

Environmental and Social Monitoring Report

Semi Annual Report
April 2020

NAU: Sustainable and Climate-Resilient Connectivity Project

Prepared by the Port Authority of Nauru for the Government of Nauru and the Asian Development Bank.

This environmental and social monitoring report is a document of the borrower. The views expressed herein do not necessarily represent those of ADB's Board of Directors, Management, or staff, and may be preliminary in nature.

In preparing any country program or strategy, financing any project, or by making any designation of or reference to a particular territory or geographic area in this document, ADB does not intend to make any judgements as to the legal or other status of any territory or area.



ADB Project Number:
ADB Grant Number: 0564 NAU
Reporting period: July - December 2019

Nauru: Sustainable and Climate-Resilient Connectivity Project (formerly Port Redevelopment Project)

Prepared by

Port Authority of Nauru (PAN) – Project Management Unit

This report has been submitted to Government of Nauru and Asian Development Bank (ADB) by the Port Authority of Nauru (PAN) – Project Management Unit and is made publicly available in accordance with ADB's Access to Information Policy (2018) disclosure requirements. It does not necessarily reflect the views of ADB.

In preparing any country program or strategy, financing any project, or by making any designation of or reference to a particular territory or geographic area in this document, the ADB does not intend to make any judgments as to the legal or other status of any territory or area.

TABLE OF CONTENTS

1	INTRODUCTION.....	1
1.1	Description of the Project.....	1
1.2	Summary of Works	1
1.3	Scope of the Report.....	2
2	ACTIVITIES DURING THE REPORTING PERIOD	2
2.1	Works Undertaken for Reporting Period	2
2.2	Appointment of Safeguard Specialists	3
3	IMPLEMENTATION AND PERFORMANCE OF SAFEGUARDS	3
3.1	Land Acquisition and Compensation.....	3
3.1.1	Port Project Area	3
3.1.2	Contractor Camp Area	4
3.2	Gender Mainstreaming	5
3.2.1	Project GAP	5
3.2.2	GAP Performance	7
3.2.3	Contractor GAP	8
3.2.4	Contractor Workforce	9
3.3	Health Awareness Program	9
3.3.1	Communicable Diseases Awareness Training	9
3.4	Stakeholder Engagement	11
3.4.1	Consultation Communication Plan	11
3.4.2	Community and Stakeholder Consultation Meetings	12
3.5	Environmental Safeguards.....	13
3.5.1	Environmental Management System	13
3.5.2	Contractor's Environmental Management Plan (CEMP)	15
3.5.3	Environmental Management Plans	15
3.5.4	Supplementary Requirements	18
3.5.5	Environmental Non-Conformances	20
3.6	Health, Safety and Environment Surveillance	20
3.6.1	CSC HSE Inspections	20
3.6.2	Action Tracking and Incident Management	21
3.6.3	Contractor's HSE System Implementation	21
3.7	Grievance Redress Mechanism	21
3.7.1	Current status of the GRM	22
4	Capacity Building.....	33

4.1	Capacity Building Training for PMU Officers	33
4.2	Capacity Building for Contractor	33
4.3	Safeguards Training for Contractor	34
5	SUMMARY OF SAFEGUARD DELIVERABLES	35
	APPENDICES	43
	Appendix A Lease for Denig 139	44
	Appendix B: List of Employees/ Workers Hired by the Contractors in the Project as of End of December 2019	45
	Appendix C.1: Minutes of the Community Consultation Meeting Held on 30 November 2019	55
	Appendix D: Photographs During the Consultation with the Public Information Agency by the PMU, CSC and Contractor and Radio Program by the PMU CLO and Contractor's CLO	59
	Appendix E Environmental Non-conformance letter and Compliance Register	61
	Appendix F Action Tracking Register	62
	Appendix G Contractor Training Register	63
	Appendix H Risk Awareness Workshop (11 December 2019)	66
	Appendix I 5-Why Investigation guide and workshop findings for sediment plume incident (28 September 2019)	67
	Appendix J 5-Why training workshop for PMU (19 December 2019)	68
	Appendix K Environmental Monitoring Data	69
	Appendix L Environmental Safeguards presentation to the contractor (14 December 2019)	70
	Appendix M.1: Some Photographs Taken During the Capacity Building/ Induction Provided by the CSC's Gender and Community Development Specialist and the PMU Officers to Contractor's CLO and HSE Officer on 5 and 11 December 2019 at the Base camp, Location community	71
	Appendix M.2_: Some Photographs Taken During the Cultural Awareness Training for the Contractor's Foreign Workers/ Staff Held on 8 December 2019 t the base camp	73
	Appendix M.3: Some Photographs During the Training on Safeguards, Core Labor Standards, ADB Policy on Gender and Development, Concepts of Gender and Gender Mainstreaming, including topics on Core Labor Standards and Overview/ Importance (Basic Concepts) of HIV/AIDS Awareness and Prevention in Transport and Infrastructure Projects Funded by ADB and Development Partner Agencies for the New Workers Hired by Contractor, held on 15 December 2019 in the Base Camp	76

LIST OF TABLES

Table 1.	Engagement of Safeguard Specialists.....	3
Table 2	Project's Gender Action Plan	6
Table 3	Total Number of Participants in Communicable Disease Awareness Training for Contractor/ (end of December 2019).....	10
Table 4	EMS Implementation Program	15
Table 5.	Implementation of Project Environmental Management Plans.....	17
Table 6	Supplementary Requirements	19
Table 7	Project Licensing, Permits and Approvals	20
Table 8.	Grievance Register as at end of Reporting Period	23
Table 9	Number of Participants in Training/ Capacity Building Conducted (July to December 2019)	35
Table 10.	Summary of Safeguard Deliverables.....	36

LIST OF FIGURES

Figure 1.	Proposed Layout for Contractor Camp Additional Lease Area (Denig 139)	4
Figure 2.	Proposed Additional Controls for Additional Lease Area (Denig 139).....	5
Figure 3.	EMS Implementation Program	14

ABBREVIATIONS

ACM	Asbestos Containing Materials
ADB	Asian Development Bank
ATR	Action Tracking Register
CGAP	Construction Gender Awareness Plan
CLO	Community Liaison Officer
CSC	Construction Supervision Consultants
DFAT	Department of Foreign Affairs and Trade, Australia
EGM	effective gender mainstreaming
EMS	Environmental Management System
EO	Environmental Officer
GAP	Gender Action Plan
GCF	Green Climate Fund
GIIP	Good International Industry Practice
GoN	Government of Nauru
HAZID	Hazard Identification
HSO	Health & Safety Officer
IEC	Information, Education and Communication
IEE	Initial Environmental Examination
IES	International Environmental Specialist
JICA	Japan International Cooperation Agency
MPR	Monthly Progress Report
NGOs	Non-Governmental Organizations
NRC	Nauru Rehabilitation Corporation
NSCRCP	Nauru Sustainable and Climate-Resilient Connectivity Project
O&M	Operations and Maintenance
OHS	Occupational Health & Safety
PAN	Port Authority of Nauru
PMU	Project Management Unit
SPS	Safeguard Policy Statement
TRTA	Transaction Technical Assistance
UXO	Unexploded Ordinance

1 INTRODUCTION

1.1 Description of the Project

The Nauru Sustainable and Climate-Resilient Connectivity Project (NSCRCP) is a multi-donor funded project by Asian Development Bank (ADB), Green Climate Fund (GCF), Government of Nauru (GoN), Australian Department of Foreign Affairs and Trade (DFAT) and Japan to improve port operations in Nauru.

The project will build a climate-resilient port in Nauru including a wharf, a berth pocket, and a breakwater at the port of Aiwo. It will also reconstruct port buildings, the container storage, and port security facilities.

The project will also support institutional reforms to strengthen the Port Authority of Nauru (PAN) for sound and efficient port governance and management. It will establish a revolving fund to ensure sustainable port operations and maintenance (O&M).

The project is aligned with the improved sustainability, resilience and quality of life of all of the Nauruan people, economy, and society. It will improve reliability, climate resilience and efficiency of Aiwo Port.

The project has three outputs:

1. Climate proofed port infrastructure constructed. The project will construct new port infrastructure, including a wharf, a berth pocket, and a breakwater. It will also reconstruct port buildings, the container storage, and port security facilities. In parallel to the project, the government is liaising with Japan International Cooperation Agency (JICA) for the provision of port operations equipment under a bilateral agreement.
2. Sustainable operations and maintenance achieved. The government will establish a revolving fund exclusively for maintenance of the new assets constructed under the project. The fund will include three years of maintenance costs. It will be financed by the port revenue and government budget allocation. Overtime, the government contribution will decline as the port gradually achieves cost recovery by June 2023 supported by reforms.
3. Efficient port operations established. Under the ongoing transaction technical assistance (TRTA), the government and PAN will carry out port reforms including institutional strengthening, capacity development, tariffs restructuring, and engagement of the private sector in port operations

1.2 Summary of Works

The civil works contract to deliver the project was awarded to China Harbour Engineering Company (CHEC) on 04 November 2019.

The construction supervision consulting services (CSC) was awarded to Cardo on 07 December 2019. Cardo has mobilized a team of specialists to support PAN's project management unit

(PMU) and further develop the capacity of PAN.

The finished wharf is expected to be approximately 4m above the intertidal reef level to suit the berthing of general cargo vessels, as well as accommodating sea level rise of 0.6 m over the next 50 years. The construction activities and scopes of work required to facilitate the wharf construction includes:

- Demolition of derelict buildings within the main port;
- Land reclamation (backfilling) works to enable creation of work platforms for piling works (approx. 45,000 tonnes);
- Piling works (approx. 532 no. piles);
- Dredging of the harbor basin (approx. 12,000 square meters);
- Foreshore excavations (approx. 150,000 cubic meters);
- Construction of a rock causeway connecting the port land adjacent to the existing boat harbor with the south-eastern end of the wharf;
- Construction of warehousing office and security buildings (approx. 1862 square meters);
- Installation of electrical & communication, fire service, water supply and drainage and other ancillary facilities; and
- Realignment of National seawater desalination reverse osmosis intake pipe.

1.3 Scope of the Report

This semi-annual safeguard monitoring report covers the period 1 July to 31 December 2019.

The report is prepared by the PMU and submitted to the GON and ADB. The report is prepared in accordance with the safeguard monitoring and reporting requirements set out in the Project Administration Manual (PAM), Project Grant Agreement as well as the ADB Safeguard Policy Statement 2009 (SPS).

Several delays were encountered with the project schedule during this reporting period as a result the activities and monitoring results for the project's first semi-annual safeguard report reflect this.

2 ACTIVITIES DURING THE REPORTING PERIOD

2.1 Works Undertaken for Reporting Period

During the reporting period, the Construction camp site was completed and the CSC moved onto site, allowing construction activities to commence. Activities to date have included clearing and grubbing of the northern portion of the site (southern section still shared by Port operations), securing the site boundaries, temporary pile platform construction, and piling

2.2 Appointment of Safeguard Specialists

The specialists engaged as part of the CSC team include:

- Social Safeguards Specialist
- Gender and Community Development Specialist
- International Environmental Specialist (IES)

These specialists were engaged in January and February 2019. The national PMU counterparts were recruited in mid-late April 2019.

Site visit dates for the specialists over the reporting period are outlined in Table 1.

Table 1. Engagement of Safeguard Specialists

Role	Milestone Dates
CSC Specialists	Visits During Reporting Period
Social Safeguards Specialist	7 to 20 October 2019
Gender and Community Development Specialist	25 November - 19 December 2019
International Environmental Specialist (IES)	13 September to 25 October 2019 09 December to 22 December 2019

3 IMPLEMENTATION AND PERFORMANCE OF SAFEGUARDS

3.1 Land Acquisition and Compensation

3.1.1 Port Project Area

During the reporting period, a payment for the period of July 2019 to June 2020 was due. Payment was made in August 2019 with the following breakdown:

Total of Land Payments Due	\$ 126,816.78
Paid to Landowners	\$ 123,795.38 ¹
Balance	\$ 3,021.40 ² (2.4% of total due).

The balance amount is held in trust by the GoN, and can and will be paid as people are identified, or relevant details are provided.

The reason for the reduction of total land payments due from \$143,055 in Year 1 to \$126,816.78 in year 2 was due to an adjustment. An overpayment for portion 208 occurred for the previous payment period, where the Government paid landowners a 12 month lease when it had only agreed to a 6 month lease for that period, with Canstruct retaining (and paying landowners) for the use of

¹ The reduction in the total payable amount from \$143,055 (Year 1) to \$126,816.78 was due to a requirement for only 6 months payment for portion Aiwo 208

² Balance is due to missing bank accounts, deceased estates, or landowners overseas, a common issue experienced by the government in landowner payments in Nauru.

portion 208 for the six months prior (July to December 2018). To rectify this, an agreement was reached to only pay for a six month period in the current lease period (July 2019-June 2020).

3.1.2 Contractor Camp Area

No lease payments for the existing camp area were made during the reporting period. The previous payments were made in March 2019, with the next lease payment due in January 2020.

An additional parcel of land, Denigomodu 139, was leased by the contractor (CHEC) for the purpose of an additional concrete batching plant and ice making machine. This process went through the lease process of the GoN, and the lease is attached in **Appendix A**.

The proposed layout for the additional parcel of land to be incorporated into the contractor’s camp area is provided in Figure 1, and recommended additional controls suggested by the Environmental Safeguards Specialist are shown in Figure 2.



Figure 1. Proposed Layout for Contractor Camp Additional Lease Area (Denig 139)

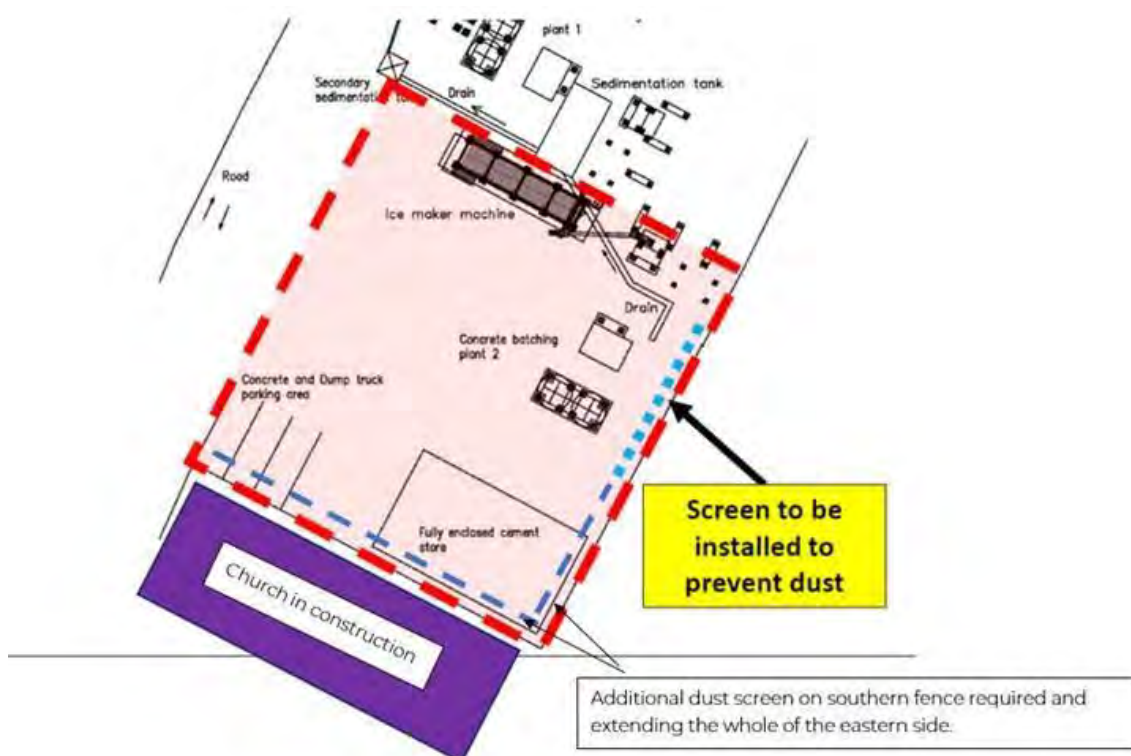


Figure 2. Proposed Additional Controls for Additional Lease Area (Denig 139)

3.2 Gender Mainstreaming

The Project is categorized as effective gender mainstreaming (EGM) and a Gender Action Plan (GAP) has been prepared.

The GAP includes implementing and monitoring the participation of women in consultation, employment, capacity building and training, and awareness raising about communicable diseases and domestic violence.

Women are to be involved in community meetings and awareness events about the project before construction begins. If necessary, separate meetings will be organized to give women an opportunity to express their views about the project and its impacts, issues and concerns.

3.2.1 Project GAP

The Gender Action Plan (GAP) prepared for the Project will be implemented by the CSC and PAN/PMU.

The CSC will include one social safeguard specialist (international), and 1 gender and community development specialist (international). The PMU hired a national counterpart designated as Community Liaison Officer (CLO).

The PMU CLO assisted by the CSC Gender and Community Development Specialist, will be responsible for incorporating the GAP into project planning, implementation including

supporting/assisting design (and if required, implementation) of awareness workshops and training, establishment and monitoring of sex dis-aggregated data and indicators for project performance and monitoring.

The PMU will report on progress of GAP activities in quarterly progress reports to ADB and the government. The CSC's Gender and Community Development Specialist (GCDS) and the PMU's CLO work closely with the contractor and service provider to provide guidance in implementing the indicators included in the project's GAP and in the contractor's construction Gender Awareness Plan (CGAP).

Table 2 shows the activities target indicators, timeline and responsible person / agency for the implementation of the activities.

Table 2 Project's Gender Action Plan³

Components and Outputs	Performance Targets and Activities	Indicative Timeline	Primary Responsibility
Output 1: Climate-proofed port infrastructure constructed	<ul style="list-style-type: none"> Prior to civil works and during implementation, community consultation and participation activities will aim for 30% women's involvement and consultations will be scheduled at a time when women can easily attend. 	January 2019 to November 2020	PMU, CSC, Contractor
	<ul style="list-style-type: none"> At least 20% of female representation in the project steering committee. 	January 2019 to November 2020	PMU, CSC
	<ul style="list-style-type: none"> At least 20% of recruitment for skilled and unskilled labor by the civil works contractor will be women. Women could be recruited in the service/ hospitality/ community liaison/ administration and in construction and technical areas for culturally appropriate activities (<i>baseline: no construction contract yet</i>). 	January 2019 to November 2020	PMU, CSC, Contractor
	<ul style="list-style-type: none"> Contractor will comply with Nauru labor laws and practices as well as equal wages to men and women for work of equal value. Women's wages will be paid directly to them. 	January 2019 to November 2020	PMU, CSC, Contractor
	<ul style="list-style-type: none"> As per the environmental management plan, the Contractor will be required to provide safety gear and personal protective equipment (PPE) to both male and female workers to ensure their safety on the job. 	January 2019 to November 2020	PMU, CSC, Contractor
	<ul style="list-style-type: none"> Provide separate sanitary toilet facilities for men and women and changing rooms and lockers (<i>baseline = 0</i>) 	January 2019 to November 2020	Contractor
	<ul style="list-style-type: none"> Implement training on gender and social issues, STIs/ Communicable Disease awareness and prevention with 30% if participants being women. Training provider should be selected from relevant Nauruan institutions or non-government organizations. For the STI/Communicable Disease training the trainer should be an approved service provider. 	March 2019 to November 2020	Local Health Service Provider
	<ul style="list-style-type: none"> Provide information on STIs/ HIVAIDS to construction workers and adjacent communities before construction starts. 	January 2019 to November 2020	Contractor, Local Health Service Provider

³ Source: Project Administration Manual, SCCRP, ADB.

Components and Outputs	Performance Targets and Activities	Indicative Timeline	Primary Responsibility
	<ul style="list-style-type: none"> 100% of new women employed in the completed Port will be trained in port safety (<i>baseline: 2017: 3 women</i>) 	Q3 2019 to November 2020	PAN
	<ul style="list-style-type: none"> PAN strengthens gender mainstreaming capacity by developing a gender strategy that includes strategy to recruit female staff at all levels, provide capacity building and training and instituting human resources policies that are gender responsive (<i>baseline: no women recruitment strategy in the place</i>) 	Q4 2019	PAN
	<ul style="list-style-type: none"> PAN will recruit at least 30% women staff for PMU during construction (out of 24 staff) 	January 2019 to November 2020	PAN

3.2.2 GAP Performance

Under Project Output 1: priority port infrastructure constructed or rehabilitated and climate-proofed, one of the target indicators is at least 20% of recruitment for skilled and unskilled labor by the civil works contractor will be women. Women could be recruited in the service/ hospitality/ community liaison/ administration and in construction and technical areas for culturally appropriate activities.

Implementation of the activities in the GAP is in progress including community consultation and participation, where the total percentage of female participation exceeded the 30% target. As of end of December 2019, a total of twelve meetings consultation meetings with various stakeholders (community residents, leaders, community CLOs, contractor's workers, PMU and consultants) were conducted including six (6) public community consultation meetings held in Location area, and the rest were meetings with the CLOs/ leaders of Location and Aiwo communities, contractor, local Nauruan workers, and other stakeholders. Two community consultation meetings were carried out on 30 March 2019 and 9 June 2019 in Location community. For the period July to December 2019, there were three additional community meetings held on 13 August, 30 August, and 30 November. The rest of the consultation meetings conducted were participated by the CLOs of Location and Aiwo communities held on 9 December 2019, and local residents/ Nauruan workers held on 16 December 2019 at the PMU office and base camp, respectively. Overall, the total number of participants in all consultation meetings carried out since the project commenced (cumulative) is 204, including 127 (62.7%) female participants. Refer to Appendix C for the list of consultation meetings conducted including date and venue, number of participants, and agenda discussed.

The contractor hired Nauruan workers in civil works (security guards, drivers, kitchen helper, and other unskilled labor positions). The cumulative total number of local Nauruan workers hired by the Contractor (skilled and unskilled) from January to end of December 2019 is 20, of which 5 is female (25.00%). This has exceeded the target 20% female participation in civil works. For the foreign workers, the Contractor hired 97 workers including 3 females (3.1%) as of end of December 2019. Contractor was mobilized in the project in January 2019 and were able to commence the construction of the work site (camp site/office) beginning of Q2 2019. The complete list of the Workers/ Staff hired by the Contractor presented skilled and unskilled, nationality and sex as of end of December 2019 is shown in Appendix B.

As per the EMP, the Contractor complied with providing safety gear and PPE to both male and female workers to ensure their safety on the job. At the base camp, the male and female workers have separate toilet facilities.

Contractor will comply with Nauru labor laws and practices as well as equal wages to men and women for work of equal value, and women's wages will be paid directly to them, the Contractor has complied with the Nauruan Labor law and the core labor standards specially providing equal pay for equal work for male and female, no child labor, and no forced labor. The HR and Admin Managers and CLO (1), both females were provided higher salary at par with the salary with the male employee for the same nature of job.

3.2.3 Contractor GAP

The Contractor GAP (CGAP), after review by the PMU and ADB was approved by the Engineer in April 2019.

The overall purpose of the CGAP is to ensure that the key deliverables relevant to the implementation of specific indicators as stated in the Project GAP are implemented efficiently and effectively in a timely and culturally appropriate manner.

The plan will provide guidance to Contractor through an approved local service provider (Nauru Public Health Centre, GoN) that will be engaged in promoting awareness on gender and social issues / concerns including health awareness and prevention of communicable diseases for the local people/ communities/ other stakeholders (with at least 30% women participants) and 100% of the Contractor's skilled and unskilled labor force/personnel prior to and during the construction period.

The CGAP includes the following strategies:

- (i) gender and social issues awareness; and
- (ii) health awareness and communicable diseases prevention training (which will be conducted by a local health service provider).

The approved local service provider (Nauru Public Health Centre, GoN) will prepare a monitoring tool to evaluate the effectiveness of the training.

3.2.3.1 Contractor GAP Performance

A major activity included in the Contractor GAP (CGAP) is providing STIs HIV/AIDS awareness and prevention with 30% of the participants from local communities are women. The Contractor has engaged the services of a Government Agency, the Health Department of Nauru to conduct the said training. One training has been carried out by the Health Department of Nauru on 9 June 2019 and another training was conducted by the service provider on 1 September 2019.

The Contractor with guidance from the CSC and PMU sent an official letter to the Acting Director of the Health Department of Nauru during the 1st week of December 2019 to request for another training to the workers. The service provider has busy schedule during the last quarter but gave

the commitment to conduct a follow-up training for the workers and communities by January 2019. Table 3 presents the summary of the health awareness training conducted and the number of participants.

3.2.4 Contractor Workforce

The cumulative total number of local Nauruan workers hired by the Contractor (skilled and unskilled) from January to end of December 2019 is 20, of which 5 is female (25.00%). Of the 3 female workers hired by Contractor, 1 is a CLO, 4 security guards and 1 kitchen helper. For the foreign workers, the Contractor hired 97 workers including 3 females (3.1%) as of end of December 2019. Contractor was mobilized in the project in January 2019 and were able to commence the construction of the work site (camp site/office) beginning of Q2 2019.

See **Appendix B** for the sex disaggregated list of workers (skilled and unskilled) hired by the Contractor.

3.3 Health Awareness Program

The outcomes of the Health Awareness and Prevention of Communicable Diseases Program shall at a minimum result to Contractor's Personnel increased level of awareness on the topics discussed including its causes, modes of transmission, preventive measures, and other topics included in the awareness training.

The contractor shall hire at least 20% female skilled and unskilled labor during project implementation stage, shall comply with the Nauruan labor law, and ensure that all the workers participate in Health Awareness and Prevention of Communicable Diseases Program training.

The Contractor has engaged the Government of Nauru's Dept. of Health as the health service provider that will implement and or conduct the Communicable Disease prevention and awareness training for the contractor and the local people communities in April 2019.

3.3.1 Communicable Diseases Awareness Training

The Contractor has engaged the services of an approved health service provider beginning of Q2 2019. The government service provider is the NAEORO (or Nauru) Hospital, Public Health located in Denig District. In addition to the training on HIV/AIDS awareness conducted by the service provider for the workers held on 9 June 2019, another training was conducted by the service provider on 1 September 2019. It was participated by 16 people (6 females) including local workers hired by the contractor. No HIV/AIDS awareness training was carried out during the last quarter of the year due to hectic schedules of the medical team (trainers) in the health department. The service provider made the commitment to conduct a follow-up health awareness training in January 2020.

As part of capacity building and induction for the new workers hired by the contractor, the CSC GCDS in collaboration with the PMU CLO and safeguards team, and the contractor. Te contractor CLO and HSE officer (have not yet attended training on gender, and related topics organized by the CSC) participated in training on gender, core labor standards and importance of HIV/AIDS awareness and prevention program in transport/ infrastructure projects funded by ADB and partner

agencies. ADB modules in similar projects and training program were used as references for the training.

On 15 December 2019, CSC in collaboration with the PMU officers and contractor’s CLO organized a training on safeguards, core labor standards, gender with topics on overview / key concepts and importance of HIV/AIDS awareness and prevention program in transport related projects that are funded by ADB, DFAT and other development partner agencies (using the modules in similar ADB projects/ training program). This training was participated by 40 new Chinese workers (2 females) hired in the project (and the 3rd batch of the training), held at the base camp.

Overall, as of end of December 2019, the total number of persons that participated in HIV/SAIDS awareness and prevention program is 115 (15 or 21% females). The topics discussed by the service provider includes the following: (o) Overview about the project and the purpose of the training; (ii) Overview on STI, HIV AIDS, etc.; (iii) Modes of transmission, (iv) Signs and symptoms (under the module- One to One); (v) Summary on STI/ HIV /AIDS; and (vi) Diagnostic and Accessibility; and continuation of discussion on topics - diagnostic and accessibility.

The topics discussed during the training conducted by the CSC GCDS for the workers include the following (i) Overview about the project; ii) ADB policy on gender and development; (iii) Concepts of gender and sex; gender mainstreaming; and (iv) Rationale or importance of HIV/ AIDS awareness and prevention program in transport/infrastructure projects funded by ADB and partner agencies (based on ADB modules/ references being used by the GCDS (international) in other ADB projects. Increased level of knowledge on the topics discussed.

Table 3 shows the summary of the total number of participants in communicable awareness training for the contractors, and community residents (Nauruans) as of end of December 2019.

Table 3 Total Number of Participants in Communicable Disease Awareness Training for Contractor/ (end of December 2019)⁴

Date and Venue	Organized by (Resource Person)	Number of Labor Force who participated in Communicable Disease awareness training				Total	
		Female		Male		N	% Female
		N	%	N	%		
9 Feb 2019	CSC Gender and Community Development Specialist ⁵	1	6%	16	94%	17	6%
10 June 2019	Dept. of Health (Local Health Service Provider) conducted by the medical team from the health service provider (Nauru).	5	16%	26	84%	31	16%
21 June 2019	Contractor and CSC’s Gender and Community Development Specialist conducted the orientation (using ADB modules used in other ADB funded	1	11%	8	89%	9	11%

⁴ Source: 1st GAP QPR for SCCRP as of June 2019. PAN. Nauru. Data gathered from the Contractor’s Reports as of end of June 2019

⁵ Note: Included in the Orientation on Safeguards, Core Labor Standards, and gender Awareness for Construction Workers held on 9 Feb 2019.

Date and Venue	Organized by (Resource Person)	Number of Labor Force who participated in Communicable Disease awareness training				Total	
		Female		Male		N	% Female
		N	%	N	%		
	projects. ⁶						
01 Sep 2019	Dept. of Health (Local Health Service Provider) conducted by the medical team from the health service provider (Nauru) participants from Location community and local workers hired by Contractor.	6	38%	10	62%	16	38%
5 & 11 Dec 2019	Induction for the Contractor's CLO and HSE Officer on Gender including Core Labor Standards, and Rationale and Important Information to know about the HIV/AIDS awareness and prevention in transport/ infrastructure projects funded by ADB and partner agencies	1	50%	1	50%	2	50%
15 Dec 2019	Training on Safeguards, core labor standards, and Importance of HIV/AIDS Awareness and Prevention in Transport / Construction Projects funded by ADB and partner agencies for Contractors' workers (used the modules in similar training in other ADB projects)	2	5.0%	38	95.0%	40	5.0%
	Total	13	11.3%	102	88.7%	115 (100%)	21.0%
	Total	15	%	60	%	73 (100%)	15 (18.0%)

3.4 Stakeholder Engagement

Stakeholder engagement through inclusive consultation meetings is a vital part of the project to build trust, good relations and support from the local communities. Much attention is focused on the local communities in Aiwo and Location where the majority were those living near project sites or along hauling routes.

3.4.1 Consultation Communication Plan

A Consultation Communication Plan (CCP) was drafted and submitted to ADB on 28 May 2019, providing a mechanism with which the contractor and PAN and project stakeholders such as national agencies, beneficiaries and non-governmental organization (NGOs) can generate and receive project information in a timely fashion, exchange views, ideas and suggestions with regard to project policy, planning, project scoping, design and implementation including monitoring. The

⁶ Note: Included in the Orientation on Core Labor Standards, and gender Awareness for Construction Workers

CCP was revised on 28 June 2019 and ADB approved the final CCP on 15 August 2019.

Guided by the CCP, community consultation meetings were conducted with various stakeholders such as local residents of Location community, CLOs, leaders, local workers, contractor and others. The summary of the consultation meetings conducted is shown in Appendix _C and Appendix C.1 shows some photographs and attendance sheets, and minutes of the community consultation meeting conducted held on 30 November 2019.

Likewise, the PMU CLO and CSC international environment safeguards consultant, and GCDS had a consultation meeting with Ms. Lisa Karl, Public Information Officer (PIO) of the Government of Nauru's Public Information Office held on 16 December 2019. The PIO provided suggestions on interesting storylines that could be included in media or press release, including environmental management awareness campaign, health awareness, project benefits to the communities, women participation in the project, and other topics. The PIO had expressed support to the project.

The PMU and Contractor's CLO had also arranged a regular radio program in a Government Radio Station for free airtime. Updates and important announcements for the local communities relevant to the project are discussed in the radio program. **Appendix D** shows some photographs taken during the radio program and consultation meeting with the PIO.

3.4.2 Community and Stakeholder Consultation Meetings

As of end of December 2019, a total of twelve meetings consultation meetings with various

stakeholders (community residents, leaders, community CLOs, contractor's workers, PMU and consultants) were conducted including six (6) public community consultation meetings held in Location area, and the rest were meetings with the CLOs/ leaders of Location and Aiwo communities, contractor, local Nauruan workers, and other stakeholders. Two community consultation meetings were carried out on 30 March 2019 and 9 June 2019 in Location community. For the period July to December 2019, there were three additional community meetings held on 13 August, 30 August, and 30 November. The rest of the consultation meetings conducted were participated by the CLOs of Location and Aiwo communities held on 9 December 2019, and local residents/ Nauruan workers held on 16 December 2019 at the PMU office and base camp, respectively.

Overall, the total number of participants in all consultation meetings carried out since the project commenced (cumulative) is 204, including 127 (**62.7%**) female participants. The meetings were scheduled at the time most preferred by the local people especially the women. **Appendix C** presents the list of consultation meetings carried out by the Contractor in collaboration with and/ or participated by the PMU and CSC.

Community leaders were consulted prior to the actual schedule of the community meetings. The women suggested that the men from the community could also attend the meeting (no need to have a separate meeting). The women could freely express their views even in the presence of male community leaders and members. As observed during meetings, the female participants are active in raising issues and in expressing their views, and more female local residents attend community consultation meetings compared to men.

The agenda discussed during the meeting and a letter to serve as notice about the meeting were distributed to the community members by their respective community CLOs prior to the date of the meeting. Among the key issues raised during the meetings include (i) potential negative impacts of the projects such as noise, vibration caused by heavy equipment for drilling that might affect the old structures/ homes occupied by local residents which is located adjacent to the contractor and engineers' facilities (work camp site), fear that their homes land might be affected.

For the community consultation meeting held on 30 November 2019, the following major concerns were raised (i) request for overtime by the contractor so that they could complete the project as stated in the contract, they sought consent or approval from the community leaders and other stakeholders of Location area; (ii) noise and vibration caused by heavy machines equipment, and potential damage to old homes, and how to address or mitigate those problems/ issues; (iii) reminder for the security guards not to allow children within the area to enter the project site premises, (iv) request for increase of salary by the local workers hired by CHEC; (v) GRM process and discussion of the complaints raised and be acted upon in a timely manner.

The community meetings were organized by the contractor Community Liaison Officer (CLO) and the Health Safety and Environment (HSE) officer in coordination with the Location Community Leaders, assisted by the PMU CLO and CSC. The PMU and CSC participated in the meetings as observers and to provide updated information on the progress of the project, and respond to project related questions raised by the participants. The day, time and venue set for the meeting were suggested by the local people in the project area (Location district/community), during informal consultation/ FGD with women conducted by the Community Liaison Officers (CLOs). The meetings often start at 11:00 am until 1:00 pm and was held at the Hall near the Church in Location compound (within the project area). They prefer Saturday to hold meetings as the local people are busy in their work and other activities from Monday to Fridays.

3.5 Environmental Safeguards

The PMU includes an Environmental Officer (EO). The CSC team includes an Environment Specialist (ES).

The ES is responsible for designing, facilitation and supervision of the Environmental Management System (EMS) and implementation of monitoring for the project.

The ES and EO will work closely with the contractor to oversee the implementation, monitoring and documenting of environmental safeguards throughout the project lifecycle.

3.5.1 Environmental Management System

Extensive work was undertaken by the ES throughout 2019 to develop and implement a suitable EMS for the project scope.

Figure 3 provides an overview of the EMS implementation program developed for the project.

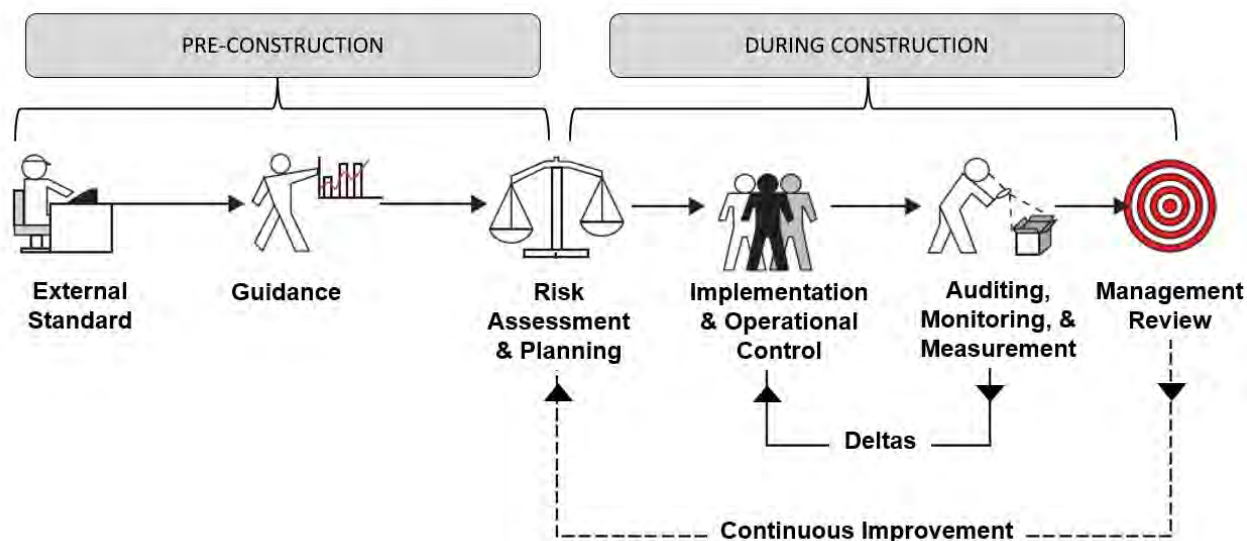


Figure 3 EMS Implementation Program

- i. **External Standard(s):** The EMS has been developed to align to Guobiao Standards (GB/T) 24001-2016 which is the Chinese equivalent to ISO14001:2015. The GB/T24001-2016 standard in English and Chinese translations has been provided to the CSC and PMU.
- ii. **Guidance:** The tools and processes developed for the PMU EMS are industry-specific and align with Good International Industry Practice (GIIP) for similar projects.
- iii. **Risk Assessment & Planning:** The project implemented a Hazard Identification (HAZID) process which forms part of the HSE risk assessment prior to commencement of site works.

The HAZID includes the identification of risks associated with proposed activities’ and the development of implementation of mitigation measures to reduce risks’ to ‘as low as reasonably practicable’ (ALARP).

- iv. **Implementation and Operational Control:** This element encompassed the implementation of the EMS framework by the PMU EO as well as the implementation of project specific mitigation measures detailed within approved management plans and construction method statement by the Contractor.
- v. **Audit, Monitoring, and Measurement:** The implementation of operational controls is evaluated periodically for their continuing effectiveness. Evaluation is undertaken by way of planned workplace inspections by the PMU EO, assisted by the ES when on site. Other inputs here include the Auditing by external parties and periodic site visits by the local Government.

We use the word “delta” in this element to determine the difference been works as planned and works performed. Here we focus on lead indicators and the implementation of preventative measures to reduce the possibility of high impact events happening.

- vi. **Management Review:** A review of the PMU EMS will be undertaken during Quarter 2 of

2020.

- vii. **Continuous Improvement:** The identification of EMS deficiencies (including actual or potential nonconformities) provides significant opportunities for improvement. By following through on the implementation of corrective and preventative actions we are constantly contributing to continuous improvement.

Table 4 details the implementation of the EMS program on the project to date with a look ahead to the remainder of 2020.

Table 4 EMS Implementation Program

EMS Element	2019				2020				2021			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
External Standards												
Guobiao Standards (GB/T) 24001-2016 and ISO14001:2015	Completed					To be Undertaken						
Guidance												
Environmental Health and Safety Guidelines (EHSG) – Port and Harbors (2017) of the World Bank Group	Completed					To be Undertaken						
Risk Assessment & Planning												
HAZID	Completed	Completed	Completed	Completed	To be Undertaken							
CEMP	Completed	Completed			To be Undertaken							
Management Plans	Completed	Completed			To be Undertaken							
Implementation and Operational Control												
Audit, Monitoring, and Measurement		Completed	Completed	Completed	Completed	To be Undertaken	To be Undertaken	To be Undertaken	To be Undertaken			
Audits (internal)		Completed	Completed	Completed	Completed	To be Undertaken	To be Undertaken	To be Undertaken	To be Undertaken			
Audits (external)				Completed		To be Undertaken		To be Undertaken				
Monitoring		Completed	Completed	Completed	Completed	To be Undertaken	To be Undertaken	To be Undertaken	To be Undertaken			
Measurement		Completed	Completed	Completed	Completed	To be Undertaken	To be Undertaken	To be Undertaken	To be Undertaken			
Management Review												
Management Review						To be Undertaken		To be Undertaken				
Continuous Improvement												
Continuous Improvement			Completed	Completed	Completed	To be Undertaken	To be Undertaken	To be Undertaken	To be Undertaken			

Notes:

- External standards and guidance materials will be reviewed during Q2 to determine if relevancy.
- Reviews of the CEMP and Management Plans are scheduled for Q1 2020.
- Dredging is the remaining scope of work, planned for Q2 2020. This will require a finalized HAZID and Management Plan by Q1 2020.
- The internal auditing of the EMS is ongoing.
- External audits by the ITC are planned for Q2 and Q4 of 2020.
- Monitoring and measurement of EMS is ongoing.
- Management review is planned for Q2 2020.
- Continuous improvement is ongoing, achieved by feedback from lead and lag indicators.

Key:

Completed

To be Undertaken

3.5.2 Contractor’s Environmental Management Plan (CEMP)

At the time of reporting Version 1, Revision 6 (24 June 2019) of the CEMP has been approved by the Engineer.

The CEMP is scheduled for review and updating during Q1 2020.

3.5.3 Environmental Management Plans

In addition to the CEMP, a number of Management Plans have been developed by the Contractor

to address critical and scope specific construction activities.

The management plans required for the project include:

- Occupational Health & Safety (OHS) Plan
- Asbestos Containment and Control (ACC) Plan
- Demolition Management Plan – Campsite
- Demolition Management Plan – Port Structures
- Emergency Response Plan
- Hazardous Substances Management Plan
- Traffic Management Plan
- Material Sources and Extraction Management Plan
- Waste Management Plan
- Piling and Reclamation Management Plan
- Dredging Management Plan

The status of all project plans is outlined in Table 8 (below).

Table 5. Implementation of Project Environmental Management Plans

Deliverable	Details	Dates	Status
Construction Environmental Management Plan (CEMP)	Current CEMP (Version 1, Revision 6) was approved on 20 July 2019 by the Engineer.	20 July 2019	At time of reporting CEMP Version 1, Revision 6 has been approved for the project (20 July 2019). Future revisions of the CEMP are scheduled for Q1 2020.
Occupational Health & Safety (OHS) Plan	Conditional approval of the draft OHS Plan (Version 1, Revision 2) was granted on 28 April 2019 by the Engineer.	28 April 2019	Implementation of the OHS Plan commenced prior to commencing of Contractor campsite works (11 May 2019). A review of the Occupational Health & Safety (OHS) Plan is scheduled for Q1 2020.
Asbestos Containment and Control (ACC) Plan	The Asbestos Containment and Control Plan was approved on 10 April 2019.	10 April 2019	Implementation of the ACC Plan was undertaken prior to the commencement of Contractor campsite works (11 May 2019). The Plan is continually referenced where potential ACM are encountered on the project. A review of the ACC Plan is scheduled for Q1 2020.
Demolition Management Plan - Campsite	The Demolition Management Plan - Campsite was approved on 28 April 2019.	28 April 2019	Implementation of the Campsite Demolition Plan was undertaken prior to commencement of Contractor campsite works (11 May 2019).
Demolition Management Plan – Port Structures	The Demolition Management Plan – Port Structures, was approved outside of the reporting window (10 January 2020)	Outside of reporting window.	Status to be reported on during next SMR submission
Emergency Response Plan	Approval of Emergency Response Plan (Version 1, Revision 2). The plan provides guidance around foreseeable emergencies and related reaction measures.	05 May 2019	Implementation of the Emergency Plan commenced prior to the Contractor undertaking campsite works (11 May 2019). This plan will be reviewed during Q1 2020, prior to the commencement of dredging works.
Hazardous Substances Management Plan	Approval of Hazardous Substances Plan (Version 1, Revision 1) on 14 June 2019.	14 June 2019	Implementation of the Hazardous Substances Plan did not commence prior to the Contractor undertaking campsite works (11 May 2019). This plan will be reviewed during Q1 2020 to assess currency and validity

Deliverable	Details	Dates	Status
			with respect to chemicals procured and in use on the project.
Traffic Management Plan	The Traffic Management Plan Revision 3 was approved on 30 April 2019.	30 April 2019	Implementation of the Traffic Management Plan commenced prior to commencing of Contractor campsite works (11 May 2019). This plan will be reviewed during Q1 2020.
Material Sources and Extraction Management Plan	Approval of Material Source Extraction and Management Plan (Version 1, Revision 1) on 03 May 2019.	03 May 2019	Implementation of the ACC Plan commenced prior to commencing of Contractor campsite works (11 May 2019). This plan will be reviewed prior to the commencement of dredging works.
Waste Management Plan	Approval of Waste Management Plan (Version 1, Revision 1) was granted on 28 April 2019.	11 May 2019	Implementation of the Waste Management Plan commenced prior to commencing of Contractor campsite works (11 May 2019). This plan will be reviewed during Q1 2020.
Piling and Reclamation Management Plan	Approval of Piling and Reclamation Management Plan (Version 1, Revision 1) was granted on 11 June 2019.	11 June 2019	At the time of reporting Piling and Reclamation works had not yet commenced. Piling and reclamation activities are planned for August 2019.
Dredging Management Plan	Plan not developed at time of reporting	TBA	The Contractor has committed to providing this plan in 28 days in advance of commencement of dredging activities. Dredging planned for Q1 2020.

3.5.4 Supplementary Requirements

This section addresses supplementary contractual and safeguard requirements for the reporting period including but not limited to:

- Licensing, permitting etc.;
- Undertaking of supplementary investigations as required;
- Specialist technical input from consultants, planned or unplanned; as well as
- Other supplementary deliverables required under Contract specifications whenever circumstances dictate, including but not limited to, relocation of specialist fauna, 'Chance Finds', encountering of endangered fauna, and encountering of unknown ground conditions.

These are addressed in Table 6. Licensing permitting and approvals are addressed in Table 7.

Table 6 Supplementary Requirements

Management Area	Criteria	Indicative Timeline	Responsibility
Chance Finds	No chance finds reported on the project to date.	Whenever encountered	CHEC to report and manage
Relocation of Fauna	Relocation of Sea Cucumbers within the project foreshore was undertaken on 05 and 06 August 2019.	Completed 06 and 06 August 2019.	CHEC in coordination with the PMU and Nauru Fisheries Authority.
Environmental Monitoring	Undertaking of Environmental Monitoring for the project, specific to the works and sensitive receivers has been committed to by the Contractor. This includes: <u>Water Quality Monitoring and Testing</u> <ul style="list-style-type: none"> Monitoring of marine waters for the duration of dredging works Monitoring discharge waters from construction areas i.e. concrete washout, sediment laden water etc. 	For the entirety of the project.	CHEC
	<u>Noise & Dust Measurements</u> <ul style="list-style-type: none"> Daily noise assessments during construction activities Daily air quality measurements during construction works 	For the entirety of the project.	CHEC
	<u>Marine Works (dredging)</u> <ul style="list-style-type: none"> Wind and wave measurements Sediment plume monitoring <i>No marine works had commenced during the reporting period.</i>	Prior to and for duration of dredging works.	CHEC
Contaminated Land Investigation	A Contaminated Land Investigation has not been commissioned on the project to date.	To be undertaken when the current port building slab is removed, planned for Q3 2020.	CHEC in collaboration with the IES.
Unknown / unexpected ground conditions	Nothing reported by the Contractor to date. The contractor is to notify the engineer of such occurrences.	Whenever encountered	Reported by CHEC to CSC
Third-Party Impact by the Project	The following reports have been registered with the PMU and Contractor: <ul style="list-style-type: none"> DATE: A dwelling structural failure in Location thought to have been caused by vibrations from piling works was reported to the PMU. Subsequent investigations by the Contractor and PMU confirmed that the structural failure was not related to construction works. The report by the Third-Party report was withdrawn. 	Whenever encountered	All Parties
Simultaneous Operations	During the month of December, the Contractor proceeded with demolition works within the port area and relocation of the Port Offices. As a result of these works the Contractor will be required to coordinate with port operations where construction might encroach onto operations.	Whenever required.	All involved Parties
Licensing, Permits and	It is the requirement of the Contractor to obtain all relevant and requisite licenses, permits and	Prior to commencement of	CHEC

Management Area	Criteria	Indicative Timeline	Responsibility
Approvals	approvals for the project. A summary of the Licensing, Permits and Approvals obtained for the reporting period are provided in Table 3.4.4-2 (below) .	works, planned or otherwise directed.	

Table 7 Project Licensing, Permits and Approvals

Licensing, Permits and Approvals	Criteria	Indicative Timeline	Renewal Date
Tax Exemption	Granted by Ministry of Finance 6 th December 2018	Entirety of project	Not required
Permit for the importation of food products	Granted by Department of Health – Public Health 18 March 2019 Permit for the importation of food products subject to Agricultural Quarantine clearance inspection	Entirety of project	Not required
Permit for the drilling	Letter not dated.	Entirety of project	Not required
Drone import license application	Granted 11 July 2019	Entirety of project	Not required
Approval of disposal site for excess dredge material	Granted 27 July 2018.	Entirety of project	Not required

3.5.5 Environmental Non-Conformances

Following a detailed review by the ES of the Contractors compliance with environmental commitments within Volume 2 of the Contract, the Contractor were formally notified of 110 Non-Conformances.

Of the 191 environmental contract conditions, the Contractor failed to demonstrate conformance with 110 items.

A copy of the Non-conformance Letter and Compliance Register is provided in **Appendix E**.

The Contractor is currently working through the Contract Compliance Register and is expected to address all outstanding Non-Conformances by close of Q1 2020.

3.6 Health, Safety and Environment Surveillance

3.6.1 CSC HSE Inspections

Daily site walks are undertaken by the Resident Engineer and the Assistant Engineer. Corrective actions are raised by the Engineer and the Assistant Engineer are logged with the Contractor via email and close out of actions are documented via email also.

The ES is responsible for the overall guidance on the implementation of the EMS for the project. The ES is required to enable capacity building for the PMU staff so that the PMU can carry out

safeguard supervisory roles independently in the absence of the ES on the island.

The EO is responsible for on the ground safeguards monitoring and documentation on a day-to-day and weekly basis, this includes Health and Safety performance of the contractor.

3.6.2 Action Tracking and Incident Management

An Action Tracking Register (ATR) was developed for the project to track and monitor the effectiveness of the Contractors Health, Safety and Environmental (HSE) mitigation measures and overall performance across the project. The verification of HSE controls is undertaken by site inspections and surveillance by the PMU EO, with site support of the Resident Engineer, Assistant Engineer and remote assistance by the ES. The following is a summary of the HSE performance for the reporting period:

- Seventeen (17) incidents were recorded during the reporting period
- One hundred and nine (109) corrective actions were raised
- Twenty-eight (28) positive observations were recorded

A copy of the ATR for the reporting period is provided in **Appendix F**.

3.6.3 Contractor's HSE System Implementation

The Contractor implements the following HSE tools:

- Daily HSE Inspections
- Regular Training on HSE aspects
- Delivery of HSE toolbox talks

Contractors HSE training activities on the project to date is provided in Appendix G.

3.7 Grievance Redress Mechanism

The purpose of the GRM is to receive, evaluate and facilitate the resolution of concerns, complaints and grievances about the environmental and social performance of the project. The GRM is based on accepted practices in Nauru including previous experience on ADB projects and provides an accessible, time-bound and transparent mechanism for complainants to voice and resolve social and environmental concerns linked to the project.

The GRM has been developed as a step-by-step procedure to register and track grievances concerning and is based on the following principles to ensure successful GRM implementation:

- (i) outlines the project complaints and procedures;
- (ii) identifies responsible individual or entity to receive; and
- (iii) facilitates the submission of any complaints, including timeframes for response.

A complainant can lodge a project-related complaint through the PMU or CHEC CLOs. The complaint will be addressed, with a response to the complainant within 7 days. If the complainant is not satisfied with the response, the issue is raised to the Head of the PAN who must respond within 14 days. If the matter is still not resolved to the satisfaction of the complainant, the issue is raised to the level of Board-MOF which will respond within 21 days. The complainant will have recourse through the legal system (courts) if still not satisfied. A copy of a summary brochure outlining the GRM, will be made available to the community through provision of a copy in the village meeting hall and women's meeting. A copy of the GRM will be available to the contractor (CHEC), PAN/PMU and other community head's office.

The current grievances, or those that have been resolved, will be disclosed during community consultation meetings near the project site on an ongoing basis.

Table 8 shows the summary of the complaints received relevant to the project during this reporting period.

3.7.1 Current status of the GRM

The GRM is currently in place and functioning well. Some capacity building was undertaken in October 2019, during the Social Safeguards Specialist's site visit, to enhance the quality of register management. This has been partially implemented, as can be seen in the register excerpts below, with further enhancements and training to be undertaken in the next reporting period. The CLOs understand their function, and fulfil their role for the PMU/CHEC, while managing and delivering on community expectations, very well. The process of improvement is ongoing, with support continuing remotely.

Table 8. Grievance Register as at end of Reporting Period

No: Reg	Time and date of complaint	Type of communication	Person Receiving the complaints	Complainants information (name, address and contact details)	Details of complaint	Outcome of Investigation	Action taken (Date and steps)	Resolved Date and by Who	PMU to confirm actions have resolved issue Sign name with date
01/19	31 st May 2019	Verbal	CHEC CLO	[REDACTED]	The Location community members residing near to the beachside area are suffering DUST from the CHEC worksite	Matter has been resolved without further complaint	CHEC Workers are informed of the complaint - The Pathway for the CHEC which the complaint raised was watered as accordingly - Water sprinkler were installed along the roadside area to keep the road wet	Tresmay COOK CHEC CLO	PMU CLO Eiminora Caleb
02/19	27 th July 2019	Verbal	CHEC CLO	[REDACTED]	The CHEC Fencing is too close to her dwelling home	shed has been relocated to the side of the dwelling home away from the CHEC Fence) Matter has been resolved without further complaint	CHEC workers moved the fence 1 metre away from the family dwelling home shed - She was informed that the shed has to be relocated to the side for her families safety - She agrees to the request made by PAN - <i>New shed has been installed by the PAN on the side of the residence home</i>	TreasaMay COOK CHEC CLO/Eiminora Caleb PMU CLO	PMU CLO Eiminora Caleb Confirmed by the PAN CEO B J
03/19	16 th June 2019	Verbal	CHEC CLO	[REDACTED]	Too much noise on Sunday	Matter settled without any further complaint	CHEC workers were informed of the complaint,	TreasaMay COOK, CHEC	PMU CLO Eiminora

No: Reg	Time and date of complaint	Type of communication	Person Receiving the complaints	Complainants information (name, address and contact details)	Details of complaint	Outcome of Investigation	Action taken (Date and steps)	Resolved Date and by Who	PMU to confirm actions have resolved issue Sign name with date
				██████████	Heavy Machinery moving to and from campsite to noisy Reported the CHEC workers for not respecting the Sunday		all workers were ceased because of the complaint - Apologies delivered to complainant that the CHEC workers were just moving stuff to the new site area	CLO	Caleb
04/19	6 th May 2019	Verbal	CHEC CLO PAN Deputy CEO	██████████, ██████████ ██████████ ██████████ ██████████ ██████████	CHEC should provide an exit somewhere through the fencing for access at the beach area	Matter has been resolved no further complaint	Complaint has been raised in the community meeting held by the PMU and majority did not want that exit for safety reason - The complainant was verbally informed of the communities decision on his request - The complainant agrees on the decision made	Eiminora Caleb PMU CLO	PMU CLO Eiminora Caleb Confirmed by PAN A/CEO A J
05/19	19 th July 2019	Verbal	PMU/ CHEC CLO	██████████ ██████████ ██████████ ██████████	CHEC staff for disrespecting the neighbours (showering in an open area naked)	Photos were provided as proof or the complaint Verified	private walling within the bathroom area has been installed Complaint was approached by the CHEC CLO conveying a message of apology	CHEC CLO Treasamay COOK	PMU CLO Eiminora Caleb
06/19	19 th July 2019	Verbal	PMU CLO	██████████/ ██████████	CHEC staff for disrespecting the	Photos were provided as proof or the complaint	CHEC employee are strongly informed of the	CHEC CLO Treasamay	PMU CLO Eiminora

No: Reg	Time and date of complaint	Type of communication	Person Receiving the complaints	Complainants information (name, address and contact details)	Details of complaint	Outcome of Investigation	Action taken (Date and steps)	Resolved Date and by Who	PMU to confirm actions have resolved issue Sign name with date
				██████████ ██████████ ██████████	neighbours (walking around in their underpants at night within the compound area)	Verified	importance of the community to be respected CHEC did apologies for their behavior, claiming that they were not aware of the cultural issue going half naked is wrong	COOK	Caleb
07/19	19 th July 2019	Verbal	PMU CLO	██████████ ██████████/ ██████████ ██████████	-CHEC staff namely ██████ acted unprofessionally towards her by means of harassing her in a public place by means of accusing her for not agreeing with the CHEC overtime request	Complaint was interviewed by CHEC CLO the investigator. CHEC CLO interviewed ██████ claiming that he wasn't harassing her he was just asking for more information on how can he get help from the public on their request	Matter has been resolved due to communication misunderstanding, the complainant also accepted the apology from ██████	CHEC CLO TresaMay COOK	PMU CLO Eiminora Caleb
08/19	19 th July 2019	verbal	PMU CLO	██████████ ██████████/ ██████████ ██████████	-CHEC staff namely ██████ displayed an unprofessional attitude towards the female local CLO Team Leader by means of throwing away the application sheet which she has submitted on behalf of the community members	complaint was interviewed by CHEC CLO the investigator -CHEC CLO interviewed ██████ which he denied the allegation towards him, he claimed that maybe it's the communication ineffective	Matter has been resolved due to misunderstanding	CHEC CLO Terasa May COOK	PMU CLO Eiminora Caleb
09/19	20 th Sept 2019	Verbal	PMU CLO	██████████, ██████████ ██████████ ██████████	CHEC heavy Trucks and vehicle were found upon the Old Golf course area opposite the power station. Community Access area only no Heavy	A video has been provided for evidence CHEC ██████ was notified of the situation The CHEC Local driver was identified and question for his action who was later strongly	The complainant as informed of the outcome of the investigation and the caution that was issued verbally to the Local Driver Matter settled without any further complaint	CHEC CLO Terasa May COOK	PMU CLO Eiminora Caleb

No: Reg	Time and date of complaint	Type of communication	Person Receiving the complaints	Complainants information (name, address and contact details)	Details of complaint	Outcome of Investigation	Action taken (Date and steps)	Resolved Date and by Who	PMU to confirm actions have resolved issue Sign name with date
					Machinery access area	warned by his supervisor not to do it in future.			
10/19	20 th Sept 2019	Verbal	PMU CLO	[REDACTED]	CHEC workers doing overtime at night		CHEC [REDACTED] was informed of the complaint and he claimed that they are late from the Quarry NRC CHEC [REDACTED] stated that he will make sure that they come back on site within their working hours Matter settled without any further complaint	CHEC CLO Cherish Gata	PMU CLO Eiminora Caleb
11/19	20 th Sept 2019	Verbal	PMU CLO	[REDACTED]	Movement of heavy Machinery along the beachside area are causing strong vibrations Locals are in fear of their Building (homes) structure		Matter has been resolved by all the Heavy Machinery are parked at the site until work at site is completed. CHEC workers were informed of the complaints they explained that they will be parking the heavy machinery at the worksite area to avoid the vibration The community were informed of the situation that dredging vibration has been monitored but not the transportation of the heavy machinery to and fro worksite to CHEC SITE	CHEC CLO Cherish Gata	PMU CLO Eiminora Caleb
12/19	21 st Sept 2019	Verbal	PMU CLO	[REDACTED]	CHEC Security guards for bringing their kids onsite after working hours	CHEC Security identified the responsible person who received a verbal warning instruction for her action	CHEC strongly caution the Security guards including the Supervisor for action Matter has been settled without further complaints	PMU CLO Eiminora Caleb	PMU CLO Eiminora Caleb

No: Reg	Time and date of complaint	Type of communication	Person Receiving the complaints	Complainants information (name, address and contact details)	Details of complaint	Outcome of Investigation	Action taken (Date and steps)	Resolved Date and by Who	PMU to confirm actions have resolved issue Sign name with date
13/19	21 st Sept 2019	Verbal	PMU CLO	[REDACTED]	Kids still exiting the premises CHEC workers breached their contract (working on Sunday)	Mr Wu HRS for CHEC was informed of the complaint and he stated that they were just moving minor stuff around not heavy work	CHEC CLO approached the complainant and explained the situation which she found to be satisfied Matter has been settled no further complaint	CHEC CLO Cherish Gata	PMU CLO Eiminora Caleb
14/19	18 th October 2019	Verbal	PMU CLO /CHEC CLO	[REDACTED]	reported the CHEC workers for working overtime in the evening, on the night of 15 th October 2019	The response was that they were just moving items around	Advised matter settled without any complaints	PMU CLO Eiminora Caleb	PMU CLO Eiminora Caleb
15/19	18 th October 2019	Phone call	CHEC CLO	[REDACTED]	A complaint towards the neighboring home with loud music time of complaint was 1156pm at night.	CHEC CLO confirmed loud music at this time	CHEC CLO visited the said homes and seek assistance from them to lower their music because the CHEC workers really need rest for their work tomorrow. It has been lowered as requested No further complaints from the complainant	CHEC CLO Cherish Gata	CHEC CLO Cherish Gata
16/19	19 th October 2019	Verbal, during the Security meeting	PMU CLO /CHEC CLO	[REDACTED]	Followed up their complaint that the guard house is leaking badly	Tarpaulin sheet has been used to cover the top leakage area - Guard house still leaking at this stage	Matter still pending for completion	CHEC CLO Cherish Gata	
17/19	19 th October 2019	Verbal, during the Security meeting	PMU CLO /CHEC CLO	[REDACTED]	Complained about no toilet utilized for the local workers		CHEC has installed one toilet for the Local workers as per requested Matter still pending because (2) separate toilet are required for male and female	CHEC CLO Cherish Gata	

No: Reg	Time and date of complaint	Type of communication	Person Receiving the complaints	Complainants information (name, address and contact details)	Details of complaint	Outcome of Investigation	Action taken (Date and steps)	Resolved Date and by Who	PMU to confirm actions have resolved issue Sign name with date
18/19	19 th October 2019	Verbal, during the Security meeting	PMU CLO /CHEC CLO	██████████	Complained that the CHEC employer are not equipping them proper working equipment's e.g. torch, radio and raincoats	Matter still pending for completion	CHEC has provided rain coats for each security guards Torches are issued to night shift security guards Radio communication is pending CHEC has not yet provided radio hand held to the workers, they need to upgrade the guard house in order for the security to charge and keep their equipment	CHEC CLO Cherish Gata	
19/19	14 th October 2019	Verbal, at work	PMU CLO /CHEC CLO	██████████ ██████████ ██████████	Workers complaining that CHEC never provide her proper cleaning utensils for the Toilets		CHEC has provided the cleaner a monthly ration for cleaning utensils Matter has been settled without any complaints	CHEC CLO Cherish Gata	PMU CLO Eiminora Caleb
20/19	14 th October 2019	Verbal, at work	PMU CLO /CHEC CLO	██████████ ██████████ ██████████	Claimed her Obnoxious Allowance for cleaning the Toilets and rubbish	Matter has been settled without any complaints	CHEC has decided to pay the cleaner's obnoxious allowance at the rate of \$1.00an hour Matter has been settled without any complaints	CHEC CLO Cherish Gata	PMU CLO Eiminora Caleb
21/19	14 th October 2019	Verbal, at work	PMU CLO /CHEC CLO	██████████ ██████████ ██████████	Complaint towards the CHEC male employees for disrespecting her by means of using the Toilet within her presence		CHEC Administration officer namely Jessy Chinese workers was advised of the situation in order to deliver the complaint to the CHEC worker. Cleaning in progress noticed sign are provided for the cleaner. Matter has been settled	CHEC CLO Cherish Gata	PMU CLO Eiminora Caleb

No: Reg	Time and date of complaint	Type of communication	Person Receiving the complaints	Complainants information (name, address and contact details)	Details of complaint	Outcome of Investigation	Action taken (Date and steps)	Resolved Date and by Who	PMU to confirm actions have resolved issue Sign name with date
22/19	18/10/19	Verbal, at work	PMU CLO	[REDACTED]	Claimed her privileges being employed by CHEC to have any internal arrangements on Transportation to and from work	MATTER STILL AWAITING FOR FINAL DECISION TO BE DOCUMENTED	without any complaints CHEC stated did not provide a documented response to the complaint CHEC stated that she will be sharing vehicle with the Team whenever required. To and from work is her responsibility it's not the CHEC's responsibility	PMU CLO Eiminora Caleb	
23/19		Verbal, at work	CHEC CLO	[REDACTED]	Complaint that the CHEC Administration her Supervisor are mistreating her (unprofessionally)	Cultural Training is requested for both local and Chinese	Administration officer namely Jessy Chinese worker along with her assistant namely Chrystal Chinese worker were informed of the complaint against their unprofessional attitude towards Local worker Both were briefly informed on the cultural behavior and attitude of Locals and their respective expectations from other expats by PMU CLO Both CHEC employees did accept the grievance from the Local, in which they both apologies it was a miscommunication and misunderstanding between them Matter has been resolved amongst them, training has been delivered by Ester (GCDS Cardno).	CHEC CLO Cherish Gata	PMU CLO Eiminora Caleb

No: Reg	Time and date of complaint	Type of communication	Person Receiving the complaints	Complainants information (name, address and contact details)	Details of complaint	Outcome of Investigation	Action taken (Date and steps)	Resolved Date and by Who	PMU to confirm actions have resolved issue Sign name with date
24/19	16/11/19	Email	PMU CEO/CH EC CLO/PM U CLO	[REDACTED]	Caterpillar lorries escort to be improved because it is carrying heavy pinnacle rocks and crushers upon the public highway		CHEC did retrained the truck drivers for TMP CHEC still use the contractors to do the Lead escort and employed a local to be the rear driver for the escort Matter is now monitored due to lots of complaints	PMU CLO Eiminora Caleb/ CHEC CLO Cherish Gata	PMU CLO Eiminora Caleb confirmed by the A/CEO A J
25/19	7/12/19	Social Media	PMU CLO/CH EC CLO	[REDACTED]	Concrete ceiling slabs are falling down upon them Complaint of vibration which is causing all the debris falling apart	Matter has been investigated as accordingly CHEC inspected the complainant home and did provide their report that the allegation is a false claim it is just the house age and condition itself CARDNO /CHEC did provide a report regarding the allegation made by the complainant	PMU CLO further advised her to raise her concern with her Minister responsible and PMU will provide a supporting letter Supporting letter was provided by PAN CEO to the Minister responsible for his information and record of the claimed allegation reported. Complainant was advised to correspond with her residential Minister regarding her concern for the safety of her family PMU CLO /CHEC CLO advised the community Leaders to assist their community member in providing a letter of concern to the Minister in responsible regarding the complaint of the complainant	PMU CLO Eiminora Caleb CHEC CLO Cherish Gata	PMU CLO Eiminora Caleb Confirmed by PAN CEO BJ

No: Reg	Time and date of complaint	Type of communication	Person Receiving the complaints	Complainants information (name, address and contact details)	Details of complaint	Outcome of Investigation	Action taken (Date and steps)	Resolved Date and by Who	PMU to confirm actions have resolved issue Sign name with date
							All reports from CHEC MANAGERS office were handed over to the complainant for her record and information		
26/19	18/12/19	Verbal	CHEC CLO	[REDACTED]	Raised his concern not wanting to share the toilet with the female local workers	Matter still Pending for CHEC to complete	MATTER HAS BEEN RECORDED FOR FUTURE REFERRAL HSE informed of the complaint request by the Local Ester (GCDS Cardno) has advised the CHEC to do separate toilet for the local workers as according to ADB standard HSE will look into the matter	CHEC CLO Cherish Gata	
27/19	24/12/19	Verbal	CHEC CLO	[REDACTED]	CHEC Chinese workers still shitting outside the toilet bowl CHEC Chinese workers are still not cleaning up after their own crap in the toilet	MATTER PENDING FOR RESPONSE FROM CHEC	Matter still pending because Mr Kingsly CHEC contractor is ashamed to response on their repeated behavior	CHEC CLO Cherish Gata	
28/19	24/12/19	Verbal	CHEC CLO/PMU CLO	[REDACTED]	Persons unknown did stole his Phone from the charger switch at the CHEC shower area	Matter has been investigated and found that the CHEC contractor suspect was interviewed by another CHEC worker and he denied the allegation CCTV were reviewed not seeing anyone except for the CHEC suspected	Property has been recovered and handed to owner without further complaints	CHEC CLO Cherish Gata	PMU CLO Eiminora Caleb

No: Reg	Time and date of complaint	Type of communication	Person Receiving the complaints	Complainants information (name, address and contact details)	Details of complaint	Outcome of Investigation	Action taken (Date and steps)	Resolved Date and by Who	PMU to confirm actions have resolved issue Sign name with date
29/19	30/12/19	Verbal	CHEC CLO	[REDACTED]	CHEC Chinese worker did slammed the truck door onto him whilst sitting in the dump truck having his leg in the doorway (assault)	<p>Later that week the missing phone was brought in by the local kid aged 12yrs</p> <p>Missing item was found by the local outside the CHEC area claiming that some juvenile did enter the area during the night and did stole the phone</p> <p>The said CHEC worker responsible is identified to the drivers supervisor and he apologies for his action, not seeing that the leg of the complainant is at the doorway when he slammed it closed</p>	<p>Matter has been investigated by CHEC CLO</p> <p>Complainant accepted his apology and wished to withdraw his complaint</p> <p>MATTER RESOLVED AND RECORDED FOR FUTURE REFERENCE</p>	CHEC CLO Cherish Gata	PMU CLO Eiminora Caleb

4 Capacity Building

4.1 Capacity Building Training for PMU Officers

On 5 December 2019, the CSC's GCDS conducted a re-orientation/ discussion on implementing the GAP, CCP and GRM for the PMU CLO, and Environment Officer (both female) at the PMU office, base camp. The following topics were discussed (i) importance of the CCP, its contents, key communication messages depending on the audience/ participants, participatory methodologies and other medium of communication, person/ agency responsible, etc. Collaboration with concerned agencies including GoN's Public Information Office (PIO), radio stations, and other agencies, community leaders, etc. were discussed. Preparation of interesting stories relevant to the project, project impacts and benefits to the people and communities, and future activities were also discussed.

Table 9 shows the summary of the total number of participants for the training capacity building conducted for the contractor' employees/ workers and the PMU officers.

4.2 Capacity Building for Contractor

The Contractor / labor force were provided capacity building training during this reporting period. The date and topics discussed are described below.

1. **5 and 11 December 2019.** Workshop/ Discussion on the functions/roles of the Community Liaison Officer (CLO) and Health, Safety and Environment (HSE) Officer, GRM, and other Gender Awareness held at the base camp. Additional topics discussed include (i) importance of community consultation and participation, contents and implementation of the CCP; (ii) GRM and reminders on how to fill-in the GRM registry and take quick action to address complaints; (iii) contractor's deliverables as stated in the GAP including, including preparation of monthly and quarterly monitoring reports. Additional topics discussed include overview of ADB SPS 2019, core labor standards, and gender awareness. The CLO and HSE Officers have not participated yet in training conducted by the CSC Gender and Community Development Specialist (GCDS) during the 1st half of 2019. The two officers were provided copies of training handouts (power point presentation materials, and printed handouts/ training materials).

2. **8 December 2019.** Cultural Awareness Training for the Contractor's foreign staff/ workers both skilled and unskilled held at the base camp. The training was participated by 36 workers/ staff including 3 females (HR Manager, HR Assistant, and CLO). It was conducted by the CSC's International Environment Specialist, GCDS (international) and Contractor's CLO (a female Nauruan). The training aims to enable the participants (being non-Nauruans) to become aware of the culture of the Nauruans (place of work), culture of the Nauruans, proper way of communicating with the local people, proper social protocol to guide the workers how to behave in a culturally appropriate manner.

Cultural awareness or sensitivity of the workers will result to (i) improved work productivity, and work environment, (ii) prevent cultural misunderstandings, (iv) help employees recognize and respond to biases based on unfair assumptions or stereotypes about ones culture, (v) cooperation and respect for one another. Thus, the workers will understand about the country, people, the

expectations of the government, ADB and development partners, CSC, etc., and they will be guided on appropriate or professional way of dealing with people regardless of race, ethnicity, age and gender or sexual orientation, and religion.

3. **16 December 2019.** Discussion/ Induction for the Local Workers Hired by Contractor core labor standards, GRM and how to report incidents, reminders of the tasks and rules that should be followed by the workers including the security guards (male and female) including safety measures such as wearing of complete personal protective equipment (PPE), not to allow anybody at the work sites if they are not in proper PPE to ensure the safety of local people and workers as well. The induction was conducted jointly by the PMU's CLO, and Environment Officer, and CSC (international Environment Consultant, and GCDS). A total of 16 Nauruan workers (including 5 women, consisting of 4 security guards and 1 kitchen helper) attended the induction.

Photographs and Attendance Sheets during the Training conducted during this reporting period are shown in **Appendix M**.

4.3 Safeguards Training for Contractor

The Contractor/ labor force were provided training on safeguards, and other related topics. The details are shown below.

15 December 2019. Training on safeguards, core labor standards, and gender awareness for the new workers hired by the Contractor was conducted by the CSC environmental safeguards specialist (international) and GCDS. This is the third batch of the safeguards training for Contractor's workers (1st batch was held in 9 February 2019, 2nd batch was held on 23 June 2019). The 3rd batch training was held at the base camp, and was participated by 40 new workers/ staff (skilled and unskilled) including 2 females CLO and HR Assistant) hired by the Contractor.

The following topics were discussed (i) overview of ADB SPS 2009; (ii) environmental management system/managing the environmental, etc.; mitigation measures/ appropriate corrective measures, and other topics such as EMP; (iii) international core labor standards (e.g. no child labor, no forced labor, equal pay for equal work for the same nature or type of job, equal opportunities for men and women workers, freedom of association, etc.); (iv) gender awareness including rationale behind the STD, HIV/AIDS prevention in transport/ infrastructure projects funded by ADB and development partner agencies.

Table 9 Number of Participants in Training/ Capacity Building Conducted (July to December 2019) ⁷

Date and Venue	Number of Participants for the Contractor's Training on Safeguards, Core Labor Standards, Gender Awareness/ Gender Mainstreaming				
	Female		Male		Total N & (%)
	N	%	N	%	
5 and 11 December 2019 held at the Base Camp	1	50.0%	1	50.0%	2
8 December 2019 held at the Base Camp	3	8.0%	33	92.0%	36
15 December 2019 held at the Base Camp	2	5.0%	39	95.0%	41
16 December 2019	5	31.0%	11	69.0%	16
Total	17	24.0%	84	76.0%	95 (100%)

5 SUMMARY OF SAFEGUARD DELIVERABLES

A summary of safeguard deliverables for the reporting period have been provided in Table 10.

⁷ Source: 1st GAP Quarterly Progress Report for SCRC, June 2019

Table 10. Summary of Safeguard Deliverables

Deliverable	Criteria	Inputs	Dates	Outputs and Status
Social Safeguards Specialist				
Land Acquisition and Compensation	Third Party Verification of Land Acquisitions relating to Port Area and camp area	Review of land acquisition processes, identification of third-party verifier, review lease documentation, third party verification of land lease arrangements meeting Nauruan legislation requirements and ADB safeguards. Documentation of process. Additional land lease negotiated between CHEC and GoN for Denig 139.	Completed in Jan-Jun 2019 Signed 30/11/2019	Port area / contractor camp area completed in Jan-Jun 2019. Ongoing oversight where required
Gender and Community Development Specialist				
Consultation and Communications Plan Document	The PAN with the support of the PMU and supervision consultant will prepare a stakeholder communication strategy/ consultations and communications plan (CCP). The supervision consultant shall assist the PMU in ensuring a well-functioning and accessible grievance redress mechanism to resolve complaints on a timely manner and facilitate implementation of the CCP.		Completed in Jan-Jun 2019	
Consultation and Communications Plan Implementation			In progress (Q1 to Q4 2020)	Implementation of the CCP is in progress (PMU, contractor, CSC in collaboration with various stakeholders). Project team (PMU and contractor's CLO arranged a regular radio program free of charge for airtime since Q4 2019 and is an ongoing program. The purpose is to update the public about the project, important public announcements for the safety of the people in local communities, etc. Consultation with the GoN's Public Information Officer by the PMU, CSC and contractor on 16 December 2019. PMU CLO prepared press release/ article to GoN PIO and published at the Nauru Bulletin last Q3 2019.
Gender Action Plan Contractor prepared 1st draft of the gender awareness plan in March 2019; revised in April and finalized in May 2019 where the comments of ADB has been integrated.	The PAM states that the supervision consultant shall assist the PMU in implementing the GAP, monitor the implementation of the target indicators and activities, prepare and submit quarterly progress report to the Government and ADB. Some of the indicators included in the GAP include: (i) community consultation with at least 30% women's involvement and consultation will be scheduled at a time when women can easily attend. (ii) at least 20% of recruitment for skilled and unskilled labor by the civil works contractor will be women. (iii) contractor will comply with Nauru	Conducted an orientation/ training on the GAP indicators and implementation to PMU's CLO, and Environmental Safeguards Officer on gender mainstreaming, ADB policy on gender, target indicators and activities included in the GAP. Monitoring and reporting using sex-disaggregated monitoring templates were also discussed. Conducted training for the contractor's employees/ workers on overview of the ADB SPS 2009 (especially social safeguards); core labor standards, gender awareness/ mainstreaming including HIV/AIDS and human trafficking awareness and prevention in infrastructure projects as per ADB and development partners' policies programs (and rationale behind). Contractor constructed separate toilet facilities for female (and male), tried their best to hire female workers as well as men local workers, as they are aware of the target indicator, at least 20% female participation in skilled and unskilled labor during the	13 & 18 June 2019; and 5 and 11 Dec 2019; and 15 Dec 2019. 5 and 11 December 2019 (for the Contractor's CLO and HSE officer) and 15 December 2019 On track, target indicator achieved as of end of Dec 2019 (cumulative).	The orientation/ training helped in increasing the level of knowledge of the participants on the importance of gender mainstreaming, ADB policy on gender and development, familiarization of the GAP target indicators and activities, responsible person/ organization, monitoring and reporting. Follow-up capacity building was carried out on 5 and 11 Dec 2019, and 15 Dec 2019, where the PMU environmental safeguards officer and contractor CLO participated in the training conducted by CSC international environment officer and GCDS. Three training on safeguards, core labor standards, gender awareness, etc. Already conducted for contractor' workers on 9 February 2019, 9 June 2019; and 15 Dec 2019. Contractor learned how to use the sex-disaggregated monitoring template for reporting the labor force employees hired in the project. Contractor understand the deliverables included in the GAP; compliance of safeguards as stated in the EMP, importance or rationale why 100% of its employees workers should participate in HIV/ AIDS awareness and prevention, carried out by an approved service provider

Deliverable	Criteria	Inputs	Dates	Outputs and Status
	<p>labor laws and practices as well as equal wages to men and women for work of equal value, and wages will be paid directly to women labor;</p> <p>(iv) provide safety gear and personal protective equipment to both male and female workers;</p> <p>(v) provide separate sanitary facilities for men and women;</p> <p>(vi) 100% of new women employed in the completed port will be trained on port safety;</p> <p>(vii) PAN strengthens gender mainstreaming capacity by developing a gender strategy that includes recruiting female staff at all levels, provide capacity building, etc.</p> <p>(viii) PAN will recruit at least 30% women staff for PMU during construction.</p>	<p>project implementation period.</p> <p>Implementation of the other GAP indicators and activities are in progress including conducting awareness raising, consultation meetings, and other activities.</p> <p>Conducted Training on safeguards, core labor standards, gender awareness for the contractor's new workers, CLO and HSE officers.</p> <p>Completed and complied by contractor</p> <p>Not yet scheduled</p> <p>Initial discussion with the PMU commenced in June and Dec 2019.</p>	<p>In progress, Q1 to Q4 2020 (since Jan 2019)</p> <p>Feb 2019;</p> <p>9 June 2019 and 15 Dec 2019.</p> <p>Q2 and Q3 2019</p> <p>Q2 / Q3 2020</p> <p>Q1 to Q 3 2020</p>	<p>(Nauru's health department); and compliance of the international core labor standards.</p> <p>The target 30% of female participation has been achieved during the 2 consultation meetings conducted in community Location, where the number of female participants accounted for over 60%. As of end of December 2019, the total number of people consulted is 204 (126 or 62.7% females). Target indicator of 20% has been achieved. Consultation meetings are conducted on a regular basis.</p> <p>Contractor prepared the draft Gender Awareness Plan on 28 Feb 2019 and revised the plan to integrate ADB comments received in March 2019, and final plan has been approved by ADB in April 2019.</p> <p>Contractor shared the plan to the health service provider (Dept. Of health) as a guide for preparing the modules for the communicable disease awareness and prevention training for contractor's workers and the residents of local communities within the project area.</p>
Communicable Diseases Awareness and Prevention Training	<p>The contractor will engage/recruit an approved service provider to deliver or carry out the Communicable Diseases awareness and prevention program to construction workers and adjacent communities before construction starts. Implement the STIs/ HIV/AIDS awareness raising and prevention training with at least 30% of participants being women.</p>	<p>The Contractor has engaged the services of an approved health service provider beginning of Q2 2019. The government service provider is the NAEORO (or Nauru) Hospital, Public Health located in Denig District.</p> <p>Conducted health awareness training for the workers both the Chinese and local people hired by the contractor. Training was conducted by the local service provider, Department of Health in June 2019 and Sept. 2019.</p> <p>Follow-up awareness raising will be held in January 2020;</p> <p>GoN Department of Health had reaffirmed its commitment to assist the contractor in implementing STI/HIV/AIDS awareness and prevention training for the workers and communities.</p>	<p>April 2019</p> <p>June 2019; 1 September 2019</p>	<p>Overall, as of end of December 2019, the total number of persons that participated in HIV/AIDS awareness and prevention program is 115 (15 or 21% females).</p> <p>In addition to the training on HIV/AIDS awareness conducted by the service provider for the workers held on 9 June 2019, another training was conducted by the service provider on 1 September 2019. It was participated by 16 people (6 females) including local workers hired by the contractor.</p> <p>No HIV/AIDS awareness training was carried out during the last quarter of the year due to hectic schedules of the medical team (trainers) in the health department. The service provider made the commitment to conduct a follow-up health awareness training in January 2020.</p> <p>Contractor and workers understand the rationale or importance why all workers should participate in the communicable disease awareness and prevention training, in compliance to the health and safety measures stated in the EMP /CEMP, and in GAP.</p> <p>Training modules on the subject was prepared by the contractor's health service provider. ADB modules in similar training program were also</p>

Deliverable	Criteria	Inputs	Dates	Outputs and Status
				used as references.
International Environmental Specialist				
PMU Environmental Management System (EMS) development and implementation	i. External Standard(s): Development of an EMS suitable for the project.	The EMS has been developed to align to Guobiao Standards (GB/T) 24001-2016 which is the Chinese equivalent to ISO14001:2015. The GB/T24001-2016 standard in English and Chinese translations has been provided to the CSC and PMU.	Intermittent home-based inputs for reporting period when required.	For the reporting period the IES overseen refinement of the PMU EMS, mostly in the way of implementation of surveillance tasks undertaken by the EO and assisted by the IEs during site visits. The implementation of the EMS has been underway for less than 9 months. Given the feedback on the Contractors performance by way of daily inspections the adequacy of the EMS is deemed acceptable. With respect to external standards both GB/T 24001-2016 and ISO14001:2015 are still current within industry. During Q2 2020 the EMS will undergo a management review and as such the continuing suitability, adequacy and effectiveness of the management system will be reviewed. This will also reference any updates to international standards or industry guidance materials.
		The IES conducted an EMS training workshop with the EO on 20 September 2019.	20 September 2019	The workshop comprised of an overview of the EMS and how the framework and structure was formed. The training detailed the following: <ul style="list-style-type: none"> Objective of the CEMP and management plans how the development of the Daily Site HSE inspection checklist and the ATR relates to the plans. ATR implementation and the issuing of corrective actions to the contractor.
	ii. Guidance: Reference projects of a similar nature in terms of scale, location and industry during the development of tools, processes, procedures and other requisite documents essential for a functioning EMS.	The project referenced various EMS' developed for maritime construction projects in Australia. The projects in question were a lot more complex, therefore the EMS for this project has been adapted to suit the implementing agency and personnel responsible for managing the system. The tools and processes developed for the PMU EMS are industry-specific and align with Good International Industry Practice (GIIP) for similar projects.	N/A	As per outputs for external standards, the adequacy of the EMS is deemed acceptable. During Q2 2020 the EMS will undergo a management review and as such the continuing suitability, adequacy and effectiveness of the management system will be reviewed. The management review will also make reference to other projects within the Pacific to compare EMS performance with other projects.
	iii. Risk Assessment & Planning: A core element to a functioning EMS is the development of a risk assessment and planning process.	The risk assessment process implemented on the project consists of the following stages: Stage 1: Risk Awareness Stage 2: Risk Identification Stage 3: Risk Assessment Stage 4: Risk Evaluation	23 & 24 October 2019	Risk awareness and identification training for the EO was conducted by the IES on 23 & 24 October 2019. The training consisted of: <ul style="list-style-type: none"> How to develop a cross-sectional conceptual risk model Identification of work activities Identification of potential impacts to workers, the environment and community

Deliverable	Criteria	Inputs	Dates	Outputs and Status
		<p>Stage 5: Risk Management</p> <p>The project implemented a Hazard Identification (HAZID) process which is the formal risk assessment process undertaken prior to commencement of site works. The HAZID includes the identification of risks associated with proposed activities' and the development of mitigation measures required to reduce risks' to 'as low as reasonably practicable' (ALARP). This process encompasses stages 1 – 5 of the Risk Assessment process.</p> <p>Stage 5 of the risk management process, risk management is realized within the approved management plans for the project.</p> <p>Where necessary inputs from external standards and other projects referencing GIIPs and are collated and disseminated into the appropriate project documents for implementation on the project.</p>	11 December 2019	<p>The IES chaired a risk awareness and identification workshop on 11 December 2019 between the PMU and The Contractor. This workshop was based on the risk awareness training provided to the EO in October 2019. The workshop consisted of:</p> <ul style="list-style-type: none"> • How to develop a cross-sectional conceptual risk model • Identification of work activities • Identification of potential impacts to workers, the environment and community • Formalizing the conceptual risk model into HAZID assessment. <p>Images from the workshop are provided in Appendix H</p>
	<p>iv. Implementation and Operational Control: Create, administer, control and maintain all process needed to meet the requirements of the EMS.</p>	<p>Several tools were developed within the previous reporting window that enables the Contractor to demonstrate operational compliance with the EMS requirements. These tools include:</p> <p>Contract Compliance Register: This is a PMU tool used to monitor the Contractors compliance with Contract requirements. The Contractor is required to demonstrate compliance for each provision under the contract. Upon submission by the Contractor the register is reviewed by the IES.</p>	<p>13 September to 25 October 2019</p> <p>18 December 2019</p>	<p>The Contract Compliance Register was reviewed by the IES during their site visit September – October 2019. On the 28 October 2019 the Contractor was formally notified of 110 Non-Conformances identified by the IES.</p> <p>As a follow up to the notification of non-conformances a workshop was conducted by the IES on the 18 December 2019 to address all non-conformances within the Contract Compliance Register.</p> <p>The workshop comprised of the IES working through each condition of the contract and advising the contractor how they should demonstrate compliance with each condition.</p> <p>Images from the non-conformance workshop are provided in Appendix I.</p>
		<ul style="list-style-type: none"> • HAZID: The HAZID process implemented by the PMU requires the Contractor to assess risks associated with high risk scopes of work. 	N/A	<p>No HAZIDs were developed within this reporting window. It is anticipated the following HAZIDs will be required during Q1 2020:</p> <ul style="list-style-type: none"> • Dredging • Demolition of port structures <p>Details will be reported within the subsequent reporting period.</p>
		<ul style="list-style-type: none"> • Action Tracking Register (ATR): The ATR records all corrective action observations made by the EO and IES. 	Intermittent home-based inputs and site-based guidance during site visits	<p>Ongoing implementation of the ATR by the EO is overseen by the IES. The ATR is reviewed monthly by the IES.</p>
		<ul style="list-style-type: none"> • Incident Management: For the project the Contractor maintains an Incident Register which is periodically reviewed by the EO and IES. <p>The Contractor is responsible for reporting and closing out incidents on the project.</p> <p>Minor to medium impact incidents are managed by the Contractor and close out of the corrective actions monitored and tracked by the EO.</p> <p>In the event of high-impact incidents, a 5-Why investigation process has been introduced by the IES. The EO will be</p>	<p>28 September 2019</p> <p>19 December 2019</p>	<p>On the 28 September 2019 the IES conducted a 5-Why Incident Investigation workshop on a sediment release incident was conducted for the Contractor.</p> <p>A copy of the 5-Why guide and template is provided in Appendix Ja and the 5-Why investigation findings for the workshop are provided in Appendix Jb.</p> <p>On the 19 December the IES conducted Incident Investigation training for the EO. The training consisted of:</p> <ul style="list-style-type: none"> • How the Conceptual Risk Model can assist in incident investigations

Deliverable	Criteria	Inputs	Dates	Outputs and Status
		expected to conduct 5-Whys for impact incidents.	19 December 2019	<ul style="list-style-type: none"> How we plan work (HAZID, Method Statements, Management Plans) How we execute work How we close the gap between work as planned and work executed How to conduct 5-Why Incident Investigation <p>Images from the non-conformance workshop are provided in Appendix Jc</p> <p>On the 19 December the IES conducted a 5-Why Incident Investigation workshop, assisted by the EO. The workshop was looking at an incident involving the operation of plant. CHEC HSE Team were in attendance and provided inputs to establish contributing factors for the incident. A copy of workshop images is provided in Appendix Jc.</p>
		<ul style="list-style-type: none"> Training Register: The Training Register is maintained by the Contractor and periodically reviewed by the PMU and IES. 	Intermittent home-based inputs and site-based guidance during site visits	<p>The training register comprises details of project specific toolbox talks and workshops conducted by the Contractor for foreign and local workers.</p> <p>The register is reviewed on a monthly basis by the EO and IES.</p>
		<p>The following monitoring and measurement tools have been implemented on the project:</p> <ul style="list-style-type: none"> Daily site HSE Inspections: Monitoring and measurement of the Contractors performance is undertaken by way of daily HSE Site inspections undertaken by the EO and assisted by the IES when on site. <p>The focus is to determine the difference between works as planned and works performed. Here we focus on lead indicators and the implementation of preventative measures to reduce the possibility of high impact events occurring.</p>	<p>Intermittent home-based inputs</p> <p>Site based guidance provided during IES September to October, and December 2019 visits</p>	<p>For the reporting period the PMU EO had been tasked with implementing the EMS.</p> <p>A core element to the EMS implementation consisted of on the job learning for the EO mainly achieved by undertaking site inspections and managing the ATR.</p>
	<p>v. Audit, Monitoring, and Measurement: Measuring and monitoring is required to ensure that the EMS objectives and targets are being achieved, and the significant environmental aspects are being controlled. Auditing is required to determine compliance against the EMS and contract requirements.</p> <p>Internal audit should determine a company's compliance with the ISO 14001 EMS</p>	<ul style="list-style-type: none"> Auditing: Inputs here include the internal and external auditing of the project as well as planned and unplanned site visits by the local Government. <p>A High-level audit of the Contractors HSE System was undertaken by the IES on 21 September 2019.</p> <p>The audit scope consisted of:</p> <ul style="list-style-type: none"> EMS performance and Contract Compliance review Environmental Inspections and Implementation of ATR & Close-out of corrective actions Incident documentation and management <p>Development and documentation of Environmental Toolbox Talks</p>	21 September 2019	<p>It was determined that the Contractor are generally complying with project requirements in the way of work-place inspections, documenting and closing out incidents as well as conducting frequent information sharing sessions (toolbox talks).</p> <p>However, it was found that the contractor was lacking foresight in planning and coordinating the work fronts, relying on the CSC and PMU staff to identify shortcomings.</p>
		An external audit by an Independent Technical Consultant was undertaken by GHD Pty Ltd on the project 15 – 16 October 2019.	15 – 16 October 2019	Follow up actions for environmental Safeguards will be reported to ADB in a separate Audit Review report, compiled by the CSC.
		ADB Environmental Safeguards mission to Nauru was undertaken on 21 – 25 October 2019.	21 – 25 October	The ADB mission focused on the implementation of workplace mitigation measures and the recording and close out of corrective

Deliverable	Criteria	Inputs	Dates	Outputs and Status
				actions. The ADB representative was provided with the following evidence: <ul style="list-style-type: none"> Action / Corrective Action notices issued to the Contractor Site clean-up initiative undertaken by CHEC on 06 October 2019 Copy of the Daily Site Inspection checklist used by the EO Live copy of the ATR dates 10 October 2019 Copy of Compliance Register Non-conformance notification to the Contractor dated 21 October 2019 Feedback from the ADB representative was positive, noting that housekeeping across the site was exemplary.
	vi. Management Review: Management review is an essential portion of the continual improvement of the EMS. Management is required to evaluate the continuing suitability, adequacy and effectiveness of the management system.	A management review has not been undertaken on the project to date.	N/A	A review of the PMU EMS will be undertaken during Quarter 2 of 2020. There will be an element of capacity building for the implementing agency prior to the undertaking of the management review.
	vii. Continuous Improvement: The implementing agency should continually improve the suitability, adequacy and effectiveness of the environmental management system to enhance environmental performance.	The identification of EMS deficiencies (including actual or potential nonconformities) provides significant opportunities for improvement.		By following through on the implementation of corrective and preventative actions, the Contractor is contributing to continuous improvement on a day to day basis.
Development and implementation of the Contractors CEMP	Oversee implementation of the Contractors CEMP on the project.	CEMP Version 1, Revision 6 was during the previous reporting window. Conformance with the Contractors CEMP was assessed by the IES during site visits.	13 September to 25 October 2019 and, 09 December to 22 December 2019	The suitability, adequacy and effectiveness of the Contractors CEMP and sub-plans is deemed acceptable. An audit of the CEMP and Sub-plans by the IES, assisted by the EO is planned for Q1 2020.
Development and implementation of project management plans	Oversee the development and implementation of project management plans.	The following standalone Management Plans are currently being implemented on the project: <ul style="list-style-type: none"> Occupational Health & Safety (OHS) Plan Asbestos Containment and Control (ACC) Plan Demolition Management Plan - Campsite Emergency Response Plan Hazardous Substances Management Plan Traffic Management Plan Material Sources and Extraction Management Plan Waste Management Plan Piling and Work Platform Management Plan		The suitability, adequacy and effectiveness of the Contractors CEMP and sub-plans is deemed acceptable. An audit of the CEMP and Sub-plans by the IES, assisted by the EO is planned for Q1 2020.
	Oversee the development and implementation of project management	The following standalone management plans are required for upcoming scopes of work:	N/A	Not applicable to this reporting window.

Deliverable	Criteria	Inputs	Dates	Outputs and Status
	plans.	<ul style="list-style-type: none"> Demolition Management Plan – Port structures Dredging Management Plan 		The plans will be developed and approved within Q1 2020.
Compliance Monitoring of the Contractor	Monitor the Contractor's compliance with the CEMP, Management Plans, any permit conditions, and as necessary conduct on-site spot-checks of contractor's mitigations and review contractor's Monthly Reports.	<p>Overall compliance monitoring of the Contractor's management plans and Environmental (HSE) system overall, is being undertaken via the EO's daily implementation of the site inspection checklist and ATR.</p> <p>Corrective or preventative actions raised through the inspections, complaints or incidents are registered in the ATR and tracked and monitored for close-out.</p>	<p>Intermittent home-based inputs</p> <p>Site based guidance provided during IES September to October, and December 2019 visits</p>	A copy of the ATR for the reporting period has been provided in Appendix F .
Environmental Monitoring Regime	Put in place environmental monitoring regime for the project.	<p>The Contractor undertakes the following environmental monitoring:</p> <ul style="list-style-type: none"> Daily noise and air quality assessments within the project boundary <p>Background marine water quality (pH, NTU, and TSS)</p>	<p>Intermittent home-based inputs</p> <p>Site based guidance provided during IES September to October, and December 2019 visits</p>	<p>Daily noise and air quality measurements are provided in Appendix Ka.</p> <p>Background marine water quality measurements are provided in Appendix Kb.</p>
Safeguards training for the Contractor	Conduct safeguards training for the Contractor	On the 14 December 2019 in collaboration with the Gender Safeguards specialist the IES conducted Environmental Safeguards training for the Contractor.	14 December 2020	<p>The Environmental safeguards presentation to the Contractor personnel on the 14 December 2020 focused on why environmental management was required on the project and how works should be planned.</p> <p>The group was split into three and we worked through some examples of what types of control measures they implement in the workplace.</p> <p>The presentation concluded by underlining what Safety and Respect means for Workers, the Environment and the Community.</p> <p>To bridge the communications gap, some slides were translated into Mandarin (simplified).</p> <p>A copy of the presentation is provided in Appendix L.</p>