



Semi-Annual Social Safeguard Monitoring Report

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Prepared by

Fiji Roads Authority

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Asian Development Bank

Transport Infrastructure Investment Sector Project,
Fiji

Semi-Annual Social Safeguard Monitoring Report,
Jan–Jun'2016

As per ADB Safeguard Policy Statement (2009) and the *Operations Manual* section on safeguard policy (OM F1), borrowers/clients are required to establish and maintain procedures to monitor the status of implementation of social safeguards management and ensure progress is made towards the desired outcomes.

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ABBREVIATIONS

ADB	Asian Development Bank
ADRA	Adventist Development and Relief Agency
ALTA	Agricultural Landlord and Tenant Act
APs	Affected persons
CPP	Consultation and Participation Plan (for the project)
DOE	Department of Environment
DOL	Department of Lands and Survey (in Ministry of Lands and Mineral Resources)
DPs	Displaced persons
DSC	Design and supervision consultant
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
EA	Executing Agency
FPAL	Fiji Ports Authority Limited
FTIIP	Fiji Transport Infrastructure Investment Project
FRA	Fiji Roads Authority
GAP	Gender Action Plan
GOF	Government of Fiji
HIV/AIDS	Human immunodeficiency virus / acquired immunodeficiency syndrome
IA	Implementing Agency
LARDD	Land Acquisition and Resettlement Due Diligence (report)
LARF	Land Acquisition and Resettlement Framework
LARP	Land Acquisition and Resettlement Plan
MAFF	Ministry of Agriculture, Forestry and Fisheries
MOU	Memorandum of understanding
MRMD	Ministry of Rural and Maritime Development and National Disaster Management
MWTPU	Ministry of Works, Transport and Public Utilities
NSS	National Safeguards Specialist (in DSC team)
PST	Project Support Team
SALA	State Acquisition of Lands Act
SPS	Safeguards Policy Statement (ADB 2009)
SSS	Social Safeguards/Resettlement Specialists
TLTB	iTaukei Lands Trust Board
TIISP	Transport Infrastructure Investment Sector Project
WB	World Bank

GLOSSARY OF TERMS

Affected persons	All persons living in the project impact zone whether they are land owning, tenants or without title to land. Terms of affected persons and displaced persons are used interchangeably in this report, they have the same meaning.
Country safeguard system	This is the legal and institutional framework of Fiji and it consists of its national, sub-national, or sectoral implementing institutions and relevant laws, regulations, rules, and procedures that pertain to the policy areas of social safeguards (social and environmental).
Displaced persons	In the context of involuntary resettlement, displaced persons are those who are physically displaced (relocation, loss of residential land, or loss of shelter) and/or economically displaced (loss of land, assets, access to assets, income sources, or means of livelihoods) as a result of (i) involuntary acquisition of land, or (ii) involuntary restrictions on land use or on access to legally designated parks and protected areas.
Economic displacement	Loss of land, assets, access to assets, income sources, or means of livelihoods as a result of (i) involuntary acquisition of land, or (ii) involuntary restrictions on land use or on access to legally designated parks and protected areas.
Gender mainstreaming	The process of ensuring that gender concerns and women's needs and perspectives are explicitly considered in projects and programs, and that women participate in the decision-making processes associated with development-based activities.
Indigenous peoples	This is a generic term used to refer to a distinct, vulnerable, social and cultural group possessing the following characteristics in varying degrees: (i) self-identification as members of a distinct indigenous cultural group and recognition of this identity by other groups; (ii) collective attachment to geographically distinct habitats or ancestral territories in the project area and natural resources in these habitats and territories; (iii) customary cultural, economic, social, or political institutions separate from those of the dominant society and culture; and (iv) a distinct language, often different from the official language of the country or region. Many indigenous peoples have become minorities in their own country, but in Fiji they remain the majority and do not suffer specific discrimination or disadvantage.
iTaukei	Indigenous Fijian people. iTaukei land is customarily owned
Mataqali	Indigenous Fijian clan who are usually the landowning unit.
Meaningful consultation	A process that (i) begins early in the PPTA and is carried out on an ongoing basis throughout the project cycle; (ii) provides timely disclosure of relevant and adequate information that is understandable and readily accessible to affected people; (iii) is undertaken in an atmosphere free of intimidation or coercion; (iv) is gender inclusive and responsive, and tailored to the needs of disadvantaged and vulnerable groups; and (v) enables the incorporation of all relevant views of affected people and other stakeholders into decision-making, such as project design, mitigation measures, the sharing of development benefits and opportunities, and implementation measures. This follows the principles of free, prior, and informed consultation (FPIC).
Physical displacement	This means relocation, loss of residential land, or loss of shelter as a result of (i) involuntary acquisition of land, or (ii) involuntary restrictions on land use or on access to legally designated parks and protected areas.
Significant impact	The loss of 10% or more of productive assets (income generation) or physical displacement and/or both.
Temporary use of land	Land required to facilitate the works such as for a diversion. The land will be occupied/used by the contractor on a temporary basis.. The contractor will pay rent for the use of the land and will pay compensation for any associated impacts.
Turaga-ni-Koro	Administrative leader of a village in Fiji.

Semi-Annual Social Safeguard Monitoring Report

1. Introduction and Project Background

1.1. Introduction

The Transport Infrastructure Investment Sector Project (TIISP; the project) is financed under the joint Asian Development Bank (ADB) and World Bank (WB) loan with counterpart funding from the Government of Fiji. The Project supports the Government of Fiji's (GoF) Roadmap for Democracy and Sustainable Socio-Economic Development, which emphasizes the lack of transport as a constraint for Fiji's economic and social development. It also responds to the requirements of the new 2013 Constitution of Fiji, which states that: "The state must take reasonable measures within its available resources to achieve the progressive realization of the right of every person to have reasonable access to transportation." (34(1)). As approximately 55% (412,425) of Fiji's population lives in the rural areas, and approximately 44% of rural people live in poverty, improving service delivery and income opportunities for the rural population is a key priority.

The impact of the Project will be improved access to markets, employment opportunities and social services. The outcome will be safer, efficient, resilient land and maritime transport infrastructure in the project area. There are two main outputs: (a) rehabilitated and climate resilient land and maritime transport infrastructure, and (b) efficient project management support and institutional strengthening. This relates to improving the capacity of Fiji transport agencies and related departments to manage bridge, roads, and jetty assets; also to provide greater levels of accountability and transparency in safeguards, in particular, land acquisition and resettlement processes.

The project activities comprise physical works including new infrastructure and/or the upgrading, renewal, rehabilitation and/or repair of public roads, bridges and/or rural maritime infrastructure in Fiji and non-physical activities such as institutional strengthening and capacity building within the transport sector. The project is being implemented following a sector loan modality. The nature of the sector project is that all types of subprojects to be undertaken are known in general terms but only a small number of sub-projects are identified at the project preparation stage. Sub-projects will be included in the sector project provided they meet the selection criteria.

1.2 Project Background

The subprojects include a variety of physical works including roads, bridges, and rural jetties and wharves. The work is mostly to upgrade, rehabilitate and/or repair existing structure. It is not anticipated that there will be any physical displacement, as engineering designs will try to minimize the amount of land needed and will avoid physical impacts. Most work will involve existing structures, and therefore is not likely to have significant resettlement impacts on local communities. During each subproject preparation, following the screening, either a land acquisition or resettlement due diligence (LARDD) report or a LARP are being prepared based on available information of affected/displaced persons (APs/DPs).

2. Legal and Policy Framework

2.1 Fiji Laws on Land Tenure and Ownership

Land in Fiji is managed through three complementary systems: (i) native land; (ii) freehold land; and (iii) crown land. Native land, which is owned by iTaukei people, accounts for about 84 percent of all land, with freehold and crown or Government land accounting for around 8 percent each. Native and crown land cannot be bought or sold, but each is available on a leasehold basis, with leases often lasting up to 99 years, while freehold land can be bought and sold on the open market.

Native land is communally owned and administered by mataqalis (clans) and cannot be bought or sold except to the state for public purpose. The iTaukei Land Trust Board (TLTB) is the statutory body with the responsibility to administer, develop and manage this land on behalf of its owners and for their benefit according to the Native Land Trust Board Act. The TLTB identifies the land required for use by traditional Fijian communities and makes the remainder available for leasing. The TLTB, not the actual owners, issues the legally binding leases or agreements, which can be for agricultural, commercial, industrial or other uses.

All farmers of native land are either tenants or landowners farming with the permission of the own landowning clan. Some of these may have formalized their status by leasing the land and so have become tenants. Other tenant farmers will be either iTaukei from other islands or parts of Viti Levu, or Indo-Fijians.

The Agricultural Landlord and Tenant Act (ALTA) governs all agricultural leases of more than 1 ha and the relations between landlords and agricultural tenants. Minimum 30-year and maximum 99-year leases are allowed with no right of renewal. In practice, most leases are for 30 years. In the event of non-renewal, the tenant must vacate the land after a grace period.

The maximum annual rental is 6% of the unimproved capital value. In theory, the rental rate is reviewed every five years. The tenant can claim compensation for all development and improvements of the property with claims determined by the Agricultural Tribunal. Tenants can, however, only be compensated for improvements if the TLTB has granted prior approval to these improvements. In practice, there is a fixed schedule of lease rental rates under the ALTA, which has not been updated since 1997.

The TLTB has, however, introduced a lump sum payment to induce landowners to lease their land for an additional 30-year period, but this "new lease consideration" has been applied mostly only to Indo-Fijian and not often to Fijian farmers.

The ALTA has been supplemented by the 2009 Land Use Decree No.36 (2010) because it was recognized that the requirement for tenants to vacate land once the fixed lease and grace period have expired, causes both social and economic hardship. Government therefore amended the land laws to increase the flexibility of leases and to facilitate leasing of lands, which are currently idle or unutilized, under terms and conditions which are meant to be attractive to both the landowners and tenants. The decree provides for longer tenure leases (up to 99 years) for agricultural and commercial development. Reserve land is presently not leased, but reserved by Mataqali/Government for future use.

3. Fiji Laws on Land Acquisition and Compensation

The Constitution of Fiji provides for protection of private property against arbitrary expropriation. The Constitution states that native (iTaukei) land cannot be permanently alienated except for the public purpose. It requires just compensation for all land or rights acquired by the government.

Land acquisition in Fiji is governed under the State Acquisition of Lands Act (SALA). Under the Act, all types of land can be acquired for public purposes. The law provides that in cases of land acquired for public purposes, legal title holders have a right to compensation. The law also provides for the right of land owners to legal proceedings for solving disputes and grievances. The customary rights of indigenous peoples without formal title are also protected.

The SALA guarantees compensation to those with recognized legal rights or interests in land. Compensation is paid at market values effective from the date at which notice of the State's intention to acquire the land is given. Structures are, however, compensated only at book/depreciated values. Compensation includes for land, crops and trees, damage to portions of land not acquired (if any), changes in use and restrictions on use of any non-acquired portions – and any reasonable expenses associated with necessary changes of residence or places of business.

In some areas, there may be, however, a substantive difference between local market prices and the prices overseas investors are willing to pay. There is now realization that there needs to be recognition of new values in certain areas. These new values would derive from recent sales prices to overseas investors. However, this is unlikely to be currently applicable to the Sigatoka Valley, a poor rural area where most subprojects are expected to be located.

4. ADB SPS and World Bank Policy Requirements

ADB and WB policies on resettlement address both: (i) social and economic impacts, permanent or temporary, caused by acquisition of land and other fixed assets; and (ii) changes in the use of land or restrictions imposed on land as a result of a Bank operation. An affected or displaced person (AP/DP) is one who experiences such impacts.

The objectives of the policy are: (i) to avoid involuntary resettlement impacts wherever feasible; (ii) to minimize resettlement impacts by choosing alternative viable project options; and (iii) to ensure that affected people receive compensation, assistance for relocation (including provision of relocation sites with appropriate facilities and services) and assistance for rehabilitation, so that they will be at least as well off as they would have been in the absence of the project.

4.1 ADB Safeguard Policies

ADB has the following policy principles that are similar to World Bank principles on involuntary resettlement:

- (i) Screen projects early on to identify past, present, and future involuntary resettlement impacts and risks.
- (ii) Carry out meaningful consultations with affected persons, host communities, and concerned non-governmental organizations. Inform all displaced persons of their entitlements and resettlement options. Ensure their participation in planning, implementation, and monitoring and evaluation of resettlement programs. Pay particular attention to the needs of vulnerable groups, especially those below the poverty line, the landless, elderly, women and children, and Indigenous Peoples, and those without legal title to land, and ensure their participation in consultations. Establish a grievance redress mechanism to receive and facilitate resolution of the affected persons' concerns.

- (iii) Improve or at least restore, the livelihoods of all displaced persons through (a) land-based resettlement strategies when affected livelihoods are land-based where possible or cash compensation at replacement value for land when the loss of land does not undermine livelihoods; (b) prompt replacement of assets with access to assets of equal or higher value; (c) prompt compensation at full replacement cost for assets that cannot be restored; and, (d) additional revenues and services through benefit sharing schemes where possible.
- (iv) Provide physically displaced persons with needed assistance, including the following: (a) secure land tenure on land identified for new sites and (b) if necessary transitional support and development assistance such as land development, credit facilities, training, or employment opportunities.
- (v) Improve the standards of living of the displaced poor and other vulnerable groups, including women, to at least national minimum standards and provide access to land and other resources that is both legal and affordable.
- (vi) Develop procedures in a transparent, consistent, and equitable manner if land acquisition is through negotiated settlement to ensure that those people who enter into negotiated settlements will maintain the same or better income and livelihood status.
- (vii) Ensure that displaced persons without titles to land or any recognizable legal rights to land are eligible for resettlement assistance and compensation of loss of non-land assets.
- (viii) Prepare a draft resettlement plan and disclose a resettlement plan elaborating on displaced persons' entitlements, the income and livelihood restoration strategy, institutional arrangements, monitoring and reporting framework, budget, and time-bound implementation schedule. Implement resettlement as part of the project.
- (ix) Pay compensation and provide other resettlement entitlements before physical or economic displacement and implement the resettlement plan under close supervision throughout project implementation.
- (x) Monitor and assess resettlement outcomes, their impacts on the standards of living of displaced persons, and whether the objectives of the resettlement plan have been achieved by taking into account the baseline conditions and the results of resettlement monitoring and disclose these monitoring results.

4.2 World Bank Safeguards Policies

The WB's safeguard policy on Involuntary Resettlement – OP/ BP 4.12 (December 2001) – seeks to ensure that impoverishment risks due to involuntary resettlement are addressed and minimized. The objectives of the policy are to:

- Avoid resettlement where possible, and otherwise minimize through alternative project designs;
- Resettlement should be conceived and executed as a sustainable development program;
- Affected people should be meaningfully consulted, and be facilitated to participate in planning and implementing resettlement plans; and
- Displaced people should be assisted to improve, or at least restore their livelihoods and standards of living to pre-project levels.

The policy includes direct economic and social impacts that result from (a) the involuntary taking of land resulting in (i) relocation or loss of shelter; (ii) loss of assets or access to assets; or (iii) loss of income sources or means of livelihood, whether or not the affected persons must move to another location; or (b) the involuntary restriction of access to legally designated parks and protected areas resulting in adverse impacts on the livelihoods of APs/DPs.

Where impacts on the affected population are minor, a short resettlement plan will be prepared. For projects causing significant resettlement (more than 200 people are displaced or will lose 10% of productive/income generating assets), a full resettlement plan is required.

The policy requires that in the resettlement planning process:

- Affected people and their communities, as well as host communities, are provided timely and relevant information, consulted on resettlement options, and offered opportunities to participate in resettlement planning, implementing, and monitoring;
- At new resettlement sites, infrastructure and public services are provided as necessary to improve, restore, or maintain accessibility and levels of service. Alternative or similar resources are provided to compensate for the loss of access to community resources (such as fishing areas, grazing areas, fuel, or fodder); and
- Patterns of community organization appropriate to the new circumstances are based on choices made by the affected people, and existing social and cultural institutions of those people are preserved.

To achieve the objectives of the policy, WB requires that particular attention be paid to the needs of vulnerable groups among those displaced, especially those below the poverty line, the landless, the elderly, women and children, indigenous people, or other displaced persons who may not be protected through national land compensation legislation.

The policy comprises three important elements: (i) compensation to replace lost assets, livelihood, and income; (ii) assistance for relocation, including provision of relocation sites with appropriate facilities and services; and, (iii) assistance for rehabilitation to achieve at least the same level of well-being with the project as without it.

The policy recognizes APs/DPs as people in one of the following three groups:

- a) those who have formal legal rights to land (including customary and traditional rights recognized under the laws of the country);
- b) those who do not have formal legal rights to land at the time the census begins (i.e. affected people are counted and their assets identified through site visits by the project team) but have a claim to such land or assets--provided that such claims are recognized under the laws of the country or become recognized through a process identified in the resettlement plan; and
- c) those who have no recognizable legal right or claim to the land they are occupying.

5. ADB and WB Common Safeguards Approach

The ADB and WB have developed a common safeguards approach for the Project that is based on the Fiji country system supplemented by additional elements from the ADB and WB safeguard policies. The common safeguards approach has been detailed in the Land Acquisition and Resettlement Framework (LARF) (ADB, 2016). A Land Acquisition and Resettlement Due Diligence Report is considered appropriate to satisfy the requirements of ADB Safeguard Requirements for Category C sub-projects as no land acquisition or displacement of persons is required. A Land Acquisition and Resettlement Plan (LARP) is required for Category B sub-projects. The project's LARF (ADB, 2016) has adopted a set of

resettlement policy principles for the project which apply to all sub-projects, as relevant. The principles are:

- (i) Land acquisition will be avoided or minimized through careful engineering design during detailed design. There will be no or minimum physical displacements of people. The project will avoid sub-projects involving resettlements impacts of significant nature.
- (ii) The FRA is responsible for public consultation and are carried out as an ongoing process throughout project planning, design and implementation stages.

The impacts of the sub-projects, including unforeseen losses and damages that may occur during either construction or operation, will be carefully monitored and remedial steps taken as required.

Keeping the required social safeguards requirement of sub-projects, suitable amendments have been made recently in the LARF and ESMF to address issues related to temporary impact. A revised version of ESMF and LARF are now made available to FRA for implementation of social safeguards. Formats for addressing social safeguards at the screening and due diligence is attached as **Appendix A and B**.

A Gender Action Plan and Poverty and Social Analysis have also been developed for the Project and are included in the Project Administration Manual (ADB, 2015a). An assessment of how this sub-project aligns with this overarching project document is outlined in **Appendix C and D**.

6. Land Acquisition and Involuntary Resettlement

6.1 Land Ownership

Under the Fiji Roads Authority (FRA) Decree 2012 (No.2) and subsequent amendments, the Government of Fiji created the FRA to provide for its functions and powers for the purpose of managing roads. The decree transferred all “assets, interests, rights, privileges, liabilities and obligations” in relation to national and municipal roads to the FRA. This was the former responsibility of the Department of National Roads and municipal councils.

The Authority is responsible for all matters pertaining to construction, maintenance and development of roads in Fiji. This includes inter alia the planning, designing, construction, maintenance, and renewal of all public roads, bridges and jetties, as well as road safety and traffic management.

Under the FRA Decree (No.46), roads are defined as “all land and civil infrastructure that is used as or facilitates a public right of passage for the movement of vehicles and pedestrians, including but not limited to:

- (i) the vehicle, pavement from curb to curb, or where there is no curb, the roadside verges, drains and curbs
- (ii) road signs, road marker posts and other markings, including pedestrian crossings
- (iii) traffic islands
- (iv) bridges and culverts
- (v) footpaths and pavements adjacent to a vehicle pavement
- (vi) street lights and traffic lights
- (vii) parking meters
- (viii) jetties and wharfs, and

(ix) all national roads, municipal roads, and such other public roads as may be determined by the Authority.

7. Grievance and Redress Mechanism

In order to achieve and facilitate the resolution of DP's any concerns, complaints or grievances about the projects safeguard performances, a Grievance Redress Mechanism (GRM) has now been followed by FRA for the project including at each sub-project site. When and where the need arises, this mechanism is used for addressing any complaints that may rise during the implementation and operation of the project. A round the clock complaint box is now available in the office of CEO, FRA for the affected to lodge their grievances on social safeguards.

The key functions of the GRM are to (i) record, categorize and prioritize the grievances; (ii) settle the grievances in consultation with complaints and other stakeholders; (iii) informed the aggrieved parties about the solutions; and (iv) forward the unresolved cases to higher authorities.

When sub-project implementation starts, a sign will be erected at all sites providing the public with updated project information and summarizing the grievances redress mechanism process including contact details of FRA social impact manager. All corrective actions and complaints responses carried out on site will be reported back to FRA. FRA will include information from the complaints register and corrective actions/responses in its progress reports to the ADB.

Any AP's can take a grievance to the FRA or the site office. On receipt of a complaints in any form (in person, telephone, written), FRA's social impact manager for respective site/subproject will log the details in a complaints register.

FRA's social impact manager will review and find a solution to the problem within two weeks in consultation with village or traditional chief and relevant local agencies. FRA's social impact manager will report back the outcome of the review to the village /traditional chief and affected persons within weeks' time.

If the complaint is dissatisfied with the, or have received no advice in the allotted time period he or she can grievances to the FRA CEO. The FRA CEO in coordination with relevant national agency reviews and reports back to AP's or chief about outcome. If unresolved, or at any time complaint is not resolved he or she can take the matter to appropriate court.

Table below sets out the process to resolve any project related to grievances.

Table 1: Grievance Redress Process

Stage	Process	Duration
1	DP/village head or traditional chief takes grievance to FRA's social impact manager	Any time
2	FRA's social impact manager reviews and finds solution to the problem in consultation with village head or traditional chief and relevant agencies	2 weeks
3	FRA's social impact manager reports back an outcome to village/traditional chief/DP	1 week
If unresolved or not satisfied with the outcome by FRA's social impact manager		
4	DP/village head or traditional chief take grievance FRA CEO.	Within 2 weeks of receipt of decision in step 3
5	FRA CEO reviews and find a solution in coordination with relevant agencies	4 weeks
6	FRA CEO reports back the solution/decision to DP/village head or traditional chief	1 week
If unresolved or at any stage if DP is not satisfied		
DP/village head or chief can take the matter to appropriate court		As per judicial system

8. Institutional Arrangements and Implementation

8.1 Institutional Responsibilities

The following are key agencies responsible for the project's land acquisition, resettlement and compensation activities:

- (i) The Ministry of Finance will be the executing agency. The FRA as the implementing agency will have overall responsibility of the project including safeguards. The FRA responsibilities are (a) identification of affected areas; (b) all community liaison; (c) budgetary provision; (d) manage their social impact manager;
- (ii) FRA will ensure that compensation is paid as required under the LARF. If needed, a top-up resettlement budget will be made available to the safeguards staff to provide the additional compensation/assistance (if any). FRA's social impact manager will also be responsible for identifying capacity gaps and providing training and capacity building to Fijian agencies involved in land acquisition.
- (iii) The DOL and FRA land and valuation officers will be responsible for (a) all initial valuations; (b) identification of owners and leaseholders and (c) negotiations with land owners.
- (iv) The TLTB, which represents and negotiates on behalf of the mataqali land owners, will sign agreements on their behalf and will be responsible for securing the consent of mataqali members prior to making such agreements.

8.2 Fiji Roads Authority (FRA)

FRA will be responsible for overseeing and managing project execution including compliance with project requirements including safeguards. FRA will recruit a social impact manager for the project. FRA's social impact manager will ensure that the procedures and processes established in this LARF are followed for the project. However, preparation of the LARDD and/or LARP for individual subprojects will be the responsibility of the safeguards specialists within the design and supervision consultants (DSC) for respective subprojects.

Within FRA a project support team (PST) has been set up, having a full-time social safeguards specialist to oversee all activities related to social safeguards.

8.3 Design and Supervision Consultant (DSC)

The DSC have included international and national specialists to implement the safeguard tasks at specific subprojects as required by the LARF. This includes: (i) social safeguard/resettlement specialist (international) (SSS); and (ii) safeguards specialist (national) (NSS). The DSC is headed by a team leader.

Safeguards responsibilities of the DSC include:

- Ensuring that safeguards are implemented as set out in the LARF and other safeguard documents so as to meet intended requirements.
- Undertaking safeguards assessments during the feasibility study, ensuring that the LARPs are prepared.
- Supervising the safeguards implementation, including implementation of relevant LARP activities.

9. Progress on Sub-Projects

Between January 2016 and June 2016, 15 sub-projects have been taken in to consideration and are at different stages from environmental and social safeguards point of view. A detailed social safeguard monitoring checklist is presented in Table 2, as given below:

Table 2: Social Safeguards Monitoring Checklist (June 20 2016)

Item	Sub-Project	DoE Approval	Screening Report	ESMP or EIA	LARDDP or LARP	Social Safeguards Status
1.	Suva Arterial Road Upgrade Project Stage 1 (SARUP 1)	APPROVED Letter confirmation from DoE that EIA not triggered received 22/02/16	APPROVED ADB/WB No objection issued 03/02/16	APPROVED ADB/WB No objection issued 12/05/16	APPROVED ADB/WB No objection issued 12/05/16	Category 'C'
2.	Mass Action Guardrail Improvements	APPROVED Confirmation from DoE that EIA not triggered, received	APPROVED ADB/WB No objection issued 09/03/16	APPROVED ADB/WB No objection issued 18/05/16	APPROVED ADB/WB No objection issued 18/05/16	Category 'C'
3.	2015 Street Lighting Projects	APPROVED DoE Approval received 10/05/16	APPROVED Screening Report submitted and approved in 2015.	APPROVED Full DD Report submitted and approved in 2015.	APPROVED Full DD Report submitted and approved in 2015.	Category 'C'
4.	Traffic Signals Installation	APPROVED DoE Approval received 10/05/16	APPROVED ADB/WB No objection issued 09/03/16	Comments received from ADB/WB on 19/05/16. MWH to update report as per ADB/WB comments.	Comments received from ADB/WB on 19/05/16. Final report submitted by MWH to FRA on 10/06/16.	Category 'C'
5.	Urban Street Lights	APPROVED DoE Approval received 10/05/16	APPROVED ADB/WB No objection issued 09/03/16	Comments received from ADB/WB on 19/05/16. DSC to update report as per ADB/WB comments.	Comments received from ADB/WB on 19/05/16. Final report submitted by MWH to FRA on 16/06/16.	Category 'C'
6.	Rural Street Light	APPROVED DoE Approval received 10/05/16	APPROVED ADB/WB No objection issued 03/02/16	DRAFT ESMP submitted by MWH to FRA on 19/04/16. FRA comments received 27/04/16 and incorporated by DSC. DSC to update ESMP after consultation completed.	DRAFT LARDD submitted by MWH to FRA on 19/04/16. FRA comments received 28/04/16 and incorporated by DSC. ADB have requested results of additional consultation to be included in the LARDD. DSC to update LARDD after consultation completed.	Category 'C'

Item	Sub-Project	DoE Approval	Screening Report	ESMP or EIA	LARDDP or LARP	Social Safeguards Status
7.	Road Reseals Programme: West, Central and North	APPROVED Confirmation from DoE that EIA not triggered under EMA received	APPROVED ADB/WB No objection issued 26/04/16	Final Technical Report submitted by DSC to FRA on 27/05/16. Additional FRA comments received 31/05/16. Submitted by FRA to ADB/WB on 31/05/16. Awaiting ADB/WB no objection.	Submitted by FRA to ADB/WB on 03/05/16. Awaiting ADB/WB no objection.	Category 'C'
8.	Unsealed Road Upgrade Programme: West, Central and North	Screening Application submitted to DoE 13/05/16.	Submitted by FRA to ADB/WB on 12/05/16. Awaiting ADB/WB no objection.	DRAFT EIA in progress.	DRAFT LARDD in progress.	Category 'C'
9.	Taveuni Bridges	Screening Application submitted 07/04/16.	APPROVED ADB/WB No objection issued 27/04/16.	DRAFT EIA in progress.	DRAFT LARDD in progress.	Category 'C'
10.	Nakorosule Stage 1	APPROVED DoE Approval received 22 October 2015.	APPROVED ADB/WB No objection issued 12/05/16.	DRAFT ESMP submitted by DSC to FRA on 21/04/16. MWH to prepare EIA following feedback from ADB/WB. DRAFT EIA in progress.	DRAFT LARDD submitted by DSC to FRA on 21/04/16. Awaiting FRA comments.	Category 'C'
11.	Sevaci-Korotasere	Screening Application submitted 19 April	APPROVED ADB/WB No objection issued 16/05/16.	DRAFT EIA in progress.	DRAFT LARDD in progress.	Category 'C'
12.	Kilaka	Screening Application submitted 19 April	APPROVED ADB/WB No objection issued 16/05/16.	DRAFT EIA in progress.	DRAFT LARDD in progress.	Category 'C'
13.	Nakalawaca	Screening Application submitted 19 April	Comments received from ADB/WB on 16/05/16. DSC to review and revise categorization if required.	DRAFT EIA in progress.	DRAFT LARDD in progress.	Category 'C'
14.	Solovi 1 and 2 Crossings & Rabaraba	Screening Application submitted by the Consultant on 24 May	-	-	Comments from FRA sent to Consultant on May 26	-

10. Implementation Schedule

An implementation schedule for the Project land acquisition and resettlement activities is provided in the Table 3 below. This includes activities to (i) prepare/update the LARP; (ii) implement the LARP; and (iii) monitor activities. A more detailed schedule with specific target dates will be provided in the LARP for each subproject during implementation.

Table 3: Implementation Timeline/Schedule

Step	Activities	Responsible Agency	Timing
Prepare/Update LARP			
1	Confirm land requirements based on detailed engineering design of the bridges. Determine areas of land, which will fall outside the existing road reserve.	Consulting engineers	Month1
2	Provide plans identifying areas to be acquired to DOL and TLBT	FRA	Month 1
3	Determine type of affected land tenure (iTaukei, leased, or freehold)	DOL & TLTB	Month 1
4	Determine numbers in <i>mataqali</i> group, land owners and users affected (APs/DPs), and identify any vulnerable households through social assessment	DOL, TLTB, and FRA	Month 2
5	Conduct consultations with affected communities and agree on land acquisition	DOL, TLTB, FRA	Month 2; Ongoing
6	Obtain written consents from each landowning unit during consultation meeting	DOL & TLTB	Month 3-4
7	Cadastral survey of land if not previously done, and submission for land registration	DOL; FRA	Month 2
8	Conduct titles/leases search in Government titles registration office for affected land ownership	DOL and FRA	Month 2
9	Determine and mark areas for each land unit required	DOL and FRA	Month 2
10	Conduct inventory of losses – land, trees, crops and provide valuation for compensation	FRA, Valuation Division DOL & MAFF	Month 4 & 5
12	Negotiate compensation with land owners (<i>mataqali</i>) or holders of Native Leases or freehold landowners	FRA, DOL & TLTB	Month 5
13	FRA submits the updated LARP for approval and uploading on the ADB and WB/ Infoshop website	FRA & ADB & WB	Month 6
LARP Implementation			
14	Execution of Sale and Purchase Agreement. Endorsed by TLTB.	FRA, DOL and TLTB	Month 5
15	Payment of compensation and allowances	DOL, FRA and TLTB	Month 6
16	DOL completes land transfers & registration	DOL	Month 7
17	FRA submits the Land Acquisition Completion Report to ADB and WB	FRA	Month 7
18	Award of civil works contract, clearance of land, and briefing of contractor on safeguards	FRA	Month 8
19	Commencement of civil works (contingent on compensation and allowances being paid)	FRA	Month 9
20	Final survey plan on completion of work; payment of adjusted compensation as required	FRA and DOL	Month 15
Monitoring			
21	FRA starts AP socio-economic monitoring	FRA	Month 12
22	FRA submits progress report to ADB and WB on implementation of the LARP	FRA	Six -monthly
23	FRA conducts post-project survey and final monitoring report	FRA	Month 16

11. Issues and Action Plan

FRA as the implementing authority responsible for overseeing and managing project execution including compliance and addressing environmental and social safeguards has a huge responsibility. It remains as a challenge for FRA staff to ensure that procedures and processes established in the LARF are followed and complied. Following steps have been taken in the recent past by FRA to address these challenges.

- After due consultation, the ESMF and LARF have been revised by ADB to address all issues related to safeguards, especially dealing with land required for temporary use during construction phase.
- Service of a full-time Design & Supervision Consultant (DSC) has been hired to prepare safeguards reports of all sub-projects. The DSC is equipped with international and national social safeguards specialist.
- A Project Support Team (PST) has been set up within FRA to oversee all sub-projects funded by ADB / WB. A full-time Social Safeguards Specialist is now available to address all issues related to social safeguards. The Specialist reviews all sub-project safeguards reports submitted by Consultant before these reports are submitted to ADB / WB for their approval.
- A Land Valuation Team has been set up within FRA to oversee all issues related to land acquisition, valuation of land & structure at replacement cost, resettlement assistance, livelihoods & income restoration procedures etc.
- The PST will require the service of a Gender & Social Development Specialist when these sub-projects will be implemented. Cross-cutting issues like poverty, gender, vulnerable groups, ethnic minority, HIV/AIDS awareness and related issues will be addressed by him/her.
- Capacity building of the national staff to address ADB/WB social safeguards policies and procedures within FRA and Consultants is required. The Social Safeguards Specialist has chalked out a plan to conduct a series of training on social safeguards for the national staff in the second half of 2016.
- A full-fledged Grievance Redress Mechanism (GRM) has now been established within FRA. A round the clock complaint box is also available in the office of CEO for receiving affected people's grievances.
- A mechanism has been evolved to interact with the affected people through public consultation. Representatives from the Consultant and FRA are now jointly conducting these public consultations at the primary and secondary stakeholder's level. This will be an ongoing process and public consultations will be held in all phases of the sub-project.

Appendix A

Safeguard Screening Form S.1: Social Impacts

SI No	Type of Impact	Yes	No	Comment
1.	Land – Does the Sub-project require land?		<input type="checkbox"/>	No land acquisition is required. All works will be undertaken on existing roads and within the road reserve.
1.1	If “Yes”, state how much land	NA		
1.2	Was an alternative design explored to decrease/avoid land take		<input type="checkbox"/>	No land take is required under the current design.
1.3	If yes, how much land was required in the alternative design?	NA		
1.4	How is this land provided:	NA		
	Donation			
	Long-term lease			
	Willing-seller-willing-buyer			
	Available government land			
	Involuntary acquisition			
1.5	Is documentation attached in case of donation, purchase, or use of Government land	NA		
2.	Involuntary Resettlement			
2.1	Are there losses of shelter?		<input type="checkbox"/>	No structures (e.g. buildings or houses) will be affected.
2.2	Are there losses of income sources and other assets? How many households are affected?		<input type="checkbox"/>	None
2.3	Are there available resources to compensate the mat replacement value? Source of funds?	NA		
2.4	What other resettlement benefits are committed to the affected families?	NA		
2.5	Have the affected household agreed to the relocation?	NA		
2.6	Will the project have any impacts on customary fishing practices or access to shared resources relied upon for livelihood purposes		<input type="checkbox"/>	No works in rivers, the marine environment, native forest or cultivated land is proposed.
3.	Indigenous People			
3.1	Are there indigenous peoples in the study area?	<input type="checkbox"/>		Some adjacent property owners are indigenous Fijians (iTaukei). However no work is to be conducted on native land.
3.2	If “Yes”, are they among the beneficiaries?	<input type="checkbox"/>		All Fijians, including indigenous Fijians living or working in the vicinity, will benefit from the road upgrades.

SI No	Type of Impact	Yes	No	Comment
				The installation of street lights will ensure continued safe use of roads for all users. New bulbs are also energy efficient thus decreasing amount spent by authorities on lighting costs.
3.3	Will they be negatively impacted?		<input type="checkbox"/>	No negative impacts are expected associated with proposed works.
4.	Cultural Property			
	Any negative impacts on cultural property such as sites, historical buildings etc.		<input type="checkbox"/>	No buildings, including historical buildings, will be impacted as part of the works. As a precaution it is recommended that an accidental discovery protocol be included in the Generic Construction Environmental Management Plan, in case any physical cultural resources are discovered during construction.
5.	Environmental Impacts			
	Attach sub-project specific check-list with Possible negative impacts and Proposed mitigation measures			Environmental impacts for Urban Street Lighting project are discussed in the Environmental and Social Safeguard Screening Report (Appendix B), and the Environmental and Social Management Plan.

Appendix B

Safeguard Screening Form S.2: Land Acquisition/Resettlement Effects

Project Title: Fiji: Transport Infrastructure Investment Sector Project Loan No: 48141-001				
Subproject: Urban Street Light Installation		Date: 14 January 2016		
Location and impact area: Urban roads around Suva, Fiji				
Probable Land Acquisition/Resettlement Effects	Yes	No	Not Known	Remarks
Acquisition of Land				
1. Will there be land acquisition?		<input type="checkbox"/>		No land acquisition is required. All works are to be conducted on and adjacent to existing roads within
2. Is the site for land acquisition known?				NA
3. Is the ownership status and current usage of land to be acquired known?				NA
4. Will easement be utilized within an existing Right of Way (ROW)?				NA
5. Will there be loss of shelter or residential land due to land acquisition?				NA
6. Will there be loss of agricultural and other productive assets due to land acquisition?				NA
7. Will there be losses of crops, trees, or fixed assets due to land acquisition?				NA
8. Will there be loss of businesses or enterprises due to land acquisition?				NA
9. Will there be loss of income sources and means of livelihoods due to land acquisition?				NA
Restrictions on land use or on access				
10. Will people lose access to natural resources, communal facilities or services?		<input type="checkbox"/>		No natural resources or communal facilities are present in or
11. If land use is changed, will it have an adverse impact on social and economic activities?				NA
12. Will access to land and resources owned communally or by the state be restricted?		<input type="checkbox"/>		No restriction to land will occur
Information on Displaced Persons				
Any estimate of the likely number of persons that will be displaced by the Project? []				
No [] Yes []				
If yes, approximately how many? _____ 0 _____				
Category for resettlement impacts: ¹ A [] B [] C []				
Are any of them poor, female-heads of households, or vulnerable to poverty risks? [] No [] Yes				
Are any displaced persons from indigenous or ethnic minority groups? [] No [] Yes NA				

¹ Impacts are classified as Category A when 200 or more persons experience major resettlement impacts either through being physically displaced from housing, or losing 10% or more of their productive (income generating) assets. Not significant impacts (i.e. other than Category A) will be classified as Category B. No impacts will be classified as Category C.

Appendix C

Poverty and Social Analysis

Summary Poverty Reduction and Social Strategy (Sample)

Country:	Fiji	Project Title:	Transport Infrastructure Investment Sector Project
Lending/ Financing Modality	Sector Project	Department/ Division	Pacific Department/Transport, Energy and Natural Resources Division

Project Requirements	Sub-Project Details
i. Poverty and Social Analysis and Strategy	
<p>A. Links to the National Poverty Reduction and Inclusive Growth Strategy and Country Partnership Strategy</p> <p>Fiji’s Roadmap for Democracy and Sustainable Socio-Economic Development, 2010–2014a provide an overarching framework for achieving poverty reduction and inclusive economic growth. The road map recognizes the critical role of transport in the economy, and that the development of quality infrastructure and improvements in road connectivity are vital for effective delivery of essential social services and for achieving economic and social goals. The government’s objectives for transport are further articulated in the Green Growth Framework and the 20-year National Transport Sector Plan, which guide the development of an integrated transport system that is safe, efficient and affordable, accessible, and economically and environmentally sustainable.</p> <p>The country partnership strategy, 2014–2018 of the Asian Development Bank (ADB) aims to (i) raise Fiji’s longer-term growth potential by providing reliable infrastructure to compete globally and reduce costs associated with a small, remote island economy; (ii) invest in economic infrastructure that is resilient to climate change and natural disasters; and (iii) make growth more inclusive and improve service delivery by investing in economic infrastructure and promoting wider access to markets and opportunities through better transport links for rural communities.</p> <p>The proposed project is classified as a general intervention because it meets poverty reduction and social equity goals indirectly by improving the environment for pro-poor growth and social development through upgrades of road and maritime transport infrastructure. A poor, disconnected transport network constrains the movement of people and goods, curbs tourism growth and other economic activities, and limits access to health and education services. The project will improve access to economic opportunities and essential services.</p>	<p>The Urban Street Lighting Project will help to provide quality infrastructure.</p> <p>Overall it will ensure safety for all road users.</p>
<p>B. Results from the Poverty and Social Analysis during Project Preparation or Due Diligence</p> <p>1. Key poverty and social issues. Rural poverty has risen across the main ethnic groups of indigenous iTaukei and Indo-Fijians, now standing at 44% (2013). With 49% of the population living in rural areas, the rural–urban gap is widening, associated mainly with lack of income-earning opportunities, poor access to services, and isolation. Overall, 22% of people still rely on subsistence agriculture for their livelihoods and many more combine growing food for home consumption with cash sales of surplus produce. In the Sigatoka Valley, where subproject sites were studied, rural incomes are low,</p>	<p>The Urban Street Lighting project primarily benefits urban areas, specifically people that live and work in around the GSA and Denarau island.</p> <p>The sub-project will improve livelihoods of road vendors thus increasing their source of</p>

Project Requirements	Sub-Project Details
<p>ranging from F\$1,000 to F\$15,000 per year. Many households experience seasonal shortfalls in income and struggle to cover basic expenses. The dominant mode of transport is still on foot, on horseback, or on bullock carts and sledges.</p>	<p>income and also reduce road fatalities at some areas.</p>
<p>2. Beneficiaries. Primary project beneficiaries are people living in the rural hinterland and peri-urban areas—(i) road users will benefit from lower travel costs and shorter travel times, more reliable transport, and better travel conditions; (ii) roadside communities will benefit from better access to basic services and markets, and better road safety; and (iii) coastal communities and those on smaller islands will benefit from safer conditions and better maritime infrastructure such as navigational aids, and safer jetties. Specifically, beneficiaries will include farmers who produce cash crops, traders, fishermen, commercial industries such as tourism and sugar, and school students.</p> <p>3. Impact channels. The main channel for impacts on the poor and vulnerable is through better access to economic opportunities, markets, and essential services. Jobsforlocalcommunitieswillbeavailableduringprojectimplementation.</p> <p>4. Other social and poverty issues. These include (i) unemployment and underemployment related to the lack of rural development and the decline of the sugar and garment industries; (ii) lack of skills and expertise as a result of inadequate training and high rates of emigration; (iii) scarcity of land for agriculture and development; (iv) rural–urban drift and growth of squatter settlements; (v) gender inequality; and (vi) lack of governance, rule of law, and human rights.</p> <p>5. Design features. The project will prioritize rehabilitation, replacement, and construction of infrastructure based on agreed criteria of need and rural population served. It will help reduce poverty by building safer, efficient, and resilient land and maritime transport infrastructure, and by strengthening project management capacity in transport agencies. In Fiji, road safety (particularly pedestrian safety) is an issue, as the majority of rural people walk to reach their farms or local services, often carrying heavy loads and children. Local “carriers” (covered trucks) are commonly used but are also prone to accidents. Improvements to the design of bridge approaches (to reduce speed and improve vision), guardrails, and dedicated walkways for pedestrians will assist community road safety. Where construction of bridges and jetties disrupts fishing activities or washing pools, designs will include construction of stairs to enable easy access to waterways, and other mitigating measures</p>	<p>The Urban Street Lighting Project sites have been selected based on those sites without street Lights.</p>
<p>ii. Participation and Empowering the Poor</p>	
<p>Meaningful consultation throughout the project cycle will strengthen participation of the poor and vulnerable in project implementation. Affected people will be consulted through village meetings, social surveys, and informant interviews at: (i) planning phase of subprojects; (ii) during detailed feasibility studies and design; (iii) before and during construction; and (iv) during operation, maintenance, and monitoring. Preparation of sample subprojects included visits to households and villages nearby selected bridge sites at Narata and Matawale in the Sigatoka Valley. Community consultation meetings were held in four villages, and key informant interviews were conducted with village leaders; staff from health, education, and agricultural extension services; provincial council leaders; district officials; farmers; and public transport drivers. Extensive consultations were also held with officials from national ministries, and provincial and local governments.</p>	<p>Not applicable</p>

Project Requirements	Sub-Project Details
<p>1. At each subproject site, a focal point for more detailed information sharing, and community development activities will be established, usually through an existing village committee.</p> <p>2. Poverty and socioeconomic assessments at subproject sites will identify local civil society organizations and ensure that they are included in consultation activities.</p> <p>3. Nongovernment organizations, churches, leaders, and youth groups will provide channels for communication with the affected community to ensure that they understand the subproject, delivery process, schedule, potential impacts, and opportunities.</p> <p>4. Will a project level participation plan be prepared to strengthen participation of civil society as interest holders for affected persons particularly the poor and vulnerable? Yes. A consultation and participation plan will be prepared at project inception.</p>	
<p>iii. Gender and Development</p>	
<p>Key issues. In the labor force, the incidence of poverty is higher among women (40%) than men (32%). This figure rises to 75% if unpaid household workers are included. Rural women with little education have the highest incidence of poverty. Fiji is ranked 120 out of 136 countries for women’s economic participation by the Global Gender Gap Index, reflecting women’s low rates in formal employment, although they play significant roles on smallholder farms and in marketing of fresh produce. Women are concentrated in informal employment, unpaid domestic work, and in low-paying and less secure occupations that have been hit hard by declines in tourism and the garment industry but where they constitute the majority of workers. Women have full legal ownership rights in access to land and property, but limited knowledge of these rights, and in practice they are often not recorded as co-owners of family assets or allowed to decide on the use of communal land. In village organizations, men dominate. Women are also poorly represented in provincial and local governments and institutions. According to the 2010 Committee on the Elimination of Discrimination against Women report, gender-based violence against women is widespread in Fiji, and cultural attitudes make it difficult for women to gain justice in cases of rape or sexual assault. As the majority market vendors, and users of health services, women are disproportionately disadvantaged by the poor transport networks.</p> <p>Key actions. A gender action plan (GAP) has been prepared to ensure that women are consulted, and bridge designs will factor in women’s needs for safe road travel by including pedestrian access with guardrails and footpaths. Whenever possible, on rural river sites where women wash, the designs will include stairs to the water and concrete laundry tubs. The GAP will also encourage women’s participation in labor and maintenance, provide equal pay for equal work to men and women, and ensure income restoration measures to assist those who have lost assets or access to land. There will be representation of women and men in any community consultations, on decision-making committees, and in awareness training to mitigate the potential spread of sexually transmitted infections and HIV during construction.</p>	<p>The Urban Street Lighting Project complies with the requirements of the GAP.</p>
<p>iv. Addressing Social Safeguard Issues</p>	
<p>A) Involuntary Resettlement</p> <p>1. Key impacts. No physical displacement of people will occur. Overall, less than 200 people are likely to be economically displaced where limited land acquisition is needed for construction of infrastructure. It is not anticipated that anyone will lose more than</p>	<p>Not Applicable</p>

Project Requirements	Sub-Project Details
<p>10% of productive assets.</p> <p>2. Strategy to address the impacts. Mitigation measures include compensation to displaced persons for lost land, structures, crops, and trees at replacement value; income restoration; employment opportunities; and additional allowances for vulnerable households. A grievance redress mechanism will be established to (i) record and prioritize complaints; (ii) settle grievances in consultation with complainants; (iii) inform aggrieved parties about solutions; and (iv) refer unresolved cases to higher authorities.</p> <p>3. Plan or Other Actions. Resettlement Plan. Resettlement Framework.</p> <p>B) Indigenous Peoples Key impacts: Indigenous Fijians (iTaukei) make up 57% of the national population, and form a majority of the rural population. They are not subject to discrimination or exclusion on the basis of ethnicity and therefore do not meet ADB's criteria for vulnerable groups needing special protections.</p>	
v. Addressing Other Social Risks	
<p>A) Risks in the Labour Market. Labour market impact: The unemployment rate is 6% for men and 13% for women. The project will finance construction activities which may provide local employment opportunities. All employment will comply with national labor laws and regulations.</p>	The Urban Street Lighting project is to be let by national competitive bidding. The tender process encourages the employment of local people.
<p>B) Affordability The project is likely to lower the cost of transport. No affordability impacts anticipated.</p> <p>C) Communicable Disease and Other Social Risks The risks associated with HIV/AIDS and other sexually transmitted infections will be mitigated by employing as many local people on construction sites as possible, and by providing awareness and prevention programs.</p>	The Urban street lighting project is expected to lower maintenance costs for public and private transport Not Applicable
vi. Monitoring and Evaluation	
<p>1. Targets and indicators: (i) Increase in household income in selected subproject areas (baseline to be determined during subproject selection) and (ii) increase in utilization of health-care services in selected subproject areas (target and baseline to be established during subproject selection).</p> <p>2. Required human resources: The project will employ a national social impact manager in the Fiji Road Authority; and a gender and social development specialist and a social safeguards specialist in the supervision consulting team.</p> <p>3. Information in project administration manual: Sex-disaggregated data will be collected in baseline surveys, and for all project and GAP activities, to manage social impacts, poverty reduction goals, and gender actions.</p> <p>4. Monitoring tools: Monitoring and evaluation surveys at inception and for baselines; midterm, completion, and project evaluation reports.</p>	Not Applicable

Appendix D

Gender Action Plan

Outputs and Activities	Proposed Gender Mainstreaming Targets	Primary Responsibility
Output 1: Rehabilitated and climate resilient land and marine transport infrastructure		
<p>Rehabilitate or reconstruct 30 bridges with gender-sensitive designs that improve all weather pedestrian access to waterways</p> <p>Rehabilitate 30km of main, municipal, and rural roads</p> <p>Rehabilitate or reconstruct 4 rural jetties</p>	<ul style="list-style-type: none"> • Ensure selection of bridge, road and jetty subprojects include prioritizing women’s access to social services, such as education, health facilities and market access • Ensure standardized designs for reconstructed bridges include measures to remove physical barriers to, and constraints on, access by women and children. • Ensure bridge design incorporates measures to enhance road safety, including pedestrian access with guard- rails and footpaths on bridge approaches and abutments and steps down to water level. • Concrete stairways to be provided on selected bridges at each abutment where appropriate, to provide access from the road level to the waterway below. A single handrail will be provided for each staircase. • At river sites used for washing, concrete washing tubs will be incorporated at water level near base of bridges, where it is safe and appropriate to install. • Ensure participation of women (at least 50%) in community consultations and meetings and conduct these in vernacular languages; if necessary, organize separate meetings for men and women. • Ensure females are represented on GRC • If land is acquired for subprojects, ensure that affected females are compensated at the same rate of payment as affected males, and provided with adequate arrangements to restore / maintain livelihoods. (Replacement land, financing for small business opportunities, skills training for income generation projects, cash transfers etc) • Where possible, include provisions in bidding documents to encourage 	<p>FRA, MOF</p> <p>FRA and international GSDS FRA and international GSDS</p> <p>FRA, construction supervision team, contractor</p> <p>FRA, construction supervision team, contractor FRA and international GSDS</p> <p>FRA, international GSDS, international and national SSS</p> <p>FRA, international GSDS, engineers</p> <p>FRA, contractors</p> <p>FRA, construction supervision team, contractors</p>

Outputs and Activities	Proposed Gender Mainstreaming Targets	Primary Responsibility
	women's involvement in labour-based work during construction, including at least 20% women. <ul style="list-style-type: none"> • Ensure equal pay for equal work between male and female workers, and payment for women is directly to them. • Provide HIV/AIDS, STIs, gender, and road safety awareness training for all construction workers and neighboring community members. 	
Output 2: Efficient project management support and institutional strengthening		
None	<ul style="list-style-type: none"> • Include a GSDS in the design and supervision team to manage the implementation of socio-economic surveys, gender analysis, gender action plans, community consultations, and awareness training. • Provide gender awareness training to FRA staff, ministries, and provincial/district offices. • Develop a project performance system that includes indicators measuring the implementation and progress of the gender action plan. • Ensure the inclusion of sex-disaggregated data in the baseline studies and progress, monitoring and evaluation reports. • Ensure regular progress reports include the progress of GAP implementation and sex-disaggregated statistics for relevant performance indicators. 	FRA FRA and international GSDS FRA and international GSDS FRA and international GSDS FRA and international GSDS
Implementation Arrangements		
The GAP will be implemented by the FRA who will employ a Social Impact Manager, overseeing execution and compliance of all social and gender dimensions of the project, and social safeguards. The DSC will include one full-time national Safeguards Specialist (NSS) for the duration of project implementation under the supervision of an international Gender and Social Development Specialist (GSDS) and an international Social Safeguards Specialist (SSS) who will both work intermittently. The specialists will be responsible for incorporating the GAP into project planning and implementation programs, including awareness training and establishment of sex-disaggregated indicators for project performance and monitoring. The progress of GAP activities will be included in regular progress reports on overall project activities submitted to ADB and the Government of Fiji.		

KEY: ADB = Asian Development Bank; DSC = Design and Supervision Consultant; FRA = Fiji Roads Authority; GAP = Gender Action Plan; GSDS = Gender and Social Development Specialist; GRC = Grievance Redress Committee; MOF = Ministry of Finance; NSS = National Safeguards Specialist; SSS = Social Safeguards/resettlement Specialist (in DSC team).