, PDD electric poles/ transformers etc. 	Contractor	IA/PMU

#	E&S Aspect	Impacts	Mitigation Measures	Implementation	Supervision
			<ul style="list-style-type: none"> ● Checking for accommodating utilities crossing the drains- raising, lowering or re-location if required ● Get maps/ alignments of the underground infrastructure from the relevant institutions/ line departments ● Contractor to mobilize experienced Utility Crew (Plumber, Electrician, etc.) and Utility vehicle for repair/ restoration on immediate basis for any damage caused to utilities like PHE-Water Pipelines, telephone line, etc. in coordination with concerned line departments, during the execution of construction works. ● Contractor in coordination with IA to sensitize the workers (especially JCB operator/ supervisor) carrying out excavations so that they exercise caution to minimize the chances of underground utility damage. ● Prior permission will be taken from regional offices of Electricity, Telecommunications, Waterworks, etc by IA during excavation activity ● Any Utility shall be relocated at the earliest, in case of damage and the services shall be restored within the shortest time. ● Any common property resource, if removed due to the construction activity shall be restored/ relocated at the earliest with the consent of the immediate local community using it. 		
27	Traffic Management	Traffic congestion and blocking of access to side roads, residents, including schools,	<ul style="list-style-type: none"> ● The contractor will develop and implement a traffic management plan with adequate measures such as proposing traffic diversion measures, alternate routes for local traffic, avoiding school hours, following speed limits, hiring licensed drivers, etc.). The plan will be implemented with the aim of ensuring access to residential areas and preventing unsafe situations, especially near schools, housing areas, construction areas. ● Disruption to access from houses and shops to roads: The contractor will make alternative arrangements for access to residences and businesses. 	Contractor	IA/PMU

#	E&S Aspect	Impacts	Mitigation Measures	Implementation	Supervision
		hospitals and businesses	<ul style="list-style-type: none"> Road signage will be fixed at appropriate locations to reduce safety hazards associated with project-related vehicular traffic. Project drivers will be trained in defensive driving. Ensure that all construction vehicles observe speed limits on the construction sites and on public roads. <p>Provide adequate signage, barriers, and flag persons for traffic control.</p>		
28	Safety hazards from construction works	Community exposure to construction hazards	<ul style="list-style-type: none"> Fully fence all construction sites, including colonies and other contractor's facilities, from the start of work, strictly adhering to the allocated land boundaries. Post "No Trespassing" signs in at least Dzongkha and English at regular intervals along the fencing to deter unauthorized entry and clearly indicate restricted areas. Provide adequate lighting at night hazardous zones to enhance visibility and deter unauthorized access. Inform local communities about the construction schedules and potential construction hazards o 	Contractor	IA/PMU
29	Dust from vehicular movement on local roads and construction activities	Health risks on local communities	<ul style="list-style-type: none"> Dust generation from construction sites will be restricted as much as possible and water sprinkling will be carried out as appropriate, especially at those places where earthmoving, excavation will be carried out. Frequent sprinkling of water on the local roads and worksites to control dust emissions. The contractor has to mobilize adequate water sprinkling trucks. A GRM is in place to receive and address complaints from the public on various aspects of environmental issues, including dust pollution. 	Contractor	IA/PMU
ESS6 (Biodiversity Conservation) -Related					
30	Removal of trees	Impact on local biodiversity	<ul style="list-style-type: none"> Unnecessary clearing will be avoided, and areas to be cleared will be clearly indicated to limit additional clearing. 	Contractor	IA/PMU

#	E&S Aspect	Impacts	Mitigation Measures	Implementation	Supervision
			<ul style="list-style-type: none"> Any schedule trees to be cut due to design/ under unavoidable circumstances, permission shall be obtained from the concern authority Loss of trees will be compensated by a 1:3 ratio (i.e. for loss of 1 tree 3 trees will be planted). 		
31	Fauna	Impact of construction activities on the fauna	<ul style="list-style-type: none"> Reduce the night work period for specific sites and operations to avoid fauna behavioural disturbance. Install directional lighting for activity areas, security lighting and colony lighting. For lighting other than that necessary for safety, limit the lighting duration to what is strictly necessary. Raising awareness of biodiversity protection among construction companies and subcontractors 	Contractor	IA/PMU
32	Invasive Alien Species (IAS)	Adverse impacts due to the introduction of IAS on biodiversity	<ul style="list-style-type: none"> Raise awareness among the workers to present the IAS present on site so they can recognize them and act accordingly. Inspect supply sites outside the project area for the presence of IAS before delivery of equipment and materials and require the supplier to control IAS detected or use an alternative site. Apply a thorough cleaning of all machinery to ensure the absence of IAS before transport to the project site and or project zone, and before the exit of machines outside the project area and or the project zone. Favour the backfilling of excavated materials with local material to reduce the dependence on external backfill. Rapidly eradicate IAS observed for the first time in the project zone. 	Contractor	IA/PMU
ESS8 (Cultural Heritage) - Related					

#	E&S Aspect	Impacts	Mitigation Measures	Implementation	Supervision
33	Cultural heritage sites	Access restrictions to these sites during the construction	<ul style="list-style-type: none"> Plan construction activities to minimize disruption to access routes and implement signage and information dissemination about alternative access routes. Engage with local communities, cultural authorities, and visitors to inform them about the construction activities and mitigation measures. Monitor the condition of the cultural heritage sites regularly during construction and report any issues immediately for prompt action. 	Contractor	IA/PMU
34	Chance finds during construction.	Chance finds procedures	<ul style="list-style-type: none"> Implement chance find procedures in Annex 4 	Contractor	IA/PMU

Table 2. Additional ESMP Measures Applicable for only Road Works

#	E&S Aspect	Impacts	Mitigation Measures	Implementation	Supervision
1	Habitat Alteration and Fragmentation	Disruption of terrestrial and aquatic habitats during construction and maintenance.	<ul style="list-style-type: none"> Site roads and support facilities to avoid critical terrestrial and aquatic habitat, utilizing existing transport corridors whenever possible. Design and construct wildlife access to avoid or minimize habitat fragmentation (e.g., underpasses, overpasses, bridge extensions, enlarged culverts, fencing). Avoid or modify construction activities during sensitive seasons or times of day (e.g., breeding season). Minimize clearing and disruption of riparian vegetation and provide adequate protection against scour and erosion. Consider the onset of the rainy season with respect to construction schedules. Minimize removal of native plant species and replant native plant species in disturbed areas. Explore opportunities for habitat enhancement (e.g., nesting boxes, bat boxes, reduced mowing). Manage construction site activities as described in Table 1 	IA	PMU

#	E&S Aspect	Impacts	Mitigation Measures	Implementation	Supervision
2	Stormwater	Increased runoff, stream erosion, flooding, and contamination from impermeable surfaces.	<ul style="list-style-type: none"> • Use stormwater management practices that slow peak runoff flow, reduce sediment load, and increase infiltration (e.g., vegetated swales, filter strips, terracing, check dams, detention ponds, infiltration trenches/basins, constructed wetlands). • Use oil/water separators where significant oil and grease are expected. • Regularly inspect and maintain permanent erosion and runoff control features. 	Contractor	IA/PMU
3	Road Paving	Runoff of asphalt or cement materials, spillage, and contaminated runoff from cleaning.	<ul style="list-style-type: none"> • Pave in dry weather to prevent runoff of asphalt or cement materials. • Use proper staging techniques to reduce spillage of paving materials (e.g., covering storm drain inlets, using erosion/sediment control measures, utilizing pollution prevention materials). • Reduce water used for dust control and use sweeping practices rather than washing. • Avoid contaminated runoff from cleaning asphalt equipment by substituting diesel with vegetable oil as a release and cleaning agent. • Contain cleaning products and contaminated asphalt residues. • Scrape before cleaning and conduct cleaning activities away from surface water features or drainage structures. 	Contractor	IA/PMU
4	Road Deicing	Contamination of surface water and vegetation from deicing agents.	<ul style="list-style-type: none"> • Primarily use mechanical deicing methods (e.g., sweepers, plows) complemented by chemical means if necessary. • Pre-treat pavement surfaces with anti-icing methods prior to snow/ice onset. • Selectively apply anti-icing and deicing agents based on pavement temperatures and road weather information systems. • Train employees in application of anti-icing/deicing agents and routinely calibrate deicer application equipment. • Select deicing agents based on the location of environmentally sensitive areas and potential impacts. • Design roads and bridges to minimize accumulation of drifting snow. • Design drainage and site reinstatement to minimize impacts of anti-icing/deicing agent runoff. 	Contractor	IA/PMU

#	E&S Aspect	Impacts	Mitigation Measures	Implementation	Supervision
5	Noise	Traffic noise from vehicle engines, exhaust, aerodynamic sources, and tire/pavement interaction.	<ul style="list-style-type: none"> • Consider noise impacts during road design to prevent adverse impacts at nearby properties through right-of-way placement and/or noise control measures. • Construct the road below the level of the surrounding land. • Install noise barriers (e.g., earthen mounds, walls, vegetation). • Insulate nearby building structures (e.g., window replacements). • Use road surfaces that generate less pavement/tire noise (e.g., stone-matrix asphalt). 	Contractor	IA/PMU
6	Physical Hazards	Exposure to operating machinery, moving vehicles, work at elevation, weather elements, noise, confined spaces, trenching, overhead power lines, falls, falling objects.	<ul style="list-style-type: none"> • Develop a transportation management plan for road repairs to ensure work zone safety for workers and the public. • Establish work zones to separate workers from traffic/equipment (e.g., routing traffic to alternative roads, closing/diverting lanes, using protective barriers, channelling devices). • Regulate traffic flow by warning lights, avoiding flaggers. • Design the work space to eliminate or decrease blind spots. • Reduce maximum vehicle speeds in work zones. • Train workers in safety issues related to their activities (e.g., working on foot around equipment/vehicles, night work, low-visibility conditions, high-visibility apparel, proper illumination). • Barricade the area around elevated work to prevent unauthorized access. • Avoid working under personnel on elevated structures. • Rate, properly maintain, and train operators for hoisting and lifting equipment. • Maintain and operate elevating platforms according to safety procedures (e.g., fall protection, movement protocols, repair by qualified individuals, locks). • Use ladders according to pre-established safety procedures (e.g., proper placement, climbing, standing, extensions). • Implement a fall protection program (training, equipment inspection/maintenance/replacement, rescue). • Establish criteria for 100 percent fall protection (e.g., working over 2 meters). • Install fixtures on bridge components to facilitate fall protection systems. • Use safety belts not less than 16 mm (5/8 inch) two-in-one nylon or equivalent 	Contractor	IA/PMU

#	E&S Aspect	Impacts	Mitigation Measures	Implementation	Supervision
			<p>strength, and replace before signs of aging/fraying.</p> <ul style="list-style-type: none"> • Use a second (backup) safety strap when operating power tools at height. 		
7	Chemical Hazards	Exposure to dust (construction, paving), exhaust emissions (heavy equipment, vehicles, tunnels, toll booths), hazardous dust (bridge paint removal), herbicides, diesel fuel.	<ul style="list-style-type: none"> • Use millers and pavers with exhaust ventilation systems and maintain them to keep worker exposure below occupational levels. • Use the correct asphalt product for each application and ensure correct temperature during handling to reduce fuming. • Maintain work vehicles and machinery to minimize air emissions. • Reduce engine idling time in construction sites. • Use extenders or other means to direct diesel exhaust away from the operator. • Ventilate indoor areas where vehicles/engines are operated or use exhaust extractor hose attachments. • Provide adequate ventilation in tunnels or areas with limited natural air circulation. • Install tollbooth ventilation and air filtration systems. • Use protective clothing when working with cutbacks, diesel fuel, or other solvents. • Use dustless sanding and blasting equipment and special containment measures for paint removal. • Avoid lead-containing paint and use appropriate respiratory protection when removing paints or cutting galvanized steel. 	Contractor	IA/PMU
8	Pedestrian Safety	Risk of serious injury from collisions with moving vehicles, especially for children.	<ul style="list-style-type: none"> • Provide safe corridors along the road alignment and construction areas (e.g., tunnels, bridges, separated paths, safe crossings). • Install barriers (e.g., fencing, plantings) to deter pedestrian access except at designated crossing points. • Install and maintain speed control and traffic calming devices at pedestrian crossing areas. • Install and maintain all signs, signals, markings, and other devices related to pedestrian facilities or bikeways. 	Contractor	IA/PMU
9	Traffic Safety	Collisions and accidents involving	<ul style="list-style-type: none"> • Install and maintain all signs, signals, markings, and other devices (e.g., posted speed limits, warnings of sharp turns). 	Contractor	IA/PMU

#	E&S Aspect	Impacts	Mitigation Measures	Implementation	Supervision
		vehicles, pedestrians, bicyclists, and animals.	<ul style="list-style-type: none"> • Set speed limits appropriate to the road and traffic conditions. • Design roadways to accommodate anticipated traffic volume and flow. • Maintain the road to prevent mechanical failure of vehicles due to road conditions. • Construct roadside rest areas at strategic locations to minimize driver fatigue. • Install measures to reduce collisions between animals and vehicles (e.g., signs, crossing structures, fencing, reflectors). • Target elimination of at-grade rail crossings. • Target the use of a real-time warning system with signage to warn drivers of congestion, accidents, adverse weather, or other potential hazards. 		

Table 3. Additional ESMP Measures Applicable for Water Supply and Sanitation Works

#	Impact Category	Specific Impact	Mitigation Measures	Implementation	Supervision
1	Water Withdrawal	Adverse effects on downstream ecosystems	<ul style="list-style-type: none"> • Evaluate potential adverse effects, use environmental flow assessment to determine acceptable withdrawal rates 	Contractor	IA
2		Impacts on aquatic life (entrainment, impingement)	<ul style="list-style-type: none"> • Design intake structures to minimize impacts (limit intake velocity, avoid sensitive ecosystems, install barrier nets/screens/filters, design for unimpeded movement of aquatic organisms, appropriate dam outlet valves) 	Contractor	IA
3	Groundwater Withdrawal	Level changes, surface water flows, land subsidence, contaminant mobilization, saltwater intrusion	<ul style="list-style-type: none"> • Evaluate potential adverse effects (modelling), modify extraction rates/locations, consider future demand increases 	Contractor	IA
4	Water Treatment - Solid Waste	Process residuals, used filtration membranes, spent media, sludge with	<ul style="list-style-type: none"> • Minimize solids (optimize coagulation), land application/disposal per regulations, monitor for metal mobilization, regenerate activated carbon, special disposal for toxic materials 	Contractor	IA

#	Impact Category	Specific Impact	Mitigation Measures	Implementation	Supervision
		metals/radionuclides/chemicals			
5	Water Treatment - Wastewater	Filter backwash, reject/brine streams with solids, organics, dissolved solids, pH, heavy metals	<ul style="list-style-type: none"> Prefer land application over surface discharge (evaluate impact), recycle backwash, treat/dispose per regulations 	Contractor	IA
6	Water Treatment - Hazardous Chemicals	Storage, handling, use of coagulants, disinfectants	<ul style="list-style-type: none"> Minimize the quantity stored and manage inventory to cover only intermittent supply disruptions. Segregate hazardous chemicals (e.g., chlorine and ammonia), protect them from sunlight, moisture, and high temperatures, and store calcium hypochlorite away from organic materials with containers fully emptied or re-sealed. Use corrosion-resistant equipment for handling chemicals and, for gas chlorination systems, install containment and scrubber systems to capture and neutralize leaks 	Contractor	IA
7	Water Treatment - Air Emissions	Ozone, volatile chemicals from disinfection	<ul style="list-style-type: none"> Install ozone-destroying devices, follow hazardous chemical mitigation measures 	Contractor	IA
8	Water Distribution	Leaks and loss of pressure (contamination, increased demand)	<ul style="list-style-type: none"> Ensure construction standards, regular inspection/maintenance, leak detection/repair program, replace problematic mains 	Contractor	IA
9		Water discharges (flushing with high solids/chlorine)	<ul style="list-style-type: none"> Discharge to municipal sewer/stormwater system with management, minimize erosion 	Contractor	IA
10	Sanitation - Faecal Sludge/Septage Collection	Indiscriminate dumping, unhygienic agricultural use	<ul style="list-style-type: none"> Promote correct septic tank design/maintenance, regular collection, appropriate vehicles, facilitate discharge at treatment facilities 	Contractor	IA

#	Impact Category	Specific Impact	Mitigation Measures	Implementation	Supervision
11	Sanitation - Domestic Wastewater Discharges	Microbial/chemical contamination, eutrophication, disease, odors	<ul style="list-style-type: none"> Effective collection/management systems, source control for greywater 	Contractor	IA
12	Sanitation - Industrial Wastewater Discharges	Fire/explosion, biological process disruption, health/safety risks, ineffective treatment	<ul style="list-style-type: none"> Pre-treatment at industrial facility, source control program, regular inspection/monitoring, public reporting of illicit discharges 	Contractor	IA
13	Sanitation - Leaks and Overflows	Contamination of soil/groundwater/surface water, flooding, bypass	<ul style="list-style-type: none"> Separate sewer systems, appropriate materials/design, backup power for pumps, routine maintenance, prioritize repairs, contain spills/leaks 	Contractor	IA
14	Wastewater/Sludge Treatment & Discharge	Liquid effluents (environmental/public health risks)	<ul style="list-style-type: none"> Minimize bypass, source control, appropriate treatment technologies, design/operate to standards, consider wetland discharge, assess reuse risks 	Contractor	IA
15	Wastewater/Sludge Treatment & Discharge	Solid waste (sludge, screenings)	<ul style="list-style-type: none"> Appropriate treatment technologies, land application/beneficial reuse per guidelines, process/dispose per standards 	Contractor	IA
16	Wastewater/Sludge Treatment & Discharge	Air emissions/odors (H ₂ S, methane, VOCs, bioaerosols)	<ul style="list-style-type: none"> Cover emission points, vent to control systems, alternate aeration technologies, process configurations to reduce volatilization 	Contractor	IA
17	Occupational Health & Safety	Accidents/injuries (open water, trenches, heights, equipment, confined spaces, methane, fire/explosion)	<ul style="list-style-type: none"> General EHS guidelines, install railings, use PPE, confined space entry program, lock valves, fall protection, proper trenching/shoring, traffic safety measures 	Contractor	IA
18		Chemical exposure/hazardous atmospheres (acids,	<ul style="list-style-type: none"> Safe handling/storage, operator training, PPE, escape plans, safety showers/eye wash, air quality monitoring, engineering controls, rotate personnel 	Contractor	IA

#	Impact Category	Specific Impact	Mitigation Measures	Implementation	Supervision
		chlorine, ammonia, heavy metals, gases, bioaerosols)			
19		Exposure to pathogens/vectors (insects, rodents, birds, bioaerosols)	<ul style="list-style-type: none"> Safety training, use vacuum trucks, PPE, medical attention, hygiene facilities, immunization, reduce aerosol formation, good housekeeping, restrict vulnerable workers 	Contractor	IA
20	Community Health & Safety: Drinking Water	Contamination from natural/anthropogenic sources	<ul style="list-style-type: none"> Source area determination, management approaches (zoning, inspection, monitoring, education), security measures (monitoring, alarms, inspections) 	Contractor	IA
21	Community Health & Safety: Water Treatment	Drinking water quality/supply, hazardous chemicals	<ul style="list-style-type: none"> Adequate treatment capacity, operate to standards, security measures, prevention/emergency response plans 	Contractor	IA
22	Community Health & Safety: Water Distribution	Deficiencies leading to disease outbreaks	<ul style="list-style-type: none"> Construct/operate to standards, maintain system as barrier, inspect/rehabilitate, prevent cross-connections, maintain pressure, monitor hydraulics, prevent contamination 	Contractor	IA
23	Community Health & Safety: Sanitation	Community exposure to raw wastewater/sludge	<ul style="list-style-type: none"> Prevent overflows, prevent toxic/explosive gas buildup 	Contractor	IA
24	Community Health & Safety: Wastewater/Sludge Treatment	Liquid effluents, air emissions/odors, physical hazards	<ul style="list-style-type: none"> Adequate treatment, emission/odor controls, buffer areas, restrict access, security procedures, lighting 	Contractor	IA
25	Community Health & Safety: Land Application	Public health risks from pathogens/toxic chemicals	<ul style="list-style-type: none"> Treat per guidelines, restrict irrigation before harvest, limit to cooked crops, restrict public access 	Contractor	IA

DRAFT

Table 4. Additional ESMP Measures Applicable for Waste Management Facilities

#	Impact Category	Specific Impact	Mitigation Measures	Implementation	Supervision
1	Waste Collection and Transport	Litter and illegal dumping	<ul style="list-style-type: none"> • Use containers/bags for waste at the point of collection. • Implement regular collection schedules. • Use vehicles suited to local conditions and waste types. • Encourage separation of recyclables at source. • Cover vehicles during transport to prevent windblown litter. • Clean vehicles before transporting other goods. • Encourage residents to put waste out at designated times/locations. • Block access to dumping sites and fine illegal dumpers. 	Contractor	IA
2		Air emissions (dust, odors, vehicle emissions)	<ul style="list-style-type: none"> • Frequent waste collection. • Wash vehicles and containers regularly. • Use bags to reduce odors. • Optimize collection routes to minimize fuel use/emissions. • Use transfer stations to consolidate waste. • Maintain vehicles per manufacturer recommendations. • Train drivers in safe and fuel-efficient practices. 	Contractor	IA
3	Waste Receipt, Unloading, Processing, Storage	Contaminated runoff	<ul style="list-style-type: none"> • Site facilities away from water sources. • Use impermeable materials for roads and storage areas. • Collect and treat runoff/leachate before discharge. • Reuse collected water/leachate where practical. • Cover containers during transport. • Ensure vehicles collect drainage for safe discharge. 	Contractor	IA
4		Litter	<ul style="list-style-type: none"> • Provide adequate storage for untreated waste. • Implement good housekeeping. • Use enclosed/covered areas for waste handling. • Install catch fences/netting for windblown litter. 	Contractor	IA

#	Impact Category	Specific Impact	Mitigation Measures	Implementation	Supervision
5		Air emissions (dust, odors, bioaerosols)	<ul style="list-style-type: none"> • Select vehicles/containers to minimize emissions. • Design drop-off points to minimize vehicle queuing. • Sweep areas and use water spray for dust control. • Pre-treat wastes to reduce dust. • Use enclosed handling/storage for malodorous/hazardous dust wastes. • Use extraction systems and air filtration. • Remove/treat biological/malodorous wastes quickly. • Use odor-neutralizing sprays and negative pressure in buildings. 	Contractor	IA
6		Noise and vibration	<ul style="list-style-type: none"> • Construct buffer zones or locate facilities away from sensitive receptors. • Include noise/vibration considerations in design. • Maintain site roads to reduce noise/vibration. 	Contractor	IA
7	Biological Treatment (Composting, Anaerobic Digestion)	Leachate and runoff	<ul style="list-style-type: none"> • Install drainage layers and leachate barriers. • Design windrows/drains for free drainage. • Shape piles to maximize runoff. • Store leachate in lined basins/tanks. • Maximize recycling of wastewater in anaerobic digestion. 	Contractor	IA
8		Air emissions (bioaerosols, odors)	<ul style="list-style-type: none"> • Use mist spray to control dust. • Use specialized windrow turning equipment. • Use closed feed bunkers for odorous wastes. • Use rapid action doors and exhaust air collection. • Enclose leachate drains. • Minimize water added to compost to avoid anaerobic conditions. 	Contractor	IA
9		Fire	<ul style="list-style-type: none"> • Avoid conditions leading to spontaneous combustion. • Collect biogas for use or flaring. • Provide fire alarm systems and temperature sensors. • Design facility for firefighting access. 	Contractor	IA
10	Landfilling	Landfill siting	<ul style="list-style-type: none"> • Site away from residential/agricultural/protected areas. • Site away from water sources and floodplains. 	Contractor	IA

#	Impact Category	Specific Impact	Mitigation Measures	Implementation	Supervision
			<ul style="list-style-type: none"> • Ensure suitable geology/hydrogeology. • Avoid seismic/fault risks. • Ensure availability of cover material. 		
11		Leachate generation	<ul style="list-style-type: none"> • Use low-permeability liners and leachate collection. • Treat leachate onsite or discharge to municipal system. • Minimize exposed working face and use daily cover. • Prevent run-on/run-off of precipitation. • Install leak detection systems. 	Contractor	IA
13		Landfill gas emissions	<ul style="list-style-type: none"> • Install landfill gas collection and treatment. • Use landfill gas as fuel or treat before discharge. • Monitor for gas migration. • Compact/cover waste promptly. • Minimize open tipping face. • Dispose of odorous sludge in covered trenches. • Restrict acceptance of odorous loads. • Seal sump covers and aerate leachate storage. 	Contractor	IA
14		Litter	<ul style="list-style-type: none"> • Avoid siting in windy areas. • Use perimeter planting/fencing. • Pin waste with dozers/compactors. • Use soil/artificial cover. • Use scaring techniques for birds. • Provide emergency tipping area for lightweight waste. • Use catch fences/banks/bunds. • Install wind fencing. • Temporarily close facility in adverse weather. 	Contractor	IA
15	Occupational Health and Safety	Accidents and injuries	<ul style="list-style-type: none"> • Provide protective clothing, gloves, masks, shoes, hard hats. • Use enclosed cabs and roll-over protection. • Equip vehicles with reversing alarms/lights. • Improve storage at source. 	Contractor	IA

#	Impact Category	Specific Impact	Mitigation Measures	Implementation	Supervision
			<ul style="list-style-type: none"> • Locate exhaust pipes away from workers. • Design routes to minimize crossing traffic. • Use two-hand controls for compaction vehicles. • Restrict access to high-risk areas. • Establish engineering/materials norms for equipment. 		
16		Chemical exposure	<ul style="list-style-type: none"> • Control/characterize incoming waste. • Provide washing/changing facilities. • Ventilate processing areas. • Monitor air quality in work areas. 	Contractor	IA
17		Pathogens and vectors	<ul style="list-style-type: none"> • Prohibit eating/smoking except in designated areas. • Provide air-filtered/conditioned cabs. • Provide/use protective clothing. • Provide immunization/health monitoring. • Maintain good housekeeping. • Promptly compact/cover waste in cells. • Clean/disinfect equipment cabins. • Maintain aerobic conditions in composting. • Isolate workers from spore-dispersing processes. • Use aeration systems. • Maintain temperature/retention time for pathogen destruction. • Grade area to prevent ponding. • Use integrated pest control. 	Contractor	IA
18	Community Health and Safety	Waste scavenging	<ul style="list-style-type: none"> • Prohibit scavenging in hazardous/non-hazardous industrial facilities. • For MSW, work with authorities to formalize scavenging. • Allow only registered adults, provide protective gear. • Arrange disposal layout/sorting facilities. • Provide water supply and changing areas. • Implement education campaigns. • Provide health surveillance, vaccination, exams. 	Contractor	IA

#	Impact Category	Specific Impact	Mitigation Measures	Implementation	Supervision
19		Physical, chemical, biological hazards	<ul style="list-style-type: none"> • Restrict access with security procedures. • Use perimeter fencing, lockable gates, security cameras/alarms. • Use visitor register. • Repair fencing/access points immediately. 	Contractor	IA
20		Litter	<ul style="list-style-type: none"> • Implement litter control measures as above. 	Contractor	IA
21		Dust and odors	<ul style="list-style-type: none"> • Implement dust/odor controls. • Provide buffer areas (hills, trees, fences). • Avoid siting near sensitive receptors. • Site facilities downwind from receptors if possible. 	Contractor	IA

Table 5. Additional ESMP Measures for WasteWater Treatment Plants

#	Impact Category	Specific Impact	Mitigation Measure	Implementation	Supervision
1	Liquid Effluents	Contamination of receiving water (microbial, chemical, oxygen depletion, turbidity, eutrophication) from uncontrolled discharge	<ul style="list-style-type: none"> • Minimize bypass of the treatment system by using separate storm water and wastewater systems, if possible, and providing capacity sufficient to treat peak flows. • Implement an industrial source control program with monitoring and regulatory enforcement. • Collaborate with public officials to select appropriate treatment technologies, considering local conditions and resources. • Design, construct, operate, and maintain facilities to meet applicable effluent water quality standards. • Consider discharge to natural or constructed wetlands, unless the wetland would be degraded. • Treat greywater separately to remove pollutants and pathogens. • Clearly mark greywater lines and stations to prevent accidental use. • Consider re-use of treated effluent based on risk assessment. • Ensure treated wastewater quality for land application or other uses meets WHO and national requirements. 	Contractor	IA

#	Impact Category	Specific Impact	Mitigation Measure	Implementation	Supervision
2	Solid Waste (Sludge)	Improper disposal or unhygienic use of faecal sludge and septage	<ul style="list-style-type: none"> • Promote correct septic tank design and maintenance. • Provide systematic, regular collection of faecal sludge and septic waste. • Use appropriate collection vehicles to service all households. • Facilitate discharge of faecal sludge and septage at storage and treatment facilities. 	Contractor	IA
3		Contamination from sludge (e.g., toxic metals, pathogens) if not properly managed	<ul style="list-style-type: none"> • Select appropriate sludge treatment technologies. • Consider land application or beneficial re-use only after risk assessment. • Ensure quality of residuals for land application meets WHO and national requirements. • Ensure processing, disposal, and re-use of residuals meets applicable standards. 	Contractor	IA
4	Air Emissions and Odors	Nuisance odors and hazardous gas releases (hydrogen sulphide, methane, ozone, VOCs, chlorine, ammonia, bioaerosols)	<ul style="list-style-type: none"> • Cover emission points and vent emissions to control systems (e.g., bio-filters, chemical scrubbers). • Consider alternate aeration technologies or process configurations. • Provide buffer areas (trees, fences) between processing areas and receptors. • Avoid siting facilities near sensitive receptors. • Site facilities downwind from receptors, if possible. 	Contractor	IA
5	Occupational Health and Safety	Exposure to pathogens and vectors (insects, rodents, birds) from wastewater and sludge	<ul style="list-style-type: none"> • Include safe handling and personal hygiene in worker training. • Use vacuum trucks for sludge removal instead of manual methods. • Provide and require use of personal protective equipment. • Provide prompt medical attention and cover skin trauma. • Provide shower and changing facilities and laundry service for work clothes. • Encourage frequent hand washing. • Provide worker immunization and health monitoring. • Reduce aerosol formation by planting trees and using diffused aeration. • Use floating covers and suppress droplets above aeration basins. • Collect and disinfect airborne particles. • Use submerged effluent collectors. • Avoid handling screenings by hand. 	Contractor	IA

#	Impact Category	Specific Impact	Mitigation Measure	Implementation	Supervision
			<ul style="list-style-type: none"> • Maintain good housekeeping. • Advise individuals with certain health conditions not to work at facilities. 		
6	Physical Hazards (Community)	Risks to visitors and trespassers	<ul style="list-style-type: none"> • Restrict access with perimeter fencing and lockable gates. • Install security cameras and alarms. • Use a site visitor register. • Light the site as needed, minimizing light pollution. 	Contractor	IA
7	Land Application (Community)	Public health risks from crops irrigated with treated wastewater	<ul style="list-style-type: none"> • Treat wastewater and sludge for land application per WHO Guidelines and national requirements. • Stop irrigation with treated wastewater two weeks before harvest. • Limit irrigation to crops cooked before eating. • Restrict public access to hydraulic structures and irrigated fields. 	Contractor	IA

Table 6. Additional ESMP Measures for Electric Power Lines and Substations

#	Impacts	Mitigation Measures	Implementation	Supervision
1	Terrestrial habitat alteration	<ul style="list-style-type: none"> • Site transmission lines, towers, and substations to avoid critical habitat, using existing corridors and roads where possible. • Install transmission lines above existing vegetation to avoid land clearing. • Avoid construction during breeding and sensitive seasons. • Revegetate disturbed areas with native species. • Remove invasive plant species during maintenance. • Manage construction activities per Table 1 	Contractor	IA
2	Unchecked vegetation growth in rights-of-way	<ul style="list-style-type: none"> • Implement integrated vegetation management (IVM), selectively removing tall trees and encouraging low-growing plants. 	Contractor	IA

#	Impacts	Mitigation Measures	Implementation	Supervision
		<ul style="list-style-type: none"> Choose vegetation management techniques based on site and environmental considerations. Remove invasives and cultivate native species. Schedule maintenance to avoid wildlife breeding/nesting seasons. Follow machinery guidelines for noise, oil spill prevention, and emergency response. Avoid clearing in riparian areas and using machinery near watercourses. 		
3	Accumulation of growth/slash promoting forest fires	<ul style="list-style-type: none"> Monitor right-of-way vegetation for fire risk. Remove blowdown and high-hazard fuel accumulations. Time maintenance to avoid fire season. Dispose of slash by truck or controlled burning, following regulations. Plant and manage fire-resistant species. Establish fuel breaks of less flammable materials or cleared land. 	Contractor	IA
4	Avian and bat collisions/electrocutions	<ul style="list-style-type: none"> Align transmission corridors to avoid critical habitats and migration corridors. Maintain 1.5m spacing between energized and grounded hardware, or cover energized parts. Retrofit systems with elevated perches, insulated jumper loops, perch deterrents, and raptor hoods. Install visibility enhancements like marker balls or bird diverters. 	Contractor	IA
5	Aquatic habitat alteration	<ul style="list-style-type: none"> Site towers/substations to avoid critical aquatic habitats and fish spawning areas. Maintain fish access at unavoidable road crossings using bridges or culverts. Minimize clearing/disruption of riparian vegetation. Manage construction per General EHS Guidelines. 	Contractor	IA
6	Electric and magnetic fields (EMF)	<ul style="list-style-type: none"> Evaluate public exposure against ICNIRP reference levels. Site facilities to minimize public exposure, avoiding residential and high-occupancy areas. 	Contractor	IA

#	Impacts	Mitigation Measures	Implementation	Supervision
		<ul style="list-style-type: none"> Apply engineering controls (shielding, burying lines, increasing tower height, modifying conductors) if EMF exceeds limits. 		
7	Hazardous materials (insulating oils, SF6)	<ul style="list-style-type: none"> Minimize SF6 use and ensure low leakage rates for high-voltage equipment. Address spill prevention, emergency response, and soil remediation per Table 1 	Contractor	IA
8	Hazardous materials (PCBs)	<ul style="list-style-type: none"> Replace PCB-containing transformers and equipment. Store, decontaminate, and dispose of contaminated units appropriately. Store retired PCB equipment on concrete pads with curbs and roof. Dispose of PCB waste at certified facilities. Remediate contaminated soil as needed. 	Contractor	IA
9	Hazardous materials (wood preservatives)	<ul style="list-style-type: none"> Pre-treat poles to prevent leaching and surface residue. Consider alternative pole materials (steel, concrete, fiberglass). Use alternative preservatives (e.g., copper azote). Dispose of used poles at facilities equipped for chemical leaching waste, or consider incineration/recycling. 	Contractor	IA
10	Occupational health and safety (live lines)	<ul style="list-style-type: none"> Only trained/certified workers install/maintain/repair equipment. Deactivate and ground live lines before work. Conduct live-wire work with strict safety standards. Ensure workers can identify live parts, voltage, and use safety equipment. Workers must be insulated or isolated when near energized parts. Define training, safety measures, and personal safety devices in a health and safety plan. 	Contractor	IA
11	Occupational health and safety (working at height)	<ul style="list-style-type: none"> Test structures for integrity before work. Implement a fall protection program with training, equipment inspection, and rescue procedures. 	Contractor	IA

#	Impacts	Mitigation Measures	Implementation	Supervision
		<ul style="list-style-type: none"> Establish criteria for 100% fall protection. Install fixtures for fall protection use. Provide work-positioning devices compatible with tower components. Ensure hoisting equipment is rated, maintained, and operators trained. Use safety belts of adequate strength and replace them when worn. Use a backup safety strap when operating power tools at height. Remove obstructions before work. Use approved tool bags for raising/lowering tools. 		
12	Occupational health and safety (EMF exposure)	<ul style="list-style-type: none"> Implement EMF safety program with exposure identification. Train workers in EMF hazards. Establish safety zones and limit access to trained workers. Limit exposure time, increase distance, or use shielding if exposure exceeds limits. 	Contractor	IA
13	Occupational health and safety (chemical exposure)	<ul style="list-style-type: none"> Prevent/control chemical exposure per General EHS Guidelines. Train personnel and ensure certifications. Respect post-treatment intervals for pesticide re-entry. Ensure hygiene practices to avoid family exposure. 	Contractor	IA
14	Community health and safety (electrocution)	<ul style="list-style-type: none"> Use signs, barriers, and public outreach to prevent contact. Ground conducting objects near power lines. 	Contractor	IA
15	Community health and safety (electromagnetic interference)	<ul style="list-style-type: none"> Design rights-of-way and conductor bundles to ensure normal radio reception. 	Contractor	IA
16	Community health and safety (visual amenity)	<ul style="list-style-type: none"> Conduct public consultation during planning. Assess property value changes. Site lines and design substations with landscape views in mind. 	Contractor	IA

#	Impacts	Mitigation Measures	Implementation	Supervision
		Locate lines in less populated areas. Bury lines in dense residential/commercial areas.		
17	Community health and safety (noise/ozone)	<ul style="list-style-type: none"> Locate rights-of-way away from human receptors. Use noise barriers or cancelling devices. 	Contractor	IA
18	Community health and safety (aircraft safety)	<ul style="list-style-type: none"> Avoid siting near airports/flight paths. Consult air traffic authorities. Adhere to air safety regulations. Use buried lines in flight-sensitive areas. 	Contractor	IA

NOTE: Standard security protocols of the government will apply to the project area. Consultations with communities and security officials will be conducted to elicit any concerns or suggestions, and any orientation or training sessions needed will be listed in the ESMPs - embedded in the DPR. As with all World Bank-financed projects, no weapons, arms, or ammunition will be financed under the Project, and any incidents involving security officials will be reported to the Bank, clarifying whether such incidents are in fact “project-related”

Table 7. Additional ESMP Measures for Tourism and Hospitality Development

#	Impact Category	Specific Impacts	Mitigation Measures	Implementation	Mitigation
1	Resource Consumption: Water	High water use for personal, housekeeping, laundry, cooking, pools, spa, grounds	<ul style="list-style-type: none"> Conduct water sustainability study. Use rainwater collection for irrigation and pool replacement. Reuse grey water for irrigation (with monitoring). Design gardens for rainwater irrigation. Install water-saving equipment (low-flush toilets, aerators, low-flow showerheads, sensors, pressure-control valves). 	Contractor	IA
2	Resource Consumption: Energy	High energy use for building operations, HVAC, lighting, cooking, refrigeration	<ul style="list-style-type: none"> Use passive solar design and optimize building orientation. Install renewable energy systems (solar, geothermal, wind, hydro, biofuels). Specify well-insulated building fabric. Use energy recovery and variable air volume systems. 	Contractor	IA

			<ul style="list-style-type: none"> • Use occupancy sensors and high-efficiency lighting. • Implement energy management and control systems. • Select efficient chillers and refrigeration equipment. • Use exhaust systems with variable fan speeds. 		
3	Emissions to Air	Combustion emissions (CO ₂ , NO _x , SO _x , particulates); VOCs from dry-cleaning, refrigeration, air conditioning	<ul style="list-style-type: none"> • Manage small combustion-source emissions per EHS guidelines. • Avoid ozone-depleting refrigerants. • Select refrigerants with low global warming potential. 	Contractor	IA
4	Wastewater	Sewage, cleaning agents, detergents, contaminated streams	<ul style="list-style-type: none"> • Minimize laundry by asking guests to reuse towels/bedding. • Control and substitute cleaning chemicals with biodegradable products. • Avoid/minimize chemicals with phosphates, NTA, EDTA, alkylphenol ethoxylate, halogenated solvents, butoxy-ethanol, high VOCs. • Route contaminated streams to wastewater treatment. 	Contractor	IA
5	Hazardous Materials Management	Use of solvents, pesticides	<ul style="list-style-type: none"> • Follow hazardous materials management recommendations in EHS Guidelines. 	Contractor	IA
6	Waste Management	Solid waste (paper, glass, plastic, organic, building materials, furniture, oils, fats); hazardous waste (batteries, solvents, paints, antifouling agents, packaging)	<ul style="list-style-type: none"> • Buy in bulk and use refillable dispensers. • Work with suppliers to limit and recycle packaging. • Avoid polystyrene foam. • Provide in-room recycling and use durable items. • Compost organic waste. • Dispose of waste only after prevention and recycling. • Evaluate local waste infrastructure; transport to licensed facilities if needed. • Work with authorities to develop local capacity. • Export hazardous waste as permitted. 	Contractor	IA
7	Biodiversity Conservation	Impacts to biota, vegetation, coral reefs; introduction of invasive species; habitat degradation; lighting impacts; migratory species; over-tourism; unsustainable supply	<ul style="list-style-type: none"> • Identify sensitive habitats and implement protective measures. • Avoid introduction of invasive species. • Restore habitat with native plants. • Reduce off-site/night sky lighting. • Coordinate regionally for migratory species. • Establish visitor limits for sensitive sites. 	Contractor	IA

		chain; landscape/cultural heritage degradation; unsustainable guest/staff behavior; emergencies	<ul style="list-style-type: none"> • Ensure sustainable practices in the supply chain. • Implement landscape and heritage conservation plans. • Promote codes of conduct for guests/staff. • Develop contingency plans for emergencies. • Conduct sustainability audits and activity reviews. 		
8	Noise	Noise from mechanical rooms, kitchens, laundries, waste areas, garages, entertainment, lobby	<ul style="list-style-type: none"> • Include noise management in design to prevent impacts on nearby receptors. 	Contractor	IA
9	Noise	Worker exposure in kitchens, laundry, housekeeping, guest rooms; guest nuisance	<ul style="list-style-type: none"> • Install double doors and sound-reduction windows. • Enclose/isolate noisy equipment; use buffer zones. 	Contractor	IA
10	Physical Hazards: Slips and Falls	Slips/falls in rooms, showers, common areas	<ul style="list-style-type: none"> • Equip showers with nonslip surfaces, handles, emergency phones. • Install nonslip surfaces in wet areas. • Keep areas dry; use warning signs on wet floors. 	Contractor	IA
11	Biological/Chemical Hazards: Water and Food Quality	Unsafe food/water for workers/guests	<ul style="list-style-type: none"> • Comply with food hygiene and water quality standards. • Supply safe potable water. • Regularly test water per WHO standards. 	Contractor	IA
12	Biological/Chemical Hazards: Indoor Air Quality	Indoor air contaminants (ammonia, VOCs, odors, dust, formaldehyde, CO2, NOx, bacteria, fungi)	<ul style="list-style-type: none"> • Use low-VOC products; avoid aerosols. • Clean during unoccupied hours with ventilation. • Avoid air fresheners. • Ventilate products before installation. • Institute no-smoking policy. • Use exhaust ventilation for local sources. • Avoid paper clutter. • Train staff and inform guests. • Preventive maintenance for HVAC; keep duct lining dry; clean mechanical rooms; fix leaks/spills rapidly. 	Contractor	IA

13	Biological/Chemical Hazards: Chemical Cleaners	Occupational dermatitis for housekeeping/laundry workers	<ul style="list-style-type: none"> • Use nontoxic, hypoallergenic cleaning products. • Use gloves and personal protection. 	Contractor	IA
14	Biological/Chemical Hazards: Pesticide Exposure	Dermal/inhalation exposure for operators	<ul style="list-style-type: none"> • Train/certify applicators. • Respect post-treatment intervals. • Follow hygiene practices to avoid family exposure. 	Contractor	IA
15	Swimming Pool Safety	Injuries/drowning; microorganism growth	<ul style="list-style-type: none"> • Design pool depths/configuration to reduce risk; post warnings. • Institute lifeguard policies. • Implement water sanitization and filtration. • Monitor water quality. 	Contractor	IA

Annex 4: Chance Find Procedures

Cultural heritage encompasses tangible and intangible heritage which may be recognized and valued at a local, regional, national or global level. Tangible cultural heritage, which includes movable or immovable objects, sites, structures, groups of structures, and natural features and landscapes that have archaeological, paleontological, historical, architectural, religious, aesthetic, or other cultural significance. Tangible cultural heritage may be located in urban or rural settings, and may be above or below land or under the water. Intangible cultural heritage, which includes practices, representations, expressions, knowledge, skills—as well as the instruments, objects, artefacts and cultural spaces associated therewith— that communities and groups recognize as part of their cultural heritage, as transmitted from generation to generation and constantly recreated by them in response to their environment, their interaction with nature and their history.

In the event that during construction, sites, resources or artifacts of cultural value are found, the following procedures for identification, protection from theft, and treatment of discovered artefacts should be followed and included in standard bidding documents. These procedures take into account requirements related to Ancient Monuments and Archaeological Sites and Remains Act, 1958 (as amended).

Implement the following procedures in case of chance finds of any physical cultural resources (PCR).

Upon Discovery:

- **Immediate Halt:** Construction activities must cease immediately near the discovered PCR to prevent any potential damage.
- **Secure the Area:** The site supervisor or engineer should secure the area to prevent access and potential looting or damage to the PCR.
- **Notification:** The site engineer or representative should promptly notify the Department of Archives, Archaeology & Museums (Jammu & Kashmir) about the discovery.
- **Documentation:** Document the find with photographs and, if possible, mark the exact GPS coordinates for the record.

Assessment:

- **Initial Assessment:** The site supervisor should make a preliminary assessment to determine if the find appears to be of potential significance.
- **Expert Evaluation:** If deemed potentially significant, an expert from the Department of Archives, Archaeology & Museums (Jammu & Kashmir) or a designated cultural heritage specialist should be invited to conduct a thorough evaluation.
- **Action Plan:** Based on the expert's assessment, decide whether to adjust project plans to accommodate the preservation of the PCR or to proceed with an approved mitigation strategy, such as careful excavation or reburial.

Reporting

- **Chance Find Report:** Prepare a detailed report outlining the nature of the find, the actions taken upon discovery, and the outcomes of the expert assessment. This report should include photographs, GPS coordinates, and other relevant documentation.

- **Submission:** Submit the Chance Find Report to the PMU through the IA, who will forward it to the Department of Archives, Archaeology & Museums (Jammu & Kashmir) for official records.
- **Inclusion in Monitoring Reports:** Include a summary of the chance find and the subsequent actions taken in the quarterly environmental monitoring reports submitted to oversight bodies, such as the World Bank or other funding agencies.
- **Workers Training.** Contractors are mandated to train workers, particularly those involved in excavation, to recognize potential artifacts. The training, supported technically by the Department of Archives, Archaeology & Museums (Jammu & Kashmir) and other relevant authorities, will inform workers about the importance of such findings and the required steps to take if they are encountered

DRAFT

Annex 5: Draft ToR for Strategic Environmental and Social Assessment

Project Overview

Jammu and Kashmir (J&K) boasts exceptional natural landscapes, rich cultural traditions, and vast untapped tourism potential. To harness this potential for socio-economic progress, the Government of J&K has launched the "Sustainable Local Economic and Tourism Development Project (SLETD)". The Project is designed to address the constraints holding back GoJ&K's tourism sector—fragmented destination planning, inadequate service infrastructure, low private sector participation, and increasing environmental and climate vulnerability—which collectively limit growth and job creation.

The Project Objective is to strengthen resilient service delivery and promote local jobs in selected tourism destinations. .

Project Components.

The project includes following three components

- Component 1: Strategic tourism planning and local economic development: This component will help create an enabling environment for private sector participation to bolster the development of tourism destinations. It will identify priority tourism circuits and define the role of each destination within the broader tourism ecosystem. Key analytics, such as value chain assessments, will inform investments across critical aspects of tourism-led development.
- The subcomponent 1.1, which is most relevant for the SESA, covers Destination planning, and market positioning. This subcomponent will support the development of climate-resilient tourism development strategies and plans for selected destinations. The process will begin with the preparation of an evidence-based strategic framework to define tourism circuits, products, and the role of each destination. Based on this framework, tourism destination level strategies will guide local service delivery improvement plans and selected, tourism focused area-based plans to prioritize investments for inclusion under the project. The local plans will support the development of niche tourism sectors, such as adventure, homestays, gastronomy, agrobusiness, handicrafts, and wellness. A value chain approach will be used to identify priority areas for piloting mountain tourism development where relevant.
- Component 2: Service delivery for growth and local jobs: This component will support interrelated investments to enhance tourist sites and improve service delivery in host areas to ensure effective benefit-sharing. The aim is to enhance the tourist experience while improving liveability and livelihood opportunities for local communities.
- Component 3: Project management: This component will cover the costs of project management and implementation.

Objective of the Study

A Tourism Strategic Planning Consultancy, for a period of 52 weeks, will be engaged under the project for delivering a comprehensive, implementation-ready, and sustainability-driven tourism strategy and circuit designs for the SLETD Project. Combining global best practices with in-depth local insights, the consultancy will support the development of alternate tourism destinations in J&K in a manner that balances growth with ecological integrity and community engagement.

As part of this study, The SESA will be prepared in two stages: draft and final. The Draft SESA will inform the development of the Strategic Tourism Plan and subsequent local tourism development

strategies and plans guiding the prioritization and selection of project investments, to ensure the sustainable development of the tourism sector. The Draft SESA will be prepared prior to the development of the draft tourism framework/plan. The Final SESA, to be completed subsequently after completion of the draft strategic plan, will assess the environmental and social risks associated with the entire strategic plan.

Specific objectives of draft SESA are

- Identify and examine environmental, social, and cultural heritage priorities associated with the sustainable development of the tourism sector in identified destinations;
- Assess the potential direct, indirect, and cumulative environmental, social, and cultural heritage benefits and impacts of current/proposed physical and policy interventions, and their potential to address environment, social, and cultural heritage priorities for the sustainable development of the tourism sector in identified destinations;
- Propose a set of actionable recommendations by which these issues can be addressed so as to enhance environmental sustainability and social equity of sector development;
- Identify the environmental and social legislative and policy gaps and propose gap filling measures to be included in the Strategic Tourism Plan.

Specific objectives of Final SESA are

- Assess the extent to which the recommendations made in the Draft SESA were addressed in the Final Tourism Plan and other legislative and policy gap filling interventions.

A. Key Tasks for Draft SESA

1. Inception and Policy Formulation Process Alignment

The Consultant will confirm the policy formation process for the tourism strategy plan and relevant tourism strategies including the governance arrangements, policy development status and schedule, and stakeholder engagement and public consultation activities.

The Consultancy will ensure that the Draft SESA process is aligned to policy formulation process to maximise opportunities for the Draft SESA to provide input and influence the development of the Tourism Strategy and relevant Destination strategies at the earliest stage.

2. Situational Analysis

a) Institutional, Policy and Legislative Framework Analysis

The Consultant will undertake an analysis of the institutional arrangements and policy/legislative framework governing the environmental, social, and cultural heritage aspects of the tourism sector in identified destinations. This work will supplement the broader institutional, policy and legislative analysis that will be conducted for the development of the Tourism Strategy for J&K.

The environmental, social, and cultural heritage institutional analysis will include existing and proposed institutions that may influence or be responsible for the implementation of the Tourism Strategy and Destination strategies and the management of environmental, social and cultural heritage impacts. The Consultancy will assess the existing institutional and human capacity to manage the selected environmental, social and cultural heritage priorities in the context of the political economy of the sector.

The policy and legislative analysis will include an examination of existing and proposed policies, legal instruments, and planning documents, the effectiveness of their implementation, and the challenges and opportunities this presents to the sustainable development of the tourism industry in identified destinations.

The analysis and any subsequent recommendations will be presented in such a way that an overview can be easily reflected in the Tourism Strategy.

b) Rapid Sectoral Analysis

The Consultancy will provide an overview of tourism in J&K broadly, and selected destinations specifically, within the context of the environmental, social, and cultural values that underpin the sector.

The Consultancy will undertake a biophysical, socio-economic and cultural heritage data gathering exercise using existing credible sources, and review this data to establish a high-level baseline in each of the identified destinations. The baseline will include mapping of key biophysical, socio-economic and cultural heritage features using existing GIS datasets (where available). The Consultant will identify data gaps or weaknesses, and to the extent possible, address these through field visits and interviews and meetings with stakeholders and custodians of such data.

Based upon this, the Consultancy will use appropriate methodologies to conduct a rapid analysis of the existing and potential environmental, social, and cultural heritage issues related to the development of the tourism sector in identified destinations.

The examination of environmental, social and cultural risks and impacts will include consideration of the full range of environmental, social and cultural risks and impacts incorporated in the WB ESF. These may include (but not be limited to):

- Environmental: biodiversity, natural habitats and ecosystems (terrestrial and marine), soil, water, air, solid waste, wastewater, hazardous substance use and disposal, resource consumption (e.g. energy, water and construction materials), land clearance, natural hazards (incl. meteorological hazards), climate change;
- Socio-economic: livelihood/jobs/incomes, food security, land and resettlement, health and safety, education/training, vulnerable groups (i.e. the poor, people with disabilities, youth, and women), gendered considerations including prevalence of gender-based violence (GBV) and SEA/SH, significant NGO or CSO organizations;
- Cultural Heritage: natural and cultural assets, intangible cultural assets, such as local knowledge and customs, and archaeological sites.

The analysis must include a rapid trend analysis of the development of the tourism sector in the short, medium and long terms and its environmental and social impacts (both sub-sector specific and cumulative). It should also include an assessment of sectoral vulnerability to climate change. The identification of likely sectoral development scenarios should be informed by the studies and analyses being undertaken for the preparation of the Tourism Strategy, Destination tourism policies, and urban development planning.

3. Identification and Assessment of Environmental, Social, and Cultural Heritage Priorities

Based on the environmental, social, cultural and institutional analyses, the Consultancy will conduct a series of consultation exercises with key stakeholders to identify environmental, social and cultural heritage priorities for the tourism sector nationally, EDs.

It is envisaged that each priority will be analysed including:

- Current response
- Gaps, issues and findings
- Barriers and constraints to effective implementation (i.e., awareness/commitment, capacity/resources, access to finance etc.)
- Policy recommendations (proposed action/policy approach and expected outcome)

These priorities are expected to form the basis for the main body of the Draft SESA. Which may include but are not limited to:

- Environmental assessment and management.
- Resource efficiency (e.g., construction materials, water, and energy) including suitable sourcing, managing increased demand for natural resources, and depletion of non-renewable resources.
- Pollution prevention and control (e.g., dust, sediments, wastewater systems, solid waste, construction waste, noise, agrochemicals, fuel and hazardous materials management).
- Biodiversity protection/sensitive site management (e.g., land clearance, deforestation, introduction of invasive species, contaminant discharge, presence of threatened/endangered species, strengthening of protected areas, areas of critical habitats or high biodiversity, go/no go zones for development etc.) considering the ridge to reef approach.
- Natural disasters and climate change.
- Equitable benefit sharing and community development including disadvantaged and vulnerable people.
- Labour management.
- Gendered considerations, including child safety, prevalence of GBV and SEA/SH, GBV service mapping, and women's access to paid work.
- Presence and activities of NGO and CSO organizations.
- Historical, current or potential conflict mapping.
- Mapping of interest groups.
- Training and skills development.
- Land use and ownership.
- Occupational health and safety including SEA SH risks.
- Community health and safety including GBV risks, road and airport safety.
- Natural and cultural heritage sites.
- Archaeological sites
- Intangible cultural heritage.

4. Potential direct, indirect and cumulative environmental, social, and cultural heritage benefits and impacts.

The Consultancy will then assess how these priorities are likely to be influenced, positively or negatively, by the continued development of the tourism sector at the national and provincial levels.

This will entail an overview of the priority; analysis of the current/proposed policy interventions, legislative and institutional response, identification of institutional, governance and policy gaps, issues, barriers and constraints, and identification of measures to address these, to maximise environmentally sustainable and climate resilient outcomes for the tourism sector.

5. Strategic Policy Recommendations

The Consultancy will propose practical recommendations, policy actions, and avoidance and/or mitigation measures to address the technical, institutional, governance and policy gaps and capacity building needs identified for each priority, with suggested timeframe and estimated costs to be incorporated into the Tourism Strategy and destination strategies and associated action plans (e.g., go/no go zones for development based on protected or high biodiversity or cultural value areas and institutional capacity and associated capacity building needs and screening of associated facilities). The Consultancy should also identify what policy, legislation etc. updates are required from an E&S perspective so that they can then be included in the Tourism Strategy and associated action plans. Recommendations should be prioritised, clearly indicating to whom they are addressed.

The Consultancy will propose a monitoring and evaluation process for environmental, social and cultural heritage outcomes of the Tourism Strategy, including institutional arrangements and budgets.

B. Key Tasks – Final SESA

1. Assessment of Draft SESA Recommendation Implementation

The Consultancy will assess the extent to which the recommendations made in the Draft SESA were addressed in the Final Tourism Strategy and other legislative and policy gap filling interventions.

2. Tourism Strategy Risk Assessment

The Consultancy will assess the environmental and social risks and impacts associated with the final Tourism Strategy and evaluate whether it offers an adequate response to the effects environmental degradation and climate change may have on the sector's performance.

3. Mitigation Recommendations

The Consultancy will propose practical mitigation measures to address the environmental and social risks and impacts associated with implementation of the final Tourism Strategy.

4. Monitoring E&S Impacts of Tourism Strategy implementation

The Consultancy will initiate the monitoring of E&S impacts resulting from the Tourism Strategy's implementation.

5. Training and Capacity Building

The Consultancy will update the training and capacity building assessment needs for the relevant agencies, including the PMU and update the capacity building and training plan.

C. Reports of SESA

Inception Report (3 weeks from contract signing)

- The Inception Report will include: detailed methodology and workplan; policy formulation governance arrangements, process, and timeline; stakeholder analysis and SEP, and a proposed outline (Table of Contents) of the Draft SESA. It is expected to be agreed and

approved by JKTDC, Tourism Department and the WB before commencement of Draft SESA studies.

- This deliverable will be shared in a workshop with the client and key stakeholders.

Draft SESA (20 weeks from contract signing, about 20 weeks prior to Draft Tourism Strategy)

- Draft SESA shall include the content as indicated under ‘Section A’ of this TOR annex. An emphasis shall be placed on presenting baseline information, E&S and cultural heritage priorities analysis, and providing interim findings and recommendations to inform the ongoing policy development process. The draft SESA will be circulated for thorough feedback from government stakeholders (relevant departments and authorities), the PMU, and through public consultations (including local community representatives, industry stakeholders, and civil society as appropriate). The Consultancy is expected to present the draft in stakeholder workshops and record all feedback and discussions for incorporation into the updated SESA.

Final SESA (52 Weeks from Contract Signing, along with Final Tourism Strategy)

- Final SESA shall include the content as indicated under ‘B’ of this TOR annex.
- Undertake workshop with key stakeholders
- The Final SESA Report will respond to comments and concerns raised by key stakeholders

D. Staffing

The following staff will be engaged to conduct the SEA Study

Staff	Minimum Years of Experience	Field of Experience
Environmental Specialist	10 years	Environmental assessment & sustainability in fragile ecosystems. Experience of working in External Aided Projects is desirable
Social and Community Development Specialist	10 years	Social assessment, Livelihoods, inclusion & participatory approaches, capacity building
Biodiversity Expert	10 years	Himalayan ecosystems & biodiversity conservation Experience of working in External Aided Projects is desirable
Local Consultants / Coordinators	—	In-depth knowledge of J&K's socio-cultural landscape

Annex 6: Format for Preparation of RAP

1. Introduction

- a. Brief Introduction of the Project and sub-project
- b. Description of Component(s) that cause land acquisition/alienation and resettlement
- c. Assessment of the R&R Impacts

2. Measures to Minimize Resettlement

- a. Description of Efforts Made for Avoiding or Minimizing Displacement
- b. Description of the Results of these Efforts
- c. Description of Mechanisms to Minimize Displacement and Loss of Livelihood/Income during Implementation

3. Census and Socio-Economic Surveys

- a. Provide the results of the census and socio-economic surveys
- b. Identify all categories of impacts and the extent of impact on each affected household

4. Consultation with PAPs

- a. Describe various Stakeholders-Provide a definition of PAFs and PAPs
- b. Summarize process of consultation on the results of socio-economic surveys
- c. Describe the need and mechanisms to conduct updates to socio-economic surveys
- d. Describe how this process of consultation would be continued through implementation and monitoring
- e. Feedback and suggestions received regarding the resettlement plan, the compensation packages and the timing of resettlement
- f. Describe the plan for formally sharing information with the Project Affected Persons, including notification

5. Entitlement Framework

- a. Describe R&R entitlements for each category of impact based on ownership or claim
- b. Describe method of valuation used for affected structures and other assets
- c. Using Entitlement Matrix, present table of all PAFs/PAPs and their losses/ impacts and entitlements

7. Income and Livelihoods Restoration

- a. Assessment of the compensation entitlements to restore income streams for each category of impact and additional economic rehabilitation measures proposed.
- b. Restoration strategies for each category of impacts and the institutional, financial and technical arrangements for implementation, including government schemes to be leveraged.
- c. The process for monitoring the effectiveness of income restoration activities

8. Institutional Arrangements

- a. Describe institution(s) responsible for: (a) delivery of each item/activity in the entitlement policy; (b) overall implementation of the R&R activities, and (c) coordination and monitoring of activities.
- b. State how coordination issues will be addressed in cases where resettlement and rehabilitation are spread over a number of institutional/departmental jurisdictions
- c. Discuss institutional capacity for R&R and additional capacity building support on R&R required before RAP implementation by the implementing agencies/ relevant departments/ J&K UT agencies.

9. Monitoring and Evaluation

- a. The internal and external monitoring process
- b. Key monitoring indicators to be used for monitoring
- c. Institutional (including financial) arrangement for monitoring
- d. Frequency of internal and external reporting and contents of reports
- e. Preparation and finalization of RAP completion report

10. Redressal of Grievances

- a. Structure and process of grievances redress mechanisms at various levels for registering and addressing R&R related grievances.

11. Implementation Schedule

- a. A month-wise implementation schedule (Gantt chart) of activities to be taken up as part of RAP implementation.

12. Costs and Budgets

- a. List the sources of funds for R&R and flow of funds
- b. Cost-wise, item-wise budget estimate for R&R activities, including administrative expenses, monitoring, evaluation and contingencies

13. Consultations Organised for RAP Preparation: Participants and Photographs

Date	
Village	
Participants with signature	
Minutes	
Photograph of consultation	

Annex 7: ToR for Preparation of the RAP

Scope of work: The Agency shall be responsible for assisting SLETD in the preparation of the sub-project RAP/RAPs. The specific tasks will include the following:

- I. Verification of information in ESIA on R&R including in the RPF: undertake joint verification of the Project Affected Persons (PAP) to identify Project Affected Family (PAF) eligible as per the cut-off date for Rehabilitation & Resettlement entitlement, with the District /Project Authority. Verify the information already contained in RPF and the losses of the individual PAPs and validate the same.
- II. Prepare and update the data base on eligible PAPs and individual losses at the affected site/ for the sub-project, giving the PAF/PAPs and local community sufficient time to analyse and verify the list and suggest inclusion/ exclusion. The revised list will be validated and finalized in discussion with the PMU.
- III. Dissemination of Information to the PAPs on the applicable R&R policy, provisions, , transfer of benefits to the PAPs and grievance redress mechanism.
- IV. Consultation with PAPs/ PAFs on their rights, entitlements and obligations under RAP; the need for relocation and rehabilitation, the provisions of the national policy, ESF and entitlements being proposed under the RAP; the timeframe for removal and relocation.
- V. Support the PAPs to complete the required documents, open bank accounts, if required, to receive compensation and resettlement support for which they are eligible.
- VI. Conduct consultation with vulnerable groups, including with women and women headed households.
- VII. Facilitate PAPs in the R&R process till the receipt of compensation, in consultation with concerned government agencies and facilitate the disbursement of such compensation in line with government procedures.
- VIII. Identify and verify community assets/ CPRs likely to be impacted by the sub-project and propose potential mitigation mechanisms.
- IX. Assist the RAP implementing authority in ensuring all the PAPs obtain their entitlements as per the agreement or compensation payment schedule.
- X. Assist PAPs in the relocation process and advise the PAPs on utilization of R&R assistance to create appropriate productive assets.
- XI. Record the grievances and bring the same to the notice of the Grievance Redressal Committee [GRC] and UT level GRM if necessary.
- XII. Submit a RAP implementation completion report to the project authorities for review and finalise based on inputs received.

Reporting and Timelines:

- I. Total timeframe: 3-6 months
- II. Submission of RAPs: 1 month
- III. Facilitate Rehabilitation process: 2-4 months (Document in full details, the consultation/counselling processes, and a full description of the training imparted)
- IV. Monthly Progress Report against all the tasks listed in the ToR
- V. Final Progress Report in month five: R&R completion as per entitlements shall be documented and submitted to the Project Authority

Team Composition:

- I. Project Lead: Master's degree with minimum 10 years of experience in R&R.
- II. Rural Development Specialist: Master's degree with 5 years of experience in rural development & clear understanding of national R&R policies and World Banks ESF requirements related to ES5
- III. Relocation and Rehabilitation Facilitator: retired revenue/ survey/ settlement officer of the UT Govt./ other Govt. Organizations officer having knowledge of prevailing relocation activity and process, prevailing National and State R&R policies, including WB's R&R policies and its mode of implementation.
- IV. Team of 2 Community Development Specialists with excellent communication skills, understanding on issues of vulnerability, participatory processes and documentation.

Annex 8: Format for Screening Risks/Impacts on Tribal Communities

The Screening checklist is applicable to any civil work/capacity building activities under the project. This form is to be used by the PMU and implementing agencies with support from the D&S Consultants to rule out any adverse environment and social impacts on indigenous groups due to the proposed sub-project.

Name of the District	
Name of the Block/ Town	
Name of the Destination/ Site	
Category/ Categories of sub-project activities to be undertaken	

(Please provide answer to each question as far as possible)

S No	Key Question	Answer		Due diligence/ Actions
		Yes	No	
1	Is the sub-project/project activity located in an area where scheduled tribes are present in, or have collective attachment to, the project area?			If yes, apply measures specified in the TDF to ensure inclusion and participation through meaningful consultations tailored to scheduled tribes such that project benefits are made accessible to them in a culturally appropriate manner.
	Will the sub-project/ activity lead to any risks and impacts on individuals or groups who are scheduled tribes, or because of their particular circumstances, may be disadvantaged or vulnerable.			If yes, apply relevant measures described in the TDF and SEP.
3	Is there any risk/ impact/ disturbance to forests and/ or protected areas because of subproject activities?			If yes, any interventions should be avoided.
4	Is the sub-project/project activity implemented within 100 meters of any cultural, historic, religious site/ buildings of regional importance?			If yes, any interventions should be excluded from support.
5	Is the sub-project/activity implemented between 100 - 200			If yes, due permission to be taken from ASI for any construction. Where there is no

S No	Key Question	Answer		Due diligence/ Actions
		Yes	No	
	meters of any significant cultural, historic, religious site/ buildings?			impact, chance finds procedures would be applicable and ASI norms would need to be followed. ²⁶
6	Will the sub-project/ activity result in physical displacement and relocation of scheduled tribes from traditional or customary lands?			If yes, any interventions should be excluded from support.
7	Will the sub-project/ activity result in economic displacement of Scheduled Tribes?			If yes, any interventions should be avoided or mitigated as per the RPF.

²⁶Ancient Monuments and Archaeological Sites and Remains (Amendment and Validation) Act, 2010 there is ban on construction within 100 meters of a centrally protected monument and regulated construction within 100-200 meters construction. Any construction activity within 100-200 meters of the monument requires ASI permission.

Annex 9: Outline of Cultural Heritage Management Plan

This Appendix provides an indicative outline of the elements of the Cultural Heritage Management Plan (CHMP) referred to in ESS8 and this ESMF. The CHMP addresses the following as relevant to the project:

- (a) A review of the legal and institutional framework applicable to cultural heritage;
- (b) Roles and responsibilities of the different project and other interested parties, for example, the Borrower, contractors, project-affected people, and cultural heritage authorities;
- (c) The steps to identify and manage cultural heritage throughout the project life cycle;
- (d) Proposed mitigation measures to be undertaken;
- (e) Steps for incorporating relevant requirements relating to cultural heritage into project procurement documents, including chance find procedures;
- (f) Implementation schedule and budget; and
- (g) Monitoring and reporting requirements.

DRAFT