Marshall Islands Maritime Investment Project

Environment and Social Management Plan

# Introduction

1. The Government of the Republic of Marshall Islands (RMI) is applying to the World Bank for grant financing to undertake the “*Marshall Islands Maritime Investment Project*” (MIMIP). The MIMIP will improve the safety, efficiency and climate resilience of maritime infrastructure and operations in the RMI in compliance with the International Ship and Port Facility Security (ISPS) Code to ensure safety and security arounds its port.
2. As part of the requirements of the submission to the World Bank, the Government of RMI is required to prepare environmental and social safeguards documentation as part of the Project Preparation Advance stage. The MIMIP has been categorized as a Category B (Moderate Risk) project consistent with World Bank Environmental and Social Safeguard protocols. To fulfil the requirements of the World Bank, the Government of RMI has prepared this Environmental and Social Management Plan (ESMP) in support of the MIMIP proposal.
3. The MIMIP consists of four components:
* Component 1: Maritime Infrastructure
* Component 2: Maritime Safety and Security
* Component 3: Technical Assistance for Port Planning and Project Management
* Component 4: Contingency Emergency Response
1. This ESMP is for the initial activities that will be undertaken for the project, which are described below. The ESMF applies to other activities and may require the development of additional ESMPs.

# Sub-project Description

1. This ESMP is for the following activities:
* Component 2: Maritime Safety and Security
* Repair quay wall structures, replace quay furniture (fenders, bollards, ladders, curbs) at Delap, Uliga and Ebeye Docks.
* Upgrade/provide fencing, gates, terminal lighting, backup generators, and CCTV systems to comply with ISPS requirements.
* Replace/upgrade Aids to Navigation for Majuro and Outer Islands (excludes Ebeye).
* Backup generators for Delap Dock (50 kVa) and Ebeye Dock.
* Spill Kits for Delap, Uliga, Ebeye, Arno, Jaluit and Wotje Docks, and 150m containment boom systems for Delap and Ebeye Docks.
* TA to assess options for scanner, including objective, risks, requirements, fixed versus mobile systems, costing.
* Component 3: Technical Assistance for Port Planning and Project Management
* Prepare designs and supervise maritime infrastructure works.
* Review institutional and governance arrangements for port management.
* Prepare strategic development plans, review port operations, including development of security, site safety, efficiency, waste management, and compliance requirements, and maintenance regimes for Delap, Uliga, and Ebeye Docks.
* Capacity building initiatives to better operate and regulate the project docks (SAR awareness, ISPS training, use of spill kits & booms, etc.).
* Registries Assessment and Options Analysis.
* Employment opportunities for women.
* Project management support.
* Project management support for DIDA's CIU.
* Incremental operating costs for Project-related travel and communications.

# Environmental and Social Baseline

1. Detailed environmental and social baseline information is provided in the MIMIP ESMF.
2. The activities will be undertaken on existing port facilities: Delap, located on Majuro, is the main port for marine cargo in RMI; Uliga is the main port for local vessels in Majuro; Ebeye is the main port for marine cargo on Kwajalein atoll; Jaluit port is classified as an international port under RMI legislation; Wotje facilities consist of a finger wharf; as does Arno.
3. Land at the ports is flat. Drainage either passes directly into the coral soils or runs to marine environment. Operating port areas, both land and marine, are generally depauperate in terms of flora and fauna. Nearby habitats are less impacted, particularly in the outer islands.
4. Jaluit is a Ramsar wetland and therefore a critical habitat, however none of the works will adversely impact the protected habitats.
5. The principal beneficiaries include the populations of Majuro Atoll, Ebeye (civilian area of Kwajalein Atoll), and the outer islands of Arno, Jaluit and Wotje. The ports of Majuro and Ebeye are located within urban/industrial areas that are heavily disturbed and surrounding land users are already impacted by port operations. The ports in the outer islands are used less often and are located in less heavily urbanised environments.

# Legislative Context

1. The ESMF contains a list legislation, policies and agreements that are relevant to environmental and social issues in RMI. Of particular relevance to the proposed activities are:
* Marshall Islands Legislation
	+ National Environmental Protection Act (1984)
	+ Earthmoving regulations (1988)
	+ Solid Waste Regulations (1989)
* World Bank Safeguard Policies
	+ OP4.01 Environmental Assessment
	+ OP4.04 Natural Habitats
* International Agreements
	+ 1971 Ramsar Convention on Wetlands of International Importance especially as Waterfowl Habitat

# Occupational Health and Safety

## Republic of the Marshall Islands

1. RMI joined the International Labour Organization (ILO) in July 2007 and has since ratified two ILO Conventions: The Maritime Labour Convention and the Seafarers’ Identity Documents Convention. RMI does not currently have Occupational Health and Safety (OH&S) legislation; however, this is being drafted.
2. In the absence of local legislation, OH&S under this project will be regulated through the World Bank Group’s Environmental, Health, and Safety Guidelines.

## World Bank General Environmental, Health, and Safety Guidelines

1. The World Bank Group’s General Environmental, Health, and Safety Guidelines (EHS Guidelines) (World Bank Group, 2007) represent good international practice for managing occupational health and safety (OH&S) risks. The EHS Guidelines contain the performance levels and measures that are generally considered to be achievable in new facilities by existing technology at reasonable costs. The fundamental premise for OH&S under the EHS Guidelines is that “*Employers and supervisors are obliged to implement all reasonable precautions to protect the health and safety of workers” and that “Companies should hire contractors that have the technical capability to manage the occupational health and safety issues of their employees…”*
2. The overall OH&S philosophy embodied in the EHS Guidelines is as follows:
* Preventive and protective measures should be introduced according to the following order of priority:
* Eliminating the hazard by removing the activity from the work process. Examples include substitution with less hazardous chemicals, using different manufacturing processes, etc.;
* Controlling the hazard at its source through use of engineering controls. Examples include local exhaust ventilation, isolation rooms, machine guarding, acoustic insulating, etc.;
* Minimizing the hazard through design of safe work systems and administrative or institutional control measures. Examples include job rotation, training safe work procedures, lock-out and tag-out, workplace monitoring, limiting exposure or work duration, etc.
* Providing appropriate personal protective equipment (PPE) in conjunction with training, use, and maintenance of the PPE.
1. The EHS Guidelines also require that prevention and control measures to minimise occupational hazards should be based on comprehensive job safety analyses (JSA). The CIU Safeguards Advisor will assist the contractor in undertaking the JSA and preparing its Safety Management Plan.

# Environmental and Social Management Roles and Responsibilities

1. Refer to the MIMIP ESMF (Section 8 and 11).
2. Environmental and social management capacity building (training) will be required.

# Potential Environmental and Social Impacts and Risks

1. The MIMIP will undertake activities across five atolls (six ports) in RMI. The activities will be undertaken in locations that are already disturbed. The environmental and social impacts envisaged for the MIMIP are predominantly temporary in nature and are associated with construction and upgrading activities.

## Land Access

1. There will be no land acquisition. No activities will be undertaken on private property.

## Community and Occupational Health and Safety

### Community health and safety

1. The potential risks to community health and safety are associated with the project’s construction phase and would mainly comprise minor dust and noise impacts and pedestrian/traffic hazards.
2. The works proposed are unlikely to result in a significant influx of workers due to their limited scale, none the less, some off-island workers may be required. Materials will be required to be imported. The additional shipping movements, although not significant in number, still represent potential for illegal movement of people e.g. human trafficking and/or the contribution to prostitution, harassment and violence.

### Occupational health and Safety

1. There are OHS hazards associated with construction work. Works over and around water increase hazards and construction methods, safety plans and training need to take this into consideration. The nature and duration of the works are such that OHS risks can be managed with good industry practices so that risks are minimized.

### Asbestos containing material

1. No asbestos containing material is anticipated to be encountered during the activities covered by this ESMP, although it is likely that such material exists within some of the port facilities.

## Waste Management

1. Any management of waste will need a specific waste management plan prepared, with minimization and recycling/reuse as well as treatment and disposal. This is for construction or for services where waste will be produced.
2. The quantities of waste generated from the MIMIP activities covered by this ESMP are likely to be small. There will be some packaging, small quantities of residual excavated material from fencing earthworks and possibly minor concrete removal, old quay furniture (bollards etc.) will also require disposing of. While the waste quantities are expected to be limited it is important that all waste is stored, handled and disposed of securely to ensure no leakage into the environment. No hazardous waste is anticipated

## Spills and Emergency Incidents

1. Hydrocarbon (fuel, oil, grease) spills are a real threat in ports due to the volumes of fuel that are associated with shipping and the proximity of sensitive marine environments. The risk of spills as a result of the proposed project activities covered by this ESMP is small, however good industry practice should still be adhered to with respect to management and disposal of hydrocarbon products.
2. The project will be seeking to reduce the impacts of any spills through the development or updating of Port Master Plans, design of marine infrastructure (e.g. drainage systems that incorporate oil traps), waste management plans, oil spill contingency plans, training and the provision of oil spill kits.

## Noise Impacts

1. Primarily associated with construction and expected to be of relatively short duration.
2. Selection and installation of generators needs to be mindful of nearby receptors.

## Air Quality

1. Air quality is unlikely to be affected due to the limited exhaust emissions from construction vehicles and machinery. Installation of backup power generators should be such that exhaust emissions during operation do no cause nuisance to nearby receptors.

## Water Quality Impacts

1. Water quality impacts are not expected as a result of the activities covered by this ESMP.

## Flora and Fauna Impacts

1. There is unlikely to be any significant impacts on both terrestrial and marine ecology.
2. The MIMIP will involve the erection of security etc. lighting around the ports. Light pollution can effect wildlife e.g. turtles and birds. These effects may include adverse effects to marine zooplankton behavior, adverse effects from fish aggregations at artificial light sources, potential effects on invertebrate spawning behavior where lunar phase is used as a cue and displacement and/or disorientation of some marine wildlife (particularly marine turtles (hatchlings and adults) and marine birds).[[1]](#footnote-1) Despite this, the impacts from the new lighting in the MIMIP are expected to be acceptable, particularly given the existing artificial lighting already in the area, particularly at Majuro (Delap and Uliga) and Ebeye and the modified shorelines around the ports at Majuro, Ebeye and Jaluit (these shorelines are unlikely to be suitable as significant sea turtle or seabird nesting areas). None the less, lighting design should consider potential impacts to marine fauna and ensure that light ‘spill’ is to be minimized.
3. All materials imported into RMI are subject to biosecurity regulations. As such, the risk of invasive pest introduction is small.

## Contractor bid documentation

1. Standard environmental and social contract clauses are to be used. See ESMF Annex I

# Risk Assessment and Mitigation Plan

1. An impact risk assessment was undertaken to assess the probability (expected, highly likely, moderately likely, not likely) and the impact of the risk (critical, severe, moderate, minor, and negligible). From this, a significance value was attributed to the potential impact (negligible, low, medium, high).

|  |  |
| --- | --- |
| Score | Rating |
| 5 | Expected |
| 4 | Highly Likely |
| 3 | Moderately likely |
| 2 | Not Likely |
| 1 | Slight |

Table 1 Rating of impact of risk

|  |  |  |
| --- | --- | --- |
| **Score** | **Rating** | **Definition** |
| 5 | Critical | Significant adverse impacts on human populations and/or environment. Adverse impacts high in magnitude and/or spatial extent (e.g. large geographic area, large number of people, transboundary impacts, cumulative impacts) and duration (e.g. long-term, permanent and/or irreversible); areas impacted include areas of high value and sensitivity (e.g. valuable ecosystems, critical habitats); adverse impacts to rights, lands, resources and territories of indigenous peoples; involve significant displacement or resettlement; generates significant quantities of greenhouse gas emissions; impacts may give rise to significant social conflict |
| 4 | Severe | Adverse impacts on people and/or environment of medium to large magnitude, spatial extent and duration more limited than critical (e.g. predictable, mostly temporary, reversible). The potential risk impacts of projects that may affect the human rights, lands, natural resources, territories, and traditional livelihoods of indigenous peoples are to be considered at a minimum potentially severe. |
| 3 | Moderate | Impacts of low magnitude, limited in scale (site-specific) and duration (temporary), can be avoided, managed and/or mitigated with relatively uncomplicated accepted measures |
| 2 | Minor | Very limited impacts in terms of magnitude (e.g. small affected area, very low number of people affected) and duration (short), may be easily avoided, managed, mitigated |
| 1 | Negligible | Negligible or no adverse impacts on communities, individuals, and/or environment |

Table 2 Rating of probability of risk

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Impact** | 5 | High | High | High | High | High |
| 4 | Medium | Medium | High | High | High |
| 3 | Low | Medium | Medium | Medium | Medium |
| 2 | Low | Low | Medium | Medium | Medium |
| 1 | Low | Low | Low | Low | Low |
|  | 1 | 2 | 3 | 4 | 5 |
| **Probability** |

Figure 1 Risk matrix

1. Table 3 lists the proposed activities by component, identifies potential impact, the phase, the pre-mitigation risk (based on Figure 1), proposed mitigation measures to manage the risk, the residual risk (post-mitigation) and who is responsible for implementing the mitigations.
2. Table 4 provides a proposed monitoring plan. Both plans can be amended if required e.g. alternative responsible parties may be agreed upon.

Table 3 Mitigation Plan

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Activity** | **Impact/s** | **Phase****(design / construction / operation)** | **Pre-mitigation Risk** | **Mitigation Measure** | **Post-mitigation risk** | **Responsibility** |
| **Component 2: Maritime Safety and Security** |
| Repair quay wall structures, replace quay furniture (fenders, bollards, ladders, curbs) at Delap, Uliga and Ebeye Docks | Health and Safety | C | Medium | * All work shall be in accordance with the World Bank Environment, Health and Safety Guidelines for Occupational Health and Safety.
* Contractors shall prepare and comply with an Occupational Health and Safety Plan, which will include a risk register and safe work method statements.
* Site-specific training to workers. PPE to be provided.
* Buoyance aids or life jackets to be available on vessels undertaking on and/or over water works. All workers to be aware of their location and trained in their use. Training attendance should be recorded.
* Contractors will be required to implement safety measures around construction sites to protect the public and dock workers and staff, including warning signs and information disclosure on potential safety hazards, and barriers to prevent public access to construction sites.
* Hindrance and obstacles for maintaining free access of the general public to local utilities, social gatherings and to public transport facilities will be minimized
 | Medium | Contractor |
| Non-toxic solid wastes (metal, packing, etc.) | C | Low | * Solid Waste Management Plan will be fully implemented.
* Where possible, purchase pre-fabricated goods to reduce waste
* Metal, cardboard and plastic to be recycled, where local facilities exist.
* Waste that cannot be recycled will be collected and securely stored prior to offshore disposal at a licensed facility.
 | Low | Contractor |
| Concrete waste water and slurry | C | Medium | * Concrete will be prepared in bunded hard stand surface. Silt fences to be established
* All waste water from concrete production will be collected and treated to lower the pH and allow particulates to settle out before being recycled for construction purposes or disposed of according to Solid Waste Management Plan.
* Solid and cured concrete waste is considered safe to be reused by the community or the Government of RMI for infrastructure maintenance.
* The Contractor’s will have a spill response plan in place to manage accidental spills or leakages of concrete waste water or slurry.
 | Low | Contractor |
| Importation of aggregate | D / C | Medium | * All imported aggregate will be subject to customs and quarantine clearance by Government of RMI.
* Additional treatment of aggregate will be undertaken should this be required by the Government of RMI.
* Ballast water from any cargo vessel chartered by the Contractor will comply with IMO Convention and Protocols re ballast water
 | Low | Contractor and Government of RMI |
| Construction impacts (noise, air, dust, etc) | C | Medium | * Contractor to develop a CEMP
 | Low | Contractor |
| Laydown areas | C | Low | * Laydown areas will be sited on government leased land.
* Areas will be securely fenced and security in place.
* Machinery should be washed down off site within a bunded location
* Run off from these bunded areas will be collected, treated and tested before being either reused for construction purposes or allowed to discharge into the environment, away from the marine environment. Discharge will be at a rate to allow absorption without causing surface flooding
* Stockpiles of sand shall be no more than 2m high, shall be bunded at the base using sandbags or similar to prevent sediment laden run off and erosion of stock piled materials. Stockpiles should be covered
* Segregated storage for solid waste will be provided. This area will be clearly marked and designed to ensure that as waste is secure.
* Worker inductions will include a tour of the laydown area and required practices from workers. Full compliance with PPE
* Spill response kits will be onsite, and workers trained in their use.
 | Low | Contractor |
| Access to public areas during construction | C | Medium | * Contractor to develop a CEMP
* Identify key user groups during Stakeholder Engagement.
* Conduct consultation with user groups to provide advice of planned disruptions to access.
* Ensure working areas are securely fenced and security on site during construction.
* Display notifications of predicted duration of disturbance of access and contact details for Grievance Redress Mechanism
 | Low | Contractor |
|  | Restricted access to Port facilities during safety improvement works | C | Low | * Port Authority to issue Notice to Mariners, Port Operations, ferry operators, tourism operators, commercial fishing fleets, etc., advising of timing and extent of works.
* Contractor to prepare work plan that enables Port access to be maintained
* Implement Stakeholder Engagement Plan
 | Low | RMIPA |
| Labour conditions | C | Low | * Employment conditons to comply with RMI law
* Seek opportunities to increase employment of women
 | Low | Contractor |
| Upgrade/provide fencing, gates, terminal lighting, backup generators, and CCTV systems to comply with ISPS requirements. | Health and safety | All | Medium | * As above
 |  |  |
| Earthworks:Sediment runoff from stockpiled material on land to marine environment | C | Medium | * Obtain earthworks permit from RMI EPA
* Contractor to ensure runoff from material stockpiles is contained and treated prior to any discharge.
* Contractor to develop and apply an EDSC Plan and Contaminated Soil Disposal Management Plan
 | Medium | Contractor |
| Disturbances to fauna  | D/C | Low | * Ensure all lighting is established so as it does not impact marine communities
 | Low | Contractor |
| Waste production | C | Medium | * Implement waste management plan
 | Low | Contractor |
| Construction impacts (air, noise, dust etc) | C | Medium | * Contractor to Develop CEMP
 | Low | Contractor |
| Labour conditions | C | Low | * Employment conditons to comply with RMI law
* Seek opportunities to increase employment of women
 | Low | Contractor |
| Access to public areas during construction | C | Medium | * As above
 | Low | Contractor / RMIPA |
| Community complaints | C / O | Low | * Implement Stakeholder Engagement Plan
* Implement GRM (ensure community aware of GRM)
 | Low | RMIP |
| Failure to maintain infrastructure | O | Medium | * Develop O&M plan
 | Low | RMIPA |
| Replace/upgrade Aids to Navigation for Majuro and Outer Islands (excludes Ebeye) | Disturbances to reef and/or benthic communities | C | Medium | * Utilize existing infrastructure where possible to minimise new impacts
* For the repair and upgrading of navigation aids including but not limited to the attachment of buoys and blocks to the deeper seabed in the anchorage, mitigation measures will be planned on a case-by-case basis - but will be either:
* the temporary relocation of coral heads/benthos for replacement when work is completed, and propagation of corals that may be damaged for return to the environment when work is completed; and/or
* removal of corals for later return, propagation of corals for later return and hardening of the impacted area to allow proper recolonization
 | Low | RMIPA |
| Health and safety | C | High | * As above
* Safety plans to include Work Over Water procedures
 | Medium | Contractor |
| Coastal shipping – recreational boating and commercial shipping - disruption to shipping during project activities | C & O | Low | * Ensure Notice to Mariners and shipping notice are issued, advising of activities, dates, and safe clearance for other activities.
* Port Authorities to advise local shipping of activities and avoidance measures.
* Implement Stakeholder Engagement Plan
* Contractors to provide written statement that marine navigation lights and other national maritime measures are closely followed by contractors’ vessel at all times.
 | Low | RMIPA |
| Construction impacts | C | Medium | * Contractor to prepare CEMP
 | Low | Contractor |
| Backup generators for Delap Dock (50 kVa) and Ebeye Dock. | Health and safety | C / O | Medium | * As above
 | medium | Contractor / RMIPA |
| Noise | O | Medium | * Meets criteria – has appropriate muffling devices and/or acoustic shielding
* Locate such that will not cause nuisance to sensitive receptors
 | Low | RMIPA |
| Air quality - emissions | D | Low | * Ensure equipment selected is acceptable in terms of emissions
* Ensure exhaust is located such that emissions do not cause nuisance
 | Low | RMIPA |
| Air quality | O | Low | * Ensure machinery used is well maintained and services
* All machinery to use low emission fuels
 | Low | RMIPA |
| Spill Kits for Delap, Uliga, Ebeye, Arno, Jaluit and Wotje Docks, and 150m containment boom systems for Delap and Ebeye Docks. | Lack of training | O |  | * Preparation and establishment of an emergency response plan following the template in the ESMF including but not limited to the Oil Spill Plan
* Undertake training in emergency procedures
 |  |  |
| Storage and maintenance | O | Medium | * Appropriate locations and storage
* Develop and implement an O&M plan
 | Low | RMIPA |
| Contaminated waste (when used) | O | High | * Develop an contaminated waste plan
* Train personnel in disposal
 | Medium | RMIPA |
| TA to assess options for scanner, including objective, risks, requirements, fixed versus mobile systems, costing. | Lack of environmental and social input | D | Low | * ToR to include ESMF
* Implement Stakeholder Engagement Plan
 | Low | RMIPA |
| **Component 3: Technical Assistance for Port Planning and Project Management** |
| Prepare designs and supervise maritime infrastructure works | Range of environmental and social issues not considered | D |  | * ToRs to include ESMF
* Target sustainable design/materials
 |  |  |
| Climate change impacts | D |  | * Include climate change adaptation measures in the design of safety improvement works
 |  |  |
| Contaminated runoff | D |  | * Drainage design to include sediment/gross pollutant, oil and grease traps
 |  |  |
| OHS | D & O |  | * Comply with OHS requirements
* Undertake Safety In Design reviews
 |  |  |
| Review institutional and governance arrangements for port management | Lack of capacity within institutions |  |  | * Identify capacity deficiencies and provide training
 |  |  |
| Prepare strategic development plans, review port operations, including development of security, site safety, efficiency, waste management, and compliance requirements, and maintenance regimes for Delap, Uliga, and Ebeye Docks | Impacts multiple and diverse port users | O | Low | * Range of potential issues raised in ESMF to be considered in planning.
* Consider existing, future port user (commercial and public) needs as well as climate change impacts in preparing Port Master Plans
* Ensure stakeholder engagement during plan development
* Gender Based Violence and Human Trafficking Code of Conduct training
* Prepare oil spill contingency plans
* Develop solid waste management plan recognizing limitations of waste disposal within RMI
* Consider opportunities for increasing role of women within maritime sector
 | Low | RMIPA |
| Failure to fully integrate port practices | D | Medium | * Implement Stakeholder Engagement Plan
* Ensure plans consider existing and future needs
* Incorporate climate change impacts into plans
* Incorporate best practices from ports elsewhere
* Review and update training programs
 |  |  |
| Critical issues missed | D / O | Low | * Engage appropriately skilled and experienced personnel to undertake studies
* Consult widely – implement Stakeholder Engagement Plan
* Draw on lessons learnt from existing and other ports
* Independent technical review of plans
 | Low | RMIPA |
| Capacity building initiatives to better operate and regulate the project docks (SAR awareness, ISPS training, use of spill kits & booms, etc.). | Loss of skills through staff movement | O | High | * Diverse training – multi-level
* Train-the-trainers to assist in sustainability of training
* Implement mentoring system to build capacity and succession planning
 | Medium | RMIPA |
| Training not targetted at correct people | O | Medium | * Undertake needs assessment
* Ensure selection of trainees is appropriate and equitable
* Train a diversified mix of personnel (age, sex, level of authority)
 | Low | RMIPA |
| Failure to engage | O | Medium | * Implement Stakeholder Engagement Plan
 | Low | RMIPA |
| Failue to continue to train / upskill staff | O | Medium | * Develop an ongoing training program
* Undertake regular practice excercises eg spill scenario drills
 | Low | RMIPA |
| Gender issues ignored | O | Medium | * Implement Gender Action Plan
 | Medium | RMIPA |
| Registries Assessment and Options Analysis | Difficulty obtaining information | D | Medium | * Identify information needs
* Collaborate with various agencies to acquire data
* Request data early
* Implement Stakholder Engagement Plan
 | Low | RMIPA |
| Lack of industry engagement | D | Medium | * Implement Stakeholder Engagement Plan
* Consult widely – particularly with vessel owners
 | Low | RMIPA |
| Lack of local experience | D | Medium | * Recruit suitable personnel to undertake review / options analysis
 | Low | RMIPA |
| Employment opportunities for women. | Lack of local capacity | D / C / O | Medium | * Engage with CBOs and NGOs
* Develop gender sensitive training programs
* Develop mentoring system
* Set employment targets and encourage women to apply for roles
 | Low | RMIPA |
| Sexual discrimination and bullying | O | High | * Implement Gender Action Plan
 | Medium | RMIPA |
| Ingrained practices | O | Medium | * Engage with CBOs and NGOs
* Implement Gender Action Plan
 | Medium | RMIPA |
| Project management support. | Lack of local skills | D / C/ O | Medium | * Recruit for required skills
* Develop mentoring / training program to help build local skills
 | Low | CIU / RMIPA |
| Lack of E&S skills | C / O | Medium | * Utilise CIU Safeguards Advisor to help build capacity
 | Low | CIU |
| Incremental operating costs for Project-related travel and communications. | Budget blowoutsCorrupt practices | C /O | High | * Annual budget reviews
* Plan travel to maximise shared transport or use of existing commercial travel
* Implement cost control measures (approval processes etc)
 | Medium | RMIPA |

# Public Consultation and Information Disclosure

## Stakeholder Engagement Plan

1. See ESMF Section 9

## Grievance Redress Mechanism

1. See ESMF Section 10

Table 4 Monitoring Plan

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Issue** | **What****parameter is to be monitored** | **Where****is the parameter to be monitored** | **How****is the parameter to be monitored/type of monitoring equipment** | **When****is the parameter to be monitored – frequency of measurement or continuous** | **Responsibility** |
| Design and Pre-Construction Phase |
| Solid and hazardous waste | Approved Solid Waste Management Plan established |  | Audit | Prior to construction | Safeguards Advisor |
| Health and safety | Gender Based Violence and Human Trafficking Code of Conduct training and acknowledgements have been conducted |  | Review of records / audits | At time of training / audits | Safeguards Advisor |
| Occupational Health and Safety Management Plan in place  |  | Review of plan |  | RMIPA / Contractor |
| All workers have undergone appropriate Occupational Health and Safety training |  | Review of records / Audit | Prior to construction | Contractor |
|  |  |  |  |  |  |
| Earthworks | EPA permit for installation works is approved |  | Issue of permit | Prior to construction commencing | Contractor |
| EDSC and Contaminated Soil Disposal Management Plans established |  |  |  | Contractor |
| Soil and water pollution | Appropriate spill response plan in place |  |  |  | RMIPA |
| EDSC and Contaminated Soil Disposal Management Plans established |  |  |  | RMIPA |
| Materials Supply | All imported materials to comply with appropriate biosecurity clearances |  |  |  | RMIPA |
|  |  |  |  |  |  |
| Laydown areas | Laydown areas established on pre-approved sites | On-site |  | Prior to construction | Contractor |
|  | Bunding to be established (if required) | On-site |  |  | Contractor |
|  |  |  |  |  |  |
|  | Fencing and/or appropriate signage in place to restrict access | Construction sites | Site inspection | Prior to construction |  |
| Construction / Implementation Phase |
| Health and Safety | OHS plans / JSAs complied with |  | Safety Audits | Quarterly | Safeguards Advisor |
| Workers have access to, and using appropriate, PPE for the task. |  | Site inspections | Daily | Contractor |
| All workers have undergone appropriate Occupational Health and Safety training. A register to be kept |  | Safety Audits | Quarterly | Contractor |
| Proper briefing of staff before undertaking work activities |  | Safety Audits | Daily | Contractor |
| Public notified of activities/closures that may affect use of port and surrounds |  |  |  | RMIPA |
| Public signage of complaints procedure |  |  |  | RMIPA |
| Signs and fences restrict or direct pedestrians and public where appropriate |  |  |  | Contractor |
|  |  |  |  |  |  |
| Soil and water pollution | Full compliance with EDSC Plan and Contaminated Soil Disposal Management Plan  |  |  |  |  |
|  | Appropriate spill response plan/kit in place for waste area |  |  |  | RMIPA / contractor |
|  | No visible spills on soil or uncovered ground. Any spills immediately reported and managed |  |  |  | Contractor |
|  | Drainage, water treatment and soakage systems clear and fit for purpose |  |  |  | Contractor / RMIPA |
| Solid and hazardous waste | Approved Solid Waste Management Plan effectively implemented |  |  |  | Contractor |
|  | Waste collection area is secure, well signed and clean |  |  |  | Contractor / RMIPA |
|  | Hazardous waste is stored according to SWMP |  |  |  | Contractor |
|  | Good housekeeping around MIMIP sites |  |  |  | Contractor / RMIPA |
|  |  |  |  |  |  |
| Operations Phase |
| safety |  |  |  |  |  |
| waste |  |  |  |  |  |
| SEP |  |  |  |  |  |
|  |  |  |  |  |  |

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