

# Environmental and Social Monitoring Report

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Project No.: 53043-001  
Semestral Report (July–December 2021)  
February 2022

## Kiribati: Outer Islands Transport Infrastructure Investment Project

Prepared by the Outer Islands Implementation Unit for the Ministry of Finance and Economic Development, Government of Kiribati and the Asian Development Bank.

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## ABBREVIATIONS

ADB	Asian Development Bank
AtoNs	Aids to navigation
CSS	Country safeguards system
ECD	Environment and Conservation Division (within MELAD)
ESIA	Environmental and social impact assessment
ESMF	Environment and Social Management Framework (for the overall project)
ESMP	Environment and social management plan
GOK	Government of Kiribati
KOITIIP	Kiribati Outer Island Transport Infrastructure Investment Project
KFSU	Kiribati Fiduciary Services Unit (within MFED)
LARP	Land acquisition and resettlement plan
MELAD	Ministry of Environment, Land and Agricultural Development
MFED	Ministry of Finance and Economic Development
MICTTD	Ministry of Information, Communication, Transport and Tourism Development
MISE	Ministry of Infrastructure and Sustainable Energy
OIIU	Outer Island Implementation Unit (within MFED)
OP	Operational policies (safeguards requirements of World Bank)
PAM	Project Administration Manual
QPR	Quarterly progress report
RPF	Resettlement policy framework
SEP	Stakeholder engagement plan
SMR	Semi-annual safeguards monitoring report
SPS	Safeguard Policy Statement 2009 (of ADB)
WB	World Bank

## TABLE OF CONTENTS

1. INTRODUCTION.....	1
1.1. Background and Purpose of the Report.....	1
1.2. Project Description .....	2
2. <b>PROJECT PROGRESS</b> .....	4
2.1. Procurement Activities .....	4
3. <b>SAFEGUARDS PERFORMANCE AND MONITORING</b> .....	7
3.1. Progress on Safeguard activities .....	7
3.2. Recruitment of Safeguards Staff .....	7
3.3. Compliance with Safeguards Covenants .....	8
3.4. Environmental Safeguards.....	8
3.5. Social Safeguards .....	8
4. <b>COMMUNICATIONS, CONSULTATIONS, GRM AND DISCLOSURE</b> .....	9
4.1. Communications and Consultations .....	9
4.2. Grievance Redress.....	9
4.3. Disclosure .....	10
5. <b>CAPACITY BUILDING</b> .....	11
5.1. Training.....	11
5.2. Awareness Raising.....	11
6. <b>CONCLUSIONS</b> .....	11
6.1. Conclusion.....	11
6.2. Recommendations for follow up actions.....	12
Annex 1: Status of Compliance with Safeguards Covenants.....	13

# 1. INTRODUCTION

## 1.1. Background and Purpose of the Report

**Project background and context.** The Kiribati Outer Island Transport Infrastructure Investment Project (the project) aims to improve the safe and resilient transport connectivity for communities in the four selected outer islands of Kiribati. The project is financed by the Asian Development Bank (ADB) and World Bank (WB) and will be implemented by the Government of Kiribati (GOK) over a six-year period timeline.

Safe and resilient transport infrastructure is essential for connecting Kiribati's population to economic opportunities and social services, particularly for those living on the outer islands. It is also a key to achieving the objective of the government to stem-the-tide of migration from outer islands to Tarawa, which is already overcrowded and congested. This requires substantive improvements to (i) safety of inter-island maritime navigation, (ii) resilience of outer island access infrastructure, and (iii) institutional capacity of key government agencies in the sector, namely the Ministry of Information, Communication, Transport and Tourism Development (MICTTD) and the Ministry of Infrastructure and Sustainable Energy (MISE).

The project is currently in its first year of implementation and the majority of activities carried out have focused on the procurement of consultants to staff the Outer Island Implementation Unit (OIIU) housed within MFED and Kiribati Fiduciary Services Unit (KFSU). Safeguards monitoring and reporting will commence once all the required consultants are on board and the project activities are commenced in the selected outer islands.

**Institutional arrangements.** The Ministry of Finance and Economic Development (MFED) is the executing agency. MICTTD will be the implementing agency for maritime components and MISE will be the implementing agency for land transport components. The OIIU has been established to support the MICTTD and MISE in managing the project. The KFSU has provided support on several ADB and the World Bank-financed projects for procurement, safeguards, financial management, and overall coordination. The KFSU is also under the oversight of the MFED. Several positions within the KFSU are currently recruited through financing by WB and ADB projects. It is proposed that the OIIU will rely on the KFSU for procurement and financial support. As on other ADB and WB financed projects, consistency will be ensured through close coordination between safeguards specialists supporting the MICTTD/OIIU and KFSU.

The KFSU supported by MISE and MICTTD has the overall responsibility for ensuring that environmental and social issues are adequately addressed within the project cycle.

**Purpose of the report.** This report is prepared in accordance with the Grant Agreement, Grant Number 0713-KR (SF), Schedule 3, Paragraph 11 section (a). The format of the report follows the outline suggested in the Project Administration Manual (PAM) Appendix 3. The semi-annual safeguards monitoring report (SMR) documents the social and environmental safeguards activities undertaken during the period and reports the status against the project covenants as included in the project agreements, PAM and general requirements as set out in the Safeguard Policy Statement 2009 (SPS).

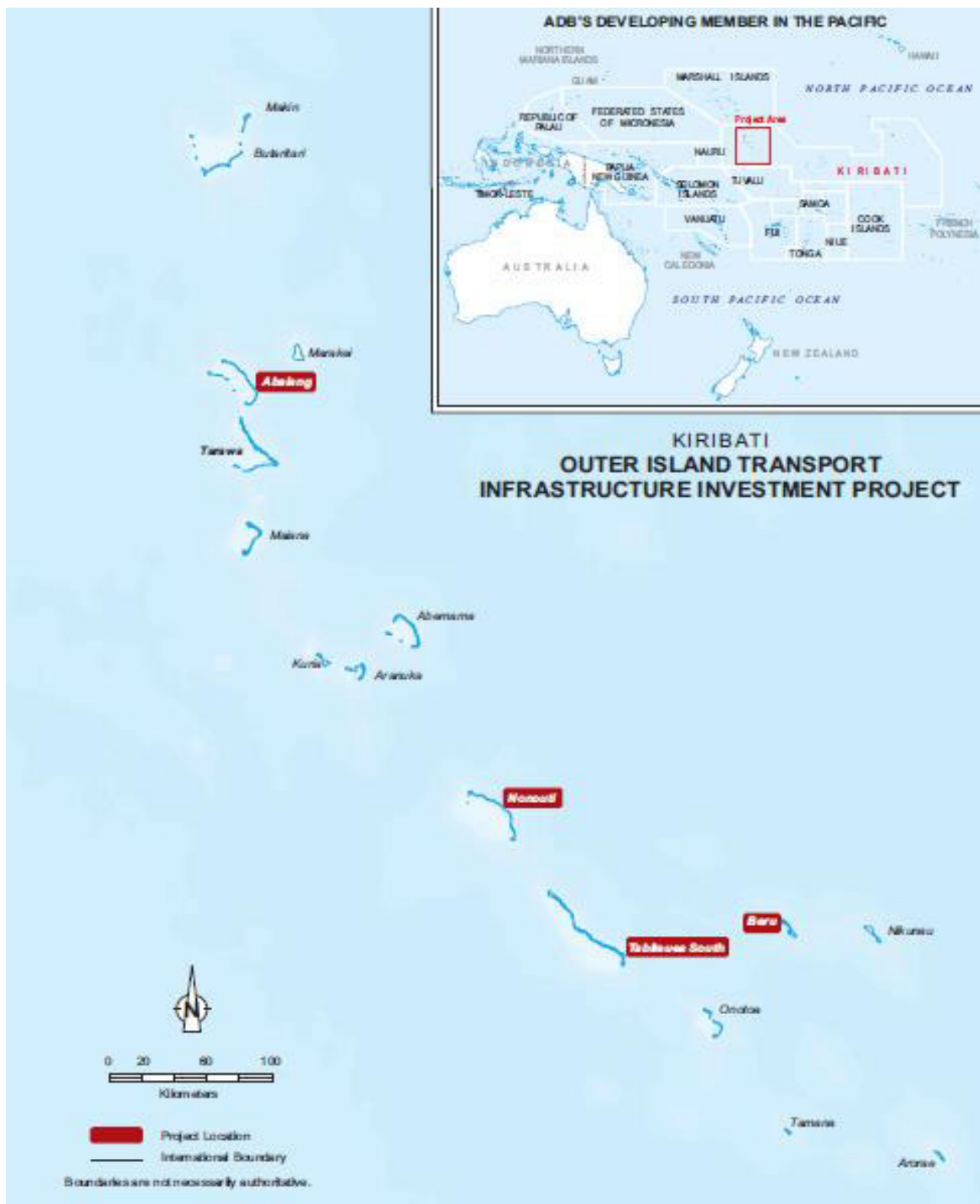
## 1.2. Project Description

The project will improve the safety and resilience of transport connectivity on the selected outer islands in Gilbert Islands Chain of Kiribati, namely Abaiang, Nonouti, Beru, and Tabiteuea South (as shown on Figure 1.1). It will provide (i) nautical charts based on hydrographic surveys, and aids to navigation for safe inter-island navigation; and (ii) outer island access infrastructure by providing jetties, concrete boat ramps, shelters, and multipurpose maritime facilities. The project will also support institutional strengthening through technical assistance and training. The project includes the following outputs:

- **Output 1: Safety of inter-island navigation improved.** This output consists of hydrographic surveys and nautical charts being produced for the four target islands to significantly improve the safety of navigation. This is also a precursor to inform the design of the maritime works to be financed under the proposed project and enable investments in the development of other maritime infrastructure in the future. The hydrographic surveys will also lead to more climate resilient spatial planning by establishing a detail baseline to monitor the impacts of climate change on marine resources, reefs, and coastline.
- **Output 2: Resilience of outer island access infrastructure improved.** This output consists of (i) ship-to-shore navigation safety improved by replacing existing defective aids to navigation (AtoNs), fabricating and installing new AtoNs and establishing a system of maintenance; (ii) island access infrastructure rehabilitated to address the needs of women, minors, and seniors by constructing jetties, concrete boat ramps and shelters; and (iii) intra-island connectivity improved by providing technical support in building multipurpose maritime facilities and rehabilitating island crossing causeways.
- **Output 3: Enabling environment strengthened.** This output consists of (i) MICTTD and MISE's institutional and regulatory functions strengthened by providing technical assistance and training; and (ii) priority maritime projects identified and prepared for investment in the future.

Including contingencies, the estimated cost of the project is US\$42 million. ADB will finance on a grant basis the expenditures on the contracts for hydrographic surveying, AtoNs, maritime infrastructure, and capacity building programs for MICTTD and MISE. The WB will provide grant co-financing equivalent to \$30 million and will jointly finance all ADB-financed contracts as well as contracts for rehabilitation of causeways, and KFSU operational support component.

**Figure 1.1: Location of Kiribati and project islands**



## **2. PROJECT PROGRESS**

### **2.1. Procurement Activities**

The progress on the procurement of positions that will be involved in the implementation of safeguard activities for the project is illustrated in Table 2.1 and 2.2. The OIIU needs to recruit its safeguard officers as the demand for support from KFSU safeguard officers from other on-going projects is becoming significant. The recruitment of the OIIU safeguard officers will commence in early February and it will take approximately less than two months. The recruitment was delayed due to the advised by the former KFSU Manager that KFSU safeguard officers would support the OIIU and recruiting the same positions at OIIU would duplicate the roles. In January 2022, the KFSU Manager's contract ended and the KFSU Safeguard officers advised that they are fully committed to provide support to all WB's projects. KOITIIP needs to start recruiting its safeguard officers.

In terms of the safeguard activities, the project is generally progressing well. Processing safeguard clearances from the MELAD for the hydrographic survey is anticipated to be completed by April 2022. Referring to the project's environmental and social management framework (ESMF), the documents required by ADB, WB and MELAD to obtain clearance for the survey work include a waste management plan and health and safety plan to be prepared by the contractor(s) (or party) undertaking the survey. These documents will be submitted to ADB and WB for review and clearance once they have been finalized by the Marine Division. The hydrographic survey and mapping exercise is expected to commence in mid-2022. However, the COVID-19 disease pandemic has forced the GOK to close its international borders and suspend all domestic travels. Information regarding the date for reopening the international borders and resuming domestic travels is yet to be confirmed by the GOK. This will delay the survey work and eventually the whole Project.

The procurement of consultants to prepare the safeguard instruments for the civil works under output 2 of the project will commence in March 2022. The preparation, review and approval of the safeguard documents, including consultations, will take time and therefore it is best to start the process early.

**Table 2.1: Progress on the procurement of OIU positions involved in implementing safeguard activities for the project**

Package No	Activity	Contract signing date	Q2	Q3	Q4	Progress
CS-I-1	Chief Technical Advisor	Not yet engaged	90%	95%	96%	The negotiated contract is now pending the approval of the WB. It is expected that the consultant will join the OIU in February 2022.
CS-I-2	Project Manager	27 <sup>th</sup> Feb 2021	100%	100%	100%	The contract is active/ongoing
CS-I-3	Senior Engineer	Not yet engaged	0%	0%	0%	The position will be recruited once MISE Implementing Unit needs a full-time engineer to manage project activities implemented by MISE.
CS-I-4	Social safeguards	Not yet engaged	0%	0%	0%	The recruitment of this position is to commence in first week of February as the demand for KFSU Safeguard officers from other projects is becoming significant.
CS-I-5	Gender/Gender-Based Violence (GBV) Specialist	18 <sup>th</sup> October 2021	0%	100%	100%	The specialist is a former GGBV officer at the MWYSSA supported by the UNDP. She is very familiar with the national GGBV policies and SafeNet procedures.
CS-I-6	Environmental Specialist	Not yet engaged	0%	0%	0%	The project is using the Environment Safeguard currently recruited under the KFSU. Recruitment for this position will commence in the first week of February 2022.
CS-I-7	Community Liaison Officer	27 <sup>th</sup> September 2021	0%	100%	100%	The officer is a former Senior Counselling Officer at MWYSSA.
CS-I-8	Monitoring and Evaluation Officer	20 <sup>th</sup> September 2021	0%	100%	100%	The officer is a former monitoring and evaluation specialist at the Kiribati Education Improvement Program (funded by the Australian Government).



**Table 2.2: Progress on the procurement of KFSU positions that will involve in safeguard activities**

Reference No	Activity	Contract signing date	Status			Progress
			Q2	Q3	Q4	
KOITIIP-INDV4	KFSU Manager		100%	100%	95%	The contract for the former KFSU Manager ended in December 2021. The new KFSU Manager is currently negotiating her contract with the GOK.
KI-KFSU-19418-CS-INDV	Social Safeguard Officer	19 <sup>TH</sup> November 2021	100%	0%	100%	Putu Tofinga is currently engaged as the Social Safeguard Officer replacing Dr. Komeri.
KI-KFSU-19419-CS-INDV	Environment Safeguard Officer	28 <sup>th</sup> October 2021	0%	0%	100%	Bweneata Kaoti is currently working as the Environment Safeguard Officer.
International positions						
KI-KFSU-194815-CS-INDV	Safeguards Specialist	1 <sup>st</sup> November 2021	95%	98%	100%	Colin Millette is currently engaged as the International Safeguard Specialist and is providing support to OIIU.

### 3. SAFEGUARDS PERFORMANCE AND MONITORING

#### 3.1. Progress on Safeguard activities

Table 3.1 provide a summary of the progress with safeguard activities.

**Table 3.1: Safeguards progress summary**

Safeguard Activity	Implementation Month	Issues	Status
Recruitment of all safeguard positions (KFSU positions) – Social safeguard, Environment Safeguard, International Safeguard Specialist.	August to September	Lack of specialists in the market that usually cause delays to the Procurement.	Completed
Training of national safeguards	September	Delay in the procurement of social safeguard to drag this activity.	The training is ongoing. The national safeguards officers are currently working closely with the International Safeguard Specialist
Preparation for Public Consultation to outer island communities.	September to October	Cancellation to flights can cause delays	The mission to the outer islands is completed. The report is currently finalized before it is shared with the ADB and WB.
Sub-Component activities to be assessed and screened for their environmental and social risks.	September to October	Cancellation to flights can cause delays	
Establish GRM on project islands		Sitting fees for full council meeting as this is an ineligible expense under the WB	The GRM has been established on the Outer islands
Capacity Building on social safeguards within MICTTD and MISE	Starting from September		MICTTD is currently working with UKHO in executing tasks related to the Hydrographic Survey. MISE is still finalizing the TOR for its mentoring firm.

#### 3.2. Recruitment of Safeguards Staff

The OIIU social and environmental safeguards officers will be recruited in early February 2022. In the meantime, the recruited KFSU safeguards officers are supporting the KOITIIP. The project has recruited the gender and GBV specialist, the community liaison officer and the monitoring and evaluation officer.

### **3.3. Compliance with Safeguards Covenants**

The status of each covenant under the ADB Project Grant Agreement G 5043-KIR is shown in Annex 1. In summary, the GOK is continuing to comply with all requirements stated in the Grant Agreement. However, most of the covenants will be more applicable once the project advances to the detailed design, and construction stages.

### **3.4. Environmental Safeguards**

The ESMF prepared for the project meets the requirements of the relevant WB Operational Policies (OP), ADB's SPS and laws of Kiribati which comprise the country safeguards system (CSS) to describe the procedural responses to identifying and managing (including health and safety) impacts throughout the project. The ESMF has been accepted by ADB in lieu of the environmental assessment and review framework as a prerequisite of sector projects in order to meet the requirements of the ADB.

The ESMF provides guidance on the processes and procedures—screening, categorization, environmental and social impact assessment (ESIA<sup>1</sup>) development, review and clearance, environmental and social management plan (ESMP) implementation and monitoring—to be followed to ensure that ADB and WB safeguard requirements, as well as those under the CSS, are complied with.

### **3.5. Social Safeguards**

The resettlement policy framework (RPF) prepared for the project meets the requirements of the relevant WB OP, ADB's SPS and the CSS to describe the procedural responses to identifying and managing involuntary resettlement (including land access arrangements) impacts throughout the project.

A land acquisition and resettlement plan (LARP) has been developed to document the status of land ownership in the proposed sites, identify potential involuntary resettlement impacts and to plan appropriate measures to mitigate any potential negative impacts in accordance with ADB requirements. The LARP documents the consultations held with key stakeholders, their concerns and recommendations as well as measures to address those concerns during project implementation, based on the SPS and the legislation of Kiribati. The initial LARP will require updating once the scope of design is finalized and the status of all concerned land is known. The updating of the LARP is expected within the 2<sup>nd</sup> and 3<sup>rd</sup> year of project implementation.

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<sup>1</sup> The project has been determined as category B for environment and the environmental assessment required for each subproject or component will be commensurate with the risks and impacts of the activities. Following the ESMF, environmental assessments conducted for each subproject/component will be ESIA and these are considered equivalent to an initial environmental examination required for category B projects as per the SPS.

## **4. COMMUNICATIONS, CONSULTATIONS, GRM AND DISCLOSURE**

### **4.1. Communications and Consultations**

A stakeholder engagement plan (SEP) has been prepared to define a technically and culturally appropriate approach to consultation and disclosure; to improve and facilitate decision making and create an atmosphere of understanding that actively involves project-affected people and other stakeholders in a timely manner so that these groups are provided sufficient opportunity to voice their opinions and concerns that may influence Project decisions. The SEP will guide consultation between the implementing agencies; MICTTD and MISE and their stakeholders.

Consultations were undertaken during project preparation as reported in the ESIA and LARP.

The CLO is responsible for ensuring the elements of the SEP are implemented by the MICTTD, MISE and OIIU.

### **4.2. Grievance Redress**

The ESMF contains a complete guideline on the setting up of the grievance redress mechanism (GRM). The OIIU has reviewed and presented the guideline to the outer island councils.

The mission to the four Outer Islands, conducted from 7<sup>th</sup> November 2021 to 22<sup>nd</sup> January 2022, was an opportunity to establish the GRM in the project islands. The GRM was first discussed in the full island council meetings which comprised of the mayor, elected councillors from every village, the clerk to the island council, the Assistant Social Welfare Officer (ASWO), Island Development Officer (IDO), the policeman, and representatives from the church groups, elders' group, and women group. It was agreed during the meeting that the elected councillors from each village will be responsible for disseminating Project information and updates to their village communities. It was also agreed that any concerns or complaints related to the Project will be directly reported to the IDO who will register the complaint. The IDO will assign a tracking number for the grievance, produce a written receipt to the complainant, and fill the grievance monitoring sheet to describe actions taken. Details and tracking records of the grievance will be shared with the CLO at the OIIU. If the grievance remains unresolved, the OIIU will pass on the issue to the implementing ministry. The issue will be then discussed by the grievance redress committee that will be established on each island before site works commence. Details on the GRM were translated and presented to members of the meeting in laminated A4 sheet papers.

After the full council meeting, the mission team visited every village community, as requested by village representatives during the council meeting, to provide detailed information on the Project and the procedures for lodging grievances. Contact details for all OIIU officers were shared with the island council and village members who attended the consultation. Because the works on the islands have not started yet, there has not been any grievance lodged.

There is a specific GRM process for GBV, this was also introduced during the mission but it has not yet been fully established. The team focussed on assessing the SafeNet procedures to identify gaps that will need to be considered when establishing the GBV GRM.

A manual is currently being developed to provide details on how the system will be established, what protocols will be used in handling GBV information, how the GBV cases will be registered and tracked, and lastly, what type and level of support the project can provide GBV cases. The manual will also map the services available on each island to inform effective decision making when handling GBV cases. The discussion from the outer island mission confirmed that there are several challenges currently faced by the SafeNet such as the lack of a mechanism to link all GBV services that are available on South Tarawa and in the outer islands, safe accommodation for the victims on the islands, access to the victim support fund and the referral from the outer island to South Tarawa. The MWYSSA is currently working to address these challenges. It is therefore important that the OIIU is working closely with the MWYSSA to develop the GBV GRM manual.

### **4.3. Disclosure**

As per the Access to Information Policy 2018, SPS and the WB's OP, disclosure of project information is required. A number of safeguards documents (ESMF, RPF, ESIA, LARP) have already been disclosed on the ADB and WB websites. The ESIA, LARP, CEMP and SMR to be prepared during implementation will be disclosed in a timely manner and be made available locally as well as being disclosed on ADB and WB websites following review and clearance.

## **5. CAPACITY BUILDING**

### **5.1. Training**

The KSFU safeguard specialist is currently supporting the national safeguard officers and at the same time mentor them to improve their capacity in addressing safeguard issues. The OIIU is recruiting its own safeguard officers who will continue to be supported by the KSFU specialist but at a reduced level.

### **5.2. Awareness Raising**

The OIIU has conducted a mission to the four project islands. The objective of the trip was to:

- a. Inform the island communities on the project and update the SEP based on further identification of beneficiaries and stakeholders. The OIIU is finalising updates that need to be included in the existing SEP and it will be submitted to ADB and WB for review.
- b. Establish the GRM and train individuals of their roles to ensure the GRM is functioning. The Island Development Officer has been trained on how to handle grievances when lodged by the complainants. Continue development of GBV manual and establishment of GRM process specific to GBV.
- c. Execute tasks agreed between the ADB and WB to be implemented on the project Outer Islands.

## **6. CONCLUSIONS**

### **6.1. Conclusion**

The mission to the outer islands has been completed and the trip report will be shared with WB and ADB once it has been finalized by the OIIU. During the mission, all island councils on the Project Islands accepted the Project and look forward for its implementation.

The GRM and GBV GRM were introduced during the mission. The Island Councils had nominated its key personnel on the island who will involve in operating the GRM. The nominated officers have been trained on how to handle and register grievances. More training is expected to be conducted before work on the outer islands commence.

The OIIU is developing the GBV GRM manual that will guide all efforts to establish the GBV GRM. The manual will be reviewed by WB and ADB before it is adopted by the Project Stakeholders.

## 6.2. Recommendations for follow up actions

The table below provides a list of follow-up actions as identified during this reporting period and in this report.

**Table 6.1: Recommendations for follow-up actions and next steps**

Action	Responsibility	Timing
Recruitment of OIIU safeguards positions	Procurement Officer and Project Manager	End of March 2022
Procurement of Consultant to prepare safeguard documents for the Component 2 activities	KFSU Procurement Officer and PM	End of June 2022
Completion of the Outer Island trip reports	OIIU	End of February 2022
Implementation plans for safeguards activities	PM and Safeguards officers	End of February 2022
Complete GGBV Manual and establishment of GBV GRM	GGBV Officer and Safeguards officers	End of April 2022

The next SMR (January to June 2022) will report on the following:

- The result of the mission to the outer islands. This will include due diligence activities (including baseline surveys as required, consultation)
- Result from the project review mission scheduled for April 2022
- Development and review of the contractor's hydrographic survey waste management plan and health and safety plan
- Progress on establishing the GBV GRM on the outer islands
- Capacity building to MICTTD and MISE on gender and GBV awareness.

## Annex 1: Status of Compliance with Safeguards Covenants

No	Safeguards related requirement	Compliance	Comments
1	The Recipient will not award any Works contract which involves environmental impacts until: <ul style="list-style-type: none"> <li>a. MELAD has granted final approval of the respective ESIA; and</li> <li>b. The Recipient has incorporated the relevant provisions from the respective ESMP into the Works contract</li> </ul>	Complying	The GOK is strictly complying with requirements set forth in the Grant Agreement
2	The Recipient will not award any Works contract which involves involuntary resettlement impacts, until the Recipient has prepared and submitted to ADB the final Resettlement Plan for the Project site based on the Project's detailed design and obtained ADB's clearance of such Resettlement Plan	Not yet due	The GOK has not awarded a contract which involves involuntary resettlement.
3	The Recipient shall ensure that the preparation, design, construction, implementation, operation and decommissioning of the Project and all Project facilities comply with: <ul style="list-style-type: none"> <li>a. All applicable laws and regulations of the Recipient relating to environment, health and safety;</li> <li>b. Environmental safeguards;</li> <li>c. The ESMF;</li> <li>d. All measures and requirements set forth in the respective ESIA and ESMP, and any corrective or preventative actions set forth in a Safeguards Monitoring Report</li> </ul>	Complying	The GOK is following the Safeguards procedure stated in the ESMF. The MELAD is working closely with OIIU to ensure to ensure all requirements of applicable national laws are covered and addressed in the design, construction implementation
4	The Recipient shall ensure that all land and all rights-of-way required for the Project are made available to the Works contractor in accordance with the schedule agreed under the related Works contract and all land acquisition and resettlement activities are implemented in compliance with: <ul style="list-style-type: none"> <li>a. All applicable laws and regulations of the Recipient relating to land acquisition and involuntary resettlement;</li> <li>b. The Involuntary Resettlement Safeguards;</li> <li>c. The Resettlement Framework; and</li> <li>d. All measures and requirements set forth in the respective Resettlement Plan, and any corrective or preventative actors set forth in a Safeguards Monitoring Report</li> </ul>	Not yet due	The GOK will follow the mentioned requirements once the Project reaches that stage.
	Without limiting the application of the Involuntary Resettlement Safeguards, the Resettlement Framework or the respective Resettlement Plan, the Recipient shall ensure that no physical or economic displacement takes place in connection with the Project until: <ul style="list-style-type: none"> <li>a. Compensation and other entitlements have been provided to affected people in accordance with the Resettlement</li> </ul>	Not yet due	



	<p>Framework and the respective Resettlement Plan; and</p> <p>b. A comprehensive income and livelihood restoration program has been established in accordance with the Resettlement Framework and the respective Resettlement Plan</p>		
	The GOK shall ensure make available necessary budgetary and human resources to fully implement each ESMP, the Resettlement Framework and each Resettlement Plan	Not yet due	
	<p>The GOK shall ensure that all bidding documents and contracts for the Works contain provisions that require contractors to:</p> <p>a. Comply with the measures relevant to the contractor set forth in the respective ESIA, ESMP, Resettlement Framework and Resettlement Plan and any corrective or preventative actions set forth in a Safeguards Monitoring Report</p> <p>b. Make available a budget for all such environmental and social measures</p> <p>c. Provide the Recipient with a written notice of any unanticipated environmental, resettlement risks or impacts that arise during construction, implementation or operation of the Project that were not considered in the respective ESIA, ESMP, Resettlement Framework or Resettlement Plan</p> <p>d. Adequately record the condition of roads, agricultural land and other infrastructure prior to starting to transport materials and construction; and</p> <p>e. Reinstate pathways, other local infrastructure, and agricultural land to at least their pre-project condition upon completion of construction</p>	Not yet due	
	<p>The GOK shall do the following:</p> <p>a. Submit semi-annual Safeguards Monitoring Reports to ADB and disclose relevant information from such reports to affected persons promptly upon submission</p> <p>b. If any unanticipated environmental and/or social risks and impacts arise during construction, implementation or operation of the Project that were not considered in any ESIA, EMP Resettlement Framework or Resettlement Plan, promptly inform ADB of the occurrence of such risks or impacts, with detailed description of the event and proposed corrective action plan; and</p> <p>c. Report any actual or potential breach of compliance with the measures and</p>	Complying	The GOK is following these requirements.

	requirements set forth in any ESMP, Resettlement Framework or Resettlement Plan promptly after becoming aware of the breach.		
	<p>The Recipient shall ensure that the core labour standards and the Recipient's applicable laws and regulations are complied with during Project implementation. The GOK shall include specific provisions in the bidding documents and contracts financed by ADB under the Project requiring that the contractors, among other things:</p> <ul style="list-style-type: none"> <li>a. Comply with the GOK's applicable labour law and regulations and incorporate applicable workplace occupational safety norms</li> <li>b. Do not use forced labour</li> <li>c. Allow freedom of association and effectively recognise the right to collective bargaining; and</li> <li>d. Disseminate or engage appropriate service providers to disseminate information on the risks of communicable diseases (including sexually transmitted infections, HIV/AIDS, COVID-19, malaria, etc) to the employees of contractors engaged under the Project and to members of the local communities surrounding the Project area, particularly women.</li> </ul>	Complying	
	The GOK shall strictly monitor compliance with the requirements set forth in the above paragraph and provide ADB with regular reports	Complying	The GOK is monitoring the project to ensure its follows this requirement
	<p>The GOK shall ensure that:</p> <ul style="list-style-type: none"> <li>a. GAP is implemented in accordance with its terms;</li> <li>b. The bidding documents and contracts include relevant provisions for contractors to comply with the measurement set forth in the GAP;</li> <li>c. Adequate resources are allocated for implementation of the GAP, and</li> <li>d. Progress on implementation of the GAP, including progress toward achieving key gender outcome and output targets are regularly monitored and reported to ADB</li> </ul>	Not yet due	The GOK will visit the Project island communities to implement Gender Action Plans prepared for the KOITIIP.
	<p>The GOK shall make available through budgetary allocations or other means all counterpart funds required for the timely and effective implementation of the Project including any funds required for:</p> <ul style="list-style-type: none"> <li>a. Compensation costs for safeguards impacts</li> <li>b. Mitigation of unforeseen environmental and social impacts</li> <li>c. Any additional costs arising from design changes, financing gaps or construction or installation costs</li> </ul>	Not yet due	

