



**Amaravati Capital Region Development Authority  
Vijayawada**

**Amaravati Integrated Urban Development Program  
Amaravati Inclusive and Sustainable Capital City Development  
Program**

# **Environmental and Social Safeguards**

# **Orientation Training Program Report**



## Day – 1: Training Session Conducted by WB and ADB E&S Team for APCRDA, ADCL, PgMC and PMCs

**Date:** 19 June 2025

**Venue:** APCRDA office Vijayawada

**Organized by:** World Bank & Asian Development Bank (ADB)

**Participants:**

S. No	Category of Participants	No of participants attended
1	APCRDA-Officials and E&S Team	26
2	ADCL-Officials & E&S Team	8
3	PgMC- E&S Team and Engineering Team	13
4	PMC-TL, E&S Team	64
5	NGO BREDS	4
6	WB/ADB- Social & Environmental Team	9
	<b>Total</b>	<b>124</b>

### Introduction

As part of the ongoing commitment to strengthen environmental and social management systems under the Amaravati Sustainable Capital City Development Project, an Environmental & Social Safeguards Orientation Training Program was organized on 19th June 2025 in Vijayawada. The program aimed to enhance the capacity of key project stakeholders including officials from Project Management Consultant (PMC), Program Management Consultant (PgMC), Amaravati Development Corporation Limited (ADCL), and Andhra Pradesh Capital Region Development Authority (APCRDA). The training was conducted with the technical support of the World Bank and the Asian Development Bank (ADB) Mission.

### Objectives of the Training

- To orient the project staff on the Environmental & Social Safeguards Framework (ESF) requirements.
- To build awareness of the World Bank ESS standards and ADB Safeguard Policy Statement
- To enhance understanding of Grievance Redressal Mechanism (GRM), labour welfare provisions, gender-based violence (GBV), risk management and community engagement strategies and safety measures.
- To familiarize staff with environmental management practices applicable during construction and operational phases.

### Key Sessions and Topics Covered

Session	Topic	Participants	Duration	Speaker/ Presenter
1	Welcome and introduction	APCRDA E&S team; PgMC; PMCs, NGO	10 Min 10.00 -10.10am	APCRDA/World Bank/ ADB Team
2	Project overview, introduction to ESSA, RPF, RAPs, and Implementation of ESSA Recommendations	APCRDA E&S team; PgMC; PMCs, NGO	35 Min 10-10 – 10.45 am	World Bank/ ADB Team
3	Institutional Responsibilities, including WB/ADB Role during Implementation	APCRDA E&S team; PgMC; PMCs, NGO	30 Min 10:45 – 11.15 am	World Bank/ ADB Team

				With specific inputs from APCRDA
4	Stakeholder engagement and grievance redress mechanism	APCRDA E&S team; PgMC; PMCs, NGO	15 Min 11.15 – 11.30 am	World Bank/ ADB Team  With specific inputs from APCRDA
5	E&S aspects of Contractor Management, and Key SOPs into C-ESMP preparation	APCRDA E&S team; PgMC; PMCs, NGO	60 Min 11.30 am – 12.30 pm	World Bank/ ADB Team  With specific inputs from APCRDA
6	Gender Based Violence (GBV) and Grievance Redress Mechanism (GRM) for GBV	APCRDA E&S team; PgMC; PMCs, NGO	45 Min (12.45 – 1.30 pm)	World Bank/ ADB Team  With specific inputs from APCRDA
<b>Lunch Break</b>				
7	Spill over session/ Discussion on the Day -2 training program	APCRDA E&S team; PgMC; PMCs,	02 :15 pm onwards	Specific inputs from WB/ADB team

### Key Takeaways of Day 1 Training Session

- Reinforced the importance of compliance with environmental clearances, labour welfare provisions, and community health and safety.
- Updated participants on recent amendments in World Bank and ADB to safeguard standards relevant to the Amaravati project.
- Emphasized proactive measures for GBV, SEA/SH risk mitigation at construction sites and labour camps.
- Highlighted the need for regular safeguard monitoring, documentation, and reporting in alignment with international financing institution (IFI) requirements.
- Focused on Monthly reporting formats for Contractors and PMC
- To organize in-depth sessions on the identified topics
- To organize capacity building programs on E&S program for all the implementing staff of contracting agencies.

### Feedback on Day 1 Training from Participants

Participants appreciated the program structure, relevance of topics, and expertise shared by World Bank and ADB representatives.

## Day – 2: Orientation of Contractors on E&S Aspects of Construction Management

**Date & Time:** 20 June 2025 10:00 am onwards

**Venue:** Sri HSR Kalyana Vedika, Thullur, Amaravati

**Organized by:** APCRDA, ADCL, PgMC & ESMU Team

**Supported by:** World Bank & Asian Development Bank (ADB) Mission

### Participants:

1. Contractors' E&S Staff
2. Contractors' Team Leaders and Site Engineers
3. Project Management Consultant (PMC) – Team Leaders & E&S Team
4. Programme Management Consultant (PgMC) Team
5. APCRDA E&S Team
6. Amaravati Development Corporation Ltd (ADCL) E&S Team
7. Representatives from World Bank and Asian Development Bank (ADB) Mission

S.No	Category of Participants	No of participants attended
1	WB/ADB- Social & Environmental Team	9
2	APCRDA-Officials	32
3	ADCL-Officials	35
4	ESMU	36
5	PgMC- E&S Team	11
6	PMC-TL, E&S Team	50
7	NGO BREDS	4
8	Line Department officials	13
9	Contractor staff	223
	<b>Total</b>	<b>413</b>

### Overview of the Training Session:

Session	Topic	Participants	Duration	Speaker/ Presenter
1	Welcome and introduction	PMCs; Contractors Key E&S Focal persons	5 Min (10.00- 10.05 am)	Sri G. Surya Sai Praveenchand, I.A.S., Add. Commissioner APCRDA  Smt. Devarakonda Lakshmi parthasarathy Bhasker, IAS (Retd.) Chairperson and Managing Director, ADCL
2	Project overview, Institutional Responsibilities, including WB/ADB Role during Implementation	PMCs; Contractors Key E&S Focal persons	25 Min (10.05- 10.30 am)	Sri G. Surya Sai Praveenchand, I.A.S., Add. Commissioner
3	E&S aspects of Construction	PMCs; Contractors Key E&S Focal persons	45 Min	Sri. Nitin Kumar Sharma Director (Environment)

	Management, and C-ESMP preparation (Ref: SoP 1)			(10.30 – 11.15 am)	Sri. Mahesh Babu Gade Environment Specialist (Specific inputs from WB/ADB team)
<b>Tea Break</b>					
4	Labor Influx, Labor Management, and Community Health & Safety (Ref: SOP 2 and SOP 4)	PMCs; Contractors E&S Focal persons	Key	45 Min (11.30 am – 12.15 pm)	Sri. Shaik Tameez Sr. OHS Specialist,  Sri. Ravi Kumar Social Safeguard Specialist
5	Construction Management including Biodiversity conservation, Resource Efficiency and Pollution Prevention (Ref: SOP 3 and SOP 5)	PMCs; Contractors E&S Focal persons	Key	45 Min (12.15 – 13.00 pm)	Sri. Nitin Kumar Sharma - Director (Environment)  Sri. G Praman Kumar-Senior Planner (Environment)
6	Gender Based Violence (GBV) and Grievance Redress Mechanism (GRM) for GBV (Ref: SOP 7)	PMCs; Contractors E&S Focal persons	Key	45 Min (13.00 – 13.45)	Ms. Jaya Sharma, Gender specialist  Mrs. P Jayasree  Nodal Officer (GRM)  Mrs. Gauri Sandeep Dixit, GBV manager  Ms.Ch. Nithisha  GBV specialist
<b>Lunch Break</b>					
7	Group work on C-ESMP Preparation and Implementation  (including covering construction management, traffic management, labour influx and labour management, stakeholder consultation, GRM, and GBV aspects)	PMCs; Contractors E&S Focal persons	Key	10 min Group work +  5-min presentation by each group  (14.45 – 16.30)	Contractors/ PMC/ PgMC/ESMU team wise (Four Teams)

8	Concluding session and way forward	PMCs; Contractors Key E&S Focal persons	30 Min (16.30 – 17.00)	WB/ADB/APCRDA Team
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As part of the ongoing efforts to strengthen Environmental and Social (E&S) safeguards implementation in the Amaravati Capital City Development Project, an orientation program was organized on 20th June 2025 at HSR Convention Hall, Thullur. The program aimed to sensitize and build the capacity of contractors and associated site management teams on E&S requirements as per the World Bank (WB) and Asian Development Bank (ADB) guidelines, national regulatory provisions, and project-specific Environmental and Social Management Plans (ESMPs).

### **Objective of the Day 2 Orientation Program**

- Familiarization of Contractor’s staff with project E&S safeguard requirements.
- Emphasizing the importance of integrating E&S practices in daily construction management.
- Discuss roles, responsibilities, and reporting obligations.
- Enhance awareness on grievance redressal mechanisms, gender-based violence (GBV)/sexual exploitation and abuse (SEA) safeguards, labour management, and community health and safety aspects.
- Prepare contractors for upcoming World Bank and ADB safeguard supervision missions.

### **Overview of the Sessions Conducted**

#### **Welcome and Introduction**

Sri G. Surya Sai Praveenchand, I.A.S., Additional Commissioner APCRDA and Smt. Devarakonda Lakshmparthasarathy Bhasker, IAS (Retd.) Chairperson and Managing Director, ADCL has welcomed the Environment and Social Training Team of WB and ADB along with all the participants invited to the 2<sup>nd</sup> day of E&S Orientation Training Session conducted at Sri HSR Kalyana Vedika, Thullur, Amaravati.

#### **Session 1: E&S aspects of Construction Management and C-ESMP Preparation (Ref: SoP1)**

The session was conducted by Sri. Nitin Kumar Sharma Director (Environment) and Sri. Mahesh Babu Gade Environment. The focus was on introducing core principles and requirements of environmental and social risk management applicable during Pre-Construction and Post-Construction phase. Implementation of the Contractor’s ESMP, including site-specific risk screening, mitigation planning, and compliance with various environmental clearances and permissions.

Contractors were briefed on obtaining and Environment clearance, consents, pollution prevention, managing stormwater and C&D Waste, setting up signage and safety boards, and establishing waste management systems in accordance with CPCB and CPHEEO norms. The importance of preparing for site rehabilitation and closure activities in line with regulatory expectations was also highlighted.

#### **Session 2: Labor Influx, Labor Management, and Community Health & Safety (Ref: SOP 2 and SOP 4)**

The session was conducted Sri. Shaik Tameez (Sr. OHS Specialist) and Sri. Ravi Kumar (Social Safeguard Specialist). The session addressed critical concerns surrounding labour management, welfare standards, and the broader impact of construction activities on nearby communities.

Emphasis was placed on the development and enforcement of Labour Management Procedures in line with Indian labour laws and project standards. Following the discussions on requirements for labour camp setup, minimum space standards, sanitation facilities, medical access, and protection of vulnerable groups, especially women and children. Speaking on safety standards, Additional Commissioner – Planning shared that there will be Zero Tolerance to Accidents, Sexual Harassment cases and Child Labour within the Amaravati Capital city region.

During the session, Contractors were guided on forming on-site Grievance Redressal Committees (GRCs), maintaining GRM registers, and displaying grievance redressal information through signages. Site planning for environmental risk reduction and interaction with local communities to mitigate health and safety impacts such as dust, noise, and traffic congestion were covered in detail.

### **Session 3: Resource Efficiency, Pollution Prevention, and Biodiversity Conservation ref. SOP 3 and SOP 5**

The session was conducted by Sri. Nitin Kumar Sharma, Director (Environment) and Sri. G Praman Kumar (Sr. Planner – Environment). The participants were introduced to best practices for efficient resource utilization and pollution control during construction. Presenters outlined the need for integrating energy, water, and material conservation into procurement and construction plans. Pollution prevention measures, including wastewater treatment, sludge disposal, and waste segregation, were discussed in the session. No Capturing or Killing of any birds, animals etc. at the Construction site.

The session also focused on addressing air and noise pollution control through dust suppression techniques, use of green fuel, acoustic enclosures, and speed regulation at construction sites.

Biodiversity conservation was presented as a cross-cutting theme, with guidance on habitat protection, topsoil conservation, plantation of native tree species, and controlling invasive species. As part of the session, Contractors were instructed to ensure strict adherence to biodiversity-related clauses in their CESMPs.

### **Session 4: Gender Based Violence (GBV) and Grievance Redress Mechanism (GRM) for GBV ref. SOP 7**

The session was conducted by Ms. Jaya Sharma (Gender specialist) Mrs. P Jayasree, Nodal Officer (GRM), Mrs. Gauri Sandeep Dixit (GBV manager) and Ms.Ch. Nithisha (GBV specialist). The session focused on the identification, prevention, and redressal of Gender-Based Violence (GBV) and Sexual Exploitation, Abuse and Harassment (SEA/SH) in project sites.

The Participants were introduced to definitions, legal frameworks such as POSH and POCSO Acts and World Bank/ADB safeguards under the Environmental and Social Framework (ESF). The speakers also shared the responsibilities of contractors in preventing GBV including establishment of Internal Complaints Committees (ICCs), appointment of Gender Focal Persons, sensitization of workforce and development of a site-specific GBV Action Plan.

The use of Codes of Conduct, mandatory trainings, and grievance redress structures were underlined in the session. Partner NGOs' roles and coordination with community stakeholders such as Mahila Police, SHGs, and Gender Committees were also addressed in the session.

## **Report on Group Work on Thematic areas of C-ESMP**

### **Objective of the Group Work:**

To strengthen the capabilities of PMC and Contractors' Environmental & Social (E&S) teams in the preparation, implementation and monitoring of Contractor's Environmental and Social Management Plans (C-ESMP) in compliance with the SOPs.

### **Key Focus Areas Covered in Group Work:**

1. Labour Influx and Labour Management
2. Traffic Management Plan
3. Hazardous waste storage, management and disposal
4. Overall Waste Management
5. Incident reporting /emergency management plan
6. Gender and SEA/SH
7. Community health and safety

### **Group Methodology**

All the participants from APCRDA, ADCL, Engineers, PgMC, PMC and Contractors were divided into 7 groups. Each group was tasked to brainstorm on the Key Focus areas mentioned above and present the outline. The outline presented should address the following points:

- a. Key Issues
- b. Actions to avoid/mitigating the risks
- c. People responsible
- d. Supervision and reporting mechanism

### **Presentation and Review:**

Each group presented their groups consensus and action plan, followed by feedback and suggestions from the PgMC E&S core team, WB/ADB Team. Experiences from other similar World Bank/ADB projects were shared for reference.

### **Outcomes of the Group Work:**

- Improved understanding of practical challenges and mitigation strategies in C-ESMP implementation.
- Clear division of responsibilities between PMC, contractor, and subcontractors for E&S management.
- Reinforced understanding of E&S safeguard policies and contractual obligations.
- Contractors committed to strengthen site-level documentation and display grievance redressal information at labour camps and worksites.
- Consensus on conducting regular E&S compliance reviews and worker sensitization sessions.
- Contractors agreed to submit monthly E&S compliance reports in a standardized format.
- Immediate action points identified for addressing waste management, labour welfare facilities, and GBV/SEA awareness signage at sites.
- Positive feedback on the usefulness of open discussions in resolving field-level operational issues.

### **Key Observations of the Group work:**

- Labour camps are in the process of establishment and majority of the camps are found to be reasonably good and contracting agencies are in the process of providing facilities to the workers as mentioned in the SOP and CESMP
- ESMU team of APCRDA/ADCL, PMCs and Contracting are in place

### **Lessons Learnt from the Group work:**

- Reinforced the importance of compliance with environmental clearances, labour welfare provisions, and community health & safety.
- Emphasized proactive measures for GBV, SEA/SH risk mitigation at construction sites and labour camps.
- Highlighted the need for regular safeguard monitoring, documentation, and reporting in alignment with Banks policies.
- Good Practice Note/Practices shared from other projects

### **Key Takeaways and Actionable points from the Group Work:**

- Banks team suggested APCDRA /ADCL to take up “Orientation Training Program on Environmental & Social Safeguards for all the implementation staff at the Contractor level in order bring common understanding and to ensure 100 percent compliance.
- Banks team further suggested to organize a deep dive /In depth session to the subject specialists on the identified or priority concerns.
- To finalize the reporting and monitoring formats for Environmental and Social safeguards compliance.
- To provide guidance and support in the formation of ICC
- To ensure compliance with Non-Negotiable/Zero Tolerance aspects such as
  - a. No child Labor engaged at work site.
  - b. No GBV/SEA/SH incidents reported in project influence areas
  - c. Revision and finalization of CESMPs with site specific data
- Conduct site-level refresher E&S induction programs by Contractors & PMC within 15 days
- Update and display E&S safeguard information boards at all worksites-Contractors within 1 week
- Submit monthly E&S compliance reports in prescribed format by Contractors first week of every month
- Regular joint site inspections for E&S compliance by APCRDA, PMC & PgMC on monthly basis
- Organize periodic GBV/SEA awareness campaigns at labour camps by PMC & Contractors on quarterly basis

### **Participants Feedback**

1. 90% of the participants expressed that they met the training expectations.
2. 85% of participants expressed that the time allotted is sufficient
3. 80% of participants expressed the training program interactive and engaging
4. 90% of participants expressed the training content useful in achieving in new learning objectives
5. 70% of participants rated the training delivery of resource persons 5 out of 5
6. 85% of the participants expressed training material useful

**Photographs of the Training:**



*Figure 1 Day 1 E&S Training Session presented by Smt. Jaya Sharma from WB*



*Figure 2 Day 1 of E&S Training Participants attending the training session*



Figure 3 CMD, ADCL welcoming the Participants for Day 2 of the Orientation Training



Figure 4 Additional Commissioner Planning addressing the participants in Day 2 Orientation Training



Figure 5 EnC and Participants taking the Safety Pledge



Figure 6 Additional Commissioner – Planning and E&S Training team from WB&ADB taking Safety Pledge



*Figure 7 Group photo of ESMU Staff of APCRDA, ADCL and PgMC along with WB and ADB E&S team*

## **Suggestions**

- Conducting periodic refresher training.
- Introducing field-based safeguard audits and demonstrations.
- Developing a common digital monitoring dashboard for safeguard compliance.

## **Conclusion**

The orientation program effectively provided a platform for knowledge exchange and capacity enhancement among contractors and project teams on critical E&S safeguard issues. The active participation and commitment shown by the stakeholders, including the World Bank and ADB Missions, reflect a collective effort towards ensuring sustainable and socially responsible development in the Amaravati Capital City Project.

## **Encl:**

**Annexure 1:** List of Participants for 19<sup>th</sup> and 20<sup>th</sup> Training program

**Annexure 2:** Presentations of 19<sup>th</sup> and 20<sup>th</sup> Training program