

Obigarm-Nurobod Road Project, Tajikistan – Environmental and Social Action Plan (ESAP)

No.	Action	Environmental & Social Risks (Liability / Benefits)	Requirement (Legislative, EBRD PR, Best Practice)	Resources, Investment Needs, Responsibility	Timetable	Target and Evaluation Criteria for Successful Implementation	Status / Comments
PR1	Assessment and Management of Environmental and Social Impacts and Issues						
1.1	<p>Prepare and submit reports to the Bank on the status of this Environmental and Social Action Plan (ESAP) and environmental and social (E&S – social includes health and safety and labour) performance of the Project, including management of grievances associated with the Project.</p> <p>Lenders Technical Adviser to verify the information reported, and corrective actions plans agreed with PIURR, Supervising Engineer (SE) and Contractors to address any non-conformances with the Banks Performance Requirements (PRs).</p>	<p>Progress of ESAP implementation and E&S performance evaluation</p> <p>Compliance with EBRD PRs.</p>	EBRD PR1 to PR10 (excluding PR7 and PR9).	PIURR Contractors Supervising Engineer	<p>Quarterly reporting during project development and construction</p> <p>Annual reporting during operation</p>	<p>Quarterly and annual submission of reports on progress with implementation of ESAP and E&S performance.</p>	
1.2	<p>Develop and implement an Environmental and Social Management System (ESMS) for the PIURR, aligned to the principles of ISO 14001:2015 and EBRD PRs.</p> <p>Continually review and update, as a minimum annually and with Project and / or legislative changes.</p>	<p>Optimisation of environmental and social management through a formalised document and associated system.</p>	EBRD PR1; and Best practice.	PIURR (with external consultants)	<p>During project implementation</p> <p>Monitoring reports and tools to be established prior to construction.</p>	<p>Develop and implement an ESMS.</p>	
1.3	<p>The MOT / PIURR will ensure that there are adequate resources and capacity provided at all times to ensure the management of EHSS risks of the project. The MOT will ensure as a minimum that the PIURR will appoint EHSS specialists familiar with the Banks PRs in respect to:</p> <ul style="list-style-type: none"> Environmental Management Health and Safety Management; Social (including Resettlement and Labour Management) Gender Community Liaison and Stakeholder Engagement 	<p>Minimise E&S impact of the Project.</p> <p>Ensure the EBRD E&S Policy requirements are efficiently implemented on the Project.</p>	EBRD Performance Requirement (PR) 1	PIURR	<p>Appointment prior to project construction.</p>	<p>Job descriptions</p> <p>Monitoring reports</p> <p>Female Gender Specialist (if possible)</p>	

Obigarm-Nurobod Road Project, Tajikistan – Environmental and Social Action Plan (ESAP)

No.	Action	Environmental & Social Risks (Liability / Benefits)	Requirement (Legislative, EBRD PR, Best Practice)	Resources, Investment Needs, Responsibility	Timetable	Target and Evaluation Criteria for Successful Implementation	Status / Comments
	Responsible personnel will communicate and monitor implementation of this ESAP requirements across all Project component						
1.4	Implement the Environmental and Social Management Plan (ESMP) for the Project. This will require the development of all the sub plans listed in the ESMP in line with the Banks PRs.	Minimise the environmental impact of the Project activities and encourage continuous improvement	EBRD PR1 Best practice.	PIURR Contractors Supervising engineer	As required by overall Project programme but prior to construction works.	ESMP and sub plans in place and implemented.	
1.5	<p>Develop and implement a Contractor Environmental and Social Management Plan (CESMP) for each Project package, in line with the ESMS, ESMP and PRs.</p> <p>Supervising Engineer to review and approve all Plans in advance of works and confirm compliance with the Banks PRs.</p> <p>Contractors to ensure that training is provided to all workers on site EHSS requirements and sub plans (as appropriate). As a minimum all workers and visitors should receive induction training.</p> <p>Implementation of the Plans will be undertaken by the Supervision Engineer. Non –conformances to be tracked and resolved on a timely basis.</p>	Minimise the environmental impact of the Project activities and encourage continuous improvement	EBRD PR1 Best practice.	Contractors	As required by overall Project programme but prior to construction works.	CESMPs in place and implemented. All plans in place and implemented. QA records of SE approval of Plans and compliance with Banks PRs. Monitoring Reports	
1.6	<p>Conduct environmental and social impact assessments of all construction access routes, village access roads in accordance with the Bank's PRs and publicly disclose.</p> <p>Amend the ESMP / LARP with any additional mitigation measures if appropriate.</p>	Management of E& S Risks	PR 1, 3, 4, 5, 8,10	PIURR/ADB	Pre-construction.	EBRD to receive and approve the E&S Assessment. ESMP revised if required.	

Obigarm-Nurobod Road Project, Tajikistan – Environmental and Social Action Plan (ESAP)

No.	Action	Environmental & Social Risks (Liability / Benefits)	Requirement (Legislative, EBRD PR, Best Practice)	Resources, Investment Needs, Responsibility	Timetable	Target and Evaluation Criteria for Successful Implementation	Status / Comments
1..7	Set-up, maintain and continually review an Environmental, Health, Safety and Social (EHSS) Incident Reporting Procedure (or equivalent) to maintain records of monitoring, accidents and incidents. The procedure must be fully integrated into the Project and for contractors located on site.	Management of EHSS accidents and incidents	EBRD PR1 and PR4; and Best practice.	Own resources, PIURR and contractors. Supervising Engineer	Set up prior to construction (pre-construction). Monitoring and review during construction (construction).	Monthly EHSS Reports submitted by the contractor to SE. Report to EBRD annually in the Annual environmental and Social Repot (AESR). including work-hours, accident data (include contractor data separately and combined)	
1.8	Prepare a supplementary Social, Community and Health Review for the project. The findings of the Review will inform the development of plans to safeguard the health and wellbeing of the local community during construction. This should include: vulnerable people, health and medical provisions, community safety issues such as road safety, access and crossing points (people and animals). Mitigation measures to be agreed with Supervising Engineer. In the event that material design changes are needed this will be agreed with the MOT/ Designers and notified to the Bank. A social risk register and mitigation measures will be developed and maintained by the Contractor.	Management of E& S risks	EBRD PR1 and PR4; and Best practice.	Contractors Supervising Engineer	Prior to construction (pre-construction).	Review, Social, Community and Health Plan Crossings Points Social Risk register	
1.9	Conduct an environmental and social impact assessment for the long bridge (Package 3) as an addendum to the current ESIA and publicly disclose.	Management of E&S risks on selection of location and status of camps, access roads	EBRD PR1 Tajik EIA requirements	PIURR / contractors (with external)	Prior to construction (pre-construction).	ESIA documentation to be prepared and disclosed	

Obigarm-Nurobod Road Project, Tajikistan – Environmental and Social Action Plan (ESAP)

No.	Action	Environmental & Social Risks (Liability / Benefits)	Requirement (Legislative, EBRD PR, Best Practice)	Resources, Investment Needs, Responsibility	Timetable	Target and Evaluation Criteria for Successful Implementation	Status / Comments
		/ routes, borrow pits, spoil locations.		consultants AIIB)		on the Banks websites.	
1.10	Develop and implement, a Design Change Management Procedure (DCMP) which includes the methodology for the assessment of, and where relevant, mitigation of environmental and social impacts of design changes.	Management of E&S Risks	EBRD PR 1 and PR5	Contractors Supervising Engineer	Construction	Material design changes will be required to have an environmental and social assessment. Material design changes to be notified to the EBRD.	
1.11	Develop and implement a Slope Stabilisation Plan to determine specific areas of required slope stabilisation works ahead of construction. There should be particular consideration of the known stability and mudslide issues at Mujikharf.	Management of E&S Risks	EBRD PR 1	Contractors Supervising Engineer	Prior to construction (pre-construction).	Stabilisation plan developed Stabilisation measures incorporated into design	
PR2	Labour and Working Conditions						
2.1	Develop and implement an overarching Human Resources (HR) / Labour Standards Policy and HR procedures/plans for the project that set out the PIURR / Project approach to managing all requirements of EBRD Performance Requirement 2, including <ul style="list-style-type: none"> Wages and other remuneration, including accommodation, paid leave and overtime Prevention of child and forced labour, including in the supply chain Equal opportunities Grievance mechanism 	Ensure management of workforce, including contractors, in line with EBRD requirements and Tajik law.	EBRD PR2 Labour Code of Tajikistan	PIURR / contractors	Prior to construction	Written HR policy and procedures in manual that employees have access to compliant with EBRD PR2 and the national Labour Code. Requirement for contractor to	

Obigarm-Nurobod Road Project, Tajikistan – Environmental and Social Action Plan (ESAP)

No.	Action	Environmental & Social Risks (Liability / Benefits)	Requirement (Legislative, EBRD PR, Best Practice)	Resources, Investment Needs, Responsibility	Timetable	Target and Evaluation Criteria for Successful Implementation	Status / Comments
	<ul style="list-style-type: none"> Worker representation Disciplinary procedures A gender-sensitive Code of Conduct (CoC) that enshrines the commitment of the project to meet employment, labour, gender and inclusion standards Measures to prohibit all forms of sexual abuse, exploitation and harassment. <p>Training to be provided to all workers on these requirements as a minimum during site induction.</p>					have CoC and to train staff on CoC included in Bidding Documents. Training / induction records.	
2.2	<p>Implement and communicate the formal grievance mechanism for all workers (including contractors) involved in the Project, including means of making complaints and suggestions anonymously.</p> <p>Ensure suggestion / grievance boxes are available at work sites and provide printed out blank forms next to the boxes to facilitate and encourage communication.</p> <p>Assign personnel in place to receive and process grievances.</p>	Provide a channel for raising workers' concerns and a transparent, consistent mechanism for resolution.	EBRD PR2	PIURR / contractors	Prior to construction	<p>Grievance mechanism for the Project</p> <p>Register of grievances and suggestions and their resolution.</p> <p>Grievance and suggestion boxes available across the operating sites.</p> <p>24-hour hotline established</p>	
2.3	<p>Ensure that the requirements for management of environmental, health, safety, social and labour standards / HR policies are adequately incorporated in tenders and works contracts for the Project components. This should include:</p> <ul style="list-style-type: none"> Evaluation of capabilities and past performance of contractors at the selection stage, inclusion of specific requirements in tender documents and contracts (clauses 	Contractor E&S management	EBRD PR1 & PR 2 Best practice	PIURR / contractors	Prior to appointment of contractors	Contractor clauses setting out requirements for performance with respect to environmental,	

Obigarm-Nurobod Road Project, Tajikistan – Environmental and Social Action Plan (ESAP)

No.	Action	Environmental & Social Risks (Liability / Benefits)	Requirement (Legislative, EBRD PR, Best Practice)	Resources, Investment Needs, Responsibility	Timetable	Target and Evaluation Criteria for Successful Implementation	Status / Comments
	<p>on working hours, minimum wage, minimum age, freedom of collective bargaining and equality and non-discrimination are included in procurement documents., and monitoring during implementation of the relevant works.</p> <ul style="list-style-type: none"> Assessment of the risk of child labour and forced labour being used in the production of equipment and materials purchased. For example, if equipment is produced outside the EU, as a part of tendering process request relevant information relating to prevention of child labour and forced labour at manufacturing facilities. 					<p>H&S, labour and HR policies of the Project are developed and included in the tender documentation and contracts.</p> <p>Record of inspections on contractors.</p>	
2.4	<p>Develop and implement a labour risk management and monitoring plan covering the following:</p> <ul style="list-style-type: none"> Assessment of labour risk associated with child labour, forced labour, migrant workers, debt bondage, harassment and discrimination Formal, documented process for monitoring contractor E&S performance, with defined performance indicators, schedules and responsibilities and appropriate sanctions for non-conformance. Monitoring and inspection of labour associated performance (working hours, health, working conditions, labour concerns and grievances) and risks (i.e. child labour, forced labour, migrant workers). 	Reduced labour risks (i.e. child labour, forced labour, harassment, violation)	EBRD PR 2	<p>PIURR (oversight) Supervising Engineer</p> <p>Contractors responsible for risk assessment process, implementation and reporting on performance</p>	Throughout the Project (pre-construction, construction and operation).	Labour and working performance documented and reported to EBRD through the AESR.	
2.5	Implement arrangements to maximise the employment of the local population (as far as possible and including training as required), taking into account the commitments within the Gender Action Plan (GAP).	Provision of equal opportunities and improving economic prospects of residents.	EBRD PR2.	PIURR / contractors.	Prior to and during construction (pre-construction and construction).	<p>Report on employing local residents taking into account GAP.</p> <p>Report to EBRD annually in the</p>	Local skilled labour is potentially available in nearby towns and villages

Obigarm-Nurobod Road Project, Tajikistan – Environmental and Social Action Plan (ESAP)

No.	Action	Environmental & Social Risks (Liability / Benefits)	Requirement (Legislative, EBRD PR, Best Practice)	Resources, Investment Needs, Responsibility	Timetable	Target and Evaluation Criteria for Successful Implementation	Status / Comments
						AESR on employment data.	Include in tender specifications
2.6	<p>Develop, implement and communicate a Gender Action Plan (GAP) with technical support from the Lenders, with the objective to build a safe and gender-equal work environment across construction and operations and promote women's economic participation in the Project and in the transport and construction sectors in Tajikistan, in line with EBRD Performance Requirement 2 and the EBRD Strategy for the Promotion of Gender Equality.</p> <p>GAP to include processes and commitments on:</p> <ul style="list-style-type: none"> Prevention of gender-based violence Measures for women's employment across roles Adequate working conditions Gender-responsive communications Maintenance of relations with women's groups and TVET institutions Gender monitoring <p>Inclusion of the requirement for contractors to submit a contractor-level GAP, showing how contractors will reach out, recruit and retain women and reach the targets for women's employment (10% across operations).</p>	<p>Provide equal opportunities for men and women and ensure economic inclusion in line with EBRD and ADB requirements and Tajik law.</p> <p>Mitigate social risks linked to gender-based violence and community impacts in the Project's area.</p>	<p>EBRD PR2 Law, 2005, No. 89, on 'equal opportunities and their realisation</p> <p>Labour Code of the Republic of Tajikistan</p> <p>Best practice</p>	<p>PIURR/ contractors (with external consultants ADB EBRD, AIIB)</p>	<p>Prior to and during construction.</p> <p>Ongoing.</p>	<p>Written Gender Action Plan (GAP), implemented, communicated. Included in tender documents</p> <p>Specific recruitment campaign for local women developed and implemented; women-specific recruitment sessions held.</p> <p>Information sessions on GBV and GAP with contractors and workers held.</p> <p>Target of 10% of women employed across construction sites reached.</p>	

Obigarm-Nurobod Road Project, Tajikistan – Environmental and Social Action Plan (ESAP)

No.	Action	Environmental & Social Risks (Liability / Benefits)	Requirement (Legislative, EBRD PR, Best Practice)	Resources, Investment Needs, Responsibility	Timetable	Target and Evaluation Criteria for Successful Implementation	Status / Comments
						Regular reporting on GAP progress to MoT and Lenders	
PR3	Resource Efficiency and Pollution Prevention and Control						
3.1	Develop and implement all monitoring and reporting programs required by the ESMP and sub-plans in line with EBRD PRs.	Management of environmental risks and monitoring of environmental performance	EBRD PR1, PR3 Permit requirements	PIURR / contractors (with external consultants)	Monitoring program prior to commencement of construction Monitoring throughout construction and during operational phase as required	Monitoring program developed Monitoring records and data	
3.2	Develop and implement the Climate Resilience Management Plan and an Operations and Maintenance Assets Manual for the project. Any design related recommendations should be incorporated into the design where feasible.	Management of project environmental risks	PR3	PIURR / contractors	During project preparation, construction and operation.	Monitoring program developed	
PR4	Health and Safety						
4.1	Develop an integrated over-arching Occupational Health and Safety Plan compliant with national legislation, PR 4 and with international H&S management systems, to cover: <ul style="list-style-type: none"> Roles and responsibilities Job and task specific hazard analysis, risk assessment and control; PPE requirements and enforcement mechanisms 	To minimise accidents and incidents and ensure safety of workers and equipment	EBRD PR4; and National H&S regulations.	PIURR, contractors (plus external consultants if required)	Prior to construction (pre-construction).	OHS Plan. OHS Plan to be adopted by contractors and integrated into CESMPs.	

Obigarm-Nurobod Road Project, Tajikistan – Environmental and Social Action Plan (ESAP)

No.	Action	Environmental & Social Risks (Liability / Benefits)	Requirement (Legislative, EBRD PR, Best Practice)	Resources, Investment Needs, Responsibility	Timetable	Target and Evaluation Criteria for Successful Implementation	Status / Comments
	<ul style="list-style-type: none"> Safety training for all personnel in their own language(s); Implementation of the project ESMP Development and implementation of the CESMP and sub plans for each package. Oversight of contractor OHS development / implementation, including mandatory reporting to PIURR; Record-keeping, including total work-hours, lost work-hours due to accidents/incidents, description of lost-time incidents, hospitalisations, fatalities; and Internal and external monitoring, checks, audits and inspections Principles for emergency response and evacuation <p>The same integrated document must be applied to all parties involved in the construction and operation of the Project.</p>					Report to EBRD annually in the AESR on plan and OHS performance	
4.2	<p>Ensure that all recommendations of the road safety audit have been incorporated into the Project design and that these design recommendations are implemented and installed during construction of the road.</p> <p>Where incorporation of these features has not been possible due to rejection by the traffic police or other authorities, this should be documented.</p>	Improved health and safety performance	EBRD PR4 & PR2	PIURR / designers / contractors	During design and construction stages		
4.3	<p>Review construction emergency response capabilities at work locations, including assessment of existing national and local capabilities for medical, fire and other assistance, and response times for provision of that support.</p> <p>Provide facilities in the Camps if national and local capabilities and / or response times are insufficient.</p>	Improved health and safety performance	EBRD PR4 & PR2	PIURR / contractors	Prior commencement of Project works and during construction		
4.4	<p>Develop and implement emergency preparedness and response plans for each Project package during the construction phase. This should include:</p>	Preparation for emergency situations and potential	EU EIA Directive	PIURR / contractors (plus external	Prior commencement of Project works	Emergency Preparedness	Include in tender specifications

Obigarm-Nurobod Road Project, Tajikistan – Environmental and Social Action Plan (ESAP)

No.	Action	Environmental & Social Risks (Liability / Benefits)	Requirement (Legislative, EBRD PR, Best Practice)	Resources, Investment Needs, Responsibility	Timetable	Target and Evaluation Criteria for Successful Implementation	Status / Comments
	<ul style="list-style-type: none"> Roles and responsibilities Procedures for responding to different scenarios (fire, flood, traffic accident, etc.) Resources required (personnel and equipment) and how these will be provided and maintained Competence and training requirements <p>This must consider delays to emergency response services, due to the current condition of the road and climatic factors that can disrupt access.</p> <p>Continually review and update, as a minimum annually and after any emergencies or accidents.</p>	accidents are managed.	EBRD PR3 and PR4; and Best practice.	consultants if required)	and during construction	and Response Plans.	
4.5	<p>Develop and implement emergency preparedness and response plans for the operational phase of the road. This should include:</p> <ul style="list-style-type: none"> Roles and responsibilities Procedures for responding to different scenarios (fire, flood, traffic accident, etc.) Resources required (personnel and equipment) and how these will be provided and maintained Competence and training requirements <p>Continually review and update, as a minimum annually and after any emergencies or accidents.</p>	Preparation for emergency situations and potential accidents are managed.	EU EIA Directive; EBRD PR3 and PR4; and Best practice.	PIURR / contractors (plus external consultants if required)	Prior to commencement of Project operation	<p>Emergency Preparedness and Response Plans.</p> <p>This must consider delays to emergency response services, due to the current condition of the road.</p>	
4.6	<p>Develop and implement an inspection and maintenance programme for the road, bridges, tunnels and all safety features during the operational phase. This programme should be in line with the most appropriate Tajik and/or international standards for inspection and maintenance of each type of infrastructure.</p> <p>Any deficiencies identified should be rectified in good time to prevent deterioration of the infrastructure.</p>	Improved health and safety performance	EBRD PR4; and best practice.	PIURR (and maintenance contractors if used)	<p>Program developed prior to operation of road</p> <p>Implementation throughout operational phase</p>	<p>Program developed</p> <p>Resources allocated</p> <p>Inspection and maintenance records</p>	

Obigarm-Nurobod Road Project, Tajikistan – Environmental and Social Action Plan (ESAP)

No.	Action	Environmental & Social Risks (Liability / Benefits)	Requirement (Legislative, EBRD PR, Best Practice)	Resources, Investment Needs, Responsibility	Timetable	Target and Evaluation Criteria for Successful Implementation	Status / Comments
	Sufficient resource should be made available to ensure that programs can be implemented to the required standards.						
4.7	Ensure that a sufficient resource of qualified and competent personnel is available to plan, conduct, supervise and interpret the results of inspection and maintenance programs for roads, bridges and tunnels. These may be via hire of internal personnel or engagement of contractors.	Improved health and safety performance	EBRD PR4; and best practice.	PIURR (and maintenance contractors if used)	Resources allocated prior to operation of road and throughout operational phase	Resources allocated Inspection and maintenance records	
4.8	Develop and implement a detailed H&S Management Plans (HSMP) for operational and maintenance teams working on the road during the operational phase. This should include: The plan should include, among others: <ul style="list-style-type: none"> Specific risk assessments of activities (inclusive of all EHSS topics); Specific procedures and operational controls to minimise risks and impacts; Training and competence of personnel Emergency planning Welfare provisions (water, sanitation, etc.) Incident reporting and investigation Safety equipment Traffic controls Community health and safety 	Minimise the health & safety impact of the Project activities and encourage continuous improvement	EBRD PR1 Voluntary and best practice.	Contractors (plus external consultants if required)	As required by overall Project programme but prior to construction works.	HSMP in place and implemented for each project component.	
PR5	Land Acquisition, Involuntary Resettlement and Economic Displacement						
5.1	Implement and regularly update the Land Acquisition and Resettlement Plan (LARP) to include the alignment, the village access roads to the new alignment and the planned construction access routes. The process should include the following:	Minimisation of impacts of land acquisition and mitigation for the risks of permanent and	EBRD PR5	PIURR with a key role for the CLO for ensuring the LARP is	Prior to all temporary and permanent land acquisition and at completion of	Evidence of LARP implementation and compensation	

Obigarm-Nurobod Road Project, Tajikistan – Environmental and Social Action Plan (ESAP)

No.	Action	Environmental & Social Risks (Liability / Benefits)	Requirement (Legislative, EBRD PR, Best Practice)	Resources, Investment Needs, Responsibility	Timetable	Target and Evaluation Criteria for Successful Implementation	Status / Comments
	<ul style="list-style-type: none"> Identification of any informal land user during the entire process of LARP; Ensuring construction and design contractors (i.e. EPC) implement the LARP and follow PR5 in temporary land acquisition through mitigation measures to ensure that land acquired for: temporary structures (material storage / construction pads), activities during construction, or accesses blocked during construction, are returned to its original state / use and improved where possible, as soon as possible. Mitigation measures to include: <ul style="list-style-type: none"> Removal of structures, equipment, materials and waste; Any necessary landscaping / re-grading; and Replanting and re-seeding. <p>In the event that the assessments of construction access routes and village access roads identify the need for land acquisition modify the LARP.</p>	temporary land acquisition and compensating for lost income and land.		updated and implemented. Contractors responsible for adhering to PR 5 principles during temporary land acquisition and use	construction for any land restoration activities (pre-construction, construction).	in line with the LARP provided prior to construction, and reported to EBRD through the AESR.	
PR6	Biodiversity and Living Natural Resources						
6.1	A walkover of the full route (including access roads) should be completed in advance of construction activities (at least 48 hours before the start of any works, including early earthworks/vegetation clearing) to identify specific biodiversity features to be protected during construction. This walkover should be undertaken by a suitably experienced biodiversity specialist. Findings from this walkover should be incorporated within the Biodiversity Management Plan.	Minimise potential ecological impacts	EBRD PR 6	Contractor – Biodiversity specialist.	Prior to works commencing.	Where relevant: Ecological surveys results Ecological survey reports	
PR10	Information Disclosure and Stakeholder Engagement						
10.1	<p>Ensure stakeholder engagement activities include the following:</p> <ul style="list-style-type: none"> Disclosure and maintenance in public domain of the Non-Technical Summary (NTS), Stakeholder Engagement 	Information dissemination and continuous engagement with	EBRD PR10	A SEP, NTS and LARP have been prepared and	Disclose prior to construction (pre-construction)	Evidence of stakeholder engagement activities	

Obigarm-Nurobod Road Project, Tajikistan – Environmental and Social Action Plan (ESAP)

No.	Action	Environmental & Social Risks (Liability / Benefits)	Requirement (Legislative, EBRD PR, Best Practice)	Resources, Investment Needs, Responsibility	Timetable	Target and Evaluation Criteria for Successful Implementation	Status / Comments
	<p>Plan (SEP) and Land Acquisition and Resettlement Plan (LARP) and provide evidence of their periodic review and update as necessary;</p> <ul style="list-style-type: none"> Documentation of all stakeholder activities set out in the SEP including the logging of grievances and their resolution to inform the annual monitoring report; Regular consultations with affected land owners and users on both permanent and temporary land acquisition (including selection of location of camps, underpasses, bus stops, rest areas and potential new quarries) in line with LARP; Promoting and organising consultations / focus groups targeted specifically at women and other vulnerable groups in the Project area, both prior to construction and during the construction phase; Organising a series of road safety awareness sessions for schools in the Project area and continue these on a six-monthly basis throughout the construction phase. Provide children with reflective badges to fix to their coats and school bags as part of these sessions; Consulting with women on road safety and providing them with fair and equal representation in decision-making situations and providing them with greater awareness of road safety from a gender and children's perspective. Developing outreach and campaign promoting gender and children-responsive road safety. Fully implementing the grievance mechanism as defined in the SEP. <p>Establish interface arrangements between the PIURR SEP and the Contractor SEP, including routine meetings and reporting on stakeholder issues and grievances.</p>	<p>affected stakeholders, improvement of stakeholder awareness and compliance with EBRD PRs 1, 4, 5 and 10.</p>		<p>disclosed by the PIURR.</p> <p>PIURR will be responsible for maintaining up-to-date project documents and allocated Community Liaison Officer will be responsible for coordination of stakeholder engagement activities within the PIURR and the communities and local government</p>	<p>and regular maintenance throughout Project duration</p> <p>Other stakeholder engagement activities pre-construction and during construction as appropriate.</p>	<p>documented and reported to the EBRD through AESR.</p>	