



**Government of the People's Republic of Bangladesh**  
**Directorate of Technical Education**  
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**Accelerating and Strengthening Skills for  
Economic Transformation (ASSET)**  
Project ID no: P167506

**Technical and Madrasah Education Division (TMED)**  
**Ministry of Education (MoE)**

**Resettlement Plan Framework (RPF)**

**November 2020**



## List of Acronyms

ADB	Asian Development Bank
AIDB	Asian Infrastructure Development Bank
AIIB	Asian Infrastructure Investment Bank
AP	Affected Person
ARAP	Abbreviated Resettlement Action Plan
ARIPA	Acquisition and Requisition of Immovable Property Act
ASA	Advisory Services and Analytics
ASSET	Accelerating and Strengthening Skills for Economic Transformation
BBS	Bangladesh Bureau of Statistics
BDT	Bangladeshi Taka
BEF	Bangladesh Employers Federation
BEPZA	Bangladesh Export Processing Zones Authority
BEZA	Bangladesh Economic Zones Authority
BGMEA	Bangladesh Garment Manufacturers and Exporters Association
BHTPA	Bangladesh Hi-Tech Park Authority
BMET	Bureau of Manpower, Employment and Training
BMP's	Best Management Practices
BN	Bangladesh Navy
BOD	Biological Oxygen Demand
BP	Bank Policy
BP	Bank Procedures
BSEC	Bangladesh Steel & Engineering Corporation
BSMSN	Bangabandhu Sheikh Mujib Shilpa Nagar
BTEB	Bangladesh Technical Education Board
BWDB	Bangladesh Water Development Board
CBO	Community Based Organization
CC	Climate Change
CCB	Climate Co-Benefits
CCL	Cash Compensation under Law
CE	Citizen Engagement
CEAP	Construction Environmental Action Plan
CG	Coast Guard
CHT	Chittagong Hill Tract
CIIA	Cumulative and Induced Impact Assessment
CNGO	Coordinating Non-Governmental Organization
COD	Chemical Oxygen Demand
CPF	Country Partnership Framework
CPR	Common Property Resources
CPR	Common Property Resources
CSO	Civil Society Organizations
DA	Designated Account
DAE	Department of Agriculture Extension
DCRO	Deputy Chief Resettlement Officer
DDR	Due Diligence Report

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DIA	Designated Implementing Agency
DIFE	Department of Inspection for Factories and Establishments
DoE	Directorate of Employment
DoF	Department of Fisheries
DoYD	Department of Youth Development
DPCC	District Project Coordination Committee
DPD	Deputy Project Director
DPs	Development Partners
DTE	Directorate of Technical Education
EA	Environmental Assessment
EC4J	Export Competitiveness for Jobs
ECA	Ecological Critical Area
ECA	Environmental Conservation Act
ECC	Environmental Clearance Certificate
ECop's	Environmental Code of Practices
ECR	Environment Conservation Rules
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
EMF	Environmental Management Framework
EMIS	Environmental Management Information System
EMP	Environmental Management Plan
EMU	Environment Management Unit
EP	Entitled Person
ERP	Emergency Response Plan
ES	Environmental Screening
ESA	Environmental and Social Assessment
ESCP	Environmental and Social Commitment Plan
ESDU	Environmental Social Development Unit
ESF	Environmental and Social Framework
ESIA	Environmental and Social Impact Assessment
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESR	Environmental Screening Report
ESS	Environmental and Social Standards
ETP	Effluent Treatment Plant
EU	European Union
EZs	Economic Zones
FAA	Flood affected area
FAO	Food and Agriculture Organization
FAP	Flood Action Plan
FGAP	Framework for Gender Action Plan
FGD	Focus Group Discussion
FLFP	Female Labor Force Participation
FM	Financial Management
FPIC	Free, Prior and Informed Consent
FSECDP	Framework for Small Ethnic Community Development Plan
FYP	Five Year Plan
GAP	Gender Action Plan

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GBV	Gender Based Violence
GDP	Gross Domestic Products
GDR	General Department of Resettlement
GHAB	Galda Hatchery Association of Bangladesh
GHG	Greenhouse Gas
GMB	Ganges, Brahmaputra and Meghna
GoB	Government of Bangladesh
GPN	Good Practice Note
GRC	Grievance Redress Committee
GM	Grievance Mechanism
GRS	Grievance Redress Service
GTS	Graduate Tracer Survey
ha	Hectare
HH	House Hold
HIES	Household Income and Expenditure Survey
HTP	Hi-Tech Parks
IA	Information Access
ICT	Information & Communication Technology
ID	Identity
IDA	International Development Association
IDG	Institutional Development Grant
IDP	Institutional Development Plan
IE	Impact Evaluation
IEE	Initial Environmental Examination
IFC	International Finance Corporation
IHT	Institute of Health Technology
ILO	International Labor Organization
IoL	Inventory of Loss
IP	Indigenous Peoples
IPDP	Indigenous Peoples Development Plan
IPF	Investment Project Financing
IPP	Indigenous Peoples' Plan
IPPF	Indigenous Peoples Planning Framework
IPVDCF	Indigenous/Tribal Peoples and other Vulnerable Community Development Framework
IRR	Internal Rate of Return
ISC	Industry Skills Councils
ITLOS	International Tribunal for Law of the Sea
IUU	Illegal, Unreported and Unregulated
IVC	Inventory Verification Committee
JCC	Joint Coordination Centre
JVC	Joint Verification Committee
L.O.A	Length Over All
LAO	Land Acquisition Officer
LAP	Land Acquisition Plan
LFS	Labor Force Survey
LGED	Local Government Engineering Department
LGI	Local Government Institution
LMIC	Lower-Middle Income Country

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LMP	Labour Management Procedures
LMS	Land Market Survey
LRSP	Livelihood Restoration Support Plan
M	Motorized
M&E	Monitoring and Evaluation
MA	Medical Assistants
MATS	Medical Assistant Training School
MCS	Monitoring, Control and Surveillance
MEF	Ministry of Economy and Finance
MEFWD	Medical Education and Family Welfare Division
MIS	Management Information System
MoEFCC	Ministry of Environment, Forest and Climate Change
MoEWOE	Ministry of Expatriate Welfare and Overseas Employment
MoF	Ministry of Finance
MoFL	Ministry of Fisheries and Livestock
MoHA	Ministry of Home Affairs
MoHFW	Ministry of Health and Family Welfare
Mol	Ministry of Industry
MoLE	Ministry of Labor and Employment
MoLGRD&C	Ministry of Local Government, Rural Development and Co-operatives
MoRTB	Ministry of Road Transport and Bridges
MoTJ	Ministry of Textile and Jute
MoU	Memorandum of Understanding
MPA	Multi-Phased Approach
MPO	Monthly Pay Order
MSME	Micro, Small and Medium-sized Enterprises
MT	Medical Technicians
MT	Metric Tonne
MWB	Minimum Wages Board
NARI	Northern Areas Reduction of Poverty Initiative
NATP	National Agricultural Technology Project
NEET	Not in Employment, Education or Training
NEP	National Education Policy
NGO	Non-Government Organization
NM	Non-Motorized
NOC	No Objection Certificate
NRS	National Resettlement Specialist
NSDA	National Skills Development Authority
NSDP	National Skills Development Policy
NTVQF	National Technical and Vocational Qualification Framework
O&M	Operation and maintenance
OFC	Optical Fiber Cable
OHS	Occupational Health and Safety
OHSC	Occupational health and Safety Circle/Cell
OHSM	Occupational health and safety management
OP	Operational Policy
PA	Protected Area
PAD	Project Appraisal Document

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PAH	Project Affected Households
PAP's	Project Affected Persons
PAU	Project Affected Unit
PAVC	Property Assessment and Valuation Committee
PBPA	Performance-Based Partnership Agreements
PCU	Program Coordination Unit
PD	Project Director
PDO	Project Development Objective
PIB	Public Information Brochure
PIC	Project Implementation Committee
PIU	Project Implementation Unit
PMIS	Project Management Information System
PMU	Project Management Unit
PPE	Personnel Protective Equipment
PPP	Public and Private Partnership
PPR	Project Progress Report
PPSD	Project Procurement Strategy for Development
PRA	Participatory Rural Appraisal
PRIDE	Private Investment and Digital Entrepreneurship
PSC	Project Steering committee
PTF	Per-Trainee Fee
PVAC	Property Valuation Advisory Committee
PWD	People with Disabilities
R&D	Research and Development
RAC	Resettlement Advisory Committee
RAP	Resettlement Action Plan
RCS	Replacement Cost Study
RCT	Randomized Control Trial
RHD	Roads and Highways Department
RMG	Ready-Made Garments
RPF	Resettlement Policy Framework
RPL	Recognition of Prior Learning
RTIP	Rural Transport Improvement Project
RTO	Registered Training Organization
RV	Replacement Value
SA	Social Assessment
SAE	Sub Assistant Engineer
SDE	Sub Divisional Engineer
SDG	Sustainable Development Goals
SDP	Skills Development Plans
SEA	Strategic Environmental Assessment
SEC	Small Ethnic Community
SECDP	Small Ethnic Community Development Plan
SECI	Social and Environmental Circle
SEMVPP	Small and Ethnic Minorities, Vulnerable Peoples Plan
SEP	Stakeholders Engagement Plan
SES	Socio-economic survey
SIA	Social Impact Assessment

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SIMP	Social Impact Management Plan
SMF	Social Management Framework
SMP	Social Management Plan
STEP	Skills and Training Enhancement Project
TBD	To Be Determined
TDP	Tribal People Development Plan
TIG	Technical Implementation Group
TMED	Technical and Madrasah Education Division
TMIS	Training Management Information System
ToC	Table of Contents
ToR	Terms of Reference
TPDR	Technical Publication Deficiency Report
TPP	Tribal People Planning
TTC	Technical Training Center
TTTC	Technical Teacher Training College
TVET	Technical and Vocational Education and Training
UNCED	United Nations Conference on Environment and Development
UNCLOS	United Nations Conference on Law of the Sea
UPCC	Upazila Project Coordination Committee
USD	United States Dollar
VLD	Voluntary Land Donation
VTTTI	Vocational Technical Teacher Training Institute
WB	World Bank
WBG	World Bank Group
YC	Youth Center



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## Executive Summary

### **Introduction**

The Government of Bangladesh (GoB) through the Ministry of Finance (MoF) has requested the World Bank (WB) to support the preparation and implementation of the Accelerating and Strengthening Skills for Economic Transformation (ASSET) project with the Directorate of Technical Education (DTE) of Technical and Madrasah Education Division (TMED), Ministry of Education (MoE) as the lead implementing agency along with its partner implementing agencies (PIAs) the Bureau of Manpower, Employment and Training (BMET) of Ministry of Expatriate Welfare and Oversea Employment (MoEWOE), Directorate General of Medical Education (DGME) of Medical Education and Family Welfare Division (MEFWD), Ministry of Health and Family Welfare (MoHFW), and Ministry of Industry (Mol). The lead implementing agency (LIA), DTE, will be responsible for the implementation of the project activities, and fiduciary management and safeguard compliance for all the sub-components. The PIAs will be implementing the sub-component/activities that are relevant to their respective areas/institutions under the overall management by the lead agency. The ASSET project will promote employment oriented job market relevant high-quality skills development for a range of social and productive sectors and at long-term and short-term training institutions to produce high-level skills for greater economic modernization and labor productivity. It also supports expanding equitable access to skills development opportunities for vulnerable population especially marginalized women, poor and people with disability, and enhance skills development and recognition of workers in the informal sector. The project also supports capacity development for quality assurance and coordination at key agencies at the central level.

The project is expected to be implemented nationwide but the exact project locations will be determined during the implementation stage only. However, some of the establishments and facilities under the previous phase of Northern Areas Reduction-of-Poverty Initiative (NARI) Project under MoLE and Skills and Training Enhancement Project (STEP) under MoE under ASSET and as well as Special Economic Zones (SEZs) under Bangladesh Economic Zone Authority (BEZA) are expected to be included. But the specific locations will be decided, as mentioned above, during implementation phase. The project will be implementing during the fiscal year 2020-2021 to the 2025-26 for five years with the co-financing from IDA World Bank and Govt. of Bangladesh.

This Resettlement Policy Framework (RPF) is prepared by Lead Implementing Agency (LIA) of ASSET, Directorate of Technical Education (DTE) and its Co-implementing Agencies (CIAs) in accordance with Government of Bangladesh's (GoB) legal policy and World Bank's (WB) Environmental and Social Framework, specifically ESS-5 which is the standard 5 "Land Acquisition, Restrictions on Land and Involuntary Resettlement". This RPF is prepared to guide land acquisition and resettlement and the consequent preparation and implementation of Resettlement Action Plans (RAPs) by the Project Implementation Unit (PIU) of the ASSET.

### **Project Description**

The project will contribute to achieving this goal by addressing the demand and supply sides of the skills eco-system together: (i) equipping youth and workers with skills that fit the future of work and better employment, and connecting them with the labor market more efficiently, (ii) shifting skills system to be responsive, agile, and demand-driven, and (iii) lifting the skills and labor market outcomes for women and the most disadvantaged groups. The project is designed to address the key issues affecting the skills

development sector derived from extensive analytical research, stakeholder consultation, and the Bank's local and global experience. The project interventions are driven by three conceptual pillars: Fit-Shift-Lift. These three pillars are reflected in the component design, and each pillar targets different priority areas of the skills development sector, while the implementation mechanism of these interventions is carefully tailored to ensure the maximum outcome, to achieve the PDOs. The project will have the following components:

***Component 0: [CERC] – Contingent Emergency Response Component***

**Component 1: Transforming Formal Skills Development for Future of Work, Inclusiveness, and Resilience (IDA: US\$170 million; GoB: US\$150 million; Total: US\$320 million)**

- Sub-component 1.0: COVID-19 response actions to build resilience in the TVET sector
- Sub-component 1.1: Strengthening graduate employability and inclusiveness of diploma courses for priority sectors
- Sub-component 1.2: Expanding Market-Demanded and Inclusive Formal Short-Courses for Priority Sectors
- Sub-component 1.3: Establishing an international standard model polytechnic institute

**Component 2: Innovative Skills Development Programs for Employment and Empowerment**

- Sub-component 2.1: Expanding Enterprise-based Training for Competitiveness and Inclusiveness
- Sub-component 2.2: Recognizing the skills of informal sector workers

**Component 3: Capacity Development, Project Management, Social Marketing and Monitoring & Evaluation**

- Sub-component 3.1: Enhancing the institutional capacity of central government agencies of the skills development system
- Sub-component 3.2: Project Management, Social Marketing, M&E

The project beneficiaries are categorized into three groups, corresponding to types of skills development programs. The first group includes students in long-term diploma courses (Component 1). The second group consists of trainees in short-term training programs, including formal short-courses and enterprise-based training programs (Component 1). The final group includes trainees who participate in informal training programs that will target the informal sector and disadvantaged groups (Component 3). The total number of project beneficiaries is estimated at around 1.73 million over the project period.

***Impact Assessment Procedure***

ASSET project will use a structured approach to allow the project development process following the newly developed ESF, follow the mitigation hierarchy of avoidance, minimization, mitigation and compensation/offset for negative impacts and enhancement of positive impacts where practically feasible. Hence, the project impacts on particularly regarding involuntary resettlement will be assessed based on the findings of the baseline socio-economic survey, detail census, and consultations with all directly and indirectly affected HHs to be carried out at the initial phase of the project. The impact and socio-economic conditions will be carried out both at household and community levels through various field surveys and stakeholder's consultation meetings. The questionnaires will contain an inventory of losses of each affected household, which will include details of potentially affected structures (i.e.

houses), lands, trees and other assets belonging to each household. The survey will also include inventory of businesses/commercial structures as well as public and community structures in the project site as well as those vicinities.

### ***Potential Impacts and Risks***

DTE and other CIAs are yet to make selection of the different institutions and potential sites/locations of construction/renovation/expansion to be included in the ASSET project. Once ASSET will finalize the sites/locations selection based on the community needs and assessment, actual project impacts will be identified based on Census, Inventory of Loses (IOL) and Socio Economic Survey (SES). However, the social risks and impacts of the proposed ASSET project may be fully ascertained largely during the construction phase. However, it is assured by the client during initial consultation at project preparatory stage that the project will not take any private land through involuntary acquisition and will avoid any physical displacement of residents for activities under the project. All works will be carried out within the existing available lands. However, likelihood that infrastructures construction/renovation may involve displacement of formal and informal private users/squatters. For these reasons, and largely as a precautionary measure, the project triggers ESS5 on involuntary resettlement. As a result, this Resettlement Policy Framework (RPF) is prepared by the ASSET and approved by the World Bank. Moreover, site-specific RAPs will be developed - if and as necessary - during the project implementation. The RPF and any RAP will ensure the proper calculation and recording of the involuntary displacement impacts as well as identification of the affected people and mitigation of their loss and impacts. The purpose of the RPF and implementation of the RAPs is to ensure that there is no adverse effect on the living conditions and livelihoods of the affected people because of the project. However, in overall terms, the proposed planned work under Components 1, 2 and 3, it is expected that the impact on involuntary resettlement will be none or limited or negligible as the construction will be mostly carried out within the footprint of existing DTE or its CIAs campuses or on available lands that are publicly owned.

In the above context, Environmental and Social Risk Classification (ESRC) of the ASSET project has been rated as 'Moderate', as most of the impacts are negligible, short term, site specific and mitigatable. RAP should modify and further detail out this analysis as applicable, based on professional judgment and public consultations. A suggestive management of the above risks is given in the relevant chapter.

### ***Land Acquisition and Requisition Policy in Bangladesh***

The Acquisition and Requisition of Immovable Property Act 2017 (ARIPA) is the principal legislation governing eminent domain for land acquisition and requisition in Bangladesh. ARIPA 2017, detailed out the land acquisition process from section 4 to section 19 and land requisition process from section 20 to section 28. According to ARIPA 2017, compensation to be paid for affected land, structures, trees, crops and any other damages caused by such acquisition. Under the ARIPA 2017, The Deputy Commissioner (DC) determines the value of the acquired assets as at the date of issuing the notice of acquisition under section 4(1). The DCs there after enhance the assessed value by 200% and another 100% premium for loss of standing crops, structures and income due to compulsory nature of the acquisition. The compensation such determined is called the Cash Compensation under Law (CCL). If the land acquired has standing crops cultivated by a tenant (*Bargadar*) under a legally constituted written agreement, the law requires that compensation money be paid in cash to the tenants as per the agreement. ARIPA 2017 under section 4 (13) permits the acquisition of the community properties if it is for a public purpose provided that project

for which the land is acquired provides for similar types of assets in some other appropriate place or reconstruct the community properties.

Under the ARIPA 2017, The Deputy Commissioner (DC) determines the value of the requisitioned assets under section 22(1) and 22(2) with due consultation with the land owners. According to section 22(6), requisition is allowed only for 2 years. If land is required more than 2 years, a new contract is required with the land owners with an agreed compensation rate. Under section 23, Dc will pay the compensation to the land owners. If the land requisitioned has standing crops cultivated by a tenant (*Bargadar*) under a legally constituted written agreement, the law requires that compensation money be paid in cash to the tenants as per the agreement. Under no circumstances, land requisition is not allowed due affecting residential and community properties. However, under section 20, requisition is only allowed for emergency road repairing. Any losses for structures, trees, and business will follow the provisions of ARIPA 2017.

There are no specific guidelines on voluntary land donation in ARIPA 2017. ASSET project will also discourage land donation. However, in the general context, local people in Bangladesh use to donate their land for construction/renovation/expansion by govt. entities. In such case, if local people are interested to donate land voluntarily, voluntary land donation procedures and steps described in ESS5 has to be followed.

In addition to the ARIPA, 2017, this will take into account the region's legal context; the key pieces being the Chittagong Hill Tracts Regulation Act, 1900 and CHT (Land Acquisition) Regulation, 1958. The first formalizes the region's administrative framework, revenue collection, land administration, and power and authority of the traditional institutions (e.g. Circle Chief and Headmen) while the second, specifically adopted to clarify the government's authority for acquisition of land on the eve of the Kaptai dam construction in the early 1960s, still remains as the most important legal instrument for land acquisition in the region.

#### ***Applicability of ESS 5 of World Bank's ESF***

ESS5 will apply as the direct social and economic impacts of a project that are permanent or temporary and are caused by the involuntary taking of land resulting in (i) relocation or loss of shelter; (ii) loss of assets or access to assets; (iii) loss of income sources or means of livelihood, whether or not the affected persons must move to another location; or (iv) the involuntary restriction of access to legally designated parks and protected areas resulting in adverse impacts on the livelihoods of the displaced persons. The ESS5 also applies in case any subproject activities found as 'linked' or 'associated facility'. This ESS requirements and provisions apply to all components of ASSET that result in involuntary resettlement, regardless of the source of financing. Gaps between ESS5 and ARIPA 2017, and measures taken for Gap filling have also been described.

#### ***Resettlement and Relocation Process***

The components and subcomponents with physical works/interventions require screening. Social screening will occur during the project preparation stage as a soon as fairly accurate site location(s) is (are) known. The social screening will provide a preliminary assessment of the potential impacts of the project. The screening will help to identify issues which can be verified during field investigations and also provide a preliminary idea regarding the nature, extent, and timing of social issues that would need to be



handled during the subsequent stages. It will also help to identify opportunities for avoidance or minimization early in the project cycle so that the design process can be informed appropriately. The screening will also help to identify the scope of further assessments and timeframe required for obtaining the regulatory clearances (if any). If further assessments and plans (such as RAP, ARAP, etc.) are deemed necessary, these plans will be prepared according to the guidelines provided in this RPF.

### ***Detailed Assessment and Survey***

PIU/ASSET will conduct census and socioeconomic survey(s), with appropriate socioeconomic baseline data to identify all persons who will be affected by the project and to assess the project's socioeconomic impacts on them. Once the detailed design is finalized, the required social surveys will be conducted. Based on this survey outcomes, a social impact assessment will be done which will include potential social impacts, income and livelihood of displaced persons and gender-disaggregated information pertaining to the economic and socio-cultural conditions of displaced persons. The project's potential social impacts and risks will be assessed against the requirements presented in this RPF and applicable laws and regulations of the jurisdictions in which the project operates that pertain to involuntary resettlement matters.

### ***Preparation of RAP/ARAP***

The RAP will be based on the social impact assessment and meaningful consultation with the affected persons. It will include the results and findings of the census of affected persons, and their entitlements to restore losses, institutional mechanisms and schedules, budgets, assessment of feasible income restoration mechanisms, grievance mechanisms, and results monitoring mechanisms. RAPs will comply with the principles outlined in this agreed RPF. These will receive clearance from WB prior to awarding of the contract. Disbursement of compensation payments and entitlements will be made prior to displacement.

### ***Gender Impacts and Mitigation Measures***

Female-headed households are considered a vulnerable group. Any negative impact of a project intervention on female-headed households will be treated on a priority basis. The resettlement plan will formulate measures to ensure that socio-economic conditions, needs and priorities of women are identified, and the process of land acquisition and resettlement does not disadvantage women. It will ensure that gender impacts are adequately addressed and mitigated. Women's focus groups discussions will be conducted to address specific women's issues. During disbursement of compensation and provision of assistance, priority will be given to female-headed households.

### ***Valuation Process for Land***

ASSET project will require no land acquisition, if required, in the event of permanent land acquisition of titled land, the first premise is provision of replacement land. In the case where no alternative land is available within a reasonable distance such as to minimize disruption to other aspects of socio-economic life, cash compensation at full replacement value should be provided. This should be valued based on the prevailing market value in the locality to purchase an equally productive plot of land in the same locality. In addition, any associated costs of purchasing the land i.e., taxes, registration fees will need to be included in the compensation. In addition, the PAPs will be compensated for any permanent improvements made to the land (for instance irrigation structures). This will be calculated based on the

price of making the permanent improvement at current prevailing market rates for labor, equipment and materials.

### ***Valuation Process for Structure***

Structures replacement values will be assessed based on:

- Measurements of structures and detail of materials used;
- Average replacement costs of different types of household buildings;
- Structures based on collection of information on the numbers and types of materials used to construct different types of structures (e.g. poles, bricks, rafters, bundles of straw, corrugated iron sheets, doors etc.). Prices of these items collected in different local markets;
- Costs for transportation and delivery of these items to the acquired/ replacement land or building site;
- Estimates of construction of new buildings including labor required; and
- Compensation will be made for structures that are (i) abandoned because of relocation or resettlement of an individual or household, or (ii) directly damaged by project activities.

### ***Valuation Process for Trees and Crops***

The current prices for the crops will be determined taking into account the forest and agricultural department recommended rate and the highest market price, whichever is higher. Where land is rented, 2 seasons or annual crop estimate, depending on the crop will be compensated.

### ***Basic Principle for Entitlement and Eligibility***

The involuntary taking of land results in relocation or loss of shelter; and loss of assets or access to assets or loss of income sources or means of livelihood, whether or not the PAPs must move to another location. Meaningful consultations with the affected persons, local authorities and community leaders will therefore allow for establishment of criteria by which displaced persons will be deemed eligible for compensation and other resettlement assistance. Affected persons will be classified as:

- a) persons who have formal legal rights to land or assets;
- b) persons 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) persons who have no recognizable legal right or claim to the land or assets they occupy or use.

Those covered under (a) and (b) above are to be provided compensation for the land they lose, and other assistance in accordance with this RPF. Persons covered under (c) above are to be provided with resettlement assistance in lieu of compensation for the land they occupy, and other assistance, as necessary, to achieve the objectives set out in this RPF, if they occupy the project area prior to a cut-off date established by the project authorities in close consultation with the potential PAPs, local community leaders and the respective local authorities and acceptable to the World Bank.

Persons who encroach on the area after the cut-off date are not entitled to compensation or any other form of resettlement assistance. All persons included in (a), (b) or (c) above are to be provided with compensation for loss of assets other than land. It is therefore clear that all project affected persons irrespective of their status or whether they have formal titles, legal rights or not, squatters or otherwise

encroaching illegally on land, are eligible for some kind of assistance if they occupied the land or had used of it, before the entitlement cut-off date.

### ***Stakeholders Engagement***

Consultations with affected people and communities are the starting point for all resettlement related activities. Experience indicates that involuntary resettlement generally lead the affected population to facing severe problems in the socio-economic life making them apprehensive towards the Project. Project aims to provide a two-way communication channel between the stakeholders and the scheme proponents. In keeping with the same, the process of public consultation and participation in the project was initiated by DTE even during the COVID-19 emergency period, using alternative approach of web based platform for the first time in Bangladesh and has been an integral part since all studies and assessments are undertaken. During preparation of RPF, DTE has conducted 2 consultations with different stakeholders. Among those, the first was held before the COVID-19 pandemic situation in Bangladesh, while the later was organized during COVID-19 pandemic using virtual web based platform. Stakeholder consultations have been extensively reported in SEP drafted separately containing Project Context, Socioeconomic Baseline, Consultation and Communication Strategy etc. applying ESS 10. This SEP guidelines will be followed through the project cycles.

As this was the first effort of organizing web based stakeholders consultation, due to time limitation several of the above important RPF issues could not be discussed. So, it is suggested that PIU/ASSET will organize multiple stakeholders' consultation at each construction/renovation sites during RAP/ARAP preparation engaging different stakeholders including land and different structure owners, squatters, CPR management and wage earners etc.

### ***Project Stakeholders Identified at Preparatory Stage***

Stakeholders are people, groups, or institutions, which are likely to be impacted (either negatively or positively) by the proposed project interventions or those who can influence the outcome of the project. A stakeholders mapping was conducted prior to conducting consultation meeting held virtually using web based platform. The primary stakeholders include all directly affected persons such as title owners losing land, physically displaced people living on their own land, squatters residing on the potential construction sites, students, teachers, and indirectly affected persons and communities/host institutions. The secondary stakeholders are NGOs, community-based organizations, community development projects, governance agencies, development partners, media, community leaders, civil society, traders, construction laborers and consultants in the project area.

### ***Future Stakeholder Engagement Guideline***

Stakeholder engagement activities will need to provide stakeholder groups with relevant information and opportunities to voice their views on issues that matter to them. The activity types and their frequency are adapted to the three main project stages: project preparation (including design, procurement of contractors and supplies), construction, and operation and maintenance. A stakeholder engagement guideline is provided.

### ***Information Disclosure Methods***

As a standard practice, the Project safeguard documents including RPF and RAP/s released for disclosure are accompanied by making available the registers of comments and suggestions from the public that are subsequently documented by the PIU in a formal manner. PIU will continue applying the similar approach to disclosure for any additional safeguard appraisal materials that will be prepared as part of the project development.

The PD will continue applying the similar approach to disclosure for any additional E&S appraisal materials that will be prepared as part of the project development. The RPF and RAP in Bangla, and English will be made available for public review in accordance with the international requirements. The SEP will be released in the public domain simultaneously with the E&S documents and will be available for stakeholder review during the same period of time.

The environmental and social documents in Bangla, and English will be made available for public review for the period of 60 days in accordance with the World Bank and standard international requirements. The RPF will be released in the public domain simultaneously with the other safeguard documents and will be available for stakeholder review during the same period of time, i.e. 60 days.

### ***GM Requirements***

PIU/ASSET will establish a procedure to deal with and resolve any queries as well as address complaints and grievances about any irregularities in the application of the guidelines adopted in this RAP for assessment and mitigation of social and environmental impacts through grievance mechanism (GM). The GM will deal with complaints and grievances related to both social/resettlement and environmental issues in this Project. Grievance redress committees (GRC) will be formed to receive and resolve complaints as well as grievances from aggrieved persons from the local stakeholders including the project-affected persons. Based on consensus, the procedure will help to resolve issues/conflicts amicably and quickly, saving the aggrieved persons from having to resort to expensive, time-consuming legal actions. The procedure will, however, not pre-empt a person's right to go to the courts of law.

The procedures will however not a person's right to go to the courts of law pre-empt. There will be three-tier grievance mechanism; 1st at local level (site/union/upazila/district), 2nd at PIU level (PD) and final one is for ministry level (PSC). Grievance resolution will be a continuous process in subcomponent level activities and implementation of those. The PIU will keep records of all resolved and unresolved complaints and grievances (one file for each case record) and make them available for review as and when asked for by Bank and any other interested persons/entities. The PIU also prepare periodic reports on the grievance resolution process and publish these on the DTE website. The ASSET project intends to strengthen the GM through information and communication technology to ensure that all complaints including those of sexual exploitation and abuse are immediately reported to the Government. PIU will integrate the GM on a web-based dashboard, to adequately and promptly address any potential grievance related to Gender Based Violence and SEA. The complaints registered in this system will be managed by a dedicated administrator that will liaise immediately any GBV and SEA complaints with the contractors, consultant and PIU for immediate measures.

### ***World Bank Grievance Redress Service (GRS)***

Communities and individuals who believe that they are adversely affected by project interventions may submit complaints to existing project-level GM or the WB Grievance Redress Service (GRS). Project

affected communities and individuals may also submit their complaint to the World Bank's independent Inspection Panel, which determines whether harm occurred, or could occur, because of non-compliance with WB safeguards policies and procedures. Details of the procedures to submit complaints to the WB's corporate GRS, is available in the GRS website: <http://www.worldbank.org/en/projects-operations/products-and-services/grievance-redress-service>. For information on how to submit complaints to the WB Inspection Panel, please visit [www.inspectionpanel.org](http://www.inspectionpanel.org). Any disclosure instrument on GM will provide addresses of the GRS and the Inspection Panel.

### ***RPF Implementation Arrangement***

The ESMF for ASSET project includes a comprehensive assessment of the Borrower's capacity on E&S risk management as per the requirements of the Bank's ESF. The assessment informs the requirement of E&S staff in the PIU, capacity development program for the project on E&S and the overall procedure of E&S risk management, including resettlement issues by the project management. A Deputy Director will head the project's Social, Environmental and Communication Cell (SECC) under the Project Director. The cell will be supported by an Environmental Specialist, Social Development Specialist, Labor Management and Community Health Specialist, GBV Management/Gender Specialist and Stakeholder Engagement and Communications Specialist.

The PIU will have a dedicated Social Development Specialist (SDS) to ensure implementation of RPF, RAP and other social management responsibilities. He will maintain liaison with WB safeguards team, and other stakeholders during the project implementation. The Social Specialist will also monitor construction activities to ensure that social mitigation measures and RAP are properly implemented. Implementation of RAP for affected persons will be carried out in eight (8) steps. PIU will ensure implementation of the RAP with the support of the SECC and Social Specialist.

### ***Capacity Building for RPF Implementation***

A comprehensive assessment of the Borrower's capacity on E&S risk management as per the requirements of the Bank's ESF. The assessment informs the requirement of E&S staff in the PIU, capacity development program for the project on E&S and the overall procedure of E&S risk management, including resettlement issues by the project management. A detail capacity development program has been suggested in the ESMF.

Environmental and social safeguards training will help ensure that the requirements of the ESS and subsequent social safeguard are clearly understood and followed by all project personnel throughout the project period. The PIU will ensure, in collaboration with the SECC, that these training are provided to all Project personnel. The social training program will be finalized before the commencement of the project. The training will be provided to the DTE staff, construction contractors, and other staff engaged in the Project. Training will cover all staff levels, ranging from the management and supervisory to the skilled and unskilled categories. The scope of the training will cover general environmental and social awareness and the requirements of the ESS5 and other ESSs, with special emphasis on sensitizing the project staff to the social and genders aspects of the area. A training program is proposed which can be realigned based on the needs.

### ***RPF Implementation Budget***

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A tentative budget is proposed to implement the RPF, which may be changed/updated once the RAP is being prepared. This budget do not include the cost of land acquisition and resettlement, as the project has anticipated no such requirement of land acquisition at the preparatory stage. The budget is a tentative figure worth total USD 1.62 million, which has generated in absence of precise information on the sites.

***Monitoring Requirement***

PIU/ASSET will conduct regular monitoring and evaluation of the updating and implementation of the resettlement plan. Monitoring and evaluation are intended to help ensure that the resettlement action plan is prepared and implemented according to the resettlement policy framework. The Social Safeguards Specialist in the PIU/SECC will be responsible for the effective monitoring of the RAP implementation, specifically responsible for implementation of proposed compensation, rehabilitation, and income restoration measures, consultations with affected persons (APs) during rehabilitation activities and assisting in grievance redress. He or she will prepare resettlement training programs and workshops for the staff of the PIU and contractors.

***Monitoring Procedure***

During project preparation, and as part of the RAP, PIU will develop a monitoring and reporting framework for resettlement activities. Central to this framework are the census of PAPs and the inventory of assets that constituted the basis for the agreed RAP. The PMC/SECC responsible for oversee the progress in resettlement preparation and implementation through regular progress reports, submitted through normal channels, monitoring key indicators of finance, inputs and activities. PIU will establish procedures to monitor and evaluate the implementation of the plan and will take corrective action as necessary during implementation to achieve the objectives of the ESS 5. The extent of monitoring activities will be proportionate to the project's risks and impacts. Key indicators to be monitored are given in the respective section..

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## Chapter 1: Introduction and Project Description

### 1.1 Introduction

The Government of Bangladesh (GoB) through the Ministry of Finance (MoF) has requested the World Bank (WB) to support the preparation and implementation of the Accelerating and Strengthening Skills for Economic Transformation (ASSET) project with the Directorate of Technical Education (DTE) of Technical and Madrasah Education Division (TMED), Ministry of Education (MoE) as the lead implementing agency along with its partner implementing agencies (PIAs) the Bureau of Manpower, Employment and Training (BMET) of Ministry of Expatriate Welfare and Oversea Employment (MoEWOE), Directorate General of ME (DGME) of Medical Education and Family Welfare Division (MEFWD), Ministry of Health and Family Welfare (MoHFW), and Ministry of Industry (MoI). The lead implementing agency (LIA), DTE, will be responsible for the implementation of the project activities, and fiduciary management and safeguard compliance for all the sub-components. The PIAs will be implementing the sub-component/activities that are relevant to their respective areas/institutions under the overall management by the lead agency. The ASSET project will promote employment oriented job market relevant high-quality skills development for a range of social and productive sectors and at long-term and short-term training institutions to produce high-level skills for greater economic modernization and labor productivity. It also supports expanding equitable access to skills development opportunities for vulnerable population especially marginalized women, poor and people with disability, and enhance skills development and recognition of workers in the informal sector. The project also supports capacity development for quality assurance and coordination at key agencies at the central level.

The project is expected to be implemented nationwide but the exact project locations will be determined during the implementation stage only. However, some of the establishments and facilities under the previous phase of Northern Areas Reduction-of-Poverty Initiative (NARI) Project under MoLE and Skills and Training Enhancement Project (STEP) under MoE under ASSET and as well as Special Economic Zones (SEZs) under Bangladesh Economic Zone Authority (BEZA) are expected to be included. But the specific locations will be decided, as mentioned above, during implementation phase.

This Resettlement Policy Framework (RPF) is prepared by Lead Implementing Agency (LIA) of ASSET, Directorate of Technical Education (DTE) and its Co-implementing Agencies (CIAs) in accordance with Government of Bangladesh's (GoB) legal policy and World Bank's (WB) Environmental and Social Framework, specifically ESS-5 which is the standard 5 "Land Acquisition, Restrictions on Land and Involuntary Resettlement". This RPF is prepared to guide land acquisition and resettlement and the consequent preparation and implementation of Resettlement Action Plans (RAPs) by the Project Implementation Unit (PIU) of the ASSET. It sets out the principles and objectives governing preparation and implementation of this social risks and impacts, mitigation measures in accordance with the ESS5 requirements. The aim is to ensure that adverse socio-economic impacts of the programs on Project Affected Persons (PAPs) are adequately mitigated and the PAPs are not worst off as a result of project interventions.

### 1.2 ASSET Sectoral Background (a brief baseline)

The Government of Bangladesh (GoB) has made skills development, including for women and the disadvantaged, a top national priority. The past decade witnessed an impressive pace of expansion of the formal technical and vocational education institutions across different sectors, while demand for technical skills is also growing. Government's demand-stimulating instruments such as poverty-targeted

scholarships and tuition support have increased the participation of disadvantaged groups and reduced the gender gap. Despite the recent expansion, the capacity of the skills development sector remains inadequate due to many years of underinvestment in the past and the need for catching up with new technologies and maintaining the quality in the face of rapid expansion. Skills development in Bangladesh faces serious challenges both on the demand and supply sides; integrating the two sides would present a promising avenue of opportunity to develop market-relevant training programs, adaptable skills ecosystem, and inclusive system for women and the disadvantaged.

The World Bank supported the government's effort through Skills and Training Enhancement Project (STEP) (2010-2019) and Northern Areas Reduction of Poverty Initiative (NARI) (2012-2018). STEP was implemented under the Ministry of Education (MoE) with the aim to enhance teaching and learning environments in TVET institutions and improve market relevance of TVET through partnerships with ministries, industries, and global TVET leaders and to improve access and equity in TVET for female students and students from disadvantaged households, with a total of around 600,000 beneficiaries. NARI aimed to facilitate access to employment for women from lagging areas in the Ready-made Garments (RMG) sector, focusing on a particularly vulnerable group of impoverished and marginalized women with little to no education. It was implemented under the Ministry of Labor and Employment (MoLE) and the Bangladesh Export Processing Zones Authority (BEPZA). The project provided technical training, life skills training, and job placement services for around 9,000 women.

The ASSET project also complements the government priorities in the skills development sector as higher investment in skills development to support the adoption of new technologies is placed at the top of national development agenda in the 7th Five-Year Plan (FY2016-FY2020) and integration of SDGs in 7FYP to improve labor productivity, promote gender and income equality, and boost job creation. The 7th five-year plan also recognizes the need for increased private sector participation in the skills development and training with a focus on economic zones in addition to other priority sectors. National Education Policy (NEP) 2010 recognizes the current constraints of the TVET system in ensuring relevant skills to meet the demand of the workplace and envisages to increase the share of students, emphasizing on females, in the TVET system through an expansion of access to quality TVET. Based on the NEP, Ministry of Education has set out a National Skills Development Policy (2011) as an overall guiding framework for the skills development sector in Bangladesh. This policy is aligned with the GoB's Vision 2021 agenda and promotes inclusion of all left out population groups in skills development programs. To achieve long term goals, GoB has formulated Vision 2041 which emphasizes on labor force development as a critical factor to reach upper-middle income country status. Other future looking plans such as Draft 8<sup>th</sup> Five-year plan, SDG action plan and Delta plan 2100 also reflects on this with alignment. The government is also preparing new skills policies with the revision of the National Skills Development Policy (NSDP) and preparation of the National Jobs Strategy and Small and Medium Size Enterprise Policy.

### 1.3 ASSET Project Description

**The project focuses on three cross-cutting drivers of change, *Fit-Lift-Shift*, to build a more skilled labor force aligned with the future of work and inclusive of women and disadvantaged groups to accelerate economic recovery and modernization in priority sectors.** The project will aim at (i) equipping youth and workers with skills that *fit the future of work* and lead to better employment prospects, and connecting them with the labor market more efficiently, (ii) *lifting* the skills and job outcomes for *women and the most disadvantaged groups*, and (iii) *shifting skills system* to be responsive and inclusive (see Theory of Change for how the three pillars drive changes across components). The project will also focus on priority



industry sectors that contribute significantly to economic recovery, economic modernization & diversification, and export competitiveness<sup>1</sup>. Moreover, all project activities will prioritize on disadvantaged groups including those severely affected by COVID-19.

**The project will leverage a holistic multi-sectoral/multi-ministerial approach to address the critical issues of the fragmentation and coordination of skills eco-system.** Fragmentation and poor coordination are a serious challenge in the sector where different skills agencies are working in silos. More comprehensive and multi-sectoral development projects would be instrumental for encouraging greater harmonization. STEP project successfully operationalized the multi-sectoral implementation mechanism. The project will enhance the multi-sectoral implementation mechanism covering both supply and demand sides of the system under one umbrella.

The project is designed to address the key issues affecting the skills development sector derived from extensive analytical research, stakeholder consultation, and the Bank's local and global experience. The project interventions are driven by three conceptual pillars: Fit-Shift-Lift. These three pillars are reflected in the component design, and each pillar targets different priority areas of the skills development sector, while the implementation mechanism of these interventions is carefully tailored to ensure the maximum outcome, to achieve the PDOs. The project will have the following components:

**Component 0: [CERC] – Contingent Emergency Response Component (IDA: US\$0 million; GoB: US\$0 million; Total: US\$0 million)**

This contingent emergency response component is included under the project to ensure that funds can be reallocated in the event of an eligible crisis or emergency.<sup>2</sup> In the event of such an emergency, this component would allow the Government to request the Bank to re-categorize and reallocate financing from other project components to cover emergency response and recovery costs if approved by the Bank.

**Component 1: Transforming Formal Skills Development for Future of Work, Inclusiveness, and Resilience (IDA: US\$170 million; GoB: US\$150 million; Total: US\$320 million)**

This component will aim to substantially increase and improve the supply of market-relevant skills in the formal skills development sector needed for technology adoption and productivity enhancement in priority sectors. It will also enhance inclusion and outreach to women and the disadvantaged<sup>3</sup>, and implement a dedicated COVID-19 response activity to build the resilience of the TVET sector.

Sub-component 1.0: COVID-19 response actions to build resilience in the TVET sector

Sub-component 1.1: Strengthening graduate employability and inclusiveness of diploma courses for priority sectors

Sub-component 1.2: Expanding Market-Demanded and Inclusive Formal Short-Courses for Priority Sectors

Sub-component 1.3: Establishing an international standard model polytechnic institute

<sup>1</sup> Priority sectors of the government of Bangladesh usually include around 15 industries, according to the FYP and various industry policies. The project will target six industry sectors as its priority sectors based on economic/employment contribution, growth potential, training capacity, relevance to TVET, ownership for the project, and other DPs presence. The priority sectors for the project would include 1.Garment, Textile & Leather; 2.ICT; 3.Tourism & Hospitality; 4.Construction & Civil; 5.Ceramics; and 6.Light Engineering & Manufacturing. The project will also target the 7.Health sector to promote human capital development and COVID response, and the 8.Overseas Employment Markets to boost manpower export competitiveness and remittance recovery.

<sup>2</sup> This includes natural or man-made disasters or crises that has caused or is likely to cause major adverse economic and/or social impact during the life of the project.

<sup>3</sup> people with disabilities (PWD); population exposed to climate vulnerability; socio-economic cluster most susceptible to the adverse impact on economy due to COVID-19, specially female; and other vulnerable groups

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**Component 2: Innovative Skills Development Programs for Employment and Empowerment**

This component aims to substantially enhance the job-relevance and inclusiveness of the skills development of Bangladesh through scaling up innovative skills development approaches. Moreover, the interventions under this component will support the industries to regrow their business with supply of skilled labor while creating decent employment opportunities for the vulnerable groups.

Sub-component 2.1: Expanding Enterprise-based Training for Competitiveness and Inclusiveness

Sub-component 2.2: Recognizing the skills of informal sector workers

**Component 3: Capacity Development, Project Management, Social Marketing and Monitoring & Evaluation**

This component will aim to upgrade the skills development ecosystem in Bangladesh to be adaptable to the changing needs of the economy and more inclusive of women and disadvantaged populations through institutional capacity strengthening of key central agencies. This component will also support project management and fiduciary management for implementation of the project interventions, monitoring and evaluation (M&E) activities, and social marketing interventions, specially focusing on women and disadvantaged group, to enhance social image of TVET education and ensure effective communication and mobilization activities.

Sub-component 3.1: Enhancing the institutional capacity of central government agencies of the skills development system

Sub-component 3.2: Project Management, Social Marketing, M&E

**1.4 Project Location**

The location of the ASSET project would be spread over all the districts and most of the sub-districts and would be located within the existing premises of the different training and skill development institutions of the implementing partners. The type of institutions are Polytechnics, other technical institutes, Technical School & Colleges (TSCs), Institutes of Marine Technology (IMT), Textile Institutes, Technical Training Centers (TTCs), Textile Vocational Institutes (TVIs), Bangladesh Industrial and Technical Assistance Center (BITAC), Small Cottage Industries Training Institute (SCITI), Industry Skills Councils (ISCs), Institute of Health Technology, Medical Assistant Training School and some local NGOs to be associated through Competitive Institutional Grant (CIG). District wise location map of the ASSET institutes is furnished in Figure 1.1.

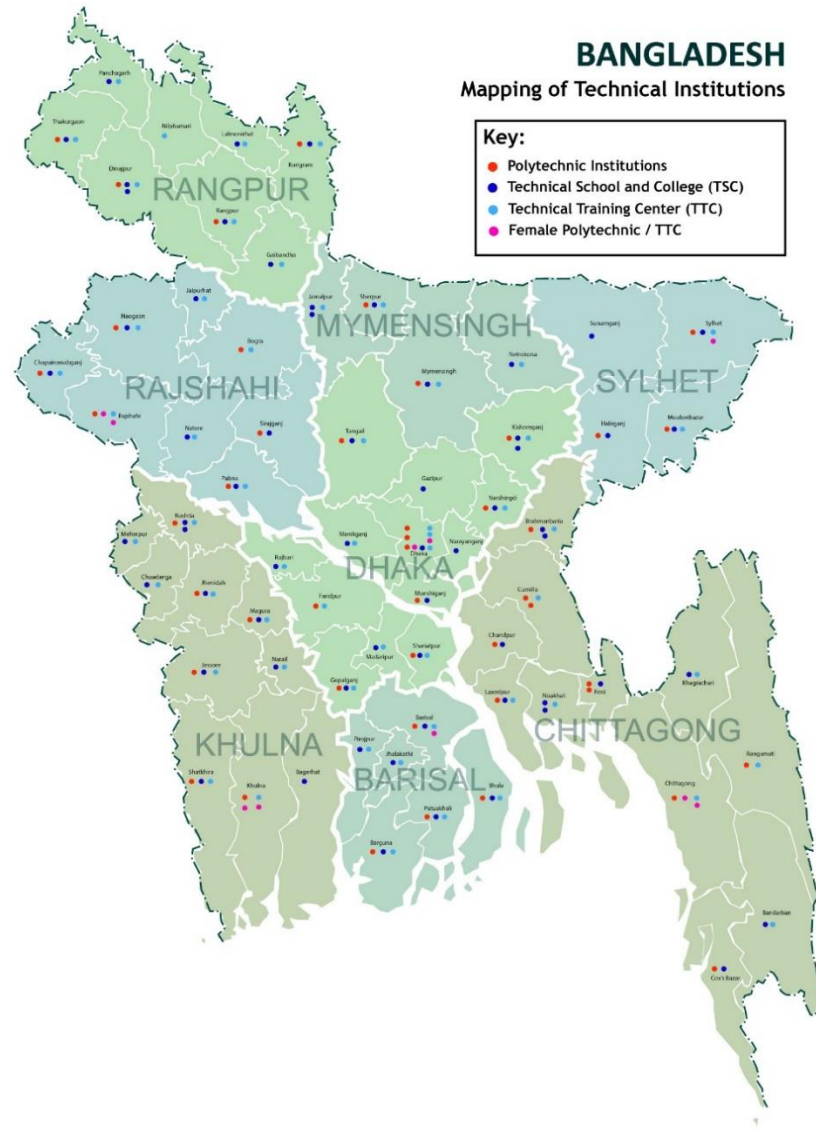


Figure 1.1: Location of the technical institutions of the ASSET Project

### 1.5 Project Beneficiaries

The project will directly benefit more than one million students and workers, including women and the disadvantaged, and skills agencies and institutions at central and local levels. The primary direct beneficiaries of the project include (a) students in post-secondary TVET institutions, (b) unemployed youth (aged between 16 to 39 years) in the labor market, (c) employed and self-employed workers and professionals in priority sectors, and (d) disadvantaged groups such as vulnerable women, informal sector workers, low-income youths, ethnic minorities, and PWDs, in Bangladesh. These individuals will be trained with market-demanded skills through long-term and short-term training programs and will benefit from an increased chance of employment, improved quality of jobs, and social empowerment. The project will also benefit (e) public and private skills training institutions and teachers through capacity enhancement activities, including teacher professional development, better teaching & learning environment, more market-relevant curriculum, greater industry partnership, etc., and (f) central skills agencies through

institutional capacity development. The project will indirectly benefit (g) firms and employers in priority sectors with the increased availability of better-skilled workers and employees who will contribute to enhanced productivity. Inclusiveness will be ensured across all the beneficiary groups with a special focus on population most affected by COVID-19 impacts, women and other advantaged groups. The total number of direct beneficiaries of trainees and workers is estimated to be at least around 1.1 million over the project period.

### **1.6 RPF Principles of the ASSET Project**

The project does not anticipate any land acquisition. All civil construction will be carried on the land the government already owns and possess. However, common experience tells that at some potential sites, the project may find squatters and other encroachers on the site and who will require proper compensation and economic rehabilitation as per the Bank's ESF, in particular ESS 5. Consequently, the following principles will be followed for the PIU/ASSET during resettlement planning, implementation and monitoring of RAPs prepared for components and sub-components.

- Affected households will be eligible for compensation and rehabilitation assistance, irrespective of tenure status, social or economic standing and any such factors that discriminate against achievement of the resettlement objectives. Lack of legal rights to lost assets or tenure status and social or economic status will not bar the affected households from entitlements to compensation and assistance.
- The project does not anticipate any land acquisition. However, if there is such a case, efforts will be made so that acquisition of land and other assets, and resettlement of people is avoided or minimized as much as possible by identifying possible alternative project designs and appropriate social, economic, operation and technical solutions that have the least impact on populations in the project area.
- No site clearing will be done in anticipation or before being considered for inclusion in the project site.
- Affected households residing, working, doing business and/or cultivating land within the impact area during the conduct of the census and in the detailed measurement survey (DMS), are entitled to be compensated for their lost assets, incomes and businesses at replacement cost, and will be provided with assistance to improve or at least maintain their pre-project living standards, income-earning capacity and production levels.
- Affected households will be fully consulted and given the opportunity to participate in matters that will affect their lives during the design, implementation and operation. Moreover, plans for the acquisition and use of assets will be carried out in consultation with the affected households who will receive prior information of the compensation and other assistance available to them.
- Any acquisition of, or restriction on access to, resources owned or managed by the affected households as a common property such as pasture area will be mitigated by arrangements that will ensure they have access to equivalent resources.
- There will be no deductions in compensation payments for structures or other affected assets for salvage value, depreciation, taxes, stamp duties, fees or other payments.
- There will be effective mechanisms for hearing and resolving grievances during the planning and implementation of the component subprojects.

- If ownership over any affected asset is under dispute, the case will be handled in accordance with the grievance mechanism agreed with the IA.
- Temporarily affected land and structures will be restored to pre-project conditions following the requisition procedures.
- Existing social, cultural and religious practices will be respected.
- Special measures will be incorporated in the RAP to complement mitigation and enhancement activities to protect socially and economically vulnerable groups at high risk of impoverishment. Appropriate assistance will be provided to help them improve their socioeconomic status.
- Particular attention will be paid to the needs of vulnerable and disadvantaged groups [as those individuals or groups who, by virtue of, their age, gender, ethnicity, religion, physical, mental or other disability, social, civic or health status, sexual orientation, gender identity, economic disadvantages or indigenous 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] and ensure their participation in consultations.
- Adequate resources will be identified and committed during the preparation of the RAP. This includes adequate budgetary support fully committed and made available to cover the costs of compensation, resettlement and rehabilitation within the agreed implementation period for the project; and, adequate human resources for supervision, liaison and monitoring of land acquisition, resettlement and rehabilitation activities.
- Appropriate reporting, monitoring and evaluation mechanisms will be identified and set in place as part of the resettlement management system.
- The RAP or its summary will be translated into local language (Bangla) and placed in district and sub-district offices for the reference of affected households and other interested groups.
- Civil works contractors will not be issued a notice of possession for any given geographic location in accordance with the approved RAP until (a) compensation payment at replacement cost have been satisfactorily completed for that area; (b) agreed rehabilitation program by PIU/ASSET and affected person is in place; and (c) the area is free from all encumbrances. The RAP implementation consultant will submit the report with written consent of the affected individual/HH. This will be verified by the SECC and certified by the PIU/ASSET.
- Cash compensation for affected households losing commercial structures will be made available well ahead of civil works to allow the affected households sufficient lead time for reconstruction and to re-establish the business. No demolition of assets and/or entry to properties will be done until the affected household is fully compensated and relocated.

### **1.7 Objective of the RPF**

The RPF provides policies and procedures to determine requirements of the World Bank's ESS 5 on Land Acquisition, Restrictions on Land Use, and Involuntary Resettlement, to assess potential risks and impacts, to identify detailed steps to develop appropriate mitigation measures, including mitigation and compensation for the impact caused under the project. Specifically, the RPF covers the following:

- Reviews the existing national legal and regulatory framework of Bangladesh and compares it with World Bank's ESS 5 on Land Acquisition, Restrictions on Land Use, and Involuntary Resettlement for identifying gaps and providing gap filling measures.

- 
- Describes and defines the process for preparing RAP/s, cut-off dates for title and non-title holders, valuation process of impacted assets/ properties etc.
  - Provides the principles and methods to be used in valuation of losses, and a description of eligibility and entitlements.
  - Identifies the consultation mechanism and approaches to be adopted while preparing and implementing RAPs including public disclosure.
  - Describes and defines monitoring and evaluation arrangement and roles and responsibilities of different stakeholders.
  - Outlines the legal framework, eligibility criteria of displaced population, valuation methodology, compensation provision, entitlement matrix and implementation process.
  - Outlines implementation arrangement including schedule and grievance mechanism
  - Outlines principles and objectives governing resettlement preparation and implementation
  - Explains the due diligence procedures in case of project interventions linked to activities financed by other DPs.
  - Capacity development of the DTE, other co-implementing agencies and project partners to identify the impacts and manage the related risks in accordance with ESS 5.

### **1.8 Composition of RPF Team**

The RPF of ASSET project is drafted by Mr. Mohammad Shahad Mahabub Chowdhury, Environmental and Social Safeguards Expert. He was assisted by the Task Team of WB and assigned focal persons of the partner agencies to understand the project context, and existing practices of the concerned institutions.

## Chapter 2: Potential Impacts and Risks

### 2.1 Impact Assessment Procedure

ASSET project will use a structured approach to allow the project development process following the newly developed ESF, follow the mitigation hierarchy of avoidance, minimization, mitigation and compensation/offset for negative impacts and enhancement of positive impacts where practically feasible. Hence, the project impacts on particularly regarding involuntary resettlement will be assessed based on the findings of the baseline socio-economic survey, detail census, and consultations with all directly and indirectly affected HHs to be carried out at the initial phase of the project. The impact and socio-economic conditions will be carried out both at household and community levels through various field surveys and stakeholder's consultation meetings. The questionnaires will contain an inventory of losses of each affected household, which will include details of potentially affected structures (i.e. houses), lands, trees and other assets belonging to each household. The survey will also include inventory of businesses/commercial structures as well as public and community structures in the project site as well as those vicinities. Table 2.1 below presents the tools and techniques that will be adopted during the surveys/census for data collection for impact assessment and preparation of the Resettlement Action Plan (RAP).

Table 2.1: List of Tools and Techniques for IA Data Collection

Unit Level	Data Collection Tools and Techniques
Household Level	<ul style="list-style-type: none"> <li>• Households census/interviews</li> <li>• Inventory of losses survey (structures, trees and other assets)</li> <li>• Inventory of businesses/commercial units</li> <li>• Affected agricultural/other uses plots survey</li> <li>• Livelihood assessment survey</li> <li>• Gender assessment survey</li> </ul>
Community Level	<ul style="list-style-type: none"> <li>• Inventory of community structures</li> <li>• Village/site level profiles for livelihood impact assessment survey</li> <li>• Stakeholders and community consultation meetings</li> <li>• Focus group discussion</li> <li>• Stakeholders meetings with Upazila administration</li> </ul>

### 2.2 Potential Impacts and Risks

DTE and other CIAs are yet to make selection of the different institutions and potential sites/locations of construction/renovation/expansion to be included in the ASSET project. Once ASSET will finalize the sites/locations selection based on the community needs and assessment, actual project impacts will be identified based on Census, Inventory of Loses (IOL) and Socio Economic Survey (SES). However, the social risks and impacts of the proposed ASSET project may be fully ascertained largely during the construction phase.

However, it is assured by the client during initial consultation at project preparatory stage that the project will not take any private land through involuntary acquisition and will avoid any physical displacement of residents for activities under the project. All works will be carried out within the existing available lands. However, likelihood that infrastructures construction/renovation may involve displacement of formal and

informal private users/squatters. For these reasons, and largely as a precautionary measure, the project triggers ESS5 on involuntary resettlement. As a result, this Resettlement Policy Framework (RPF) is prepared by the ASSET and approved by the World Bank. Moreover, site-specific RAPs will be developed - if and as necessary - during the project implementation. The RPF and any RAP will ensure the proper calculation and recording of the involuntary displacement impacts as well as identification of the affected people and mitigation of their loss and impacts. The purpose of the RPF and implementation of the RAPs is to ensure that there is no adverse effect on the living conditions and livelihoods of the affected people because of the project.

As stated above, rehabilitation and refurbishment of facilities including civil works for renovation, rehabilitation, and refurbishment of existing facilities including hostels, sanitation facilities, workshops, and classrooms, Construction of the infrastructure for the model diploma institute, and vertical extension of DTE office, etc. have to build temporary labor sheds that will be constructed in different places which would require land requisition and, which may temporarily displace and economically affect squatters and encroachers.

It was also revealed during stakeholder consultations, that there are some mosques, temples and graves along the existing locations of training institutions, which may be affected by project works. If they are found IA survey to be affected, they will have to be relocated and will be included in the RAP to be prepared for the project. Chance Find Procedures will be included in the ESMP and chance find clause will be included in works contracts requiring contractors to stop construction, if cultural heritage are encountered during construction. PIU/ASSET will also have to notify and closely coordinate with the relevant mandated country authority for the salvaging and restoration of such cultural heritage.

The locations of the ASSET activities are spread into districts and sub-districts level mostly in the existing premises of the formal and informal training and skill education development institutions run by different govt. agencies, private and NGOs. Some of those might have existing plantation, even though those exist on public land, but potential users could be the squatters/temporary residents. So, project activities especially construction, renovation and setting up different facilities that might require cutting of trees, need to be addressed in the RAP, and if identified, they should be compensated.

While public land is expected to be made available in case of expansion of existing infrastructures or newly infrastructures (i.e. model diploma institute, and vertical extension of DTE office) in order to avoid or minimize the requirement of land acquisition, in some cases, the project would require land acquisition and where, possible, voluntary land donations by the community or individuals. However, the project will, in general, discourage land acquisition and will do so only when no alternative are available and adequate mitigation and compensation measures have been put into place for the PAPs. ASSET will also try to avoid voluntary land donation, but in cases when this happens, it will be subject to strict scrutiny and prior approval by the World Bank will be required. In all cases, land acquisition, requisition and donation cannot result in a person or household being worse off than pre-project levels and adequate measures will be put into place to compensate the PAPs.

However, in overall terms, the proposed planned work under Components 1, 2 and 3, it is expected that the impact on involuntary resettlement will be none or limited or negligible as the construction will be mostly carried out within the footprint of existing DTE or its CIAs campuses or on available lands that are publicly owned.



In the above context, Environmental and Social Risk Classification (ESRC) of the ASSET project has been rated as 'Moderate', as most of the impacts are negligible, short term, site specific and mitigatable. RAP should modify and further detail out this analysis as applicable, based on professional judgment and public consultations. A preliminary categorization of the project components/sub-components based on their initial assessment requirement is given in Table 2.2 following the ESS5.

Table 2.2: Impacts of ASSET project components/sub-components based on ESS5 requirements

Components	Sub-components	Activities/Specific tasks	Potential Impacts in Respect to the ESS5	Risk Category
<b>Component 0: CERC</b>	-		-	-
<b>Component 1: Transforming Formal Skills Development for Future of Work, Inclusiveness, and Resilience</b>	Sub-component 1.0: <b>COVID-19 response actions to build resilience in the TVET Sector</b>	- Support diploma-offering institutions and DTE to enhance the resilience of TVET sector in the COVID-19 environment to ensure continuity of learning and prepare for re-opening	- Impact on land - Impact on trees - Temporary economic displacement - Impact on livelihoods - Impact on health and safety of the workers and communities	<u>Moderate</u>
	Sub-component 1.1: <b>Strengthening graduate employability and inclusiveness of diploma courses for priority sectors</b>	- Provide Institutional Development Grants (IDGs) to support the capacity development of public and private diploma institutions for technical education - Finance a range of school-based improvement activities for selected courses	- Increase of vulnerability - Risk of force eviction of squatters - Impact on livelihoods	
	Sub-component 1.2: <b>Expanding Market-Demanded and Inclusive Formal Short-Courses for Priority Sectors</b>	- increase the supply of market-relevant technical skills for priority sectors and create equitable training opportunities for female, PWD, and the disadvantaged through formal short-courses - support investments for (a) the quality improvement, (b) market-linkage enhancement, and (c) equitable access of the selected BTEB/NSDA/ministry certified formal short-courses		

Components	Sub-components	Activities/Specific tasks	Potential Impacts in Respect to the ESS5	Risk Category
	<b>Sub-component 1.3: Establishing an international standard model polytechnic institute</b>	- Support the establishment of a model diploma institution to transform the quality standards of TVET in Bangladesh		
<b>Component 2: Innovative Skills Development Programs for Employment and Empowerment</b>	<b>Sub-component 2.1: Expanding Enterprise-based Training for Competitiveness and Inclusiveness</b>	- Scale up enterprise-based skills program in priority sectors in partnership with industry groups - set up windows for the PPP: (a) Competitiveness Window and (b) Informal sector Window for skill development.	Nil	NA
	<b>Sub-component 2.2: Recognizing the skills of informal sector workers</b>	- Enhance the employment /self-employment outcomes and earning levels of informal sector workers through Recognition of Prior Learning (RPL).		
<b>Component 3: Capacity Development, Project Management, Social Marketing and Monitoring &amp; Evaluation</b>	<b>Sub-component 3.1: Enhancing the institutional capacity of central government agencies of the skills development system</b>	- Strengthen the institutional capacity of key central government agencies for skills development - Support capacity development and operation of the Industry Skills Councils (ISCs)	Nil	NA
	<b>Sub-component 3.2: Project Management, Social Marketing, M&amp;E</b>	- support project management and fiduciary management for implementation of the project interventions, M&E activities, capacity development activities for PMU		

Components	Sub-components	Activities/Specific tasks	Potential Impacts in Respect to the ESS5	Risk Category

### 2.3 Recommended Measures for ASSET Project (Risk Management)

PIU/ASSET will ensure implementation of the followings for different interventions:

**Project Design:** PIU/ASSET will try to avoid involuntary land acquisition, voluntary land donation or restrictions on land use. For this purpose, PIU/ASSET will consider feasible alternative project designs to avoid or minimize land acquisition or restrictions on land use, especially where this would result in physical or economic displacement. The overall principle will be to balance the environmental, social, and financial costs and benefits, while paying particular attention to impacts on the women, poor and vulnerable.

**Compensation and Benefits for Affected Persons:** All lands (if identified in RAP) to be acquired, requisitioned, affected structures, trees, business, community property and crops under the ASSET project will be compensated as per replacement cost consistent with both government and ESS 5. When land acquisition or restrictions on land use (whether permanent or temporary) cannot be avoided, PIU/ASSET will offer affected persons compensation at replacement cost, and other assistance as may be necessary to help them improve or at least restore their standards of living or livelihoods to the pre-project level. Compensation standards for categories of land and fixed assets will be disclosed and applied consistently. Compensation rates may be subject to upward adjustment where negotiation strategies are employed. In all cases, a clear basis for calculation of compensation will be documented, and compensation distributed in accordance with transparent procedures.

**Public Services and Facilities:** Public services and facilities interrupted and/ or relocated due to the project interventions will be fully restored and re-established at their original location or a relocation site. All compensation, relocation, restoration and rehabilitation provisions of this RPF are applicable to public services and facilities. These include but are not limited to schools, health centers, parks, community centers, local government administration, water supply, shrine and graveyards. However, for graveyard, the consent of the religious persons, local persons as well as local administration will be sought to mitigate the impact. Impacts on religious sites will be avoided as much as possible.

**Vulnerable PAPs:** All vulnerable PAPs including disabled-headed, elderly-headed and poor household etc. are entitled to livelihood restoration/improvement support in the form of cash, job-placement, and additional financial support in the form of grants for investments in business or re-employment related equipment and buildings, as well as organizational and logistical support to establish the PAP in an alternative income generation activity.

**Small Ethnic Communities:** PIU/ASSET will conduct social surveys including census and if any household belonging to small ethnic communities are found affected, ESS7 will apply. ESS7 will be implemented through development of a detailed IPP with the provision of free, prior and informed consent as appropriate. Even, if tribal people are affected with the associate facilities detailed IPP will be also prepared. However, for ASSET a separate SECDP has been prepared, which will be the guiding document in such cases.

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**Affected Women and Female Headed Households:** To ensure a clear understanding and due consideration of specific relocation and/ or resettlement impacts on displaced women and to safeguard their livelihoods, specific provisions for women will be adopted for the resettlement process, including (i) enumeration of all women and, if applicable, of their status as heads of household or otherwise vulnerable persons; (ii) collection of gender disaggregated socio-economic data; (iii) consultation of women in joint or separate meetings; (iv) due consideration of grievances lodged by women; and (iv) provision of compensation and/ or new titles to women if they are titled or recognized owners of lost assets, and provisions of restoration and rehabilitation measures to women, if households are female headed or women's livelihood is directly concerned. The RAP for relevant activities will detail the scope of impacts on women and where required gender action plans will be prepared, implemented and monitored within or outside RAPs.

**Community Engagement:** PIU/ASSET will engage with affected communities through the process of stakeholder engagement described in ESS10 on Stakeholder Engagement and Information Disclosure. Decision-making processes related to resettlement and livelihood restoration will include options and alternatives from which affected persons may choose. Disclosure of relevant information and meaningful participation of affected communities and persons will take place during the consideration of alternative project designs, and thereafter throughout the planning, implementation, monitoring, and evaluation of the compensation process, livelihood restoration activities, and relocation process.

**Grievance Mechanism:** PIU/ASSET will ensure that a grievance mechanism for the project is in place, in accordance with ESS10 as early as possible in project development to address specific concerns about compensation, relocation or livelihood restoration measures raised by displaced persons (or others) in a timely fashion. However, separate SEP, LMF and GBV are being prepared for ASSET project which will be the guiding principle to ensure GM for the management of Gender Based Violence (GBV) and labor following the ESS 2 and ESS 10. Where possible, such grievance mechanisms will utilize existing formal or informal grievance mechanisms suitable for project purposes, supplemented as needed with project-specific arrangements designed to resolve disputes in an impartial manner.

**Planning and Implementation:** Where land acquisition or restrictions on land use are unavoidable, PIU/ASSET will, as part of the environmental and social assessment, conduct census, inventory of losses (IOL) and socio-economic survey (SES) to identify the persons who will be affected by the project, to establish an inventory of land and assets to be affected, to determine who will be eligible for compensation and assistance, and to discourage ineligible persons, such as opportunistic settlers, from claiming benefits. The social assessment will also address the claims of communities or groups who, for valid reasons, may not be present in the project area during the time of the census, such as seasonal resource users. In conjunction with the census, the PIU will establish a cut-off date for eligibility. Information regarding the cut-off date will be well documented and will be disseminated throughout the project area at regular intervals in written and (as appropriate) non-written forms and in relevant local languages. This will include posted warnings that persons settling in the project area after the cut-off date may be subject to removal.

## Chapter 3: Policy, Legal and Principles Governing Resettlement

### 3.1 Land Acquisition Policy of Bangladesh

The Acquisition and Requisition of Immovable Property Act 2017 (ARIPA) is the principal legislation governing eminent domain for land acquisition and requisition in Bangladesh. ARIPA 2017, detailed out the land acquisition process from section 4 to section 19 and land requisition process from section 20 to section 28. According to ARIPA 2017, compensation to be paid for affected land, structures, trees, crops and any other damages caused by such acquisition.

Under the ARIPA 2017, The Deputy Commissioner (DC) determines the value of the acquired assets as at the date of issuing the notice of acquisition under section 4(1). The DCs there after enhance the assessed value by 200% and another 100% premium for loss of standing crops, structures and income due to compulsory nature of the acquisition. The compensation such determined is called the Cash Compensation under Law (CCL). If the land acquired has standing crops cultivated by a tenant (*Bargadar*) under a legally constituted written agreement, the law requires that compensation money be paid in cash to the tenants as per the agreement. ARIPA 2017 under section 4 (13) permits the acquisition of the community properties if it is for a public purpose provided that project for which the land is acquired provides for similar types of assets in some other appropriate place or reconstruct the community properties.

Households and assets moved from land already acquired in the past for project purposes and/or government *khas* land are not included in the acquisition proposal and therefore excluded for considerations for compensation under the law. Lands acquired for a particular public purpose cannot be used for any other purpose. Furthermore, the Act under its section 15 provides for the acquisition of entire houses/buildings if their owners request to acquire the entire house or building against partial acquisition. The government is obliged to pay compensation for the assets acquired. Land Acquisition and Compensation Payment Process provisioned in ARIPA, 2017 is furnished in Table 3.1 and Figure 3.1.

Table 3.1: Land Acquisition Process under ARIPA, 2017

Relevant Section under ARIPA, 2017	Steps in the Process	Responsibility
Section 4(1)	Publication of preliminary notice of acquisition of property for a public purpose	Deputy Commissioner
Section 4 (3) (1) (i)	Prior to the publication of section 4(1) notice; Identify the present status of the land, structures and trees through videography, still pictures or appropriate technology.	Deputy Commissioner
Section 4 (3) (1) (ii)	After the publication of the section 4(1) notice a joint verification should be conducted with potentially affected households and relevant organizations.	Deputy Commissioner
Section 4 (7)	After publication of preliminary notice under the section 4(1), if any household has changed the status of the land for beneficial purposes, changed status will not be added to the joint verification notice.	Deputy Commissioner

Relevant Section under ARIPA, 2017	Steps in the Process	Responsibility
Section 4 (8)	If the affected person is not happy with the joint verification assessment, he/she can complain to Deputy Commissioner within 7 days of issuing sec 4(1) notice.	Affected Person
Section 4 (9)	Hearing by Deputy Commissioner within 15 working days after receiving the complaints. In case of government priority projects, hearing will be within 10 working days.	Deputy Commissioner
Section 5 (1)	Objections to acquisition by interested parties, within 15 days of the issue of section 4 (1) Notice	Affected Person
Section 5 (2)	Deputy Commissioner submits hearing report within 30 working days after the date of the sec 5(1) notice. In the case of government priority projects, it will be within 15 working days.	Deputy Commissioner
Section 5 (3)	DC submits his report to the (i) Government (for properties that exceed 16.50 acres; (ii) Divisional Commissioner for properties that do not exceed 50 standard <i>bighas</i> . Deputy Commissioner makes the final decision If no objections were raised within 30 days of inquiry. In case of government priority project, it will be 15 days.	Deputy Commissioner
Section 6 (1) (1)	Government makes the final decision on acquisition within 60 working days after receiving report from the Deputy Commissioner under sec 5(3) notice.	Government
Section 6 (1) (2)	Divisional Commissioner makes the decision within 15 days or with reasons within 30 days since the submission of the report by Deputy Commissioner under sec 5(3) notice.	Divisional Commissioner
Section 7 (1)	Publication of the Notice of final decision to acquire the property and notifying the interested parties to submit their claims for compensation	Deputy Commissioner
Section 7 (2)	Interested parties submit their interests in the property and claims for compensation within 15 working days (in case of priority project 7 days).	Affected Person
Section 7 (3)	Individual notices have to be served to all interested persons including the shareholders within 15 days of issuing Section 7(1) notice	Deputy Commissioner
Section 8 (1)	Deputy Commissioner makes a valuation of the property to be acquired as at the date of issuing Section 4 Notice; determine the compensation; and apportionment of compensation among parties interested.	Deputy Commissioner
Section 8 (3)	DC informs the award of compensation to the interested parties and sends the estimate of compensation to the requiring agency/person within 7 days of making the compensation decision	Deputy Commissioner

Relevant Section under ARIPA, 2017	Steps in the Process	Responsibility
Section 8 (4)	The requiring agency/person deposits the estimated award of compensation with the Deputy Commissioner within 120 days of receiving the estimate.	Deputy Commissioner
Section 9 (1)	During valuation of assets, Deputy Commissioner will consider the following: (i) Average market price of land of the same category in the last 12 months; (ii) Impact on existing crops and trees; (iii) Impact on other remaining adjacent properties; (iv) Impact on properties and income; and (v) Relocation cost for businesses, residential dwellings etc.	Deputy Commissioner
Section 9 (2)	Additional 200% compensation on current <i>mouza</i> rate is added to the estimated value. If private organizations acquire, added compensation will be 300%.	Deputy Commissioner
Section 9 (3)	Additional 100% compensation on top of the current market price for impacts mentioned under sec 9(1) and (2)	Deputy Commissioner
Section 9 (4)	Appropriate action should be taken for relocation on top of the above mentioned sub-sections.	
Section 10 (2)	If an entitled person does not consent to receive compensation, or if there is no competent person to receive compensation, or in the case of any dispute with the title to receive compensation, Deputy Commissioner deposits the compensation amount in a deposit account in the Public Account of the Republic and Deputy Commissioner acquires the land. But if any person complains about the ownership of the land, with appeal, he/she will be able to collect the amount from Deputy Commissioner. There is no fixed time for this.	Deputy Commissioner
Section 11 (1)	Deputy Commissioner awards the compensation to entitled parties within 60 days of receiving the deposit from the requiring agency/person.	Deputy Commissioner
Section 12	When the property acquired contains standing crops cultivated by <i>bargadar</i> (shareholders), such portion of the compensation will be determined by the Deputy Commissioner and will be paid to the <i>bargadar</i> in cash.	Deputy Commissioner

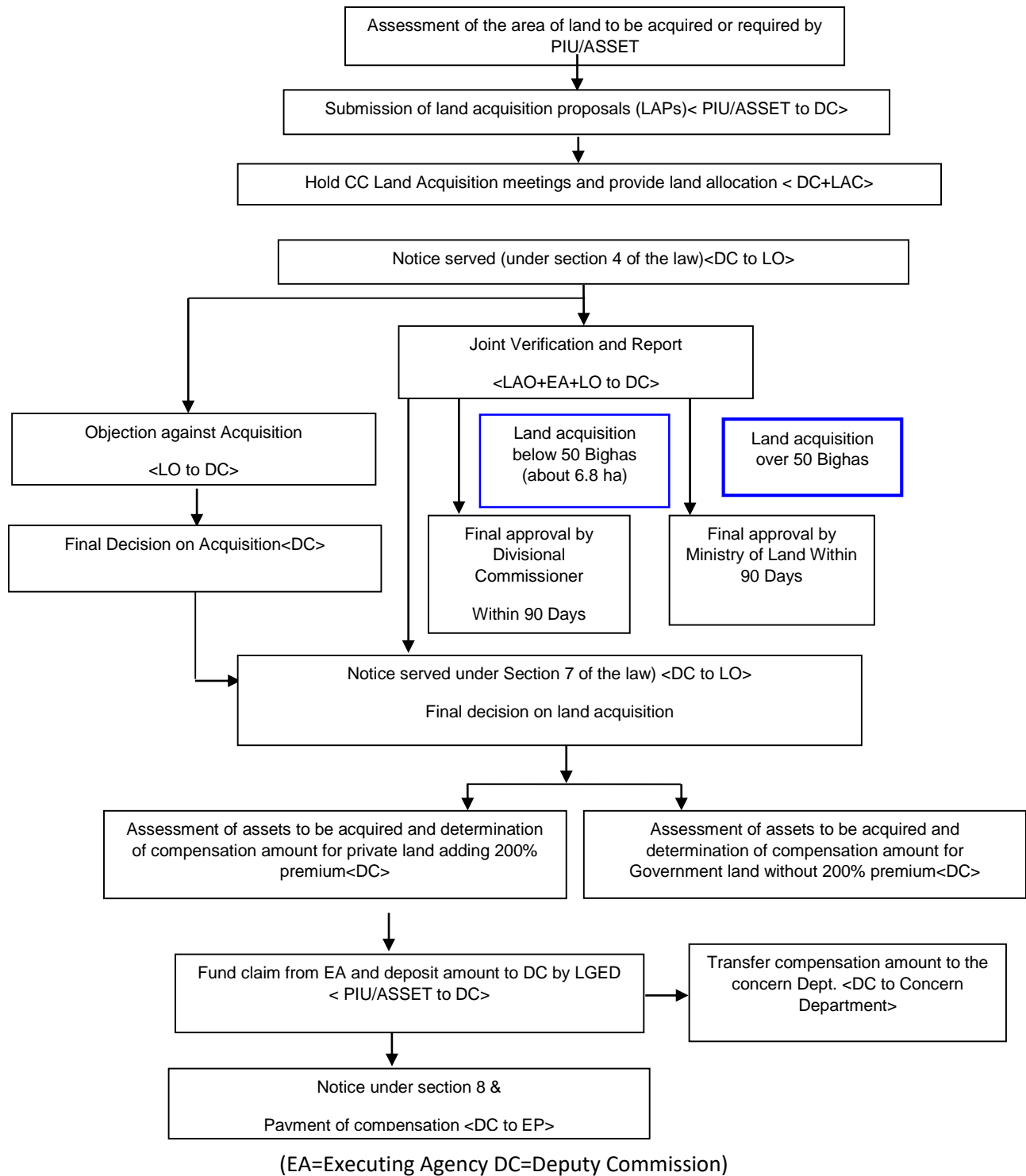


Figure 3.1: Land Acquisition and Compensation Payment Process under ARIPA



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### 3.2 Land Requisition Policy of Bangladesh

For requisition of land for temporary purposes, the Acquisition and Requisition of Immovable Property Act 2017 (ARIPA) is the principal legislation governing eminent domain land acquisition and requisition in Bangladesh. The Act requires compensation to be paid for: (i) vacating the requisitioned property (ii) reoccupying the property upon released from the requisition (iii) damaged the cost to the property during period of requisition including the expenses that may have to be incurred for restoring to the original condition

Under the ARIPA 2017, The Deputy Commissioner (DC) determines the value of the requisitioned assets under section 22(1) and 22(2) with due consultation with the land owners. According to section 22(6), requisition is allowed only for 2 years. If land is required more than 2 years, a new contract is required with the land owners with an agreed compensation rate. Under section 23, Dc will pay the compensation to the land owners. If the land requisitioned has standing crops cultivated by a tenant (*Bargadar*) under a legally constituted written agreement, the law requires that compensation money be paid in cash to the tenants as per the agreement. Under no circumstances, land requisition is not allowed due affecting residential and community properties. However, under section 20, requisition is only allowed for emergency road repairing. Any losses for structures, trees, and business will follow the provisions of ARIPA 2017.

### 3.3 Voluntary Land Donation (VLD)

There are no specific guidelines on voluntary land donation in ARIPA 2017. ASSET project will also discourage land donation. However, in the general context, local people in Bangladesh use to donate their land for construction/renovation/expansion by govt. entities. In such case, if local people are interested to donate land voluntarily, voluntary land donation procedures and steps described in ESS5 has to be followed. A detailed voluntary land donation procedures and steps are attached with Annex 4. If donated land is used in ASSET project, PIU/ASSET must demonstrate that:

- the potential donor or donors have been appropriately informed and consulted about the project and the choices available to them;
- potential donors are aware that refusal is an option, and have confirmed in writing their willingness to proceed with the donation;
- the amount of land being donated is less than 10% of the potential donor's land holding and that it would not have significant impact on their livelihood;
- no household relocation is involved;
- the donor is expected to benefit directly from the project;
- for community or collective land, donation can only occur with the consent of individuals using or occupying the land. PIU/ASSET will maintain a transparent record of all consultations and agreements reached; and
- all consultations and documentation procedures regarding the donation has to be well documented and preserved.

### 3.4 Other Relevant Acts

In addition to the ARIPA, 2017, this will take into account the region's legal context; the key pieces being the Chittagong Hill Tracts Regulation Act, 1900 and CHT (Land Acquisition) Regulation, 1958. The first

formalizes the region's administrative framework, revenue collection, land administration, and power and authority of the traditional institutions (e.g. Circle Chief and Headmen) while the second, specifically adopted to clarify the government's authority for acquisition of land on the eve of the Kaptai dam construction in the early 1960s, still remains as the most important legal instrument for land acquisition in the region.

### ***The East Bengal State Acquisition and Tenancy Act 1950 (Act XV of 1951)***

The East Bengal State Acquisition and Tenancy Act 1950 (Act XV of 1951) provides the ownership of diluvion land (eroded into river) and alluvion land (accreted in situ). According to sections 86, 87, 88 and 89 of the act, the "original" owner(s) of private land eroded into rivers can claim the land if it reappears in a natural process within 30 years from the date of erosion provided, the total land holding of the original owner(s) does not exceed 60 standard bighas (8 ha). If land is developed artificially and not naturally, the government will enjoy absolute ownership of the land and no case can be filed at the court of alluvion land after 12 months of public notice by collector regarding possession of the land. If a land emerges from the river or sea and that was never owned by any private people, the government will possess the land. The line that demarcates the diluvion land into the river is referred to as alluvion-diluvion line (AD line) to be established and declared by the concerned Deputy Commissioner in a given year. Land on the riverside of the AD line is public land and that on the country side is governed by recorded ownership.

### **For Chittagong Hill Tracts Districts**

#### ***CHT Regulations 1900 (popularly called, the CHT Manual)***

This is the key legal reference till date and defines the region's administrative framework, land administration, revenue collection, power and authority of the traditional institutions (e.g. Circle Chief and Headmen) and justice system including 'tribal justice' system. The Act has been amended a number of times since its adoption but still remains a key reference.

#### ***CHT (Land Acquisition) Regulation, 1958***

The Regulation replaces certain sections of the CHT 1900 Act but it was specifically adopted to clarify the government's authority for acquisition of land on the eve of the Kaptai dam construction. In the process, it remains as the most important legal instrument for the government with regard to land acquisition in the region.

#### ***CHT Regional Council Act, 1998***

The RC is a key authority for the region's decentralized governance, hence potentially having major bearing on the land governance in the region. However, the institution remains hobbled by weak institutional capacity with overall pace of devolution of power from the central government in Dhaka to the CHT institutions (including CHTRC) remaining exceedingly slow.

### **3.5 The World Bank Environment and Social Standards (ESSs)**

Since October 2018, all World Bank funded Investment Project Financing (IPF) are required to follow the Environmental and Social Framework (ESF) consisting ten (10) Environment and Social Standards (ESS). These ESSs set out their requirement for the borrowers relating to the identification and assessment of environmental and social risks and impacts associated with any project. The ESSs support the borrowers

in achieving good international practice relating to environmental and social sustainability, assist them in fulfilling their national and international environmental and social obligations, enhance transparency and accountability and ensure sustainable development outcome through ongoing stakeholder engagement. Among the 10 standards, ESS5 on Land Acquisition, Restrictions on Land Use and Involuntary Resettlement recognizes that project-related land acquisition and restrictions on land use can have adverse impacts on communities and persons. DTE and other CIAs have prepared this RPF following the guidelines suggested under ESS5.

### 3.5.1 Objectives of ESS 5

- To avoid involuntary resettlement or, when unavoidable, minimize involuntary resettlement by exploring project design alternatives;
- To avoid forced eviction;
- To mitigate unavoidable adverse social and economic impacts from land acquisition or restrictions on land use by: (a) providing timely compensation for loss of assets at replacement cost and (b) assisting displaced persons in their efforts to improve, or at least restore, their livelihoods and living standards, in real terms, to pre-displacement levels or to levels prevailing prior to the beginning of project implementation, whichever is higher;
- To improve living conditions of poor or vulnerable persons who are physically displaced, through provision of adequate housing, access to services and facilities, and security of tenure;
- To conceive and execute resettlement activities as sustainable development programs, providing sufficient investment resources to enable displaced persons to benefit directly from the project, as the nature of the project may warrant; and
- To ensure that resettlement activities are planned and implemented with appropriate disclosure of information, meaningful consultation, and the informed participation of those affected.

### 3.5.2 Applicability of ESS 5

ESS5 will apply as the direct social and economic impacts of a project that are permanent or temporary and are caused by the involuntary taking of land resulting in (i) relocation or loss of shelter; (ii) loss of assets or access to assets; (iii) loss of income sources or means of livelihood, whether or not the affected persons must move to another location; or (iv) the involuntary restriction of access to legally designated parks and protected areas resulting in adverse impacts on the livelihoods of the displaced persons. The ESS5 also applies in case any subproject activities found as 'linked' or 'associated facility'. This ESS requirements and provisions apply to all components of ASSET that result in involuntary resettlement, regardless of the source of financing. Non-applicability of ESS5 is attached with Annex 2. This ESS applies to permanent or temporary physical and economic displacement resulting from the following types of land acquisition or restrictions on land use undertaken or imposed in connection with project implementation:

- a) Land rights or land use rights acquired or restricted through expropriation or other compulsory procedures in accordance with national law;
- b) Land rights or land use rights acquired or restricted through negotiated settlements with property owners or those with legal rights to the land, if failure to reach settlement would have resulted in expropriation or other compulsory procedures;

- c) Restrictions on land use and access to natural resources that cause a community or groups within a community to lose access to resource usage where they have traditional or customary tenure, or recognizable usage rights. This may include situations where legally designated protected areas, forests, biodiversity areas or buffer zones are established in connection with the project;
- d) Relocation of people without formal, traditional, or recognizable usage rights, who are occupying or utilizing land prior to a project specific cut-off date;
- e) Displacement of people as a result of project impacts that render their land unusable or inaccessible;
- f) Restriction on access to land or use of other resources including communal property and natural resources such as marine and aquatic resources, timber and non-timber forest products, fresh water, medicinal plants, hunting and gathering grounds and grazing and cropping areas;
- g) Land rights or claims to land or resources relinquished by individuals or communities without full payment of compensation; and
- h) Land acquisition or land use restrictions occurring prior to the project, but which were undertaken or initiated in anticipation of, or in preparation for, the project.

*Forced Eviction:* ASSET project will not resort to forced evictions of affected persons. The exercise of eminent domain, compulsory acquisition or similar powers by DC will not be considered to be forced eviction providing it complies with the requirements of ARIPA 2017 and the provisions of this ESS, and is conducted in a manner consistent with basic principles of due process. Due process is including the following types of procedural protections:

- consultation with all affected household;
- adequate and reasonable notice for all affected persons prior to the scheduled date of eviction;
- information on the proposed evictions;
- where groups of people are involved impartial observers will be presented during eviction;
- all persons carrying out the eviction will be properly identified;
- evictions are not to take place in inclement weather or at night, or during festivals or holidays unless the affected persons consent otherwise;
- provision of legal remedies; and
- provision, where possible, of legal aid to persons who are in need of it to seek redress from the courts.

### 3.6 Gaps between ESS5 and ARIPA 2017, and Gap Filling Measures

The following are the key gaps of the ARIPA, 2017 vis-a-vis the World Bank ESS5 are presented in Table 3.2.

Table 3.2: Gaps between GOB policies/act and ESS5

Sl. No	Gaps between WB ESS 5 and GOB ARIPA 2017	Gap-filling measures/actions taken in this Project
1	Gaps with regard to avoidance and minimized project impacts	The project designs adopted aimed to minimize impacts and adjusted tracks and station design further to reduce impacts and risk.

Sl. No	Gaps between WB ESS 5 and GOB ARIPA 2017	Gap-filling measures/actions taken in this Project
2	ARIPA 2017 does not require the preparation of resettlement plan or resettlement action plan (RAP);	RAP/s will be prepared for all sub-projects interventions and without the approval of RAP/s by the bank, construction works will not be started.
3	ARIPA 2017 recognize title owners only; informal settlers are not covered. DC declare cut-off date only for title-holders	All affected persons including titled, non-titled, encroachers will be identified for the compensation and assistance at full replacement cost. Cut-off date for non-title holder will be considered the date of census survey.
4	Existing acts and methods of assessments do not ensure full replacement costs and transitional support	If the compensation according to the ARIPA 2017 do not meet the replacement cost, additional top-up payments will ensure replacement cost at current market price together with transitional support.
5	Consultation with affected communities not legally required under ARIPA 2017	Extensive consultations will be carried out during all phases of the project. A separate SEP has been prepared for ASSET.
6	The affected land owners can object to the acquisition in the beginning, but once hearing is done and settled, there is no scope of further complaint during the acquisition process.	There is a provision of two-tier grievance mechanism in the project. 1 <sup>st</sup> level GRC is local GRC (LGRC), and subsequently, at PIU level. People will first approach to LGRC and will request to forward case to the PIU GRC if not settled at LGRC. Aggrieved person may go to court at any level of grievance mechanism for verdict.
7	Relocation assistance or support allowed for title holders only under ARIPA 2017.No support is allowed for the squatters/illegal occupants	Affected households and businesses will receive relocation assistance and support from the project irrespective of titled, non-titled, encroachers etc.
8	Income and livelihood restoration assistance is restricted only to additional 100% compensation	The project benefits include income and livelihood restoration, including training for alternative incomes, and seed grants for small businesses. Vulnerable people will be also included livelihood restoration program
9	There is no policy against land restriction and force eviction	Forced eviction and land restriction are not allowed in this project. However, The exercise of eminent domain, compulsory acquisition or similar powers by DC will not be considered to be forced eviction providing it complies with the requirements of ARIPA 2017 and the provisions of this ESS, and is conducted in a manner consistent with basic principles of due process (process is described with 3.4.2)

Sl. No	Gaps between WB ESS 5 and GOB ARIPA 2017	Gap-filling measures/actions taken in this Project
10	ARIPA 2017 do not consider/recognize impacts imposed by the associate facilities. The act even does not explicitly cover restriction of access as an impact that would require compensation or resettlement	A common approach will be taken and impact and risk assessment will be conducted for the associated facilities as well. Impact and risk assessment will be also conducted for any kind of “restriction of access” by the project.
11	ARIPA 2017 does not have any provision to give special attention to the vulnerable groups like women, disables, ultra-poor or disadvantaged group	Special attention will be taken by the project for the vulnerable groups for i.e. additional grant, livelihood training , job opportunities during construction/renovation/expansion, etc.
12	There is no provision for voluntary land donation	ESS5 clearly describes voluntary land donation procedures.

## Chapter 4: Resettlement Planning Procedures

### 4.1 Resettlement and Relocation Process

The components and subcomponents with physical works/interventions require screening. Social screening will occur during the project preparation stage as a soon as fairly accurate site location(s) is (are) known. The social screening will provide a preliminary assessment of the potential impacts of the project. The screening will help to identify issues which can be verified during field investigations and also provide a preliminary idea regarding the nature, extent, and timing of social issues that would need to be handled during the subsequent stages. It will also help to identify opportunities for avoidance or minimization early in the project cycle so that the design process can be informed appropriately. The screening will also help to identify the scope of further assessments and timeframe required for obtaining the regulatory clearances (if any). If further assessments and plans (such as RAP, ARAP, etc.) are deemed necessary, these plans will be prepared according to the guidelines provided in this RPF. So, at the identification stage, PIU/ASSET will conduct screening and following steps will be followed:

Table 4.1: Screening Procedures, Responsibility and Timing

Screening and Preparation Step	Responsibility	Timing
<b>Identification of project activities/locations (form provided in Annex 1 of RPF)</b>	Project Implementation Unit (PIU) together with Social Safeguards Specialist and Gender Specialist and Social, Environmental and Communication Committee (SECC);	After identification of potential location(s) in consultations with the local people.
<b>Social screening of project activities (form provided in Annex 1 of RPF )</b>	PIU (and consultants: Social Specialist; Gender Specialist) and SECC to conduct social screening based on site visits and initial consultations with potential project affected people and local government as well as other agencies working in/near the proposed location(s). PIU to prepare screening report. World Bank safeguard team will review the screening summary reports and suggest, especially for the intervention which requires further assessment/plan.	Within 2 weeks of identifying potential locations(s).
<b>Preparation of specific plans and instruments (RAP, ARAP) for the intervention where</b>	Best on the outcomes of the screening, PIU with the support of SECC and Resettlement	Within 3 months of Resettlement consulting firm engagement

Screening and Preparation Step	Responsibility	Timing
<b>further detailed social studies is required</b>	consulting firm will prepare RAP, LAP and relevant social safeguard documents. A detailed census, IoL, market survey and livelihood assessment will be conducted to prepare RAP and cleared by World Bank.	
<b>Implementation of mitigation measures and plans</b>	PIU with the support of SECC and Resettlement Consulting firm and DC office will implement the RAP. World Bank E&S team will review the status of implementation through supervision.	Approximately in two years or as recommended in RAP.

#### 4.2 Detailed Assessment and Survey

PIU/ASSET will conduct census and socioeconomic survey(s), with appropriate socioeconomic baseline data to identify all persons who will be affected by the project and to assess the project's socioeconomic impacts on them. Once the detailed design is finalized, the required social surveys will be conducted. Based on this survey outcomes, a social impact assessment will be done which will include potential social impacts, income and livelihood of displaced persons and gender-disaggregated information pertaining to the economic and socio-cultural conditions of displaced persons. The project's potential social impacts and risks will be assessed against the requirements presented in this RPF and applicable laws and regulations of the jurisdictions in which the project operates that pertain to involuntary resettlement matters.

As part of the social impact assessment, the PIU will identify individuals and groups who may be differentially or disproportionately affected by the project because of their disadvantaged or vulnerable status. Where such individuals and groups are identified, PIU will propose and implement targeted measures, so that adverse impacts do not fall disproportionately on them and they are not disadvantaged in relation to sharing the benefits and opportunities resulting from development.

**Census Survey:** The census will cover 100% of the affected persons. The purpose of the census is to: (i) register who the potentially affected persons are; (ii) assess their income and livelihoods; and (iii) inventory of their assets affected due to the project; (iv) gender-disaggregated and where relevant ethnicity-disaggregated in case of presence of small ethnic communities with information pertaining to the economic and socio-cultural conditions of displaced persons. Before census survey, consultation must be conducted with all affected households.

**Baseline Socio-economic Survey:** The purpose of the baseline socioeconomic sample survey of affected persons is to establish monitoring and evaluation parameters. It will be used as a benchmark for monitoring the socioeconomic status of affected persons. The survey will cover at least 30% of affected persons and 20% of significantly affected persons and rest 50% may cover samples from the project impact zone. The survey will also collect gender-disaggregated data to address gender issues in



resettlement. The survey will carry out the following: (i) preparation of accurate maps of the project intervention area; and (ii) analysis of social structures and income resources of the population.

**Preparation of RAP/ARAP:** The RAP will be based on the social impact assessment and meaningful consultation with the affected persons. It will include the results and findings of the census of affected persons, and their entitlements to restore losses, institutional mechanisms and schedules, budgets, assessment of feasible income restoration mechanisms, grievance mechanisms, and results monitoring mechanisms. RAPs will comply with the principles outlined in this agreed RPF. These will receive clearance from WB prior to awarding of the contract. Disbursement of compensation payments and entitlements will be made prior to displacement.

RAP will include measures to ensure that the displaced persons are (i) informed about their options and entitlements pertaining to compensation, relocation, and rehabilitation; (ii) consulted on resettlement options and choices; and (iii) provided with resettlement alternatives. During the identification of the impacts of resettlement and resettlement planning, and implementation, the EA will pay adequate attention to gender concerns, including specific measures addressing the need of female headed households, gender-inclusive consultation, information disclosure, and grievance mechanisms, to ensure that both men and women receive adequate and appropriate compensation for their lost property and resettlement assistance, if required, as well as assistance to restore and improve their incomes and living standards. The resettlement plan will specify the income and livelihoods restoration strategy, the institutional arrangements, the monitoring and reporting framework, the budget, and the time-bound implementation schedule. Elements of preparing a RAP is furnished in Annex 2.

An ARAP will be developed when a project intervention affects less than 200 people in terms of loss of assets, incomes, employment or business and no HHs will be physically relocated. The ARAP includes the following information: (i) brief description of the interventions, location and their impacts; (ii) consultation with PAPs; (iii) baseline information of PAPs; (iv) category of PAPs by degree and type of impacts; (v) entitlement for compensation, allowances and rehabilitation or restoration assistance by category of impacts in a compensation matrix; (vi) information on relocation site, where applicable; (vii) institutional responsibilities for implementation and monitoring; (viii) grievance redress procedures; (ix) estimated cost of resettlement and yearly budget; and (x) time-bound plan for implementation. *If there is only minor, temporary economic displacement affecting a small number of people, the ARAPs can be in the form of a specific section of the relevant ESMPs rather than free-standing documents.*

### **4.3 Gender Impacts and Mitigation Measures**

Female-headed households are considered a vulnerable group. Any negative impact of a project intervention on female-headed households will be treated on a priority basis. The resettlement plan will formulate measures to ensure that socio-economic conditions, needs and priorities of women are identified, and the process of land acquisition and resettlement does not disadvantage women. It will ensure that gender impacts are adequately addressed and mitigated. Women's focus groups discussions will be conducted to address specific women's issues. During disbursement of compensation and provision of assistance, priority will be given to female-headed households.

### **4.4 Valuation Process**

#### **4.4.1 Valuation Process for Land**

ASSET project will require no land acquisition, if required, in the event of permanent land acquisition of titled land, the first premise is provision of replacement land. In the case where no alternative land is available within a reasonable distance such as to minimize disruption to other aspects of socio-economic life, cash compensation at full replacement value should be provided. This should be valued based on the prevailing market value in the locality to purchase an equally productive plot of land in the same locality. In addition, any associated costs of purchasing the land i.e., taxes, registration fees will need to be included in the compensation. In addition, the PAPs will be compensated for any permanent improvements made to the land (for instance irrigation structures). This will be calculated based on the price of making the permanent improvement at current prevailing market rates for labor, equipment and materials.

Where land lost is only a small proportion of total land owned by the PAPs, but renders the remaining land as unusable, the compensation provided should be calculated based on the total land affected (i.e., the actual land lost plus the remaining unusable land). If land is required temporarily, standing crop will be compensated at fully matured market rate or government rate, whichever is higher. The compensation will be paid to the sharecroppers rather than the owner, where the tiller is not the owner (e.g. tenant or sharecropper). There will hence be no adjustment in the terms of the rent of share cropping agreement. Aside from the payment for standing crop, the project will ensure that the land is returned to its original form so it is suitable to resume its former use.

#### **4.4.2 Valuation Process for Structure**

Structures replacement values will be assessed based on:

- Measurements of structures and detail of materials used;
- Average replacement costs of different types of household buildings;
- Structures based on collection of information on the numbers and types of materials used to construct different types of structures (e.g. poles, bricks, rafters, bundles of straw, corrugated iron sheets, doors etc.). Prices of these items collected in different local markets;
- Costs for transportation and delivery of these items to the acquired/ replacement land or building site;
- Estimates of construction of new buildings including labor required; and
- Compensation will be made for structures that are (i) abandoned because of relocation or resettlement of an individual or household, or (ii) directly damaged by project activities.

#### **4.4.3 Valuation Process for Trees and Crops**

The current prices for the crops will be determined taking into account the forest and agricultural department recommended rate and the highest market price, whichever is higher. Where land is rented, 2 seasons or annual crop estimate, depending on the crop will be compensated. Where land is owned, aside from the replacement land or cash compensation for land, the owner will also get compensation for 2 seasons or annual crop estimates depending on the crop. The crops used will be the ones that are currently or have most recently been cultivated on that land. In addition, PAPs will be encouraged to harvest their produce before loss of land. In order to ensure that this is possible, and that appropriate market prices are received for yields, there needs to be consultation beforehand so that harvesting can be properly planned. The value of the labor invested in preparing agricultural land will be compensated

at the average wage in the community for the same period of time. The rate used for land compensation should be updated to reflect values at the time compensation is paid.

All the affected trees within the project influenced area will be identified through census and IoL. For perennial trees, cash compensation at replacement cost is equivalent to current market value given the type, age, and productive value (future production) at the time of compensation. The cost of timber trees will be based on diameter at four feet height at current market value.

Fruit trees will be compensated to the owner based on the price of a replacement sapling along with the annual value of the fruit produced by that tree for the number of years it will take the sapling to reach full maturity, using government or highest market price, whichever is higher.

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## Chapter 5: Entitlement and Eligibility Criteria

### 5.1 Principle

The involuntary taking of land results in relocation or loss of shelter; and loss of assets or access to assets or loss of income sources or means of livelihood, whether or not the PAPs must move to another location. Meaningful consultations with the affected persons, local authorities and community leaders will therefore allow for establishment of criteria by which displaced persons will be deemed eligible for compensation and other resettlement assistance. Affected persons will be classified as:

- d) persons who have formal legal rights to land or assets;
- e) persons 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
- f) persons who have no recognizable legal right or claim to the land or assets they occupy or use.

Those covered under (a) and (b) above are to be provided compensation for the land they lose, and other assistance in accordance with this RPF. Persons covered under (c) above are to be provided with resettlement assistance in lieu of compensation for the land they occupy, and other assistance, as necessary, to achieve the objectives set out in this RPF, if they occupy the project area prior to a cut-off date established by the project authorities in close consultation with the potential PAPs, local community leaders and the respective local authorities and acceptable to the World Bank.

Persons who encroach on the area after the cut-off date are not entitled to compensation or any other form of resettlement assistance. All persons included in (a), (b) or (c) above are to be provided with compensation for loss of assets other than land. It is therefore clear that all project affected persons irrespective of their status or whether they have formal titles, legal rights or not, squatters or otherwise encroaching illegally on land, are eligible for some kind of assistance if they occupied the land or had used of it, before the entitlement cut-off date.

### 5.2 Procedure to Determine Cut-Off Date

Cut-off date is the date after which eligibility for compensation or resettlement assistance will not be considered. It will be established to identify the non-land assets that will qualify for compensation and discourage abuse of the mitigation policies by defrauding the project. Date of service of notice under Section 4 of Land Acquisition and Requisition of Property Act (ARIPA 2017) is considered as legal cut-off dates for the land owners. The 1st day of the census survey to be the cut-off date for the squatters and encroachers and recognized as social cut-off date.

### 5.3 Eligibility Criteria

The RPF stipulates eligibility and provisions for compensating all types of losses (land, crops/trees, structures, business/employment, and workdays/wages). All PAPs including non-titled or informal dwellers will be compensated for lost assets (crops, structures, trees and/or business losses) and will receive (i) compensation (as required, to match replacement value), and/or (ii) replacement land, structures, seedlings, other resettlement assistance such as shifting allowance, assistance with rebuilding structures, compensation for loss of workdays/income.

The PAPs who are entitled to compensation under the project include:

- Persons whose structures are in part, or in total, affected temporarily or permanently by the Project;
- Persons whose residential or commercial premises and/or agricultural land (or other productive land) is in part, or in total, affected (permanently or temporarily) by the Project;
- Persons whose businesses are affected in part, or in total, (temporarily or permanently) by the Project;
- Persons whose employment or hired labor or share-cropping agreement is affected, temporarily or permanently, by the Project;
- Persons whose crops (annual and perennial) and/or trees are affected in part, or in total, by the Project; and
- Persons whose access to community resources or property is affected in part, or in total, by the Project.

Other than PAPs, any entities affected by the project within the project influenced are are entitled for the compensation. If any Common Property Resources (CPR) are affected or unavoidable, according to section 4(13) and 20(1) of ARIPA 2017, CPRs can be acquired or requisitioned. However, before affecting any CPRs all compensation has to be paid and ensure that affected CPRs are reconstructed before dismantling or damaged. For example, if any schools are affected by the project, a new school has to be constructed before demolishing the affected school.

Where land is to be acquired, titled or legal owner will receive compensation for land acquired by the Project at replacement cost. This will be in cash at replacement value or land-for-land with a combination of productive potential, location advantages, and other factors of which is at least equivalent to the advantages of the land taken to the satisfaction of the PAP (of equal size and/or productive value and be satisfactory to the PAP). Non-titled PAPs are not eligible for compensation for land but will receive compensation for assets attached to land and other assistance as required, in lieu of land compensation.

DC will pay compensation to all title holders. If spouses (female) are land owners will receive the compensation directly from DC. PIU will pay additional payment, resettlement benefits and livelihood to female spouse directly. The payment of compensation and resettlement assistance to both spouses and intra HHs analysis to access different impacts will be analyzed during RAP preparation and compensation will be paid accordingly. Households headed by single women with dependents and other vulnerable households will be eligible for further assistance to fully mitigate project impacts. Table 5.1 below presents the Project's entitlement matrix, based on potential losses.

Compensation eligibility will be limited by a cut-off date to be set for each sites and PAPs who settle in the affected areas after the cut-off date will not be eligible for compensation. They, however will be given sufficient advance notice, requested to vacate premises and dismantle affected structures prior to project implementation. Their dismantled structures will not be confiscated and they will not pay any fine or sanction. Forced eviction will only be considered after all other efforts are exhausted.

**Table 5.1: Entitlements matrix: Eligible PAPs, Assets and Compensation Guidelines**

Unit of Entitlement	Entitlements
<b>Impact category 1: Acquisition of agricultural, homestead, commercial, and water bodies (ponds) land</b>	
Legal owner(s) as identified by Deputy	<ul style="list-style-type: none"> <li>• Cash compensation under law (CCL) which includes 200% premium.</li> </ul>

Unit of Entitlement	Entitlements
Commissioner (DC) in the process of CCL payment.	<ul style="list-style-type: none"> <li>• Replacement Value (RV) and dislocation Allowance as recommended by Property Valuation Assessment Committee (PVAC).</li> <li>• If RV is higher than CCL, the difference will be paid by PIU.</li> <li>• If the remaining land is unusable, the compensation provided will be calculated based on the total land affected (i.e., the actual land lost plus the remaining unusable land).</li> </ul>
<b>Impact category 2: Requisition of agricultural, homestead, commercial, water bodies (ponds) land</b>	
Legal owner(s) as identified by Deputy Commissioner (DC) in the process of CCL payment.	<ul style="list-style-type: none"> <li>• Rental price of land as determined by DC with consultation with the land owners and PIU/ASSET following the guideline of ARIPA 2017.</li> <li>• Replacement Value (RV) and dislocation Allowance as recommended by PVAC, if any assets other than the land is affected and required relocation.</li> <li>• If the land or assets are leased to third party, compensation to the third party and income loss to the owners will be paid as recommended by DC.</li> <li>• If the remaining land is unusable, the compensation provided will be calculated based on the total land requisitioned (i.e., the actual land required plus the remaining unusable land).</li> <li>• Requisition can be maximum for 2 years. Land has to be returned to the owner as original condition, otherwise compensation has to be paid as decided by DC and land owner.</li> </ul>
<b>Impact category 3: Loss of residential, commercial structures with title to land</b>	
Legal owner(s) as identified by DC in the process of CCL payment.	<ul style="list-style-type: none"> <li>• Cash compensation under law (CCL) which includes 100% premium or RV whichever is higher.</li> <li>• If RV is higher than CCL, the difference will be paid by PIU as top-up.</li> <li>• Transfer Grant at actual cost which will include labor cost and transportation cost.</li> <li>• Reconstruction Grant in actual cost which will include land development, labor cost and transportation cost.</li> <li>• PIU in collaboration with local government and Resettlement Assessment Committee (RAC) will make best efforts to identify alternative residential or commercial sites for the affected HHs.</li> <li>• Owner will be allowed to take away all salvageable materials free of cost.</li> <li>• Dismantling cost for non-shiftable structure will be determined by the PVAC and PIU based on the actual price and consultation with affected HHs.</li> </ul>
<b>Impact category 4: Loss of residential, commercial structures without title to land (squatters/vendors/encroachers)</b>	
Non-titled persons owners, vendors and encroachers those own residential and commercial structures (shiftable	<ul style="list-style-type: none"> <li>• Replacement value of the structure as determined by PVAC and PIU in consultation with affected HHs.</li> <li>• Transfer Grant at actual cost which will include labor cost and transportation cost.</li> <li>• Reconstruction Grant in actual cost which will include land development, labor cost and transportation cost.</li> </ul>

Unit of Entitlement	Entitlements
and non-shiftable built on GoB land as found during census.	<ul style="list-style-type: none"> <li>PIU in collaboration with local government and RAC will make best efforts to identify alternative residential or commercial sites for the affected HHs.</li> <li>Owner will be allowed to take away all salvageable materials free of cost.</li> <li>Dismantling cost for non-shiftable structure will be determined by the PVAC and PIU based on the actual price and consultation with affected HHs.</li> </ul>
<b>Impact category 5: Loss of common property resources (CPR) with or without title to land</b>	
<ul style="list-style-type: none"> <li>Legal owners (land, structures, trees or any other assets) identified by DC in the process of CCL payment.</li> <li>Socially recognized owners/ non-titled (structures, trees or any other assets) affected in the influenced area as identified by Census and verified by PVAC.</li> </ul>	<ul style="list-style-type: none"> <li>Cash compensation under law (CCL) which includes 200% premium for land (title holder)</li> <li>If RV of land is higher than CCL, the difference will be paid by PIU as top-up.</li> <li>Cash compensation under law (CCL) which includes 100% premium for assets other than land (title holder).</li> <li>If RV of assets other than land is higher than CCL, the difference will be paid by PIU as top-up (title holder).</li> <li>RV of structure, trees or any other assets other than land for non-titled holder.</li> <li>Transfer Grant at actual cost which will include labor cost and transportation cost.</li> <li>Reconstruction Grant in actual cost which will include land development, labor cost and transportation cost.</li> <li>Owner will be allowed to take away all salvageable materials free of cost.</li> <li>Dismantling cost for non-shiftable structure will be determined by the PVAC and PIU based on the actual price and consultation with affected HHs. Or</li> <li>Project will construct a new community property in consultation with community and / or managing committee.</li> <li>No community property can be demolished until new one is constructed.</li> </ul>
<b>Impact category 5: Loss of timber and fruit bearing trees, bamboo and banana groves</b>	
<ul style="list-style-type: none"> <li>Legal owner(s) as identified by the DC in the process of CCL payment.</li> <li>Socially recognized owners of trees grown on public or other land, as identified by Census and verified by PVAC.</li> </ul>	<ul style="list-style-type: none"> <li>Timber trees and bamboo: RV of trees and bamboo.</li> <li>Fruit-bearing trees without timber: if the tree is at or near fruit-bearing stage, the estimated current market value of the fruit.</li> <li>Fruit-bearing trees with timber: RV for the timber, and estimated current market value of fruit.</li> <li>Banana groves: RV of all trees and estimated current value of one-time crop of each full-grown tree.</li> <li>Owners will be allowed to fell trees and take the timber, free of cost after payment of CCL or RV as applicable.</li> </ul>
<b>Impact category 6: Loss of standing crops/fish stock</b>	

Unit of Entitlement	Entitlements
<ul style="list-style-type: none"> <li>• Owner cultivators as identified in joint verification by DC and PIU.</li> <li>• Socially recognized owners of crops/fish stock as identified by Census and verified by PVAC.</li> <li>• Sharecroppers.</li> </ul>	<ul style="list-style-type: none"> <li>• Cash compensation under law (CCL) which includes 100% premium for title holder and sharecroppers.</li> <li>• 100% top-up payment on DC's CCL for legal owners and sharecroppers.</li> <li>• Replacement value of crops if planted on GoB land by squatters and/or sharecroppers.</li> <li>• 1 month advance notice to be issued in time to harvest standing crops. If not possible, the value of standing crops at full harvest value will be paid.</li> <li>• RV of existing standing crops/fish stock.</li> <li>• Owners will be allowed to harvest crops and fish stock.</li> </ul>
<b>Impact category 7: Loss of leased /mortgaged in land/ponds</b>	
<ul style="list-style-type: none"> <li>• Leaseholder with legal papers.</li> <li>• Socially recognized lessee or sharecropper, in case of customary informal tenancy arrangements, including socially recognized agreements.</li> </ul>	<ul style="list-style-type: none"> <li>• RV of crops/fish stock.</li> <li>• Outstanding lease money back to the lessee by the owner as per agreement.</li> <li>• Dislocation Allowance will be calculated according to the recommendation of PVAC and based on the current market rate.</li> </ul>
<b>Impact category 8: Loss of income from displaced commercial/ industrial premises (owner operated)</b>	
<p>Any proprietor or businessman operating in premises, at the time of issuance of Notice and/or during Census.</p>	<p>One time assistance for alternate rental based on the average rental rate/month within the project influence area determined by PVAC and transitional allowance @ three months rental cost.</p>
<b>Impact category 9: Temporary loss of income (wage earners in agriculture, commerce &amp; small business and industry) for title and non-title</b>	
<ul style="list-style-type: none"> <li>• Regular wage earners affected by the acquisition.</li> <li>• Also applicable for non-titled.</li> </ul>	<ul style="list-style-type: none"> <li>• Grant to cover temporary loss of regular wage income @average wage/day in the locality for 30 days for wage labour or as determined by PVAC.</li> <li>• Income and livelihood restoration assistance, to be created by the Project.</li> </ul>
<b>Impact category 10: Loss of income from rented-out and access to rented-in residential/ commercial premises</b>	
<ul style="list-style-type: none"> <li>• Owner of the rented-out premises as</li> </ul>	<p>One time Assistance for alternate rental based on the average rental rate/month within the project influence area determined by PVAC and transitional allowance @three months rental cost. Actual shifting assistance.</p>



Unit of Entitlement	Entitlements
<p>identified by Census and verified by PVAC.</p> <ul style="list-style-type: none"> <li>Household/person rented-in any such structure as identified by Census and verified by PVAC.</li> </ul>	
<b>Impact category 11: Adverse impact on host population due to relocation of PAPs</b>	
Households relocated to the host villages	Enhancement of carrying capacity of common civic amenities/utilities of the host communities as per assessment by RAC/PIU.
<b>Impact category 12: Severally affected and Vulnerable HHs and livelihood assistance</b>	
<ul style="list-style-type: none"> <li>Persons losing more than 10% of their income from all sources as identified by Census and verified by PVAC.</li> <li>Squatters.</li> </ul>	<ul style="list-style-type: none"> <li>Income restoration grants for three months based on the average monthly income loss Skill training and credit support under income generation program.</li> <li>Special Assistance of a one-time payment for vulnerable household as each female-headed, disabled-headed, elderly-headed and poor household as decided by RAC and/or PIU.</li> <li>All the vendors and squatters will be eligible for Skill training and credit support under income generation program.</li> </ul>
<b>Impact Category 14: Construction induced impact</b>	
Title and non-title land structure, tree and/or any type of assets owners.	<ul style="list-style-type: none"> <li>RV of damaged land structure, tree, crops/fish stock. and /or</li> <li>Any type of assets owners as determined by PVAC and affected land/asset owners.</li> <li>Owners will be allowed to take away all salvageable materials free of cost.</li> </ul>
<b>Impact category 13: Unforeseen adverse impacts</b>	
Households/persons affected by any unforeseen impact identified during RAP implementation, such as impact of pollution/community health and safety	Entitlements will be determined as per the resettlement policy framework.

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## Chapter 6: Stakeholders Engagement

### 6.1 Purpose of Stakeholders' Engagement

Consultations with affected people and communities are the starting point for all resettlement related activities. Experience indicates that involuntary resettlement generally lead the affected population to facing severe problems in the socio-economic life making them apprehensive towards the Project. Project aims to provide a two-way communication channel between the stakeholders and the scheme proponents. In keeping with the same, the process of public consultation and participation in the project was initiated by DTE even during the COVID-19 emergency period, using alternative approach of web based platform for the first time in Bangladesh and has been an integral part since all studies and assessments are undertaken. Stakeholder consultations have been extensively reported in SEP drafted separately containing Project Context, Socioeconomic Baseline, Consultation and Communication Strategy etc. applying ESS 10. This SEP guidelines will be followed through the project cycles. This chapter mainly focuses on the people's opinion about relocation, resettlement, project messages, planning about resettlement relocation of the displaced households. Project will ensure the following engagement procedures:

- PIU/ASSET will engage with stakeholders throughout the project life cycle, commencing such engagement as early as possible in the project development process and in a timeframe that enables meaningful consultations with stakeholders on project design. The nature, scope and frequency of stakeholder engagement will be proportionate to the nature and scale of the project and its potential risks and impacts.
- PIU/ASSET will engage in meaningful consultations with all stakeholders and will provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation. In the case of the ethnic communities, this will involve 'free, prior and informed consent' (FPIC) following the Bank's ESS 7.
- The process of stakeholder engagement will involve the following, (i) stakeholder identification and analysis; (ii) planning how the engagement with stakeholders will take place; (iii) disclosure of information; (iv) consultation with stakeholders; (v) addressing and responding to grievances; and (vi) reporting to stakeholders.
- PIU/ASSET will maintain and disclose as part of the environmental and social assessment, a documented record of stakeholder engagement, including a description of the stakeholders consulted, a summary of the feedback received and a brief explanation of how the feedback was taken into account, or the reasons why it was not.

### 6.2 Project Stakeholders Identified at Preparatory Stage

Stakeholders are people, groups, or institutions, which are likely to be impacted (either negatively or positively) by the proposed project interventions or those who can influence the outcome of the project. A stakeholders mapping was conducted prior to conducting consultation meeting held virtually using web based platform. The primary stakeholders include all directly affected persons such as title owners losing land, physically displaced people living on their own land, squatters residing on the potential construction sites, students, teachers, and indirectly affected persons and communities/host institutions. The secondary stakeholders are NGOs, community-based organizations, community development projects,

governance agencies, development partners, media, community leaders, civil society, traders, construction laborers and consultants in the project area.

### 6.3 Project Stakeholders' Consultation

During preparation of RPF, DTE has conducted 2 consultations with different stakeholders. Among those, the first was held before the COVID-19 pandemic situation in Bangladesh, while the later was organized during COVID-19 pandemic using virtual web based platform. The discussion and the concerns and responses are extensively documented in SEP. A summary of consultation meetings are given below in Table 6.1. List of participants of the consultations are furnished in Annex 5.

Table 6.1: Summary of Consultation Meetings

No.	Date	Venue	No. of Participants		
			Total	Male	Female
1	December 11, 2019	Institute of Diploma Engineers Bangladesh (IDEB), Dhaka	49	44	5
2	June 17, 2020	Virtual Stakeholders Consultation Workshop using Zoom	22	14	8

### 6.4 Outcomes of Consultation Meeting/s

During preparation of RPF, DTE has taken stakeholders opinion and those are incorporated with the entitlement matrix preparation. A summary of consultation outcomes is given below in:

#### Stakeholders' Consultation – 1: Institute of Diploma Engineers Bangladesh (IDEB), Dhaka

- The project should create a harmony between the government agencies and the private sector to ensure a multilateral approach in skilling up the people and ensure jobs.
- The project should not only address the developments of the 4<sup>th</sup> industrial revolution but also go beyond to ensure future proofing. The project should have technology based training to ensure future skills of the people.
- The activities of the project should be designed in such a way that they sustain even after the completion of the project.
- The project must ensure that there is no resource duplication and is aligned with the vision, mission and roadmap of the government.
- The project should also look to develop and strengthen the skills system and administrative agencies.
- Private technical institutions should be supported to ensure that they are strengthened.
- The project should have ample opportunity for teachers training and capacity development.
- There should be the provision of modern equipment for institutions.
- The project should also have a good monitoring system to ensure effective implementation of the project.

#### Stakeholders' Consultation-2: Virtual Stakeholders Consultation Workshop using Zoom

- Development of digital learning is important specially in the COVID era. There is also a need to ensure access of digital learning to all students.
- Reskilling of unemployed and returnee migrants is important.

- Special focus should be given towards marginalized and students from hard to reach areas.
- The gaps between private and public institutions need to be bridged.
- Provide increased teachers training specially in digital pedagogy.
- There needs to be meaningful job placements done by all institutions.
- There needs to be increased communication efforts to attract more students and continue efforts from STEP.
- The innovations from the Skills Competition should be sustained and think about commercialization.
- Introduce Skills competition for teachers.
- Increased cooperation and mobilization of the private sector is especially important.

As this was the first effort of organizing web based stakeholders consultation, due to time limitation several of the above important RPF issues could not be discussed. So, it is suggested that PIU/ASSET will organize multiple stakeholders' consultation at each construction/renovation sites during RAP/ARAP preparation engaging different stakeholders including land and different structure owners, squatters, CPR management and wage earners etc.

### 6.5 Future Stakeholder Engagement Guideline

Stakeholder engagement activities will need to provide stakeholder groups with relevant information and opportunities to voice their views on issues that matter to them. The activity types and their frequency are adapted to the three main project stages: project preparation (including design, procurement of contractors and supplies), construction, and operation and maintenance.

Table 6.2: Stakeholder Engagement Guideline

Target stakeholders	Topic(s) of engagement	Method(s) used	Responsibilities
<b>Preparatory</b>			
<ul style="list-style-type: none"> <li>• Project Affected community</li> <li>• People potentially affected by land acquisition</li> <li>• People residing in project area</li> <li>• Project side residential and business squatters</li> <li>• Vulnerable households</li> </ul>	<ul style="list-style-type: none"> <li>• All the safeguard documents will be disclosed</li> <li>• Land acquisition process</li> <li>• Assistance in gathering official documents for authorized land uses</li> <li>• Compensation rates, methodology</li> </ul>	<ul style="list-style-type: none"> <li>• Public meetings, separate FGD for women and vulnerable</li> <li>• Face-to-face meetings</li> <li>• Disclosure of written information: brochures, posters, flyers, website Information boards or desks in local language</li> <li>• Grievance procedures through consultation, information brochures</li> </ul> <p>The following modes to be adopted specifically for the vulnerable groups:</p> <ul style="list-style-type: none"> <li>• Robust engagement with local community-based organizations.</li> </ul>	<ul style="list-style-type: none"> <li>• PIU, ASSET,</li> <li>• Specialists responsible for land acquisition</li> <li>• Safeguard consultants</li> </ul>

Target stakeholders	Topic(s) of engagement	Method(s) used	Responsibilities
<ul style="list-style-type: none"> <li>• Local government</li> <li>• Media</li> <li>• Construction workers</li> <li>• Local businessmen</li> <li>• Students, Teachers, Staff and others of the institutes</li> </ul>	<ul style="list-style-type: none"> <li>• Project scope and rationale</li> <li>• Resettlement principles</li> <li>• Resettlement and livelihood restoration options</li> <li>• Grievance mechanism process</li> <li>• Future consultation</li> </ul>	<ul style="list-style-type: none"> <li>• The project would arrange separate consultation sessions for different target groups and in the case of the ethnic communities on the basis of the FPIC principles</li> <li>• Resources allocation towards local administration representatives and councilors.</li> <li>• Engagement of local NGO's and CBO's who work with vulnerable people at the community level to help disseminate information and organize consultations</li> <li>• Manageable and gendered FGD to be arranged so that women can speak freely</li> <li>• The project must have adequate means to reach the disabled ones in the community. If need be, teams must visit the disabled ones in their habitat</li> <li>• Notice board for employment recruitment and student admission</li> <li>• Training/workshop</li> </ul>	
<b>Construction Phase</b>			
<ul style="list-style-type: none"> <li>• Project Affected People</li> <li>• People potentially affected by land acquisition</li> <li>• People residing in project area</li> <li>• Vulnerable households</li> <li>• Contractors</li> <li>• Local Government</li> <li>• Local NGOs and CBOs</li> </ul>	<ul style="list-style-type: none"> <li>• Grievance mechanism</li> <li>• Health and safety impacts (RAP, community H&amp;S, community concerns)</li> <li>• Employment opportunities</li> <li>• Student Admission</li> <li>• Project status</li> </ul>	<ul style="list-style-type: none"> <li>• Public meetings, open houses, trainings/workshops</li> <li>• Separate meetings as needed for women and vulnerable</li> <li>• Individual outreach to PAPs as needed</li> <li>• Disclosure of written information: brochures, posters, flyers, website Information boards in local offices/education institutions</li> <li>• Notice board(s) at construction sites</li> <li>• Grievance mechanism</li> </ul> <p>The following modes to be adopted specifically for the vulnerable groups:</p> <ul style="list-style-type: none"> <li>• Robust engagement with local community-based organizations.</li> <li>• The project would arrange separate consultation sessions for different</li> </ul>	<ul style="list-style-type: none"> <li>• PIU, ASSET,</li> <li>• Specialists responsible for land acquisition</li> <li>• Safeguard consultants</li> <li>• Contractor</li> <li>• NGO</li> <li>• External Monitor</li> </ul>

Target stakeholders	Topic(s) of engagement	Method(s) used	Responsibilities
<ul style="list-style-type: none"> <li>• DC office</li> <li>• Local Press</li> <li>• Local businessmen</li> <li>• Construction workers</li> <li>• Students, Teachers, Staff and others of the institutes</li> </ul>		<ul style="list-style-type: none"> <li>• target groups</li> <li>• Resources allocation towards local administration representatives and councilors.</li> <li>• Engagement of local CBO's who work with vulnerable people at the community level to help disseminate information and organize consultations</li> </ul>	

### 6.6 Description of Information Disclosure Methods

As a standard practice, the Project safeguard documents including RPF and RAP/s released for disclosure are accompanied by making available the registers of comments and suggestions from the public that are subsequently documented by the PIU in a formal manner. PIU will continue applying the similar approach to disclosure for any additional safeguard appraisal materials that will be prepared as part of the project development.

The PD will continue applying the similar approach to disclosure for any additional E&S appraisal materials that will be prepared as part of the project development. The RPF and RAP in Bangla, and English will be made available for public review in accordance with the international requirements. The SEP will be released in the public domain simultaneously with the E&S documents and will be available for stakeholder review during the same period of time.

The environmental and social documents in Bangla, and English will be made available for public review for the period of 60 days in accordance with the World Bank and standard international requirements. The RPF will be released in the public domain simultaneously with the other safeguard documents and will be available for stakeholder review during the same period of time, i.e. 60 days.

Distribution of the disclosure materials will be through making them available at venues and locations frequented by the community and places to which public have unhindered access. Free printed copies of the safeguard documents in Bangla and English will be made accessible for the general public at the following locations:

- DTE and other CIAs Headquarters and affected District and Upazila Offices/institutions
- District Administration offices
- Project offices at Local, regional and HQ
- Affected Institutions
- Upazila Headquarters
- Union Parisad Offices
- Other designated public locations to ensure wide dissemination of the materials
- Newspapers, posters, radio, television
- Information centers and exhibitions or other visual displays

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- Brochures, leaflets, posters, nontechnical summary documents and reports
  - Official correspondence, meetings

Electronic copies of the safeguard documents will be placed on the project/DTE and other CIAs websites. This will allow stakeholders with access to internet to view information about the planned development and to initiate their involvement in the public consultation process. Project/DTE website will be equipped with an on-line feedback feature that will enable readers to leave their comments in relation to the disclosed materials.

The mechanisms which will be used for facilitating input from stakeholders will include press releases and announcements in the media, notifications of the aforementioned disclosed materials to local, regional and national NGOs as well as other interested parties.

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## Chapter 7: Grievance Mechanism

### 7.1 GM Requirements

The ARIPA 2017 allows objections by the landowners to acquisitions at the beginning of the legal process. Once the objections are heard and disposed of, there is virtually no provision to address grievances and complaints that individual landowners may bring up in the later stages of the process. Since the act does not recognize them, there is no mechanism to hear and redress grievances of people who do not have legal titles to the acquired lands. As experienced in past projects, complaints and grievances may range from disputes over ownership and inheritance of the acquired lands to affected persons and assets missed by censuses, the valuation of affected assets, compensation entitlements, complains against noise, pollution, accident, GBV and other social and environmental issues. In view of this, PIU/ASSET will establish a procedure to deal with and resolve any queries as well as address complaints and grievances about any irregularities in the application of the guidelines adopted in this RAP for assessment and mitigation of social and environmental impacts through grievance mechanism (GM). The GM will deal with complaints and grievances related to both social/resettlement and environmental issues in this Project. Grievance redress committees (GRC) will be formed to receive and resolve complaints as well as grievances from aggrieved persons from the local stakeholders including the project-affected persons. Based on consensus, the procedure will help to resolve issues/conflicts amicably and quickly, saving the aggrieved persons from having to resort to expensive, time-consuming legal actions. The procedure will, however, not pre-empt a person's right to go to the courts of law.

### 7.2 Purposes of GM

The fundamental objectives of the GM, implemented through the GRC serving as a para-legal body, are to resolve any resettlement-related grievances locally in consultation with the aggrieved party to facilitate smooth implementation of the social and environmental action plans. Another important objective is to democratize the development process at the local level and to establish accountability to the affected people. The procedures will however not a person's right to go to the courts of law pre-empt. There will be two-tier grievance mechanism; 1st at local level (site/union/upazila/district) and 2nd at PIU level (PD).

All the local level complaints will be received at the Project Office at Upazila/district/site. All cases at the local level will be heard within two weeks of their receipt. PIU with the support of SECC will inform all affected stakeholders and interested group about the program GM and different committees at local and PIU level. However, anybody can complain to World Bank's Grievance Redress Service (see 7.4 in the next pages) at any stages of the project.

### 7.3 Composition of GRC

#### 7.3.1 Composition of Local/Site Specific GRC

First level GRC will be formed in the local level where community or local people will be able to complaint/raise grievances directly to the field level project office. DTE/IAs with support from the PIU consultants' team will inform all affected people and local community about the project grievance mechanism in local language. This local GRC will ensure easy accessibility by the PAPs, local communities and interested stakeholders, so that any grievances can be solved directly or within a very short period of time. The members of the local GRC will be Upazila Level Officer of DTE/CIAs as convener; Safeguard Specialist from the PIU or officials from DTE/IAs as members secretary; and as members representative



from local chairman, teacher from Local Educational Institution, representative from Local Women's Group, and representative from the PAP Group. (Table 7.1)

The membership of the GRCs will ensure proper presentation of complaints and grievances as well as impartial hearings and investigations, and transparent resolutions. Where grievances are among the affected persons, the membership composition of the GRCs will take into account any traditional conflict resolution arrangements that communities may practice. If the aggrieved person is a female, PIU will ask the concerned female UP Member or Municipal Ward Councilor to participate in the hearings. Members of the GRCs will be nominated by the PIU/ASSET.

**Table 7.1: GRC membership at local/site level**

<b>Organization</b>	<b>Member</b>
1. Site/Upazila Level Officer (DTE/Other IAs)	Convener
2. Safeguard Specialist from PIU or DTE/IAs officials	Member-Secretary
3. Local UP Member/Ward Councilor	Member
4. Teacher from Local Educational Institution	Member
5. Representative from Local Women's Group	Member
6. Representative from the PAP Group	Member
7. Women Representative of UP/WC (in case PAP is female)	Member

All complaints will be received at the Site/Upazila Project Office. All cases at the local level will be heard within two weeks of their receipt. Grievances received through any channel will be registered and a notification of receipt with assurance of necessary review and resolution given in writing to the aggrieved persons. In areas with significant ethnic minority population, a member of the GRC will be taken from these communities.

### **7.3.2 Composition of PIU and PSC level GRC**

If a decision at district level is again found unacceptable by the aggrieved person(s), the case will then refer to the PIU with the minutes of the hearings at local and district levels. PD will be the convener and senior social safeguard specialist will be the member secretary at PIU level. All the unsolved cases at the PIU level, decisions on unresolved cases, if any, will be made in no more than four weeks by an official designated by the Secretary, TMED/MoE. A decision agreed with the aggrieved person(s) at any level of hearing will be binding upon PIU. There will be budgetary allocation for local and district committee members for participating meetings and refreshments during meeting. Figure 7.1 is showing a hierarchy of GM process:

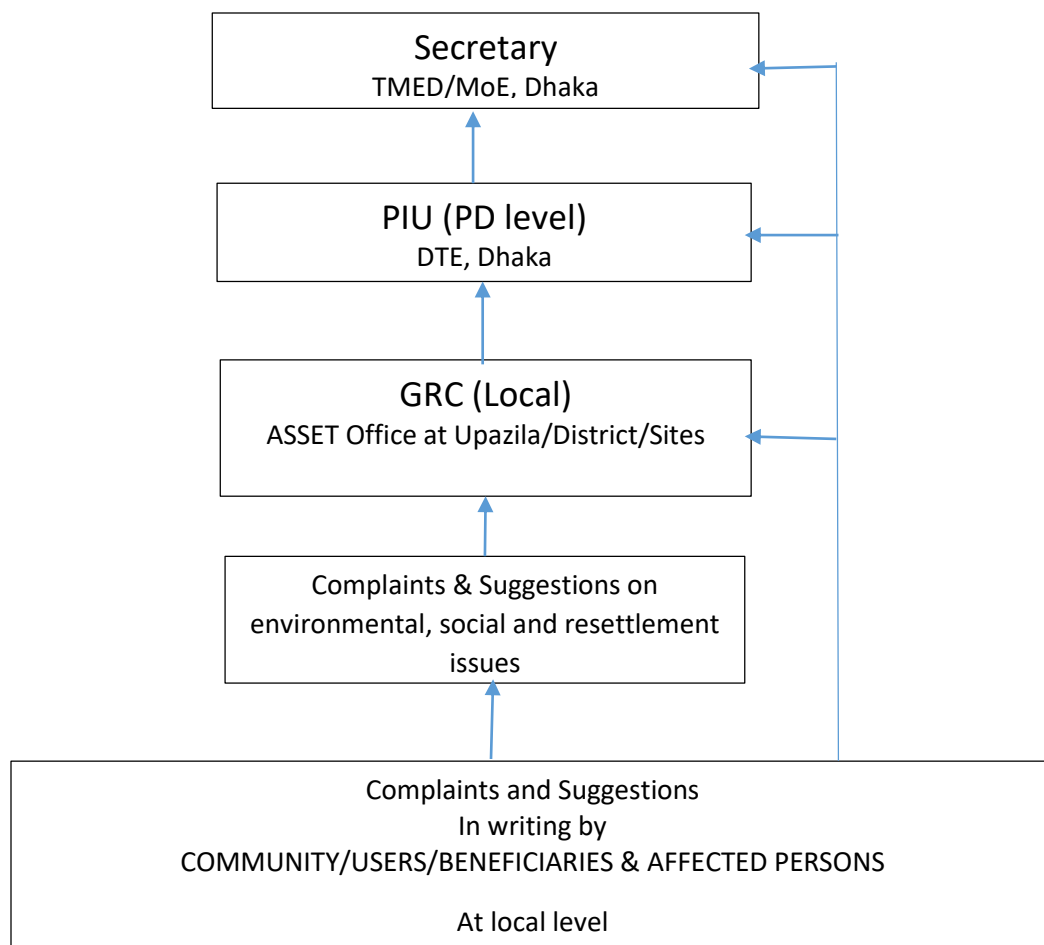


Figure 7.1: GM Process of the ASSET Project

To ensure that grievance redress decisions are made in formal hearings and in a transparent manner, the convener will apply the following guidelines:

- Reject a grievance redress application with any recommendations written on it by a GRC member or others such as politicians and other influential persons.
- Remove a recommendation by any person that may separately accompany the grievance redress application.
- Disqualify a GRC member who has made a recommendation on the application or separately before the formal hearing: Where a GRC member is removed, appoint another person in consultation with the Project Director.
- The Convener will also ensure strict adherence to the impact mitigation policies and guidelines adopted in this RPF and the mitigation standards, such as compensation rates established through market price surveys.

The affected persons and their communities will be informed of the project's grievance mechanism in open meetings at important locations and in PAP group meetings. Bangla translations of the RPF in the form of information brochures will be distributed among the affected persons. The PAPs will also be briefed on the scope of the GRC, the procedure for lodging grievances cases and the procedure of grievance resolution at the project level.

To ensure impartiality and transparency, hearings on complaints will remain open to the public. The GRCs will record the details of the complaints and their resolution in a register, including intake details, resolution process and the closing procedures. PIU will maintain the following three Grievance Registers:

**Intake Register:** (1) Case number, (2) Date of receipt, (3) Name of complainant, (4) Gender, (5) Father or husband, (6) Complete address, (7) Main objection (loss of land/property or entitlements), (8) Complainants' story and expectation with evidence, and (8) Previous records of similar grievances.

**Resolution Register:** (1) Serial no., (2) Case no., (3) Name of complainant, (4) Complainant's story and expectation, (5) Date of hearing, (6) Date of field investigation (if any), (7) Results of hearing and field investigation, (8) Decision of GRC, (9) Progress (pending, solved), and (10) Agreements or commitments.

**Closing Register:** (1) Serial no., (2) Case no., (3) Name of complainant, (4) Decisions and response to complainants, (5) Mode and medium of communication, (6) Date of closing, (7) Confirmation of complainants' satisfaction, and (8) Management actions to avoid recurrence.

Grievance resolution will be a continuous process in subcomponent level activities and implementation of those. The PIU will keep records of all resolved and unresolved complaints and grievances (one file for each case record) and make them available for review as and when asked for by Bank and any other interested persons/entities. The PIU also prepare periodic reports on the grievance resolution process and publish these on the DTE website. The format in Annex 4 will be used for periodic grievance reporting.

The ASSET project intends to strengthen the GM through information and communication technology to ensure that all complaints including those of sexual exploitation and abuse are immediately reported to the Government. PIU will integrate the GM on a web-based dashboard, to adequately and promptly address any potential grievance related to Gender Based Violence and SEA. The complaints registered in this system will be managed by a dedicated administrator that will liaise immediately any GBV and SEA complaints with the contractors, consultant and PIU for immediate measures. If the GM receives a case on sexual exploitation and abuse related to the project, it will be recorded, and the complainant will be referred to the relevant assistance, if needed, for referral to any other service providers. The supervision consultant will keep the information confidential to protect privacy of GBV and SEA complainants. In cases, where the perpetrator(s) is linked to project activities then the contractor will take appropriate actions as per the Code of Conduct signed by the particular person and under the effective law in Bangladesh. PIU will report activities and outcomes of GBV and SEA surveillance and management to the World Bank on a regular basis.

To ensure that grievance redress decisions are made in formal hearings and in a transparent manner, the Convener will apply the following guidelines:

- i. A standard application format will be used for receiving grievances which will be available at the office of NGO /Consulting firm. This application format would be concurred by the PD.
- ii. Reject a grievance redress application with any recommendations written on it by a GRC member or others such as politicians and other influential persons.
- iii. Remove a recommendation by any person that may separately accompany the grievance redress application.
- iv. Disqualify a GRC member who has made a recommendation on the application separately before the formal hearing.

- 
- v. Where a GRC member is removed, appoint another person in consultation with the Project Director. and
  - vi. The Convener will also ensure strict adherence to the impact mitigation policies and guidelines adopted in this RAP and the mitigation standards, such as compensation rates established through market price surveys.

#### **7.4 World Bank Grievance Redress Service (GRS)**

Communities and individuals who believe that they are adversely affected by project interventions may submit complaints to existing project-level GM or the WB Grievance Redress Service (GRS). Project affected communities and individuals may also submit their complaint to the World Bank's independent Inspection Panel, which determines whether harm occurred, or could occur, because of non-compliance with WB safeguards policies and procedures. Details of the procedures to submit complaints to the WB's corporate GRS, is available in the GRS website: <http://www.worldbank.org/en/projects-operations/products-and-services/grievance-redress-service>. For information on how to submit complaints to the WB Inspection Panel, please visit [www.inspectionpanel.org](http://www.inspectionpanel.org). Any disclosure instrument on GM will provide addresses of the GRS and the Inspection Panel.



## Chapter 8: Institutional and Implementation Arrangements

### 8.1 Project Implementation Arrangement

The Directorate of Technical Education (DTE) of Technical and Madrasah Education Division (TMED), Ministry of Education (MoE) will be the lead implementing agency of the project. Bureau of Manpower, Employment and Training (BMET) of Ministry of Expatriate Welfare and Oversea Employment (MoEWOE), Directorate General of Medical Education (DGME) of Medical Education and Family Welfare Division (MEFWD), Ministry of Health and Family Welfare (MoHFW), and Ministry of Industry (Mol), will be the partner implementing agencies (PIAs) of the project.

The lead implementing agency (LIA), DTE, will be responsible for the implementation of the project activities, and fiduciary management and safeguard compliance for all the sub-components. The PIAs will be implementing the sub-component/activities that are relevant to their respective areas/institutions under the overall management by the lead agency. Other than the agencies mentioned, the National Skills Development Authority (NSDA) will be the partner agency for sector coordination. Private industry groups (i.e., Bangladesh Employers Federation (BEF), chambers of commerce and industries, industry associations, and Industry Skills Councils (ISCs)), industrial zones (Economic Zones (EZs) and Hi-Tech Parks (HTPs)), and local NGOs will be implementing partners for respective sub-components and activities. Table 8.1 below summarizes the sub-component-wise mapping of the responsibilities of implementing agencies. The implementation of Component 4 (Project Management and M&E), including fiduciary and safeguards management, will be managed by the LIA, DTE, with support from all the PIAs.

Table 8.1: Component-wise Implementation Responsibility Matrix

Component	Sub-component	Implementing Agencies	Concerned Agencies
	Contingent Emergency Response Component (CERC)	TMED (DTE)	
Component 1: Transforming Formal Skills Development for Future of Work, Inclusiveness, and Resilience	1.1: COVID-19 response actions to build resilience in the TVET Sector	TMED (DTE), MoHFW (DGME)	
	1.2: Expanding Market-Demanded and Inclusive Formal Short-Courses for Priority Sectors	TMED (DTE), MOI, BMET	Industry Associations, ISCs
	1.3: Establishing an international standard model polytechnic institute	MoEWOE (BMET),	
Component 2: Innovative Skills Development Programs for Employment and Empowerment	2.1: Expanding Enterprise-based Training for Competitiveness and Inclusiveness	TMED (BTE, BTEB), MoHFW (DGME), MoEWOE (BMET), Mol,	
	2.2: Recognizing the skills of informal sector workers	TMED (DTE), Mol, BMET	

Component	Sub-component	Implementing Agencies	Concerned Agencies
Component 3: Capacity Development, Project Management, Social Marketing and Monitoring & Evaluation	3.1: Enhancing the institutional capacity of central government agencies of the skills development system	TMED (DTE)	ISC
	3.2: Project Management, Social Marketing, M&E	TMED (DTE)	

***Project Implementation Unit (PIU):***

A PIU will be established at DTE. Given the multi-ministerial nature of the project, there will be a single PIU that encompasses all the LIA and all PIAs to ensure collaboration and synergy across different agencies and activities and to minimize the transaction cost of the project operation. The PIU will operate under a shared leadership structure where the Project Director (PD) will be from the LIA while the PIAs will depute officials to join the PIU. The deputed officials from the PIAs will be responsible for overseeing the specific activities related to their respective ministries and liaising with their originated ministries. The PIU will be responsible for, inter alia, (a) planning, coordinating, implementing, and monitoring the project activities, (b) procurement and financial management, (c) social and environmental safeguard, and (d) reporting on the project progress. The PIU will consist of several units led by Senior Program Officers (SPOs) and will be supported by technical experts. The PIU will develop IDG Operations Manual (IDGOM), Short-Course Operations Manual (SCOM), and Partnership Operations Manual (POM) for the project.

***Project Steering Committee (PSC):***

The Project Steering Committee (PSC) will be formed for overall policy guidance and for all key decisions related to project implementation and coordination. The PSC will be chaired by the Secretary, TMED, MoE, and joined by representatives from the relevant ministries. The PSC will approve the RAP/site specific ARAP of the project prepared by the DTE with the support of the SECC. PSC is also responsible for formation and approve different committees like Grievance Redress Committee (GRC), Property Valuation Advisory Committee (PVAC) and Resettlement Advisory Committee (RAC) proposed in the RPF through gazette notification of the TMED, MoE.

***Project Advisory Committee (PAC):***

The Advisory Committee will be chaired by the Chief Coordinator of SDGs under the Prime Minister's Office and joined by the senior officials from the participating ministries and agencies. The Committee will meet on an ad-hoc basis to support the multi-ministerial coordination.

***Project Implementation Committee (PIC):***

A Project Implementation Committee chaired by the Additional Secretary (Development), TMED, MoE and supported by the Additional Secretaries of MoEWOE, MoI and MoHFW will be constituted to (a) provide operational guidance to the implementing agencies and PIU, (b) provide approvals to key operational procedures, and (c) support inter-ministerial coordination for day-to-day operations.

## 8.2 RPF Implementation Arrangement

### ***Social, Environmental and Communication Cell (SECC):***

The ESMF for ASSET project includes a comprehensive assessment of the Borrower's capacity on E&S risk management as per the requirements of the Bank's ESF. The assessment informs the requirement of E&S staff in the PIU, capacity development program for the project on E&S and the overall procedure of E&S risk management, including resettlement issues by the project management. A deputed official from DTE will head the project's Social, Environmental and Communication Cell (SECC) under the Project Director. The cell will be supported by an Environmental Specialist, Social Development Specialist, Labor Management and Community Health Specialist, GBV Management/Gender Specialist and Stakeholder Engagement and Communications Specialist.

### ***Formation and Responsibility of PVAC:***

The TMED, MoE will form a Property Valuation Advisory Committee (PVAC) for the ASSET project through a gazette notification to verify, compare and review the physical verification data conducted by Implementing Agency with the DCs' assessment of loss of physical assets and their owners. The PAVC will also be responsible for determining replacement value of the affected properties. The scope and responsibility of the PAVC will be clearly defined in the gazette. The implementing Agency will process the entitlements of the project-affected persons using the joint verification survey (JVS) data as one of the determinants.

Person/Position	Designation in PAVC
Deputy Director, DTE	Convener
LAO or his/her designated representative of concerned district/upazila	Member- Secretary
Social Development Expert	Member
Programme Officer, PMU	Member

### ***Formation and Responsibility of RAC:***

At the implementation stage, TMED/MoE will form site specific Resettlement Advisory Committee (RAC) in order to involve the local communities and PAPs in the implementation process. The committee will ensure local participation, provide local inputs and assist in all matters related to implementation of the RAP.

Person/Position	Designation in RAC
Deputy Director, DTE	Convener
Programme Officer, PMU	Member- Secretary
Local Government Representative (DC/UNO)	Member
LAO or his/her designated representative of concerned district/upazila	Member
Representative of Women PAPs	Member
Social Development Expert	Member



***Social Development Specialist (SDS) in PIU:***

The PIU will have a dedicated Social Development Specialist (SDS) to ensure implementation of RPF, RAP and other social management responsibilities. He will maintain liaison with WB safeguards team, and other stakeholders during the project implementation. The Social Specialist will also monitor construction activities to ensure that social mitigation measures and RAP are properly implemented.

Implementation of RAP for affected persons will be carried out in eight (8) steps. PIU will ensure implementation of the RAP with the support of the SECC and Social Specialist:

**Step-1: Formation and Preparation**

- Organize inception meeting with relevant stakeholders
- Provide safeguards orientation to the team according to ESS5 requirements
- Capacity building through organizing training and workshop
- Institutional Arrangements & Logistics
- Submit inception report and require approval from RAP verification survey

**Step-2: Develop Implementation Tools/Mechanism**

- Develop tools and materials for information campaign (i.e. Booklet, Leaflet, etc.)
- Develop monitoring tools for implementation progress
- Develop reporting format such as monthly/quarterly/semi-annual/annual
- Develop/update GRC application form
- Develop/update focus group meeting checklist
- Develop format of Entitled Persons file and Entitlement Card
- Develop format of payment debit voucher
- Develop ID card format for the EPs
- Develop computerized Management Information System (MIS)
- Develop internal server for data management, sharing and monitoring

**Step-3: Land Acquisition and VLD**

- Liaise with DC office in case of land acquisition and compensation payment
- Assist DC offices in land acquisition process
- Assist in serving notice under section 4 and Joint Verification
- Assist in serving notice under section 7
- Assist in preparation of LA estimate and award book
- Assist in serving notice under section 8 by DCs
- Assist PAPs in updating record of rights and receiving compensation
- Assist DC office during transfer of land
- Assist PIU with the VLD procedures suggested with RPF and ESS 5

**Step-4: Social Preparation and Information Dissemination**

- Formation of focused groups with various occupation groups at the field

- 
- Information campaign
  - Disclosure of RAP policy
  - Regular meetings with affected people for updating record of rights and other documents for receiving compensation from DC office and PIU/ASSET
  - Consult the displaced people to get ready for relocation after getting compensation
  - Develop ideas, script, and mechanism for organizing and executing awareness campaign outside the RP implementation
  - Organize, follow-up and recap various awareness campaign

**Step-5: Payment of Compensation**

- Collection of award book from the DC office
- Collection of CCL from PAPs after getting compensation
- Prepare CCL statement as per DC payment
- Devise ID number for each of the entitled persons
- Preparation of EP file and EC
- Preparation indent (EP payment list)
- Opening Bank Account by the APs
- Prepare ID cards for the EPs using photograph
- Calculate Individual entitlement based on category of losses and policy of the RAP
- Prepare Debit voucher and other necessary documents for making payment of additional compensation and other benefits
- Payment of additional grants and resettlement benefits
- Assist EPs in producing Grievances, if any

**Step-6: Relocation/Resettlement**

- Payment of resettlement benefits to EPs
- Assess relocation options of the PAPs and provide facilities in relocation choices
- Assist APs in moving private graves (if requested by the affected households)
- Assist displaced households/EPs in relocation and resettlement
- Support APs in retitling and updating of their record of rights
- Implement Income and Livelihood Restoration Program (ILRP), if any
- Develop training need assessment report & training materials for ILRP
- Assist to relocate common public property
- Give moral support to affected person in terms of resettlement

**Step-7: Establishment of Grievance Mechanism**

- Development/finalization of format for grievance cases including
- Assist PAPs in producing grievances
- Conduct meetings on GM
- Disclose GM process among the people
- Resolve grievances and report on monthly basis

**Step-8: Submission of Progress Report**

- Generate progress reports for real-time monitoring of RAP implementation progress using user-friendly menu driven software
- Share the draft report with project authority and relevant stakeholders
- Incorporate feedback and response
- Submission of final reports.

Table 8.2 is a responsibility matrix required for RAP implementation:

**Table 8.2: Responsibility Matrix for RAP Implementation**

Actions	Responsibility	Approval authority
<b>RAP Preparation Stage</b>		
Census, SES, IoL and Property Valuation Survey (PVS) for RAP preparation	SECC with the support of SDS	PIU
Consultation with affected HHs and relevant Stakeholders	SECC with the support of SDS	PIU
Preparation of RAP	PIU with the support of SDS	TMED/MoE and World Bank
<b>RAP Implementation Stage</b>		
Land acquisition and compensation for title holder	PIU with the support of SECC and SDS	DC
Compensation for non-titleholder	PIU with the support of SECC and SDS	TMED/MoE and World Bank
Top-up payment for tittle and non-title	PIU with the support of SECC and SDS	TMED/MoE and World Bank
PVAC formation	TMED/MoE	PSC
GRC formation	TMED/MoE	PSC
RAC formation	TMED/MoE	PSC
Implementation of RAP and quarterly implementation report	PIU with the support of SECC and SDS	TMED/MoE and World Bank
<b>Monitoring</b>		
Internal monitoring report (Annex 3)	PIU with the support of SECC	PSC and World Bank
External monitoring report	PIU with the support of SECC	PSC and World Bank

### 8.3 Capacity Building for RPF Implementation

As mentioned earlier, a comprehensive assessment of the Borrower's capacity on E&S risk management as per the requirements of the Bank's ESF. The assessment informs the requirement of E&S staff in the PIU, capacity development program for the project on E&S and the overall procedure of E&S risk management, including resettlement issues by the project management. A detail capacity development program has been suggested in the ESMF.

Environmental and social safeguards training will help ensure that the requirements of the ESS and subsequent social safeguard are clearly understood and followed by all project personnel throughout the project period. The PIU will ensure, in collaboration with the SECC, that these training are provided to all Project personnel. The social training program will be finalized before the commencement of the project.

The training will be provided to the DTE staff, construction contractors, and other staff engaged in the Project. Training will cover all staff levels, ranging from the management and supervisory to the skilled and unskilled categories. The scope of the training will cover general environmental and social awareness and the requirements of the ESS5 and other ESSs, with special emphasis on sensitizing the project staff to the social and genders aspects of the area. A training program is proposed below which can be realigned based on the needs (Table 8.3).

**Table 8.3: Capacity Building Plan**

Contents	Participants	Responsibility	Schedule
Introduction to World Bank ESF	PIU, SECC, implementing agencies and contractors	World Bank and Safeguards Specialist	Prior to the start/as per requirement of the Project activities.
ESF guidelines and RPF	PIU, SECC, implementing agencies and contractors	World Bank and Safeguards Specialist	Prior to the start/as per requirement of the Project activities.
Screening method, social survey procedures, RAP and LAP preparation	Selected IAs staff, PIU	Safeguard Specialists	Prior to the start of the field activities.
Training on ESS 2, ESS10 and ESS5	PIU, SECC, Selected contractors' crew	Safeguard Specialists	Prior to the start of the field activities.
Preparation and review of RPF, RAP, and IPP	PIU, SECC	Safeguard Specialists	Prior to the start of the field activities.
Grievance Mechanism and handling procedures	Contractors, PIU, Construction crew	Safeguard Specialists	Prior to the start of the construction activities.
Internal and External Monitoring procedures and reporting	PIU and contractors	Safeguard Specialists	Before and during the construction activities.

#### 8.4 Guidelines for Bid Documents

Bid documents for preparation of RAP will be prepared by interested firms need to incorporate relevant items from the RPF. All the RPF related documents will be inserted with the bid documents for RAP implementation firm, construction and supervision firm. Therefore, during preparation of tender documents, the PIU needs to ensure that:

- All relevant RPF items relevant for contractors and firms are included in tender documents (specifications and BOQs);
- Provide clear information to potential bidders regarding social considerations for the work package/s;
- Submission of supporting documentation/materials of previous experience and track record on RAP preparation and implementation should be mentioned in the instructions to bidders; and
- Evaluation of submitted bids should include criteria for adequacy of RAP preparation and implementation responses and costing.

#### 8.5 RPF Implementation Budget

A tentative budget is proposed below, which may be changed/updated once the RAP is being prepared. This budget do not include the cost of land acquisition and resettlement, as the project has anticipated no such requirement of land acquisition at the preparatory stage. The budget is a tentative figure worth USD 1.62 million, which has generated in absence of precise information on the sites. (Table 8.3)

**Table 8.3: Proposed budget for capacity building and RPF implementation**

<b>Sl.No.</b>	<b>Items</b>	<b>Unit</b>	<b>Total (in million USD)</b>
1	Social Safeguard Specialist at PIU	60 man-months	0.26
2	RAP Preparation - survey, census, SES	Lump-sum	0.3
3	RAP Implementation - compensation for apprx. 200 squatters and PAPs	Lump-sum	0.5
4	Monitoring by Social, Environmental and Communication Cell (SECC)	Lump-sum	0.07
5	Capacity Building Packages	Lump-sum	0.5
<b>Total</b>			<b>1.62</b>

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## Chapter 9: Monitoring

### 9.1 Monitoring Requirement

PIU/ASSET will conduct regular monitoring and evaluation of the updating and implementation of the resettlement plan. Monitoring and evaluation are intended to help ensure that the resettlement action plan is prepared and implemented according to the resettlement policy framework. The Social Safeguards Specialist in the PIU/SECC will be responsible for the effective monitoring of the RAP implementation, specifically responsible for implementation of proposed compensation, rehabilitation, and income restoration measures, consultations with affected persons (APs) during rehabilitation activities and assisting in grievance redress. He or she will prepare resettlement training programs and workshops for the staff of the PIU and contractors.

### 9.2 Monitoring Procedure

During project preparation, and as part of the RAP, PIU will develop a monitoring and reporting framework for resettlement activities. Central to this framework are the census of PAPs and the inventory of assets that constituted the basis for the agreed RAP. The PMC/SECC responsible for oversee the progress in resettlement preparation and implementation through regular progress reports, submitted through normal channels, monitoring key indicators of finance, inputs and activities.

The following activities are the standard functions of monitoring:

- Verification of internal reports, by field check
  - Interview a random sample of PAPs in open-ended discussions to assess their knowledge and concerns regarding the resettlement process, their entitlements and rehabilitation measures.
  - Participate as an observer in public consultations for PAPs at the site, village, union or upazila level. (Organizing these meetings is the responsibility of the implementing agency)
  - Observe the functioning of the resettlement operation at all levels to assess its effectiveness and compliance with the RAP.
  - Check the type of grievance issues and the functioning of grievance mechanisms by reviewing processing of appeals at all levels and interviewing aggrieved PAPs.
  - Survey the standards of living of the PAPs (and that of an unaffected control group where feasible) before and after implementation of resettlement to assess the whether the standards of living of the PAPs have improved or been maintained.
  - Advise project management unit regarding possible improvements in the implementation of the RAP.

PIU will establish procedures to monitor and evaluate the implementation of the plan and will take corrective action as necessary during implementation to achieve the objectives of the ESS 5. The extent of monitoring activities will be proportionate to the project's risks and impacts. Key indicators to be monitored are given in the Table 9.1.

Table 9.1: Key monitoring indicators

Monitoring Aspects	Potential Indicators
Delivery of Entitlements	<ul style="list-style-type: none"> <li>• Entitlements disbursed, compared with number and category of losses set out in the entitlement matrix.</li> <li>• Disbursements against timelines.</li> <li>• Identification of the displaced persons losing land temporarily, e.g. through soil disposal, contractors' camps, been included.</li> <li>• Timely disbursements of the agreed transport costs, relocation costs, income substitution support, and any resettlement allowances, according to schedule.</li> <li>• Documented evidence of land donation.</li> <li>• Documented evidence of land acquisition completed with transfer of title.</li> <li>• Documented evidence of land requisition/rented.</li> <li>• Percentage of compensation paid for land acquisition/requisition or rented.</li> <li>• Percentages of compensation paid for the affected structures/assets/crops/trees</li> <li>• Restoration of social infrastructure and services.</li> <li>• Affected businesses receiving entitlements, including transfer and payments for net losses resulting from lost business.</li> </ul>
"Private-Private" disputes	<ul style="list-style-type: none"> <li>• Clear and adequate rules for the recognition of relevant land tenure rights is provided.</li> <li>• Fair criteria and functioning, transparent and participatory processes for resolving competing tenure claims are established.</li> <li>• Efforts are taken to inform affected people about their rights and access to impartial advice are provided.</li> </ul>
Consultation	<ul style="list-style-type: none"> <li>• Strategy for consultation and information disclosure is prepared.</li> <li>• Consultations organized as scheduled.</li> <li>• Project information's are disclosed.</li> <li>• Affected, interested, disadvantage and vulnerable groups are identified.</li> <li>• Views of disadvantage and vulnerable groups are considered during designing the entitlement and special measures are taken.</li> <li>• Schedules are planned for the various stakeholder engagement activities.</li> <li>• Knowledge of entitlements by the relevant stakeholders including project affected people.</li> <li>• If tribal people are affected, separate consultation has to be conducted with them.</li> </ul>
Grievances	<ul style="list-style-type: none"> <li>• Operationalization of the grievance mechanism proposed with RPF.</li> <li>• Operationalization of the GM for labor and GBV.</li> <li>• Information on the resolution of the grievances.</li> <li>• Process by which people affected by the project can voice their grievances and concerns.</li> <li>• Process to document complaints and concerns.</li> <li>• Grievance recording e.g. MIS, grievance log book.</li> </ul>

Monitoring Aspects	Potential Indicators
	<ul style="list-style-type: none"> <li>• Stipulated timeframes for acknowledgement and resolution of complaints.</li> <li>• Awareness raising, or communications efforts to inform stakeholders about the GM.</li> <li>• Appeals process.</li> <li>• Provisions to analyze complains and share feedback with management.</li> <li>• GM reports published and frequency.</li> </ul>
Communications and Participation	<ul style="list-style-type: none"> <li>• Number of general meetings (for both men and women).</li> <li>• Percentage of women out of total participants.</li> <li>• Number of meetings exclusively with women.</li> <li>• Number of meetings exclusively with vulnerable groups.</li> <li>• Number of meetings at new sites.</li> <li>• Number of meetings between hosts and the displaced persons.</li> <li>• Level of participation in meetings (of women, men, and vulnerable groups).</li> <li>• Level of information communicated—adequate or inadequate.</li> <li>• Information disclosure.</li> <li>• Translation of information disclosure in the local languages.</li> </ul>
Budget and Time Frame	<ul style="list-style-type: none"> <li>• Social Safeguard Specialist/expert appointed and mobilized on schedule for the field and office work.</li> <li>• Capacity building and training activities completed on schedule.</li> <li>• Achieving resettlement implementation activities against the agreed implementation plan.</li> <li>• Funds allocation for resettlement to implementing agencies on time.</li> <li>• Receipt of scheduled funds by resettlement offices.</li> <li>• Funds disbursement according to the resettlement action plan.</li> <li>• Social preparation phase as per schedule.</li> </ul>
Livelihood and Income Restoration	<ul style="list-style-type: none"> <li>• Types of training and number of participants in each.</li> <li>• Number of displaced persons who have restored their income and livelihood patterns (women, men, and vulnerable groups).</li> <li>• Number of new employment activities.</li> <li>• Extent of participation in rehabilitation programs.</li> <li>• Degree of satisfaction with support received for livelihood programs/activities.</li> <li>• Percentage of displaced persons who improved their income (women, men, and vulnerable groups).</li> <li>• Percentage of displaced persons who improved their standard of living (women, men, and vulnerable groups).</li> <li>• Number of displaced persons with replacement agriculture land (women, men, and vulnerable groups).</li> <li>• Quantity of land owned/contracted by displaced persons (women, men and vulnerable groups).</li> </ul>
Voluntary Donation	<ul style="list-style-type: none"> <li>• Progress on the process of providing official documentation to those who donated land of their landholding post-donation.</li> </ul>



### 9.3 Reporting Requirements

PIU will prepare a monthly report to be submitted to the PSC. These reports will summarize the following:

- Progress in implementing this RAP and subsequent other safeguard documents, etc.;
- Findings of the monitoring programs, with emphasis on any breaches of the control standards, action levels or standards of general site management;
- Summary of any complaints by external bodies and actions taken / to be taken; and
- Relevant changes or possible changes in legislation, regulations and international practices.

Monitoring of and reporting on the project must be complemented by an effective GM proposed in RPF in order to address issues arising from project implementation. GM will help to detect unanticipated or recurring problems, and to manage them. The project implementing agency sets up and supports the GM, in a manner satisfactory to the World Bank, to receive, manage and facilitate resolution of stakeholders' concerns and grievances in a timely manner. It is important that the GM is designed to accommodate all issues raised, including issues related to labor influx. The way to make complaints needs to be simple and well publicized. The GM is usually scaled to the risks and potential adverse impacts of the project. The following factors will be considered in the project for the effective GM:

- i. their publicity and accessibility,
- ii. the transparency of their operation,
- iii. the credibility of their decision-making process and structure,
- iv. their confidentiality and hence protection from any potential retaliation, and
- v. the effectiveness of the associated business processes to resolve grievances where appropriate.

Table 9.2 presents the reporting requirements:

**Table 9.2: Reporting Requirements**

Report	Description	Prepared By	Submit To	When
Training Records	Register of all Trainings and Capacity Building activities conducted under the project	Environment and Social Cell/SECC of PIU or Consultants	PD	Within 3 weeks of any training/capacity building activity
Completed Safeguards Screening Forms	Identifies Potential Environmental and Social Issues	Environment and Social Cell/SECC of PIU or Consultants	PD	After completing forms
GM Records	Register of grievances received and actions taken	GRC or Consultants during construction phase and then relevant IA officer thereafter	PD	Monthly
Preparation of RAP	Site specific RAP will be prepared	RAC and PIU consultants	PD	Within 3 months of deployment
Internal Monitoring	Monitoring data as defined in the RPF	Contractor, SECC and/or Consultants	PD	Monthly
External Monitor	Monitoring data as defined in the RPF	External monitor	World Bank	Every quarter

## Annexure

## Annex 1: Social Screening Form

[This form will be filled up by the PIU along with the community members at Site/Local Level and must be submitted to PD and PSC. Before final selection World Bank approval is required]

**General Information**

Title of the project: .....

Complete address of screening locations including coordinates.....

Screening Date: .....

Probable Involuntary Resettlement Effects	Yes	No	Not Known	Remarks
-				
<b>Involuntary Acquisition of Land/ Land Donation/ Land Taking</b>				
Will the project require land for the proposed intervention				
1. If yes, will there be any land acquisition?				
2. Is the site for land acquisition known?				
3. Is the ownership status and current usage of land known? If yes, please provide detail information at remarks column.				
4. Is there any possibility of voluntary land donation for the construction? If yes, please provide detail information at remarks column.				
5. Will there be loss of residential and commercial structures due to land acquisition? If yes, please provide detail information at remarks column.				
Is there any presence of squatters within the project influence area? If yes, please provide detail information at remarks column.				
6. Will there be loss of agricultural and other productive assets due to land acquisition? If yes, please provide detail information at remarks column.				
7. Will there be losses of trees, and fixed assets due to land				

<b>Probable Involuntary Resettlement Effects</b>	<b>Yes</b>	<b>No</b>	<b>Not Known</b>	<b>Remarks</b>
-				
acquisition? If yes, please provide detail information at remarks column.				
8. Will there be loss of businesses or enterprises due to land acquisition? If yes, please provide detail information at remarks column.				
9. Will there be loss of income sources and means of livelihoods due to land acquisition? If yes, please provide detail information at remarks column.				
<b>Involuntary restrictions on land use or on access to legally designated parks and protected areas</b>				
10. Will people lose access to natural resources, communal facilities and services due to project interventions? If yes, please provide detail information at remarks column.				
11. If land use is changed, will it have an adverse impact on social and economic activities? If yes, please provide detail information at remarks column.				
12. Will access to land and resources owned communally or by the state be restricted? If yes, please provide detail information at remarks column.				
<b>Information on Displaced Persons:</b>				
Any estimate of the likely number of persons that will be displaced by the Project? <input type="checkbox"/> No <input type="checkbox"/>				
Yes				
If yes, approximately how many?				
Are any of them poor, female-heads of households, or vulnerable to poverty risks? <input type="checkbox"/> No <input type="checkbox"/>				
Yes				
Are any displaced persons from indigenous or ethnic minority groups? <input type="checkbox"/> No <input type="checkbox"/>				
Yes				
During Screening, project authority will conduct consultation with the primary and secondary stakeholders and provide their observations in the following sections (13 to 18 )				
13: Who are the stakeholders of the project?				

Probable Involuntary Resettlement Effects	Yes	No	Not Known	Remarks
Answer:				
14: What social and cultural factors affect the ability of stakeholders to participate or benefit from the proposed policy or project?				
Answer:				
15: Are project objectives consistent with their needs, interests and capacity?				
Answer:				
16: What will be the impact of the project or sub-project on the various stakeholders, especially women and vulnerable groups?				
Answer:				
17: What social risks might affect project or sub-project success?				
Answer:				
18: Has the project authority or any other organizations conducted any consultations with the affected community or people? If yes. Please provide a summary.				
Answer:				

<b>1. Prepared by (Name):</b> ..... <b>Signature:</b> ..... <b>Date:</b> .....
<b>2. Project Implementation Unit</b> District: ..... Upazila: ..... Site: ..... Name of the PIU head: ..... 01. Names of Members participated in Screening 02.
<b>3. name of the Participants from local Government</b> 01..... 02.....

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## Annex 2: Elements of preparing a Resettlement Action Plan

1. Description of the project. General description of the project and identification of the project area.
2. Potential impacts. Identification of:(a)the project components or activities that give rise to displacement, explaining why the selected land must be acquired for use within the timeframe of the project;(b)the zone of impact of such components or activities;(c)the scope and scale of land acquisition and impacts on structures and other fixed assets;(d)any project-imposed restrictions on use of, or access to, land or natural resources;(e)alternatives considered to avoid or minimize displacement and why those were rejected; and(f )the mechanisms established to minimize displacement, to the extent possible, during project implementation
3. Objectives .The main objectives of the resettlement program.
4. Census survey and baseline socioeconomic studies. The findings of a household-level census identifying and enumerating affected persons, and, with the involvement of affected persons, surveying land, structures and other fixed assets to be affected by the project .The census survey also serves other essential functions: (a)identifying characteristics of displaced house-holds, including a description of production systems, labor, and household organization; and baseline information on livelihoods (including, as relevant, production levels and income derived from both formal and informal economic activities) and standards of living (including health status) of the displaced population;(b)information on vulnerable groups or persons for whom special provisions may have to be made; (c)identifying public or community infrastructure, property or services that may be affected; (d)providing a basis for the design of, and budgeting for, the resettlement program;(e)in conjunction with establishment of a cutoff date, providing a basis for excluding ineligible people from compensation and resettlement assistance; and (f )establishing baseline conditions for monitoring and evaluation purposes .As the Bank may deem relevant, additional studies on the following subjects may be required to supplement or inform the census survey:(g)land tenure and transfer systems, including an inventory of common property natural resources from which people derive their livelihoods and sustenance, nontitle based usufruct systems (including fishing, grazing, or use of forest areas) governed by local recognized land allocation mechanisms, and any issues raised by different tenure systems in the project area;(h)the patterns of social interaction in the affected communities, including social net-works and social support systems, and how they will be affected by the project; and(i)social and cultural characteristics of displaced communities, including a description of formal and informal institutions (e .g ., community organizations, ritual groups, nongovernmental organizations (NGOs)) that may be relevant to the consultation strategy and to designing and implementing the resettlement activities
5. Legal framework. The findings of an analysis of the legal framework, covering:(a)the scope of the power of compulsory acquisition and imposition of land use restriction and the nature of compensation associated with it, in terms of both the valuation methodology and the timing of payment;(b)the applicable legal and administrative procedures, including a description of the remedies available to displaced persons in the judicial process and the normal timeframe for such procedures, and any available grievance mechanisms that may be relevant to the project;(c)laws and regulations relating to the agencies responsible for implementing resettlement activities; and(d)gaps, if any, between local laws and practices covering compulsory acquisition, imposition of land use restrictions and provision of resettlement measures and ESS5, and the mechanisms to bridge such gaps .

6. Institutional framework. The findings of an analysis of the institutional framework covering:(a)the identification of agencies responsible for resettlement activities and NGOs/CSOs that may have a role in project implementation, including providing support for displaced persons;(b)an assessment of the institutional capacity of such agencies and NGOs/CSOs; and(c)any steps that are proposed to enhance the institutional capacity of agencies and NGOs/CSOs responsible for resettlement implementation
7. Eligibility. Definition of displaced persons and criteria for determining their eligibility for compensation and other resettlement assistance, including relevant cutoff dates.
8. Valuation of and compensation for losses. The methodology to be used in valuing losses to determine their replacement cost; and a description of the proposed types and levels of compensation for land, natural resources and other assets under local law and such supplementary measures as are necessary to achieve replacement cost for them.
9. Community participation. Involvement of displaced persons (including host communities, where relevant):(a)a description of the strategy for consultation with, and participation of, displaced persons in the design and implementation of the resettlement activities;(b)a summary of the views expressed and how these views were taken into account in preparing the resettlement plan;(c)a review of the resettlement alternatives presented and the choices made by displaced persons regarding options available to them; and(d)institutionalized arrangements by which displaced people can communicate their concerns to project authorities throughout planning and implementation, and measures to ensure that such vulnerable groups as indigenous people, ethnic minorities, the landless, and women are adequately represented .
10. Implementation schedule. An implementation schedule providing anticipated dates for displacement, and estimated initiation and completion dates for all resettlement plan activities .The schedule should indicate how the resettlement activities are linked to the implementation of the overall project.
11. Costs and budget. Tables showing categorized cost estimates for all resettlement activities, including allowances for inflation, population growth, and other contingencies; timetables for expenditures; sources of funds; and arrangements for timely flow of funds, and funding for resettlement, if any, in areas outside the jurisdiction of the implementing agencies .
12. Grievance mechanism. The plan describes affordable and accessible procedures for third-party settlement of disputes arising from displacement or resettlement; such grievance mechanisms should take into account the availability of judicial recourse and community and traditional dispute settlement mechanisms.
13. Monitoring and evaluation. Arrangements for monitoring of displacement and resettlement activities by the implementing agency, supplemented by third-party monitors as considered appropriate by the Bank, to ensure complete and objective information; performance monitoring indicators to measure inputs, outputs, and outcomes for resettlement activities; involvement of the displaced persons in the monitoring process; evaluation of results for a reasonable period after all resettlement activities have been completed; using the results of resettlement monitoring to guide subsequent implementation.
14. Arrangements for adaptive management. The plan should include provisions for adapting resettlement implementation in response to unanticipated changes in project conditions, or unanticipated obstacles to achieving satisfactory resettlement outcomes.

### Annex 3: Quarterly Grievance Report

Period from.....to.....20.....

Project Phase:.....

Case No.	Complainant's name, gender and location	Nature of complaints and expectation of complainant	Date of Petition submitted	Method of resolution with dates	Decisions and date of communication to the complainant	Agreement with and commitment to complainant	Progress (solved / pending)	Reason, if pending

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## Annex 4: Procedures of Voluntary land donation

**Preparation of Land Survey Map and Documentation:** After collecting the information related to land and assets which will be affected by project implementation, the responsible official, with assistance from the related persons, will prepare a land survey map. The following conditions will be confirmed by the PIU/ASSET:

- Confirmation that affected people agree to donate land or asset, based on a face to face meeting and stakeholder's consultation
- No one would lose more than 10% of the total productive assets;
- No physical relocation necessary.
- There is an alternative, in case the donor refuses to donate the piece of land in question.

**Verification process (surveys) to identify land ownership and use:** PIU and local government will ensure that the land study will include specific surveys to understand the type of land rights that exist in the sub-component area, and to identify any particular issue relating to land ownership and use. The specific surveys must be conducted on each parcel of land proposed for donation to identify:

- The owner or owners of the land;
- The users of the land, or any parties that occupy the land (either physically or through ownership of an asset or conduct of livelihood or business activities on the land);
- Any competing claims of ownership or use;
- Structures and assets on the land; and
- Any encumbrances on the land.
- Owners can donate the land for temporary use during construction and operation.

It is important to: (i) identify the right that is being transferred (an ownership right, a use right, a right of way, etc.); and (ii) check whether the transferee actually has the right s/he claims to have. In many circumstances where careful due diligence has not been carried out, significant conflict has arisen at a later stage when another party claims that they have the same or a competing right. In some circumstances – but not all – the transferee will have documentary evidence of such right. Where no such evidence exists, the due diligence can establish rights by speaking with local community officials and neighbors.

**Transferring and formalizing the land:** Process for land donation includes very clear procedures that explain the process that should be followed to transfer the land, and appropriate ways to formalize the respective transfer. The process includes consideration of the legal and administrative requirements based on government regulations and World Bank Policy. The process will describe a clear and transparent decision-making process.

**Public consultations and disclosure:** The decision to donate land must be taken based on a full understanding of the sub-projects and the consequences of agreeing to donate the land. Accordingly, the parties that will be affected by the donation (the owners and users of the land) must be provided with accurate and accessible information regarding what the land will be used for, for how long, and the impact the donation will have on them and their families. It is important that prior written notification indicating the location and amount of land that is sought be provided and that its intended use for the sub-project is disclosed.



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The right to refuse must be a legitimate right, unconditional, and the potential transferee must be able to exercise it in the local community and political context. For this reason, it is important to be sure that the decision to donate is undertaken without coercion, manipulation, or any form of pressure on the part of public or traditional authorities. For collective or communal land, donation must be based upon the informed consent of all individuals using or occupying the land.

**Documentation:** PIU will ensure that,

- Refers to the consultation that has taken place;
- Sets out the terms of the transfer;
- Confirms that the decision to transfer was freely made, and was not subject to coercion, manipulation, or any form of pressure;
- Attaches an accurate map of the land being transferred (boundaries, coordinates);
- Sets out who will bear the costs of the transfer (e.g., notarial fees, taxes, title issues) and documenting the residual land rights;
- Ensure that all necessary parties sign the documents, including obtaining consent from spouses and children over a certain age;
- Ensure that the transfer and title is registered or recorded;
- Ensure that the land remaining after the donated land is excised is properly titled, registered or recorded; and
- Confirming that there is no disputed ownership and that there are no claims by renters, users, squatters, or encroachers.

## Annex 5: List of Attendee in the Stakeholder Consultations

### Stakeholders Consultation Workshop Institute of Diploma Engineers Bangladesh (IDEB)

December 11, 2019

#### List of Participants:

1. Mr. Munshi Shahabuddin, Secretary
2. Mr. AKM Zakir Hossain Bhuiyan, Addl. Secretary
3. Mr. Ashoke Kumar Ghosh, Joint Secretary
4. Mr. Noor Mohammad Masum, Deputy Secretary
5. Mr. Md. Abdur Rakib, Deputy Chief
6. Mr. Rawnak Mahmud, Director General, Directorate of Technical Education
7. Mr. Md. Jahangir Alam, Director (Planning and development), Directorate of Technical Education
8. Mr. Biplab Bikash, DTE
9. Mr. Md. Golam Sarwar Khan, TMED
10. Mr. Md. Monjurul Islam, DTE
11. Mr. khondakar Humayunn Kabir, DTE
12. Mr. Mohammad Zahangir Alam, DME
13. Ms. Mst. Ayesha Akhtar, DTE
14. Mr. Shishir Kumar Dhar, DTE
15. Mr. Md. Abdus Salam Khan, Deputy Chief
16. Mr. Md. Sirajul Islam, Chief Urban Planner
17. Mr. Md. Shahadat Hossain, BMET
18. MR. Mokbul Hossain, JTSC
19. Mr. Md. Bablur Rahman Khan, Central Store
20. Mr. M. Amenoor SMC, BIM
21. Mr. Kazi Kamrul Ahsan, NTRCA
22. Mr. MD. Shafiul Islam, NTACAR
23. Dr. Sultan Mahmud Bhuiyan, UGC
24. Ms. Shahin Islam, DG, NIMC
25. Ms. Aniq Raissa Chowdhury, DSHE
26. Mr. Khondokar Abdullah Mahruf, RISDA Bangladesh
27. Mr. Md. Mozzammel Hussain, RISDA Bangladesh
28. Mr. Md. Nazul Islam, NIMC
29. Mr. SM Shahjahan, BTEB
30. Ms. Farzana Yeasmin, ICTD
31. Mr. MD. Enamul Haque, IDEB
32. Mr. Mohammad Sayedur Rahman, BIM
33. Mr. Subrata Sikder, Ministry of Youth and Sports
34. Mr. Sanowar, DPDT
35. Mr. Md. Shamsur Rahman, IDEB
36. Engr. Md. Shahbuddin, BIIT
37. Mr. Mohammed Abdul Mannan, PIB
38. Mr. Suman Barua, Chattogram City Corporation
39. Mr. Jakir Hossain, DMC Ministry of Information

40. Mr. Md. Abdus Sobhan, BOESL
41. Mr. Sharif Rayhan Kabir, Ministry of Commerce
42. Mr. Md. Abdur Rob, TSC Gazipur
43. Prof. Dr. Md. Mizanur Rahman, Faridpur Engineering College
44. Mr. Md. Dilpear Hossain, TSC Narshingdi
45. Mr. Md. Golam Mostafa, DPI
46. Mr. Ahsan Habib, NIT
47. Dr. Engr. Md. Shakhawat Ali, BKTTTC
48. Representative, Sheikh Fazilatunnesa Mujib TTC
49. Representative, BGTTC

### **Virtual Stakeholders Consultation Workshop Using Zoom**

**June 17, 2020**

#### **List of Participants:**

1. Mr. Md. Jahangir Alam, Director, DTE
2. Ms. Nazmun Naher, Assistant Director, DTE
3. Mr. Benjir Ahmed, Project Officer (P&D)
4. Mr. Rezwatul Haque, Equipment Officer (P&D)
5. Mr. Md. Khaled Hossain, Principal, Rangpur polytechnic
6. Ms. Shahana Begum, Principal, Dhaka Mohila polytechnic
7. Mr. Mohammad Abdul Matin Howlader, Principal, Bangladesh Sweden Polytechnic Institute
8. Dr. Syed Abdul Aziz, Principal, Jessore TSC
9. Dr. Sheikh Abu Reza, Director, Ideal Institute of Science & Technology
10. Mr. Ahasan Habib, Principal, National Institute of Technology, Chattogram
11. Mr. Mohammad. Abdus Salam Chowdhury, Chief Instructor, Chattogram Polytechnic Institute
12. Mr. Sujit Bikash ChakmaTT Instructor, TTTC, Dhaka
13. Mr. Paban Kumar Sarker, Instructor, Parbatipur Technical School and College
14. Ms. Farhana Yeasmin, Instructor, Dhaka Polytechnic Institute
15. Ms. Rokshana Khatun, Instructor, Rajshahi Mohila Polytechnic Institute
16. Mr. Shofiqul Islam, Student
17. Ms. Nahida Jannat Mayouree, Student
18. Ms. Maryam Arfin Fima, Student
19. Mr. Abdullah Al Masud, Student
20. Ms. Noor A Jannat Maisha, Student
21. Mr. Sugata Chakma, Student
22. Ms. Me Swe Ching Marma, Student