

**Sikkim: Integrated Service Provision and Innovation for  
Reviving Economies Program (INSPIRES) [P180634]**

**Draft  
Stakeholder Engagement Plan (SEP) for the IPF-TA component**

**Planning and Development Department, Government of Sikkim**

**September 20, 2023**

**DRAFT STAKEHOLDER ENGAGEMENT PLAN**  
**(Incorporated into the Environmental and Social Commitment Plan)**

<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
	<b>Material Measures and Actions</b>	<b>Timeframe</b>	<b>Responsible Entity/Authority</b>
10.1	<p>Adopt and implement the Stakeholder Engagement Plan (SEP) integrated in this ESCP for the IPF-TA component of the PforR operation, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.</p> <p>To this end, ensure that the following stakeholder engagement measures are implemented:</p> <ul style="list-style-type: none"> <li>a) Provide stakeholders with information about the environmental and social risks, including Sexual Exploitation and Abuse/ Sexual Harassment (SEA/ SH) risk, and impacts of the Activities in a timely, understandable, accessible and appropriate manner and format (through multiple channels, such as program website, office of the implementing department etc.), including but not limited to any environmental and social instruments prepared as part of the Activities;</li> <li>b) Consult stakeholders in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation, including with regards to any environmental and social instruments prepared as part of the Activities;</li> <li>c) Document the stakeholder engagement activities, including: (i) stakeholder mapping; (ii) description of consultations and participation mechanisms utilized, and records of meetings held; (iii) feedback received and responses to said feedback; and (iv) measures to engage stakeholders who, because of their particular circumstances, may be disadvantaged or vulnerable.</li> </ul>	Throughout the implementation of the Activities.	PD and ESS of INSPIRES, Planning and Development Department, Government of Sikkim

10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>The existing Grievance Redressal Mechanisms of the Technical Support Agencies will be strengthened to receive and facilitate resolution of concerns and grievances in relation to the Activities (including SEA/SH/Gender-Based Violence [GBV] related grievances), promptly and effectively, in a transparent manner that is sensitive, culturally appropriate and readily accessible to all parties affected by the Activities, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p>	<p>The grievance mechanism shall be accessible and operational prior to commencement of project activities and thereafter maintain throughout implementation of the Activities.</p>	<p>TSAs and PD of INSPIRES, Planning and Development Department, Government of Sikkim</p>
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