

Project Site Social Monitoring Report

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April 2015

Bibiyana II Gas Power Project (Bangladesh)

Prepared by Bangladesh Centre for Advanced Studies

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PROJECT SITE SOCIAL MONITORING REPORT

SUMMIT BIBIYANA II POWER COMPANY LTD

AT

PARKUL, HOBIGANJ, BANGLADESH

April 4th, 2015

**Author: Bangladesh Centre for Advanced Studies (BCAS)
House 10, Road 16A, Gulshan-1, Dhaka-1212, Bangladesh
Tel: (880-2) 8818124-27, 8852904, 8851237, Fax: (880-2) 8851417
E-mail: info@bcas.net Website: www.bcas.net**

ABBREVIATIONS AND ACRONYMS

AC	Air Cooler
ADB	Asian Development Bank
BCAS	Bangladesh Centre for Advanced Studies
BOO	Built Operate and Own
BPDB	Bangladesh Power Development Board
CCGT	Combined Cycle Gas Turbine
CDM	Community Development Manager
CDP	Community Development Plan
CV	Curriculum Vitae
DC	Deputy Commissioner
DoE	Department of Environment
DGM	Deputy General Manager
DLAC	District Land Acquisition Committee
EHS	Environment Health and Safety
EPC	Engineering, Procurement and Construction
ESIA	Environmental and Social Impact Assessment
GoB	Government of Bangladesh
GRM	Grievance Redress Mechanism
GSAs	Gas Supply Agreements
HH	Household
IAS	Implementation Agreements
JCCR	Joint Committee on Community Relations
JS	Joint Survey
LAO	Land Acquisition Officer
LGED	Local Government and Engineering Department
LLAs	Land Lease Agreements
LRP	Livelihood Restoration Plan
MW	Mega Watt
NA	Not Applicable
NEPC	Northeast Electrical Power Engineering Co.
NGO	Non Government Organization
PGCB	Power Grid Company of Bangladesh
PAH	Project Affected Household
PAPs	Project Affected People
PPAs	Power Purchase Agreements
RFP	Request for Proposal
SBIIPCL	Summit Bibiyana II Power Company Limited
SCAR	Social Compliance Audit Report

SED	Small Enterprise Development
SEP	Stakeholder Engagement Plan
Tk	Taka
TNA	Training Need Assessment

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1.0 Project Description

1.1 Brief Project Description

The policy of the Government of Bangladesh ('GoB') has been to ensure extension and stabilization of the power sector, through both public and private sector undertakings, towards not only meeting the existing power deficiency throughout the country but also ensuring unhindered power provision in view of the projected future demand.

A Request for Proposal (RFP) was issued by Power Cell (the Power Division of the GoB Ministry of Power, Energy and Mineral Resources) on 3rd May 2010 (and subsequently amended on 2nd September 2010) for the sponsor to develop a 330-450 MW CCGT power station at Bibiyana on a 'build, own and operate (BOO)' basis. The RFP was signed by Summit Bibiyana II Power Company Limited (SBIIPCL) on 6th September 2010. In May 2011, to build, own and operate a 341 MW combined cycle gas turbine power plant, SBIIPCL signed: Implementation Agreements (IAs) with the GoB and the Power Grid Company of Bangladesh (PGCB); Power Purchase Agreements (PPAs) with the Bangladesh Power Development Board (BPDB); Land Lease Agreements (LLAs) with the BPDB; and Gas Supply Agreements (GSAs) with the Jalalabad Gas Transmission and Distribution System Limited ('the Gas Supplier'). In addition, for construction of the power plant, an Engineering, Procurement and Construction (EPC) contract was signed with a joint venture comprising the First Northeast Electrical Power Engineering Co. and Northeast China International Electric Power Corporation (herein referred to as 'the EPC Contractor') in June 2011.

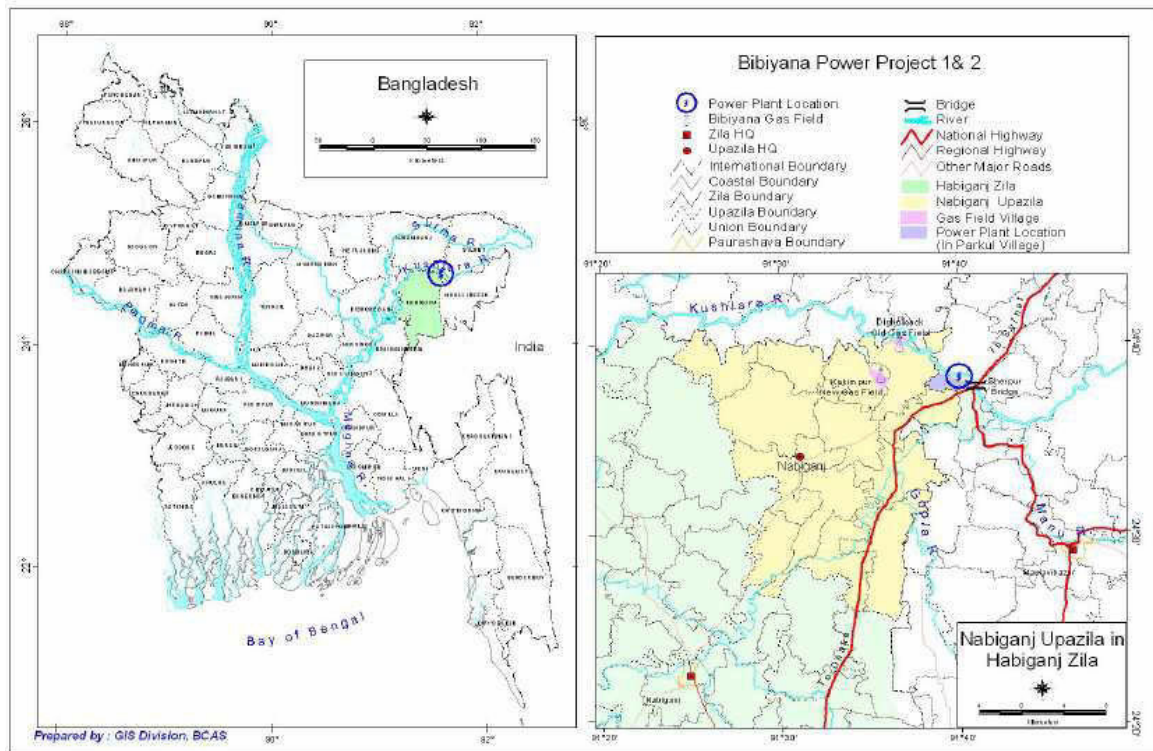


Figure 1.1: Location of SBIIPCL Plant in Bangladesh and in Hobiganj District

The location of SBIIPCL plant in Bangladesh and in Hobiganj District is shown above in Figure 1.1. The SBIIPCL project site is located on the southern bank of the river Kustiyara, at Longitude 91° 39' 37" E. and Latitude 24° 38' 18" N. The site is approximately 2 km to the west of the Sherpur bridge, and lies west of the Dhaka - Sylhet National Highway (N2), approximately 180 km north-east of Dhaka and approximately 45 km south-west of the Sylhet District

COORDINATE LIST OF DEVIANT CORNER

Point	Easting (E)	Northing (N)
a	668392.926	2725766.961
b	668391.318	2725752.893
c	668371.971	2725733.239
d	668341.190	2725727.451
e	668403.741	2725744.459
f	668249.207	2725768.429
g	668516.363	2725755.274
h	668495.401	27257412.440
i	668411.767	2725767.637
j	667927.059	2725742.119
k	667954.360	2725743.696
l	668267.566	27257430.035

Legend:

- Boundary
- Road
- EP
- House
- Wall
- Tree

Table of Land Parcels:

No.	Owner	Area (ha)	Remarks
1	State	100.00	100.00
2	State	100.00	100.00
3	State	100.00	100.00
4	State	100.00	100.00
5	State	100.00	100.00
6	State	100.00	100.00
7	State	100.00	100.00
8	State	100.00	100.00
9	State	100.00	100.00
10	State	100.00	100.00
11	State	100.00	100.00
12	State	100.00	100.00
13	State	100.00	100.00
14	State	100.00	100.00
15	State	100.00	100.00
16	State	100.00	100.00
17	State	100.00	100.00
18	State	100.00	100.00
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26	State	100.00	100.00
27	State	100.00	100.00
28	State	100.00	100.00
29	State	100.00	100.00
30	State	100.00	100.00
31	State	100.00	100.00
32	State	100.00	100.00
33	State	100.00	100.00
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73	State	100.00	100.00
74	State	100.00	100.00
75	State	100.00	100.00
76	State	100.00	100.00
77	State	100.00	100.00
78	State	100.00	100.00
79	State	100.00	100.00
80	State	100.00	100.00
81	State	100.00	100.00
82	State	100.00	100.00
83	State	100.00	100.00

2

The project will have a capacity of 341MW and will use a combined cycle technology and will be based on natural gas. The main plant is located on 11 acre single crop agricultural land, which is the main component of the project. SBIIPCL has received this land from BPDB for 22 years under a Land Lease Agreement (LLA). SBIIPCL is responsible for all kinds of development (land filling, machinery setting and electricity production) related to power generation. The main associated facilities of the project are a 8.8km gas pipeline from the nearby gas field and a switchyard, located adjacent to the plant. A 2 km access road connecting the main plant with the Dhaka-Sylhet highway has been built. ADB will fund the power plant which is located on the 11 acres of land in Parkul village, while the associated facilities are to be developed by the parties identified in Table 1.1 below:

Table 1.1: Summary of Associated Facilities which are not Financed by ADB

Components	Area (acre)	Responsible Parties	Impacts
Switchyard	26.0	PGCB	15 squatters (landless) including 1 land owner have been resettled adjacent to switchyard and given 7 decimal of land for 99 years lease and Tk. 60,000 for housing structure loss and Tk. 7,500 as moving allowance.
Access road	2.0	BPDB	Losses of land and landowners have been compensated.
Gas Pipeline	8.5	Jalalabad Gas	Losses of land and landowners have been partially compensated. Compensation is ongoing
Construction lay down area	14.0	BPDB/SBIIPCL	Losses of land and landowners have been compensated.
Transmission line	70 meters to switchyard	PGCB	No impact, as the transmission line from the plant to the switchyard has no additional environmental or social impact.

1.2 Update on the Status of the Design/Construction Activities of the Bibiyana II Gas Power Plant Project Facilities

Currently, SBIIPCL project is going to commence single cycle operation as soon as gas connection is completed. However, necessary construction activities will continue until starting the combined cycle operation. Table 1.2 below depicts important dates and timelines for SBIIPCL Project regarding the ongoing construction phase:

Table 1.2: Important Dates and Timelines for SBIPCL Project

1.	Name of the Company	:	Summit Bibiyana II Power Company Ltd.
2.	Capacity (MW)	:	341 MW
3.	Type of fuel	:	Natural Gas
4.	Date of signing Implementation Agreement (IA)	:	12 May 2011
5.	Date of signing Power Purchase Agreement (PPA)	:	12 May 2011
6.	Date of signing Gas Supply Agreement (GSA)	:	12 May 2011
7.	Date of Signing Land Lease Agreement (LLA)	:	12 May 2011
8.	Contract effective date	:	12 May 2011
9.	Implementation period as per contract	:	31 March 2013 - 31 Dec 2015
10.	Required Simple Cycle Operation Date (RSCOD)	:	31 Dec 2014
11.	Target Simple Cycle Operation Date	:	The original target date is being adjusted given the time-line of the availability of Gas at Bibiyana site
12.	Required Commercial Operation Date (RCOD)	:	31 Dec 2015

Table 1.3 below shows the financial progress of the project, while Table 1.4 depicts the physical progress:

Table 1.3: Financial Progress (in respect of Amount) of Construction Work

SLNO	Description	Cumulative Progress up to previous month (%)	Cumulative progress up to current month (%)	Actual progress in reporting month (%)	Target in reporting month (%)
1.	Land development	100%	100%	100%	-
2	Survey & Related Data Collection	100%	100%	100%	-
3	Boundary Wall & With flood protection	Temporary boundary wall and flood protection done	100%	100%	-
4	Building & Construction	Included in EPC	Included in EPC	Included in EPC	Included in EPC
5	Main Machineries (including civil works, installation/erection)	Included in EPC	Included in EPC	Included in EPC	Included in EPC
6	EPC	52%	55%	3%	5%

Table 1.4: Physical Progress of Construction Work

SL NO	Description	Progress in %	Cumulative Progress up to previous month (in %)	Cumulative progress up to current month (in %)	Actual progress in reporting month (in %)	Target in reporting month (in %)
a)	Civil Works					
	• Land Procurement (in respect of Area)	NA	NA	NA	NA	NA
	• Land Development (in respect of volume)	100%	100%	100%	100%	-
	• Foundation (in respect of volume): pile foundation, lean work, pile cap cutting, rebar work, concrete pouring	98.5%	98%	98.5%	0.5%	1%
	• Civil Construction (in respect of volume): land development, foundation, sub-structure, superstructure, wall, rooftop, etc.	94%	92%	94%	2%	2%
b)	Installation/ Erection					
	• GT/ST, Engine and associates works (GTG, STG, main Stack, Bypass Stack, Main Plant Building, HRSG, etc.)	85%	82%	85%	3%	5%
	• Substation (design, engineering, manufacturing, installation)	100%	98%	100%	2%	N/A
	• Control Room (Central Control Building): design, foundation, superstructure, installation, erection, etc.	90%	88%	90%	2%	5%
c)	Interconnection/electrical work	PGCB	PGCB	PGCB	PGCB	PGCB
d)	Arrangement of fuel (Fuel storage, RMS, Pipe Line, etc.)					
	a) Pipe Line	BPDB	BPDB	BPDB	BPDB	BPDB
	b) RMS	Installation Completed	-	-	-	-
e)	Testing/Commissioning	Power plant pre-commissioning is going on.	-	-	-	-

Table 1.5 below depicts the progress of construction activities of the associated facilities, which are not funded by ADB.

Table 1.5: Progress of Construction Activities of the Associated Facilities

Components	Area (acre)	Responsible Parties	Status of construction
Switchyard	26.0	PGCB	Completed
Access road	2.0	BPDB	Completed
Gas Pipeline	8.5	Jalalabad Gas	Completed 95% of works
Construction lay down area	14.0	BPDB/SBIIPCL	Developed
Transmission line	70 meters to switchyard	PGCB	Completed

1.3 Key Developments and any Major Changes in Location and Design

There were no new major developments or changes in the location and design of the project.

1.4 Reporting Period Covered by this Monitoring Report (month/year)

According to the Social Compliance Audit Report submitted to ADB, the first monitoring report was due in December, 2014. However, due to delay for various reasons, the first monitoring report was postponed till March, 2015 through mutual agreement between SBIIPCL and ADB. Hence, this social monitoring report is the first of the four quarterly social monitoring reports due till March, 2015.

1.5 Summary/Highlights of this Current Social Monitoring Report

The Social Monitoring Report has been prepared for fulfilling the requirement of ADB with the vision of monitoring the corrective action plans specified in Social Compliance Audit Report, October 2014. The report consists of 8 chapters. This monitoring report is applicable for the plant site.

SBIIPCL is going to establish a 341 MW CCGT power station at Bibiyana on a 'build, own and operate' basis. Currently, the project is going to commence single cycle operation as soon as gas connection is completed. For starting the single cycle operation, about 90% construction and erection works have been completed.

A total 11 acres of land was acquired for establishing the SBIIPCL Power Plant. Total of 14 landowners lost some or all (1 owner only) of their agricultural land due to this project. All landowners have been compensated for their loss of land. In addition to the allocated compensation, there has been provision for compensating Taka 200,000 more for the single landowner who lost all his land. The Project Affected Household (PAH) has been paid 50% (Taka 100,000) of the committed amount. The rest is planned to be paid after provision of skill development or small enterprise development (SED) training.

Apart from the 14 land owners, who lost their land, there were also 6 sharecroppers and 11 agricultural laborers, who were also affected by the project. The SCAR document made provision

for skill development and livelihood improvement of all the 31 PAHs. However, the concerned activities have not yet been started.

SBIIPCL has hired Engineering, Procurement and Construction (EPC) Contractor for construction of the power plant. EPC Contractor hires vendors, suppliers and sub-contractors for supply of necessary goods and services including construction workers. Although these workers are employed on temporary basis, Bangladesh Labor Law has been followed in employment – wage rate, overtime, child labor, forced labor as well as health and safety issues are complied accordingly. There has been no provision for labor union as the workers are temporary in nature. There is a formal grievance redress mechanism in place. Therefore, till date, there is no incidence on labor dispute and conflict between groups and there are no legal disputes. Besides, there has been no media reaction on any issues regarding developing of SBIIPCL.

There is no Stakeholder Engagement Plan in place. However, engagements have been ongoing over the last few months with various categories of PAHs informally through visits of CDM and other SBIIPCL personnel to the project affected villages. SBIIPCL is in the process of developing the formal Stakeholder Engagement Plan.

SBIIPCL Grievance Redress Mechanism was put in place and made operational from September, 2014 through direct communication with CDM of SBIIPCL and documentation has been done accordingly. Till date 19 grievances have been lodged from community people. Among them 12 grievances have been resolved, 2 have been rejected and the rest 5 are in the process of resolution.

Considering the ongoing construction phase, the institutional arrangement and social management capacity in place is adequate. However, there is no formal Stakeholder Engagement Plan (SEP) in place although considerable stakeholder consultation is being done regularly. The SEP should be formulated with indicators and identify institutional capacity required.

In addition to monitor the implementation of the corrective action plans specified in SCAR, October 2014, an assessment was made on the progress of CDP implementation. Most of the activities of CDP are still under planning phase.

1.6 Social Monitoring Team

The social monitoring team comprised of the following members from BCAS:

1. Dr. Moinul Islam Sharif, Team Leader.
2. Mohammad Imtiaz Sharif, Social & Environmental Specialist.
3. Ikbāl Hossain, Senior Research Officer.

2.0 Social Performance on Land Allocation

2.1 Project Affected Households

A total 11 acres of land was acquired for establishing the SBIIPCL Power Plant. Total of 14 landowners lost some or all (1 owner only) of their agricultural land due to this project. There were also 6 sharecroppers and 11 agricultural laborers, who were also affected by the project. Table 2.1 below shows the types and HH population of PAHs of SBIIPCL Power Plant Project.

Table 2.1: Types and HH population of PAHs of SBIIPCL Power Plant Project

Types of PAHs	Category	Total number of HH	HH affected status	Total affected person	Impact Types
Landowner	A	14	Direct	122	Permanent
Sharecropper	B	6	Indirect	37	Temporary
Agricultural Laborer	C	11	Indirect	59	Temporary
Total		31		218	

The household data of 31 PAHs have been attached in ANNEX 2 of this report. For assessing the social performance on land acquisition and loss of income of the sharecroppers and agricultural laborers, consultation meetings were held by the monitoring team.

2.2 Actual Scope of Land Acquisition and Resettlement

Land for this project has been acquired by the Bangladesh Power Development Board (BPDB). The Government has granted the lease of this land to the project sponsor SBIIPCL – for the total period of 22 years for installation and generation of power. The acquisition of land for the main plant by BPDB was implemented as per the Acquisition Act of 1982, and at the time of leasing the land to SBIIPCL by BPDB except for the completion of payment of compensation to the landowners, there were no outstanding issues or unresolved encumbrances resulting from the acquisition process.

The sequence from submittal to the Government of a project proposal requiring land acquisition to the issuance of a land acquisition notice is outlined below:

- A. Submission of a proposal for project preparation by project sponsor (developer) to the relevant Ministry for administrative approval.
- B. Preparation of a Land Acquisition Plan along with a Topographic Survey, Rights-of-Way Plan and mapping on Mouza level by BPDB for submission to the DC.
- C. Granting of approval by the District Land Acquisition Committee (DLAC).
- D. Review of the submitted Land Acquisition Plan and the Mouza-level maps by the DC to verify the locations of communal infrastructure and amenities such as graveyards, places of worship, Khas land sites, etc.
- E. Land Acquisition Officer (LAO) on behalf of the DC together with project sponsor/Power Development Board (PDB) assesses the losses of entitlements and compiles an inventory of affected assets, including structures, trees, ponds, standing crops, etc by conducting a joint survey (JS).
- F. DC prepares a 'Ward List' where a 'ward' represents a cluster of villages. The DC makes a list of wards where people will be affected, as the acquired land may fall under different wards.
- G. LAO on behalf of DC issues a primary Land Acquisition Notice under section 3 of the 1982 Ordinance (Reference No. 3 of the Notice) against each Award following the Acquisition and Requisition of Immovable Property Ordinance, 1982 with subsequent amendments in 1993 and 1994. The first notice was served by the Government on 10

March, 2008 to inform landowners and land users about the areas of land that will be subject to acquisition according to orientation of the plant.

- I. Project Affected People receive Second and Third Notice where negotiated land price is mentioned. Government served Second Notice for land acquisition, specifying the average land value (Tk. 4500/decimal) based on average land transaction registered values at that time. Following the announcement of the proposed land price, the land owners arranged to meet with the DC for price negotiation. Subsequently, the land owners conducted several meetings with the DC. The price of Tk. 29,200/decimal/household was agreed on, including 50% supplementary premium. An agreement was reached with landowners who found these values acceptable; and government served a Third Notice to the land owners stating the negotiated compensation price (Tk. 29,200/decimal) and providing necessary legal documents for the land acquisition, including copies of the Notice.
- J. Landowners collected land price from LAO Office proving them valid document against their land through account payee cheques.

2.3 Status of Payment for Acquired Land

Due to land acquisition no physical displacement has occurred. All the 14 landowners as well as 6 sharecroppers and 11 agricultural laborers PAHs were affected by economic displacement. Compensation to the landowners for the 11 acre main plant was started in November 2010 and was completed in December 2013. In some cases land compensation was delayed due to lack of land documents for acquired land and disputes over ownership among the family members of the landowners. All landowners have received their land compensation amounts. There has not been any replacement of agricultural and/or commercial land, as the landowners opted 'money for land' compensation. There was no specific compensation allowance for the landowners due to economic displacement. The amount of compensation paid to the landowners was more than 5 times above the-then land price including 50% premium on the average registered land value at the time of the notice of the acquisition. Table 2.2 below depicts the Summary of Inventory of Loss (land acquisition of 14 landowners who were direct PAHs) and compensation received:

Table 2.2: Summary of Inventory of Loss (land acquisition of 14 landowners who were direct PAHs) and compensation received

SL NO	Name of Household Head	Total land owned (Acre)	Total acquired land (Acre)	Percent (%) acquired	Total Payment Received (Tk.)	Status of Payment	Remarks (land based)
1	Mr. Tara Miah	2.5	0.75	30.0	2,193,000	Full paid	Vulnerable
2	Mr. Ansar	14.4	1.5	10.4	4,386,000	Full paid	Vulnerable
3	Mr. Ripon	2.7	0.3	11.1	877,200	Full paid	Vulnerable
4	Mr. Mosaid	10.8	0.12	1.1	350,880	Full paid	
5	Abdul Mosabbir	2.1	0.6	28.6	1,754,400	Full paid	Vulnerable
6	Tanjubullah	1.2	0.37	30.8	1,081,880	Full paid	Vulnerable
7	Lablu	0.9	0.3	33.3	877,200	Full paid	Vulnerable
8	Mosadder	5	0.3	6.0	877,200	Full paid	
9	Mr. Dulal	1.73	0.3	17.3	877,200	Full paid	Vulnerable
10	*Yakubullah	4	0.3	7.5	877,200	Full paid	
11	Reasatullah	15	1.5	10.0	4,386,000	Full paid	Vulnerable
12	Hazi Asmat	7.2	4	55.6	11,696,000	Full paid	Vulnerable
13	Abdul Aziz	0.3	0.3	100.0	877,200	Full paid	Vulnerable
14	Sonjobullah	1.2	0.37	30.8	1,081,880	Full paid	Vulnerable

* Living in London

From 14 PAHs, 122 PAPs have been affected due to land acquisition for the project. Among the 14 PAHs, Mr. Yakubullh lives in London, the UK, economic condition of his family is good. In terms of significance of impact, vulnerable households were identified to be significantly impacted due to acquisition of more than 10% of productive land and most of the PAHs (11 PAHs) have fallen under this category.

2.4 Implementation Progress of Income Restoration Activities

As mentioned earlier, apart from the 11 landowner PAHs who lost land for construction of the power plant, there were 6 sharecropper PAHs (37 PAPs) and 11 agricultural laborer PAHs (59 PAPs) whose livelihood was also affected due to land acquisition.

SCAR, October 2014 suggested by BCAS and accepted by SBIIPCL for payment of Taka 7,500 to each sharecropper PAH and Taka 8,000 to each agricultural laborer PAH to offset the economic displacement of the affected households. Both the sharecropper PAHs and the agricultural laborer PAHs have received their compensation for loss of their economic displacements.

Apart from the allowances for economic displacement to the sharecroppers and agricultural laborers, SCAR, October 2014 suggested the following livelihood restoration activities for the PAHs:

- Working opportunities and job training in the plant
- Outside vocational training for the selected male with full scholarship. At the end of the training, participants will get free tool kits.
- Project site vocational training for all interested male. At the end of the training, participants will get free tool kits.
- Project site sewing machine training for selected female. At the end of the training, each participant will get a sewing machine free of cost.
- Project site small enterprise development training for all interested women. At the end of the training, each participant will get interest free business start-up loan of Taka 25,000. After 1 year, on successful return of the loan money, the participants will be eligible for further interest free loan of Taka 25,000 for expanding their business.

Table 2.3 below shows the list of affected persons from the 31 PAHs, who are currently working at the plant:

Table 2.3: List of APs currently working at the Plant (From 31 Households)

Name of Beneficiary	Name of Household Head	Relation	PAH Category	Position/Dept
Liton	Haji Abdur Noor	Father	Sharecropper	Safety Supervisor
Mithu	Tera Miah	Father	Landowner	Security
Titu	Tera Miah	Father	Landowner	Supplier
Ripu Miah	Sonjobullah	Father	Landowner	Sub contractor
Mosaid Miah	Mosaid Miah	Himself	Landowner	Sub contractor
Lablu	Lablu	Himself	Landowner	Sub contractor
Belal	Ansar Miah	Father	Landowner	Sub contractor/ Supplier
Dulal	Dulal	Himself	Landowner	Sub contractor

Table 2.3 reveals that most of the beneficiaries of the plant are working as sub-contractors, who have come from the landowner PAHs. Among the 8 beneficiaries, only one person has come from sharecropper PAH category. It is suggested that the LRP should prepare individual PAH profile accompanied with priority wise job/training requirement, possible sectors of future job provisions as well as eligibility of each PAH member. The prioritization should be followed in future job provision in the plant.

The Social Compliance Audit Report (SCAR), October 2014 developed livelihood restoration budget for all the 31 PAHs. SCAR, October 2014 suggested for development of a skill development and livelihood Improvement plan within the timeline of March, 2015 that would clearly indicate priority wise skill development and livelihood restoration requirements in line with detailed budget. However, the activities are under process, and it appears that SBIIPCL will not be able to finish the task by the suggested timeline of SCAR.

With the vision of restoring the affected livelihoods through provision of trainings, preliminary Training Need Assessment (TNA) has been completed for 26 PAH out of 31. Summary TNA has been depicted in Annex 3. Among the 14 landowner PAHs, TNA has been done for 13 PAHs, out of which 9 PAHs have shown interest for training comprising 13 male and 3 female members. Among them 7 males opted for vocational training on electrical, welding and AC/fridge repairing, 2 males opted for agricultural training, 1 male opted for car driving/computer training. On the other hand, among the 3 female members of the landowner PAHs, 2 females opted for sewing training, while 1 female opted for computer training.

There were 6 sharecropper PAHs. Among them TNA has been done for 5 PAHs, out of which 3 PAHs have shown interest for training comprising 2 male (opted for agriculture/welding training) and 1 female (opted for sewing training) members. Among the 11 agricultural laborer PAHs, TNA has been done for 8 PAHs, out of which 5 PAHs have shown interest for training comprising 2 male (opted for agriculture/driving training) and 3 female (opted for sewing training) members.

It is to be noted that the formal vocational training is being imparted by Hobiganj Youth Development & Training Center twice a year – the first session starts in January and the second session commences in July. Vocational training for January Session was missed. Next available session is in July, 2015, in which selected trainees will be enrolled. On the other hand, an NGO (SEBA) has been engaged by SBIIPCL to implement the skill development and livelihood Improvement plan, and also for provision of local trainings. The Technical Expert (Vocational Training Expert) has not yet been appointed. It is expected that SEBA will be able to start the training programs by April, 2015.

SCAR, October 2014 identified one special PAH, Abdul Aziz, who lost all his land due to the project, and suggested for special grant of Taka 200,000 to be provided after providing vocational training (e.g. poultry or goat rearing), so that the grant money can best be utilized for livelihood restoration. Out of this, Taka 100,000 has already been paid on 9 March, 2015, and the rest of the payment will be made after the initiation of the vocational training, which is expected to commence from April, 2015.

2.5 Project-related Construction and/or Operation Impacts

The project is still under construction phase, and operation of single cycle is expected to be started at the earliest (before June, 2015). The impacts of construction were duly mitigated as per ESIA document. Currently, EPC Contractor is responsible for mitigation of all construction related impacts on air quality, effluent discharge, noise and solid waste management. EPC maintains and records all the mitigation measures, which are monitored by SBIIPCL.

One of the major impacts was deterioration of the existing earthen road from Sherpur to the plant due to movement of construction materials. SBIIPCL facilitated the process of improving the road, which has been widened and improved as a bituminous carpeting road by LGED. In addition, another internal road has been improved as a brick soling road with the own finance of SBIIPCL.

2.6 Additional Land Allocation

No additional land allocation was required the power plant.

3.0 Social Performance on Local Recruitment, Labor Relations and Conditions

3.1 Local Labor Recruitment

SBIIPCL has hired Engineering, Procurement and Construction (EPC) Contractor for construction of the power plant. EPC Contractor hires vendors, suppliers and sub-contractors for supply of necessary goods and services including construction workers. EPC is responsible for entering into formal agreement with the individual vendors, suppliers and sub-contractors. Besides, EPC Contractor also hires vendors other than construction workers and also enters into formal agreement with them. During employing workers directly or through vendors or sub-contractors, child labor engagement is strictly avoided, and National ID Card of each worker is checked and copy of the same is kept in the file. EPC Contractor maintains files of contract agreements with different parties, and maintains records of working hours and overtime of the workers. Currently, about 350 local workers work at the plant, about 250 plus workers have been taken from local community. However, no local women personnel has been employed by EPC Contractor.

3.2 Labor Relations and Living Conditions

During the construction phase, as most of the workers employed by EPC Contractor are temporary in nature and therefore according to Bangladesh Labor Law, there is no requirement of formation of trade union. Moreover, the workers are mainly recruited through local labor suppliers. Labor relations issues are managed by EPC Contractor through a grievance redress mechanism.

All national labor laws and Core Labor Standards (CLS) are complied with in terms of child labor, forced labor. The wage level has been fixed higher than the minimum wage level fixed by the government. Average wage rate of the laborers is Taka 330 per day. The overtime payment is made at the rate of Taka 40 per hour which has been mutually agreed between EPC Contractor and laborers. EPC Contractor pays wages and overtimes in timely manner and keeps the documents of payments.

No labor camp has been established within the plant site. EPC Contractor has arranged accommodation for outside labors in construction lay-down area. The labor camp is found in reasonable good/healthy condition with running water and adequate sanitation facilities. EHS personnel of SBIIPCL regularly monitor the living condition of the labor camp to check the standards maintained. The records of monitoring are documented. In case of any non-compliance, EPC Contractor is informed and asked to rectify.

3.3 Labor Dispute or Grievance

EPC Contractor has placed 2 gray color boxes at gate no. 1 and 3 for receiving grievances from labors as well as local people. Besides, the safety supervisors move with grievance register books to every site of the plant everyday to note down grievances from the workers. Primarily, grievance issues are solved by EPC Contractor. SBIIPCL personnel monitor grievance redress activities of EPC Contractor on regular basis. Besides, SBIIPCL personnel also remain present in the grievance redress meetings as and when needed as stipulated in the EPC Grievance Redress Mechanism. If the both parties (affected person and EPC Contractor) fail to reach to an agreeable solution, the concerned grievance file will be forwarded to SBIIPCL GRM Plant Committee for redressing the grievance. Then the formal grievance redress mechanism of SBIIPCL will be followed to solve the grievance issue.

Till date, there is no incidence on labor dispute and conflict between groups and there are no legal disputes. Table 3.1 below depicts the summary of the grievances recorded and their status:

Table 3.1: Summary of the Labor Grievances Recorded and Their Status

NO	Issue	Grievance Details	Status		Remarks
			Receiving Date	Closing Date	
1	Mishap between two labors	quarrel occurred between two labors	21.02.2015	23.03.2015	Addressed from the meeting among Supervisor of the labors, EHS Ast. Manager and Safety Supervisor
2	Labor complained about hand gloves	Labor at construction site complained about gloves	03.03.2015	04.03.2015	Received good gloves
3	Mishap between Bengali supervisor and Chinese supervisor	The supervisor was unable to enter at site because of NEPC embargo	02.10.2014	19.10.2014	Redressed with involvement of SBIIPL Plant Committee, JCCR and NEPC jointly Continued to enter at site
4	Medicine from the EPC Medical Centre	Doctor did not supply medicine to the patient, rather gave a token	09.11.2014	09.11.2014	At that time, the particular medicine was not available.
5	Mishap between Bengali labor and Chinese supervisor	Verbal quarrel occurred between Chinese supervisor and Bengali labor	14.12.14	02.01.2015	Redressed by SBIIPL Plant Committee and NEPC EHS Department The Chinese Supervisor was warned and fined
6	Labor grievance	Labor Injury	08.02.2015	21.02.2015	NEPC gave the treatment cost.
7	Job security for migrant workers	Some workers asked for appointment letters	23.09.2014	23.09.2014	NA as they are temporary workers.
8	Job security for migrant workers	Some workers asked for appointment letters	25.09.2014	25.09.2014	NA as they are temporary workers.
9	Mishap between Bengali labor and Chinese supervisor	Verbal quarrel occurred between Chinese supervisor and Bengali labor	03.03.2015	17.03.2015	NEPC Plant committee internally resolved the matter and the applicant started working again under the same supervisor

3.4 Media or Community Reactions

There has been no media reaction on any issues regarding developing of SBIIPL. Stakeholder consultations during the preparation of ESIA and SCAR, the community reaction primarily focused on the compensation for the land acquired. This issue has been resolved. Subsequent consultations after dissemination of the ESIA and SCAR there are certain concerns regarding environmental issues especially for the water logging in the resettled area.

4.0 Stakeholder Engagement

4.1 Stakeholder Engagement Plan

There is no Stakeholder Engagement Plan in place. However, engagements have been ongoing over the last few months with various categories of PAHs informally through visits of CDM and other SBIIPCL personnel to the project affected villages. The primary objective of this engagement was to disseminate the ESIA, CDP and livelihood restoration framework.

4.2 Consultation and Participation

Stakeholder consultation has been carried out at Parkul (plant area) with the 31 PAHs. Besides, for the associated facilities consultations have been carried out at Paharpur, Bongaon, and the pipeline affected villages. Consultations were carried out with PAHs of these villages to disseminate the social and environmental impacts as well as mitigation measures being followed so far by SBIIPCL. The concerns of the participants and future action plan of SBIIPCL were discussed. Table 4.1 depicts the list of different types of consultations done with the different categories of PAHs and other stakeholders.

Table 4.1: List of Different Types of Consultations

Stakeholder Type	Engagement Process	Dates	Covered Subject
Landowners	Meeting	13/09/2013, 10/03/2015, 24/03/2015	GRM, ESIA, CDP, LRP, Other Project Concerns
	FGD	23/03/2015	GRM, ESIA, CDP, LRP Other Project Concerns
	Personal Interview	26/10/2014, 13/03/2015, 15/03/2015	Socio economic survey
Sharecroppers	Meeting	10/09/2013, 17/09/2013, 10/03/2015, 24/03/2015	GRM, ESIA, CDP, LRP Other Project Concerns
	FGD	23/03/2015	GRM, ESIA, CDP, LRP Other Project Concerns
	Personal Interview	2/11/2014, 16/03/2015, 17/03/2015	Socio economic survey
Agricultural Labors	Meeting	10/03/2015, 24/03/2015,	GRM, ESIA, CDP, LRP Other Project Concerns
	FGD	23/03/2015	GRM, ESIA, CDP, LRP Other Project Concerns
	Personal Interview	2/11/2014, 14/03/2015, 17/03/2015	Socio economic survey
JCCR	Meeting	28/10/2014, 05/11/2014, 31/12/2014, 18/02/2015, 04/03/2015	CDP, Drainage, Previous issues, Grievances, Future responsibilities
Local NGO (SEBA)	Regular Visit	October, 2014 - Till Date	Health Service Assessment, Skill Development Plan

4.3 Issues and Concerns

The major issues and concerns raised during the consultation meetings were as follows:

- Provision of more employment at the plant.
- Demand for quick implementation of livelihood restoration plan.
- Ensuring sustainable livelihood after receiving vocational trainings.
- Reassessment of training needs, especially for women.
- Ensuring more roadway connectivity, especially to schools.
- Ensuring better accessibility to management of SBIIPCL.
- Demand for fresh drinking water through improvement of installed tube wells by SBIIPCL.
- Demand for improved efficiency of JCCR.

- Demand for quick implementation of CDP.
- Demand from the resettled PAHs for construction of drainage system to avoid water logging during monsoon.

The detailed approach and methodology for addressing the above concerns is under preparation.

4.4 Women's Participation & Engagement

Several women's group discussions were held. The group showed interest in the vocational training programs on sewing, poultry and cattle rearing. Women group in the resettlement village expressed their concern on water logging which is affecting their homestead and normal during monsoon. Availability of constant access to the doctor provided by SBII PCL was appreciated by women. However the demands for free medicine and diagnostic facilities were made.

4.5 Procurement Opportunities Extended to Local Community

All procurements for the pre-construction and construction phase were done by EPC Contractor through competitive bidding. Priority was given to local contractors/sub-contractors, suppliers and vendors. For example, labor supply sub-contracts were given to local sub-contractors.

5.0 Implementation of Grievance Redress Mechanism

5.1 SBIIPCL Grievance Redress Mechanism

SBIIPCL Grievance Redress Mechanism was put in place and made operational from September, 2014 through direct communication with CDM of SBIIPCL and documentation has been done accordingly. Both GRC-Corporate Committee and GRC-Plant Committee have been formed. For ensuring dissemination of GRM within the community people, hand bills have been distributed, verbal communication has been done, registry book (at CDM Office) is maintained, complain box has been installed outside gate no. 1 & 3 and communication details of CDM ahs been displayed (outside gate no. 1 & 3).

For dealing the grievance issues, SBIIPCL has appointed Mr. Koushtuv Kanti Biswas as the Community Development Manager (CDM) since September, 2014. He is an Urban Planner and possesses Masters on Development Studies. He also possesses Post-Graduate Certificate on Management of Land Acquisition, Resettlement and Rehabilitation.

SBIIPCL grievance redress mechanism is basically a three tier mechanism. Local people may lodge their complaints directly to CDM through complaint box, over telephone or email and even by directly coming to his office. CDM is responsible to address the grievance issues and disseminate the result to complainants by two weeks. If the CDM is unable to resolve the issue, it is referred to the GRC-Plant Committee, which is responsible to resolve it by one week. In case of failure of the GRC-Plant Committee in resolving the grievance issue, it is referred to GRC-Corporate Committee, which will have to provide solution by one more week. The grievance redress mechanism has been attached in Annex 4.

5.2 Grievance Issues and Status

Till date 19 grievances have been lodged from community people. Among them 12 grievances have been resolved, 2 have been rejected and the rest 5 are in the process of resolution. The unresolved grievances were basically regarding provision of livelihood restoration assistance for the PAHs and drainage facility development at the nearby village to tackle water logging problem during monsoon. All the unresolved issues have been forwarded to GRC-Corporate Committee. Livelihood restoration assistance is expected to be started from April, 2015. Table 5.1 below depicts the grievances lodged by community people and status of addressing them.

Table 5.1: Grievances Lodged by Community People and Status

No.	Issue	Grievance Details	Status		Remarks
			Receiving Date	Closing Date	
1	Land allotment at nearby village	Previously they owned 10 decimal now received 7 decimals of land.	24.09.2014	24.09.2014	On spot redress CDM told that, they have less land but tenure is secured.
2	Road construction request for the village area	The individual requested to construct the road in front of his house	29.09.2015	29.09.2015	On spot redress – additional road will be constructed for the community that needs most.
4	Job request	The local people asked for job at SBIIPCL	30.10.2014	30.10.2014	On spot redress CDM assured that local people will be consulted if such opportunity arises.
5	Sand Lifting by subcontractors	Subcontractors lifted sand without submitting written letter	14.11.2014	14.11.2014	On spot redress The subcontractors submitted written letter
6	Scrap materials of Plant	Local people wanted to have the scrap materials	24.11.2014	24.11.2014	On spot redress CDM told them that, these will be given first come first get service, but priority should be given to local people
8	Scarp materials of Plant	Local people wanted to have the scrap materials	03.01.2015	07.01.2015	Closed and feedback given to the applicant after discussion between

No.	Issue	Grievance Details	Status		Remarks
			Receiving Date	Closing Date	
					EHS Dept. of NEPC and Plant Committee of SBII PCL
9	Sub contract scope at Plant	River side people (Tajpur) wanted to have work at plant	25.01.2015	27.01.2015	Redressed by SBII PCL Plant Committee, NEPC and community people. They were given some work orders for sand and labor supply.
10	Road condition improvement	Road became slippery due to excess water use for dust prevention	31.01.2015	01.02. 2015	Quantity of water was reduced
11	Threat to migrant workers	One local people gave threat to a migrant worker	07.02.2015	18.02.2015	This was informed to Site In-Charge and he shared this with local police station.
12	Local boy injured	One local boy injured during an incident with one unknown Chinese person at night	20.03.2015	30.03.2015	NEPC provided treatment cost
13	Scarp materials of Plant	Local people wanted to have the scrap materials	03.01.2015	03.01.2015	Rejected Same as case 8
14	Scarp materials of Plant	Local people wanted to have the scrap materials	04.01.2015	04.01.2015	Rejected Same as case 8
15	Community Drainage	Community people want to have the community drainage constructed by SBII PCL	25.10.2015	NA	Not Closed Scope of drainage work assessed but not addressed. Transferred to GRM Corporate Committee
16	Attention and assistance for PAH from SBII PCL	Local people (poor) wanted to have assistance/support from SBII PCL	09.11.2014	NA	Not Closed LRP not implemented yet. Referred to GRC-Corporate Committee.
17	Drainage at nearby village	People at resettlement site want to have the community drainage constructed by SBII PCL	12.12.2014	NA	Not Closed Scope of drainage work assessed but not addressed. Referred to GRC-Corporate Committee.
18	Resettlement PAHs	Assistance/job from SBII PCL	22.12.2014	NA	Not addressed LRP not implemented yet. Referred to GRC-Corporate Committee.
19	Resettlement PAHs	Assistance/job from SBII PCL	03.02.2015	NA	Not addressed LRP not implemented yet, TNA conducted. Referred to GRC-Corporate Committee.

5.3 Effectiveness of Grievance Mechanism

For the reporting period and considering the grievance mechanism has just been initiated, it has been found effective. However, the indicators have been recently included in GRM, which have not yet been used. After commencement of implementation of skill development and livelihood restoration plan as well as incorporation of the use of GRM indicators in grievance redress practice, the effectiveness of the grievance mechanism can be assessed more rigorously from the next reporting periods.

6.0 Adequacy of Institutional Arrangements and Social Management Capacity

6.1 Institutional Arrangements and Social Management

There was no resettlement requirement for the plant area. However, the land acquisition institutional arrangements have already been discussed in Section 2.2 of this report.

SBIIPCL is responsible for development as well as implementation of skill development and livelihood restoration plan, community development program, stakeholder engagement and grievance redress mechanism. Besides, SBIIPCL is also responsible for complying with Bangladesh Labor Laws and SPS, 2009 of ADB.

The institutional arrangements for dealing with the social aspects are emerging. For dealing with the above issues, Deputy General Manager (DGM), EHS Assistant Manager and CDM have been appointed. Additionally, a Livelihood Restoration Consultant is going to be appointed.

Deputy General Manager (DGM) and EHS Assistant Manager are responsible for ensuring compliances for labor issues along with other EHS responsibilities. Besides, EPC Contractor has HR and EHS personnel to ensure the required labor compliances. EPC Contractor provides on-job trainings to the labors.

Livelihood Restoration Consultant and CDM will be responsible for implementation of skill development and livelihood restoration plan. A local NGO (SEBA) has been hired for implementation of the vocational trainings and small enterprise development (SED) activities to be specified under skill development and livelihood improvement plan. CDM has additional responsibility to ensure effective implementation of community development plan, stakeholder engagement plan and grievance redress mechanism.

JCCR has been formed and is functional since October, 2014. However, the committee needs to be revamped and the members need to be more accountable to the community. Membership of the committee needs to be reviewed quarterly to assess their performances, and if necessary the committee members might be replaced through consultation with the concerned community people.

Grievance Redress Mechanism is in place and is functional since September, 2014. Both GRC-Corporate Committee and GRC-Plant Committee have been formed.

Deputy General Manager (DGM), EHS Assistant Manager and CDM will report the progress to the site management, who will report to the corporate level for final decisions if required. They will also be responsible for disseminating all project related social issues to the PAHs and local community.

6.2 Adequacy of Institutional Arrangements and Social Management Capacity

Considering the ongoing construction phase, the institutional arrangement and social management capacity in place is adequate.

7.0 Corrective Actions

7.1 Summary Assessment of Implementation of Corrective Actions of SCAR, October 2014

SCAR, October 2014 identified 13 corrective actions, among which 12 actions were due within the current reporting period. Monitoring of the corrective actions has been carried out, which reveals that 2 actions were not complied and 3 more actions were partially complied. Summary assessment of implementation of corrective actions has been depicted in Annex 1.

7.2 Action Plan for the Next Reporting Period

The next reporting period will be due in June, 2015. All the actions being monitored in the current report will be monitored in the next quarter. Besides, special focus will be provided on the actions that were partially complied or not complied during the current monitoring, which has been describe below in Table 7.1.

Table 7.1: Corrective Actions Required for the Next Quarterly Monitoring

SL NO	Key areas	Corrective Actions Required	Responsible Party	Timeline
Not Complied within reporting timeline				
1	Training of SBIIPCL official for preparation of Training calendar and Implement the LRP and CAP	Hands on Training on monitoring the implementation of LRP, CAP	SBIIPCL	June, 2015.
2	Prepare Specific Training Module for Vocational Training and SED for the PAHs	Engagement of a Technical Expert (Vocational Training Expert)	SBIIPCL/NGO	June, 2015.
In process/partially complied, but not fully complied within reporting timeline				
3	Development of a skill development and livelihood restoration plan.	Finalization of the plan and start implementation	SBIIPCL	June, 2015.
4	Income Loss of 6 Sharecroppers & 11 Agricultural Laborers	Priority to be given to this group for training and small enterprise development through facilitating interest free micro credit loan Tk. 50,000 for two years and/or direct employment	SBIIPCL	June, 2015.
5	Develop and maintain all legal register of the all project components & documents the Stakeholder engagement Records	Legal document of payment status has to be collected from DC Office. Other documents are available.	SBIIPCL	June, 2015.
Actions due in Next Reporting Period				
6	Green Belt	Plantation around the project boundary and Access Road. Suitable Species will be selected consultation with a botanist	SBIIPCL	June, 2015.

8.0 Implementation of Community Development Program

8.1 SBIIPCL Community Development Program

SBIIPCL prepared a Community Development Program (CDP) as a stand alone document to assist the overall social and economic development for the affected communities. CDP suggested for the following community development programs for improvement of social and environmental wellbeing of the community to be implemented in one year, and then the services to be continued afterwards:

- i) Enhance medical facilities
- ii) Enhancement of an expanded hospital
- iii) Enhancement of high school education
- iv) Tube wells for safe drinking water
- v) Plantation Program

8.2 Status of Implementation of Community Development Programs

Summary Assessment of implementation of community development programs has been depicted in Annex 5. The status of implementation has been discussed as follows:

i) Enhance Medical Facilities

SBIIPCL committed to provide necessary/adequate and essential medicines to the local community clinic established by the Government. Besides, there was a plan for strengthening the capacity of the existing clinic through aiding the provision of a doctor. Tk 1.5 crore was planned to be allocated for this purpose.

A doctor has already been employed through a local NGO named SEBA. Since the community health complex situated adjacent the plant site is under the government, it is not allowed to permit the private doctor practicing at the premise. Hence, SBIIPCL has rented a separate place at Parkul for ensuring access to the Doctor's service at free of cost. A need assessment on medicines to be supplied at free of cost to the community health complex will be done as well as free medicine distribution will be commenced by June, 2015.

ii) Enhancement of an Expanded Hospital

SBIIPCL committed to enhance a local hospital by 30 beds to provide modern medical facilities. This was supposed to be done in coordination with the hospital management and district level health administration. Tk. 13,500,000 was planned to be allocated for this purpose.

Assessment is ongoing on the selection of the local hospital, which will be enhanced. It is to be noted that there is no hospital within close vicinity from the local community. The nearest hospital is located at Nabiganj Upazila, about 20 km away from the plant area. But, better hospitals are located at nearby district headquarters – Moulvibazar District Headquarter, Hobiganj District Headquarter and Sylhet Divisional Headquarter are approximately 27 km, 50 km and 43 km away from the plant respectively.

iii) Enhancement of High School Education

SBIIPCL committed to enhance local education through skill training for teachers and scholarships for the students. Yearly free supply of bags, pens and food incentives is planned to be provided for poor students to reduce the dropout rate from school. A modern library and documentation center is planned to be established. In addition, a non-formal education program is also planned to be undertaken for local people, especially the elderly.

15 schools have been visited. Short listing process for selecting schools is in process. On finalization of the selection of the school, the facilities is planned to be established by June, 2015.

iv) Tube Wells for Safe Drinking Water

A total of 5 Tube wells have been dug in the project area to provide a potable drinking water supply for local settlements especially for the poorest community members. One well is located in the nearby village, 1 in the health center premises and another 3 wells have been dug in Parkul village. Local people have free access to the water from these tube wells. However, it is to be noted that all the 5 tube wells are arsenic affected. Hence, SBII PCL carried out verbal dissemination as well as placed sign board showing that this water is not potable. Besides, SBII PCL is making arrangements to remedy the arsenic problem.

v) Plantation Program

A tree and shrub planting program will be undertaken along the 2 km access road and project site boundary. Plantation program has not yet been started. However, this action is not due till June, 2015.

8.3 Monitoring and Evaluation of CDP Implementation

The Community Development Program suggested for timely monitoring and evaluation of implementation of the proposed community development programs through engagement of an independent NGO. The first monitoring period was due in March, 2015. However, no monitoring and evaluation NGO has been appointed till date.

Annex 1 Social Monitoring Status on Corrective Action Plan

No	Corrective Actions	Responsibilities	Deliverable Actions Taken	Time Line	SBIIPCL Status till date	BCAS Comments
1	Strengthening of record keeping of grievance redress of SBIIPCL	SBIIPCL	Putting GRMP in place	Dec-14	<ul style="list-style-type: none"> Both GRC-Corporate Committee and GRC-Plant Committee have been formed. Activities are on going, documentation has been done since September, 2014 through direct communication with CDM of SBIIPCL. Till date 19 grievances have been lodged from community people. Among them 12 grievances have been resolved, 2 have been rejected and the rest 5 are in the process of resolution. All the unresolved issues have been forwarded to GRC-Corporate Committee. Plant GRM Process: hand bills distributed, verbal communication done, registry book (at CDM Office) maintained, complain box installed outside gate no. 1 &3, over cell phone communication displayed (outside gate no. 1 &3). 	Complied.
2	Strengthening of record keeping of grievance redress of EPC Contractor	EPC Contractor	Make present GRMP more efficient through more access to employees	Dec-14	<ul style="list-style-type: none"> GRM of EPC is closely monitored by SB2PCL and records have kept accordingly. This has increased access of workers to the GRM process. 	Complied.
3	Prioritization of employment opportunity to affected persons, especially vulnerable households	SBIIPCL in coordination with EPC Contractor	Review of present status to maximize opportunities for employment of PAHs specially venerable people	Dec-14	<ul style="list-style-type: none"> Among 31 PAHs, currently 8 are employed. If further vacancies arise, the vulnerable PAHs will be given preference in employment. 	Complied.

No	Corrective Actions	Responsibilities	Deliverable Actions Taken	Time Line	SBIIPCL Status till date	BCAS Comments
4	Development of a skill development and livelihood Improvement plan.	SBIIPCL in coordination with independent NGO	Based on recommendation of Social Compliance Audit finalize the implementation plan	Jan-15	<ul style="list-style-type: none"> The skill development and livelihood Improvement plan preparation work is in process. An NGO (SEBA) has been engaged by SBIIPCL to implement the skill development and livelihood Improvement plan. 	In process/partially complied, but not fully complied.
5	Income Loss of 6 Sharecroppers & 11 Agricultural Laborers	SBIIPCL in coordination with independent NGO	Priority to be given to this group for training and small enterprise development through facilitating interest free micro credit loan Tk. 40,000 for two years and direct employment	Jan-15	<ul style="list-style-type: none"> Payment of Taka 7,500 to each sharecropper PAH and Taka 8,000 to each agricultural laborer PAH has been made to offset their economic displacement. Preliminary Training need Assessment (TNA) has been completed for 26 PAHs out of 31. Vocational training for January Session was missed. Next available session is in July, 2015, in which interested trainees will be enrolled. And, applications for the trainings will be made by March, 2015. 	In process/partially complied, but not fully complied.
6	Outstanding Compensation Payment	SBIIPCL in coordination with LAO	CDO to arrange legal assistance to expedite compensation payment	Dec-14	Completed	Complied within deadline.

No	Corrective Actions	Responsibilities	Deliverable Actions Taken	Time Line	SBIIPCL Status till date	BCAS Comments
7	Appoint Trained Community Development Officer (CDO) to implement monitoring the Livelihood Restoration Plan as well as any other issue raised by community.	SBIIPCL	In TOR of CDO it would clearly mentioned the desired education Level (URP, Geography, Social Science Background) having Theoretical and practical experience in LRP implementation in Bangladesh	Oct-14	<ul style="list-style-type: none"> CDM has been appointed in September 15, 2014 He has been working accordingly. 	Complied within deadline.
8	Develop and maintain all legal register of the all project components & documents the Stakeholder engagement Records	SBIIPCL	CDO office will be established, where all the documents related to land Acquisition, Legal Notice, Payment Status, Stakeholder engagement and all contractual records should be maintained for future reference	Oct-14	CDM Office has been established, and the appointed CDM is working on collecting all the legal documents from LAO. Documents of serving 3 acquisition & requisition notices (by DC) are already available. Collection of actual compensation and legal documents (paid by LAO) is in process, which is expected to be finished by June, 2015.	In process/partially complied, but not fully complied.
9	Training of SBIIPCL official for preparation of Training calendar and Implement the LRP and CAP	SBIIPCL authority through engagement of a Independent Consultant or Consulting firm	Hands on Training on monitoring the implementation of LRP, CAP	December, 2014	Awareness raising, induction and capacity building has been carried out by BCAS. Further training by an independent entity will be arranged by April, 2015.	In process but not complied.

No	Corrective Actions	Responsibilities	Deliverable Actions Taken	Time Line	SBIIPCL Status till date	BCAS Comments
10	Prepare Specific Training Module for Vocational Training and SED for the PAHs	SBIIPCL	Engagement of a Technical Expert (Vocational Training Expert)	December, 2014	<ul style="list-style-type: none"> SEBA (engaged NGO) has already produced Training Module for Sewing Training (hands on training on women: 3 hours per day and 5 days a week for 3 months). Besides, training modules for other vocational trainings have been collected from Youth Development Training Center, Habiganj. Vocational Training Expert has not yet been appointed (as vocational training has not been started yet). He/she will be appointed by June, 2015 by when vocational trainings by SEBA as well as Youth Development Training Center will be initiated. SBIIPCL is currently assessing the potential SED activities and PAHs (who will come under this program). Concurrently, SBIIPCL is negotiating with Grameen Bank, ASA and BRAC to implement the SED activities including concerned trainings. 	In process but not complied.
11	Formation and activate The Joint Committee for Community Relation (JCCR)	SBIIPCL, CDO will take initiatives	From each components of the Project at least 2 representatives, Local Government and SBIIPCL representatives will form the committee for discussion and resolve any kind of Grievances and compensation	November, 2014	<ul style="list-style-type: none"> JCCR has been formed, and first meeting of JCCR was held on 28 October, 2014. 5 JCCR meetings have already taken place, and minutes have been kept. 	Complied.

No	Corrective Actions	Responsibilities	Deliverable Actions Taken	Time Line	SBIIPCL Status till date	BCAS Comments
12	Maintain proper Record of employment and vendor opportunity provided to the PAPs and local community & Recording the engagement of Local community in the ongoing construction project and in the associates components	SBIIPCL CDO, EPC Contractor,	List the local Vendors Daily Register of labor specially labor engaged from PAHs. Total Number of working days of each labor. Documents of each Labor contract. Record daily & Overtime payment sleep having signature and finger sprint of each labor	October, 2014	Record keeping of vendors and other details is ensured.	Complied.
13	Green Belt	SBIPCL	Plantation around the project boundary and Access Road. Suitable Species will be selected consultation with a botanist	May 2015	No implementation	Not due in current deadline.

Annex 2 Household Data of 31 PAHs

SL NO	Name of Household Head	HH Size	Man + 15	Women + 15	Children 15 and below	60 +
1	Mr. Tara Miah	14	7	3	4	0
2	Mr. Anhar	8	2	3	1	2
3	Mr. Ripon	4	1	1	2	0
4	Mr. Mosaid	6	2	1	3	0
5	Abdul Mosabbir	11	2	3	5	1
6	Tanjubullah	8	4	3	0	1
7	Lablu	9	3	4	1	1
8	Mosadder	10	4	4	2	0
9	Mr. Dulal	13	4	4	4	1
10	Yakubullah	5	1	1	3	0
11	Reasatullah	7	1	1	4	1
12	Hazi Asmat	10	2	2	5	1
13	Abdul Aziz	5	1	2	2	0
14	Sonjobullah	12	7	3	2	0
15	Lokamn miah	7	1	2	3	1
16	Era mia	5	1	1	3	0
17	Nunu mia	5	1	2	3	0
18	Hazi Abdul Nur	7	2	2	1	2
19	Masum mia	8	1	3	4	0
20	Hurmot Ullah	5	3	2	0	0
21	Ashik Mia	7	2	1	4	0
22	Joynul Ullah	6	2	3	1	0
23	Sayed Mia	3	1	2	0	0
24	Johir Ullaha	7	3	2	2	0
25	Audud Mia	6	1	1	4	0
26	Mohibur	7	1	1	0	0
27	Monfor Mia	6	2	1	3	0
28	Faruq Mia	4	1	1	2	0
29	Shalai	5	1	1	3	0
30	Idrias Ali	5	1	1	3	0
31	Shayasta Mia	3	1	1	1	0

Annex 3 Summary Preliminary Training Need Assessment for PAHs

NO	Name of PAH Head	Occupation	Family Members	Name of Trainee	Age	Type of Training
Landowners						
1	Tera Miah Mobile: 01788 541415	Business	10	Mithu (Son) Rahima (Daughter in Law)	26 23	Electrical Sewing
2	Md. Asar Miah Mobile: 01771 292326	Business	6	No applicant for training	-	-
3	Moshahid Miah Mobile: 01819 563409	Business	5	No applicant for training	-	-
4	Abdul Mossabir	Dead	-	Abdul Hasan (Son) Shahida Haque (Niece)	23 22	AC/freeze repair Computer
5	Tonjob Ullah Mobile: 01753 112066	Workless	10	Sowkat Ali (Son)	39	Agriculture/welding
6	Lablu Mobile: 01715 763458	Business	8	Fazlu Miah (Brother)	29	Agriculture
7	Mosadder	NA	-	No applicant, since lives in London	-	-
8	Dulal Miah Mobile: 01720 925128	Business	7	Alal Miah (Brother)	24	Car Driving/Computer
9	Yakubullah Mobile: 01835 211321	London	-	Somru Mia (Nephew)	22	Welding
10	ReasatUllah Mobile: NA	Business	-	No applicant, since lives in London	-	-
11	Hazi Asmot Ullah Mobile: 01715 858572	Business	10	Aminul (Son)	25	AC/freeze
12	Abdul Azid Mobile: 01726 840111	Business	5	Piyara Begum (Sister)	28	Sewing
13	Sonjob Ullah Mobile: 01710 717006	Workless	15	Forhad Miah (Son) Afaj Miah (Son)	22 24	Welding Welding
Sharecroppers						
14	Lokman Miah	Labor	4	Lokman Miah	52	Agriculture
15	Era Miah Mobile: 01792 149561	Ice Cream Vendor	5	Rukeya Begum (Wife)	30	Sewing

NO	Name of PAH Head	Occupation	Family Members	Name of Trainee	Age	Type of Training
16	Nunu Miah	Labor	5	No applicant available	-	-
17	Hazi Abdul Noor	NA	7	No applicant available	-	-
18	Hurmot Ullah Mobile: 01763 625167	Farmer	7	Habibur Rahman (Son)	26	Welding/agriculture
Agricultural Laborers						
19	Joynalullah Mobile:	Labor	6	Nilufa Yeasmin (Daughter)	19	Sewing
20	Sayed Miah Mobile: NA	Labor	1	Sayed Miah	45	Agriculture
21	Jahir Miah Mobile: 01815 610007	Workless	8	Swapna Begum (Daughter in Law)	26	Sewing
22	Ojud Miah	Business	7	No trainees available	-	-
23	Mohibur	Store	4	No trainees available	-	-
24	Monfor Miah Mobile: 01771 292326	Labor	6	Sayek Miah (Son)	25	Driving
25	Salai Mobile: 01780 202805	Labor	5	Najmun (Daughter)	20	Sewing
26	Shayasta Miah	Mason	NA	Lives in Dhaka	-	-

Annex 4

Grievance Redress Mechanism for SBIIPCL

Grievance Mechanism

Background

SBIIPCL shall develop a two tiered grievance redress procedure to address the grievance/issues raised by the community or contractor or subcontractor personnel. Two committees will be formed titled GRC-Plant & GRC-Corporate. Additional one committee will be formed to address the community issues which will be named as Joint Committee for Community Relations (JCCR).

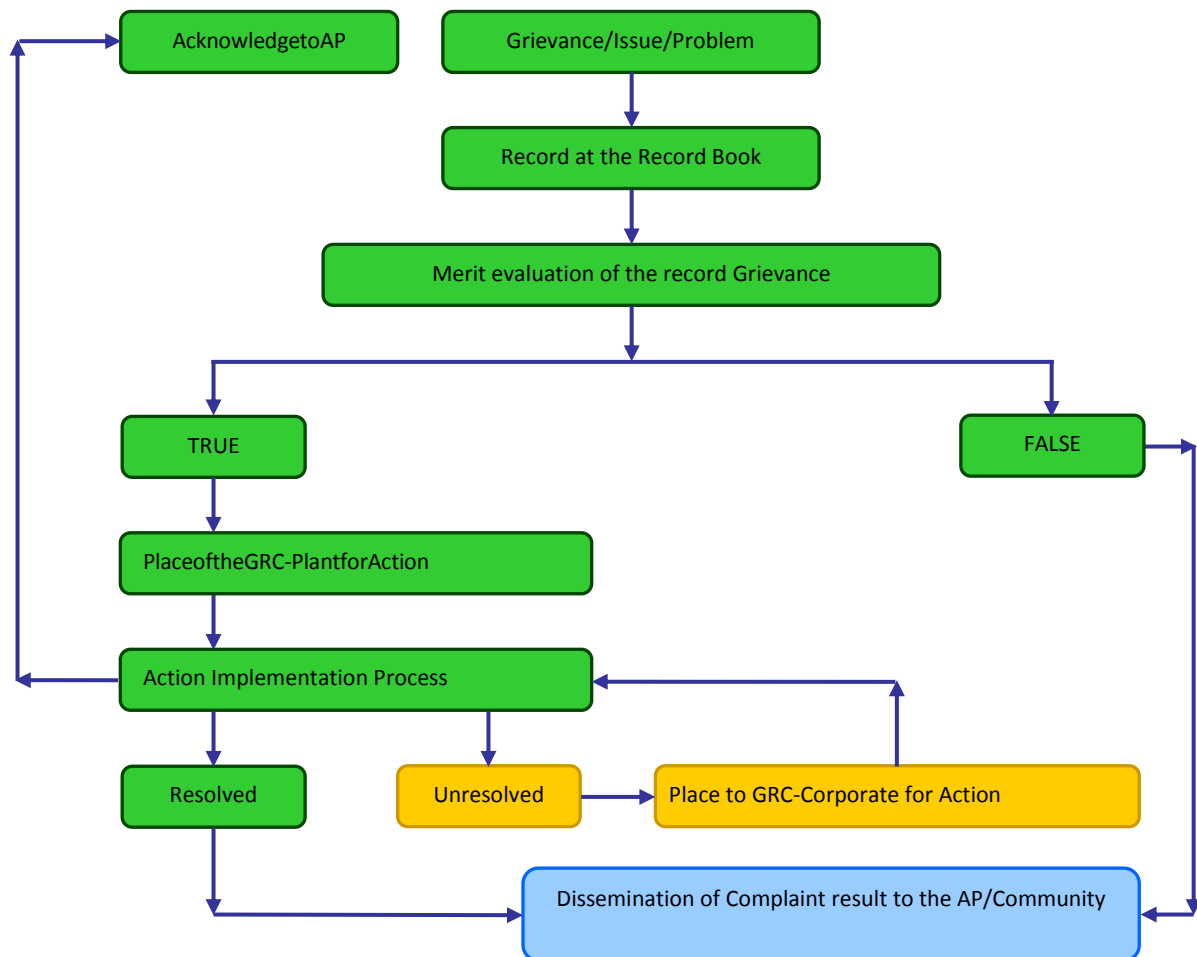
Purpose & Scope

The purpose of this procedure is to have a clear understanding of any grievance raised by any party will be addressed and resolved according to this Grievance redress Mechanism. This procedure is applicable to all SBIIPCL and O&M Contractor employees.

Grievance Mechanism: Process

The GM process is presented in Figure 1.

Figure 1: GM Process



Receiving and tracking grievances

SBIIPCL will make the following arrangement to ensure a satisfactory process for raising and collecting grievances as shown in Tables 1 and 2.

Sample Complaint Form

Reference No:	
Full Name	
Contact Information and Preferred Method of Communication	<input type="checkbox"/> By Post: <input type="checkbox"/> By Telephone: <input type="checkbox"/> By E-mail:
Description of Incident or Grievance:	
Date of incident/Grievance	
	<input type="checkbox"/> Onetime incident/grievance(date-----) <input type="checkbox"/> Happened more than once (how many times?-----) <input type="checkbox"/> On-going(currently expecting problem)
What would you like to see happen to resolve the problem that causes Grievance?	

Raising Grievances

Raising a grievance	Location/contact method
Grievance box	Two Complain boxes will be placed outside the entrance of the plant.
Grievance Log	One log book will be kept at the entrance of the plant to receive verbal grievances and another log will be kept in the CDM office.
Phone number	Phone number of CDM/ Assistant EHS Manager will be widely advertised.
e-mail	E-mail of CDM/ will be widely advertised.
Verbal grievances	CDM will regularly interact with the community members and receive verbal grievances.

SBIIPCL will practice the following procedure on receipt of a grievance:

- All incoming grievances will be acknowledged in accordance with the mentioned procedure and time limit. A formal confirmation - with a complaint number, or other identifier, and a timeline for response – will be provided thus assuring the complainant that the grievance has been logged and has entered the ‘resolution’ process, and it gives the project a record of the complaint. If a complaint is received in person, there will be a practice to acknowledge it on the spot;
- If any more complex investigation is required, the complainant should receive an update explaining the actions required to resolve the complaint, and the likely timeline; and
- SBIIPCL will explain up front what claims clearly are outside the scope of the mechanism and what alternative avenues complainants can use to address these potential issues.

Table 1 shows proposed methods for receiving grievances, from the least to the most formalized. SBIIPCL will choose one or more of methods, depending on the situation at the time.

Table 1: Receipt of Grievances

Level of formalization	Process to practice
Least formalized: Oral complaints Received face to face	Staff charged with collection of grievances (e.g. CDM or Community representative with authority to receive grievances) writes down complaints at group or individual meetings, during field visits, or at designated locations.
Somewhat formalized: Oral complaints received through remote-access methods	Accepts grievances through a designated telephone line.
More formalized: Written complaints received face-to-face	Accepts written submissions from an individual or a group at group or individual meetings, during field visits, or at designated locations.

Level of formalization	Process to practice
Most formalized: Written complaints received through remote-access methods	Complaints come in via regular mail, Internet (Website, email), or grievance collection boxes (consider having multiple locations).

Reviewing and Investigating Grievances

The following principles underpin the GM:

- The first step in any grievance redress is to ensure collection of any grievance that may exist;
- Ensure that all grievances are logged;
- Investigate the grievance objectively;
- Do not dismiss any grievance without giving it proper attention and do not imply that any person's grievance is unfounded;
- Deliver decisions as quickly and efficiently as possible, stating the facts;
- Follow up with the parties involved in each grievance to ensure the problem has not reoccurred and that no retaliatory acts have been taken; and
- Report quarterly to GRC-Corporate stating the number of grievances, mitigation actions, affected parties response with further mitigation plan.

The EHS Manager will put the grievance to the GRC-Plant on a merit basis. GRC-Plant will meet every three months, or upon the request of Assistant EHS Manager. The grievance will be discussed, in detail, with attention focused on actions to resolve it. At the next meeting follow-up will be undertaken of previous actions and new actions proposed and agreed as necessary. After four months, if the grievance is not resolved GRC-Plant may send this issue to the GRC-Corporate.

SBIIPCL's CDM jointly with the RAP implementing agency will assist the PAPs in lodging their complaints related to resettlement, entitlements and payments in the required format. Illiterate people will also be able to submit their grievance either verbally, or with the assistance from CDM. All complaints from the PAPs will be received at the office of the CDM, the member secretary of the JCCR with a copy to the union Parishad representative. Upon receipt of a complaint, the representative of the JCCR in the GRCs will organize a GRC hearing session to discuss the complaint. The GRC will review the proceedings and convey resolutions in a confidential manner to the concerned individuals, either directly or through their selected representatives. If the matter requires arbitration through the courts, the case will be referred to the court. The JCCR will strive to settle all complaints within the shortest possible time (i.e. within 1 month) of receiving the complaints.

The CDM will meet with PAPs and communities every three months to receive any grievance 'face-to-face', discuss actions and status of already raised grievance/s. In addition, telephone number and email addresses of the CDM & Assistant EHS Manager will be posted at the Main Gate and disseminated by hand, allowing PAPs and other community members the opportunity to communicate any time through remote access methods. Further, grievance collection boxes will be installed in locations as decided at the first meeting of the JCCR.

Response Times and Responsible Entity

A GM involves a time-bound process. A complainant cannot be made to wait for a response of a placed grievance for an uncertain time period. In Table 2, time periods for issuing a response against a grievance are provided with identification of responsibility for the response.

Table 2: Response Times and Responsibility

Response time periods	Responsibility
Within 2 week from the date of receiving any grievance	Community Development Manager
Within 3 weeks/ Next scheduled meeting from the date of receivedgrievance from EHS Manager (whichever is earlier)	GRC-Plant
After 4 weeks issue referred to GRC-Corporate	GRC-Corporate

Institutional Arrangements

A. GRC-Plant Committee

There will be a Grievance Redress Committee (GRC)-Plant at the plant site. GRC-Plant will be responsible for addressing first all grievance raised by any party. If GRC-Plant fails to resolve the grievance after taking action or the affected party is not pleased with the response/action taken or GRC-Plant considers that an issue needs to be escalated to the GRC-Corporate then the issue will be placed before GRC-Corporate for action. Further, GRC-Corporate can independently select any grievance to redress by itself. When GRC-Corporate is engaged in redressing any grievance, through Assistant EHS Manager, the CDM will disclose its status to the affected party and take feedback for reporting to GRC-Corporate through the Assistant EHS Manager.

Formation of the Plant Committee

- Summit GM (Head of the committee)
- DGM-Operation & Compliance, Summit Turbine division.
- DGM-Maintenance & Agreements, Summit Turbine division.
- Plant Manager
- O&M contractor all GM.
- Asst. EHS Manager
- Summit Operation Manager.
- Summit Maintenance Manager
- Community Development Manager. (will act as Secretary)
- Community Representative.

B. GRC-Corporate Committee

For managing serious and adverse grievances, there will be a Grievance Redress Committee (GRC)-Corporate. In general, GRC-Corporate- will meet every six months and evaluate the performance of the overall grievance redress mechanism. However, GRC-Corporate will meet at any time to solve critical grievances. The main functions of GRC-Corporate are to

- Review the status of GM;
- Resolve critical grievances as required; and
- Provide required suggestion and guidelines to make the GM more effective.

The Committee will include:

- Chief Executive Officer, SBIIPCL
- Chief Operating Manager, Summit Turbine Operation
- General Manager, SBIIPCL
- DGM-Operation & Compliance, Summit Turbine Operation
- DGM-Maintenance & Agreements, Summit Turbine division
- Plant Manager.
- Community Development Manager
- Ast. EHS Manager
- Community Representative.

C. JCCR

The Committee will address and receive any community grievances directly from the people. The Community members will sit with the people and will try to resolve the issue by themselves. A copy of the grievance will be submitted to the CDM. If the issue remains unsolved by the Committee, then the CDM will verify the validity and intensity of the grievance and then will organize a hearing session with the presence of community people and committee members. The goal should be to identify the root causes of the issue and to reach to a sustainable solution which is acceptable to all. If JCCR fails to resolve the grievances or investigation finds that the issue will require more attention, then the grievance will be transferred to the Plant or Corporate Committee.

The structure of the (Joint Committee for Community Relations) JCCR will be as following:

1. Mr. Delowar Hossain: Chairman of the Union Parishad
2. Sujan Miah: Ward Member of the Union Parishad
3. Primary School Headmaster
4. Rehana Begum: Women Representative
5. Moshaid Miah: Representative from Affected People
6. Dulal Miah: Representative from Affected People
7. Kawsar Ahmed: Community representative
8. Oli Ahad: Community representative
9. Jahir Uddin Mollah: SBIIPCL General Manager and Site In-Charge
10. Koushtuv Kanti Biswas: SBIIPCL CDM
11. Minhajur Rahman Khan: SBIIPCL Assistant EHS Manager

Documenting and Publicizing GM Procedure

SBIIPCL's CDM will be responsible, under the supervision of Assistant EHS Manager, for publicizing the GM using the methods presented in table 3 through mentioned methods.

Table 3: GM Dissemination Methods

Methods	What to consider
Face-to-Face Meetings (group or individual)	Group meetings work especially well where each impact of operations on communities affects at least several people. Individual meetings would be more appropriate when an issue is specific to one person. Use project-related public consultation to publicize the mechanism.
Printed Materials, Grievance Forms (for written complaints)	Notes printed in Bengali and English. Grievance forms for written complaints can also include key facts about the procedure.
Displays(stands, wall mounts, billboards)	As there are three villages live in approximately more than 1km away to the SBIIPCL Power Plant
Company Representatives (community Development officers, employees)	Establish a personal connection with communities through a local presence or visits by company representatives responsible for handling grievances. Equip employees with necessary information about grievance procedures; where grievance procedures are fairly complex, consider providing training for employees.
Online (Web site)	If information about the mechanism is provided on the SBIIPCL website, then publicize the website to communities through methods described above.
Training Sessions/ CSR (for communities)	Consider bringing project management staff and communities together during training sessions to facilitate understanding of project operations.

GRM Indicators and Monitoring Procedure

GRM indicators are set of tools to measure the intensity of grievances received at certain intervals of time. At the end of the period of time the Table 4 will be filled by SBIIPCL GRM committee. Table 4 broadly categorizes the possible areas of grievances within the community and the plant site that may arise. Grievances other than mentioned in Table 4 may arise which should be specified under each of the broader categories of Table 4. It is essential that the GRM committee analyzes the grievance data and uses it to make policy and/or process changes to minimize similar grievances in the future. The senior management will review the indicator table and assess the effectiveness and functionality of the GRM.

Table 4: GRM Indicators and Monitoring Procedure

Categories	Number of grievances registered quarterly	% of grievances resolved by site GRM committee	% of grievances resolved by Corporate GRM committee	% of grievances resolved within the stipulated time.	If not resolved within the stipulated time what was/were the reasons	% of project beneficiaries that have access to the GRM
Environmental Issues						
1. Air quality						
2. Noise						
3. Effluent quality						
4. Water logging and drainage						
5. Community safety						
Social Issues						
1. Compensation issues						
2. Employment in the plant						
3. Livelihood restoration issues						
4. Vocational training issues						
5. CDP issues						
Issues within the plant						
1. Labor issues						
2. Health and Safety Issues						

Annex 5 Monitoring Status on Implementation of Community Development Program

Sl. No.	Category of Expenditure	Cost (Tk)	Description	Timeline	Responsibility	SBIIPCL Status till date	BCAS Comments
1	Enhancement of Local Education (including non-formal education)	10,000,000	Free education materials, to reduce dropout of students and enhance construction of new building (modern toilet and drinking water facilities) & development of non-formal education facilities	1/2015	SBIIPCL	15 schools have been visited. Short listing process for selecting schools is in process.	In process but not complied.
2	Establishment of a Library	3,000,000	establishment of library, Furniture, Book Shelf, new books, Scientific Journal, Setting up Internet for access to information data and related materials for modern education	1/2015	SBIIPCL	On finalization of the selection of the school, the facilities will be established by June, 2015.	In process but not complied.
3	Enhance Health Service in existing centre	1,500,000	Doctors and technical staff, medicine supply in the existing Centre for 5 years	12/2014	SBIIPCL	<p>Doctor has already been employed. Since the community health complex situated adjacent the plant site is under the government, it is not allowed to permit the private doctor practicing at the premise. Hence, SBIIPCL has rented a separate place at Parkul for ensuring access to the Doctor's service at free of cost.</p> <p>A need assessment on medicines to be supplied at free of cost to the community health complex will be done as well as free medicine distribution will be commenced by June, 2015.</p>	Partially complied, but not fully complied.

Sl. No.	Category of Expenditure	Cost (Tk)	Description	Timeline	Responsibility	SBIIPCL Status till date	BCAS Comments
4	Enhancement of a Local Hospital	13,500,000	Civil structure, beds, medical equipment, lab facilities and additional running cost.	6/2015	SBIIPCL	Assessment is ongoing on the selection of the local hospital, which will be enhanced.	Not due within current deadline
5	Improvement of 3 km Road	2,600,000	Paved Road Sherpur-Bongaon	6/2015	SBIIPCL	Completed improvement from Sherpur to Plant (2.5 km).	Not due within current
6	Installation of 5 tube wells	1,00,000	Parkul, Resettlement site Tk. 20,000 x 5 Tube well	-	SBIIPCL	Completed	Complied.
7	Plantation Program	1,000,000	Along the access road and project site boundary	6/2015	SBIIPCL	Will be started by June, 2015 (by next rainy season).	Not due within current
8	Monitoring & Evaluation of CDP	60,00,000	Total 13 Report for 5 years	12/2014-12/2019	SBIIPCL	NGO will be appointed by June, 2015.	Not complied.

Annex 6 Photographs



SBIIPCL Plant View



SBIIPCL Plant View Under Construction



Inside SBIIPCL Plant (Direction & Fire Fighting)



SBIIPCL Plant: Ongoing Construction Work



Stakeholder Consultation



Consultation with Landowners



Consultation with Sharecroppers



Consultation with Agricultural Laborers



View of the Labor Camp



View of the Labor Camp Toilet