

Semi-annual Report

October 2016

# PNG: BRIDGE REPLACEMENT FOR IMPROVED RURAL ACCESS SECTOR PROJECT

Package 1 : Hiritano and Magi Highway

Package 2 : New Britain Highway

(Reporting Period: January to June 2016)

Prepared by Department of Works for the Asian Development Bank.

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# **BRIDGE REPLACEMENT FOR IMPROVED RURAL ACCESS SECTOR PROJECT**

**Package 1 : Hiritano and Magi Highway**

**Package 2 : New Britain Highway**

## **SOCIAL SAFEGUARDS MONITORING REPORT (January to June, 2016)**

**Project Implementation Unit**

**Department of Works**

**National Capital District**

**Papua New Guinea**

**October 2016**

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## Abbreviations

ADB	- Asian Development Bank
AP	- Affected People
BRIRAP	- Bridge Replacement for Improved Rural Access Sector Project
CP	- Central Province
CHEC	- China Harbour Engineering Corporation
CBO	- Community Based Organisation
CLO	- Community Liaison Officer
DA	- District Administrator
DCSC	- Design and Construction Supervision Consultant
DMS	- Detailed Measurement Survey
DOW	- Department of Work
EA	- Executive Agency
ESSU	- Environment and Social Safeguards Unit
GR	- Grievance Redress
GRC	- Grievance Redress Committee
GRM	- Grievance Redress Mechanism
GRP	- Grievance Redress Process
HIV	- Human Immunodeficiency Virus
IA	- Implementation Agency
MOA	- Memorandum of Agreement
NBP	- New Britain Province
NCD	- National Capital District
PIU	- Project Implementation Unit
PNG	- Papua New Guinea
POM	- Port Moresby
PWM	- Provincial Works Manager
RP	- Resettlement Plan
ROW	- Right-of-Way
SMR	- Semi-annual Monitoring Report
SPS	- Safeguard Policy Statement
STD	- Sexual Transmitted Diseases
TOR	- Terms of Reference
WGJV	- Wild Cat and Golding Joint Venture Limited

## 1. Introduction

### 1.1 Background

01. The aim of Bridge Replacement Project is to replace aging and single-lane bailey bridges and other badly deteriorated bridges on the National Highways in Papua New Guinea (PNG) with double-lane permanent bridges. The Project is being implemented in the Central and New Britain Provinces covering the replacement of 18 bridges that includes bailey bridges, steel truss bridges, three steel plate girder bridges, log bridges. The majority of the existing bridges are reusable on the Provincial or district roads impacted by these National Highways.

02. The GoPNG has negotiated a loan with the Asian Development Bank (ADB) to implement the Bridge Replacement for Improved Rural Access Sector Project (BRIRAP). The Execution and Implementation Agency (EA) for the project is Department of Works (DOW) whilst the Project Implementation Unit (PIU) is the unit set up to manage the BRIRAP with support by consultants.

03. The Project is implemented in 2 packages. The **Package One (1)** has total of six (6) bridges, three (3) along the Hiritano Highway (Laloki Bridge, Brown River Bridge and Angabanga Bridge) while the other three are along the Magi Highway (Dogona, Kokebagu and Sivatana). The figure 1 has details. The **Package two (2)** projects involves a total of twelve (12) Bridges (Korori, Ubai, Marapu, Ototabu, Aleu, Kiava, Lobu, Koloi, Soi, Pika, Ibana and Ulamona) along the New Britain Highway in the West New Britain Province and the Contractor is a joint venture between Wildcat and Golding (WGJV).

04. The contract for replacement of bridges in Package 1 has been awarded to the China Harbour Engineering Company (CHEC). The construction period for Package 1 is 24 months which began on 24<sup>th</sup> February 2015 and is scheduled for completion on 23<sup>rd</sup> February 2017. The overall construction progress for the Package 1 during the review period is 68.79 %. The design and construction supervision has been assigned to Chodai Company Limited for both packages.

05. The construction works under Package 2 began on 24<sup>th</sup> February 2015 which is scheduled for completion on 23<sup>rd</sup> February 2017. The contractor for package 2 WGJV where the progress is 44.80 % during the review period.

### 1.2 Project Description

06. The Hiritano Highway that begins from Port Moresby has a total of 256 km. It is the main link road of Kerema in the Gulf Province with Port Moresby (POM) in the National Capital District (NCD). This highway has 29 bridges of which 3 are under the BRIRAP. The highway has been rehabilitated recently but the aging bridges were not replaced. All three bridges are a significant bottleneck for the fast movement of traffic in this recently rehabilitated highway. The highway goes under water in the rainy season that is yet another problem that will be resolved by the BRIRAP.

07. The Magi Highway has a distance of 225 km that passes across several bridges. This highway too has been rehabilitated recently. As in the case of the Hiritano Highway, the bridges in the Magi Highway were not rehabilitated causing significant traffic delays and

posing safety risks to pedestrians and traffic. Some of the bridges pose a safety risk to moving traffic and pedestrians as they are over 25 years old.

08. The New Britain Highway covers a distance of 229 km. It is the main transport corridor that links West and East New Britain provinces. The highway is the main route to transport commodities such as palm oil, timber and sea food produced in the New Britain Island to the sea port at Kimbe. The New Britain Highway has been rehabilitated recently but none of the bridges were included in the program due mainly to lack of funding at that time. The BRIRAP is replacing 12 out of a total of 39 bridges along this highway.

Table 1 Information on twelve bridges under construction

Serial No.	Bridge Name	Chainage	Span (M)	Construction Progress as at 30 June, 2016
Package 1				
1	Dogona	62.7	25	26.58
2	Kokebagu	77.6	25	54.58
3	Sivitatana	80.7	25	40.71
4	Laloki	0+0	80	73.34
5	Brown River	22.5	80	79.14
6	Angabanga	141.1	160	76.81
Package 2				
1	Ulamona	8.4	20	6.42
2	Ibana	20.0	40	15.0
3	Pika	30.7	40	28.19
4	Soi	35.3	30	20.13
5	Koloi	49.0	40	32.03
6	Lobu	52.5	40	39.80
7	Kiava	88.2	25	69.73
8	Aleeu	94.1	15.2	60.53
9	Obutabu	107.1	40	39.13
10	Marapu	135.1	30	38.25
11	Ubai	150.1	30	22.97
12	Korori	157.1	25	30.47

## 1.2 Resettlement outcome

10. The resettlement impacts are associated with all of the 18 bridges. The resettlement impacts assessed at the time of project preparation gave both packages Category B. This was confirmed by the findings of the Detailed Measurement Survey (DMS). The resettlement plans (RPs) have been prepared, approved and implementation is in-progress for all bridges to be replaced in three highways where the key-details are presented in Table 2.

Table 2 Key-information of Resettlement Plan

Resettlement Plan	RP Submission Date	RP Implementation (..from .. to)	RP Budget (Kina)	Compensation Payment Progress
Magi Highway	Aug 2014	May 2015 to current	311,792.70	All improvement works and land fully paid. Land is in dispute

Hiritano Highway	Aug 2014	May 2015 to current	635,365.30	All improvement works fully paid. Land ownership is in dispute
New Britain Highway	January 2015	Feb 2015 to on-going	444,464.05	Both improvement works and land fully paid

11. The RPs reveal that resettlement impacts are relating to the displacement of assets on land such as houses, trade stores, crops and trees, huts, animal cages, fence lines and grave yards.

12. Apart from compensation payment information, the RP consisted of the establishment of institutional arrangements for implementation, grievance redress mechanism and, consultations with the APs during and until all resettlement activities are completed. Internal monitoring has been undertaken by the Design and Construction Supervision Consultant (DCSC) whilst external monitoring has not been undertaken as this was not required for category B project. The SPS as well as the loan agreement require that social safeguard monitoring reports are prepared at six monthly intervals and submitted to ADB for disclosure.

### 1.3 Purpose

13. This report was written to present the status of social safeguards including the compliance with approved RPs in respect of BRIRAP, covering the review period of January to June 2016. The comprehensive bi-annual safeguards monitoring reports is a requirement under the Safeguards Policy Statement (SPS).

14. This report presents the outcomes and issues encountered during the implementation of RPs, for the review period referred to above. The report also presents the corrective action plan in order to address RP implementation gaps, where relevant. The results of implementation of corrective actions will be presented in the SMR for July-December 2016.

### 1.4 Methodology

15. This report was written using data gathered from several sources. The primary data was gathered through discussions with APs, project staff, DCSC, officials, the contractor and representatives of community-based organisations (CBOs). More in-depth discussions were conducted with APs to gather relevant information on resettlement, the manner of implementation of RP and its impacts and finally the improvement of AP's living standards. The secondary data sources utilized include compensation payment reports including tally sheets, monitoring reports produced by the HRMG, contractor reports, SC's monthly reports, district administrators and other reports.

16. The list of reports reviewed is in Appendix 1 whilst names of people interviewed in package 1 are in Appendix 2 whilst Appendix 3 presents the similar list for package 2.



## **1.5 Report Organisation**

17. This report consists of the foregoing introduction and 2 other main subject areas as follows:

- Introduction
- Monitoring results and findings
- Conclusions and recommendations

In doing so, the monitoring results, conclusions and recommendations are presented separately for package 1 and package 2.

## **2. Section 1 : Package 1**

### **2.1 Monitoring results and findings**

18. The main findings of internal monitoring for bridge replacement works in New Britain Highway during the review period are presented in this section. The bridge replacement work is undertaken by the Wild Cat and Golding Limited Joint Venture (WGJV) where the supervision of construction and designs are assigned to Chodai Consultants.

19. The basis for monitoring is the parameters and indicators listed in the RP. The RP contains support to APs in twelve activities. Specific monitoring indicators are expected to be used in order to assess progress of these parameters. The RP contains activities listed below for the benefit of APs:

- Compensation payment
- Consultations
- Grievance redress
- Training and skills development
- Construction-related employment
- Provide equal opportunity for women employment
- Income enhancement through selling fresh garden produce to contractor
- Improved agricultural practices
- Opportunity to invest compensation funds in social welfare activities
- Special focus on vulnerable groups including counselling for such people
- Safety access to bridges including pedestrian walkways
- Gender disaggregated actions

20. Compensation payment for improvements (trees, crops, etc. affected) has been fully made out at the beginning of RP implementation in 2015. This includes compensation for land with regard to all bridge sites. None of the sites have reported any land dispute during the review period. The activities that were carried out during the review period are the grievance redress, consultation of APs, training and skills development, employment and HIV/AIDS risks reduction program. Discussed below is the status of performance of above-listed activities during the reporting period.

### **2.2 Compensation payment**

21. The payment for improvements as well as for land has been completed in 2015. The relevant details were presented in the compensation completion report dated February 2015. There were no other issues during the reporting period.

### **2.3 Consultation activities**

22. The consultations undertaken during the review period were relating to project awareness, work place safety, HIV risk reduction and employment. The consultations were conducted by the only Community Liaison Officer (CLO) in groups, large meetings and individually with the APs, employed by WGJV. The consultations focussed on matters relating to compensation payments, awareness about project activities and timelines, employment and on grievances. All such consultations were attended by DOW staff and Chodai officials.

## 2.4 Grievance redress

23. An informal committee lead by the DOW province staff and other officials of SDC, contractor and District Administration has made a good progress in resolving all grievances. Most of the grievances were relating to compensation for assets lost and the temporary use of land for construction works. The remaining grievances still to be resolved are before the District Courts.

24. Most APs have made out their grievances verbally. In some cases, complaints made out to the camp have been recorded. However, there has not been a formal process to register all grievances. As a result, grievances do not contain information such as date, clan, relevant village, unclear explanation or grievance itself, etc. Based on this experience, it is necessary to formalise the grievance redress process including the use of a form to register all grievances during the remaining life of the project. There is need for improvement in the recording of grievances whereby DOW will improve on recording of number of grievance.

25. As part of grievance redress process, awareness was conducted in meetings during the review period. The community liaison officer (CLO) of the contractor's main role is to create awareness and provide initial response to APs with regard to their grievances. The APs were informed about the process of handling the grievances and the mechanism in place to provide resolution to their grievances.

## 2.4 Training and Skills Development

26. The contractor organised several training programs for the community inclusive of APs. Such training was in the areas of HIV/STDs risks minimization conducted by H&SO and the service provider and various construction-related activities organised by contractor staff. Table 3 summarises main training activities during the review period.

Table 3 Training and Skills Development for Community Members

Month	Subject of Training	Participants (number)
January 2016	HIV awareness	22 CHEC staff and 4 community members
Feb 2016		
March 2016	HIV awareness	29 community members at Brown Bridge
April 2016	HIV awareness	24 community members conducted near Angabanga bridge
May 2016	Concrete making	12 community members and 2 for concrete making
June 2016	Excavation	15 members

## 2.5 Employment

27. The contractor has employed 128 community members in the 7 bridge sites where work is in-progress during January-June 2016. The employees are both skilled and unskilled community members. Only an insignificant number of employees are women whilst the majority are men. Table 4 presents employment data for APs and community members.

Table 4 Local Employment in Construction works

	Total Employees	Community Members	Affected People
Hiritano Highway	128	112	12
Magi Highway	94	64	NA (Not Available)

28. The employees include the CLO and EO, all men. The CLO is a community leader who is able to influence the local community. The contractor has been requested to increase the employment of local women. As a first step, the contractor is now working to recruit a woman as CLO who is able to identify women organisations and thereby to explore ways to employ more women workers.

## 2.6 Income from Sale of Garden Produce

29. The contractor purchases for the use of Kwikila, Angabanga and Laloki camps food items including fresh garden produce from the community. Such purchases were made mainly from the local markets where some APs sold their produce. Few members brought for sale to each camp fresh produce, fish and crabs.

30. The local people who operate mini-markets near Angabanga, Brown and Laloki have benefitted from the presence of the contractor. The work force purchase food and other consumable items from the nearby markets almost daily. This has been an important livelihood support for several households, inclusive of APs.

## 2.7 Conclusions and Recommendations

### 2.7.1 Conclusions

31. The main conclusions arising from the monitoring activities during the review period are:

- All compensation for improvements such as crops, trees, houses and other assets have been fully paid already. What remains to be paid put is the land on which the bridges and access roads have been built. The land disputes among the community have made it difficult to identify the genuine owners of such land;
- The temporary use of land for waste dumping, contractor facility building and other uses has been fully paid out on a regular basis. Such payments have been stopped during the review period as the land concerned was found to be in dispute. Accordingly, 2 court cases have been filed by APs and payments stopped until the court determines the legitimate land owners;
- All grievances have been reviewed, decision made and results conveyed to APs by an informal committee comprising of DOW staff, CLO, District Administration and the contractor. The GRC has not been formed as according to this reporting period.
- A total of 64 community members have been employed by the contractor as skilled and unskilled workers. Out of the number employed, 5 % are APs;
- The community around the six bridge sites have benefitted from the purchase of garden produce, fish, crabs and coconut by the contractor. The proceeds from the sale of food items is an important item in the household income; and
- Other activities such as establishment of GRC, improving agriculture, focus on vulnerable people, etc. are yet to be implemented. The DOW, SDC and contractor are planning to implement these activities in future.

32. Based on the above conclusions, several RP activities are yet to be implemented.

### 2.7.2 Recommended actions

33. As stated in the previous paragraphs, the pending activities of the RP are the payment of compensation for missed out APs for the acquisition of land and the temporary use of land for construction. The Table below provides the action plan proposed for the implementation during July-December 2016. The actual progress of such activities will be reported in the next report.

Table 5 The Corrective Actions for Hiritano Highway Bridges

Serial No.	Item and Corrective Action	Responsibility	Completion Date (Planned)	Remarks
1	Complete all outstanding court cases for land disputes	PNG Court/DOW	Depends on delivery of court proceedings	In-progress
2	Resolve all payment issues for land and improvements	DOW/Contractor	Contingent upon completion of court action	
3	Establish the GRC, provide initial training to GRC members and formalise procedure	DOW/PIU/DA/SDC	15 <sup>th</sup> December 2016	At least one GRC member is a woman
4	Preparation of a database of all grievances	DOW/Contractor/SDC	31 <sup>st</sup> December 2016	
5	Resolve all grievances approved by GRC	DOW/SDC/GRC	Contingent upon the establishment of GRC	Sorted and all missed out APs will receive their payment
6	Improve agriculture for the benefit of APs	DOW/SDC	Quarter 2, 2017	Necessary to explore strategies as this has not been executed yet
7	Increase women employment	DOW/SDC/Contractor	31 <sup>st</sup> December 2016	Action already initiated by awareness creation to contractor and CLOs
8	Special focus on vulnerable (AP) groups	DOW/SDC/Contractor	31 <sup>st</sup> December 2016	Initial work to identify vulnerable people
9	Collect post-	PIU/ESSU	1 <sup>st</sup> quarter 2017	

	resettlement data on employment and livelihoods improvement			
10	Investment of compensation funds in social welfare activities	DOW/SDC/Contractor/Service Provider	2017	Contingent upon the resolution of pending court actions

34. The above information reveals that several resettlement activities are planned for the remaining of 2016 and some scheduled for the next year, especially those activities that are before the PNG Courts. The progress against the corrective action plan will be reviewed in the next SMR.

### **3. Section 2 : Package 2**

#### **3.1 Monitoring results and findings**

35. The main findings of internal monitoring for bridge replacement works in New Britain Highway during the review period are presented in this section.

36. The basis for monitoring is the parameters listed in the RP. The RP contains support to APs covering eleven areas listed below. The specific monitoring indicators are expected to be developed and used in order to assess progress.

- i. Compensation payment
- ii. Consultations
- iii. Grievance redress
- iv. Training and skills development
- v. Construction-related employment
- vi. Provide equal employment opportunity for women
- vii. Income enhancement through selling fresh garden produce to contractor
- viii. Improved agricultural practices
- ix. Opportunity to invest compensation funds in social welfare activities
- x. Special focus on vulnerable groups
- xi. Safety features in bridges including pedestrian walkways

37. Compensation payment for improvements (trees, crops, etc. affected) and land have been fully paid out at the beginning of the project. Except for a missed out payment in Soi bridge, there are no any other outstanding compensation issues on this package.

#### **3.2 Compensation payment**

38. As presented above, there are no outstanding compensation issues on this package. All APs have been fully compensated for their lost assets earlier in the program. The details of compensation paid are found in the compensation completion report dated 26<sup>th</sup> may 2015.

#### **3.3 Consultation activities**

39. The consultations undertaken during the review period were relating to work place safety, HIV risk reduction and employment. Additionally, AP consultation was also conducted for one bridge where work commenced during the review period. The consultations were conducted by Community Liaison Officer (CLO) of the contractor. Most consultations were attended by DOW staff and Chodai officials.

#### **3.4 Grievance redress**

40. The Grievance Redress Mechanism is in-progress headed by DOW staff, though the Grievance Redress Committee (GRC) has not been formally met. However, all grievances have satisfactorily been managed.

41. APs have made out their grievances mostly verbally. In some cases, complaints made out to the camp have been recorded. However, there has not been a formal process to register all grievances. As a result, grievances do not contain information such as date, clan, relevant village, unclear explanation or grievance itself, etc. Based on this experience, it is necessary to design a grievance form to be used in all future bridge projects.

42. As part of grievance redress process, awareness was conducted to enhance the APs understanding of the manner by which grievances will be resolved under the project. The main role of the community liaison officer (CLO) of the contractor is to create awareness and provide initial response to APs with regard to their grievances.

### **3.5 Training and Skills Development**

43. The contractor organised several training programs for the community inclusive of APs. Such training was in the areas of HIV/STDs risks minimization conducted by H&SO and the service provider and various construction-related activities such as concrete making, rigging and workshop mechanics. Six community members received further training as follows: 2 in rigging, 2 as carpenters and 2 in heavy equipment mechanics. They have subsequently been employed by the contractor in during the first half of 2016.

### **3.6 Employment**

44. The contractor has employed 208 PNG workers in the 7 bridge sites where work was in-progress during the review period. Out of the employees, 27 came from other provinces whilst 181 are from the local community. Thirty-nine are APs. The employees are both skilled and unskilled community members. Only an insignificant number are women whilst the majority are men.

45. The contractor has been requested to increase the employment of local women. As a first step, the contractor is now working to recruit a woman as CLO who is able to identify women organisations and thereby to explore ways to employ more women workers.

### **3.7 Income from Sale of Garden Produce**

46. The contractor purchases for the use of Bialla camp food items including fresh garden produce, fish, crabs, etc. from the community. Such purchases were made mainly from the local markets where some APs sold their produce. Few members brought for sale to each camp fresh produce, fish and crabs. The details including how many APs have benefitted from such sale have not been recorded. Action has been initiated to record relevant data in the future.

### **3.8 Conclusions and Recommendations**

#### **3.8.1 Conclusions**

47. The main conclusions arising from the monitoring activities during the review period are:

- All compensation for improvements such as crops, trees, houses and other assets, mainly land have been fully paid already. There are no outstanding compensation issues;
- The temporary use of land for waste dumping, contractor facility building and other uses has been fully paid out on a regular basis;
- All grievances have been reviewed, decision made and results conveyed to APs by CLO. However, a GRC has not been established;
- A total of 181 community members have been employed by the contractor as skilled and unskilled casual workers. Out of the number employed, 39 are APs;
- The community around the six bridge sites have benefitted from the sale of garden produce, fish, crabs, fruits and coconut to the contractor where details are not available;



- Community members inclusive of APs have received training on skills activities such as pile driving, workshop mechanics, etc. by the contractor. Six members have been subsequently employed by the contractor as skilled workers; and
- Other activities such as improving agriculture, focus on vulnerable people, etc. are yet to be implemented. The DOW, SCDC and contractor are planning to implement these activities in future.

48. Based on the above conclusions, it is to be highlighted that several RP activities are yet to be implemented in the package 2.

### 3.8.2 Recommended actions

49. As stated in the previous paragraphs, the pending activities of the RP are several. The Table below provides the action plan proposed for the implementation during July-December 2016. The actual progress of such activities will be reported in the next report.

Table 6 The Corrective Actions for New Britain Highway Bridges

Serial No.	Item and Corrective Action	Responsibility	Completion Date (Planned)	Remarks
1	Establish the GRC, provide initial training to GRC members and formalise procedure	DOW/PIU/DA/SCDC	15 <sup>th</sup> December 2016	At least one GRC member is a woman
2	Preparation of a database of all grievances	DOW/Contractor/SDC	31 <sup>st</sup> December 2016	
3	Resolve all grievances approved by GRC	DOW/SDC/GRC	Contingent upon the establishment of GRC	Sorted and all missed out APs will receive their payment
4	Collect data on benefits to APs such as sale of garden produce, other construction items, etc.	Contractor/SCDC	31 <sup>st</sup> December 2016	Such data will be reported in the SMR for July-Dec 2016
5	Improve agriculture for the benefit of APs	DOW/SDC	Quarter 2, 2017	Necessary to explore strategies as this has not been executed yet
6	Increase women employment	DOW/SDC/Contractor	31 <sup>st</sup> December 2016	Action already initiated by awareness creation to contractor and CLOs
7	Special focus on vulnerable (AP) groups	DOW/SDC/Contractor	31 <sup>st</sup> December 2016	Initial work to identify vulnerable people
8	Collect post-resettlement	PIU/ESSU	1 <sup>st</sup> quarter 2017	

	data on APs employment and livelihoods improvement			
9	Investment of compensation funds in social welfare activities	DOW/SDC/Contractor/Service Provider	2017	Contingent upon the resolution of pending court actions

50. The above information reveals that several resettlement activities are planned for the remaining of 2016 and some scheduled for the next year, especially those activities that are before the PNG Courts. The progress against the corrective action plan will be reviewed in the next SMR.

## Appendices

### Appendix 1 : List of References for Package 1 and 2

1. Resettlement Plan for Hiritano Highway (2014) (up-dated version).
2. Resettlement Plan for Magi Highway (2014) (up-dated version)
3. Resettlement Plan for New Britain Highway (2014) (Up-dated version)
4. Monthly Monitoring reports by CHEC contractor (January to June 2016)
5. Monthly Monitoring Reports by WGJV (January to June 2016)

### Appendix 2 : List of People Interviewed in Package 1

1. Ila Mari, BRIRAP Project Director
2. Masui, Team Leader, SCDC
3. Philip Manda, Resettlement Specialist
4. Simon, CHEC staff
5. Lukas Aldysies, CLO
6. Guo Jie, Safety Officer, Hiritano and Magi Highway
7. Sun Fenglei, Site Doctor, Angmanga camp
8. Guo Hongda, Siye Engineer
9. Peter Mage, CLO
10. Victor Efi, CLO
11. Zhang Tong, Site Engineer
12. Calvin Hcju, Bridge Engineer
13. Wang Zheng, Health, Safety & Environmental Manager

### Appendix 3 : List of People Interviewed in Package 2

1. Ila Mari, BRIRAP Project Director
2. Masui, Team leader, Chodai
3. Ishida, Engineer, Chodai
4. Philip Manda, Resettlement Specialist
5. Natanais Marum, CLO
6. James Karno, Fly Camp staff
7. Porange Tabua, HR Manager
8. Dassey Ute, Secretary, Apupal Women Fellowship
9. Dorothy, Member Women Fellowship
10. Nery Dome, Member Women Fellowship
11. Ruth Marum, Member Women Fellowship