

# MARSYANGDI CORRIDOR 220 KV TRANSMISSION LINE PROJECT, NEPAL

## STAKEHOLDER ENGAGEMENT PLAN FOR MARSYANGDI CORRIDOR



**Prepared for:**  
Nepal Electricity Authority  
Project Management Directorate  
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*Prepared by PSC in association with national partner*

*Updated 2024*

## ***ABBREVIATIONS***

|       |  |
|-------|--|
| BPL   | Below Poverty Line                                     |
| CFUG  | Community Forest User Group                            |
| CDC   | Compensation Determination Committee                   |
| EPA   | Environment Protection Act                             |
| EPR   | Environment Protection Rules                           |
| ESPS  | Environmental and Social Principles and Standards      |
| EIA   | Environmental Impact Assessment                        |
| EMP   | Environmental Monitoring Plan                          |
| EIB   | European Investment Bank                               |
| FGD   | Focus Group Discussion                                 |
| FPIC  | Free, Prior and Informed Consent                       |
| GRC   | Grievance Redress Mechanism                            |
| HHs   | Households   |
| IPs   | Indigenous Peoples                                     |
| IEE   | Initial Environmental Examination                      |
| MKUTL | Manang- Khudi - Udipur 220 kV transmission line        |
| NEA   | Nepal Electricity Authority                            |
| PAP   | Project Affected Person                                |
| RAP   | Resettlement Action Plan                               |
| SEP   | Stakeholder Engagement Plan                            |
| UMBTL | Udipur- Markichowk –Bharatpur 220 kV transmission line |



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## Note to updated version

This Stakeholder Engagement Plan (SEP) for the Marsyangdi Corridor 220 kV Transmission Line Project was updated in March 2024. The updates reflect a commitment to continuous improvement, the experience of project activities and include enhanced measures for stakeholder engagement. The changes are summarized below:

- Removal of COVID-19 measures, because the global pandemic has subsided, and the government of Nepal has removed related restrictions to meetings in person.
- Clarify the details of the Grievance redress mechanism (GRM) for project-affected people.
- Provide information of the established GRM for project staff, contractor's workers and subcontractors.

Updated March 2024



# Executive Summary

## 1. Introduction:

The Government of Nepal has received a loan from the European Investment Bank (EIB) towards the Construction of 220 kV substation and associated transmission Line in Marsyangdi Corridor, which is part of the South Asia Sub-regional Economic Cooperation (SASEC) Power System Expansion Project. The Project is being developed by the Nepal Electricity Authority (hereinafter referred to as NEA or the Project Developer), a governmental organization at national level, established in 1985 (2042 B.S). The Project is part of Nepal's strategy to overcome the continuing power shortages and satisfy the growing demand of electricity.

This Stakeholder Engagement Plan (SEP) for the project has been prepared by Project Supervision Consultant for Nepal Electricity Authority (NEA) in adherence to Govt. of Nepal's Policies, laws and EIB's Environmental and Social Standard (Standard-10- Stakeholder Engagement). Additionally, it has been designed, to be in line with Guidance note for EIB Standard on Stakeholder Engagement in EIB Operations (2020) which reinforces a rights-based approach – in line with the EU Aarhus Convention (1998) and builds on the right to (i) public access to information; (ii) access to public consultation in decision-making; and (iii) access to justice.

## 2. Requirements for stakeholder engagement and information disclosure:

Stakeholder Engagement for the Project will be performed according to the following requirements:

- Legislative requirements of the Republic of Nepal;
- EIB requirements contained in Standard 10 i.e. 'Stakeholder Engagement' of Environmental and Social Standards (ESS) of EIB;

In the Republic of Nepal, the requirements for public consultation are guided by national laws and policies. The Environment Protection Act (EPA), 2019 and the Environment Protection Rules (EPR), 2020 are the major legislations of Nepal defining the requirements of environmental impacts and public engagement for any project. Further, Right to Information Act, 2007 also secures access to information held in the public bodies for citizens of Nepal.

The requirements of EIB applicable to this project are contained in Standard 10 i.e. 'Stakeholder Engagement' of Environmental and Social Standards (ESS) of EIB. In addition, **Standard 7 of ESS 'Rights and Interests of Vulnerable Groups'** addresses specific needs of vulnerable groups, particularly in terms of their participation in the consultation process. Some particular consultation requirements are also contained in **Standard 5 - Cultural Heritage** and **Standard 6 - Involuntary Resettlement** of ESS.

## 3. Identification & analysis of stakeholders:

Stakeholders are persons or groups who are directly or indirectly affected by a project as well as those who may have interest in a project and/or the ability to influence its outcome, either positively or negatively. The main objective of the exercise is to ensure that all stakeholder are properly identified, prioritised and engaged with.

The Project stakeholders have been identified using the following criteria:



- Impact
- Influence
- Partnership
- Interest

Identified Stakeholder, along with their interest influence matrix coding have been listed here:-

|    |   |
|----|---|
| 1  | PAPs*   |
| 2  | IPs*  |
| 3  | Vulnerable IPs*   |
| 4  | CBOs*   |
| 5  | NGOs*   |
| 6  | Elected Representatives*  |
| 7  | Forest User Groups (CFs)*   |
| 8  | Village Community along substation  |
| 9  | Village community along the line  |
| 10 | Media*  |
| 11 | Local leaders   |
| 12 | Activists (not in the formal structure of NGOs)                                       |
| 13 | Opinion makers *  |
| 14 | COVID specific stakeholder*(agencies/service delivery workers)                        |
| 15 | COVID specific stakeholder(Community members left vulnerable from COVID 19 outbreak*) |
| 16 | Institutions and individuals participating in implementation*                         |

\*Details in the main text

|        |   |
|--------|---|
| Green  | Stakeholder with High Interest and High Influence |
| Yellow | Stakeholder with Low Interest and High Influence  |
| Red    | Stakeholder with High Interest and Low Influence  |
| Blue   | Stakeholder with Low Interest and Low Influence   |

Mapping stakeholder interest in and influence on the project is critical to planning an effective engagement process. This helps in developing targeted communication for each category of stakeholders and proper allocation of resources for stakeholder engagement as well.

#### 4. Stakeholder engagement plan:

The SEP identifies and sets out how communication with stakeholders would be handled.

Various methods of engagement are proposed to be used as part of the project's interaction with the stakeholders, to ensure that different stakeholder groups are successfully reached and are involved in the process of consultation and an inclusive & culturally appropriate decision-making process is adopted.

**Table 4.1**, charts out proposed engagement plan for various subsection of the project stakeholder.

#### 5. Cultural assessment and consent obtaining

Prior accessing the site, the project will conduct an assessment on potential impacts on culturally, historically and archeologically recognized sites and locations. Based on the outcome of assessment a site-specific engagement and consent will be obtained. For this assessment checklist, procedure and consent obtaining process in annexed in SEP.

#### 6. Implementation arrangement and budget:

For the implementation of the SEP, Project has developed a Project Management Unit (PMU) which would be additionally supported by designated Environmental Officer, GESI officer and Social Officer for the instant project (Under ESMU). PMU shall report to Project Implementation Unit (PIU) which then reports to Project management Directorate.

#### 7. Consultation & disclosure:





Through the process of consultation and disclosures, project would envisage to build participation of stakeholders at each stage of project, implementation which is carried out through a specific consultation mechanism in accordance with the focused/ target stakeholders. Project would be responsible not only for ensuring participation of the community in the consultation process but to make it effective, and ensure integration of the feedback received from stakeholder into the project plans, where it deems fit. The main objective is to establish and maintain a constructive dialogue between the project proponent, project-affected communities and other interested parties throughout the project life cycle in order to improve project outcomes and sustainability.

The information disclosure mechanism would provide detailed information regarding the project policies, activities linked to project milestone with their information frequency along with the channel/ mode of communication that could reach out to the stakeholders. Effective disclosure of information will be achieved through close alignment between the project's community liaison staff and planning engineers.

#### **8. Grievance Redressal Mechanism:**

A three tier Grievance Redressal Mechanism (GRM) for project-affected people (PAPs) with time bound schedule and specified responsibility has been established at each sub-project site. The first level of GRM has been established at all concerned sites under ESMU. If the complaint is not resolved within 14 days, it can be escalated to next level to Project Implementation Unit (PIU). If the complaint not resolved for next 21 days, same shall be informed to Chief District Officer (CDO) and a GRC shall be formed. If the complaint is not resolved by GRC (within 28 days), complainant may go to civil court as last resort.

A standalone GRM for project staff, contractors and their subcontractors has been established.

#### **9. Monitoring, review and reporting on stakeholder engagement:**

In order to monitor and assess the efficiency of the stakeholder engagement activities various indicators viz. number of meetings of various kinds (public hearings, meetings, consultation, meetings/ open ended interviews etc.) held with each category of stakeholders and number of participants, number of stakeholders included in the Stakeholder Register/log, number of suggestions and recommendations received using various feedback mechanisms, number of publications covering the Project in the local, regional and national mass media will be used.

All stakeholder engagement activities will be adequately documented both in substance and process. The reporting shall not restrict itself to mere quantitative reporting like nos. of meeting / participants / suggestions received but shall draw analytical inferences and suggest project level modifications/ course correction, if any, based on interactions /consultations.





# 1.0 Introduction

The Government of Nepal has received a loan from the European Investment Bank (EIB) towards the Construction of 220 kV substation and associated transmission Line in Marsyangdi Corridor, which is part of the South Asia Sub-regional Economic Cooperation (SASEC) Power System Expansion Project. The Project is being developed by the Nepal Electricity Authority (hereinafter referred to as NEA or the Project Developer), a governmental organization at national level, established in 1985 (2042 B.S). The Project is part of Nepal's strategy to overcome the continuing power shortages and satisfy the growing demand of electricity.

The project will contribute to Nepal's energy development objectives by (i) scaling up the on-grid and off-grid renewable energy supply, (ii) facilitating cross-border power exchange, (iii) increasing access to renewable energy in rural areas, (iv) building capacity for on-grid and off-grid power sector development, and (v) utility scale solar photovoltaic project development. The project targets the strengthening and expansion of transmission and distribution systems that will enable Nepal to further benefit from power trading and development of its abundant hydropower resources. Transmission network strengthening and expansion, in conjunction with current hydropower generation development, is a precondition for reducing load shedding and increased cross border electricity trade.

This Stakeholder Engagement Plan (SEP) for the project has been prepared by Project Supervision Consultant for Nepal Electricity Authority (NEA) in adherence to Govt. of Nepal's Policies, laws and EIB's Environmental and Social Standard (Standard-10) as effective stakeholder engagement can improve the environmental and social sustainability of projects, enhance project acceptance, and make a significant contribution to successful project design and implementation. Additionally, it has been designed, to be in line with Guidance note for EIB Standard on Stakeholder Engagement in EIB Operations (2020) which reinforces a rights-based approach – in line with the EU Aarhus Convention (1998) and builds on the right to (i) public access to information; (ii) access to public consultation in decision-making; and (iii) access to justice<sup>1</sup>.

## 1.1 Project Description:

The Project has two sections Udipur- Markichowk –Bharatpur 220kV transmission line (**UMBTL**) and Manang- Khudi - Udipur 220kV transmission line (**MKUTL**).

(a) **Udipur - Markichowk - Bharatpur** 220kV transmission line (UMBTL) is located in Lamjung, Gorkha, Tanahun and Chitwan districts. It starts from the Udipur (Lamjung district) and ends at Aaptari / Bharatpur of Chitwan district. Land for both substations have already been secured. Project components are as under:-

- Udipur- Markichowk –Bharatpur 220kV transmission line (UMBTL) – **68.07 km**
- 220/132/33kV GIS Substation, **Udipur** (5.18 ha)
- 220(GIS)/132 (AIS) substation **Aaptari / Bharatpur** (2.5 ha)

(b) **Manang - Khudi - Udipur** 220kV transmission line (MKUTL) is located in Manang and Lamjung District. It starts from the Dharapani, Manang District and ends at Udipur, Lamjung district. Land for Dharapani /Manang and Khudi substation already secured. Project components are as under :

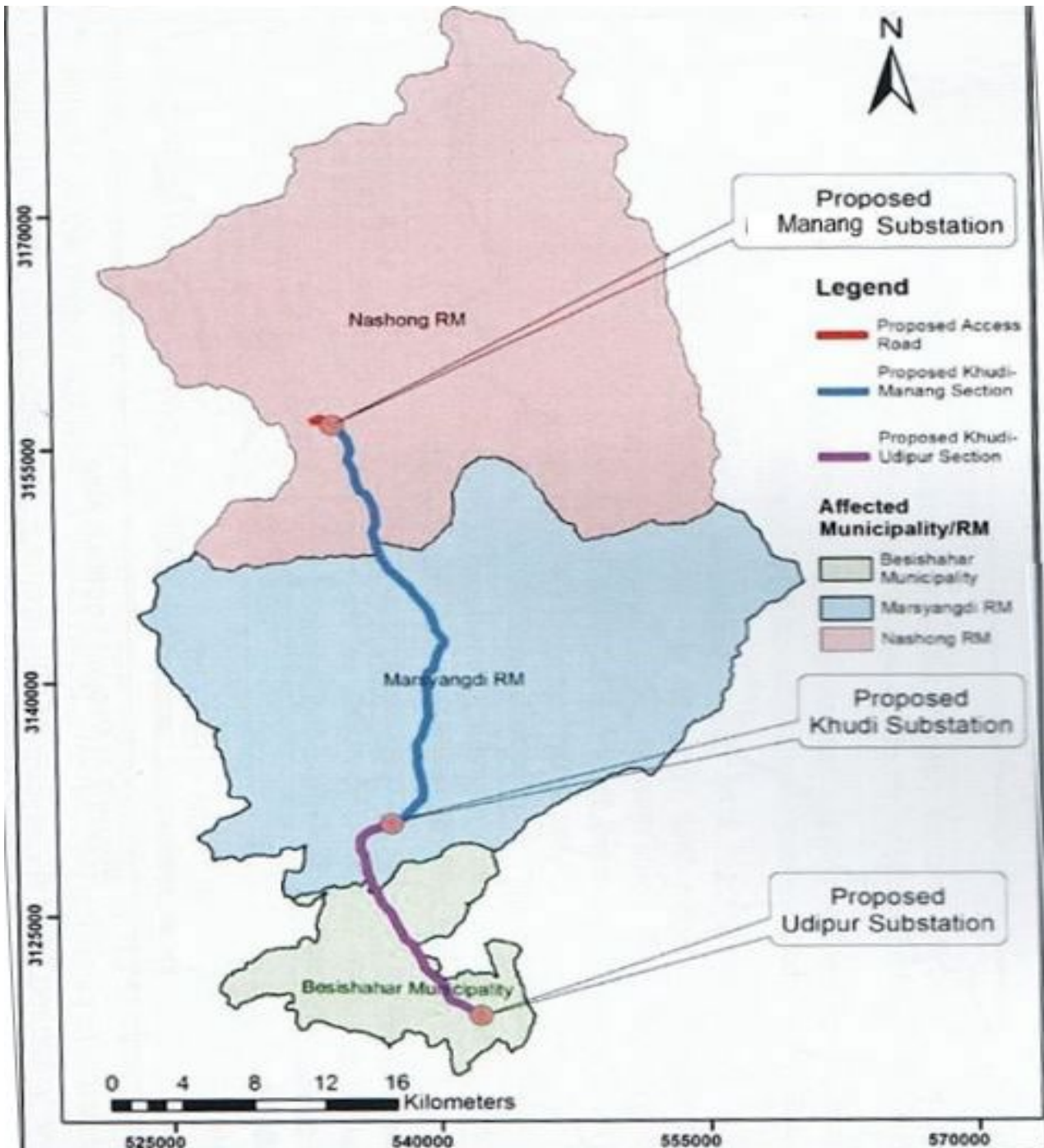
- Manang- Khudi - Udipur 220kV transmission line (MKUTL) – **45.25 km**

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<sup>1</sup> Translating into the following SEP pillars (i) disclosure of information on project milestones and construction activities; (ii) meaningful consultation on project design and development, and management of E&S risks and impacts; and (iii) access to a culturally appropriate project grievance mechanism.

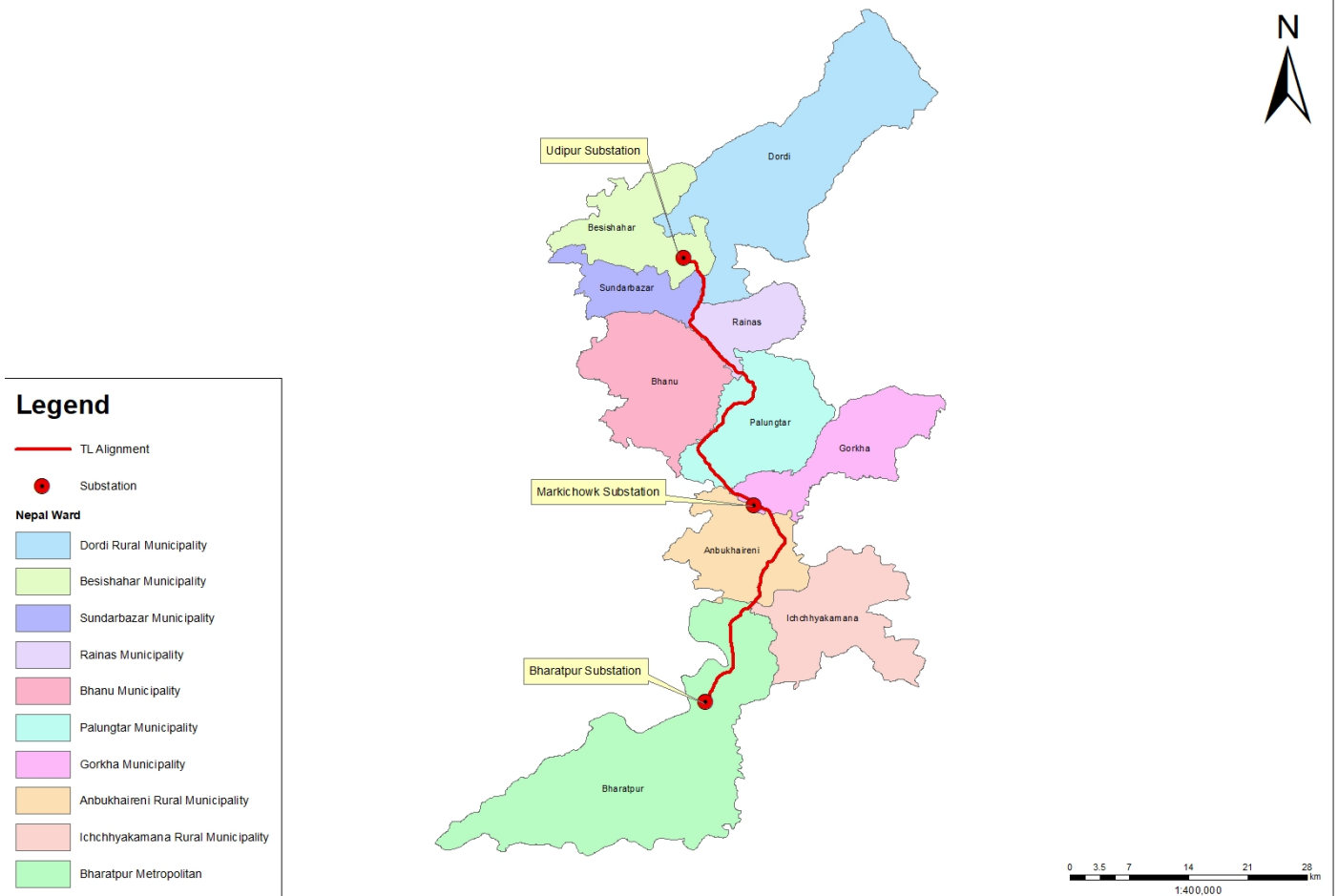


- 220/132/33kv GIS Substation, **Khudi** (5.0 ha)
- 220(GIS)/132 (GIS) substation, **Dharapani/ Manang** (5.5 ha)



**Figure 1.1: Site Location Map of Upper Marsyangdi Corridor (Bosishahar & Marsyangdi RM in Lamjung district & Nashong RM in Manang District)**





**Figure 1.2: Site Location Map of Lower Marsyangdi Corridor**

## 1.2 Objectives of the SEP:

Stakeholder engagement refers to a process of sharing information and knowledge, seeking to understand and respond to the concerns of others, and building relationships based on collaboration. Stakeholder consultation and disclosure are key elements of engagement and essential for delivery of successful projects. Stakeholders are persons or groups who are directly or indirectly affected by a project, as well as those who may have interests in a project and/or the ability to influence its outcome, either positively or negatively. The prime objectives of the SEP are as follows:

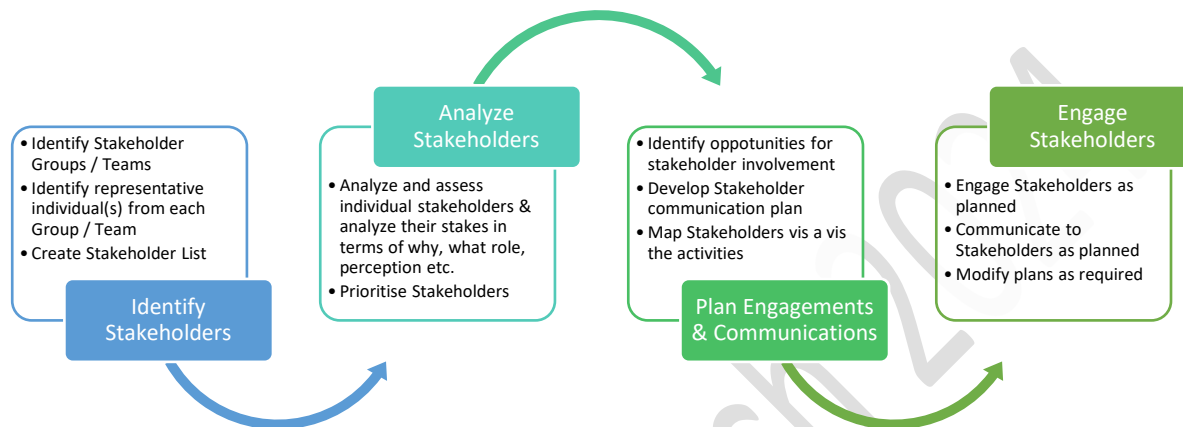
- Establish and maintain a constructive dialogue between the NEA, the affected communities and other interested parties throughout the project life cycle;
- Ensure that all stakeholders are properly identified and engaged;
- Engage stakeholders in the disclosure process, engagement and consultations in an appropriate and effective manner throughout the project lifecycle, in line with the principles of public participation, non-discrimination and transparency;
- Ensure that the relevant stakeholders, including commonly marginalised groups on account of gender, poverty, educational profile and other elements of social vulnerability, are given equal opportunity and possibility to voice their opinions and concerns, and that these are accounted for in the project decision-making; and,
- Duly verify and assess that the quality and process of engagement undertaken by third parties on the project conform to the provisions included in the present standard.

## 1.3 Framework for Stakeholder Engagement Plan:



The nature and extent of stakeholder engagement will reflect the nature and complexity of the project and its stakeholders, the project risks and the potential adverse impacts on individuals, communities and other stakeholders, the sector, and the country context. This is an inclusive process conducted throughout the project life cycle which supports the development of strong, constructive and responsive relationships that are important for successful management of a project’s environmental and social risks.

Stakeholder engagement is most effective when initiated at an early stage of the project development process and project decisions and the assessment, management and monitoring of the project’s environmental and social risks and impacts. The process of stakeholder engagement and their key elements are presented in Figure 1.2.



**Figure 1.3: Key elements of a stakeholder engagement process**

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## 2.0 Requirements for stakeholder engagement & information disclosure

According to national laws, the project requires Environmental Impact Assessment (EIA) and Initial Environmental Examinations (IEE) for the 220 KV Marsyangdi Corridor TL Project. There is no requirement of a full scope of ESIA. The National Environment Protection Act mandates the project developer to only comply with EIA and IEE. MKUTL, however, passes through the Annapurna Conservation Area (ACA) because of which the Project requires an Environmental Impact Assessment (EIA).

Stakeholder Engagement for the Project will be performed according to the following requirements:

- Legislative requirements of the Republic of Nepal;
- Principles and procedures specified by the EIB Environmental and Social Principles and Standards 2009 (ESPS 2009).

### 2.1 Nepali Requirements

In the Republic of Nepal, the requirements for public consultation are guided by national laws and policies. The Environment Protection Act (EPA), 2019, and the Environment Protection Rules (EPR), 2020, are the major legislations of Nepal defining the requirements of environmental impacts and **public engagement** for any development proposal. The project requires an Environmental Impact Assessment (EIA)<sup>2</sup> and an Initial Environmental Examination (IEE)<sup>3</sup> as guided by the Schedule (2) and Schedule (3) of Environment Protection Rules, 2020. For carrying out EIA and IEE, Rule 6 of the EPR, 2020 makes **mandatory to conduct public hearing** and Rule 7 (3) of the EPR, 2020 makes it mandatory for the **project proponent to publish a public notice in a national level daily newspaper and affix it in the concerned Rural Municipality (RM), school, hospital and health-post** requesting the Rural Municipality and /or concerned individuals or institutions to offer their written opinions **and suggestions after 7 days** with regard to the possible impact of implementation of the proposal on the environment where the proposal is to be implemented. The proponent needs to further prepare a **deed of public inquiry** (Muchulka). The opinions and suggestions thus received need to be included in the IEE report. Access to project information and materials will be provided by the project developer mainly through keeping the copies of the Updated IEE/ other report at the concerned RMs.

Further, Right to Information Act, 2007 also secures access to information held in the public bodies for citizens of Nepal.

### 2.2 European Investment Bank Requirements

EIB requirements applicable to this project are contained in Standard 10 i.e. 'Stakeholder Engagement' of Environmental and Social Standards (ESS) of EIB. Key objectives of this standard are the following:

- Establish and maintain a constructive dialogue between the promoter, the affected communities and other interested parties throughout the project life cycle;
- Ensure that all stakeholders are properly identified and engaged;

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<sup>2</sup> Manang-Khudi-Udipur TL section lies in the ACA, so EIA was done as per the EPR, 1997 with subsequent amendment.

<sup>3</sup> Udipur-Markichowk-Bharatpur TL section traversed through any sanctuary area, so IEE is sufficient as per the EPR, 1997 with subsequent amendment.



- Engage stakeholders in the disclosure process, engagement and consultations in an appropriate and effective manner throughout the project lifecycle, in line with the principles of public participation, non-discrimination and transparency;
- Ensure that the relevant stakeholders, including commonly marginalized groups on account of gender, poverty, educational profile and other elements of social vulnerability, are given equal opportunity and possibility to voice their opinions and concerns, and that these are accounted for in the project decision-making; and,
- Duly verify and assess that the quality and process of engagement undertaken by third parties on the project conform to the provisions included in the present standard.

In addition, **Standard 7 of ESS ‘Rights and Interests of Vulnerable Groups’** addresses specific needs of vulnerable groups, particularly in terms of their participation in the consultation process. Some particular consultation requirements are also contained in **Standard 5 - Cultural Heritage** and **Standard 6 - Involuntary Resettlement** of ESS.

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## 3.0 Identification & analysis of stakeholders

Stakeholders are persons or groups who are directly or indirectly affected by a project as well as those who may have interests in a project and/or the ability to influence its outcome, either positively or negatively. The main objective of the exercise is to ensure that all stakeholder are properly identified, prioritised and engaged with.

The chapter clearly identifies and differentiate between different type of stakeholders based on their rights, roles, duties and responsibilities, in order to understand the roles of various stakeholders properly. Special attention has been paid to identify the socio-economic, cultural, societal stereotypes , hierarchies , religious trends which leaves a sub-section of population vulnerable and in analysing projects impact on these trends.

It may further be mentioned that transmission line projects only have minor environmental and social impact as owners along the right of way only have land use restriction and there are no ownership changes. They can undertake agricultural activities / other trades without hindrance. Land is acquired for tower footing and substation land. However, due to inherent flexibility in placing towers and substation, severe social / environmental impacts are / can be easily avoided. The above mentioned flexibility has also been utilized in the subject project also and this has resulted in scaling down of social / environmental impact.

Despite dispersed geographical impacts along diverse societal habitation, an attempt has been made to group homogenous sub-sections of stakeholders together and an engagement plan has been charted out.

The details of direct and indirect stakeholders have been segregated as 'identified' and 'estimated'. Those under 'identified' category are PAPs whose impacts have been identified whereas 'estimated' category represents an estimation of the impact (identification of PAPs and their details shall be collected as the project progresses).

### 3.1 Methodology for Stakeholder Identification and Analysis

The Project stakeholders have been identified using the following criteria:

- Impact – Project's impact on the varied segment of community;
- Influence - A social group/ class may have significant influence over the project implementation process;
- Partnership - Opportunities for building partner relations between the Project and a social group; and
- Interest- Social group / class not directly / indirectly impacted by the project but has shown interest / likely to show interest in the project.

Special attention is paid to identifying vulnerable groups and register their opinion.

- Informal discussion / talks with key informants like village elders, community leaders, work-force in relevant community organisations, service providers in the community etc.
- Interviews with the representatives of local administrations especially those working in Social sector;
- Review of statistic data; and
- Review of published information (Internet, printed periodicals).

### 3.2 Identification of Stakeholder and Mapping of Stakeholder





Based on above, key stakeholders i.e. direct, indirect stakeholders, their representatives, those not impacted but having impact or influence and those involved in execution of the project, have been identified and listed below. The details of identification and mapping of Stakeholder are delineated at below tables under three different subheads as follows.

**Table 3.1: Directly and indirectly project affected persons, including their legitimate representatives**

| S.No.                             | Category   | Number  | Geographical Coverage (e.g. Dense or scattered)                       | Socio economic situation (e.g. income level, Household composition according to age and gender, dependence on natural resources, level of literacy and health care)  |
|-----------------------------------|--|---|---|--|
| <b>1</b>                          | <b>Project-affected Persons (Total)</b>  | <b>1909</b>   | Substation – 64 dense<br>Along the line – 1550 dispersed / scattered  | Presented below.   |
| i)                                | Direct Impact<br>a) Identified<br>b) Estimated   | a) 134<br>b) 1775   | a) Dense for substation & dispersed along line<br>b) Mostly dispersed | <b>a)</b><br>i) <b>Livelihood</b> sources and poverty level – Major source of income are business (53%), remittances (22%) and agriculture + livestock (7%), Average income double that of national average.<br>ii) <b>Literacy</b> - 81.61%<br>iii) <b>Health care</b> – Basic healthcare available<br>v) <b>Access to basic financial services</b> – Informal as well as formal available<br><b>b) i) Livelihood</b> sources and poverty level – Major source of income are agriculture + livestock (35.89%), business and jobs (18.05%) and remittances (13.49%). Average income double that of national average.<br>ii) <b>Literacy</b> - 86.06%<br>iii) <b>Health care</b> – Basic healthcare available<br>iv) <b>Access to basic financial services</b> -Access for both formal and informal financial institutions. |
| ii)                               | Indirect Impact*   | -   |   |  |
| iii)                              | Permanent Impact (S/s & Tower footing)<br>a) Identified<br>b) Estimated  | a) 134<br>b) 225  | a) Mostly dispersed and dense<br>b) Mostly dispersed                  | Detailed above.  |
| iv)                               | Temporary Impact from land use restrictions<br>a) Identified<br>b) Estimated   | b) 1550   | b) Dense and scattered  | <b>b)</b><br>i) Livelihood sources and poverty level – Major source of income are agriculture + livestock (40%), business (18%) and remittances (13%) . Average income is double the national average.<br>ii) Literacy - 70%<br>iii) Health care – Basic healthcare available<br>iv) Access to basic financial services -access to basic financial services both formal and informal available.  |
| <b>2.</b>                         | <b>Indigenous people</b>   | 1197 (estimated & identified)   | a) dense and scattered  | i) Livelihood sources and poverty level – Major source of income are agriculture + livestock (46.53%), service (11.78 %), business (8.76%) , remittance (8.16%)<br>Average income double that of national average.<br>ii) Literacy - 87.08%<br>iii) Health care – Basic healthcare available<br>iv) Access to basic financial services – they have access to financial service as much as their non IP counterparts.   |
| <b>3.</b>                         | <b>Vulnerable and marginalised groups (Excluding IPs) (based on caste, class, disability, gender vulnerability etc.)</b> | 456   | Dense and dispersed   | <b>a) i) Livelihood</b> sources and poverty level – Major source of income are agriculture + livestock (36.07), remittance (13.39%), service (10.58%), business (7.13%) .<br>Average income double that of national average, 9 PAPs BPL cat.<br>ii) Literacy - 49.85%<br>iii) Health care – Basic healthcare available<br>iv) Access to basic financial services – limited as vulnerability hinders their ability to positively influence their case in both informal and formal financial sector.   |
| <b>Legitimate representatives</b> |  |   |   |  |
|                                   | <b>Institutions</b>  | <b>Details</b>  |   |  |
| 1                                 | Community-based organisation**   | 15 CBOs in affected villages for substation and 11 along the line   |   |  |
| 2                                 | Non-governmental organisation working on Social Issues **  | 5 NGO in affected villages for substation & 1 NGO along the line  |   |  |
| 3                                 | NGOs working on issues other than Social issues**  | 13 nos. NGOs (9 for substation and 4 along the line)  |   |  |
| 4                                 | Elected representatives**  | List of affected RMs/ Municipalities / wards attached as annexure   |   |  |
| 5                                 | Community and traditional leaders  | No separate structure could be identified other than already present and represented in existing electoral setup.   |   |  |
| 6                                 | Forest User Groups (CF)**  | Project criss-crosses through several community forest, controlled and managed by local Forest User Groups (FUGs) in general and its elected executive committee in particular. List of CFs annexed at Annexure - I |   |  |

\*Owing to requirement of small piece of land for substation & even smaller land for tower footing and inherent flexibility in choosing land for substation and placing of towers, any significant social impact is avoided by project design itself, leading to no indirect impact in most of the cases.

\*\*Detailed list attached at Annexure - I.



**Table 3.2: Stakeholder having an interest in or influence over the project**

| Name of the Organisation  | Rationale   | Contact Details   | Relationship   |
|---|---|---|--|
| Village community impacted for substation land  | 4 village impacted due to land acquisition for substation. The impact is higher than in any other cases and substation construction in the village shall have substantial impact on village economy. Thus, the <b>village community</b> , apart from those who have been directly / indirectly impacted, is |   | <b>Very Strong</b> - Rural community in the region is a very close knit community and any dissatisfaction in village community may very soon result in compromised relation between the PAPs and the project. for smooth implementation and functioning of the project, maintain a harmonious relation with village community is critical. |
| Village community along the line  | Land take, being linear in nature, shall have no significant impact on economy of the region, thus resulting in no / minimal impact on the village community.   |   | <b>Very Strong</b> - As mentioned above, harmonious relation with village community is in the interest of project. However, it can be safely assumed that since project shall have no / minimal socio-economic externalities in these villages, chances of dissatisfaction is less and frequency of interaction can be reduced.            |
| Media   | Local media can have important role in shaping the narrative of a project and can be utilized by negative stakeholders to misinform / agitate hitherto neutral/ positive stakeholders.  | 1. Kantipur National Daily Newspaper<br>2. Annapurna Post National Daily<br>3. Nepal Television<br>4. Image Channel Television<br>5. Kantipur Television<br>6. Gorkhapatra Rastriya Dainik<br>+977-01-4220638, 01-4222921<br>Email : news@gorkhapatra-daily.com | <b>Strong</b> - Media (both print and televised) have become an important part of community opinion building mechanism.  |
| Local leaders   | Established / aspiring local leaders (not the legitimate representatives) can fuel negative sentiments for political gains.   | To be identified 2-3 days before each scheduled consultation process as such local leaders for a community may be subject to change over time and can become irrelevant by the time consultations are scheduled.  | <b>Somewhat strong</b> – Community may not out rightly follows them but they can instigate the sentiments.   |
| Activists (not in the formal structure of NGOs)   | Their opinion, both regarding the intervention design of the project and mitigation of its impact, needs to be taken into account.  |   | <b>Strong</b> – They possess both the legal knowledge of the issue and have a rapport with the community. Unless project takes their opinion on board, it risks several impediments.   |
| Opinion maker (teachers, prominent people from the affected villages / working in the village, elders, respectable members etc.)<br>(To be identified only for villages affected from land take for substation) | Identification and opening a channel of communication with key opinion makers in the villages shall ensure that project can minimize negative externalities and simultaneously enrich from their feedbacks.   | To be identified 2-3 days before scheduled consultation process as key opinion makers for a community may be subject to change over time and can become irrelevant by the time consultations are scheduled.   | <b>Strong</b>  |

### 3.3 Individuals and institutions that participate in the implementation of the project

| Name of the institution  | Importance to the project   |
|--|---|
| Nepal Electricity Authority  |   |
| Ministry of Energy, Government of Nepal<br>Department of Electricity Development | <b>Project Executing/Implementing Agency</b><br><b>Approval authority of Environmental Study document in Energy Sector and National Supervisory Authority</b> |
| European Investment Bank   | <b>Approval authority of Environmental Study document in Energy Sector through DoED</b>   |
| Power Grid Corporation of India Limited  | <b>Funding Agency</b>   |
| Jade Consultant  | <b>Independent International Project Supervision Consultant</b>   |
| Ministry of Forest and Soil Conservation<br>Department of Forest                 | <b>Independent National Project Supervision Consultant</b><br><b>Forest Clearance Approval and National Supervisory Authority</b>                             |
| Ministry of Federal Affairs and Local Development                                | <b>Forest Clearance</b>   |
| Ministry of Home Affairs   | <b>National Supervisory Authority</b>   |
| National Trust for Nature Conservation   | <b>National Supervisory Authority</b>   |
| Division Forest Offices (Lamjung, Gorkha, Tanahun, Chitwan, Manang)*             | <b>Supervise the construction work in the territory of conservation area</b>  |
| District Administration Office (Lamjung, Gorkha, Tanahun, Chitwan, Manang)*      | <b>Tree cutting approval</b>  |
| Annapurna Conservation Area Project  | <b>Rate Determination for the land</b>  |
| <b>Construction Contractor</b>   | <b>Address &amp; Contact</b>  |
| Pinggao Group of company, China (For TL)   | Pinggao Group co.ltd. China<br>Nakhipot, Lalitpur<br>Contact No. 9801113452   |
| L & T Company Ltd., India (For Substation)                                       | L & T Limited, India<br>Sunrise Chowk, Pepsicola town planning, Kathmandu<br>Contact No. 9823367461   |
| TBEA Group of company, China (For TL)  | TBEA Co.Ltd. China<br>Kathmandu, Basbari, house no. 124 Sai Marga<br>Contact no. 9818759634   |
| TBEA Group of company, China (For Substation)                                    | TBEA Co.Ltd. China<br>Kathmandu, Basbari, house no. 124 Sai Marga<br>Contact no. 9818759634   |
| Pinggao Group of company, China (For TL)   | Pinggao Group co.ltd. China<br>Nakhipot, lalitpur<br>Contact No. 9801113452   |

\*Contact details Annexed as *Annexure -II*.

Mapping stakeholder interest in and influence on the project is critical to planning an effective engagement process. This helps in proper allocation of resources for stakeholder engagement too. As it can be seen, all the identified stakeholders have been **colour coded** and engagement strategy shall be charted out accordingly. Meaning of colour coding is presented here below

|        |   |
|--------|---|
| Green  | Stakeholder with High Interest and High Influence |
| Yellow | Stakeholder with Low Interest and High Influence  |
| Red    | Stakeholder with High Interest and Low Influence  |
| Blue   | Stakeholder with Low Interest and Low Influence   |

### 3.4 Analysis of Stakeholders

Identifying a stakeholder of the project can't add much value to project proponents in isolation, unless and until their socio-economic motivations are clearly understood and an engagement plan to align their interests with the project is charted out. Every stakeholder group is uniquely placed vis a vis the project and understanding the same may help predict their potential behavioural pattern. Based on which spectrum the stakeholder is placed at, his / her / their behaviour towards the project might turn out to be either positive, neutral or negative. Further, based on where they are placed, one can analyse what influence they hold on the project or how much impact they shall have. The section briefly tries to understand the socio-economic & cultural background of the stakeholder, so that a precise mapping of stakeholders can be done.



As it can be seen from the above matrix, IPs and vulnerable groups are in most disadvantageous position. They have a very high interest in the project as they are losing their assets but their influence on the outcome of the event is minimal. Thus, the project needs a build in engagement mechanism which takes care of addresses concerns of vulnerable groups and IPs. Further, the consultation process with IPs should be in a culturally appropriate manner and should respect / utilize already established institutional setup. Some of the stakeholder have been identified herein;

### **3.4.1 Project Affected Persons (PAPs)**

The most important stakeholders, with very high chances of mismanagement even by slightest lacunas in project implementation, are the PAPs. As they are first to be impacted by project both directly and indirectly, they have highest level of insecurity about the project and what future holds for them. The stakeholder group needs to be proactively approached, project details & intricacies explained and their rights, compensation and entitlements briefed much before the actual impact. It is always desirable that a communication channels between the project proponents, preferably through some NGO or other similar institute be opened much in advance to build rapport by the time project is initiated. Communication channel, as shall be relevant in other cases too, needs to be opened throughout the project. Any grievance and insecurity need to be addressed promptly otherwise it has potential of snowballing and shall be breeding ground for project impediments. PAPs should feel as partners in development and not feel left out.

### **3.4.2 Indigenous People (IPs)**

Among the PAPs, some specific subsections of PAPs are more vulnerable than the other. IPs are one such category. Traditionally, IPs are defined by a self-identification, distinct language, collective attachment / unique geography and customary institution. IPs in the project don't exhibit these trends and have more or less assimilated with the mainstream life. However, any public consultation process needs to take into account their cultural uniqueness. Though they have mainstreamed, the economic / physical displacement may make them more vulnerable and may require additional R&R benefits to tackle them.

### **3.4.3 Vulnerable Groups**

Marginalised community based on caste, class, disability, gender vulnerability etc. have been considered vulnerable by the project. As stated above, the positioning of these social groups in the social system make them more likely to fall in poverty trap/ be discriminated after the impact from the project. Further, because of their unique position in social hierarchy, there are chances that their concerns / opinion may never reflect in public consultations. Thus, project should make special efforts to ensure that their view/ concerns about the project are properly documented and an effective mitigation strategy may be framed.

### **3.4.4 Community Based Organisations and NGOs**

As CBOs and NGOs work in the villages / municipalities for a long time, hence they have already built a rapport. Project can use this goodwill and garner support from such institutions. As they work closely with the community, there are good chances that the project can gauge any dissatisfaction and act promptly to address it. However, if subject stakeholder turns negative, this may result in several impediments in project execution. Thus, an attempt should be made by project to maintain a good relation with the stakeholder, with high frequency of interactions.

### **3.4.5 Identification of Positive, Neutral and Potentially Negative Stakeholder**

Further, as discussed above, it adds value to the project if positive, neutral and potential negative stakeholders are identified and engagement plan could then be orchestrated accordingly. Potential word has been used along with negative stakeholders to demonstrate that the stakeholder can turn hostile if it is not engaged strategically. There is no inherent conflict between any development project and institution / social actor and differences can be addressed with timely and properly directed engagement. Details of such aspects are delineated at **Table-3.4.**



**Table 3.4: Identification of Positive, Neutral and Potentially Negative Stakeholder**

| Positive                                    | Neutral   | Potentially Negative                              |
|---|---|---|
| PAPs  | PAPs  | PAPs (those under influence of activists in area) |
| CBOs  | Village community along the line                | Local leaders                                     |
| Elected representatives                     | NGOs working on issues other than social issues | Activists   |
| Project Workforce                           | Media   | NGOs working on social issues                     |
| All the executing agencies / Govt. agencies | Opinion makers                                  |   |
|   | Vulnerable PAPs*                                |   |
|   | IPs*  |   |
|   | Forest User Groups (CF)                         |   |
|   | Village community impacted for substation land  |   |
|   |   |   |

*\*Because of their already vulnerable condition in social hierarchy, insecurity in this subgroup of PAPs against the land acquisition / loss of livelihood are comparatively high. Project needs to disseminate the insecurity promptly before this insecurity turns into hostility.*

As already explained above, context in which ‘negative’ has been used here doesn’t mean it to be a value loaded expression. It simply means that subject stakeholders need special attention during project consultation, planning and implementation phase. As it can further be noticed, PAPs have been used in all three categories. This has been done to reflect the reality that PAPs are not a homogenous group and based on their positioning in socio-economic hierarchy, they shall react differently to the impact from project. However, as it can be seen, vulnerable groups and IPs have been kept in potentially negative category. The inherent insecurity associated with vulnerable and IPs means that this stakeholder group is more likely to resist land acquisition from the project. Similarly, community and traditional leaders are more likely to resist changes. However, even if the project addresses the insecurities of above-mentioned sub groups and wins their confidence, it is destined to land in trouble if stakes of local leaders and independent activists are not taken into account. They need to be tactically tackled and institutional mechanism should be put in place to address any miscommunication. As already said, NGOs should be an entry point of project intervention and engaged frequently for course correction, if needed.



## 4.0 Stakeholder engagement plan

The SEP describes the timing and methods of engagement with stakeholders of the project as agreed, distinguishing between project-affected and other interested parties. The SEP sets out how communication with stakeholders would be handled throughout project preparation and implementation.

Stakeholder Engagement Plan (SEP) has been developed in accordance with EIB's Environment & Social Standards 10 & Guidance note for EIB Standard on Stakeholder Engagement in EIB Operations, considering the nature and scale of the sub-project and its potential risks and impacts.

### 4.1 Process of Engagement of Stakeholder

Various methods of engagement are proposed to be used as part of the project's interaction with the stakeholders, to ensure that different stakeholder groups are successfully reached and are involved in the process of consultation, decision-making and the development of impact management solutions.

Information that is communicated in advance of public consultations primarily includes an announcement thereof in the public media – local, regional and state, as well as the distribution of invitations and full details of the forthcoming meeting well in advance, including the agenda. It is crucial that this information is widely available, readily accessible, clearly outlined, and reaches all areas and segments of the target community.

### 4.2 Stakeholder Engagement Activities

Stakeholder engagement activities may vary at different stages of sub-project activities. The proposed activities for stakeholder engagement in subject project are presented in **Table 4.1**. The stakeholder consultation considers following points in order to align key social roles/ activities with local realities before consultation begins:

- Partnership: there are opportunities for building partnership relations between the project developer and a given social group in the framework of the project implementation or on-going operations;
- Right tools and techniques of consultation : Though the document has proposed tools and techniques to be utilized for various subgroups during consultation process, it is always most productive if the moderator / facilitator keeps an keen eyes on needs and requirements of subgroups and alters the consultation methodology, if need be.
- Identifying the diversing interests within a sub group: the moderater / facilitator needs to keenly observe dynamics of a subgroup and organize separate consultation / interviews if a sub-group is exhibiting sign of diversing interest;
- Expressed interest: a social group and/or individual may express interest to a project or on-going operations, and this group is not necessarily directly affected by the planned or current activities.

Wherever there are impacts on indigenous peoples, the special “Free, Prior and Informed Consent” (FPIC) process is to be followed.

Major communication media/ medium to be used, suitability / feasibility of which shall be assessed by social expert on case to case basis, shall be online platforms on interaction, small FGDs (if permitted), traditional





media etc. (Detailed analysis in chapter on consultation). However, it may be noted that SEP related interaction / engagements shall be undertaken only in absolute unavoidable circumstances as a last resort. Further, if the site conditions demand as per evaluation of project manager / ESMU, a prior awareness campaign may be organised.

**Table 4.1 Proposed Stakeholder Engagement Activities**

| Target Stakeholders               | Engagement Activities   | Methods Used   | Location & Frequency  | Responsibilities  |
|-----------------------------------|---|--|---|---|
| PAPs                              | <ul style="list-style-type: none"> <li>• RAP, SES and other E&amp;S standards related disclosures</li> <li>• Assistance in gathering official documents for authorized land uses</li> <li>• Compensation rates related interaction</li> <li>• Compensation &amp; R&amp;R disbursement</li> <li>• Grievance mechanism</li> <li>• Health and safety impacts (EMF, community) related engagement</li> <li>• Employment opportunities</li> <li>• Scheduled planned consultation</li> </ul>  | <ul style="list-style-type: none"> <li>• Public meetings</li> <li>• Face-to-face meetings</li> <li>• Mass/social media communication (as needed)</li> <li>• Disclosure of written information brochures, posters, flyers, website Information boards or desks – in appropriate offices</li> <li>• For illiterate PAPs, provisioning for dictation of disclosures</li> <li>• Grievance mechanism</li> </ul>   | <ul style="list-style-type: none"> <li>• <b>Location</b> –locality of interaction necessarily be the their village</li> <li>• <b>Frequency a) Milestone specific engagements</b> – e.g. RAP/SES/GRC disclosures, Any grievance related engagement etc.</li> <li>b) <b>Scheduled engagement</b> – project to hold well documented quarterly consultation with PAPs and obtain their feedback on the project.</li> </ul>  | <p><b>-Direct responsibility with SEP unit</b></p> <p>- PMU, NEA &amp; Contractor</p> |
| Vulnerable PAPs & IPs             | <ul style="list-style-type: none"> <li>• RAP, SES and other E&amp;S standards related disclosures</li> <li>• Interactions for identification of land parcel, compensation determination &amp; compensation &amp; R&amp;R disbursement.</li> <li>• Interaction for GRM</li> <li>• Health and safety impacts (EMF, community) related engagement</li> <li>• Employment opportunities</li> <li>• Scheduled consultation especially designed to incorporate views of vulnerable &amp; IPs .</li> <li>• <b>It may be noted that consultation with IPs must follow FPIC principle both for the project as a whole and for impact on them &amp; mitigation measures being proposed.</b></li> </ul> | <ul style="list-style-type: none"> <li>• Public meetings using PRA techniques to properly capture opinion of vulnerable &amp; IPs</li> <li>• Open ended Interviews, if there is a need</li> <li>• Mass/social media communication (as needed)</li> <li>• Disclosure of written information brochures, posters, flyers, website Information boards or desks – in appropriate offices</li> <li>• Grievance mechanism</li> <li>• Methodology of engagement with IPs shall keep in mind that they arrives at a decision in accordance with their legal provisions, cultural traditions and practices.</li> </ul> | <ul style="list-style-type: none"> <li>• <b>Location</b> –locality of interaction necessarily be the their village</li> <li>• <b>Frequency a) Milestone specific engagements</b> – e.g. RAP/SES/GRC disclosures, any grievance related engagement etc.</li> <li>b) <b>Scheduled engagement</b> – project to hold well documented bi-monthly (once in 2 months) consultation with vulnerable PAPs &amp; IPs separately (in culturally appropriate way) and obtain their feedback.</li> </ul> | <p><b>-Direct responsibility with SEP unit</b></p> <p>- PMU, NEA &amp; Contractor</p> |
| Forest User Groups (CF)           | <ul style="list-style-type: none"> <li>• Legal compliance issues</li> <li>• Coordination activities</li> </ul>  | <ul style="list-style-type: none"> <li>• Face-to-face meetings</li> <li>• Invitations to public /community meetings</li> <li>• Submission of required reports</li> </ul>   | <ul style="list-style-type: none"> <li>• Disclosure meetings</li> <li>• Reports as required</li> </ul> <p>As and when issue arises</p>  | <p><b>-Direct responsibility with SEP unit</b></p> <p>- PMU, NEA &amp; Contractor</p> |
| Community and traditional leaders | <ul style="list-style-type: none"> <li>• RAP, SES and other E&amp;S standards related disclosures</li> <li>• Scheduled planned consultation</li> </ul>  | <ul style="list-style-type: none"> <li>• Open ended Interviews</li> <li>• Group consultations</li> </ul>   | <ul style="list-style-type: none"> <li>• <b>Location</b> –locality of interaction necessarily be the their village (or similar socio-economic setup)</li> <li>• Well documented consultation process to be undertaken at milestones or Semi Annually</li> </ul>   | <p><b>-Direct responsibility with SEP unit</b></p> <p>- PMU, NEA &amp; Contractor</p> |



|  |   |   |  |   |
|--|---|---|--|---|
| Village community impacted for substation land                               | <ul style="list-style-type: none"> <li>• RAP, SES and other E&amp;S standards related disclosures</li> <li>• Health and safety impacts (EMF, community) related engagement</li> <li>• Employment opportunities</li> <li>• Scheduled planned consultation</li> </ul>   | <ul style="list-style-type: none"> <li>• Group consultation</li> </ul>  | <ul style="list-style-type: none"> <li>• <b>Location</b> –locality of interaction necessarily be the their village</li> <li>• Well documented consultation process to be undertaken at milestones for the subject area or Semi Annually</li> </ul>                 | <p><b>-Direct responsibility with SEP unit</b></p> <p>- PMU, NEA &amp; Contractor</p> |
| Village community along the line   | <ul style="list-style-type: none"> <li>• RAP, SES and other E&amp;S standards related disclosures</li> <li>• Health and safety impacts (EMF, community) related engagement</li> </ul>   | <ul style="list-style-type: none"> <li>• Group consultation</li> </ul>  | <ul style="list-style-type: none"> <li>• <b>Location</b> –locality of interaction necessarily be the their village</li> <li>• Well documented consultation process to be undertaken at milestones for the subject area</li> </ul>                                  | <p><b>-Direct responsibility with SEP unit</b></p> <p>- PMU, NEA &amp; Contractor</p> |
| Opinion makers (only for villages impacted from substation land acquisition) | <ul style="list-style-type: none"> <li>• RAP, SES and other E&amp;S standards related disclosures</li> <li>• Scheduled planned consultation</li> <li>• Health and safety impacts (EMF, community) related engagement</li> <li>• Employment opportunities</li> </ul>   | <ul style="list-style-type: none"> <li>• Open ended interviews</li> </ul>   | <ul style="list-style-type: none"> <li>• <b>Location</b> –can be either in village or project office</li> <li>• Well documented consultation process to be undertaken at milestones for the subject area or Semi annually</li> </ul>                               | <p><b>-Direct responsibility with SEP unit</b></p> <p>- PMU, NEA &amp; Contractor</p> |
| Local leaders (only for villages impacted from substation land acquisition)  | <ul style="list-style-type: none"> <li>• RAP, SES and other E&amp;S standards related disclosures</li> <li>• Scheduled planned consultation</li> <li>• Health and safety impacts (EMF, community) related engagement</li> <li>• Employment opportunities</li> </ul>   | <ul style="list-style-type: none"> <li>• Open ended interviews</li> </ul>   | <ul style="list-style-type: none"> <li>• <b>Location</b> –can be either in village or project office</li> <li>• Well documented consultation process to be undertaken when any E&amp;S milestone in the area is achieved or Semi annually</li> </ul>               | <p><b>-Direct responsibility with SEP unit</b></p> <p>- PMU, NEA &amp; Contractor</p> |
| Media  | <ul style="list-style-type: none"> <li>• Whenever project finishes milestone</li> <li>• During the compensation &amp; R&amp;R finalization &amp; distribution process to bring transparency</li> <li>• Whenever any new information needs to be disbursed.</li> </ul> | <ul style="list-style-type: none"> <li>• Media briefing or press release</li> <li>• Inviting media personnel to cover project activities</li> </ul> | <ul style="list-style-type: none"> <li>• <b>Location</b> –can be either in village or project office</li> <li>• During significant project milestone completion</li> <li>• As and when need information dissemination is required</li> </ul>                       | <p><b>-Direct responsibility with SEP unit</b></p> <p>- PMU, NEA &amp; Contractor</p> |
| Activists  | <ul style="list-style-type: none"> <li>• During scheduled planned consultation</li> <li>• During the compensation &amp; R&amp;R finalization &amp; distribution process to bring transparency</li> </ul>  | <ul style="list-style-type: none"> <li>• Open ended interviews</li> <li>• Discussions</li> </ul>  | <ul style="list-style-type: none"> <li>• <b>Location</b> –preferably in project office</li> <li>• During significant project milestone execution and completion</li> <li>• Semi-annual scheduled consultation</li> </ul>   | <p><b>-Direct responsibility with SEP unit</b></p> <p>- PMU, NEA &amp; Contractor</p> |
| NGOs working on social issues  | <ul style="list-style-type: none"> <li>• Should be intervention point in the community.</li> <li>• Facilitator during the compensation &amp; R&amp;R finalization &amp; distribution process</li> </ul>   | <ul style="list-style-type: none"> <li>• In depth qualitative consultation</li> <li>• Open ended interviews</li> </ul>                              | <ul style="list-style-type: none"> <li>• <b>Location</b> –village, NGO office or project office based on NGOs stand on the issue.</li> <li>• To start as early as possible</li> <li>• Frequency based on project milestone, any specific issue or semi-</li> </ul> | <p><b>-Direct responsibility with SEP unit</b></p> <p>- PMU, NEA &amp; Contractor</p> |

|  |  |   |  |   |
|--|--|---|--|---|
|  |  |   | annually as per schedule   |   |
| NGOs working on issues other than social issues  | <ul style="list-style-type: none"> <li>Whenever the project activities and NGOs field of work converges</li> </ul>   | <ul style="list-style-type: none"> <li>In depth qualitative interviews</li> </ul>   | <ul style="list-style-type: none"> <li><b>Location</b> –Project Office or NGOs office</li> <li>Frequency of interaction to be decided as per need</li> </ul>   | <p><b>-Direct responsibility with SEP unit</b></p> <p>- PMU, NEA &amp; Contractor</p> |
| Elected representatives  | <ul style="list-style-type: none"> <li>E&amp;S standards related disclosure</li> <li>Identification of land plots and uses</li> <li>Grievance Redressal mechanism process</li> </ul>   | <ul style="list-style-type: none"> <li>Interactions</li> <li>Joint public / community meeting with PAPs</li> </ul>  | <ul style="list-style-type: none"> <li><b>Location</b> –stakeholder office or village, as preferred</li> <li>Quarterly meetings in affected wards.</li> <li>Disclosure meetings in Village and District Offices</li> </ul>   | <p><b>-Direct responsibility with SEP unit</b></p> <p>- PMU, NEA &amp; Contractor</p> |
| Project Workforce<br>i) All Workers employed by contractor and sub-contractor including those locally recruited<br>ii) Workers recruited locally | <ul style="list-style-type: none"> <li>E&amp;S standards related disclosure related to workforce</li> <li>Grievance Redressal mechanism for workforce</li> <li>Know-how of rights and other remedial measures available</li> </ul> | <p>i)</p> <ul style="list-style-type: none"> <li>FGDs with stratified sampled groups</li> <li>Random interaction</li> <li>Observation</li> </ul> <p>ii)</p> <ul style="list-style-type: none"> <li>Separate interaction with subject stakeholders whenever interaction with concerned community is scheduled</li> <li>Informal interaction, one to one discussions or public meeting as per the need assessed by social officer.</li> </ul> | <ul style="list-style-type: none"> <li>Location</li> </ul> <p>i) Work place<br/>ii) Necessarily their village. No <b>separate meeting</b> with the stakeholders at workplace</p> <ul style="list-style-type: none"> <li>Frequency –<br/>i) Quarterly &amp; during related disclosures<br/>ii) As per schedule of interaction with community</li> </ul> | <p><b>-Direct responsibility with SEP unit</b></p> <p>- PMU, NEA &amp; Contractor</p> |
| All the executing agencies / Govt. agencies/CDC  | <ul style="list-style-type: none"> <li>Legal compliance issues</li> <li>Coordination activities</li> <li>Land Procurement process</li> <li>Grievance mechanism process</li> <li>E&amp;S disclosures</li> </ul>                     | <ul style="list-style-type: none"> <li>Face-to-face meetings</li> <li>Invitations to public /community meetings</li> <li>Submission of required reports</li> </ul>  | <ul style="list-style-type: none"> <li>Disclosure meetings</li> <li>Reports as required</li> <li>As and when issue arises</li> </ul>   | <p><b>-Direct responsibility with SEP unit</b></p> <p>- PMU, NEA &amp; Contractor</p> |

## 5.0 Implementation arrangement and budget

As already stated, land for substation has already been secured and landowners along the line are being identified. Thus, at this stage of project implementation, major project activities (since the arrangement for implementation of SEP needs to be made in sync with project activities) shall be as following :

- Identification Land owners for remaining locations and RoW and securing of land
- Census of losses along the line (for tower footing and RoW)
- HH surveys for leftover owners with special focus on vulnerable and IPs
- Implementation of the Environmental and Social Management Plan (ESMP)

### 5.1 Stakeholder Engagement / Consultation already undertaken

Projects have already undertaken some stakeholder's engagement / consultation and the details are given at **Table 5.1**. Photographs of consultations are annexed as **Annexure-III**.

**Table 5.1: Details of Stakeholder Engagement / Consultation already undertaken**

| Date of Consultation / interaction | Timeline               | Target group | Demand of stakeholder / outcome of meeting  |
|------------------------------------|------------------------|--------------|---|
| 2017/01/26 (2073/10/13)            | Pre-construction phase | Local PAPs   | <ul style="list-style-type: none"> <li>○ RoW Compensation</li> <li>○ Presence of PAPs in CDC</li> </ul>   |
| 2017/01/26 (2073/10/13)            | Pre-construction phase | Local PAPs   | <ul style="list-style-type: none"> <li>○ Valuation of rate of land of tower pad and along RoW as per market price</li> <li>○ Provision of Compensatory plantation</li> </ul>  |
| 2017/01/24 (2073/10/11)            | Pre-construction phase | Local PAPs   | <ul style="list-style-type: none"> <li>○ Compensation of land fix in presence of PAPs</li> <li>○ Land rate will be done from taking land rate from local market</li> <li>○ Construct other development infrastructures</li> </ul>   |
| 2017/01/26 (2073/10/13)            | Pre-construction phase | Local PAPs   | <ul style="list-style-type: none"> <li>○ Avoid land to be use for construct home should be avoid during the project construction</li> </ul>   |
| 2017/01/28 (2073/10/15)            | Pre-construction phase | Local PAPs   | <ul style="list-style-type: none"> <li>○ Construction works should be done in close coordination with local community</li> <li>○ Compensatory plantation work in line with Forest Rule.</li> </ul>  |
| 2017/01/25 (2073/10/12)            | Pre-construction phase | Local PAPs   | <ul style="list-style-type: none"> <li>○ Land rate will be done from taking land rate from local market</li> <li>○ Construction work should be done with minimum impact.</li> </ul>   |
| 2017/01/27 (2073/10/14)            | Pre-construction phase | Local PAPs   | <ul style="list-style-type: none"> <li>○ Compensation done as per market price</li> <li>○ As per forest rule compensatory plantation should be done</li> <li>○ Local participation should be done in land determination of land</li> <li>○ Compensatory plantation should be done in close coordination with CFUGs</li> </ul> |
| 2017/01/25 (2073/10/12)            | Pre-construction phase | Local PAPs   | <ul style="list-style-type: none"> <li>○ Land rate should be done as per the suggestions of local.</li> <li>○ RoW compensation should be managed</li> <li>○ Compensatory plantation should be done as per forest rule.</li> </ul>   |
| 2017/01/27 (2073/10/14)            | Pre-construction phase | Local PAPs   | <ul style="list-style-type: none"> <li>○ Use barren land instead of cultivable land for construction</li> <li>○ Conserve the springs</li> <li>○ Appropriate compensation for land loss</li> </ul>   |
| 2017/01/24 (2073/10/11)            | Pre-construction Phase | Local PAPs   | <ul style="list-style-type: none"> <li>○ Appropriate compensation for land loss</li> <li>○ Compensation fixation done in time</li> <li>○ Route alignment should be away from settlement</li> </ul>  |
| 2017/01/25 (2073/10/12)            | Pre-construction Phase | Local PAPs   | <ul style="list-style-type: none"> <li>○ Land loss compensation done appropriately</li> </ul>   |

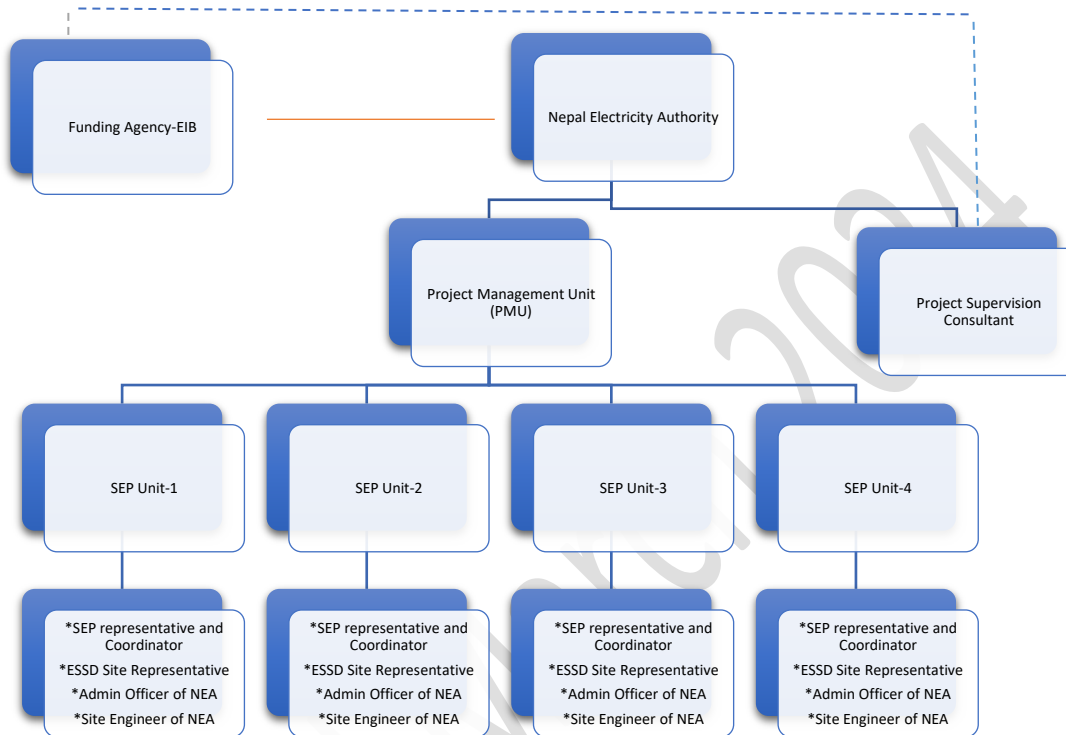


| Date of Consultation / interaction | Timeline               | Target group      | Demand of stakeholder / outcome of meeting   |
|------------------------------------|------------------------|-------------------|--|
|                                    |                        |                   | <ul style="list-style-type: none"> <li>○ Route alignment should be avoid from settlement</li> </ul>  |
| 2017/01/25 (2073/10/12)            | Pre-construction Phase | Local PAPs        | <ul style="list-style-type: none"> <li>○ Land loss compensation done appropriately</li> <li>○ Route alignment should be avoid from settlement</li> <li>○ Land along RoW issue</li> </ul>   |
| 2017/01/27 (2073/10/14)            | Pre-construction Phase | Local PAPs        | <ul style="list-style-type: none"> <li>○ Land loss compensation done appropriately</li> <li>○ Route alignment should be avoid from settlement</li> <li>○ Local Employment opportunity</li> </ul>   |
| 2017/01/26 (2073/10/13)            | Pre-construction Phase | Local PAPs        | <ul style="list-style-type: none"> <li>○ Doubt on the breakdown of conductor</li> <li>○ Tower should be placed corner of land instead of center of land</li> <li>○ Appropriate land compensation.</li> </ul>   |
| 2019/11/21 (2076/08/05)            | Construction Phase     | Local Stakeholder | <ul style="list-style-type: none"> <li>○ To shift the project from the vicinity as this place will have market enhance as per the smart city policy.</li> <li>○ Routes should be passed through the less cultivable lands.</li> <li>○ Surveys should be done the suggestions and observations of locals.</li> <li>○ Survey should be start as soon as possible.</li> </ul> |
| 2019/05/26 (2076/02/12)            | Construction Phase     | Local Stakeholder | <ul style="list-style-type: none"> <li>○ Compensation to Local people for the land loss, crops, assets , trees and their livelihood by tower foundation and below conductors/Under ROW in accordance to the local market price</li> </ul>  |
| 2019/08/09 (2076/04/24)            | Construction Phase     | Local Stakeholder | <ul style="list-style-type: none"> <li>○ Contractor will provide Rs 35,000 as the compensation for crop loss to land owner after the construction of tower</li> <li>○ Land owner will help in the construction of 4 towers and contractor will help to make the land plain after the construction.</li> </ul>  |
| 2020/01/10 (2076/09/25)            | Construction Phase     | Local Stakeholder | <ul style="list-style-type: none"> <li>○ To shift the project from the vicinity as this place will have market enhance as per the smart city policy.</li> <li>○ Routes should be passed through the less cultivable lands.</li> <li>○ Surveys should be done the suggestions and observations of locals.</li> <li>○ Survey should be start as soon as possible</li> </ul>  |
| 2019/11/24 (2076/08/08)            | Construction Phase     | Local Stakeholder | <ul style="list-style-type: none"> <li>○ compensate the land owners of those land which will be used as a way of transportation for the construct materials to build the tower 49 and Contractors should compensate them</li> </ul>  |
| 2019/11/28 (2076/08/12)            | Construction Phase     | Local Stakeholder | <ul style="list-style-type: none"> <li>○ Loss of crops should be compensated</li> <li>○ Reinstate the damage infrastructure due to construction</li> </ul>   |
| 2019/11/30 (2076/08/14)            | Construction Phase     | Local Stakeholder | <ul style="list-style-type: none"> <li>○ Compensation distribution done as per exact loss</li> </ul>   |
| 2021/03/01 (2077/11/17)            | Construction Phase     | Local Stakeholder | <ul style="list-style-type: none"> <li>○ Provide the training to PAPs</li> </ul>   |
| 2021/03/01 (2077/11/17)            | Construction Phase     | Local Stakeholder | <ul style="list-style-type: none"> <li>○ Compensation for the trees and plants damaged</li> <li>○ Distribute land to the landowners who have not received compensation</li> <li>○ Restore the cultivable land after construction</li> </ul>  |
| 2021/02/11 (2077/10/29)            | Construction Phase     | Local Stakeholder | <ul style="list-style-type: none"> <li>○ provide the results of the depleted timber on the basis of the forest area used by the forest project</li> <li>○ Effectively distribute the CSR budget</li> </ul>   |
| 2021/02/21 (2077/11/09)            | Construction Phase     | Local Stakeholder | <ul style="list-style-type: none"> <li>○ On-site inspection of the land under the transmission line was carried out in the presence of locals</li> <li>○ Complaints of affected landlords has been collected along with the land details</li> </ul>  |



## 5.2 Organisational Chart Vis A Vis Stakeholder Engagement Responsibilities

The resources and responsibilities allocated for the stakeholder engagement activities have already been detailed in table 4.1. The organisational hierarchy for those responsible for getting the stakeholder engagement completed at ground along with the position of overseeing agencies, has been presented herein at **Figure-5.1**.



**Figure 5.1: Organisational hierarchy for the implementation of SEP**

SEP related activities shall be carried on in the project by four SEP units, wherein their geographical area/ scope to be covered has been predetermined. Each SEP unit shall have one social officer and one local assistant to social officer, fully dedicated for undertaking SEP related activities. Social officer along with its assistant in each SEP unit shall have primary responsibility for SEP related activities in their geographical areas. Details of Social experts shall be provided to EIB subsequently.

SEP unit, apart from these dedicated staffs, shall also include ESSD Site Representative, Administrative officer and Site engineer of NEA. They shall be involved in SEP activities part-time and assist social officer and its assistant in undertaking SEP related activities.

## 5.3 Budget for the project

As already detailed above, project shall establish four SEP units, which clearly demarcated geographical areas, for undertaking SEP activities. These units shall have totally dedicated as well as part time members. Project has worked out the cost of dedicated staffs under the SEP units and presented below. Additionally, arrangement cost of public consultations and vehicle hiring cost for the prescribed period has also been considered and reflected below :-

**Table 5.2: Budget**

| SN           | Expenses                           | Number of required Months | Number of SEP Units (Nos) | Rate (NPR) | Allocated Budget (NPR) | Remarks                                 |
|--------------|------------------------------------|---------------------------|---------------------------|------------|------------------------|---|
| 1            | Hiring of Social Officer for SEP   | 18                        | 4                         | 65,000.00  | 4680000                |   |
| 2            | Local Assistant for Social Officer | 18                        | 4                         | 25,000.00  | 1800000                |   |
| 3            | Public Consultation                | 18                        | 4                         | 50,000.00  | 3600000                |   |
| 4            | Hiring Vehicle                     | 6                         | 4                         | 95,000.00  | 2280000                | Rate NPR 100000 per month for 18 months |
| <b>Total</b> |                                    |                           |                           |            | <b>12360000</b>        |   |

Updated March 2024



## 6.0 Consultation & disclosure

Through the process of consultation and disclosures, project would envisage to build participation of stakeholders at each stage of project planning and implementation. Project would be responsible not only for ensuring participation of the community in the consultation process but to make it effective, and ensure integration of the feedback received from stakeholder into the project plans, where it deems fit. The main objective is establish and maintain a constructive dialogue between the project proponent, project-affected communities and other interested parties throughout the project life cycle in order to improve project outcomes and sustainability.

### 6.1 Consultation Mechanism

As discussed in earlier sections, a consultation/ stakeholder engagement framework has been prepared to ensure involvement of stakeholders at each stage of project cycle. The project the Consultation framework for this project has been demonstrated at **Table 4.1**.

Various engagement activities already undertaken by the project has already been listed in **Table 5.1**. The project has made concerted effort to incorporate major inputs from such consultations processes into the project design.

The document proposes stakeholder engagement with various subgroups of project stakeholders based on their relative positioning in socio-economic spectrum and their accessibility. Every effort should be made by the resource person to make the engagement meaningful and effective. While designing the stakeholder engagement, utmost efforts have been made to ensure that the process is inclusive both for the PAPs and nearby community, with special emphasis on vulnerable groups. Further, process shall be documented both in substance and process. The process of engagement is non-discriminative, participatory, free and transparent and the stakeholders shall be informed in language, format and manner that is appropriate for stakeholders, with tailored measures for illiterate stakeholders. As it can be seen in the in the **Table. 4.1**, engagement plan has been framed in such a way that all the stakeholder are consulted during strategic decision making points during the project cycle.

### 6.2 Free, prior, informed consent

Engagement of indigenous people shall be carried out throughout the project cycle and principle of free, prior, informed consultation leading to broader consent shall strictly be adhered to. Their concerns and suggestions shall be noted and subsequently incorporated in the E&S reports and in project design. The guiding principles and detailed procedure of FPIC is elaborated in extract from EIB guidance document presented below:

#### Free, Prior, Informed Consent (FPIC)

Free, prior, informed consent (FPIC) refers to the process whereby an affected community of indigenous peoples arrives at a decision in accordance with their legal provisions, cultural traditions and practices. The UN Declaration on the Rights of Indigenous Peoples ratified in 2007 is the standard to be applied in the implementation of sustainable development projects at all levels, including respect for full participation in decision-making and indigenous peoples' free, prior informed consent to policies, programmes and projects affecting them.

In properly appreciating and applying FPIC:

**Free** should imply no coercion, intimidation or manipulation.





**Prior** should imply consent has been sought sufficiently in advance of any authorisation or commencement of activities and respect time requirements of indigenous consultation/consensus processes.

**Informed** should imply that information is provided that covers (at least) the following aspects: (a) the nature, size, pace, reversibility and scope of any proposed project or activity; (b) the reason/s or purpose of the project and/or activity; (c) the duration of the above; (d) the locality of areas that will be affected; (e) a preliminary assessment of the likely economic, social, cultural and environmental impact, including potential risks and benefit sharing in a context that respects the precautionary principle; (f) personnel likely to be involved in the execution of the proposed project (including indigenous peoples, private sector staff, research institutions, government employees and others); and (g) procedures that the project may entail.

**Consent** should be premised on consultation and participation undertaken in good faith and full and equitable participation, allowing for as much time as needed and an effective system for communicating among interest-holders, participation of peoples' own freely chosen representatives and customary or other institutions, and the participation of indigenous women, as well as children and youth as appropriate.

Source: EIB, Environmental and Social Standard, p 82

### 6.2.1 Applicability of FPIC

The FPIC process should be applied to IPs who share these particular characteristics in varying degrees:

- a. self-identification as members of a distinct indigenous cultural group and the recognition of this identity by others;
- b. collective and historical attachment to geographically distinct habitats, ancestral territories or areas of seasonal use in the project area, and to the natural resources in the project area;
- c. customary cultural, spiritual traditions, beliefs, social, or political institutions that are distinct from those of the mainstream society or culture and a shared wish to maintain these differences;
- d. an indigenous language, often different from the official language of the country or region.

A culturally appropriate engagement plan shall be charted out for such communities. The engagement with IPs goes beyond consultation to *negotiation* with the objective of obtaining the *explicit* consent of the communities for the project. No project activity that results in any physical or economic displacement should occur until the IP involved have signalled their consent to the project and received their compensation, including the agreed measures of livelihood rehabilitation, as part of the FPIC agreement.

### 6.3 Information Disclosure Mechanism:

The information disclosure would provide detailed information regarding the project policies, activities linked to project milestone with their information frequency along with the channel/ mode of communication that could reach out to the stakeholders. Effective disclosure of information will be achieved through close alignment between the project's community liaison staff and planning engineers.

The type and timing of the disclosure, channels to be used, frequency and duration of disclosure are presented in **Table-6.1**. Non-technical summaries (NTS) in local languages have been prepared. The draft English version is presented in Annex 1.

**Table-6.1: Summary of Information Disclosure Plan**

| Documents to be Dis-closed | Frequency and Duration of Dis-closure   | Channel/ Mode of Disclosure  |
|----------------------------|---|--|
| EIA, IEE                   | Once it is approved by the respective statutory body as per national requirement and later on endorsed by | Website of NEA, ADB & EIB and Information leaflet to be provided during consultation meetings. |



|  |  |   |
|--|--|---|
|  | the funding agency, these documents remain disclosed for entire life cycle of the project.   | For illiterate PAPs, dictation of the same shall be arranged as per convenience.  |
| RAP  | Once it is approved by Funding agency, it shall be kept disclosed for the entire project cycle.  |   |
| SEP  | Once it is approved by Funding agency, it shall be kept disclosed for the entire project cycle.  |   |
| Notice for Public consultation,                                  | As and when required throughout the project cycle.   | Disclosed on NEA website, giving advertisement in any newspapers in vernacular language and putting it on any other authorised social media handle of NEA.  |
| GRC Process  | Once GRC is formed and approved, GRM is kept disclosed throughout the project cycle.   | Disclosed on NEA's website, in the office of Rural Municipality and at project sites itself.<br>Arrangement shall be made for dictation of GRC if such demands are received during public consultation. |
| Land acquisition Notice  | *Before acquisition of land.<br>* During and after land rate decision by CDC<br>* After transfer of land                                       | Published on National Daily Newspaper (Gorkhapatra)   |
| E&S Monitoring Report  | E&S Monitoring Report are updated semi-annually and gets disclosed on NEA's and Funding agency's website after getting approved from the Bank. | Disclosed on website of Bank and NEA.   |
| Information of Hazardous Waste Generation and Disposal           | Continuously for the entire life of the project.   | NEA website and respective facilities.  |
| Non-technical summary of project, including GRM                  | Pre/construction   | Hard copy widely distributed to PAPs by project staff.  |
| Non-technical summary of construction works, including PAPs' GRM | Pre/construction   | At least two vinyl posters per tower  |
| OHS safety requirements, including workers GRM                   | Pre/construction   | At least one vinyl poster per construction site and workers accommodation   |
| Grievance receipt forms for PAPs and workers                     | Pre/construction   | Hard copy widely distributed to PAPs by project staff.  |



## 7.0 Grievance Redressal Mechanisms

### 7.1 GRM for Project-affected people

A Grievance Redress Mechanism (GRM) has been established to receive, evaluate and facilitate the resolution of affected people's concerns, complaints, and grievances about the social and environmental performance at project level. The GRM is aimed to provide a time-bound and transparent mechanism to voice and resolve social and environmental concerns linked to the project. The GRM will provide an accessible and trustworthy platform for receiving and facilitating resolution of affected households' grievances related to the project. The multi-tier GRM for the project is outlined below, each tier having time-bound schedules with responsible persons identified to address grievances and seek appropriate persons' advice at each stage, as required. The grievance mechanism address affected people's concerns and complaints promptly, using a transparent process that is gender responsive, culturally appropriate, and readily accessible to all segments of the affected people at no costs and without retribution.

### 7.2 Levels of GRM

The GRM for the project is outlined below and consists of three levels with time-bound schedules and specific persons to address grievances received from PAPs.

#### 7.2.1 First Level Of GRM

The first level GRM has been established in all concerned RM and MC. Its composed at site office, which is the most accessible and immediate venue for the fastest resolution of grievances. If any complaints arise, the NEA site engineer/official, the construction contractor and ESMU representative with the assistance of Rural Municipality representatives will immediately resolve the complaint on site. Any person with a grievance related to the project works can contact the ESMU with his / her complain. The ESMU will document the complaint, and immediately address and resolve the issue at field-level with the construction contractor, representatives of the concerned Rural Municipality and the affected households within 14 days of receipt of a complain/grievances. Following information related to PAP will be documented: (i) name of the complainant, (ii) date of complaint received, (iii) nature of complaint, (iv) location of complaint, and (v) how the complaint was resolved. If the complaint remains unresolved at field level, the ESMU will forward the complaint to the second level of GRM i.e. to NEA's Project Implementation Unit (PIU). The status of the GRCs is listed below, along with the contact number of the focal point.

| GRC Location                  | GRC Status        | Focal point                                 |
|-------------------------------|-------------------|---|
| <i>Beshishar-1 Lamjung</i>    | <i>2076/02/24</i> | <i>Durga Bd. Budathoki<br/>9846648751</i>   |
| <i>Sunderbazer-9, Lamjung</i> | <i>2076/02/24</i> | <i>Bigendra Thapa</i>                       |
| <i>Dordi -2 Lamjung</i>       | <i>2076/02/28</i> | <i>Ganesh Bd. Khatri 9846849472</i>         |
| <i>Dordi-1 Lamjung</i>        | <i>2076/02/28</i> | <i>Laxmi Prasad Adhikari<br/>9846338823</i> |
| <i>Rainas 8 Lamjung</i>       | <i>2076/02/29</i> | <i>Krishna Bd. Ranabhat<br/>9846131737</i>  |
| <i>Rainas-6 Lamjung</i>       | <i>2076/02/29</i> | <i>Govinda Chilwal 9846461483</i>           |
| <i>Sunderbazer -9 Lamjung</i> | <i>2076/04/02</i> | <i>Manraj Gurung 9856029078</i>             |
| <i>Beshishar-11 Lamjung</i>   | <i>2076/04/02</i> | <i>Shiva Pd. Joshi 9851125500</i>           |



|  |   |   |
|--|---|---|
| <i>Rainas-7,Lamjung</i>                  | <i>2076/04/07</i>                         | <i>Mohanlal Shrestha 9856064060</i>       |
| <i>Sunderbazer-7 Lamjung</i>             | <i>2076/4/3</i>                           | <i>Jaya Ram Regmi 9856045296</i>          |
| <i>Bhanu -9, Tanahun</i>                 | <i>2078/01/19</i>                         | <i>Min Ba. Gurung 9813589648</i>          |
| <i>Anbukhaireni -2 Tanahun</i>           | <i>2078/3/18</i>                          | <i>Aash Bd. Gurung 9806536128</i>         |
| <i>Anbukhaireni -3 Tanahun</i>           | <i>2078/3/18 reformed 2080/4/29</i>       | <i>Dinesh K.C 9856060045</i>              |
| <i>Anbukhaireni -5 Tanahun</i>           | <i>2078/3/21</i>                          | <i>Katak Bd. Ali 9819101020</i>           |
| <i>Anbukhaireni -4 Tanahun</i>           | <i>2078/3/21</i>                          | <i>Milan Bhujel 9846087944</i>            |
| <i>Palungtar-8 Gorkha</i>                | <i>2078/11/18 reformed<br/>2079/11/10</i> | <i>Hop Bahadur Nepali 9845530726</i>      |
| <i>icchhakamana -6 Chitwan</i>           | <i>2078/11/22</i>                         | <i>Laxman Parja 9855046869</i>            |
| <i>Palungtar-3 Gorkha</i>                | <i>2078/12/13</i>                         | <i>Rabindra Adhikari 9824111336</i>       |
| <i>Gorkha- 14 Gorkha</i>                 | <i>2079/03/11</i>                         | <i>Gopal Bd. Thapa</i>                    |
| <i>Palungtar-6 Gorkha</i>                | <i>2079/3/21</i>                          | <i>Chet Bd. Gurung 9806625406</i>         |
| <i>Palungtar-7 Gorkha</i>                | <i>2079/3/25</i>                          | <i>Arjun Kumal 9866001703</i>             |
| <i>Bharatpur-29 Chitwan</i>              | <i>2079/06/27</i>                         | <i>Surya Bd. Gurung 9862556630</i>        |
| <i>Palungtar-4 Gorkha</i>                | <i>2079/06/28</i>                         | <i>Man Bahadur Paudel<br/>9856034504</i>  |
| <i>Marsyangdi RM-3 Lamjung</i>           | <i>2078/03/26</i>                         | <i>Dudh Man Tamang<br/>9856079350</i>     |
| <i>Marsyangdi RM-8 Lamjung</i>           | <i>2078/03/27</i>                         | <i>Dhan Singh Tamang<br/>9846089936</i>   |
| <i>Besisahar Municipality-10 Lamjung</i> | <i>2078/04/11</i>                         | <i>Ganga Bahadur Thapa<br/>9851112021</i> |
| <i>Besisahar Municipality-11 Lamjung</i> | <i>2078/05/23</i>                         | <i>Shiva Prasad Joshi<br/>9851125500</i>  |
| <i>Marsyangdi RM-4 Lamjung</i>           | <i>2078/08/04</i>                         | <i>Bal Bahadur Gurung<br/>9856079351</i>  |
| <i>Nasong RM-4 Manang</i>                | <i>2078/12/27</i>                         | <i>Dharma Jung Gurung<br/>9846786310</i>  |
| <i>Nasong RM-3 Manang</i>                | <i>2078/11/05</i>                         | <i>Nilaram Gurung<br/>9866048854</i>      |
| <i>Nasong RM-1 Manang</i>                | <i>2079/11/05</i>                         | <i>Minrashi Gurung<br/>9856033509</i>     |
| <i>Marsyangdi RM-5 Lamjung</i>           | <i>2080/06/09</i>                         | <i>Ghanashyam Ghale<br/>9846251433</i>    |
| <i>Nasong RM-9 Manang</i>                | <i>2081/02/24</i>                         | <i>Mingmar chhiring Bista</i>             |



|  |  |            |
|--|--|------------|
|  |  | 9840063821 |
| Hotlines for submitting grievances to the PIU:066-402091 |  |            |

### 7.2.2 Second Level of GRM

If the grievance remained unresolved at the first level, it will be forwarded to the PIU committee which is headed by the project manager of the PMU, supported by the ESMU team. PIU is the site office of NEA that is responsible for site level implementation under PMU. The person filing the grievance will be notified by the ESMU that the grievance has been forwarded to the PMU at PIU. PMU with the support of ESMU social expert, construction contractor will try to resolve the grievances through continuous interactions with the affected households within 21 days of complaints forwarded by ESMU.

### 7.2.3 Third Level of GRM

If the grievance remains unresolved at the second level, Chief District Officer (CDO) of the district will activate the third level of the GRM by referring the issue (with written documentation). A Grievance Redress Committee (GRC) will be formed. The GRC consists of members of the CDO, Project Management Office, affected households, Rural Municipality/Municipality, Project Support Consultant. A hearing will be called with the GRC, if necessary, where the affected household can present his/her concern/issues. The GRC will suggest corrective measures at field level and assign clear responsibilities for implementing its decision within 15 days. The functions of the local GRC are as follows: (i) provide support to affected households on problems arising from environmental or social disruption; asset acquisition (if necessary); and eligibility for entitlements, compensation and assistance; (ii) record grievances of affected households, categorize and prioritize them and provide solutions within 28 days; and (iii) report to the aggrieved parties about developments regarding their grievances and decisions of the GRC. The consultant social expert will be responsible for processing and placing all papers before the GRC, recording decisions, issuing minutes of the meetings and taking follow up action to see that formal orders are issued and the decisions carried out.

## 7.3 Grievance redress mechanism for workers

The GRM for workers is a formalized process through which grievances from workers related to the project can be addressed in a structured, timely, and effective manner. It aims to empower workers by giving them a voice to raise concerns or complaints regarding workplace safety, labor practices, harassment, and environmental impacts, among other issues, without fear of retaliation. The mechanism promotes transparency and trust, ensuring that project operations are accountable to all stakeholders. By facilitating timely redress of grievances, it not only aims to resolve individual complaints amicably but also to leverage these insights for continuous improvement in project management and labor practices, ultimately enhancing project outcomes.

### 7.3.1 Scope

The GRM encompasses all workers involved in the Project, including direct employees, contractors, and sub-contractors, ensuring broad coverage and inclusivity. It is designed to address a wide range of grievances, from labor practices and working conditions to non-compliance with environmental and social safeguards, harassment, and breaches of contractual obligations. The comprehensive scope of the GRM ensures that all worker-related issues are acknowledged and addressed, fostering a safe and respectful working environment.

### 7.3.2 Mechanism Structure

The structure of the GRM is designed to ensure accessibility, efficiency, and fairness. It includes multiple channels for submitting grievances, such as physical drop boxes, email submissions, and mobile numbers, to



accommodate different preferences and needs. Upon submission, grievances are promptly acknowledged, and complainants are provided with a reference number for tracking. An assessment and investigation process follows, leading to the resolution and remediation of the issue based on findings. The mechanism also provides feedback to the complainant and includes an appeal process for unresolved issues or dissatisfaction with outcomes, ensuring thoroughness and accountability at every stage.

### **7.3.3 Roles and Responsibilities**

The GRM has assigned roles and responsibilities to ensure its smooth operation. Grievance officers are appointed to manage the process, upholding confidentiality and impartiality. Project management supports the GRM by allocating necessary resources, enforcing resolutions, and integrating feedback into project operations.

### **7.3.4 Monitoring and Reporting**

Regular monitoring and reporting are essential components of the GRM, ensuring its continued relevance and effectiveness. The mechanism undergoes continuous assessment, with adjustments made as needed to address emerging challenges or inefficiencies. Periodic reports are generated for project management, the EIB, and other relevant stakeholders, detailing the number, nature, and resolution of grievances. This transparency and accountability facilitate ongoing improvement and stakeholder confidence in the project's commitment to addressing worker grievances.

### **7.3.5 Confidentiality and Non-Retaliation**

A cornerstone of the GRM is NEA's commitment to confidentiality and non-retaliation. The mechanism is designed to protect the identity of complainants and ensure that grievances can be raised without fear of backlash, discrimination, or any form of retaliation. This commitment is crucial for encouraging workers to come forward with their concerns, knowing that their issues will be addressed in a secure and respectful manner.

### **7.3.6 Public Awareness and Accessibility**

Efforts are made to disseminate information about the GRM widely, using languages and formats that are accessible to all workers, including those with limited literacy or language barriers. By ensuring that the GRM is easily accessible and well-understood, the mechanism fosters an environment where grievances are more likely to be reported and addressed, contributing to the overall health, safety, and fairness of the working conditions on the project.

The Grievance officer can be reached through the following channels:

Mobile phone/WhatsApp:9856047933

Email:mc220kv@nea.org.np

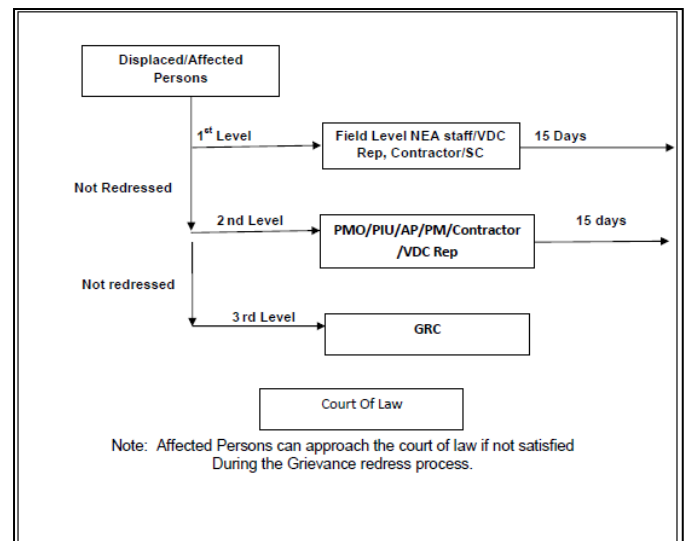
Address: Phedikuna Lamjung





## 7.4 Court of Law/Nepal's Legal System

The proposed mechanisms do not impede access to the country's judicial or administrative remedies. The Aps and workers have the right to refer their grievances to appropriate courts of law if not satisfied with the redressal mechanisms of the project, at any stage of the process. The PIU will keep records of all grievances received including: contact details of complainant, date that the complaint was received, nature of grievance, agreed corrective actions and the date these were affected, and final outcome. The flow chart showing Grievance Redress Mechanism is presented here:



## 8.0 Monitoring, review and reporting on stakeholder engagement

The following indicators will be used to monitor and assess the efficiency of the stakeholder engagement activities:

- Number of meetings of various kinds (public hearings, meetings, consultation, meetings/ open ended interviews etc.) held with each category of stakeholders and number of participants;
- Number of stakeholders included in the Stakeholder Register/log;
- Number of suggestions and recommendations received using various feedback mechanisms;
- Number of publications covering the Project in the local, regional and national mass media;

All stakeholder engagement activities will be adequately documented both in substance and process. The reporting shall not restrict itself to mere quantitative reporting like nos. of meeting / participants / suggestions received but shall draw analytical inferences and suggest project level modifications based on interactions /consultations. The reporting shall include analysis of content/ nature of feedbacks received, adjustments to be done in project designs, E&S risk identification & mitigation, benefit sharing initiatives etc.

Indicators above will be gathered on a yearly basis. All indicators will be reflected in the Environmental and Social Monitoring Report submitted to the EIB and other lenders as applicable.