

# Social Management Action Plan

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Project Number: 41924-014  
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## Nam Ngiep 1 Hydropower Project (Lao People's Democratic Republic)

Prepared by Nam Ngiep 1 Power Company Limited for the Asian Development Bank

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## 1. PROGRAM

Objective	Outcomes	Progress indicators	Assumptions/Risks
<b>Objective:</b> Hatsaykham village is not negatively impacted by the construction activities of the NNP1 project.			
	1. Local authorities and leaders are empowered to maintain the social integrity of the village.	<ul style="list-style-type: none"> <li>• Training of the legal rights of women and children attended</li> <li>• Support for law enforcement</li> <li>• Minutes from village meetings</li> <li>• Reports from villages received by NNP1 team</li> </ul>	Cooperation from local Government partners. Village authorities committed to program Villagers understand risks
	2. Necessary rules and regulations as well as infrastructure are established to limit negative social and environmental impacts.	<ul style="list-style-type: none"> <li>• Code of Conduct available in several languages</li> <li>• Workers camps established according to international standards</li> <li>• Regulations for workers camps available</li> <li>• Camp follower area established with water and sanitation facilities available</li> </ul>	Cooperation from all contractors and sub-contractors
	3. Construction activities are monitored effectively to enable responsive, adaptive management to limit negative social and environmental impacts.	<ul style="list-style-type: none"> <li>• Audit compliance to of code of conduct as part of a robust HR system</li> <li>• NNP1 staff, construction workers and camp followers have the knowledge to be able to protect themselves from STDs, HIV/AIDs</li> <li>• NNP1 staff, construction workers and camp followers have the knowledge of legal and social ramifications of human trafficking and of the abuse of alcohol &amp; drugs</li> </ul>	Cooperation from all contractors and sub-contractors
	4. Villagers have knowledge and skills to increase their resilience to negative social impacts	<ul style="list-style-type: none"> <li>• All households have attended information sessions / participation in village security meetings?</li> <li>• Number of youth aged between 15-25 years are aware of the risks of human trafficking, HIV/STDs and drugs. (pre/post training Ax)</li> </ul>	Villagers are motivated to attend meetings Family support for youth to attend awareness raising activities / life skills training
	5. At-risk groups are able to protect themselves from harm. (Particularly young women and commercial sex workers)	<ul style="list-style-type: none"> <li>• Number of service women who report using condom on last transaction</li> <li>• Increased availability of condoms (guesthouses, restaurants, (pharmacy etc)</li> <li>• Number of sex workers is monitored and reported (including those under age for district reporting)</li> <li>• Number of sex workers who can name at least 3 transmission &amp; 2 prevention methods.</li> <li>• % of Sex workers aware of the availability of sexual health services</li> </ul>	Cooperation from local authorities and venue owners Commercial sex workers are often moved frequently – inhibiting their ability to access services.

## 2. ACTIVITY PLAN

Activities	SPECIFIC ACTIONS REQUIRED				
Outcome	Main Activities	Sub-activities	Responsible institutions	Timeframe	Budget
1 Local authorities and leaders are empowered to maintain the social integrity of the village.	1.1 Develop capacity and support village management 1.2 Increase awareness of relevant laws and law enforcement strategies 1.3 Review past projects for lessons learned, sharing of resources. 1.4 Re-enforce local authorities and policing capacities	<b>Village Capacity</b> <ul style="list-style-type: none"> <li>Set up village development committee (VDC)</li> <li>Monthly Village Meeting for whole community to report progress / concerns</li> <li>Monthly meeting (minuted) with representatives of village (including villages in zone 5) NNP1 and district authorities to report progress and concerns relating to village security / safety during construction</li> <li>Training for village authorities (zones 3 and 5) of Laws relating to the rights of Women and Children</li> <li>Study tour to other villages in Laos that have been affected by Dam construction.</li> <li>Workshop including NGOs with experience / resources available for this topic</li> </ul>	Resettlement Preparation and Camp Followers Team	2015 Q1/Q2 to setup the system; continuing meetings until COD	20,000USD
		<b>Police Capacity</b> <ul style="list-style-type: none"> <li>Renting of building in Hat Gniun to be provided as police office to the district police (encompassing 3 accommodation and 1 office room and 1 detention room)</li> <li>Support security patrolling (6 police officers, at least 2 female) in Hat Gniun with daily patrols extending to Hatsaykham on a daily base.</li> <li>Conduct training for village authorities and local police regarding classification difference between grievances and criminal offenses.</li> </ul> Establish protocol and disseminate among involved security parties and inform villagers.	Resettlement Preparation and Camp Followers Team	Commenced since December 2014 for at least until COD; protocols monitored, updated, and finalized by 2015Q2	30,000USD

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2 Necessary rules and regulations as well as infrastructure are established to limit negative social and environmental impacts.	2.1 Establish Code of Conduct 2.2 Workers camps established according to international standards 2.3 Regulations for workers camps 2.4 Camp follower area to established with water and sanitation facilities available	<b>Code of Conduct</b> <ul style="list-style-type: none"> <li>Establish Code of Conduct.</li> <li>Translate Code of Conduct into several languages.</li> <li>Disclose Code of Conducts, ensure that every employee and worker signs the Code of Conduct and publicly post it in the workers camps.</li> <li>Create barrier on T5 and restrict access.</li> <li>Workers are not allowed to enter Hatsaykham except with written approval by the supervisor.</li> <li>Workers not allowed halting in a radius of 500m to the school of Hat Gniun except in emergency cases.</li> <li>Criminal offenses will be penalized in addition to the judicial process via immediate dismissal of the offender.</li> </ul>	Contractor, Subcontractor, Company	Commenced in 2014, ongoing until COD	Included in proper work management and quality control of each party
		<b>Worker Camps</b> <ul style="list-style-type: none"> <li>Provide SSES MMP-CP for the workers camp and implement the construction of workers camps accordingly</li> <li>Establish leisure facilities within the camps (sports related)</li> <li>Ensure gender-segregated facilities in the camps</li> <li>Install at least 2 security guards at any time for each camp.</li> <li>Regular patrolling, at least every 2 hours through the camp, including during the night shift.</li> </ul>	Contractor, Subcontractor, Company	Commenced in 2014; monitoring and improvements ongoing until COD; security guards for all camps available by 2015Q1	Included in proper work management and quality control of each party
		<b>Camp Regulations</b> <ul style="list-style-type: none"> <li>Drinking of alcohol is not permitted on working days between midnight and 5pm within the camp and at no time in the construction area.</li> <li>Workers with signs of intoxication will be tested on substance abuse; mobile drug testing facilities shall be available at the medical health center by 2014Q4.</li> <li>Closing of camps between 10pm and 5/6am, except for work purposes together with supervisor or emergency cases to be reported to the camp manager; the latter case has to follow</li> </ul>	Contractor, Subcontractor, Company	Commenced in 2014; monitoring and improvements ongoing until COD; Log-books and labor representatives to be in place	Included in proper work management and quality control of each party

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		<p>protocol and information noted in the OC monthly progress report. Except for 24 camps</p> <ul style="list-style-type: none"> <li>• Every non-member of the camp shall be registered with name and affiliation in a log-book on entering (noting date and time of entrance) and leaving the camp (noting date and time of leaving), to be available for contractor and developer for inspection. Access is prohibited for non-camp members between 10pm and 5am. Log-books have to be stored safely until the end of the construction period.</li> <li>• At least one female labour representatives shall be elected in each camp, be provided with necessary training, and be involved in any case where female workers or employees need support.</li> <li>• All workers will wear identification badges (on helmet) at all time except within their accommodation.</li> <li>• For the first two incidences of workers' non-compliance with code of conduct and camp regulations, warnings will be given; a third incidence leads to the immediate dismissal of the worker.</li> <li>• Criminal offences will lead to the immediate dismissal of the worker.</li> </ul>		by 2015Q2	
		<p><b>Facilities for Camp Followers</b></p> <ul style="list-style-type: none"> <li>• Establish an economic zone at least 1km away from any village or hamlet</li> <li>• Once the health facilities are available for the workers, emergency cases can be taken to these facilities</li> <li>• Costs will be jointly shouldered by contractors, camp followers, and developer; a system will be established via consultations between the different parties, incl. provisions in kind</li> <li>• Security in this zone has to be supported by regular patrols of the district police</li> <li>• Costs will be jointly shouldered by contractors, camp followers, and developer; a system will be established via consultations between the different parties, incl. provisions in kind</li> </ul>	Contractor, Subcontractor, Company	Commenced in 2014 along the main road (original zone not accepted);  Police posts established and supported since December 2014 (see above)	40,000USD

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		<ul style="list-style-type: none"> <li>Support the school of Hat Gniun to cope with increased student numbers due to influx of camp follower children</li> </ul>			
		<p><b>Liability of Contractors</b></p> <ul style="list-style-type: none"> <li>Present additional measures to be included in the contract between NNP1 and contractor that make the contractor/Subcontractor liable for expenses related to such cases per person; in case such expenses can not be collected from the offender.</li> </ul> <p>Subcontractor has to shoulder all costs related to damages resulting from their workers during the time workers stay within the construction area (encompassing the stretch from the dam site to Hat Gniun).</p>	Contractor, Subcontractor, Company	Commenced in 2014; monitoring and improvements ongoing until COD;	Included in proper work management and quality control of each party
3 Construction activities are monitored effectively to enable responsive, adaptive management to limit negative social and environmental impacts	3.1 Training for construction workers on code of conduct and risk of unprotected sexual activity 3.2 Audit of compliance with code of conduct 3.3 Training for all NNP1 staff on how to prevent the transmission of STDs including HIV/AIDS 3.4 Training for all NNP1 staff on knowledge of legal and social ramifications of human trafficking, abuse of alcohol & drugs.	<ul style="list-style-type: none"> <li>Investigate availability of suitable training / communication packages that may have already been developed with relevant NGOs and implement a joined program</li> <li>District level discussions on existing resources for training / monitoring</li> <li>Agree audit plan with contractors / Main contractors</li> </ul>	Contractor, Subcontractor, Company	Commence in 2015Q1 and to be regularly repeated for new staff; monitoring and improvements ongoing until COD	20,000USD
4 Villagers have the knowledge and skills to increase their	4.1 Villagers to be encouraged by NNP1 staff to attend monthly village meetings 4.2 Life skills training for youth in each village 4.3 School based information	<ul style="list-style-type: none"> <li>Designate Village Focal Point (VFP) volunteers in each village to follow up on issues raised and coordinate with NNP1 and district level associations such as DCCA (District Committee for the control of AIDS)</li> <li>Seek out training opportunities for TOTs / facilitation courses to develop skills in VFPs in each village</li> </ul>	Resettlement Preparation and Camp Followers Team	Commence in 2015Q2; monitoring and improvements ongoing until COD	40,000 USD

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resilience to negative social impacts	sessions – Activity based to raise awareness of risks 4.4 Youth meetings / sports activities	<ul style="list-style-type: none"> <li>Develop curriculum for life skills training</li> <li>Regular life skills training sessions for target groups of young people</li> <li>Set up regular sports and activity session for youth</li> </ul>			
5 At-risk groups are able to protect them selves	5.1 Improve sexual health services at the provincial hospital (contained in PHAP) 5.2 Peer education and counseling program for commercial sex workers 5.3 Visit guesthouses, entertainment venues, pharmacies etc to encourage them to have condoms for sale. 5.4 Wide distribution of IEC materials	<ul style="list-style-type: none"> <li>Peer Group meeting 3 months/ meeting /village)</li> <li>Outreach visits to support commercial sex workers</li> <li>Train peer support workers for sexual health advice</li> <li>Condom distribution program</li> <li>IEC materials for display in offices, construction workers accommodation. (Prevention and treatment options)</li> </ul>	Resettlement Preparation and Camp Followers Team / Health Team	Commenced in 2014; monitoring and improvements ongoing until COD;	50,000USD
6 NNP1 SMO staff are able to support the Project to handle the SMAP	6.1 Establish necessary policies and procedures 6.2 Ensure sufficient staffing 6.3 Provide sufficient training to local staff	<p><b>Procedures</b></p> <ul style="list-style-type: none"> <li>Prepare a protocol so that staff is guided on how to proceed (sensitivity, suggestion of hospital check up, etc.)</li> <li>If female persons are alleged victims, then at least one female SMO officer or a member of the LWU needs to be included in any conversation with that person</li> <li>Define for which cases medical check-ups are obligatory to be provided by the Project even if no external injuries are visibleSMAP team follow up any cases reported within the village (to district / provincial level)</li> </ul> <p><b>Staff &amp; Training</b></p> <ul style="list-style-type: none"> <li>Hire at least one camp follower and one health officer working full time on the implementation of all necessary measures</li> </ul>	Resettlement Preparation and Camp Followers Team / Health Team	Commenced in 2014; monitoring and improvements ongoing until COD;	Included in proper work management costs



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		outlined in the SMAP as well as the Projects SDP <ul style="list-style-type: none"> <li>• Ensure staff knowledge on the developed procedures</li> <li>• Conduct training for staff on how to document, report and react to such incidents.</li> <li>• Ensure staff understanding of limitations to facilitate actions</li> </ul>			

*Total Budget is 230,000 USD. This is in line with the data presented in the REDP Version June 2014, which includes in the Social Management and Mitigation Plan (with a contingency margin for eventual necessary additional activities, reaching 250,000USD).*

ID	Task Name	Start	Finish	2015			2016				2017				2018				2019		
				Apr	Jul	Oct	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	Jan	Apr	Jul
1	Village Capacity Development Setup	Thu 01/01/15	Tue 30/06/15																		
2	Village Capacity Development Coaching	Thu 01/01/15	Fri 01/02/19																		
3	Police Capacity Setup and Development	Mon 15/12/14	Tue 30/06/15																		
4	Police Capacity Support	Mon 15/12/14	Fri 01/02/19																		
5	Code of Conduct setup	Wed 01/10/14	Wed 31/12/14																		
6	Code of Conduct monitoring	Thu 01/01/15	Fri 01/02/19																		
7	Worker Camps initial setup	Sat 01/11/14	Tue 31/03/15																		
8	Camp Regulations	Sat 01/11/14	Tue 30/06/15																		
9	Worker Camps monitoring	Sat 01/11/14	Fri 01/02/19																		
10	Facilities for Camp Followers and Improvements	Sat 01/11/14	Tue 01/09/15																		
11	Facilities for Camp Followers ongoing monitoring	Sat 01/11/14	Fri 01/02/19																		
12	Liability of Contractors including monitoring	Sun 01/06/14	Fri 01/02/19																		
13	STI Prevention and Monitoring	Sat 01/11/14	Fri 01/02/19																		
14	Villagers resilience to adverse impacts including coaching	Wed 01/04/15	Fri 01/02/19																		
15	At-risk-group protection and monitoring	Sat 01/11/14	Fri 01/02/19																		
16	SMO Staff preparation, training, and monitoring	Sun 01/06/14	Fri 01/02/19																		