THE REPUBLIC OF FIJI

Ministry of Tourism and Civil Aviation

Fiji Tourism Development Program in Vanua Levu – Phase I
'Na Vualiku'

World Bank: P178694

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK

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1 Introduction

The Government of Fiji (GoF) is seeking US$61.5 million in project financing for Phase I of the Fiji Tourism Development Program in Vanua Levu or 'Na Vualiku' (the Project). The Project is the first phase of an overlapping 3-phase tourism development program in Vanua Levu that will support the realization of Fiji's national development, private sector growth, and green growth plans. The Project aims to set the foundations for sustainable tourism in Vanua Levu. The Ministry of Tourism and Civil Aviation (MTCA) will be the primary Implementing Agency (IA) along with three other IAs including Fiji Roads Authority (FRA), Fiji Airports, and Savusavu Town Council. This document is focused on the Project (Phase I of the MPA) and does not assess the risks and impacts associated with the broader Multiphase Programmatic Approach (MPA).

This Environmental and Social Management Framework (ESMF) sets out the principles, policies and procedures for environmental and social protection that the GoF will employ in the context of the Project. The rationale of using an ESMF instead of project-specific environmental and social assessment and management plans, is that the exact locations of project activities have not been yet confirmed, and the type and magnitude of the environmental and social impacts will not be known until a later stage of sub-project preparation. No physical works will be undertaken until the sub-project risk management instruments are prepared and disclosed.

The purpose of this ESMF is to guide the MTCA, FRA, Fiji Airports, Savusavu Town Council, and any other Sub-component project proponents on the environmental and social screening processes and subsequent assessments during implementation, including developing activity-specific plans in accordance with the country policies and the World Bank (WB) Environmental and Social Framework (ESF).

The scope of this ESMF includes procedures relevant to the development of all activities, including how to conduct screening of project activities to assess the environmental and social risks and impacts and identify mitigation measures, as part of activity-specific assessment and plans. This ESMF is supported by the following stand-alone instruments: Labour Management Procedures (LMP), Land Acquisition and Resettlement Framework (LARF), Stakeholder Engagement Framework (SEF), Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) Assessment and Action Plan (to be developed), Project Operational Manual (POM); and other specific plans that have been or will be prepared for the Project. This ESMF will allow the GoF to clarify, to the extent possible and based on existing information, the approach that should be taken at the activity level, in accordance with the WB ESF.

2 Project Description

2.1 Project Summary

The Project runs from year 1 to year 6 (between June 2023 and June 2029) of the 3-phase MPA. It will set the foundations for sustainable tourism in Vanua Levu. It will directly tackle the major barriers to tourism growth, namely, insufficient transport infrastructure and essential services, uncoordinated plans and institutions, limited private sector and community engagement in the tourism sector, and vulnerable environmental assets and natural resources. Phase I investments will identify and rollout: a) support for integrated tourism master planning and sector and destination coordination activities, as well as pilot support for post-COVID-19 MSME recovery and expansion to enhance services and products, access to finance, and skills development, particularly targeting women; b) improvements in the environmental sustainability of tourism assets and safeguard ecosystems; c) the upgrade of critical and urgent

infrastructure (for example, improving the configuration, safety, and resilience at Savusavu and Labasa domestic airports, and upgrading the Cross Island Road linking Labasa and Savusavu into a safer and more resilient scenic road), selected no-regret investments in essential facilities (such as solid waste management), cityscape enhancement in Savusavu and Labasa with a community-driven approach, and feasibility studies for medium- and longer- term infrastructure investment options to be implemented in the following phases; and d) institutional capacity building to support deeper engagement in subsequent phases. Environmental and Social risks, such as gender-based violence and sexual harassment that could be exacerbated by increased tourism and construction activities, will be assessed and addressed through the Environmental and Social Commitment Plan, and mitigation measures will be supported throughout each phase of the project.

The Project Development Objectives (PDOs) of the Project (Phase 1 of MPA) Phase I of the MPA are to strengthen targeted infrastructure and essential services, increase coordination and private sector participation in tourism, and enhance environmental sustainability of tourism assets.

The following results indicators have been identified to measure the achievement of Phase I's PDOs.

a. Number of people with access to resilient infrastructure (air and road transport).
b. User satisfaction with essential services provision (disaggregated by gender).
c. Whole-of-government Integrated Tourism Master Plan developed and endorsed.
d. Number of tourism MSMEs with increased or new sales (gender-disaggregated).
e. Number of new locally managed marine areas established in Vanua Levu.

2.2 Project Subcomponents

The proposed Project components and sub-components are:

Component 1: Overcoming Barriers and Developing Sustainable Tourism (US$12million)

This component aims to address three out of the four main barriers to developing Vanua Levu into a sustainable and resilient tourism destination, namely: i) uncoordinated plans and institutions; ii) limited entrepreneurship support, especially for community and women's engagement in tourism; and iii) vulnerability to natural and climate-related hazards. It will also protect and restore ecosystems through strengthening natural resource management and biodiversity conservation. Component 1 is assigned to Pillar 3 of the Global Crisis Response Framework (GCRF). It will be implemented by MTCA with technical partners Tourism Fiji (1a), Ministry of Trade, Co-operatives, Small and Medium Enterprises (MTCSME) (1b), National Trust (1b), Department of Environment (1c), Ministry of Forestry, Ministry of Fisheries (1c), and Ministry of Rural and Maritime Development and Disaster Management (MRMD) (1d).

Sub-Component 1a) Integrated Tourism Master Planning and Destination Development

The investments under this subcomponent are essential to sustainable and resilient destination development in Vanua Levu and will set the foundation for long-term tourism growth and community benefit. Investments will begin with a strategic environment and social assessment to identify risks and mitigation measures. Investments will then finance technical assistance and build capacity to develop an Integrated Tourism Master Plan (ITMP). The ITMP process will bring together the numerous existing plans for development in the Northern Province to create a framework for sustainable tourism growth, destination management, and promotion, and will mainstream gender and climate change considerations. It will specifically outline investment, institutional, policy, and workforce development strategies; detailed

geospatial planning, including integrating with the Blue Town Concept in Savusavu; town plans for Savusavu and Labasa, including traffic management and drainage; human resource and community development needs and plans; and environmental, social, economic, and cultural opportunities and constraints. On the latter, it will describe what is required to mitigate against increased gender-based violence risks. It will also identify existing and planned private sector investment and create a mechanism to coordinate investment pipelines and planning (in coordination with IFC and IF). The ITMP will include forecasted tourist arrival and population growth data to inform future investment in infrastructure for essential service and air and road connectivity. It will anticipate targets for needed private sector investment and improved liveability for the local populations. To take advantage of economies of scale, the ITMP will also include Taveuni. This subcomponent will also support implementation of the ITMP by developing a coordination and sustainable financing mechanism to guide and fund destination management and development in Vanua Levu, and to raise awareness of Vanua Levu in target, high-value markets through a marketing plan. For example, this could include the development of a destination management organization and specific tourism promotion activities coordinated with and supported by the private sector. The latter will be done in partnership with key stakeholders Tourism Fiji and the private sector. A cohesive and comprehensive climate resilient ITMP will lead to a reduced carbon footprint from tourism and mitigated climate change impacts.

A Strategic Environmental and Social Assessment (SESA) will be prepared to systematically examine the environmental and social risks and impacts that could be generated by implementing the ITMP. It will cover both Vanua Levu and Taveuni. The SESA will be prepared in two stages. A draft SESA will be prepared prior to the development of the draft master plan to inform its development. The final SESA will be prepared to assess the environmental and social risks associated with the final ITMP.

Sub-Component 1b) Tourism MSME Recovery, Expansion and Skills Development

Investments will expand tourism private sector development, with a particular focus on women's role and engagement in the sector. Activities include: improving information dissemination and coordination; enhancing tourism skills to create higher-quality visitor experiences; facilitating community benefit from tourism; and supporting development of tourism-related goods and services, such as handcrafts. MTCA will pilot targeted intervention to support MSME development, private sector partnerships with communities, community-based tourism development, and women-led enterprises, through tailored outreach, skills development, and access to finance. Targeted pilot support for women running microenterprises at the community level focused on handicraft and cultural products will further enhance women's economic empowerment and decrease the gender gap in earnings at the community level. Financed activities will include (i) activities related to the design and implementation of the pilots; and (ii) pilot interventions to provide access to finance and skills for MSEMs. Activities in the former will include a detailed enterprise survey, technical assistance to design the pilot, awareness raising with enterprises and communities, capacity building and training, and technical assistance to evaluate and modify the pilot for full roll out in Phase II. Activities in the latter will invest in financing and skills for MSMEs and will be provided through interventions including matching grants for the provision of business advisory services to support innovation, community development works, and production expansion for women's cultural industries enterprises. The MSME development activities will support three types of enterprises: individual MSMEs, community-based tourism enterprises, and women's cultural industries enterprises. MSME development activities will also be available to businesses and communities in Taveuni, based on a competitive process.

Priority investment will be made to rehabilitate and expand the tourism offering in Waisali Rainforest Reserve (a protected area). Activities to be financed include: rehabilitating hiking trails; an education and visitor center, and sanitation facilities; and interpretation. To enhance tourism capacity, maintain quality experiences, promote private sector involvement, and improve conservation outcomes, the Project will provide technical assistant to the National Trust to develop and implement a public-private approach for managing the Waisali Rainforest Reserve. This will benefit local communities by enhancing the Reserve's ability to provide climate change adaptation and mitigation ecosystem services.

Sub-Component 1c) Strengthening Natural Resource Management and Biodiversity Conservation

Subcomponent 1c will support addressing climate change issues by improving the capacity of communities to effectively manage and maintain the sustainability of locally managed marine areas (LMMA) within their locale. In addition, the food security, livelihood, and biodiversity outcomes of most concern due to climate change can be mitigated to a great degree through the implementation of a climate–adaptive natural resource management approach for the LMMA. LMMA encourage the sustainable use and development of natural resources and ecological processes. The objective is to ensure that degradation does not occur, and communities dependent on these resources are provided with a healthy ecosystem that supports and can sustain their food security and livelihood. The activities that will be supported through the subcomponent include the expansion of LMMA, development of protected area management plans to manage the LMMA, and strengthened policy, monitoring, and enforcement for protected areas. The Project will also finance stakeholder consultation, awareness raising for communities, non-governmental organizations (NGOs), and tourism operators about the need for and benefits from environmental conservation, and strategies to achieve it. Just transition principles will need to be considered to mitigate livelihood and/or cultural impacts on local communities; community benefits and possible employment in conservation activities will be explored. By strengthening and incorporating natural resource management and biodiversity conservation, the Project aims to protect and restore ecosystems providing crucial services, such as coastal protection and carbon sequestration, leading to reduced vulnerability to climate change impacts and natural disasters. Finally, this subcomponent will explore the possibility of achieving UNESCO Biosphere Reserve status for Natewa Bay and Peninsula, an area of unique biodiversity.

Sub-Component 1d) Emergency Management and Preparedness for Tourism

This subcomponent will help Vanua Levu improve disaster preparedness, contingency planning, and recovery for a safer and more competitive tourism sector. Investments will be based on the World Bank–developed Emergency Preparedness and Response (EP&R) Program that includes a series of well-established tools to assess and design comprehensive system improvements. Specific investments will include: disaster risk reduction planning, updating and/or developing early warning systems, safety and security systems; purchasing weather monitoring equipment; developing and/or revising emergency response plans (including for tourists and tourism facilities); and capacity building. Additionally, this subcomponent will include investments in improving the ability of local medical staff and the tourism private sector to respond to emergencies, through training, improving capacity, and providing in-facility and field emergency equipment in the government medical facility. Enhancing emergency management and preparedness for tourism will improve communities' and tourism sector stakeholders' capabilities in preparing for, responding to, and recovering from climate-related events and natural disasters.

Collectively the Project adopts a multifaceted approach to boosting Fiji's resilience to climate change and natural disasters by focusing on destination management, conservation, climate-resilient tourism infrastructure, natural resource management, emergency preparedness, and capacity building.

Component 2: Building Resilient Tourism Infrastructure (US$40.5million)

The investments under this component address the remaining key barrier to tourism in Vanua Levu—namely, insufficient infrastructure and essential services in Vanua Levu. The component will focus on: (a) investments in improving existing air and land transport connectivity infrastructure and services; (b) essential facilities upgrades and investments in local population services and natural resource protection to meet urgent needs and resilience standards; and (c) improving the cityscapes of key tourism hubs in Vanua Levu through interim and permanent interventions. The Project will finance planning and direct investments in all three areas, which will be expanded during future program phases. Phase I will give immediate attention to urgent infrastructure and essential service gaps that benefit the local population and increasing Vanua Levu's capacity to sustainably accommodate a growing number of tourists. All new and upgraded infrastructure will take a people-centric approach and be designed considering the specific needs of women; women will be targeted in engagement processes to ensure their perspectives are incorporated. Component 2 is assigned to Pillar 4 of the GCRF. The component will be overseen by MTCA and subcomponents will be implemented by Airport Fiji Limited (2a), Fiji Roads Authority (2a, 2c), and Savusavu Town Council (STC) (2b, 2c) with technical partners the Water Authority of Fiji (2b), Department of Environment (2b) and Energy Fiji Limited (2b).

Subcomponent 2a) Connectivity Infrastructure Investments

This subcomponent will address the critical issue of connectivity to and around Vanua Levu, which has been a binding constraint on the island's tourism and investment potential. Investments will be made in two domestic airports in Vanua Levu, Savusavu and Labasa, as well as the road connecting these two towns.

The limited convenient, regular, affordable, and quality air access to Vanua Levu has hindered the growth of the island's tourism industry. Currently, Savusavu and Labasa domestic airports offer direct flights connecting to Nadi (the tourism hub) and Suva (the business hub). However, both airports face infrastructure challenges that impact the safety, frequency, and weight limits of flights. Labasa Domestic Airport, located near the divisional capital and business hub of Labasa, primarily services domestic and business travellers and can receive ATR 72s with weight restrictions. However, air capacity and flight services to Labasa are limited due to the runway's length, limited approach caused by nearby hills, and the lack of automated weather reporting systems. Additionally, Airport Fiji Limited has reported issues with the stability of the land and regular flooding of the access road. Savusavu Domestic Airport serves mostly international leisure tourists and residents and can only receive Banderaintes and Twin Otters with significant weight restrictions. Currently, both airports lack real time weather reporting, which can result in plane reroute, circling the airport in air, and even return to the departure airport due to unreported bad weather conditions.

To address these challenges, this subcomponent will finance investments in the design, supervision and construction of airport upgrades to improve the service quality, safety, reliability, and climate resilience of both the Savusavu and Labasa domestic airports. This includes investments in: design and supervision engineers to prepare specifications for works, equipment, monitoring of civil works, runway pavement rehabilitation and drainage to enhance their resilience against increasing extreme weather events and

tropical cyclones; navigation aids; weather monitoring equipment; aircraft rescue and firefighting facilities; and remote tower technology. Additionally, the Project will support passenger terminal upgrades in Savusavu to enhance security and convenience for passengers by separating and expanding processing functions, with designated spaces for check-in, security screening, baggage handling, waiting, and boarding. To create a more cohesive and attractive travel experience for visitors, the terminal designs will incorporate local elements to reinforce each destination's unique character and cultural appeal. The subcomponent will finance a feasibility study on the best option resulting from the pre-project TA in preparation for Phase II of the Program. These efforts aim to make air travel more affordable, accessible, and convenient for travellers in Fiji, particularly those traveling to and from Vanua Levu.

The subcomponent will also support the upgrade of the Cross Island Road linking Labasa and Savusavu into a safer, more resilient, scenic road. Currently, it is the island's most traveled road but underdeveloped. Although the 95-kilometer road has a fairly good, sealed pavement, critical upgrade is needed to improve its functionality, safety, and climate resilience to benefit both tourists and locals. Improving the transport service on this link road can significantly enhance tourist experiences. Furthermore, the road itself has potential to be a scenic drive that can become a tourist attraction. Based on the outcomes of the pre-Project TA, the subcomponent will finance: (i) safety that include installing road safety barriers, signages, raised reflective pavement markers (RRPMs), and constructing passing lanes and runaway truck ramps; (ii) climate resilience measures, such as improving drainage to reduce the risk of flooding and erosion, slope stabilization and vegetation planting to prevent landslides from occurring, and providing technical assistance to establish a climate-informed road accident database; (iii) scenic road development that involves small infrastructure, such as proper lookouts, rest stops, and navigation and informational signs directing road users to the nearby tourist attractions; (iv) improving transport services infrastructure on the link road (e.g. bus stops); and (v) the design and supervision engineers to prepare and monitor the works.

Subcomponent 2b) The Resilient Essential Facilities and Services Investments

This subcomponent aims to invest in essential facilities and services in tourism hotspots in Vanua Levu to ensure that the island's success as a tourist destination is sustained and livelihoods of the local population are improved. This subcomponent contains three parts. First, the development of a new solid waste management facility for Savusavu and rehabilitation of the existing Savusavu dump site. Solid waste management infrastructure in Vanua Levu is not sufficient for the current demand (33,000 tonnes per year) and waste is seeping into adjacent mangroves. This poses a threat to the marine habitat that underpins the island's potential for tourism growth. Savusavu Town Council has identified and secured a site for the new solid waste management facility. Second, a feasibility study for wastewater management infrastructure and systems in Savusavu on state-owned land, with climate considerations incorporated in the design as well as a few decentralized small-scale pilots of sewage treatment facilities with household connections. The Project will also support WAF in formulating its "Water Sector 2050 Strategy", which will investigate options for a circular economy, lay out its water supply and sanitation investment plans in Vanua Levu, and promote cross-sector coordination between water, energy, and urban development. Third, a renewable energy pilot program through installing rooftop solar on targeted public buildings, such as the municipal council buildings in Labasa and Savusavu, and the Savusavu market (under construction), followed by an options analysis on scaling up renewable energy development in Vanua Levu. Fiji is preparing an Investment Plan for the Renewable Energy Integration (REI) under the Climate Investment Funds (CIF). The REI aims to support the Government of Fiji to increase the flexibility of energy systems and

to address the constraints to the development and integration of renewable energy. The Investment Plan is expected to be completed in December 2023 where priority investments will be identified for financing by multilateral development banks (ADB and WBG). The REI Investment Plan will serve as an input towards the renewable energy options analysis under the project and potential future energy engagements. These pilot programs could be scaled up in the next phase.

Subcomponent 2c) Cityscape Improvement of Savusavu and Labasa

This subcomponent will enhance the functionality and attractiveness of both towns, improve livelihood options for locals, and increase visitor satisfaction. The nature and scale of improvements will be determined in the proposed Integrated Tourism Master Plan and may include road improvements in Savusavu to remove congestion. In parallel, the Project will aim to invest in cityscape improvement quick wins through community-driven interim interventions in both Savusavu and Labasa. These quick wins will use local materials and labour to create temporary urban spaces while larger and more permanent investments in Savusavu are being planned for Phase II and III of the Program. These interim interventions will serve as a practical and cost-effective way to enhance the aesthetic appeal of the towns, providing locals and visitors alike with attractive public spaces to enjoy.

By investing in connectivity, essential services, and cityscape improvements in Savusavu and Labasa, the Project aims to bolster the built environment's physical resilience and local communities' capacity to withstand climate change impacts and natural disasters.

Component 3: Tourism Capacity Enhancement and Project Management (US$9million)

The investments under this component will address capacity challenges to improve institutional coordination between implementation agencies and enhance the enabling environment for private sector-led sustainable tourism. Component 3 is assigned to Pillar 4 of the GCRF. It will be implemented by MTCA with technical partners iTaukei Land Trust Board (3a), FRA (3a), WAF (3a), and National Trust of Fiji (3a).

Subcomponent 3a Institutional Strengthening and Capacity Building

The Project activities will support policy and regulatory enhancements and institutional capacity enhancements to unlock tourism investments for both large and MSME investors. The capacity of statutory bodies related to tourism and private sector development will also be built, including working with the TLTB to develop tourism land leasing products for adventure and nature-based tourism investors and streamlining processes for community and private sector investors. Furthermore, the Project will focus on building the capacity of statutory bodies, such as FRA, WAF, and the National Trust of Fiji, to develop and manage sustainable and resilient infrastructure.

Subcomponent 3b Project Management

To address gaps in sector coordination and project management, coordination mechanisms, including a project steering committee, will be established and institutionalized to support intra-government coordination and project management. The subcomponent will support the establishment of the Central Project Management Unit (C-PMU) at the beginning of the Project. It will also invest in ongoing project management and implementation capacity, including for financial management and procurement administration, monitoring and evaluation, and management of environmental and social risks, to ensure timely and quality delivery of project activities and results.

The component aims to improve the enabling environment for tourism and capacity building through institutional strengthening, capacity building, and developing policies and strategies that promote climate-resilient practices and infrastructure within the tourism sector.

Table 1 - Components and Key Activities Cost Estimates

Project Component and Key Activities	Budget (US$ millions)
Component 1: Improving Destination Management, Coordination and Conservation	12.0
Component 2: Building Resilient Tourism Infrastructure	40.5
Component 3: Improving Enabling Environment for Tourism and Capacity Building and Project Management	9.0
Total	**61.5**

2.3 Summary of Key Project Activities

The Project includes technical advisory (TA), such as the development of a tourism master plan, feasibility/design, capacity building, and small to medium scale civil, construction, and rehabilitation works. Component 1 will focus on (a) integrated tourism master planning and destination management and coordination; (b) tourism MSME recovery, expansion and skills development to increase market-driven tourism products and services; (c) natural resource management and biodiversity conservation to protect tourism's underlying assets; and (d) emergency management and preparedness for tourism. Component 2. focuses on (a) investments in improving existing air connectivity infrastructure and services; (b) essential facilities upgrades and investments required for local population services and natural resource protection to meet urgent needs and resilient standards; and (c) cityscape improvement of key tourism hubs in Vanua Levu through interim and permanent interventions. Component 3 activities focus on capacity building and improving the enabling environment for tourism through advisory and capacity building activities.

The types of proposed project activities can be summarized into the following general activity types (Table 2) which are assessed and screened for their environmental and social risks in Chapter 5.

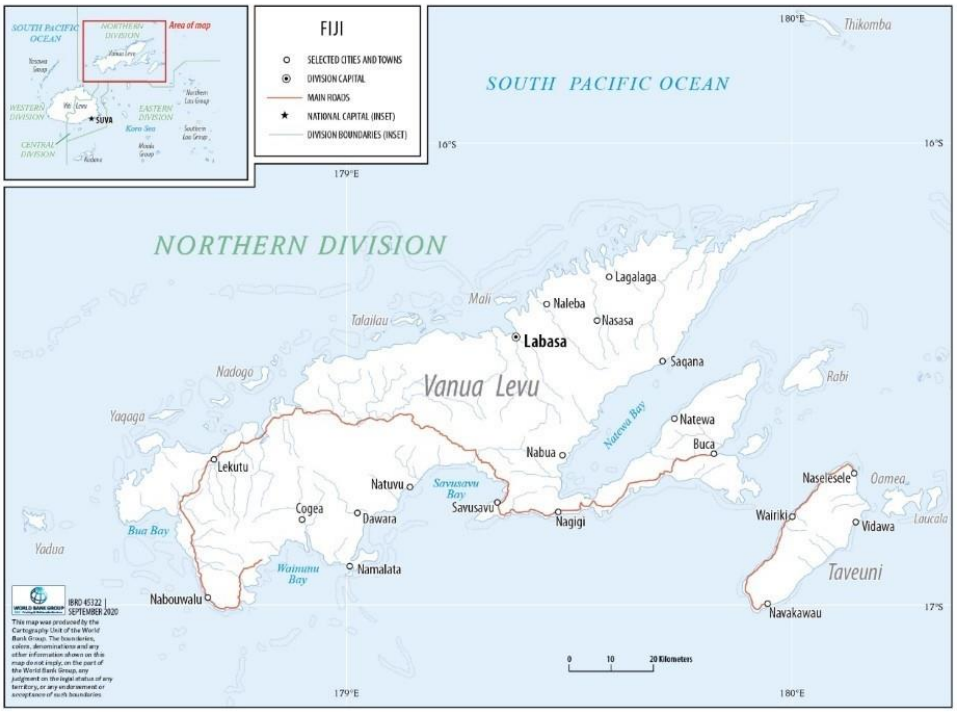
Table 2 – Summary of Proposed Project Activities

Project Activity Type	Description
Technical Advisory Activities	• Tourism Master Plan (TMP) (component 1a.) • Strategic Environmental & Social Assessment (component 1a.) • Strategic Marketing Plan Design & Implementation (component 1a.) • TA to inform the design of Marine PAs in Vanua Levu (component 1c.) • PA management plans & awareness raising (component 1c.) • TA – UNESCO Biosphere Reserve Status for Natewa Bay (component 1c.) • Development of tourism-specific EP&R plan with sub-sector contingency plans (component 1d). • Emergency & crisis communications plan & multi-hazard early warning system for tourism operators & visitors (component 1d). • Feasibility study for a potential green field airport in Vanua Levu (component 2a.) • Technical studies, ESIAs, supervising engineer consultancy for the landfill & dump rehab. work (component 2b) • Feasibility study for Savusavu wastewater management infrastructure & systems (component 2b) • Support WAF to develop "Water Sector 2050 Strategy" (component 2b) • Options analysis for renewable energy in VL (component 2c)
Institutional Capacity Building	• Strengthening MSME support programs & coordination to increase tourism products and support CBT for Vanua Levu and Taveuni (component 1b.) • Upgrading management capabilities in Waisali Forest Reserve (component 1b.) • Capacity building for local medical staff & tourism officers on handling tourism-related emergencies (component 1d.) • Capacity building for TLTB in land leasing product for adventure tourism access to community trails & land (component 3a.) • Streamlining processes & institutional capacity building to facilitate tourism (component 3a.) • Establishing the MTCA PMU (component 3b.)
Infrastructure Installation/Upgrades	• Small-scale tourism infrastructure & equipment (component 1b) • Rehabilitation/expansion of walking/hiking trails & the development of a visitor & species education center in Waisali Forest Reserve (component 1b.) • Facilities & equipment for combined pandemic/climate early warning, emergency preparedness & management (component 1d.). • Savusavu Airport Upgrade (terminal, parking space, pavement, automated weather station and navigation aids) (component 2a.) • Labasa Airport Upgrade (parking space, pavement, automated weather station and navigation aids) (component 2a.) • Improvements to Savusavu / Labasa Cross Island Road (component 2a.) • Savusavu & Labasa cityscape improvements (foreshore upgrades, visitor welcome center, public space, city roads, road and pedestrian safety, bike lanes) (component 2c)
Waste Management System Enhancements	• Develop new landfill/solid waste management system for Vanua Levu (component 2b.) • Rehabilitation of Savusavu dumpsite (capping, reveg., runoff mgmt.) (component 2b.) • Small-scale pilot sewerage treatment facility Savusavu town center (component 2b.)
Rooftop Solar Installations	• Savusavu & Labasa Town Council buildings & Savusavu market rooftop solar installations (component 2b)

2.4 Project Location and Beneficiaries

The Project activities will be concentrated on Vanua Levu, Fiji's second largest island and part of Fiji's Northern Division (Figure 1). Vanua Levu hosts approximately 130,000 inhabitants, or about 15% of the country's population in just under 5,600 square kilometres of rough, hilly terrain and coastline surrounded by coral reefs. The island's main population centres are the towns of Labasa, in the north, and Savusavu, located at the foot of the peninsula. Labasa, with a population of almost 25,000 at the 1996 census, has a large Indian community, and is a major centre of Fiji's sugar industry. Savusavu is smaller, with a population of just under 5,000, but is a popular centre for tourists owing to its diving and yachting facilities[1]. Taveuni is situated 6.5km to the east of Vanua Levu and is considered part of the Project area because of its connectivity to Vanua Levu and will be included in the TMP.

Figure 1 –Map of Fiji's Northern Division



The direct project beneficiaries will be the key agencies in the tourism sector who will benefit from the enhanced coordination of the currently fragmented sector. Tourism operators, workers in MSME, Waisali forest workers, and TLTB staff will all benefit from the capacity building and skills development to be offered through the Project. On-the-job training and job placement programs, aiming to upskill tourism workers will focus on women and youth, improving their skill sets and job prospects. Residents and communities will benefit from investments in community business development, improved safety from climate resilience, disaster preparedness and improvements to flight safety, improved health by improvements to waste management infrastructure, improved road safety from the upgrading of the cross-island road and installation of bike lanes, and improved access to the foreshore facilities such as toilets and bins.

[1] https://en.wikipedia.org/wiki/Vanua_Levu accessed 13th December, 2022

3 Policy, Legal and Regulatory Framework

3.1 Country Context

3.1.1 Administrative Framework

The following key agencies have environmental and/or social risk management responsibilities in Fiji:

- **The Department of Environment (DOE)** The Department of Environment is responsible for formulation, review and implementation of National Environment Strategy including the monitoring of environmental standards. The Department enforces the Environment Impact Assessment process and the Waste Disposal and Recycling Permit requirement; and the implementation of policies and programmes on pollution and waste management, abatement and reduction. The Department co-ordinate conservation and management of natural resources and implement treaties and conventions on environmental and resource management to which Fiji is a party. The Department also evaluate the environmental and resource management implications of major economic and sectoral policies such as the "Fiji Tourism Development Program in Vanua Levu – Phase I".
- **The Department of Water and Sewerage (DWS)** is responsible for the formulation of policies, legislation and regulatory frameworks for the provision of a sustainable water and sewerage sector.
- **The Ministry of Health & Medical Services** is involved in solid waste management through the Public Health Act.
- **The Ministry of iTaukei Affairs, Culture, Heritage and Arts** has a role in solid waste management through the iTaukei Affairs Act 1944 whereby the Provincial Councils are given power to monitor solid waste management in villages.
- **Local Councils –** Under the Local Government Act, city and town councils are responsible for the management of solid waste.
- **The Department of Energy** implements policies and projects to meet National Development plan targets of reducing carbon emissions by 30% by 2030 and increasing the renewable share of energy generation to 100% by 2036.
- **The National Trust of Fiji Islands** was created in 1970 by the National Trust for Fiji Act and is devoted to conservation of public resources. It administers parks and various historical sites including the Waisali Forest Reserve.
- **The Department of Lands** is responsible for initial land valuations, identification of owners and leaseholders, negotiations with land owners, preparation of Sale and Purchase Agreements and sending to the TLTB for Board endorsement, approval of final land surveys on completion of Project, and adjustment of land compensation required, preparation of land transfer, lease surrender, or freehold dedication documents, and registration of titles.
- **The iTaukei Land Trust Board,** which represents and negotiates on behalf of the mataqali land owners, signs agreements on their behalf and is responsible for securing the consent of mataqali members prior to making such agreements.
- **The Ministry of Employment, Productivity and Industrial Relations** is responsible for promoting decent work opportunities, ensuring safe and healthy workplaces, enhancing productivity and encouraging good faith employment relations.
- **The Ministry for Women, Children and Poverty Alleviation** is responsible for overseeing the well-being of women, children and the disabled in Fiji. The Ministry provide services and programs that relates to the care and protection of women and children, promotion of gender equality and the reduction of poverty.

3.1.2 Environmental Assessment, Review and Permitting

The management of the environment in Fiji is legislated under the Environment Act, 2005 (the Act) and the accompanying regulations that includes the Environment Management (EIA Process) Regulations 2007 and the Environment Management (Waste Disposal and Recycling) Regulations 2007. These environmental laws and regulations are administered by DOE under the Office of the Prime Minister.

The Project activities that this approval process relates to are the upgrading/installation of infrastructure and enhancing waste management systems (new landfill/transfer station in Vanua Levu, rehabilitation of the Savusavu dump, and small-scale sewage treatment facility). Depending on the scale and nature of the works, the infrastructure upgrades and improvement activities are likely to be Category 1 or Category 2 activities as defined by the Act. This will be determined during project implementation by following the Fiji EIA determination process. The new landfill/transfer station, rehabilitation of the Savusavu dump and sewage treatment facility are likely to be Category 1 activities listed under Schedule 2 of the Act and decision on the Environment impact Assessment (EIA) is made by the DOE. An EIA Screening application with prescribed fees are to be submitted to DOE for all development prospect of which an EIA Determination process is undertaken to determine if full EIA is needed for all infrastructure upgrades, for the new waste management system, for the rehabilitation of Savusavu dump and for the sewage treatment facility.

Environment Act 2005 (Act)
The purpose of the Act is:

> *"For the protection of the natural resources and for the control and management of developments, waste management and pollution control and for the establishment of a national environment council and for related matters".*

Part 1 Section 3 (2) (a) and (b) of the Act stipulates the purpose of the Act.

> *(2) The purposes of this Act are-*
>
> *(a) to apply the principles of sustainable use and development of natural resources; and*
>
> *(b) to identify matters of national importance for the Fiji Islands as set out in subsection (3).*

Part 1 Section 3 (3) (a) to (e) of EMA 2005 details the following matters of national importance.

> *(3) A person required to perform any function under this Act relating to the use and utilization of natural and physical resources must recognize and have regard to the following matters of national importance:*
>
> *(a) the preservation of the coastal environment, margins of wetlands, lakes and rivers;*
>
> *(b) the protection of outstanding natural landscapes and natural features;*
>
> *(c) the protection of areas of significant indigenous vegetation and significant habitat of indigenous fauna;*
>
> *(d) the relationship of indigenous Fijians with their ancestral lands, waters, sites, sacred areas and other treasures; or*
>
> *(e) the protection of human life and health.*

Part 4 Section 27 (4) of the Act details the following:

(4) If the approving authority determines that the activity or undertaking will cause a significant environmental or resource management impact, the development proposal must be subject to the EIA process and the approving authority must-

(a) for a proposal set out in Part 1 of Schedule 2, send it to the Department for processing by the EIA Administrator;

(b) for a proposal set out in Part 2 of Schedule 2, process the proposal; or

(c) for a proposal set out in Part 3 of Schedule 2, send it to the EIA Administrator to determine whether an EIA is required.

Part 4 Section 32 (1) of the Act requires:

32.-(1) A proponent must prepare and implement any environmental or resource management plan, monitoring programme, protection plan or mitigation measure that is required as a condition of any approved EIA.

The key stages of the EIA process is:

1. Screening to determine whether an EIA is required for the proposed development proposal.
2. Scoping to determine the scope of the EIA report.
3. Preparation of the EIA report by the proponent.
4. Review of the EIA report.
5. Decision on the development proposal.[2]

The Department of Environment makes a decision on a case-by-case basis if an Environment Management Plan (Construction Environment Management Plan (CEMP) and/or Operational Environment Management Plan (OEMP)) is required.

Relevant examples of development proposals under Schedule 2 (Section 27) Development Proposals Parts 1, 2, and 3 of the Act are:

Part 1 – Approved by EIA Administrator

1. The following development proposals are to be approved by the EIA Administrator-

(a) a proposal that could result in erosion of any coast, coastline, beach or foreshore;

(b) a proposal that could result in the pollution of any marine waters, ground water, freshwater body or other water resource;

(d) a proposal for construction of an airport;

(j) a proposal that could alter tidal action, wave action, currents or other natural processes of the sea, including but not limited to reclamation of the sea, mangrove areas, foreshore, rivers or creeks, or construction of a jetty, dock, wharf, pier or bridge;

[2] https://www.mowe.gov.fj/environment-impact-assessment/ accessed 1 May, 2023

(q) a proposal for the construction of a landfill facility, composting plant, marine outfall or wastewater treatment plant;

Part 2- Approved by Approving Authority

1. The following development proposals are to be approved by an approving authority-

(a) a proposal that requires processing only because it could endanger or degrade public health or sanitation;

(b) a proposal that requires processing only because it could harm or destroy important cultural resources including, but not limited to, archaeological sites, cemeteries, historic sites and landmarks;

(d) a proposal for civic or community development;

2. For the purposes of this Part, "civic or community development" means development for purposes of-

(a) a market;

(b) a car park or taxi park or any similar development;

(d) a town park, swimming pool, library or any other similar development;

Part 3 - Development Proposals that may not require the EIA Process or an EIA Report

1. *Subject to section 27(4)(c), the following development proposals do not require the EIA process or an EIA report-*

(c) a proposal for the construction of a traditional or customary structure (including the Fijian villages within native reserves under the Fijian Affairs Act or villages on the islands of Rotuma and Rabi made from traditional materials, or from natural rock, sand, coral, rubble, or gravel, if the construction or the customary structure is at least 30 metres from any river, stream or the high water mark;

Environment Management (EIA Process) Regulations 2007

Part 7 Section 61 (1) (a) to (k) of the Act details the development of Regulations:

61. (1) The Minister may make regulations to give effect to the provisions of this Act, and in particular-

(a) to prescribe forms, fees and charges for the purposes of this Act;

(b) to provide for procedures relating to taking of samples under this Act;

(c) to regulate mediation and arbitration for the purposes of this Act;

(d) to prescribe other procedures and rules for the Tribunal;

(e) to prescribe minimum educational and professional requirements for any inspector, analyst, environmental auditor or laboratory required to perform any function under this Act;

(f) to regulate the accreditation of environmental consultants, auditors, mediators, remediation experts, analysts and laboratories;

(g) to regulate other matters relating to environmental audit;

(h) to prescribe procedures for environmental impact assessment in respect of any particular class of development proposal and procedures for the preparation of, or criteria for, approval of an EIA report;

(i) to prescribe the format or contents of any report or plan required under this Act;

(j) to prescribe information to be contained in an order to stop work on any development activity or undertaking or an order to restore or improve an area;

(k) to amend Schedule 1 or Schedule 2.

The Environmental Management (EIA Process) Regulations 2007, Part 2 Section 4 (3) (a) to (h) stipulate that the EIA application for screening of a proposal must include:

(3) The application must include –

(a) details of the contact person;

(b) evidence as to the ownership of the land that is the subject of the proposal;

(c) an indication of whether the owner consents to the development;

(d) in the case of native land, an indication of the view of the Native Lands Trust Board on the proposal;

(e) an assessment of any environmental or resource impacts that the proposal is likely to have;

(f) an indication of how such impacts will be managed or mitigated;

(g) a statement as to what public consultations have been held on the proposal, if any;

(h) an indication of public response to the proposal, as evidenced by such consultations or otherwise.

Schedule 1 (Regulation 45) of the Environmental Management (EIA Process) Regulations 2007contains the following forms:

- Form EMA/EIAP 1 – EIA Screening Application (Regulation 4);
- Form EMA/EIAP 2 – EIA Processing Application (Regulation 10);
- and Form EMA/EIAP 3 – Application for Registration/Renewal as an EIA/Review Consultant (Regulation 39).

A proponent who wishes to apply for screening of a proposal must apply to the approving authority on Form: EMA/EIAP 1 in Schedule 1 and pay the prescribed fee. Schedule 2 (Regulation 26) contains the schedule of fees. EIA forms are available for download from the MOWE website: https://www.mowe.gov.fj/permits-licenses/.

Part 6 Section 43 (1) of the Act details that it is an offence to undertake unauthorised developments:

43.-(1) A person who carries out any development activity or undertaking which is subject to the EIA process without an approved EIA report, commits an offence and is liable upon conviction to a fine not exceeding $750,000 or to a term of imprisonment not exceeding 10 years or both.

Environment Management (Waste Disposal and Recycling) Regulations 2007

The Environment Management (Waste Disposal and Recycling) Regulations 2007 gives the Waste and Pollution Control Administrator the power to issue permits for solid and liquid waste discharges.

Part 2 Section 4 (1) of the regulation's details the need for a solid waste permit:

4. – (1) Subject to this regulation, every commercial or industrial facility that disposes of solid waste or pollutant from any of its premises must hold a solid waste permit in respect of the disposal.

Part 2 Section 5 (1) of the regulation's details the need for a liquid waste permit:

5. – (1) Subject to this regulation, every commercial or industrial facility that discharges liquid waste or pollutant from any of its premises must hold a liquid waste permit in respect of the discharge.

Part 2 Section 8 (1) of the regulation's details the categories of solid or liquid waste permit:

8. – (1) A solid or liquid waste permit may relate to either construction or operation of a facility or any premises.

(2) A construction waste permit –

(a) relates to solid or liquid waste and pollutants generated during construction or demolition of premises of a facility; and

(b) lapses upon completion of the construction or demolition work.

(3) An operational waste permit relates to the specified type of waste and pollutants generated by the commercial or industrial processes of a facility once the facility is in operation.

Part 4 Section 32 (1) of the regulation's details the need for a landfill permit:

32. – (1) A facility that is or operates a landfill must hold a landfill permit issued by the WPC Administrator.

Project activities such as the infrastructure upgrades/improvements and the construction/rehabilitation of new waste management facilities will generate solid waste, and so a construction waste permit will be required to dispose of any remaining construction materials. The operation of a new landfill/transfer station will require a landfill permit. The operation of the sewage treatment facility will also require an operational waste permit for discharge of liquid waste.

MTCA will consult with DOE and follow the Fiji waste permit application process to obtain the waste permits needed for the individual Project activities.

3.1.3 Engagement with DOE

The DOE have overall accountability for environmental and waste management in Fiji. The DOE have WB environmental and social risk management experience and capacity from working on previous WB funded projects such as the Fiji Transport Infrastructure and Investment Project (P150028) and the Fiji COVID-19

Emergency Reponses Project (P173903). The Project will fund complex sub-projects which will have the potential to create substantial social and environmental impacts (e.g., new landfill/transfer station/sewage treatment facility) and therefore, the DOE may experience challenges in processing the required permits in a timely manner if the screening forms for activities are not submitted early in the process. It will be imperative that the MTCA consult with the DOE as early as possible during Project implementation, as activities are proposed, to ensure that the EIA and waste permit processes are streamlined and that DOE have adequate resources and capacity allocated for processing. Some capacity building for DOE may be identified based on the recommendations of the Draft SESA process which will assess the existing institutional and human capacity to manage the selected environmental, social and cultural heritage priorities in the context of the political economy of the tourism sector e.g., how DOE can manage the environmental and social risks associated with increased tourism development. The DOE will be consulted as part of the stakeholder workshops undertaken as part of the draft SESA process.

3.1.4 Building Permits

Regulation of Building Permits Act 2017

Building Permits are issued by local authorities under the Building Act. The purpose of building permits is to certify - for public health and safety - that construction methods are sound. When an application for Development Permission for building or rebuilding is lodged, applicants can also lodge an Application for Permission to Erect, Alter, Re-Build, Add to or Repair a Building, which can be considered simultaneously with the Application for Development Permission. Information (fees and requirements) and forms relating to Building Permits can be obtained at the offices of the respective local authorities. A local authority cannot issue a Building Permit until the Director provides consent to the Application for Development Permission. This permit process is relevant to the construction of any buildings as part of the infrastructure upgrades/improvements and any ancillary buildings as part of the development of landfill/transfer station.

3.1.5 Other Relevant Acts and National Policies

- **Agricultural Landlord and Tenant Act 1966 (No 23 of 1966)** or ALTA, and its subsidiary legislations governs all agricultural leases of more than 1 ha and the relations between landlords and agricultural tenants. The ALTA has been supplemented by the 2009 Land Use Act 2010, promulgated as 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.
- **Biosecurity Act 2008** prevents the entry of any animal and plant pests and diseases into the Fiji Islands, controlling their establishment and spread in the Fiji Islands.
- **Constitution of the Republic of Fiji.** Customary ownership of land is recognised by the Constitution. 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.
- **Crimes Decree (2009)** – Includes sexual offences: e.g., rape, sexual assault, indecent assault or annoying any person.
- **Domestic Violence Act 2009** aims to eliminate, reduce, and prevent domestic violence and to ensure the protection, safety and wellbeing of victims. It applies to domestic violence committed both in Fiji and overseas.
- **Employment Relations Act of 2007 (ERA 2007)** (last amended as of 2020) governs the terms and conditions of employment such as working hours, holidays, rest periods, wages, overtime, leave and termination of employment, etc. The worst forms of child labour, including sale and trafficking of

children are prohibited under this Act. Part 9 s76 details that all employers are required to develop and maintain a policy to prevent SH in the workplace.

- **Endangered and Protected Species Act** operates primarily to adopt international controls under the Convention on International Trade in Endangered Species (CITES). It controls the trade of some indigenous wildlife as a matter of national policy, outside of CITES controls.
- **Fisheries Act** prescribes rights given to customary landowners to fish and collect shellfish without a permit within their respective mataqali fishing areas.
- **Forest Decree 1992** allows for the customary rights of native Fijians on native land and the right to exercise any rights established by native custom, such as hunting, fishing or collecting fruits and vegetables growing wild. Forests and nature reserves are maintained under this law.
- **Health and Safety at Work Act 1996 and its associated and subsidiary legislations** provide clear objectives, obligations and functions which cover every workplace; sets out the roles of employers, including workers, self-employed persons, manufacturers, designers, suppliers, installers, inspectors and provides methods for the development of detailed standards and codes of practice; and provides for the consolidation and progressive replacement of the associated Health and Safety Legislations as defined and related matters.
- **Heritage Bill 2021** aims to localise the contents of the UNESCO Convention and establish a Fiji Heritage Council. The Heritage Council is responsible for advising the Minister responsible for Heritage on matters regarding the recognition and management of places in Fiji, which have potential and actual world heritage values.
- **National Trust of Fiji Act 1970** provides for identification, registration and protection of items considered as national heritage.
- **Sewerage Act** provides for the construction and maintenance of infrastructure for the treatment of sewage. Town councils are responsible for sewerage, with the government being able to intervene in situations where the former is remiss in its responsibilities.
- **State Acquisition of Lands Act** governs land acquisition and the right of legal land owners to compensation.
- **National Policy on Sexual Harassment in the Workplace (2007)** requires that each workplace establish a SH Monitoring and Evaluation System. The National Policy defines SH, employers' responsibilities, workers' responsibilities, complainants' statutory rights under the Human Rights Act 1999; the Penal Code (section 154); and the personal grievance procedure under the Employment Relations Promulgation 2007.

3.1.6 Summary

In summary, there are clear linkages between the requirements of the country's legal framework and the Project activities. The main conclusions are:

- The installation and operation of a new Vanua Levu landfill/transfer station, the closure and rehabilitation of Savusavu dump, and the new sewage treatment facility will need EIA approvals under Fiji law. MTCA will follow the Fiji EIA determination process to determine the EIA approvals needed for the waste management activities, as they are proposed and during Project implementation.
- The infrastructure upgrades/improvements and the construction/rehabilitation of new waste management facilities will generate waste, and so a solid waste permit will be required to dispose of any remaining construction materials. The operation of the new landfill/transfer station will require a landfill permit. The operation of the sewage treatment facility will require an operation

waste disposal permit. The MTCA will follow the Fiji waste permit application process to obtain the waste permits needed for individual Project activities.

- The Building Permits process is relevant to the construction of any buildings as part of the infrastructure upgrades/improvements and any ancillary buildings as part of the development of landfill/transfer station/sewage treatment facility.
- MTCA should continue to consult with the DOE during Project implementation, and as early as possible when activities are proposed, to ensure that the EIA and waste permit processes are streamlined.

3.2 World Bank Environmental and Social Standards

3.2.1 ESF Standards Relevant to the Project

The Environmental and Social risks are classified as 'Substantial' for the Project. Eight of the ten Environmental and Social Standards (ESSs) of the WBs ESF have been screened as relevant. They are assessed in Table 3.

The other two are considered not relevant, namely: ESS7 Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities and ESS9 on Financial Intermediaries. Detailed information on the Bank's ESF are available at: https://www.worldbank.org/en/projects-operations/environmental-and-social-framework.

The ESS that apply to the Project and the required measures and actions that apply, as contained in the Environmental and Social Commitment Plan (ESCP), are listed in

Table **3**.

Table 3 – Required Project Environmental and Social Standard Actions

Environmental & Social Standard (ESS)	Environmental and/or social aspects covered	Required Measures and Actions
ESS1 Assessment and Management of Environmental and Social Risks and Impacts	ESS1 sets out the Borrower's responsibilities to assess, manage, and monitor the environmental and social risks and impacts associated with each stage of a project financed by the Bank through Investment Project Finance (IPF), to achieve environmental and social outcomes consistent with the ESS.	The MTCA shall establish the PMU no later than 30 days after the Effective Date and before the carrying out of the relevant Project activities and thereafter maintain these positions throughout Project implementation. Subcomponent IAs shall appoint or identify an E&S focal person (or a team) with their own PIU before the carrying out of the relevant Project activities and thereafter maintain these positions throughout Project implementation. The MTCA shall disclose the draft ESMF prior to appraisal. Finalize and disclose the final ESMF within 30 days of project effectiveness and thereafter implement the ESMF throughout Project implementation. MTCA PMU to review the E&S screening process after six months of project effectiveness. The MTCA shall engage a consultancy to develop the SESA within 30 days of project effectiveness. Draft SESA completed prior to commencement of TMP development. SESA finalized after final TMP developed.
ESS2 Labour and Working Conditions	The standard recognizes the importance of job creation and income generation in the pursuit of poverty reduction and inclusive economic growth. Borrowers can promote constructive relationships between project workers and the coordination/manager, and enhance the benefits of project development by treating workers fairly and ensuring safe and healthy working conditions.	The MTCA shall disclose the draft LMP for the Project (including a code of conduct with provisions for SEA/SH), prior to appraisal. Finalize the LMP and disclose the final LMP within 30 days of Project effectiveness and thereafter implement the LMP throughout Project implementation. The MTCA shall establish the GM no later than 60 days after the Effective Date, and thereafter maintain and operate the mechanism throughout Project implementation.
ESS3 Resource Efficiency and Pollution Prevention and Management	ESS describes the requirements for addressing resource efficiency, pollution prevention and management throughout the life cycle of a project.	The MTCA shall disclose the draft ESMF prior to appraisal. Finalize and disclose the final ESMF within 30 days of project effectiveness and thereafter implement the ESMF throughout Project implementation.
ESS4 Community Health and Safety	The standard addresses the risks and impacts on the safety, security, and health of project-affected communities, and the respective responsibilities of Borrowers to reduce or mitigate	The MTCA shall disclose the draft ESMF prior to appraisal. Finalize and disclose the final ESMF within 30 days of project effectiveness and thereafter implement the ESMF throughout

Environmental & Social Standard (ESS)	Environmental and/or social aspects covered	Required Measures and Actions
	these risks and impacts, with particular attention to groups that, because of their circumstances, may be vulnerable.	Project implementation. The MCTA shall prepare, disclose, and adopt a SEA/SH Assessment and Action Plan prior to start any activities which require SEA/SH risk management, and thereafter implement the SEA/SH Action Plan throughout Project implementation.
ESS5 – Land Acquisition, Restrictions on Land Use and Involuntary Resettlement	The basic principle of the standard is that involuntary resettlement should be avoided. Where involuntary resettlement is unavoidable, it should be limited, and appropriate measures to minimize negative impacts on displaced persons (and host communities that receive displaced persons) should be carefully planned and implemented.	The MTCA shall disclose the draft LARF prior to appraisal. Finalize and disclose the final LARF within 30 days of project effectiveness and thereafter implement the Project in accordance with the LARF and its subsequent Land Acquisition and Resettlement Plan(s) (LARP) throughout Project implementation.
ESS6 - Biodiversity Conservation and Sustainable Management of Living Natural Resources	The standard recognizes that the protection and conservation of biodiversity, and the sustainable management of living natural resources, are critical to sustainable development. It also recognizes the importance of conserving the key ecological functions of habitats, including forests, and the biodiversity they support**.**	Disclose the draft ESMF prior to appraisal. Finalize and disclose the final ESMF within 30 days of project effectiveness and thereafter implement the ESMF and any subsequent Biodiversity Management Plan(s) (BMP) (if applicable) throughout Project implementation.
ESS8 – Cultural Heritage	The standard recognizes that cultural heritage provides a continuum of tangible and intangible forms between the past, present, and future. ESS 8 sets out material measures designed to protect cultural heritage throughout the life of a project.	Disclose the draft ESMF prior to appraisal. Finalize and disclose the final ESMF within 30 days of project effectiveness and thereafter implement the ESMF and any subsequent Cultural Heritage Management Plan(s) (CHMP)throughout Project implementation.
ESS10 Stakeholder Engagement and Information Disclosure	The standard recognizes the importance of open and transparent consultation between the Borrower and project stakeholders as an essential element of international good practice. Effective stakeholder consultation can improve the environmental and social sustainability of projects, enhance project acceptance, and contribute significantly to the successful design and implementation of projects.	Disclose the draft SEF prior to appraisal. Finalize the SEF and disclose the final SEF within 30 days of Project effectiveness and thereafter implement the SEF and any subsequent SEP(s) throughout Project implementation. The MTCA shall establish the GM no later than 60 days after the Effective Date, and thereafter maintain and operate the mechanism throughout Project implementation.

3.2.2 Gap Analysis

Table 4 details the material differences between the WB ESF and Fiji legislative requirements, and any gap filling measures required.

Table 4 – Gap Analysis of WB ESF and Fiji Legislation

WB ESS	Fiji Legislative Requirements	Equivalence and Gap Filling Measures
ESS1 – Assessment and Management of Environmental and Social Risks and Impacts	As per the Environment Management Act 2005 and the Environment Management (EIA Process) Regulations 2007; a proponent must submit an EIA Screening Application to the Department of Environment for Determination if a full EIA Process would be required or not. This is dependent on the nature of the development and potential environmental impacts. The Environment Management (Waste Disposal and Recycling) Regulations 2007 address commercial and industrial facilities in the management of their solid and liquid waste.	Partial equivalence. ESS1 and Fiji legislative requirements both need to be followed with respect to management of environmental risks. The PMU E&S specialists will follow the EIA determination process (Fiji) and also screen infrastructure activities to determine if an ESMP or ESCOP under the WB ESF is required. Under the WB ESF, activities requiring further scoping of E&S risks and impacts will require development of an ESIA (i.e., the closure and rehabilitation of Savusavu dump, the new Vanua Levu landfill/transfer station, the Savusavu sewerage treatment facility). EIAs and waste permits required under Fiji law can be incorporated into the ESIA developed to meet the WB requirements. Social risks management are not well covered in the Fiji legislation and so the E&S specialists will follow WB ESF requirements as set out in the Project E&S risk management instruments (ESCP, ESMF, SEF, LARF, LMP, and SEA/SH Action Plan).
ESS2 – Labour and Working Conditions	Employment Relations Act 2007 (ERA) and its subsidiary legislations govern the terms and conditions of employment such as working hours, holidays, rest periods, wages, overtime, leave and termination of employment, etc. Health and Safety at Work Act 1996 and its associated and subsidiary legislations require that every employer shall ensure the health and safety at work of all his or her workers.	Partial equivalence. Contracted workers are covered under the ERA. Accordingly, they have rights under the law to minimum wages, minimum standards with respect to working hours, and condition. As stipulated under the Act, the employment contracts are to specify to dispute resolution procedures. The project will apply the WB ESF requirements set out in the project's LMP and SEA/SH Action Plan. Health and Safety Risks will be incorporated into activity level ESMP/ESCOPs and Contractor Health and Safety Plans to be screened for and prepared during project implementation.

ESS3 – Resource Efficiency and Pollution Prevention and Management	The Environment Act 2005 and supporting Regulations require screening and management of risks of pollution as well as a permitting process to assist with understanding of environmental consequences and actions required to protect, restore, and enhance the environment, as well as sourcing raw aggregate material required, and disposal of waste.	Partial equivalence. ESS3 requirements will be followed where there are gaps in local legislation. Provisions have been included in this ESMF to address potential risks and impacts and comply with ESS3.
ESS4 – Community Health and Safety	No specific health and safety regulations or policies relate to community well-being. The Domestic Violence Act 2009 aims to eliminate, reduce, and prevent domestic violence and to ensure the protection, safety and wellbeing of victims.	ESS4 requirements will be followed where there are gaps in local legislation. Provisions have been included in this ESMF and will be included in the SEA/SH Action Plan to address potential risks and impacts and comply with ESS4, including GBV and SEA/SH risks.
ESS5 – Land Acquisition, Restrictions on Land Use and Involuntary Resettlement	A detailed Gap Analysis is included in the Project LARF. In terms of major gaps, the SALA and its regulations do not require compensation payments to affected persons who have no recognized legal right or interest in the land, and only require compensation on a depreciated/book value basis for structures. Informal sharecroppers and squatters (non-titled) are, therefore, not entitled to any kind of compensation for the land they use.	ESS5 requirements will be followed where there are gaps in local legislation. To comply fully with WB requirements, non-titled APs who are established by the Project as eligible will be entitled to compensation for loss of structures, crops, trees, or incomes they derive from land. All compensation including for structures will be at replacement cost without any deduction of depreciation. Further provisions have been included in the LARF to address potential risks and impacts and comply with ESS5.
ESS6 – Biodiversity Conservation and Sustainable Management of Living Natural Resources	The Environment Act 2005 provides for controls on activities posing potential threats to endangered and threatened species and to critical habitats. Endangered and Protected Species Acts 2002 and Endangered and Protected Species Regulations 2003 controls the trade, possession, and transportation of species protected under the convention on international trade in endangered species of wild fauna and flora and for related matters.	Partial equivalence. ESS6 requirements will be followed where there are gaps in local legislation. Provisions have been included in this ESMF to address potential risks and impacts and comply with ESS6.

ESS8 – Cultural Heritage	The National Trust of Fiji Act 1970 provides for identification, registration and protection of items considered as national heritage.	Partial equivalence. ESS8 requirements will be followed where there are gaps in local legislation. Provisions have been included in this ESMF to address potential risks and impacts and comply with ESS8.
ESS10 – Stakeholder Engagement and Information Disclosure.	There is no consolidated legislation requiring identification of stakeholders, consultation with interested persons and public disclosure of project information though several Acts make references to consultation in specific areas (e.g., consultation requirements with interested parties for EIAs).	ESS10 requirements will be followed. Provisions have been included in the Projects SEF to comply with ESS10 on public consultation, project information disclosure and grievance mechanisms.

3.2.3 World Bank Group Guidance

The following Environmental, Health and Safety (EHS) guidelines[3] are relevant to the Project and have been used to guide the development of the ESMF:

- General EHS Guidelines: 1. Environmental.
- General EHS Guidelines: 2. Occupational Health and Safety.
- General EHS Guidelines: 3. Community Health and Safety.
- General EHS Guidelines: 4. Construction and Decommissioning.
- EHS Guidelines for Airports
- EHS Guidelines for Waste Management Facilities
- EHS Guidelines for Water and Sanitation (2007)

The following WB Guidance and Good Practice Notes are also relevant to the Project:

- Guidance Note for Borrowers ESS8: Cultural Heritage.
- Guidance Note for Borrowers ESS10: Stakeholder Engagement and Information Disclosure.
- Good Practice Note: Addressing Sexual Exploitation and Abuse and Sexual Harassment in IPF involving Major Civil Works.
- Good Practice Note: Gender.
- Good Practice Note: Managing Risks Associated with Modern Slavery.
- Good Practice Note: Non-Discrimination and Disability.
- Good Practice Note: Non-Discrimination: Sexual Orientation and Gender Identity (SOGI).

3.3 Relevant International and Regional Agreements and Conventions

Fiji is a party to the following relevant regional and international agreements:

[3] https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/policies-standards/ehs-guidelines

- **Convention on Biological Diversity (CBD).** The CBD is a multilateral treaty with three main goals: the conservation of biodiversity; the sustainable use of its components; and the fair and equitable sharing of benefits arising from genetic resources. This Convention was ratified by Fiji in 1993.
- **Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES or Washington Convention).** CITES is a multilateral environment treaty to protect endangered plants and animals from the threats of international trade. CITES was ratified and entered into force in Fiji in 1997.
- **International Labour Organization Conventions (ILC).** Fiji became a member of the ILO in 1974 and has ratified 39 ILC Conventions and one Protocol, of which 31 are in force. 47 Conventions are not ratified[4].
- **Natural Resources & Environment of South Pacific Region (1986) (SPREP or Noumea Convention).** This Convention is the major multilateral umbrella agreement in the Pacific Region for the protection of natural resources and the environment. This Convention was ratified by Fiji in 1989 and entered into force in 1997.
- **Pacific Regional Solid Waste Management Strategy 2010-2015.** Fiji was one of several Pacific Island countries to adopt the Pacific Regional Solid Waste Management Strategy, initiated by SPREP, and adopted by member countries in 2009.
- **United Nations Framework Convention on Climate Change (UNFCCC).** The UNFCCC established an international environmental treaty to combat "dangerous human interference with the climate system", in part by stabilizing greenhouse gas concentrations in the atmosphere. Fiji ratified the UNFCCC in 2016.
- **World Heritage Convention (WHC).** The WHC is an international treaty that created the World Heritage Sites, with the primary goals of nature conservation and the preservation of cultural properties. This Convention was ratified by Fiji in 1990.

4 Environmental and Social Baselines

4.1 Socio-Economic Baseline

Fiji is classified as an upper middle-income country and, although it shares the constraints of a small population, remoteness, and vulnerability to natural disasters, it is relatively more developed and larger than most other Pacific island countries. Fiji is an economic, political, and social leader across the South Pacific and, given its geographical location, an important hub for transport and many other services in the region.

Fiji has a population of 889,953 people (2019) people distributed over a total area of 18,273km². The population is concentrated on the islands of Viti Levu (about 80% of the total population) and Vanua Levu (about 15% of the total population), which together account for about 87% of the total land area. Fiji achieved nine consecutive years of growth, averaging 3.1% per annum, between 2010 and 2018. However, the economic base is narrow and remains heavily reliant on the tourism sector; the closest major markets are New Zealand and Australia, some 2,000–3,000km away; and Fiji is vulnerable to natural disasters (it is estimated, for example, that TC Winston in 2016 caused damage and losses equivalent to 29.2% of GDP). Major challenges for sustained and inclusive growth include low levels of private investment and reliance on public investment to drive economic growth; limited access to quality services

[4] https://www.ilo.org/dyn/normlex/en/f?p=1000:11210:0::NO:11210:P11210_COUNTRY_ID:103278 accessed 30th January, 2023.

and economic opportunities caused in part by infrastructure deficits; and vulnerability to climate and disaster risks and other external shocks that erode fiscal buffers and cause economic volatility.

4.1.1 Economy

Fiji's economy has outperformed most other Pacific island countries, enjoying steady growth since 2010, —longer than any other period since it gained independence in 1970. Average growth during 2010–2018 was 3.1%, and average annual inflation during 2010–2018 was 3.4%, just above the government target of 3.0% per year. Per capita income increased from $3,684 in 2010 to $5,678 in 2018. The period saw a significant increase in the importance of the services sector, in particular tourism, in Fiji's economy: the service sector's share of GDP increased from 68.6% in 2010 (constant prices) to 71.2% of GDP in 2018.

However, since 2020, the COVID-19 crisis and TCs have severely impacted Fiji's tourism industry. Real GDP contracted by 17.2 percent in 2020 and 4.1 percent in 2021. Tourism is the largest foreign exchange earner for Fiji and contributes significantly, both directly and indirectly, to the country's economy. Fiji is one of the world's 20 most tourism-dependent nations. It is a major source of income for Fijians and supports nearly one-third of the labour force. In Vanua Levu, tourism is one of the few economic sectors that offer formal employment and entrepreneurship opportunities, especially for women and youth, positioning it as a dominate sector for growth. In addition to tourism's direct contributions to the economy, linkages to other sectors stimulate growth and lead to economic spill over effects.

4.1.2 Land Tenure

Land in Fiji is managed through three complementary systems: (i) native land; (ii) freehold land; and (iii) state land. Approximately 84% of the land in Fiji is native owned land and is owned communally by the Mataqali, an indigenous Fiji clan which is usually the landowning unit. Freehold land accounts for around 6% and state or government land accounts for around 8%. Native and state 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. The Fiji Land Tenure and Ownership arrangements are discussed in further detail in the Project LARF.

4.1.3 Vulnerable Groups

Fiji has one of the lowest rates of extreme poverty and inequality in the Pacific. Fiji in 2018 was ranked 98 out of 189 countries on the UNDP Human Development Index, putting it in the High Human Development category[5]. In 2013, just 1.4% of people in Fiji lived in extreme poverty, or under the US$1.90 per day (2011 purchasing power parity) poverty line. Inequality in Fiji is also among the lowest in the East Asia and Pacific region: the Gini Index, a measure of inequality, stood at 36.4 in 2013.

However, the incidence of poverty in Fiji at 48.6% remains higher than that of most other upper middle-income countries. Limited development outside of tourism in Viti Levu has contributed to persistent poverty, especially in rural areas and those away from tourism hubs. Poverty is substantially higher in rural areas (36.5%) than in urban areas (14.0%), particularly given a lack of formal employment and limited tourism opportunities currently developed in rural areas. There are also striking regional disparities, with the highest rates of poverty in the Eastern (39.2%) and Northern (29%) Divisions.

[5] United Nations Development Program (2019). *Human Development Report 2019, Inequalities in Human Development in the 21st Century: Briefing note for countries on the 2019 Human Development Report, Fiji*.

4.1.4 Indigenous People and Culture

The Indigenous Peoples of Fiji, the iTaukei, represent the mainstream society in Fiji. The iTaukei represent the majority, or 57% of the population according to the 2007 census. As iTaukei customary cultural, economic, social and political institutions are the mainstream culture of Fijian society, WB ESS7 in not considered relevant to the Project. The remaining population in Fiji are comprised of Indo-Fijians, whose ancestors migrated to the Fijian Islands in the late 19th and early 20th centuries, make up approximately 38 % of the population. The remaining 5% consist of other minority communities, including people from various Pacific Islands such as Rotuma; and countries such as Australia, New Zealand, the People's Republic of China, and Europe.

4.1.5 Gender Equality

Occupational discrimination and gender segregation in education and the labour market are persistent challenges in Fiji. Women's share of employment is significantly lower than that of men, and there is a gender wage gap. According to the 2017 census, the labour force participation rate for women was 37.4% compared to 76.4% for men, and the unemployment rate for women was 7.8% compared to 2.9% for men. In addition, traditional decision-making structures related to land use and the management of natural resources within communities often exclude women.

Many women work in the informal sector. Fiji has higher financial inclusion rates for women than other Pacific island countries but more women than men are excluded from financial services. On the United Nations Gender Inequality Index, Fiji had an index value of 0.352 in 2017, ranking it at 79th out of 160 countries. In 2018, a World Economic Forum (WEF) report on gender gaps ranked Fiji 106th out of 149 countries. The migration of men to urban areas has increased the number of female-headed households in rural areas, which has increased pressures on women but may lead to changes in traditional gender roles. The WEF report identified economic participation and opportunity, and political empowerment as key issues, though Fiji ranked better for health and survival and educational attainment. Nevertheless, challenges remain in areas such as sexual and reproductive health and rights, and Gender Based Violence (GBV).

4.1.6 Gender Based Violence

Violence against women in Fiji is recognised to be pervasive, widespread and a serious national issue. The Fiji Women's Crisis Centre reports that overall, 72% of women experienced one or more types of violence in their lifetime from their husbands or partners – physical, sexual or emotional. Domestic violence is one of the biggest risks to women's physical health and mental well-being in Fiji with more women affected by domestic violence than diabetes, high blood pressure, or hypertension[6].

All forms of violence against women and girls are widespread throughout urban and rural areas, and in all four Divisions of the country. However, the rates of all forms of violence are considerably higher in rural areas, including control over women's mobility. Emotional violence is currently highest in the Northern (35%) Division, compared with 29% for the whole of Fiji. The rates of violence against women and girls also varies by ethnic groups. Rates are generally lower than the national average for Indo-Fijian women, and significantly higher for iTaukei women, as well as for all other ethnic groups combined.[7].

[6] Fiji Women's Crisis Centre (2013). *Somebody's Life, Everybody's Business!.* Fiji Women's Crisis Centre (FWCC)

[7] Fiji Women's Crisis Centre (2013). *Somebody's Life, Everybody's Business!.* Fiji Women's Crisis Centre (FWCC)

GBV services are available to all women in Fiji through the Fiji Women's Crisis Centre (FWCC), established in 1984. The FWCC has a 24-hour national domestic violence helpline and also provides counselling and support services, community education, male advocacy training, and annual training of Fiji military forces. The FWCC also collects and releases statistics on domestic violence, child rape/sexual abuse, and SH. On Vanua Levu, a Women's Crisis Centre is available in Labasa, which offers counselling and support services, community education and public advocacy, and library services.

More recently, the government has developed the Fiji National Service Delivery Protocol for Responding to Cases of Gender Based Violence. The GBV Protocol, informed by the country National Gender Policy, specifies how complaints will be handled in a confidential, ethical, and survivor-centred manner, including how data will be safeguarded to ensure that names of survivors or alleged perpetrators will not be shared.

4.2 Environmental Baseline

4.2.1 Solid Waste Management

Waste legislation, strategies, resources and facilities, etc. are generally available and implemented in Fiji. Under the Local Government Act, city and town councils are responsible for the management of solid waste. There are 12 urban sanitary districts (two city and 10 town councils) and 16 rural sanitary districts. Health Inspectors, who report to the Ministry of Health & Medical Services, are given powers under the Public Health Act to monitor the disposal of waste. The DOE is responsible for ensuring that waste management acts and regulations, and the development of policies on waste management, are in place to safeguard the environment[8].

Fiji is particularly concerned with solid waste management as it has the potential to cause negative impacts on the fragile environment, tourism, trade, food supplies, public health and severely constraint existing, limited resources[9]. However, in parts of Fiji, illegal dumping and burning of waste are still common due to inadequate enforcement[10]. Finding suitable new landfill sites is often quite difficult due to land issues like customary rights over the use of land and reluctance by landowners to lease land for use as disposal sites due to fear of negative environmental, social, and economic impacts[11].

However, despite these challenges, Fiji has achieved important improvements in solid waste management in recent years. Improvements to the Namara Landfill, managed by the Labasa Town Council, were implemented by SPREP with the technical expertise of the Japanese Technical Cooperation Project for Promotion of Regional Initiative on Solid Waste Management in Pacific Island Countries (J-PRISM). Prior to rehabilitation, the old Namara Landfill in Labasa had been prone to flooding during heavy rains resulting in rubbish and leachate spreading out around the dumpsite and polluting the surrounding mangroves and marine environment. The site was reopened in 2014 and now houses an office building from which workers can transact business and ensure quality control of incoming wastes and collection of necessary data. Hazardous and E-waste storage areas also ensure separation of health risk wastes from general wastes. Other improvements include installing accessible roads, a proper drainage system, a pond to

[8] GOF (2011). *Fiji National Solid Waste Management Strategy (2011-2014).*

[9] Kumar, P. (2013). *Country Analysis Paper – Fiji.* 3Rs in the Context of Rio+20 Outcomes – The Future We Want" Ha Noi, Viet Nam, 18-20 March 2013.

[10] ADB (2014). *Solid Waste Management in the Pacific: Fiji Country Snapshot.*

[11] Kumar, P. (2013). *Country Analysis Paper – Fiji.* 3Rs in the Context of Rio+20 Outcomes – The Future We Want" Ha Noi, Viet Nam, 18-20 March 2013.

capture and reduce leachate spillage, reduced fire risks with regulated gas flow from the landfill vents, and controlled dumping of waste now being better enforced[12].

Labasa was included in a Fiji waste study conducted in 2021 and supported by the Pacific Region Infrastructure Facility (PRIF). Waste audits were conducted using PRIF's Waste Audit Methodology: A Common Approach, a step-by-step manual to conduct comprehensive waste audits in small island developing states. The results of the waste audit are part of a Pacific-wide audit program being implemented by PRIF and other agencies. Data collected as part of the report for Namara Landfill are assumed to be representative of Vanua Levu[13].

Savusavu Dump Site

The existing Savusavu dump site is located on the foreshore of the Savusavu to Labasa Highway, close to the sea and on a mangrove area (Figure 3). The dump site is managed by the Savusavu Town Council and is sited on approximately 2.5 ha of TLTB managed land. Insecticide is used at the dump site to control flies, which cause a nuisance to neighbouring properties, and some levelling of waste takes place[14]. The Council also offers a garbage collection programme from Savusavu and some nearby settlements.

Figure 2 – Aerial Photo of the Existing Savusavu Dump Site[15]

The dump site has been an ongoing issue for the Savusavu Town Council for many years and it is not considered sufficient for the current demand (approx. 33,000 tonnes per year). The Savusavu Council does not have a solid waste management plan, but they do collect some waste data at the dump site. When companies or individuals bring waste to the dump, the attendant completes a data collection log (included

[12] https://www.sprep.org/news/climate-proof-landfill-now-operational-fiji accessed 7th December, 20222.
[13] PRIF, 2021. *Waste Audit Report Fiji: Consultants' Final Report*
[14] GOF, 1992. *The State of the National Environment Report*
[15] https://earth.google.com/ accessed 20th February, 2023

in Annex II). The attendant uses the log to record the type of waste being dumped (general waste, green waste, factory waste, construction waste, others) and the generation source (municipal, commercial, hotels etc.). This information is transferred to an MS Excel spreadsheet.

The existing Savusavu dump site is considered to have reached capacity. Furthermore, the site is unlined and waste is uncovered. Waste can be seen seeping into the adjacent mangroves (Figure 4). Waste pickers come from the nearby villages, such as Yaroi, to salvage materials for subsistence and livelihoods purposes. There is also at least one informal settler living on the dump site.[16] It is proposed that the Savusavu dump site will be closed and remediated as part of the Project.

Figure 3 – Existing Savusavu Dump Site, photos taken 17th Feb., 2023

It is proposed that the Project will support a new solid waste management facility for Savusavu. The Savusavu Town Council has already identified a 5 ha inland site for the new solid waste management facility and is currently working with the Lands Department, the TLTB, and the DOE. There is a third round of consultations to be undertaken with TLTB and landowners and a FJD$150,000 (approx. USD$68,000) premium to be paid. Pre-Project TA will identify the most appropriate facility for this site, which could be

[16] The findings on waste pickers and an informal settler will be validated through the due diligence and social assessment process under the LARF.

a transfer station linked to the Namara Landfill or a new sanitary landfill. Technical studies are yet to be completed to verify that the selected site will be suitable for a landfill or transfer station.

4.2.2 Wastewater Management

The Water Authority of Fiji has responsibility to provide sewerage services to users, primarily in urban areas. In rural areas, responsibility for ensuring that wastewater is safely disposed of rests with the respective Rural Local Authorities, but in reality is often left to individual landowners to deal with. It is estimated that more than 50% of the rural population in Fiji does not have access to proper wastewater disposal services. In areas where no sewerage connection is available, septic tanks are typically used.[17].

Infrastructure for wastewater management on Vanua Levu is insufficient for current demand. Labasa has an existing sewage treatment plant that serves approximately 4,500 people, with a capacity to serve approximately 6,000[18]. However, Savusavu does not have a public sewerage treatment plant. Currently, all households and businesses use septic systems. The septic tanks that are emptied have the waste taken to the Labasa treatment plant. However, many septic tanks are not emptied and some of the septic tank infrastructure is degraded, which is allowing for seepage of sewerage waste. Environmental pollution has been detected in places, such as human faecal coliform in Savusavu Bay. It is proposed that a pilot small-scale wastewater treatment facility in Savusavu town center be supported as part of the Project.

4.2.3 Terrestrial Biodiversity

A 17,600 hectares area of Vanua Levu, covering much of the interior of the Natewa/Tunuloa Peninsula, is an Important Bird Area (IBA). The IBA covers the largest tracts of remaining old-growth forest and supports populations of Many-coloured Fruit Dove, Fiji Goshawk, Fiji White-eye, Fiji Woodswallow, Orange Dove, Shy Ground-dove, and Natewa Silktail[19].

There are three wildlife sanctuary's on Vanua Levu. The Waisali Rainforest Reserve, the Nakanacagi Bat Sanctuary (not open to visitation), and the Yadua Taba Crested Iguana Sanctuary (limited tourism to date). The Waisali Rainforest Reserve, one of Fiji's few remaining unexploited forests. Surveys have recorded the native tree frog (*Platymantis vitiensis*) and 14 species of bird, including the Red-Breasted Musk Parrot and the Orange Fruit Dove, both rare endemic birds in Fiji.[20] However, it, was severely damaged by TC Yasa and TC Ana and has been closed since 2021 (Figure 5).and is It is proposed that a new visitor/environmental education center is supported as part of this project.

[17] Berdach J. T., 2005. *"Republic of the Fiji Islands: Country Environmental Analysis"* Asian Development Bank

[18] GOF, 2007. Fiji national liquid waste management strategy and action plan

[19] BirdLife International (2023) Important Bird Areas factsheet: Natewa/Tunuloa Peninsula. Downloaded from http://www.birdlife.org on 01/05/2023.

[20] https://nationaltrust.org.fj/waisali/ accessed 8th December 2022

Figure 4 – The Closed Waisali Ranger Hut, photos taken 16th February, 2023

Taveuni Island is internationally and locally renowned as an island of outstanding natural beauty, maintaining significant forest and wetland ecosystems from ridge to reef with 43% of the landmass protected for conservation. Taveuni Forest Reserve is also recognized as an Alliance for Zero Extinction (AZE) site. It is the last remaining refuge of the Fijian Monkey-faced Bat, Fiji's only endemic mammal and a critically endangered species[21][22].

However, biodiversity in Fiji is threatened due to a number of important factors, including pollution and deteriorating water quality, deforestation, and introduction of a wide range of exotic and invasive species of plants and animals that out-compete and displace native species [23]

4.2.4 Marine Biodiversity

Fiji's coral reefs are some of the most extensive and diverse in the South Pacific Reef systems. They are vitally important to a large proportion of the populace who are dependent on subsistence or small-scale commercial fishing and to Fiji's extensive tourism industry. The Cakalevu reef or Great Sea Reef, north of Vanua Levu, is exceptional in being one of the longest barrier reefs in the world[24] A 2016 expert workshop convened by the GoF, identified 98 Special, Unique Marine Areas (SUMAs) of biophysical interest, including three in the north and four in the south of Vanua Levu: Cakaulevu reef and Kia Island, Macuata; Cakaulevu reef, Bua; Yadua Island; Natewa Bay; Qaloqalo Salt Lake; Naweni; Yanuyanu Island, Naweni; and Kubulau and Namena. Four SUMAs were also identified in the Taveuni and Ringgold Islands area[25]. Factors relating to climate change may have a negative effect on the health of Fiji's coral reefs and include increasing water temperature, ocean acidification, and increased intensity of storms and cyclones.

[21] The World Bank, 2022. *"Assessment of Needs and Opportunities to Improve Ecosystem Resilience and Sustainable Tourism in Fiji".* ICEM

[22] https://en.wikipedia.org/wiki/Fijian_monkey-faced_bat accessed 13th December 2022

[23] Berdach J. T., 2005. *"Republic of the Fiji Islands: Country Environmental Analysis*" Asian Development Bank

[24] SPREP, 2013. *"State of Fiji's Ecosystem"*

[25] Sykes H, Le Grand J, Davey K, Kirmani SN, Mangubhai S, Yakub N, Wendt H, Gauna M, Fernandes L, 2018. *"Biophysically special, unique marine areas of Fiji."* MACBIO (GIZ, IUCN, SPREP), Wildlife Conservation Society and Fiji's Protected Area Committee (PAC); Suva.

Natewa Bay on the south-east coast, is considered a marine asset of great cultural and ecological significance[26]. The large bay is the most extensive in Fiji, with mangroves, shallow reef, and mudflats, and large pelagic fish in deeper waters, regular sightings of minke whales, *Balaenoptera acutorostrata*, and two resident pods of spinner dolphins, *Stenella longirostris*. The south coast has a narrow fringing reef extending 400 m to 1.4 km from shore into deep water, with an unusual salt water mangrove lake and a small island with endemic red prawns[27].

Marine biodiversity faces numerous threats including cyclones and destructive waves causing physical damage to coral reefs, and overfishing.[28] Fiji has, via government and Ministry of Fisheries leadership created several Marine Protected Areas (MPAs). In addition, there have also been numerous community led initiatives assisted by Fiji's LMMA to establish fisheries management tools that have included no fishing zones (also known as tabu areas) within traditional fishing grounds[29].

4.2.5 Natural Disasters and Climate Change

Fiji is especially vulnerable to natural disasters (earthquakes, tsunami,) and climate events (storm surges, landslides, floods, tropical cyclones). Frequent occurrences of tropical cyclones and high exposure to rising sea levels, floods, and landslides make Fiji one of the world's most vulnerable nations to climate change and climate-related disasters. These events impose high costs on the country and impact the viability of key economic sectors, with often disproportionate impacts on Vanua Levu, given its geographical location. The average losses due to floods and tropical cyclones are estimated at more than FJD 500 million (USD 220 million equivalent) per year, representing 5% of Fiji's GDP. A survey by the International Finance Corporation (IFC) and the GoF found that TC Yasa (December 2020) impacted 95% of businesses in the Northern Division, causing FJD 24.9 million (USD 10.95 million) in damages. Furthermore, at least four people were killed during Cyclone Yasa and 24,000 people evacuated from their homes[30]. Long-term warming, continued sea-level rise, and an increase in the frequency and intensity of extreme weather events would lead to severe damage to infrastructure, with adverse impacts on communities and livelihoods in Vanua Levu.

5 Environment and Social Risks, Potential Impacts and Mitigation

5.1 Summary of Main Environmental Risks

The environmental risks of the Project activities are considered to be substantial. The main direct and indirect environmental risks identified include:

- Indirect or downstream implications of the TA activities, such as implementation of the TMP, resulting in increased tourism to Vanua Levu and Taveuni. A SESA will be carried out systematically to examine the risks and impacts associated with the implementation of the TMP and other activities directly financed by this project. The Draft SESA will be used to inform the TMP and to refine and prioritize activities included in the project design. The SESA will facilitate

[26] The World Bank, 2022. *"Assessment of Needs and Opportunities to Improve Ecosystem Resilience and Sustainable Tourism in Fiji".* ICEM

[27] Sykes H, Le Grand J, Davey K, Kirmani SN, Mangubhai S, Yakub N, Wendt H, Gauna M, Fernandes L, 2018. *"Biophysically special, unique marine areas of Fiji."* MACBIO (GIZ, IUCN, SPREP), Wildlife Conservation Society and Fiji's Protected Area Committee (PAC); Suva.

[28] Berdach J. T., 2005. *"Republic of the Fiji Islands: Country Environmental Analysis"* Asian Development Bank

[29] http://www.sas.com.fj/ocean-law-bulletins/tag/marine-protected-areas accessed 13th December 2022

[30] https://en.wikipedia.org/wiki/Vanua_Levu accessed 13th December, 2023

the management of i) direct E&S risks and impacts when selecting investments such as avoiding the disturbance of critical habitats, ensuring inclusive beneficiary targeting and avoidance or minimization of involuntary resettlement; and ii) potential downstream E&S impacts such as increases in demand for water, energy, solid waste and sewage management, agriculture, deforestation, and road and airport safety. The MTCA will appoint an experienced consultancy to undertake the SESA. The final SESA will be in place prior to activities commencing. The TOR for the SESA is included in Annex III.

- Direct risks from infrastructure upgrades and improvements (e.g., tourism infrastructure upgrades). Direct environmental risks and impacts include resource consumption (water, energy and construction materials), pollution (dust, sediments, sewerage, solid waste, noise, agrochemicals etc.), and impacts to marine and terrestrial ecosystems from land clearance, contaminant discharge, and the introduction of invasive species from both tourism and construction activities. Works are considered to have significant negative impact on biodiversity when there is habitat loss, degradation and/or fragmentation, introduction of invasive alien species, overexploitation of the resources, irreversible hydrological changes, increased nutrient loading, pollution, and incidental take, as well as projected negative climate change impacts. The identified risks will be managed through E&S risk management instruments (e.g., biodiversity management plan) to be identified through the ESMF screening process, and developed before these activities commence.
- Direct and indirect risks from enhancing waste management systems. More substantial risks are associated with the potential rehabilitation of the Savusavu dump site, design and construction of a new engineered landfill or transfer station, and design and construction of a small-scale sewage treatment plant, namely: inadequate design work (including location) leading to land, marine and groundwater contamination from leachate and run-off, noise, odour, vermin and litter; wildlife disturbance and land/water/air pollution during construction; incorrect disposal of waste/sewage leading to soil, water, and air pollution during operation. The identified risks will be managed through an environmental and social impact assessments (ESIAs) and other E&S risk management instruments, to be developed before these activities commence.
- Rooftop solar installations risks include health and safety risks for installers (e.g., working at height), increased resource use, and pollution from minor volumes of waste. The identified risks will be managed through E&S risk management instruments, to be identified through the ESMF screening process and developed before these activities commence.

5.2 Summary of Main Social Risks

The social risks of the Project activities are considered to be substantial. The Project presents significant risks and impacts associated with direct investments and the downstream and cumulative impacts of TA activities. Potential social risks related to the direct and downstream activities may include:

- Indirect or downstream implications of the TA activities including: inequitable sharing of project (tourism growth) opportunities and benefits among impacted and affected stakeholders, particularly more marginalized, powerless or disadvantaged groups; poor consultation and planning with stakeholders (including host communities) leading to inappropriately designed or unwanted tourism investment in an area; decreased health, safety and well-being of workers and project-affected communities as a result of tourist influx; exclusion of disadvantaged and vulnerable people, such as disabled of seniors, in the design of project TA activities and infrastructure; negative economic and social impacts (such as reduced food and water security; i.e. impacts to marine based livelihoods or lack of privacy) relating to involuntary or poorly

assessed land acquisition, leasing or restrictions as a result of new tourism activities and protected areas including displacement of non-title holders; discrimination against women, people with disabilities and other vulnerable or historically disadvantaged (indo-Fijian) or marginalized groups in the planning and distribution of benefits such as employment opportunity; destruction of intangible or tangible cultural heritage as a result of downstream TA activities; increased GBV as a result of women's increased income, lack of child care facilities or the presence of national and International tourists in community settings engaging in sex tourism; and increased SEA/SH among workers, between workers and local communities and between tourists and local communities. These risks will be primarily managed by the guidance from the SESA information TMP.

- Direct risks from infrastructure upgrades and improvements including: exclusion of disadvantaged and vulnerable people, such as disabled seniors, in the design of infrastructure; potential for involuntary resettlement and or land acquisition/use or restriction; decreased health, safety and well-being of workers and project-affected communities as a result of civil works; destruction of intangible or tangible cultural heritage; and increased SEA/SH among workers, between workers and local communities and between tourists and local communities. These risks will primarily be managed through E&S risk management instruments (to be identified through the ESMF screening process and developed before these activities commence), and the application of the Project E&S risk management instruments namely the LARF, LMP, SEF, GM, SEA/SH Action Plan, and any activity level instruments developed during project implementation such as LARP(s) and/or CHMP(s).
- Direct and indirect risks from enhancing waste management systems include decreased health, safety and well-being of workers and project-affected communities as a result of civil works; exclusion of disadvantaged and vulnerable people, such as disabled of seniors, in the design of project TA activities and infrastructure; destruction of intangible or tangible cultural heritage; increased SEA/SH among workers, between workers and local communities and between tourists and local communities; and displacement impacts on the livelihoods of waste pickers. These risks will primarily be managed through E&S risk management instruments (to be identified through the ESMF screening process and developed before these activities commence), and the implementation of the Project's LMP, SEA/SH Action Plan, LARF, and/or CHMP(s).
- Rooftop solar installations risks include increased SEA/SH among workers, between workers and local communities and between tourists and local communities, persons with disabilities, or members of the LGBTQ community or right-of-way. These risks will be primarily managed through E&S risk management instruments (to be identified through the ESMF screening process and developed before these activities commence), and the application of the Project E&S risk management instruments namely the LARF, LMP, SEF, GM, SEA/SH Action Plan. There is also the risk that the solar panels are produced using forced and/or child labour. This risk will be screened for and managed as part of the procurement process.

5.3 Preliminary Risk Analysis

The following tables provide a preliminary analysis of the type of project activities identified, potential benefits and significant social and environmental impacts that may result from the project activities, key mitigation methods for residual impacts, and E&S risk management tools that are required to be developed and/or implemented during Project implementation.

Table 5 – Assessment of Key Project Risks/Impacts and Proposed Mitigation Methods – Technical Advisory Activities

Activity	Potential Benefits	Significant Potential Risks / Impacts	Key Mitigation Methods	E&S Risk Management Tools
Management plans, marketing plans, communication plans, feasibility studies, strategies, and regulatory reform (components 1a., 1c., 1d., 2a., 2b., 2c.)	Coordinated approach to tourism growth. Strengthened institutions in overseeing tourism activities that have E&S implications. Increased livelihood opportunities for Fijians, especially for youth and women. Job creation for local population and reduction of unemployment. Safer tourism through improvements to the sectors climate resilience, disaster preparedness, contingency planning, and recovery. Develops good management practices and competence in tourism sector statistics.	Poor citizen / stakeholder consultation and engagement leading to ill-informed policy which leads to inappropriately designed or unwanted tourism investment in an area. Decreased health, safety, and well-being of workers and project-affected communities as a result of tourist influx. Longer term issues such as negative ecosystem impacts if there is no integrated E&S impact assessment. Longer term issues of discrimination, inequitable benefit sharing, unfair outcomes, or loss of livelihoods or subsistence opportunities for vulnerable people/communities or marginalized groups if no integrated social impact assessment or socio-economic assessment. Increased GBV as a result of women's increased income, lack of childcare facilities, or the presence of national and international tourists in community settings engaging in sex tourism. Increased SEA/SH among workers, between workers and local communities, and between tourists and local communities.	As a minimum, PMU E&S specialists to participate in the TA activity development teams. E&S specialists to reflect key E&S aspects, risk, and mitigation management and the requirement for meaningful stakeholder and citizen engagement into the consultants TOR and activities and review the approaches and outcomes for compliance with the ESMF, ESCP exclusion list, Fiji law, and consistency with good international industry practice (GIIP) and the WB ESSs. Example E&S risk management clauses for ToRs can be found in Annex X. WB E&S specialists will review consultancy TORs and outputs to provide a 'No Objection' prior to finalization to ensure consistency with WB ESSs, and relevant Fiji legal and GIIP requirements. For TA influencing downstream physical investments e.g., sub-components 2a., 2b, 2c:	Guidance from the SESA-informed TMP

		Recommendations for future investments in physical infrastructure that could: involuntarily change land ownership and land use requiring involuntary resettlement, increase resource use, create ongoing pollution, change marine and terrestrial ecosystems, introduce invasive species, increase safety risks to communities, increase GBV or SEA/SH, affect livelihoods and subsistence lifestyles or destroy tangible or intangible cultural heritage.	include E&S screening and scoping processes in the TOR, to be reviewed by the PMU E&S specialists.	
Tourism Master Plan (component 1a.)	Shared vision and guiding principles for the tourism industry. Development of climate resilient infrastructure designs which are able to withstand future climate hazards. Mitigates the risk of uncontrolled and unsustainable development.	Lack of citizen / stakeholder engagement leading to ill-informed policy not meeting the needs of communities; individuals and groups with specific needs, i.e., disabled, seniors, minority groups etc; or exacerbates or spurs conflict. Downstream impacts through increased tourism that are contrary to good environmental management and community well-being such as increased waste, sewerage, pesticide and fertilizer use, noise, resource use, food wastage, and ecological damage resulting from increased tourism. Physical and economic displacement as a result of land or right-of-way acquisition or restriction on land use Increased tourist rate and inability to handle the influx.	MTCA will include the PMU E&S specialist(s) on the TMP project team. MTCA will hire consultancy to complete and implement a SESA to inform the TMP and further define the project design. MTCA will include E&S risk management, the preparation of preliminary impact assessments, and the requirement for meaningful stakeholder and citizen engagement into the TMP TOR and activities. The PMU E&S specialists will contribute to writing of the consultants' TOR and review the interim and final draft SESA to check for consistency with the ESMF,	Guidance from the SESA-informed TMP

		Impact on communities including loss of privacy for local communities and lack of respect of tourists for cultural norms. Changes to livelihood opportunities from changes in tourism management. Impacts on women and children including increased GBV, SEA/SH, or sex tourism.	Fiji law, GIIP, and the WB ESSs. WB E&S specialists will review the TMP TOR, and the interim and final draft SESA, to provide a 'No Objection' prior to finalization to ensure consistency with WB ESSs, and relevant Fiji legal and GIIP requirements. Gender equality considerations must be integrated throughout the TMP, including addressing risks of GBV and SEA/SH to be assessed by the PMU E&S specialist(s).	
Marine PA activities: Technical assistance to inform design of Marine PAs in Vanua Levu and PA management plans & awareness raising (component 1c.)	Improved management, regulation and conservation of high value marine biodiversity areas.	Changes to marine based livelihood opportunities and subsistence sources of protein that leads to reduced food security from changes in marine management. Displacement of formal and/or informal economic activity/income generation by local people who derive their livelihood from fishing (etc) in the areas targeted for protection. Strengthening of Protected Areas may require the enhancement of existing security measures and/or including armed security personnel.	Include ecological impact assessment, socio-economic impact analysis (particularly of vulnerable groups), and citizen engagement in the TOR, to be prepared by the PMU E&S specialists. The MTCA will develop a security protocol aligned with ESS4, if required, to be determined as part of the SESA preparation.	N/A

TA–- UNESCO Biosphere Reserve Status for Natewa Bay (component 1c.)	Protection of the ecosystem functioning and services of Natewa Bay. Protection of tangible and intangible cultural heritage.	Changes to marine based livelihood opportunities and subsistence sources of protein that leads to reduced food security from changes in the use and management of Natewa Bay. Displacement of formal and/or informal economic activity/income generation by local people who derive their livelihood from fishing (etc.) in the areas targeted for protection.	Include ecological impact assessment, socio-economic impact analysis (particularly of vulnerable groups), and citizen engagement in the TOR, to be prepared by the PMU E&S specialists.	N/A

Table 6 – Assessment of Key Project Risks/Impacts and Proposed Mitigation Methods – Training and Capacity Building

Activity	Potential Benefits	Significant Potential Risks / Impacts	Key Mitigation Methods	E&S Risk Management Tools
Training and capacity building programs (components 1b., 1d., 3a., 3b.)	Upskilled tourism, Forest Reserve and TLTB workers leading to better social and environmental outcomes. Increased livelihood opportunities for Fijians, particularly for youth and women. Enhanced community business development.	Lack of citizen / stakeholder engagement leading to ill-informed programs not meeting the needs of the industry or communities. Negative reaction to perceived unfairness of workers' access to training and capacity building. Exclusion of women in training activities due to lack of available childcare, inappropriate training hours and/or distance to travel to training.	As a minimum, PMU E&S specialists to participate in the design teams. E&S specialists to include E&S risk management clauses and the requirement for meaningful stakeholder and citizen engagement into the consultants TOR and activities and review the approaches and outcomes for consistency with the ESMF, Fiji law, GIIP, and the WB ESSs. Project objectives and operational strategies clearly communicated through SEPs to address any perception of inequitable access to training. Grievance Mechanism (GM) to address concerns regarding distribution of project benefits.	Project SEF/GM

Table 7 – Assessment of Key Project Risks/Impacts and Proposed Mitigation Methods – Infrastructure Upgrades/Improvements

Activity	Potential Benefits	Significant Potential Risks / Impacts	Key Mitigation Methods	E&S Risk Management Tools
Infrastructure Upgrades/ Improvements (Components 1b., 1d., 2a., 2c.) <u>Planning</u>	Improvement of tourism infrastructure attracts more tourists and increases national/local economies. Climate resilient infrastructure that is designed to reflect the area's climate risks and is able to withstand future climate hazards. Improvements to flight passenger safety through airport runway, weather forecasting & infrastructure improvements. Improvements to pedestrian and traffic safety through improvements to roads, and construction of walkways and bike lanes. Contributes to decarbonization by encouraging bicycle use and reducing idling due to congestion. Reduction of pollution to water/land through the installation of bins and public toilets.	Designs are inadequate/inappropriate and lead to negative impacts (e.g., land clearance leads to negative impacts on biodiversity, leads to excess resource consumption) or exclusion of disadvantaged and vulnerable people in the infrastructure design. Physical and economic displacement resulting from temporary or permanent land or right-of-way acquisition and restrictions to land use. Increased tourist rate and inability to handle the influx (e.g., waste disposal etc.).	PMU E&S specialists to participate in the infrastructure design teams. Site selection and design(s) to be completed by appropriately qualified specialist e.g., engineer. PMU E&S specialists to follow the LARF. LARP to be prepared as determined through screening process. Land ownership to be confirmed by PMU E&S specialists during Project implementation, before any physical works are undertaken. PMU E&S specialist/s will follow the Fiji EIA permit determination process to identify what level of approvals and what permits (if any) are required and then apply the identified conditions. PMU E&S specialists will also screen the activities for potential negative E&S risks/impacts using the screening form in Annex IV, as activities are proposed. PMU E&S specialists will develop the activity level instruments identified through the screening process per WB ESF requirements.	<u>Planning</u> ESMP/ESCOP (WB) as defined through the screening process (Annex IV) Follow EIA process/waste permit process (Fiji) Follow LARF. Prepare LARP (if required) Follow project SEF (develop sub-project SEP(s) as required) BMP (WB) as defined through the screening process. CHMP (as defined through screening process)

			PMU E&S Manager to prepare BMP (as determined through the screening process) before any physical works are undertaken. PMU E&S Manager to prepare CHMP (as determined through the screening process) before any physical works are undertaken. Chance Finds Procedure (CFP) in place prior to any physical works commencing (Annex IX).	
<u>Construction</u>	As above	Land and/or water pollution from inappropriate disposal of solid, liquid or hazardous waste generated through upgrades/installation. Wildlife disturbance during upgrade/installation activities from noise, machinery, and/or land clearance. Health and safety risks to workers leading to injury, exposure to Covid-19, lost livelihood, income and life as a result of work injury. Civil works' health, safety and security risks to the community including risks associated with worker	Construction impacts shall be addressed in a Contractor Environmental and Social Management Plan (CESMP) / Environmental and Social Code of Practice (CESCOP) (as determined through screening process) to be prepared by the contractor and submitted to the PMU E&S specialists for review, prior to the commencement of installation / construction activities per WB requirements. Waste minimization and management measures detailed in Contractor Waste Management Plan(s)(WMPs) to be developed during project by the contractor and submitted to the PMU E&S specialists for approval prior to any physical works commencing.	<u>Construction</u> CESMP/CESCOP (as defined through screening) Contractor WMP(s) Contractor H&S Management Plan(s) LMP SEA/SH Action Plan Worker GM Follow project SEF (develop sub-project SEP(s) as required) Project GM CFP in place

		influx. Risk of strikes and other industrial actions if the employment relations are not handled properly. Increased risk of child labour, GBV and SEA/SH incidents between construction workers and or between workers and host communities / settlement residents. Lack of transparency in local hiring processes and exclusion or discrimination against vulnerable or marginalized workers who seek job opportunity (such as women, people with disabilities, and others). Damage to tangible and intangible cultural heritage.	Contractor Health and Safety (H&S) management plan(s) to be developed during project by the contractor, and submitted to the PMU E&S specialists for approval prior to any physical works commencing and construction works completed accordingly. Labour issues including working conditions, Occupational Health and Safety (OHS), SEA/SH addressed in Project's LMP and SEA/SH Action Plan. Implementation of Code of Conduct. Project Worker GM developed and available. Provide separate facilities for female and male workers. C-ESMP must be consistent with the Project SEA/SH action plan to be assessed by the E&S specialists. The PMU E&S specialists will refer to the project's SEF and develop activity level SEPs to ensure widespread engagement with communities–- including its more vulnerable. Project GM available to enable communities to raise project related concerns and grievances.	

Operation	As above	Incorrect waste disposal during operation leads to water/soil/air pollution. General OHS risks for workers during operation. .	Operator WMP(s) to be developed, by the sub-component IA, during project for each activity and submitted to the PMU E&S specialists for approval. Operator Health and Safety (H&S) management plan(s) to be developed, by the sub-component IA, during project for each activity and submitted to the PMU E&S specialists for approval.	Operation Operation WMP Operation H&S Plan
Closure	As above	Land, air and/or water pollution from inappropriate disposal of wastes at end of life.	Closure phase to be included as part of Operator WMP to be developed, by the sub-component IA, during project for each activity and submitted to the PMU E&S specialists for approval.	Closure Operation WMP

Table 8 – Assessment of Key Project Benefits, Risks/Impacts and Proposed Mitigation Methods – Waste Management Systems

Activity	Potential Benefits	Significant Potential Risks / Impacts	Key Mitigation Methods	E&S Risk Management Tools
Waste Management System Enhancements (Component 2b.) <u>Planning</u>	Improvements to quality of life, and health and safety of local communities through better management of solid and liquid waste. Improvements to water and land quality through waste management improvements e.g., closure and rehabilitation of Savusavu dump.	Designs are inadequate/ inappropriate and lead to negative impacts (e.g., land clearance leads to negative impacts on biodiversity) or exclusion of disadvantaged and vulnerable people in the infrastructure design. Location of landfill/transfer station/sewage treatment facility requires temporary or permanent land acquisition, restrictions to land use and/or the economic and physical displacement of land users including non-title holders e.g., waste pickers and informal settlers on existing dump site. Location of the landfill/transfer station//sewage treatment facility poses a risk to biodiversity or is too close to residential development(s). Visual impacts for new landfill/transfer station//sewage treatment facility . Design of landfill/transfer station//sewage treatment facility is inadequate leading to land, marine and groundwater contamination , noise, odour, vermin, and litter.	PMU E&S specialists to participate on the dump remediation and waste management (landfill/transfer station/sewage treatment facility system design teams. Site selection and landfill/transfer station design to be completed by appropriately qualified specialist e.g., waste management /waste water engineer or similar. PMU E&S specialists to follow the LARF process including to address displacement impacts. LARP to be prepared as determined through LARF process. Land ownership to be confirmed by PMU E&S specialists during Project implementation, before any physical works are undertaken. The PMU E&S specialists will contract an experienced consultancy to develop an ESIA, including an audit of existing waste management (WM) infrastructure, waste collection equipment identifying opportunities for maximising recycling and reuse, and opportunities for strengthening existing systems, for the landfill/transfer station and dump rehabilitation to meet WB requirements. The consultancy will submit the ESIA to the PMU E&S Manager for review and approval. The establishment of the WM infrastructure must comply with the DOE legislative process under the EIA and Waste Permit process. The EIA determination process must be	<u>Planning</u> Follow LARF process. Prepare LARP(s) (if required) Develop ESIAs (WB) incorporating EIAs / waste permits(Fiji) Follow Project SEF (develop sub-project SEP(s) as required) Project GM

			undertaken. If an EIA permit is required by Fiji the PMU E&S specialists will appoint a Fiji accredited consultant to complete the EIA. The EIA can then be incorporated into the ESIA prepared in accordance with the WB ESF. The mitigation measures identified in the ESIA will be incorporated into the bidding documents for the landfill/transfer station. The PMU E&S specialists will contract an experienced consultancy to develop an ESIA for the sewage treatment facility to meet WB requirements. The consultancy will submit the ESIA to the PMU E&S Manager for review and approval. The establishment of the sewage treatment facility must comply with the DOE legislative process under the EIA and Waste Permit process. The EIA Determination process must be undertaken. If an EIA permit is required by Fiji the PMU E&S specialists will appoint a Fiji accredited consultant to complete the EIA. The EIA can then be incorporated into the ESIA prepared in accordance with the WB ESF. The mitigation measures identified in the ESIA will be incorporated into the bidding documents for the sewage treatment facility. The new waste management facilities will likely need EIA / waste permits for operation under Fiji law. The exact approvals needed will be determined during project implementation and prior to any undertaking any physical works. The PMU E&S specialists will follow the Fiji EIA	

			/ waste permit determination process to identify what level of approvals and what permits are required and then apply the identified conditions and hire an appropriately qualified consultant to develop the EIA per Fiji requirements. The EIA / waste permits (Fiji) can be incorporated into the ESIA (WB) to be developed by an experienced consultancy and submitted to the PMU E&S Manager for review. The PMU E&S specialists will refer to the project's SEF and develop activity level SEPs to ensure widespread engagement with communities - including its more vulnerable. Project GM available to enable communities to raise project related concerns and grievances.	
<u>Construction</u>	As above.	Civil works may generate limited adverse environmental impacts such as land clearance, resource consumption, dust, noise, vibration, waste water, solid waste, hydrocarbon spills, erosion and sediment control, traffic obstruction and occupational and/or community health and safety. Incorrect waste disposal leads to community and/or worker health and safety impacts and/or water/soil pollution. Health and safety risks to workers leading to injury, exposure to Covid-19 and other	The Project will support a supervising engineer consultancy to oversee development of the landfill/transfer station and dump site rehabilitation. Construction impacts will be addressed in a CESMPs to be prepared by contractors and submitted to the PMU E&S specialists for review prior to the commencement of construction activities per WB requirements. Waste minimization and management measures detailed in Contractor WMP(s) to be developed during project by the contractor and submitted to the PMU E&S	<u>Construction</u> CESMPs (WB) Contractor WMPs Contractor H&S Management Plans LMP SEA/SH Action Plan Worker GM Project GM

		communicable diseases, lost livelihood, income and life as a result of work injury including vehicular accidents or worker knockdowns. Civil works' health, safety and security risks to the community including risks associated with worker influx. Risk of strikes and other industrial actions if the employment relations are not handled properly. Increased risk of child labour, GBV and SEA/SH incidents between construction workers and/or between workers and host communities / settlement residents. Lack of transparency in local hiring processes and exclusion or discrimination against vulnerable or marginalized workers who seek job opportunity (such as women, disabled, and others). Issues related to inappropriate worker accommodations which spreads illnesses such as COVID-19. Destruction or improper handling of cultural property during chance find.	specialists for approval prior to any physical works commencing. Contractor H&S management plan(s), incorporating a traffic safety plan, to be developed during project by the contractor, and submitted to the PMU E&S specialists for approval prior to any physical works commencing and construction works completed accordingly. Labour issues including working conditions, OHS, SEA/SH addressed in Project's LMP and SEA/SH Action Plan. Implementation of Code of Conduct. Project Worker GM developed and available. Provide separate facilities for female and male workers. C-ESMP must be consistent with the Project SEA/SH action plan to be assessed by the E&S specialists. Project GM available to enable communities to raise project related concerns and grievances. Chance Finds Procedure (CFP) in place prior to any physical works commencing (Annex IX).	CFP in place
<u>Operation</u>	As above.	Inappropriate management of solid waste, sewage, contaminated runoff, or leachate causing water and/or land pollution. Increase in air pollution from vehicle emissions.	The landfill/transfer station and the sewage treatment facility will likely need EIA permits for operation under Fiji law. This will be determined during the planning phase by the PMU E&S specialists and prepared by an accredited consultant per Fiji law.	<u>Operation</u> EIAs (Fiji) to be incorporated into ESIAs. Operator Management

		General OHS risks for staff such as accidents and injuries, exposure to pathogens, and chemical exposure. Community health and safety risks such as litter, noise, vibration, dust and odours, physical, chemical and biological hazards and health issues associated with waste scavenging.	The operation of the landfill/transfer station and the sewage treatment facility will require operation management systems which includes appropriate resourcing and capacity building for operation. This will be prepared by the town council/ operator and submitted to the PMU E&S specialists for review. Operation WMPs (that address correct disposal of solid, liquid, and hazardous wastes) included in Operator Management System, , to be prepared by the Town Council/ operators and submitted to the PMU E&S specialists for approval prior to commencement of operations. Health and Safety management plans included in Operator Management System to be prepared by the Town Council/ operators and submitted to the PMU E&S specialists for approval prior to commencement of operations. Project GM available to enable communities to raise project related concerns and grievances.	Systems (incorporating WMP and H&S Management Plan) LMP Project GM
Closure	As above	Land, air and/or water pollution from inappropriate closure and rehabilitation of waste management infrastructure at end of life.	Closure phase to be included as part of Operator Management Systems.	Closure Operator Management Systems

Table 9 – Assessment of Key Project Benefits, Risks/Impacts and Proposed Mitigation Methods – Rooftop Solar

Activity	Potential Benefits	Significant Potential Risks / Impacts	Key Mitigation Methods	E&S Risk Management Tools
Rooftop Solar Installations (Component 2b.) <u>Planning</u>	Reduced air pollution and climate change impacts compared to use of diesel generators. Decreased reliance on non-renewable energy source (i.e., diesel).	Installation activities requires temporary and/or permanent land acquisition. Procurement of solar panels contributes to the use of forced and/or child labour.	Installations will only occur on land that is confirmed to be government owned or leased to be confirmed by PMU E&S specialists during Project implementation, before any physical works are undertaken. To ensure that solar panels are not procured from suppliers who utilise forced or child labour, the PMU will follow the guidance provided in the LMP. Specifically, the PMU shall require all bidders to provide two declarations: a Forced Labour Performance Declaration (which covers past performance), and a Forced Labour Declaration (which covers future commitments to prevent, monitor and report on any forced labour, cascading the requirements to their own sub-contractors and suppliers). The PMU E&S specialists shall review these declarations as part of the bidding process. In addition, the MTCA shall include enhanced language on forced labour in the procurement contracts. The WB will prior review procurements of solar panels and components to help ensure that these enhanced provisions are followed. PMU E&S specialists will screen the installation activities for potential negative E&S risks/impacts using the screening form in Annex IV, as activities are proposed. PMU E&S specialists will develop the activity level instruments identified through the screening process.	<u>Planning</u> Follow LARF. Prepare LARP (if required) Follow LMP. ESMP/ESCOP (WB) as defined through the screening process (Annex IV)

Construction	As above	Land and/or water pollution from inappropriate disposal of minor volumes of solid waste generated through installation e.g., packaging materials. OHS risks for workers installing equipment onto rooftops. Health and safety risks for workers and community members at Town Council buildings during construction including increased SEA/SH between workers and between workers and the community.	Construction impacts shall be addressed in CESMP/CESCOP (as determined through screening process) to be prepared and submitted to the PMU E&S specialists for approval prior to the commencement of installation activities per WB requirements. Contractor(s) WMP to be prepared and submitted to the PMU E&S specialists for approval before any physical works are undertaken. Construction company to maintain sanitation facilities onsite and submit waste and recycling and worker training records for review by the PMU E&S specialists as requested. Contractor(s) H&S management plan; fall hazard zone signage; fall prevention measures; Personal Protective Equipment (PPE), complaints register; accident/incidents register to be prepared and submitted to the PMU E&S specialists for approval before any physical works are undertaken. Labour issues including working conditions, OHS, SEA/SH addressed in Project's LMP and SEA/SH Action Plan. Implementation of Code of Conduct. C-ESMP/CESCOP must be consistent with the Project SEA/SH action plan to be assessed by the E&S specialists. The PMU E&S specialists will refer to the project's SEF and develop activity level	Construction CESMP/CESCOP (WB) as defined through the screening process (Annex IV) Contractor WMP Contractor H&S Management Plan LMP SEA/SH Action Plan Project SEF (develop sub-project SEP(s) as required) Worker GM Project GM

			SEPs to ensure widespread engagement with communities – including its more vulnerable. Project GM available to enable communities to raise project related concerns and grievances.	
End of life	As above	Land and/or water pollution from inappropriate disposal of solar panels at end of life.	Solar Panel disposal will be to a facility authorized to accept such waste for safe disposal, e.g., the Naboro Sanitary Landfill in Suva, to be verified by PMU E&S specialists.	End-of-Life Verify disposal

5.4 Cumulative Impacts

Cumulative impacts are changes in the environment resulting from the combined, incremental effects of human development activities, environmental change processes and/or physical events and can result from individually minor but collectively significant activities taking place over a period of time. While the changes may be insignificant by themselves, cumulative impacts accumulate over time and can pose a serious threat to the social, cultural, and natural environment.

The Project is expected to generate significant E&S benefits from its focus on resilient tourism infrastructure development, investments in nature-based tourism attractions and essential facilities and services and the promotion and management of protected areas. However, unmitigated risks and impacts are expected to be cumulative and may have some longer term impacts to both the Vanua Levu and Taveuni terrestrial and marine environments from the TA activities that lead to increased tourist influx.

Increased tourism may result in cumulative environmental impacts such as land clearance (for construction and agriculture), habitat degradation, wildlife disturbance, introduction of invasive species, and increased demand for resources (construction materials, water and energy) depleting non-renewable resources as a result of the tourist influx. Potential cumulative social risks include negative impacts to community health and safety such as increases in SEA/SH and GBV or communities being exposed to 'anti-social behaviour' from an increase in tourists leading to culturally inappropriate interactions or behaviours. There is also the potential for newly formed or enforced protected areas to prevent local people from deriving subsistence and/or livelihoods from these areas.

To mitigate these risks, the PMU E&S specialists will participate in the TA planning teams and will screen the TA activities as they are developed to ensure that they will not support cumulative negative impacts (or if there is potential for this then mitigation measures are integrated). Furthermore, the draft SESA will systematically examine the potential risks and impacts and will include a rapid sectoral analysis of issues relating to the cumulative consumption of natural resources and pollution generation. The SESA will identify the priorities, controls (such as go/no go zones with respect to critical habitats, cultural heritage etc.), and actions required to both inform the TMP and Project design, and to manage the downstream and cumulative risks. The SESA will act as an overarching control and link between the various TA activities to prevent and mitigate against potential cumulative impacts.

Site specific environmental and social assessments such as ESMPs and ESIAs, will also need to assess the potential cumulative impacts of sub-project activities. For example, landfill drainage combined with other activities that may take place in same catchment such as logging, could cause cumulative impacts to groundwater.

6 Procedures to Address Environmental and Social Issues

6.1 Overview of the Screening Process

The E&S risk screening process will be used to screen all project activities for risks and then identify the E&S risk management tool(s) that need to be prepared and/or followed. The purpose of the screening is to: (i) determine whether activities are likely to have potential negative E&S risks and impacts; (ii) identify appropriate mitigation measures for activities with adverse risks or impacts; (iii) incorporate mitigation measures into the implementation of the activity; (iv) review and approve the management plan(s); and (v) monitor application of management plan(s) for those activities requiring E&S due diligence.

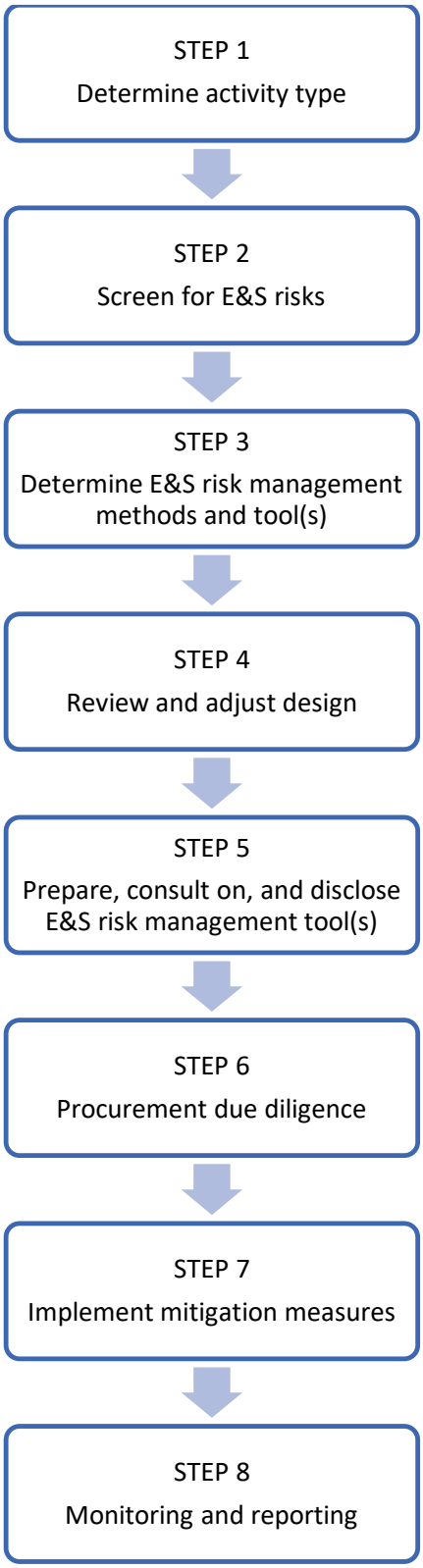
The Project typologies identified as requiring E&S screening and management during implementation of the Project include: TA activities; institutional capacity building, infrastructure installation/upgrades; waste management system enhancements; and rooftop solar installations.

The PMU E&S specialists, to be employed in the MTCA PMU, will undertake the environmental screening, preparation and disclosure of site-specific instruments and DOE EIA and permit applications, and consultation and information dissemination activities with relevant stakeholders. Responsibilities for implementing these procedures are outlined in further detail in Chapter 8. The screening process should be reviewed after six months of project implementation by the PMU E&S specialists to ensure that the process is appropriate.

6.2 Screening and Management of Project Activities

The following flow chart provides the steps that will be undertaken to assess the Project activities. The screening of activities will take place either during the annual work plan or on ad hoc basis as activities are defined by the Project Team(s). The screening process will follow the key steps shown in Figure 6:

Figure 5 – Key Activity E&S Screening and Management Steps



Step 1 – Determine Activity Type

The first step of screening is to determine what type of activity is being proposed and determine the immediate next step. To determine the project activity category, refer to Figure 7 – Activity Screening Process. This will determine whether a screening checklist needs to be completed and/or which project E&S risk management plan(s) must be developed and/or followed.

Step 2- Screen for E&S Risks

The next step is to complete the activity screening checklist(s), as determined in Step 1 (if required). The checklist(s) will determine what activity E&S risk management tool(s) are required to be developed and/or followed (if any). WB will review activity screening forms and provide 'no objection'.

If no additional checklist needs completing, go directly to step 3.

Note: If the Screening Form for Potential Environmental and Social Issues in Annex V is completed, also check Table 10 – Ineligible Activity List to determine the activities eligibility for project funding.

Step 3 – Determine E&S Risk Management Methods and Tool(s)

The third step is to determine what specific E&S risk management methods that are required and/or any tool(s) that are required or apply (if any) under WB and Fiji E&S risk management requirements. The project activity screening process (Figure 7 – Activity Screening Process) will assist in determining the E&S risk management tool(s) that need to be prepared and/or followed.

Step 4: Review and Adjust Design

If required, the screening outcomes will be discussed with the project team and design personnel to identify ways to reduce or avoid any adverse impacts. Any adjustments to the design, categorization or E&S risk management tool(s) can be refined following this process. Integrate E&S clauses into ToRs (example E&S risk management clauses are located in Annex X). TORs submitted to WB for review and 'no objection'.

Step 5: Prepare, Consult on, and Disclose E&S Risk Management Tool(s)

If required, the next step is to prepare the relevant E&S risk management tool(s), both for Fiji and the WB processes. This process may include site visits and data gathering, consultation, and public disclosure of the documents in accordance with the Project SEF (outlined in Chapter 7 – Consultation and Stakeholder Engagement). WB will review E&S plans and assessments and provide 'no objection'.

Step 6 – Procurement Due Diligence

Determine if procurement is required for the activity. If yes, then environmental, social, health and safety (ESHS) provisions (including mitigation measures determined in the activity's E&S assessment) will be incorporated into bidding documents, in accordance with the WB Procurement Framework. For solar panel procurement, bidders must provide two declarations: a Forced Labour Performance Declaration (for past performance) and a Forced Labour Declaration (future commitments) as detailed in the LMP.

Step 7: Implement Mitigation Measures

The implementation of the E&S risk management tool(s) and conditions of any environmental approvals will need to be implemented, monitored, and enforced. Training of implementing staff may be needed to ensure that conditions of the E&S risk management tool(s) are met. For contractors, monitoring and supervision will be needed to ensure that conditions of the E&S risk management tool(s) are met. TA outputs will be screened by the PMU E&S specialists and submitted to the WB for review and 'no objection'.

Step 8: Monitoring and Reporting

Monitoring is required to gather information to determine the effectiveness of implemented mitigation and management measures and to ensure compliance with the approved E&S risk management tool(s). Monitoring methods must provide assurance that E&S risk management tool(s) measures are undertaken effectively.

Six-monthly reports will need to be prepared and provided to the WB. The semi-annual E&S monitoring reports to the Bank will include: (i) the status of the implementation of mitigation measures; (ii) the findings of monitoring programs; (iii) stakeholder engagement activities; (iv) grievances log; and (v) any incidents/accidents with adverse impacts and the actions taken to address it and prevent reoccurrence.

Figure 6 –Activity Screening Process

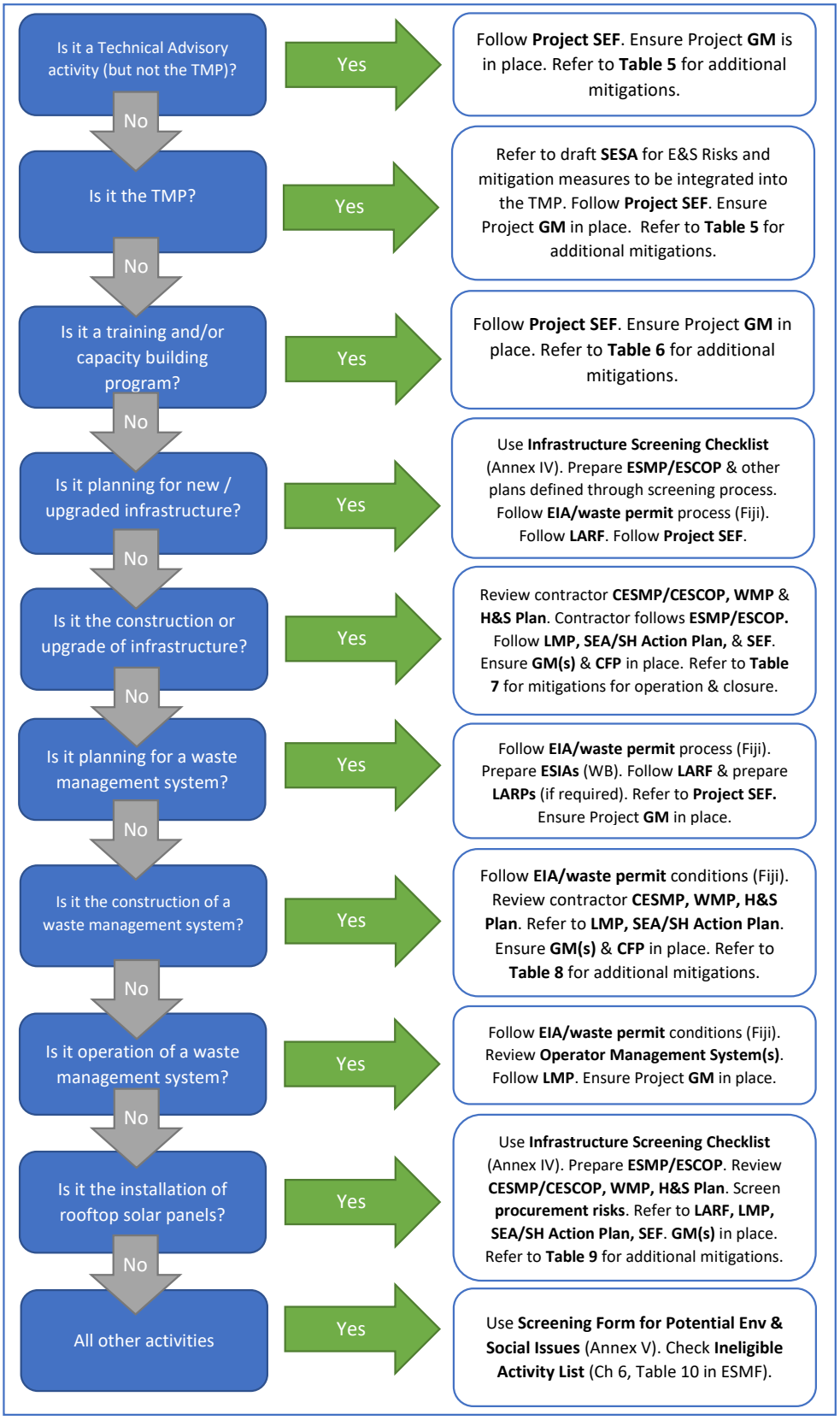


Table 10 – Ineligible Activity List

The following type of activities shall not be eligible for financing under the Project*:

- Activities of any type classifiable as "High" risk pursuant to the WB's Environment and Social Standard 1 (ESS1) of the Environment and Social Framework (ESF). The following activities are illustrative examples of "High" risk activities:
  - Activities that may cause long term, permanent and/or irreversible adverse impacts (e.g., resulting in significant adverse residual impacts to natural or critical habitat);
  - Activities that may cause significant adverse cumulative impacts;
  - Activities that have high probability of causing serious adverse effects to human health and/or the environment;
  - Activities that may have significant adverse social impacts and/or may give rise to significant social conflict;
  - Activities that are considered by the WB (a) to have potential to cause significant loss or degradation of high value biodiversity habitats whether directly or indirectly or those that could adversely affect forest and forest health; (b) that could significantly affect sites with archaeological, paleontological, historical, religious, or unique natural values; and (c) that will result in significant adverse impacts on relocation of households, loss of assets or access to assets that leads to loss of income sources or other means of livelihoods, and interference with households' use of land and livelihoods; and
  - Use of goods and equipment as considered by the World Bank to meet the following conditions: (a) lands abandoned due to social tension/conflict, or the ownership of the land is disputed or cannot be ascertained; (b) to demolish or remove assets, unless the ownership of the assets can be ascertained, and the owners are consulted; (c) involving forced/conscripted labour, child labour (under the age of 18), or other harmful or exploitative forms of labour; (d) activities that would affect indigenous peoples, unless due consultation and broad support has been documented and confirmed prior to the commencement of the activities; and/or other paramilitary purposes.

*includes potential 'downstream' impacts of technical assistance activities.

7 Consultation and Stakeholder Engagement

A stand-alone SEF has been developed to describe the Project's program for stakeholder engagement, public information disclosure and consultation[31]. The SEF can be updated for use in succeeding Program phases (Phases II & III of the MPA). The SEF guides the development of more specific stakeholder engagement plans (SEP) for all project activities. Each subproject is required to develop and implement an SEP, either as a stand-alone document or embedded in other subproject documents such as an ESMP which in turn shall be adapted in the bidding documents and contract agreements. The SEF contains an outline for SEP development.

Stakeholder engagement is an extremely important step in the project preparation process and a fundamental requirement of the WB 's ESSs, particularly ESS10. Stakeholder engagement aims to achieve open and transparent stakeholder buy-in and commitment to the project which, in the process, can improve its E&S sustainability and social acceptability. It enables stakeholders to contribute meaningfully to the design and successful implementation of the project.

7.1 Stakeholder Engagement During Project Preparation

Consultation meetings on the Project were held between September 5 and 12, 2022 in Suva and Nadi (Viti Levu), and Savusavu and Labasa (Vanua Levu). Meetings included management and staff of Ministry of Economy (MOE), MTCA, and other relevant stakeholder Ministries, Departments and Agencies (MDAs) including Fiji Road Authority (FRA), Water Authority Fiji (WAF), Fiji Department of Energy, Energy Fiji Limited, Ministry of Waterways and Environment, Ministry of Forestry, Ministry of Women, Children and Poverty Reduction, Commissioner Northern Division's office, Town Councils of Savusavu and Labasa, the National Trust, Tourism Fiji, and MSME Fiji.

Another round of consultations took place during the World Bank's pre-appraisal mission from February 13-20, 2023. Consultations with the following ministries and departments in Suva were organized to present the latest updates in the project including preliminary discussions on the Project's environmental and social risks and management measures: MOE and other relevant MDAs including FRA, Airport Fiji, National Trust, and MSME Fiji. The priorities and direction of the Project were validated in these meetings including the emphasis on the need to develop and improve the potential of Vanua Levu for tourism.

In Labasa, the pre-appraisal consultation was organized with the Office of the Commissioner for Northern Division. Apart from the Commissioner and his staff, representatives from various ministries and departments such as the iTaukei Affairs Board, TLTB and FRA also participated in the consultation. During the consultation, the participants affirmed the need for the project and its alignment with the priorities in the region especially for key infrastructure such as the airport and acknowledged the stakeholders engagement being done by the Project. The Commissioner reiterated his team's readiness to support the project. In the consultation with the Labasa town council, the acting CEO and two other officials acknowledged the previous discussions on the proposed activities. The exchange focused on two concerns: the town's vulnerability to flooding and solid waste management. The two-pronged approach of having both hard/infra and soft components (education, awareness raising) was discussed.

[31] The disclosed version of the Project SEF is available at: https://mcttt.gov.fj/fiji-tourism-development-program-in-vanua-levu-or-na-vualiku/

Two consultations took place in Savusavu during the pre-appraisal mission on February 17, 2023. The first was with the CEO of the town council. Aside from her affirmation of the list of priority projects for Savusavu, the CEO also informed the mission team that the council has found a better site for the proposed landfill and made significant progress on land acquisition. She informed the team that the new site is far from creeks, rivers or mangrove areas and from settlements, and that an environmental and social assessment will be conducted once the land is acquired. The mission team engaged the CEO in the discussion of environmental and social risks and management measures for the project. The second meeting was with the MSME/private sector. After the discussion on project updates, the participants provided the following key comments: a) it would be more helpful if there is a clearer illustration or overlay of project activities, b) consider inclusion of medical and emergency services, c) the terms of the loan with WB, d) importance of upskilling workers through training that are short, onsite, more visual, community-level and culturally appropriate. The participants provided the following topics for training: financial literacy, occupational health and safety and technical skills such those related with electrical and masonry/carpentry.

7.2 Stakeholder Engagement During Project Implementation

Stakeholder engagement during project implementation focuses on the communities and groups that will be affected by the subprojects. This stage of engagement aims to generate the issues, concerns, and possible solutions to these issues from them. This will allow MTCA and its partner implementing bodies to generate support of stakeholders as a sustainability mechanism for the Project, improve subproject design, and maximize social benefits by ensuring inclusion.

During project implementation, stakeholder risks might occur, such as opposition of host communities and affected households to subproject construction since these might disrupt their daily activities. An example of subproject which may face stakeholder risks would be waste management. If not properly informed and consulted, host communities living in proximity to the proposed landfill in Savusavu might oppose the project due to fear of health and environmental impacts. The same is true for informal waste salvagers in the existing dump site which may be economically displaced. Construction and infrastructure activities might also cause aversion of motorists and transport service providers due to possible temporary disturbance.

While consultations with MSME Fiji and Savusavu MSMEs showed strong support for the project, it is foreseen that heightened tourism activities may face opposition from local and international CSOs or environmental groups, or cause the feeling of alienation of community members. On the same token, it is also possible that adjacent towns or villages may feel that they have been left behind, and therefore could cause tensions with beneficiary communities and/or with the officials and constituents.

These risks can be mitigated by being transparent and disclose as much information about the Project and its activities as possible and in a timely manner. Through the SEF, the Project aims to conduct regular and continuous consultations with concerned stakeholders throughout the project cycle. The inputs and concerns of stakeholders will be properly documented and responded to using channels that are accessible to them.

One particular avenue for stakeholder engagement on environmental and social risks and management during project implementation is the conduct of the Strategic Environmental and Social Assessment (SESA) for this project. A SESA is a set of analytical and participatory processes for incorporating environmental

and social considerations, at early stages of decision making, into policies, plans, and programs that affect natural resources. The SESA will be conducted to inform the development of the Tourism Master Plan (TMP) and is expected to produce a set of actionable recommendations by which environmental, social, and cultural heritage priorities for sustainable development of the tourism sector in Vanua Levu and Taveuni and their associated risks can be properly addressed so as to enhance environmental sustainability and social development in the northern division.

For the SESA, the Project foresees strong engagement with the following key stakeholders: TLTB, the National Trust, DOE, Ministry of Waterways & Environment, Ministry of Forestry, Ministry of Local Government, Ministry of Trade, Cooperatives, Small and Medium Enterprises, and Ministry of Fisheries. The Project also expects regular and meaningful consultations with the private sector operators and specific interest groups e.g., fish and fruit/vegetable suppliers, restaurant owners, hotel/resort owners, handicraft associations, hiking/water sports/diving/cruise associations, transport operators, retail store owners, tourism operators, construction companies, faith based organizations, police, medical centers.

With the easing of restrictions related with the pandemic, on-site and face-to-face consultations are expected to the primary mode of stakeholder engagements during project implementation phase. (See public consultation section below.)

7.3 Stakeholder Identification and Analysis

The Project's key stakeholders within the government include the MTCA and its partner agencies such as the FRA, Land Transport Authority (LTA), Airports Fiji, Tourism Fiji, Water Authority of Fiji, Housing Authority, iTaukei Lands Trust Board (TLTB), the *mataqalis* and the concerned *Turagas-de-Koros*, among others. Outside the government, key stakeholders include the affected persons (Aps) and host communities (including landowners and users), MSMEs and MSME cooperatives, transport service providers, tourism service workers such as tour guides, dive guides and hotel and resort workers, tourism and heritage organizations, and local, national and international CSOs. The standalone SEF enumerates these stakeholders, their characteristics, and needs (Table 1 of the SEF).

The identified vulnerable groups include, among others, women, the elderly, children and adolescent girls, indo-Fijian sugar cane farmers, and persons with disabilities. These groups have mobility and accessibility issues and their concerns and inputs are not usually considered or integrated in the project design and implementation. Women employees of hotels, resorts, and tourism establishments are also considered vulnerable since they face the risk of harassment and other forms of GBV, which may be perpetrated by tourists and other workers.

Other vulnerable groups include waste pickers, informal users/settlers and poor households who will be physically and/or economically displaced by subprojects, temporarily or permanently. The project areas are also known to have a large population of the Indo-Fijian sugar cane farmers who traditionally have less representation and inclusion in government processes. It is important to generate their views on both substance and processes of project activities in order to mitigate any potential adverse or negative impacts the project may create on them. For the Project to be successful and sustainable, there is a need to ensure that all project activities are inclusive, and should provide equal benefits to all, regardless of their status.

7.4 Proposed Strategy for Information Disclosure

MTCA will facilitate disclosure of project information as early as possible to allow stakeholders, especially the vulnerable and marginalized groups, to understand the risks and impacts of the project and its subprojects. Critical information to share include:

a) The purpose, nature and scale of the project;
b) The duration of proposed project activities;
c) Potential risks and impacts of the project on local communities, and the proposals for mitigating these, highlighting potential risks and impacts that might disproportionately affect vulnerable and disadvantaged groups and describing the differentiated measures taken to avoid and minimize these;
d) The proposed stakeholder engagement process highlighting the ways in which stakeholders can participate;
e) The time and venue of any proposed public consultation meetings, and the process by which meetings will be notified, summarized, and reported; and
f) The process and means by which grievances can be raised and will be addressed.

All project materials to be released for disclosure will be made available at venues and locations frequented by the stakeholders in easily understandable formats such as flyers and brochures. Public announcements will be coursed through the MTCA website and mainstream media (radio and newspapers), as well as through the town councils.

For government agencies and other entities, project information will be disseminated formally and through the conduct of meetings and consultations.

Electronic copies of project documents will be made available online in the MTCA websites and social media pages e.g., Facebook, as available.

7.5 Proposed Strategy for Consultation

Stakeholder engagement activities will provide stakeholder groups with relevant information and opportunities to voice their views on issues that matter to them/affect them.

The methods used would vary according to the target audience and would include:

a) Public/community meetings, separate meetings for disadvantaged and vulnerable groups
b) 'Talanoa' and other customary forms of community dialogues and decision-making
c) Face-to-face and virtual meetings
d) Focus Group Discussions
e) Conduct of surveys including social media surveys
f) Interviewing stakeholders and relevant organizations
g) Mass/social media communication (as needed)
h) Disclosure of written information including project environmental and risk management instruments, brochures, posters, flyers, website
i) Bulletin boards and public areas, including government offices
j) Grievance mechanism
k) MTCA websites and social media accounts
l) City/town councils websites and social media accounts

To ensure the health and safety of stakeholders during the pandemic, the Project will abide by the government and WB guidelines for public consultations during Covid-19. Workshops and events must be COVID-19 safe. Standard precautions such as hand hygiene, physical distancing, and mask wearing will be followed as appropriate.

To facilitate meaningful consultation with vulnerable and marginalized groups, the following strategies will be employed by the Project:

a) A database containing the characteristics/demographics of these vulnerable groups will be developed and maintained.
b) There will be separate, targeted consultations and meetings for persons with disabilities, women, elderly, waste workers/waste pickers, market vendors and workers, affected communities especially of marginalized and other vulnerable groups.
c) All information will be simplified and translated to the language they understand and speak.
d) Community engagement officers will be hired to engage with them regularly.
e) Mataqali chiefs, village heads and community representatives will be consulted regularly.
f) Accessibility of meeting and consultation venues will be ensured. When needed, targeted groups will be provided with transportation for their comfort; engagement meetings may also be held within the villages or communities to further lessen the burden on them for travelling; if telecommunication networks allow it and in times when there are travel restrictions, online/phone interviews may be considered as alternative to face to face interaction.

After each activity/consultation, a documentation report will be prepared and circulated to participants. They will be given a maximum of one week to provide their comments and inputs.

Documentation of stakeholder engagement includes the following, as appropriate:

a) date and location of each meeting, with copy of the notification to stakeholders;
b) the purpose of the engagement (for example, to inform stakeholders of an intended project or to gather their views on potential environmental and social impacts of an intended project);
c) the form of engagement and consultation (for example, face-to-face meetings such as town halls or workshops, focus groups, written consultations, online consultations);
d) number of participants and categories of participants;
e) summary of main points and concerns raised by stakeholders;
f) summary of how stakeholder concerns were responded to and taken into account; and
g) issues and activities that require follow up actions, including clarifying how stakeholders are informed of decisions.

The Project will undertake the following public consultation for the Project's Environmental and Social Safeguard instruments as soon as the PMU is constituted.

a. Town level consultation in Savusavu in coordination with the town council with representatives from various groups and sectors, especially groups that are considered vulnerable and disadvantaged.
b. Town level consultation in Labasa in coordination with the town council with representatives from various groups and sectors, especially groups that are considered vulnerable and disadvantaged.

c. Provincial level consultation in the three provinces of Cadaudrove, Macuata and Bua in coordination with their respective provincial council, the Office of the Commissioner for Northern Division, TLTB, iTaukei Affairs Commission, and with representatives from various groups/sectors especially groups that are considered vulnerable and disadvantaged.
d. Consultation with international and national CSOs and other interested parties.

7.6 Grievance Mechanism

This ESMF has preliminarily identified risks and impacts associated with the Project and its components and activities. These risks are likely to create tensions or conflicts among project stakeholders, and generate complaints or grievances from them especially from project Aps.

To receive and facilitate the resolution of APs' any concerns, complaints, or grievances about the Project, this GM is developed. When and where the need arises, this mechanism will be used for addressing any complaints that may arise during the implementation and operation of the Project and its subprojects, including land acquisition or resettlement complaints. The GM will address these concerns and complaints promptly and transparently. The GM will be gender responsive and readily accessible to all Aps at no costs.

Complaints related with gender-based violence or SEA/SH will be handled through Fiji National Service Delivery Protocol for Responding to Cases of GBV annexed to the GM document. The Protocol, informed by the country National Gender Policy, specifies how complaints will be handled in a confidential, ethical, and survivor-centered manner, including how data will be safeguarded to ensure that names of survivors or alleged perpetrators will not be shared.

The GM will use traditional systems for conflict and dispute resolution and, as far as possible, problems, concerns or grievances will be resolved at the subproject level. The GM will not however impede Aps access to the Fiji's judicial or administrative remedies. The PMU E&S specialists in coordination with relevant agencies and traditional/community leaders will inform Aps and other stakeholders about the GM.

The GM will utilize all available uptake points. Among others, these include (i) verbal or in-person visits to any project or subproject offices/construction sites or community leaders' offices, (ii) calls or SMS to a dedicated line and mobile number, (iii) mail and (iv) online platforms such as the Project website, email and social media accounts.

The key functions of the GM will be to (i) record, categorize and prioritize the grievances; (ii) settle the grievances in consultation with complainant(s) and other stakeholders; (iii) inform the aggrieved parties about the solutions; and (iv) forward the unresolved cases to higher authorities.

For each subproject, the subproject manager or engineer supported by the PMU Social Officer will be the grievance focal points to receive, review and address project related concerns and to resolve land related disputes in coordination with the traditional/community leaders and concerned and concerned government authorities. Aps will be made fully aware of the project benefits and impacts during consultations, including their entitlements about compensation and assistances for any physical or economic displacements. No costs will be charged for anybody filing a complaint. Aps will be exempted from any fees associated with resolving the grievance pursuant to the Project's grievance redress procedure.

Complaints will be recorded and investigated by the PMU Social Officer, supported by the E&S Manager, and working with relevant staff of the individual subproject. The PMU Project Manager will be immediately informed/updated of any complaints from Aps by the Social Officer. A GM Management Information System (MIS) – either standalone GM MIS or embedded in the Project MIS – will be maintained which will show the details and nature of the complaint, the complainant, the date and actions taken as a result of the investigation. It will also cross-reference any safeguard compliance report or other relevant documentation.

When subproject implementation starts, a sign will be erected at all sites providing the public with updated project information and summarizing the GM process including contact details of the subproject's GM focal points. All corrective actions and complaints responses carried out on site will be reported back to MTCA through the GM MIS. MTCA will include information from the GM MIS and corrective actions/responses in its progress reports to the WB.

In the whole process, relevant Fiji agencies (DOL, TLTB, iTaukei Affairs Board etc.) will be always available to review public complaints and advice on the MTCA's performance for grievance redress.

Key Steps of Grievance Redress Process

STEP 1

Any Aps, by themselves or through their representatives like the village head/chief, can file complaints or grievances through any uptake point.

To avoid conflicts of interest and keep the integrity of the system, the GM provides different options for lodging a complaint. This means that people can raise their concerns with any uptake point or someone they trust and can also choose to talk with either a man or a woman. This is especially important in situations that involve gender-based violence, sexual exploitation, abuse, or harassment.

STEP 2

Upon receipt of the complaint, the PMU social officer will log the details in the GM MIS. The MIS will record complaints by date, name, contact address and contact information (number, social media accounts, etc.) if available, and details or substance of the complaint. If the complainant desires, their identity may be kept anonymous but the nature of their concern should still be recorded. A duplicate copy of the entry is given to the person making the complaint for their record at the time of registering the complaint. The duplicate copy given to the complainant will also describe the procedure that will be followed in assessing the concern or complaint.

For non-SEA/SH and straightforward grievances, the subproject engineer, following the principles and protocol of this GM, i.e., with traditional/community leaders, can make an on-the-spot determination to resolve the issue. The PMU social officer will review the action of the SP Engineer and provide appropriate guidance. Complaints are expected to be resolved within two weeks at the most.

All SEA/SH related complaints lodged through the GM must proceed immediately to the PMU social officer, who, with utmost sensitivity and confidentiality, will facilitate referral to the right person or office following the Fiji GBV Protocol described previously.[32]

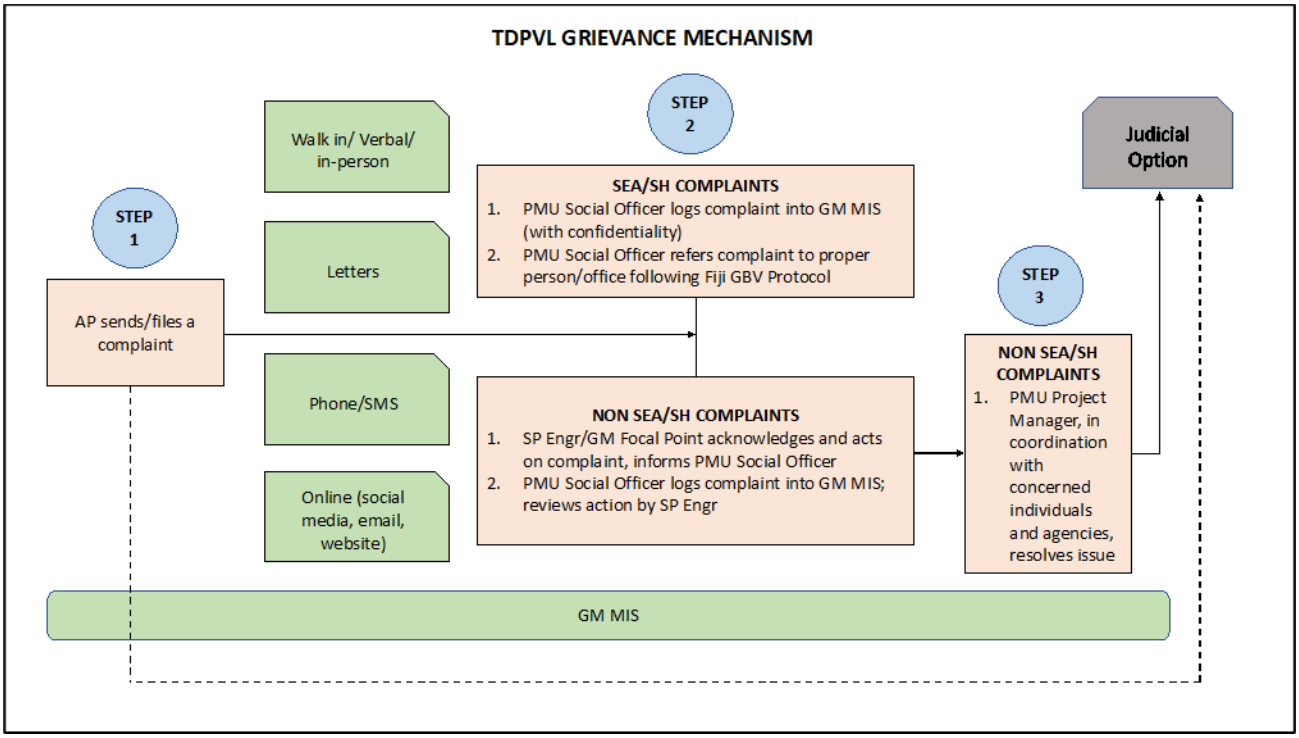
STEP 3

Complex cases that are not resolved within the two-week timeframe will be referred to the PMU Project Manager, who, in close coordination with the PMU Social Officer, PMU E&S Manager, traditional/community leaders and concerned government agencies, will find a solution to the issue/problem within two weeks. The PMU Social Officer will regularly update the affected person/s on the progress and status of the case.

Judicial Option

If unresolved, or at any time the complainant is not satisfied, he or she can take the matter to appropriate judicial option including the court. The figure below sets out the process to resolve any project related grievances.

Figure 7: Grievance Redress Process



[32] Given the sensitivity involving SEA/SH cases, the Project will let concerned handlers and authorities do their mandates and responsibilities and will only involve itself when said handlers/authorities require its assistance. The PMU Social Officer will monitor development in the cases and update the MIS accordingly.

8 Implementation Arrangements, Responsibilities, and Capacity Building

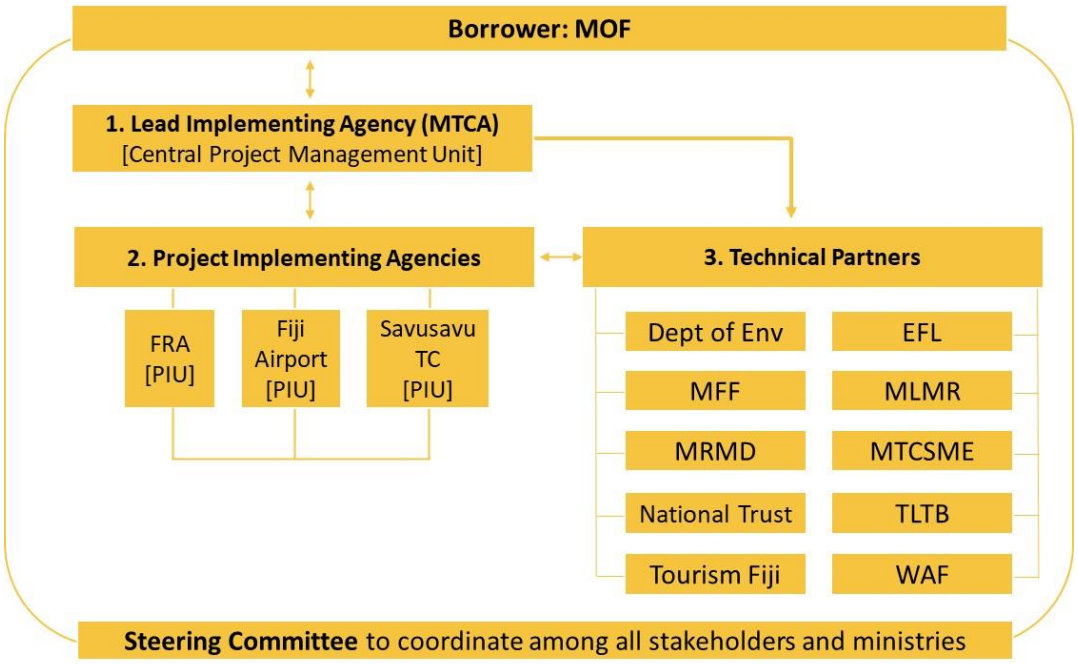
8.1 Implementing Agencies

8.1.1 Lead Implementing Agency

The Project's lead implementing agency will be the MTCA who have the mandate for oversight and management of Fiji's tourism sector. They will have overall responsibility for conducting the day-to-day management and implementation of the Project, as well as coordination with other implementing agencies, government ministries, partner agencies, technical agencies, and stakeholders on all aspects of project implementation as required. The MTCA will establish a Steering Committee (SC) at the Permanent Secretary level to oversee project management. The SC will provide strategic oversight related to streamlining coordination amongst the multiple stakeholders involved in the project.

The Project has three other Implementing Agencies (IA's) include FRA, Fiji Airports, and Savusavu Town Council (Figure 9). MTCA will have the overall responsibility for the project's execution, oversight, and coordination with other key stakeholders. The MTCA will also have the overall responsibility for ensuring that E&S issues are adequately addressed within the Project cycle.

Figure 8 – Proposed Project Implementation Arrangement



The MTCA has no previous experience with WB financed projects and will require significant support. To address this a Central Project Management Unit (PMU)—staffed with hired consultants on key project management aspects (procurement, fiscal management, environment and social risk management, and monitoring and evaluation) and technical expertise (tourism, gender) will be set up under MTCA to manage the Project. Each implementing agency will have their own Project Implementation Unit (PIU) to oversee the implementation of relevant investments. These PIUs will be staffed as required to meet the fiduciary and project management needs based on the level of activity they are implementing. The C-

PMU, in collaboration with the PIU of each IA, will be responsible for the day-to-day management of their respective parts of the project. One overarching procurement strategy will be created and managed by MTCA in coordination with the three IA's.

A POM will be developed no later than three months after the effective date of the Financing Agreement to support the MTCA to meet its responsibilities for management and implementation of the Project. The POM will describe detailed arrangement and procedures for the implementation of the project, such as operational systems and procedures, project organizational structure, office operations and procedures, finance and accounting procedures (including funds flow and disbursement arrangements, and details relating to MTCA Staff Costs), procurement procedures, personal data collection and processing in accordance with good international practice, Project monitoring, reporting, evaluation and communication arrangements, and implementation arrangements for the ESCP as well as the preparation and/or implementation of instruments referred to in the ESCP, such as ESIAs/ESMPs, per WB ESF guidance.

The E&S screening process included in this ESMF will be reviewed and, if required, updated by the incoming MTCA E&S specialists within six months of project effectiveness to ensure that the process is appropriate. Updated documents will be re-disclosed.

MTCA will prepare and submit regular (six-monthly) monitoring reports on the ESHS performance of the Project, including but not limited to, the implementation of the ESCP, status of preparation and implementation of the Project's E&S documents, stakeholder engagement activities and grievances log, Labour Management Procedures, contractor's ESHS implementation (when required), ESHS incidents, and the functioning of the GM(s).

8.1.2 Environmental and Social Risk Management Support

The central PMU will be supported by three E&S risk management staff. Specifically, an E&S Manager, an environmental officer, and a social officer (the PMU E&S specialists). The PMU E&S specialists will develop and support the implementation of the Project's ESHS, and community engagement instruments in compliance with Fiji law, Project ESCP, and consistent with GIIP and the WB ESF and its standards. Other technical specialists/consultants may be engaged from time to time as required (e.g., for SESA development, landfill design, and/or assessments and plans relating to management of SEA/SH).

E&S Manager

The E&S Manager, reporting to the Project Manager in the PMU, will take a lead role in the E&S team. The environmental and social officers will report directly to the E&S Manager. The E&S Manager will work closely with the environmental and social officers in the PMU and in the Partner Agencies to ensure that environmental, social, SEA/SH, and health and safety risks are managed in accordance with the requirements of the WB's ESF, GIIP, and Fiji Law.

Specifically, the E&S Manager will:

- Lead the ESHS team to ensure ESHS risks and impacts associated with project activities are identified and managed.
- Report to the Project Manager on progress, coordination, activities management plan, status of ESHS risk management activities.

- Undertake and coordinate the implementation of ESHS risk management capacity assessments of the project implementing agencies (FRA, Fiji Airports, and Savusavu Town Council. Supplement E&S risk management support as needed, based on capacity assessments.
- Coordinate the appointment of a consultancy to develop the SESA. Review the draft and final SESA to ensure that the SESA complies with the TOR and aligns with the ESMF, ESCP, SEF, LARF, SEA/SH Action Plan, and LMP
- Participate in the TMP development team and ensure that SESA outcomes are integrated into the draft and final TMP;
- Participate in the TA activity development teams and ensure TA activity TORs include E&S risk management clauses (Annex X). Review the TA approaches and outcomes for downstream and cumulative impacts and consistency with the Projects E&S documents[33], Fiji law, GIIP, and the WB ESSs.
- Participate in the infrastructure designs teams. Screen the activities, or support the screening of activities, for E&S risks and develop, or assign the development to the environmental or social officer as appropriate, the ESMP/ESCOP, BMPs, CHMP etc. for the project activities as identified through the screening process (screening form in Annex IV) and then apply the identified conditions. Follow the Fiji EIA/waste permit determination process to identify what level of approvals and what permits are required and then, if required, engage an accredited consultant to complete the EIA, per Fiji Law. If required, Fiji EIAs or other permits can be incorporated into the ESIA/ESMPs prepared in accordance with the WB ESF;
- Coordinate the submission of draft ESHS instruments to the World Bank for review and no objection and ensure the timely response to comments.
- Hire a consultancy to develop the ESIAs for the waste management improvements including E&S screening and an E&S audit of existing waste management (WM) infrastructure. Review and approve the ESIAs and then apply the identified conditions. Follow the Fiji EIA/waste permit determination process to identify what level of approvals and what permits are required and then, engage and supervise an accredited consultant to complete the EIA, per Fiji Law. Incorporate the EIA (Fiji) into the ESIA (WB), then apply the identified conditions.
- Support the engagement a supervising engineering consultancy for the Savusavu waste management improvements. Include ESHE supervision in their TORs.
- Training and capacity building including the following steps:
    - Undertake training needs assessments (TNAs) of the E&S risk management capability of the PMU E&S officers, the broader PMU staff, stakeholders, the MTCA, subcomponent activity IA's, DOE, construction contractors, consultants, stakeholders, and communities during project implementation.
    - Develop and maintain capacity building/training plan(s) based on the TNA(s) and relevant to the E&S requirements of the Project.
    - Provide ongoing training and awareness raising based on the capacity building /training plan(s) throughout project implementation.
- Provide support to the social officer to follow the LARF and develop activity level LARPs (if required);
- Provide support to the social officer to follow the Project SEF and develop activity level SEPs (if required) and assisting with stakeholder and community consultations;
- Provide support to the social officer to follow the Project SEA/SH Action Plan and LMP.

[33] ESMF, LARF, LMP, SEF, POM, ESCP, SEA/SH Action Plan

- Provide technical support and capacity building to the environmental and social officers to implement the project's ESMF and associated instruments in accordance with the WB ESF, ESCP, GIIP and Fiji legal requirements including:
    - Coordinate the development of annual work plan for E&S risk management tasks.
    - Support the environmental and social officers to develop and deliver ESHS training for relevant stakeholders.
    - Support environmental and social (land) screening, preparation and disclosure of site-specific instruments, and consultation and information dissemination activities with relevant stakeholders.
    - Support the environmental and social officers to undertake procurement due diligence and apply the LMP.
    - Support site-based environmental, safety and social monitoring. Advise on suitable corrective actions/opportunities for improving performance.
    - Support the coordination of the Project Workers GM and Project GM system.
    - Support/review monthly and six-monthly monitoring reports on the ESHS performance of the Project.
    - Support notification, reporting and management of incidents or accidents related to the Project which have, or are likely to have, a significant adverse effect on the environment, the affected communities, the public or workers.
    - Participate in semi-annual Project Supervision missions, representing MTCA on environmental, safety and social aspects.
- Perform and other duties as assigned by the PMU Project Manager.

Environmental Officer

The Environmental Officer will report directly to the E&S Manager. Specific tasks for the Environmental Officer:

- Manage the overall implementation of the WB environmental standards across all project activities.
- Attend WB missions, field trips, meetings etc. as required.
- Report to all project management on progress, coordination, activities management plan for all environmental management plans in accordance with agreed monitoring requirements, status of activities etc. to ensure appropriate coordination among the projects as well as tasks within each project.
- Provide input to projects including preparing environmental risk assessments and management instruments, collecting data and conducting field work as required, for consistency with the WB ESF and Fiji law.
- Support the E&S Manager to follow the Fiji EIA and waste permit determination process to identify what permits are required and then prepare the appropriate applications and documents.
- Provide advice to the PMU on key environmental issues and aspects of the Project in a timely manner, including general environmental advice and advice on the implementation of E&S risk management instruments.
- Assist with the oversight of project consultants, in the case that specialist consultants are required, and contractors including Civil Works Contractors including regular monitoring and assurance activities.
- Input to monthly and six-monthly monitoring reports on the ESHS performance of the Project.

- Support the E&S Manager to implement the capacity building / training program(s).
- Provide support for Civil Works Contractors to prepare construction waste management and health and safety plans. Review and approve Contractor's waste management and health and safety plans.
- Manage environmental risks in procurement e.g., construction materials.
- Support the PMU to manage any significant environmental and health and safety risks and/or incidents on the Project.
- Develop standard operating procedures (SOPs) for environmental risk management (jointly with the social officer).
- Conduct other ESHS and CE related activities as required.

Social Officer

The Environmental Officer will report to the E&S Manager. The Social Officer must have experience in resettlement and/or livelihood restoration, and managing gender issues such as GBV and SEA/SH. Specific tasks for the Social Officer:

- Manage the overall implementation of the WB social standards across all project activities.
- Attend WB missions, field trips, meetings etc. as required.
- Report to all project management on progress, coordination, activities management plan for all social management plans including as relevant, LARPs, SEPs, CHMP, LMP etc. in accordance with agreed monitoring requirements, status of activities, human resource deployment plan etc. to ensure appropriate coordination among the projects as well as tasks within each project.
- Provide input to projects including preparing social risk assessments, collecting relevant data, preparing social instruments, conducting field work, preparing TORs for consultants, supervising consultants, and contributing to the project design.
- Support the E&S Manager to follow the Fiji EIA and waste permit determination process to identify what permits are required and then prepare the appropriate applications and documents (EIA etc.).
- Provide advice to the PMU on key social issues and aspects of the Project in a timely manner, including general social advice and advice on the implementation of safeguards instruments.
- Prepare social assessments and instruments, such as the SEA/SH Assessment and Action Plan and/or supervise the preparation of social assessments and instruments in the case that specialist consultants are required.
- Overall responsibility for the implementation of the LARF and any subsequent LARPs including: (a) identification of affected areas and APs; (b) social assessments and due diligence; (c) overall LARP preparation, implementation and monitoring; (d) community liaison; and (e) LARP budgetary provision.
- Overall responsibility for coordinating stakeholder engagement in accordance with the Project SEF. Ensure project-level citizen and stakeholder engagement and disclosure processes to ensure WB ESS5 and community expectations are met. Document and report of results of social engagement activities.
- Overall responsibility for coordinating the Project Worker GM and Project GM system.
- Overall responsibility for coordinating, training and monitoring adherence to the LMP, including management of SEA/SH cases and related-concerns.

- Assist as necessary, with the procurement of additional social support staff and / or consultants, by preparing TOR and reviewing CVs / proposals / candidates.
- Assist with the oversight of project consultants, in the case that specialist consultants are required, and contractors including Civil Works Contractors including regular monitoring and assurance activities.
- Input to monthly and six-monthly monitoring reports on the ESHS performance of the Project.
- Support the E&S Manager to implement the capacity building / training program(s).
- Provide support for Civil Works Contractors to prepare construction waste management and health and safety plans and implementation of the LMP. Review and approve Contractor's waste management and health and safety plans.
- Manage social risks in procurement e.g., SEA/SH, child and forced labour risks for solar panels. Specifically, follow the LMP process with regards to solar panel procurement, review the bidders Forced Labour Declarations (past performance and future commitments), and submit the declarations to the WB for review.
- Support the PMU to manage any significant social risks and/or incidents on the Project.
- Support the development of SOPs for social risk management (jointly with the Environmental Officer).
- Conduct other ESHS and CE related activities as required.

8.1.3 Subcomponent Level Implementing Agencies

Other agencies responsible for implementing Project subcomponent activities include FRA, Airport Fiji, and Savusavu Town Council (Figure 9). While the MTCA will retain overall responsibility for ensuring that E&S issues are addressed, all activities undertaken by the subcomponent level IAs are expected to comply with the Project's E&S risk management documents[34] GIIP and Fiji Law. Each subcomponent IA will have their own Project Implementation Unit (PIU) to oversee the implementation of relevant investments and shall formally appoint or identify a person (or a team) to be responsible for implementing the activity level E&S risk management procedures and mitigation measures. Each agency will have a customized relationship with the Central PMU as defined in an MOU that outline roles and responsibilities of each partner.

FRA

Fiji Roads has existing WB and other development agency E&S risk management experience through the TIISP project. The TIISP team consists of a Safeguards Manager, two health and safety officers, two safeguard officers, an international gender consultant, a communication and gender officer, a social safeguards officer, a lands team leader, and a communication consultant. This Project will support minor works through FRA, therefore FRA will retain E&S risk management with support provided by the E&S specialists in the central PMU. A MOU will be used to ensure the clear delineation of E&S roles with regard to FRA led activities.

Fiji Airports

[34] ESMF, LARF, LMP, SEF, POM, ESCP, SEA/SH Action Plan

The E&S risk management experience and implementation capacity of Fiji Airports is unknown and the activities relatively minor. Therefore, it is expected that the PMU E&S specialists will allocate adequate time on E&S risk management support and oversight for Fiji Airports. Fiji Airports will formally appoint or identify a person (or a team) to be an E&S focal point who will work closely with the PMU E&S specialists to implement the activity level E&S risk management procedures and mitigation measures. A MOU will be used to ensure the clear delineation of E&S roles with regard to Fiji Airport led activities.

Fiji Airport led activities may need activity level E&S risk management documents prepared e.g., ESMPs/ESCOPS, SEPs etc. The PMU E&S specialists will work closely with the E&S focal point while preparing the activity level E&S instruments, to ensure that E&S risks are managed in accordance with the WB ESF and its standards, the Project's E&S risk management documents, GIIP, and Fiji law.

The PMU E&S Manager will undertake a TNA assessment of Fiji Airports, prior to the subcomponent activities being undertaken, and develop and implement a capacity building / training program e.g., on ESHS incident management, GM etc.

Savusavu Town Council

The Savusavu Town Council have advised that they have limited capacity to manage the Project activity E&S risks. Therefore, the PMU E&S specialists will provide the majority of the E&S risk management support and oversight for Savusavu Town Council led activities, with supplementary consultants appointed on an as needed basis. The Savusavu Town Council will formally appoint or identify a person (or a team) to be an E&S focal point who will work closely with the PMU E&S specialists to implement the activity level E&S risk management procedures and mitigation measures. The Savusavu Town Council will also engage a community engagement officer to cover all of the Project activities it is leading. A MOU will be used to ensure the clear delineation of E&S roles with regard to Savusavu Town Council led activities.

Savusavu Town Council led activities will need activity level E&S risk management documents prepared e.g., ESIAs/ESMPs/ESCOPS, SEPs, LMPs, LARPs, BMPs, CHMPs etc. The PMU E&S specialists will work closely with the Savusavu Town Council E&S focal point to prepare activity level E&S instruments, to engage and supervise a consultancy to prepare the waste management improvements ESIA, and to engage and supervise a supervising engineering consultancy for landfill construction to ensure that E&S risks are managed in accordance with the WB ESF and its standards, the Project's E&S risk management documents[35], GIIP, and Fiji law.

The PMU E&S Manager will undertake a TNA assessment of Savusavu Town Council, prior to the subcomponent activities being undertaken, and develop and implement a capacity building / training program e.g., on ESHS incident management, SEA/SH, GM, managing the supervising engineering consultancy etc.

8.2 Activity Level Environmental and Social Risk Management Responsibilities

8.2.1 Construction Contractors

Construction contractors may be used for activities such as the upgrade/installation of infrastructure, waste management improvements, and installation of rooftop solar. Contractor(s) are expected to comply

[35] ESMF, LARF, LMP, SEF, POM, ESCP, SEA/SH Action Plan

with the projects E&S risk management documents[36], including activity level ESMP/ESIA's, ESMP/ESCOP's, as well as local legislations and this will be specified in the contractor's agreements. Contractor(s) will be expected to disseminate and create awareness within their workforce of E&S risk management compliance and undertake any staff training necessary for their effective implementation. Where contractors do not have existing environmental staff, the PMU E&S specialists, supported by the WB Environmental and Social team, will make arrangements for adequate capacity building within the contractor's workforce. The PMU E&S Manager, supported by the environmental and social officers, will undertake a TNA of the construction contractors and develop and implement a capacity building / training program.

Contractor(s) will also be required to comply with the ESMP with associated sub plans for dump rehabilitation, landfill construction etc., and prepare and comply with C-ESMPs/CESCOPs, waste management plans, and health and safety plans, submit those plans to the E&S Manager for approval prior to physical works commencing, and to take all necessary precautions to maintain the health and safety of their personnel. The contractor(s) will appoint an environment and health and safety officer at site, who will have the authority to issue directives for the purpose of maintaining the health and safety of all personnel authorized to enter and or work on the site, to take protective measures to prevent accidents and raise awareness on SEA/SH and the Code of Conduct to ensure suitable arrangements are made for all necessary welfare and hygiene requirements, and to undertake worker training. For activities identified as requiring an ESIA or ESMP through E&S screening, the ESIA/ESMP will identify Contractor ESHS management plan and resourcing requirements. Contractor(s) will be briefed on the Project Worker GM and Project GM, and will be required to refer any grievances to the Social Officer who will coordinate the GMs.

8.2.2 Consultants

The PMU shall contract consultants to support the Projects TA activities. All activities undertaken by consultants are expected to comply with the WB ESF and its standards and ESHS Guidelines, the Project's E&S risk management documents[37], GIIP, and Fiji law as will be specified in the activity level ToRs which will be used to contract the consultants. In the case of sub-contracting, consultants will be required to have equivalent arrangements with their sub-contractor(s).

Consultants will be expected to disseminate and create awareness with their staff of their commitments to E&S risk management, and to undertake any staff training necessary for their effective implementation. The TNA will include an assessment of the consultants E&S capacity and knowledge. Where consultants do not have existing environmental or social staff, the PMU E&S specialists, supported by the WB E&S team, will make arrangements for adequate capacity building and this will be detailed in the capacity building/training plan.

Consultants shall submit all draft outputs, such as studies and plans, to the PMU E&S specialists for review.

8.3 World Bank Environmental and Social Team

The WB's E&S team will provide regular E&S risk management support and supervision for the duration of the project, remote and during missions, and to build capacity for ESMF implementation and

[36] ESMF, LARF, LMP, SEF, POM, ESCP, SEA/SH Action Plan

[37] ESMF, LARF, LMP, SEF, POM, ESCP, SEA/SH Action Plan

stakeholder engagement. The WB E&S Team will provide implementation support to the PMU, MTCA and the Provincial Administration. The WB E&S Team will provide the PMU and E&S Manager and Officers with training on the WB ESF and its implementation. The WB will also provide 'no objection' to all TORs for consultants (including the SESA consultancy), PMU staff, as well as technical studies and will review outcomes and reports to ensure consistency with the objectives of the relevant WB ESF standards, GIIP, and the Project's E&S risk management documents[38].

8.4 Capacity Building

The PMU E&S Manager will undertake training and capacity building activities during the implementation of the project. The PMU E&S Manager will undertake TNA(s) of the E&S risk management capability of the PMU E&S officers, the broader PMU, the MTCA, subcomponent activity IAs, DOE, construction contractors, and consultants, as they are appointed/contracted during project implementation. Based on the TNA(s), the PMU E&S Manager will develop and maintain a capacity building/training plan(s) relevant to the E&S requirements of the Project. The PMU E&S Manager, with the support of the PMU E&S officers, will implement the capacity building/training plan(s) and provide ongoing training throughout project implementation.

It is expected that the incoming PMU E&S specialists may not have worked on WB ESF projects previously and will need ongoing support, training, and technical assistance from the WB to implement the Project E&S documents and prepare/review project activity instruments, such as ESIA/ESMPs, LARF, LMP, and SEF, during project implementation. Orientation on relevant country policies, frameworks and protocols such as the Fiji National Service Delivery Protocol for Responding to Cases of Gender Based Violence will be part of the capacity building. It is expected that enhanced oversight from the WB E&S team will be required and the TNA will identify where training and further capacity building will be needed. Implementation support will include: (a) capacity building for MTCA staff on WB policy implementation and requirements including the ESF; (b) an implementation support mission every six months; (c) interim technical discussions and site visits by the WB; (d) monitoring and reporting by the implementation team on implementation progress and achievement of results; (e) annual internal and external financial audits and FM reporting; and (f) periodic procurement post review. In the event of the inability of relevant staff to travel to Fiji to undertake implementation support, the use of audio/video conferencing, will ensure "just in time" support to the MTCA. The WB will also maintain a close dialogue with the PMU E&S specialists and ensure implementation support for E&S risk management and stakeholder engagement when needed. Further capacity assessments during project implementation will identify where training and further capacity building will be needed.

8.5 E&S Risk Management Budget

ESMF implementation costs are allocated according to the budget line items in Table 11. Such costs include the PMU E&S specialists, training, and other costs to be determined during project implementation. Costs for undertaking travel to conduct monitoring and trainings as well as participation with WB supervision missions are also identified. The anticipated cost for all these initiatives is estimated at $200,000 USD per year.

The PMU E&S specialists, once onboard, will be maintained throughout project implementation. The PMU E&S specialists will not have a standalone, earmarked budget to complete E&S risk management activities

[38] ESMF, LARF, LMP, SEF, POM, ESCP, SEA/SH Action Plan

such as the preparation of activity level E&S risk management instruments. Instead, the cost is embedded in the PMU E&S specialists budgets.

Table 11 – Estimated E&S Risk Management Implementation Costs

E&S Risk Management Resource	USD/yr.
E&S Manager (full-time)	**$100,000**
• Screening of activities. • Preparation / support preparation and disclosure of activity level instruments. • Supervision, monitoring, and reporting. • Monitoring including preparation of six-monthly monitoring reports on the ESHS performance of the Project. • Notification, reporting and management of incidents or accidents. • Training and workshops. • Capacity building. • Support the coordination of the Project's GM.	
Environmental Officer (full-time)	**$40,000**
• Support screening of activities. • Support preparation and disclosure of activity level instruments. • Support supervision, monitoring, and reporting. • Support monitoring including preparation of six-monthly monitoring reports on the ESHS performance of the Project. • Support notification, reporting and management of incidents or accidents. • Support training and workshops. • Support capacity building.	
Social Officer (full-time)	**$40,000**
• Support screening of activities. • Support preparation and disclosure of activity level instruments. • Preparation and disclosure of activity level social instruments e.g., LARPs, SEPs, CHMPs. • Support supervision, monitoring, and reporting. • Support monitoring including preparation of six-monthly monitoring reports on the ESHS and LMP performance of the Project. • Support notification, reporting and management of incidents or accidents. • Support training and workshops. • Support capacity building. • Coordinating the Project Worker GM and Project GM	
Training and Communications	**$10,000**
• PMU E&S specialists to travel to provide ESHS training and capacity building. • Consultation & outreach activities in accordance with the Project SEF & sub-project SEP(s).	
Supervision, monitoring, and reporting	**$10,000**
• PMU E&S specialists travel for conducting project supervision, monitoring, and reporting.	
TOTAL	**$200,000**

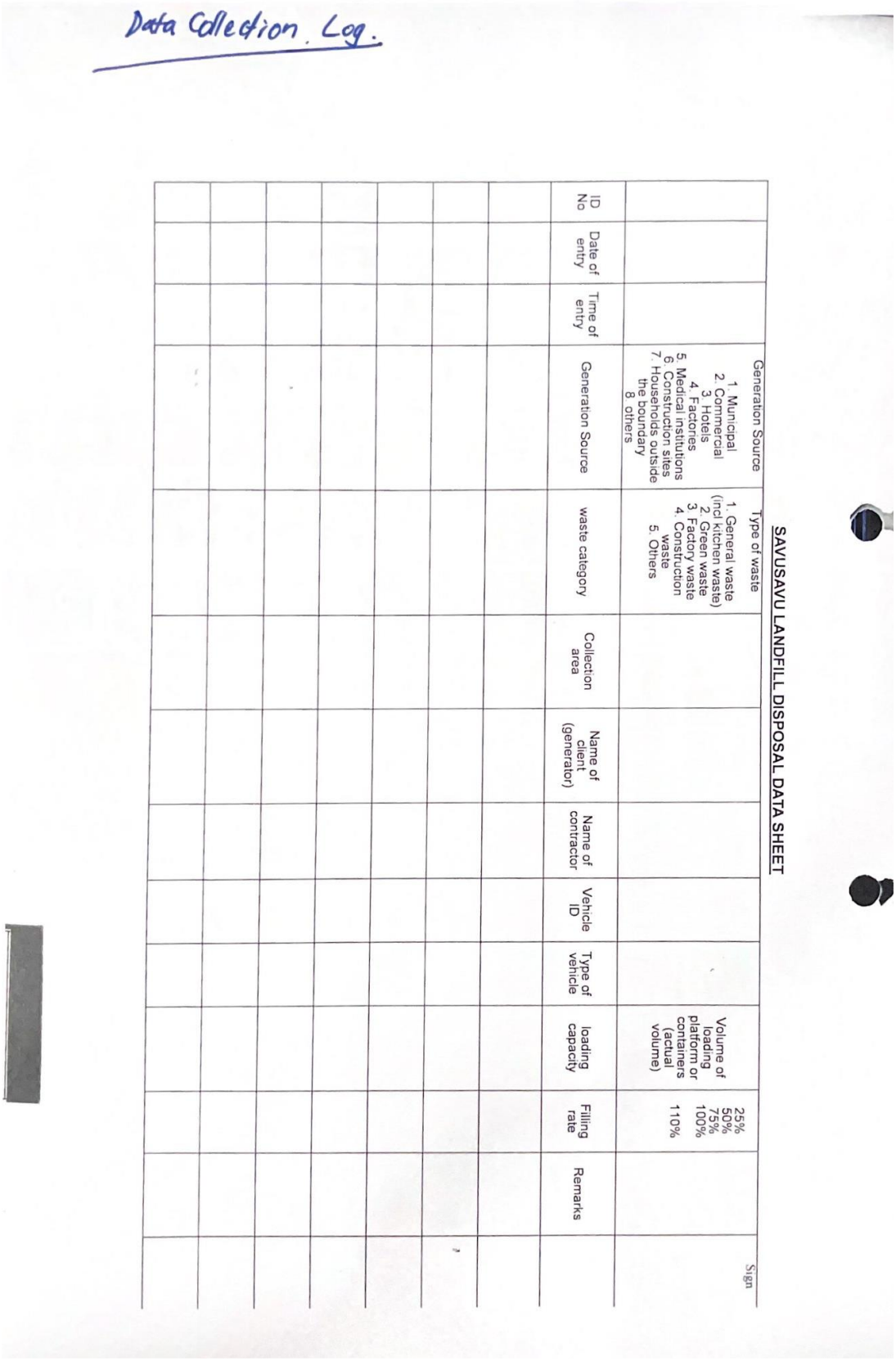
9 Annexes

Annex I. Abbreviations and Acronyms

ADB	Asian Development Bank
AFL	Airport Fiji Limited
AP	Affected Person
BMP	Biodiversity Management Plan
CE	Community Engagement
CEMP	Construction Environment Management Plan
CESMP	Contractor Environmental and Social Management Plan
CESCOP	Contractor Environmental and Social Code of Practice
CHMP	Cultural Heritage Management Plan
DOE	Department of Environment
EP&R	Emergency Preparedness and Response
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
ESCP	Environmental and Social Commitment Plan
ESCOP	Environmental and Social Code of Practice
ESF	Environmental and Social Framework
ESHS	Environmental, Social, Health and Safety
ESIA	Environmental and Social Impact Assessment
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Standard
FM	Financial Management
FRA	Fiji Roads Authority
GBV	Gender Based Violence
GIIP	Good International Industry Practice
GM	Grievance Mechanism
GoF	Government of Fiji
IA	Implementing Agency
ILC	International Labour Organization Convention
LARF	Land Acquisition and Resettlement Framework
LARP	Land Acquisition and Resettlement Plan
LLE	Lessons Learned Exercise
LMMA	Locally managed marine areas
LMP	Labour Management Procedures
MEHA	Ministry of Education, Heritage, and Arts
MTCA	Ministry of Tourism and Civil Aviation
MTCSME	Ministry of Trade, Co-operatives and Small and Medium Enterprises
MoWE	Ministry of Waterways and Environment
MPA	Multiphase Programmatic Approach
MRMD	Ministry of Rural and Maritime Development and Disaster Management
MSME	Micro, small, and medium tourism enterprises
NGO	Non-government Organisation
OHS	Occupational Health and Safety
OEMP	Operational Environment Management Plan
PDO	Project Development Objectives
PMU	Project Management Unit
POAP	Pacific Oceans Advisory Program
POM	Project Operational Manual

PPE	Personal Protective Equipment
PPP	Public private partnership
R2R	Ready2Respond
SC	Steering Committee
SEA	Sexual Exploitation and Abuse
SEF	Stakeholder Engagement Framework
SEP	Stakeholder Engagement Plan
SESA	Strategic Environmental and Social Assessment
SH	Sexual Harassment
TMP	Tourism Master Plan
TA	Technical Advisory
TC	Tropical Cyclone
TLTB	iTaukei Land Trust Board
UNESCO	United Nations Educational, Scientific, and Cultural Organisation
WAF	Water Authority Fiji
WB	World Bank
WMP	Waste Management Plan

Annex II. Savusavu Town Council Waste Data Form



Data Collection Log.

SAVUSAVU LANDFILL DISPOSAL DATA SHEET

ID No	Date of entry	Time of entry	Generation Source 1. Municipal 2. Commercial 3. Hotels 4. Factories 5. Medical institutions 6. Construction sites 7. Households outside the boundary 8. others	Type of waste 1. General waste (incl kitchen waste) 2. Green waste 3. Factory waste 4. Construction waste 5. Others	Generation Source	waste category	Collection area	Name of client (generator)	Name of contractor	Vehicle ID	Type of vehicle	loading capacity	Volume of loading platform or containers (actual volume)	Filling rate 25% 50% 75% 100% 110%	Remarks	Sign

Annex III. Terms of Reference for the Strategic Environmental and Social Assessment

TERMS OF REFERENCE

Project: Fiji Tourism Development Program in Vanua Levu – Phase I

Project ID No: P178694

Assignment Title: Preparation of a Strategic Environmental and Social Assessment (SESA) for the Fiji Tourism Development Program in Vanua Levu

Duration: 10 months (6 months + 4 months as a phased approach)

Expected Start Date: 28th April 2023

1.0 - Introduction

The Fiji Tourism Development Program in Vanua Levu (TDPVL) or 'Na Vualiku', is a World Bank (WB) financed project being implemented by the The Ministry of Tourism and Civil Aviation (MTCA). The Program aims to support resilient and sustainable tourism development in Vanua Levu and Taveuni through coordinated destination development, critical infrastructure and essential services investments, and emergency preparedness.

The TDPVL will be implemented over a multiphase programmatic approach (MPA). The MPA is a comprehensive over-lapping 3-phase tourism development program in Vanua Levu and Taveuni that will support the realization of Fiji's national development, private sector growth, and green growth plans. The program has two main aims: a) to improve the resilience and sustainability of the tourism industry, including short-term recovery and longer-term diversification and high-value growth; and b) to facilitate the execution of existing Government plans.

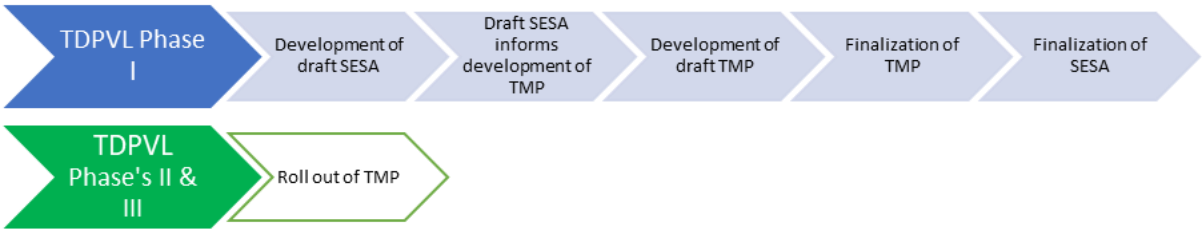
The conceptual framework of the 10-year MPA is shown in Figure 1.

Figure 1 – 10-year MPA Conceptual Framework

Phase I of the program includes the development of a Tourism Master Plan (TMP) that will guide future investments. However, tourism development can generate new, or worsen existing, environmental and social issues. Therefore, a suitably qualified consulting firm is required to support the MTCA and its provincial counterparts in the conduct of a comprehensive Strategic Environmental, Social Assessment (SESA) to ensure the sustainable growth of the tourism sector.

The SESA will be prepared in two stages: draft and final. The Draft SESA will inform the development of the TMP and subsequent national and provincial strategies and investments to ensure the sustainable development of the tourism sector. The Draft SESA will be finalized during the implementation stage of TDPVL Phase I, prior to the development of the TMP (Figure 2). The Final SESA, to be completed subsequently during the implementation of Phase I, will assess the environmental and social risks associated with the entire TMP. Phases II and III of the TDPVL will support the rollout of the TMP.

Figure 2 – SESA Development Phases

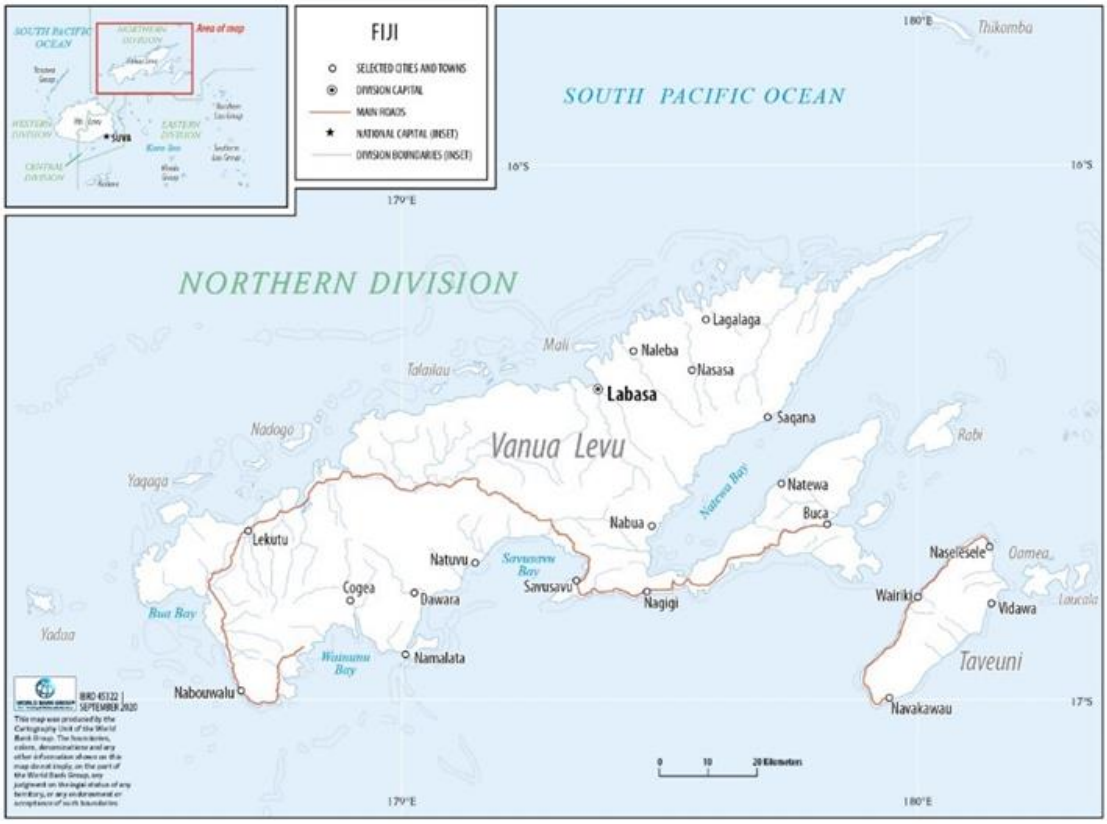


2.0 - Context

2.1 Country Context

Vanua Levu is the second largest island in Fiji located 64 kilometres to the north of Viti Levu (Figure 3). Vanua Levu hosts approximately 130,000 inhabitants, or about 15% of the country's population in just under 5,600 square kilometers of rough, hilly terrain and coastline surrounded by coral reefs. The island's main population centres are the towns of Labasa, in the north, and Savusavu, located at the foot of the peninsula. Vanua Levu is divided into three Provinces: Bua (in the west), Macuata (in the north-east), and Cakaudrove (in the south-east). A 17,600 hectares area of Vanua Levu, covering much of the interior of the Natewa/ Tunuloa Peninsula, is an Important Bird Area (IBA) The IBA covers the largest tracts of remaining old-growth forest and supports populations of Many-coloured Fruit Dove, Fiji Goshawk, Fiji White-eye, Fiji Woodswallow, Orange Dove, Shy Ground-dove, and Natewa Silktail. Taveuni Island is also part of the project target area due to its connectivity to Vanua Levu. It is the third largest island in Fiji with a total land area of 434km2 and a population of 19,000. Taveuni is situated 6.5km to the east of Vanua Levu and also has abundant flora and birdlife. The environmental, social, and cultural values underpin the country's tourism sector.

Figure 3 - Map of Fiji's Northern Division



2.2 Sector Background and Policy Context

Tourism plays a crucial role in Fiji's economy. The sector, directly and indirectly, contributes nearly 40 percent of the annual GDP. However, the homogenous nature of Fiji's tourism sector makes it vulnerable to external shocks. Fiji is also vulnerable to natural disasters and climate events. Natural hazards such as tropical cyclones, impose high costs on the country with often disproportionate impacts on Vanua Levu, given its location.

The Government is working to address these risks by diversifying its tourism sector—increasing its geographic spread and the type of experience on offer. Vanua Levu and Taveuni's abundant and untapped nature-based tourism resources offer great potential to help achieve this. In Vanua Levu, tourism is one of the few economic sectors that offer formal employment and entrepreneurship opportunities, especially for women and youth, positioning it as a dominate sector for growth. Detailed market demand analysis shows the main barriers to Vanua Levu's development as a tourist destination have been insufficient transport infrastructure and essential services, uncoordinated plans and institutions, and a cumbersome business environment. Addressing these binding constraints will boost tourism development, enhance the livelihood of local communities, and improve business climate for both tourism and non-tourism private sector.

The Government of Fiji's (GOF) aim is for a more sustainable, inclusive, and resilient tourism sector. The GOF has adopted a long-term strategy to grow the value of the tourism sector. It focuses on boosting

arrivals from high-value, long-haul markets, ensuring coordination among the many stakeholders, increasing the share of revenue retained in the local economy, and spreading the benefits of tourism throughout the country. Vanua Levu is well positioned to support this strategy as it already attracts a larger share of high-value tourists than the national average (55 percent versus 23 percent). In Vanua Levu, tourism is also one of the few economic sectors that offer formal employment and entrepreneurship opportunities, especially for women and youth, positioning it as a dominate sector for growth.

2.3 TDPVL Overview

Phase I (IDA: US$61.5 million) runs from year 1 to year 6. It will set the foundations for sustainable tourism in Vanua Levu. It will directly tackle the major barriers to tourism growth, namely, insufficient transport infrastructure and essential services, uncoordinated plans and institutions, limited private sector and community engagement in the tourism sector, and vulnerable environmental assets and natural resources. Phase I investments will identify and rollout: a) support for integrated tourism master planning and sector and destination coordination activities, as well as pilot support for post-COVID-19 MSME recovery and expansion to enhance services and products, access to finance, and skills development, particularly targeting women; b) improvements in the environmental sustainability of tourism assets and safeguard ecosystems; c) the upgrade of critical and urgent infrastructure (for example, improving the configuration, safety, and resilience at Savusavu and Labasa domestic airports, and upgrading the Cross Island Road linking Labasa and Savusavu into a safer and more resilient scenic road), selected no-regret investments in essential facilities (such as solid waste management), cityscape enhancement in Savusavu and Labasa with a community-driven approach, and feasibility studies for medium- and longer- term infrastructure investment options to be implemented in the following phases; and d) institutional capacity building to support deeper engagement in subsequent phases. Environmental and Social risks, such as gender-based violence and sexual harassment that could be exacerbated by increased tourism and construction activities, will be assessed and addressed through the Environmental and Social Commitment Plan, and mitigation measures will be supported throughout each phase of the project.

Phase II (IDA: US$70 million) will tentatively run from year 3 to year 8 (depending on progress and performance of the first phase). It will put physical and social capital infrastructure in place. Phase II will build on lessons learned from Phase I. It will continue to improve resilient essential services and infrastructure for the local population and tourism businesses, and further enhance the environmental, social, and cultural sustainability of tourism assets. More specifically, Phase II investments will capitalize on the findings from the feasibility studies conducted in Phase I, including those for a greenfield airport in Vanua Levu, wastewater management infrastructure and systems in Savusavu, and renewable energy development options in Vanua Levu. These investments will prioritize the development of viable and critical mid-size infrastructure and essential services that will enable the opening of new areas for tourism investment. Private sector development will be a core part of Phase II. Activities will deepen and expand coordination within the tourism sector and destinations, institutionalize skills training, raise destination awareness, and facilitate access to finance for private sector tourism and product development, especially for women entrepreneurs and wage employees. In this Phase, a broad MSME development initiative will be launched to build private sector engagement in tourism, create new market-driven tourism products and services, and foster investment to enhance the quality of the tourism offering. This initiative will be built on the important lessons learned through the MSME pilot

supported in Phase I, particularly around sustainable access to finance models for private and community-led MSMEs. Furthermore, Phase II will also invest in marine managed areas (MMAs) and other effective area-based conservation measures (OECMs) in Vanua Levu and potentially pursue United Nations Educational, Scientific, and Cultural Organization (UNESCO) Biosphere Reserve status for Natewa Peninsula. Broader issues in response to gender-based violence and sexual harassment that could be exacerbated by increased tourism will continue to be supported in this phase.

Phase III (IDA: US$68.5 million) tentatively runs from year 6 to year 10. It will support the full roll out of the investments, coordination mechanisms, and policy reforms identified in the sustainable, integrated tourism master plan developed in Phase I. It will continue institutionalizing sector coordination through policy reform and facilitating sustainable financing for tourism products to consolidate sector gains and growth. Building on the previous two phases, this final phase will see more longer-term outcomes, such as improved infrastructure connectivity, increased tourism revenue and tourism-related jobs, and increased community benefits from integrated tourism development in Vanua Levu. Those community benefits include more resilient essential services and increased conservation of Vanua Levu's tourism assets.

Phase I Project Activites

TDPVL components and activities associated with the Phase I Project included in the Program Appraisal Document (PAD) are outlined below. A more detailed project description of the Phase I activities is provided in Annex B.

Component 1: Overcoming Barriers and Developing Sustainable Tourism (US$12m), will focus on (a) integrated tourism master planning and tourism destination development for Vanua Levu and Taveuni; (b) tourism MSME recovery, expansion and skills development; (c) natural resource management and biodiversity conservation to protect tourism's underlying assets (e.g. creation of a UNESCO Biosphere Reserve and the development of protected area management plans); and (d) emergency management and preparedness for tourism. The Implementing Agency (IA) for this component is the MTCA with technical partners Tourism Fiji (1a), Ministry of Trade, Co-operatives, Small and Medium Enterprises (MTCSME) (1b), National Trust (1b), Department of Environment (1c), Ministry of Forestry, Ministry of Fisheries (1c), and Ministry of Rural and Maritime Development and Disaster Management (MRMD) (1d). Component 1a includes the development of the TMP.

Component 2: Building Resilient Tourism Infrastructure (US$40.5m), will focus on (a) investments in improving existing air connectivity infrastructure and services; (b) urgent essential facilities upgrades and investments required for local population services and natural resource protection (e.g., sewage and solid waste management); and (c) urban beautification of key tourism hubs in Vanua Levu. The component will be overseen by MTCA and subcomponents will be implemented by Airport Fiji Limited (2a), Fiji Roads Authority (2a, 2c), and Savusavu Town Council (STC) (2b, 2c) with technical partners the Water Authority of Fiji (2b), Department of Environment (2b) and Energy Fiji Limited (2b).

Component 3: Tourism Capacity Enhancement and Project Management (US$9m), while addressing capacity challenges within implementing agencies to support institutional coordination and an enhanced enabling environment for private sector led sustainable tourism.

Context of the TMP

Numerous uncoordinated plans exist for tourism development in Vanua Levu. There is a critical need for coordination to bring together the plans and visions of the agencies, organizations, and businesses involved. The development of the TMP aims to consolidate existing plans for development in the Northern Province to create a framework for sustainable tourism growth, destination management, and promotion in Vanua Levu and Taveuni. The outcome is to improve tourism development planning with effective coordination and whole of government approach for tourism management. The TMP links the three phases of the WB funded TDPVL Program that will pick up some, but not all of the activities informed by the recommendations on the TMP. Implementation of the TMP is intended to continue beyond the Program.

3.0 - SESA Aim and Objectives of the Assignment

A SESA is a set of analytical and participatory processes for incorporating environmental and social considerations, at early stages of decision making, into policies, plans, and programs that affect natural resources. The overall aim of this assignment is to provide technical assistance to the MTCA and its provincial counterparts to prepare a SESA to examine the risks and impacts associated with the implementation of the TMP.

The SESA will be completed in two stages: draft and final. This TOR includes: *stage one*, development of a Draft SESA to inform the development of the TMP that will be financed through the Phase I Project; and *stage two*, preparation of the Final SESA to examine the potential risks and impacts of the final TMP.

Specific objectives of the Draft SESA are to:

- Identify and examine environmental, social, and cultural heritage priorities associated with the sustainable development of the tourism sector in Vanua Levu and Taveuni;
- Assess the potential direct, indirect, and cumulative environmental, social, and cultural heritage benefits and impacts of current/proposed physical and policy interventions, and their potential to address environment, social, and cultural heritage priorities for the sustainable development of the tourism sector in Vanua Levu and Taveuni;
- Propose a set of actionable recommendations by which these issues can be addressed so as to enhance environmental sustainability and social equity of sector development;
- Identify the environmental and social legislative and policy gaps and propose gap filling measures to be included in the TMP.
- Provide institutional strengthening through mentoring and on-the-job training to the MTCA.
- Provide clear guidance on the finalization of the Draft SESA.

Specific objectives of the Final SESA are to:

- Assess the extent to which the recommendations made in the Draft SESA were addressed in the Final TMP and other legislative and policy gap filling interventions.
- Update the Draft SESA to assess the environmental and social risks and impacts associated with the final TMP.
- Continue institutional strengthening of the MTCA.

4.0 - Scope of Services and Description of Tasks

4.1 Approach

The Draft SESA shall be consistent with the WB ESF and will be prepared in compliance with Fiji legislation, Fijis international agreements, and good international industry practices (GIIP) via a participatory approach involving consultations with the main stakeholders in government, industry, civil society, and the community at national and provincial levels. For consultations and engagements with stakeholders, SESA activities shall be guided by the Project's Stakeholder Engagement Framework (SEF).

The Draft SESA will focus on the identification of environmental, social, and cultural heritage priorities for the sustainable development of the tourism sector and an assessment on how these priorities are likely to be influenced, positively or negatively, by the continued development of the tourism sector at the national and provincial levels.

The draft SESA shall be prepared consistent with the World Bank Group SEA guidance[39]. An indicative outline of the Draft SESA is included in Annex C. The World Bank SESA definition is included in Annex D.

The Consultants are expected to provide mentoring and on-the-job training to the MTCA and its local counterparts to transfer knowledge and skills for assessing and integrating social, environmental and cultural heritage benefits and environmental and social risk management into tourism planning, implementation, monitoring, and evaluation.

The Final SESA must also be consistent with the WB ESF and compliant with Fiji legislation, Fijis international agreements, and GIIP. The Consultants will continue to provide mentoring and on-the-job training to the MTCA and its local counterparts.

4.2 Key Tasks – Draft SESA

1. Inception and Policy Formulation Process Alignment

The Consultancy will confirm the policy formation process for the TMP and relevant tourism strategies including the governance arrangements, policy development status and schedule, and stakeholder engagement and public consultation activities.

The Consultancy will ensure that the Draft SESA process is aligned to policy formulation process to maximise opportunities for the Draft SESA to provide input and influence the development of the TMP and relevant provincial strategies at the earliest stage.

2. Stakeholder Analysis and Stakeholder Engagement Planning

The Draft SESA is a mechanism to engage all key stakeholders potentially affected by the TMP and tourism development strategies.

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[39] Strategic Environmental Assessment in Policy and Sector Reform available at: https://openknowledge.worldbank.org/entities/publication/e5af2482-9c2c-579a-9afe-51ef685b59f1
Guidance Notes on Tools for Pollution Management, including SEA, are available at: https://www.worldbank.org/en/topic/environment/publication/sourcebook-pollution-management-policy-tools

Stakeholder Analysis

The Consultancy, following the SEF and in collaboration with the team preparing the TMP, will identify the key tourism sector stakeholders, being sure to differentiate data by gender, analyse their interests in and influence over the tourism sector and the implementation of the TMP, including reviewing the role, mandate, and linkages of the various institutional stakeholders.

Non-Government Organisations (NGOs) and Community Based Organisations (CBOs) including faith-based organizations, private sector operators, and specific interest groups (fish and fruit/vegetable suppliers, handicraft associations, hiking/water sports/diving/cruise associations, transport operators, tourism association, construction companies, etc.) that are likely to benefit or be affected by developments in the tourism sector should be also included. Specific attention will be paid to identifying local communities and analysing their structure and organization and to assessing possible changes in income dynamics, and possible indirect and induced impacts from the tourism sector.

Key stakeholders such as local councils, the TLTB, the National Trust, Ministry of Waterways & Environment, Ministry of Forestry, Ministry of Local Government, Ministry of Trade, Cooperatives, Small and Medium Enterprises, and Ministry of Fisheries must be included to integrate existing work addressing the protection of environmental, social and cultural values of Vanua Levu.

This work will inform the development of a Stakeholder Engagement Plan (SEP) for the Draft SESA and the broader policy development process.

Stakeholder Engagement Plan

The Consultant will assist MTCA in refining and developing the SEP for the Stage 1 (Draft SESA) and the Stage 2 (SESA finalization). This plan will meet requirements under the *Environmental and Social Management Framework* (World Bank, 2017); ES Standard 10: Stakeholder Engagement and Information Disclosure and be consistent with the Project SEF.

The SEP will:

- Identify and analyse key stakeholders that may be impacted by, or have the ability to influence the policy and institutional reforms of the tourism sector, with a focus on those that are most impacted by tourism development.
- Outline a strategy and activities for consultation and information dissemination during key stages of the Draft SESA and the policy development (i.e. working group/committee meetings, consultation workshops, stakeholder meetings, site visits etc.); and provide a mechanism for inclusive on-going public consultation and feedback at the provincial level to ensure that local community concerns and aspirations pertaining to tourism development in their provinces are considered, with a focus on the concerns expressed by women, youth, elderly, the poor, people with disabilities, and other vulnerable people. In addition to focus group or stakeholder meetings, a Facebook survey could be utilised to share information and obtain initial perceptions and feedback from the broader public in Vanua Levu.

3. Situational Analysis

These exercises will build upon/contribute to the Phase I Project.

a) Institutional, Policy and Legislative Framework Analysis

The Consultancy will undertake an analysis of the institutional arrangements and policy/legislative framework governing the environmental, social, and cultural heritage aspects of the tourism sector in Vanua Levu and Taveuni. This work will supplement the broader institutional, policy and legislative analysis that will be conducted for the development of the TMP.

The environmental, social, and cultural heritage institutional analysis will include existing and proposed institutions that may influence or be responsible for the implementation of the TMP and provincial strategies and the management of environmental, social and cultural heritage impacts. The Consultancy will assess the existing institutional and human capacity to manage the selected environmental, social and cultural heritage priorities in the context of the political economy of the sector.

The policy and legislative analysis will include an examination of existing and proposed policies, legal instruments, and planning documents, the effectiveness of their implementation, and the challenges and opportunities this presents to the sustainable development of the tourism industry in Vanua Levu and Taveuni.

The analysis and any subsequent recommendations will be presented in such a way that an overview can be easily reflected in the TMP.

b) Rapid Sectoral Analysis

The Consultancy will provide an overview of tourism in Fiji broadly, and Vanua Levu and Taveuni specifically, within the context of the environmental, social, and cultural values that underpin the sector.

The Consultancy will undertake a biophysical, socio-economic and cultural heritage data gathering exercise using existing credible sources, and review this data to establish a high-level baseline in each of the Vanua Levu provinces and Taveuni. The baseline will include mapping of key biophysical, socio-economic and cultural heritage features using existing GIS datasets (where available). The Consultant will identify data gaps or weaknesses, and to the extent possible, address these through field visits and interviews and meetings with stakeholders and custodians of such data and/or provide guidance for SESA finalization in stage 2.

Based upon this, the Consultancy will use appropriate methodologies to conduct a rapid analysis of the existing and potential environmental, social, and cultural heritage issues related to the development of the tourism sector in Vanua Levu, its' three provinces, and Taveuni.

The examination of environmental, social and cultural risks and impacts will include consideration of the full range of environmental, social and cultural risks and impacts incorporated in the WB ESF. These may include (but not be limited to):

- Environmental: biodiversity, natural habitats and ecosystems (terrestrial and marine), soil, water (marine and fresh), air, solid waste, sewage, hazardous substance use and disposal, resource consumption (e.g., energy, water and construction materials), land clearance, natural hazards (incl. meteorological hazards), climate change;
- Socio-economic: livelihood/jobs/incomes, food security, land and resettlement, health and safety, education/training, vulnerable groups (i.e., the poor, people with disabilities, youth, and women), gendered considerations including prevalence of gender based violence (GBV) and SEA/SH, significant NGO or CSO organizations;

- Cultural Heritage: natural and cultural assets, intangible cultural assets, such as local knowledge and customs, and archaeological sites.

The analysis must include a rapid trend analysis of the development of the tourism sector in the short, medium and long terms and its environmental and social impacts (both sub-sector specific and cumulative). It should also include an assessment of sectoral vulnerability to climate change. The identification of likely sectoral development scenarios should be informed by the studies and analyses being undertaken for the preparation of the TMP, provincial tourism policies, and urban development planning.

4. Identification and Assessment of Environmental, Social, and Cultural Heritage Priorities

Based on the environmental, social, cultural and institutional analyses, the Consultancy will conduct a series of consultation exercises with key national and provincial stakeholders to identify environmental, social and cultural heritage priorities for the tourism sector nationally, in the three provinces of Vanua Levu, and Taveuni.

It is envisaged that each priority will be analysed including:

- Current response
- Gaps, issues and findings
- Barriers and constraints to effective implementation (i.e., awareness/commitment, capacity/resources, access to finance etc.)
- Policy recommendations (proposed action/policy approach and expected outcome)

These priorities are expected to form the basis for the main body of the Draft SESA. Which may include but are not limited to:

- Environmental assessment and management.
- Resource efficiency (e.g., construction materials, water, and energy) including suitable sourcing, managing increased demand for natural resources, and depletion of non-renewable resources.
- Pollution prevention and control (e.g., dust, sediments, sewerage, solid waste, construction waste, noise, agrochemicals, fuel and hazardous materials management).
- Biodiversity protection/sensitive site management (e.g., land clearance, deforestation, introduction of invasive species, contaminant discharge, presence of threatened/endangered species, strengthening of protected areas, areas of critical habitats or high biodiversity, go/no go zones for development etc.) considering the ridge to reef approach.
- Natural disasters and climate change.
- Equitable benefit sharing and community development including disadvantaged and vulnerable people.
- Labour management.
- Gendered considerations, including child safety, prevalence of GBV and SEA/SH, GBV service mapping, and women's access to paid work.
- Presence and activities of NGO and CSO organizations.
- Historical, current or potential conflict mapping.
- Mapping of interest groups.
- Training and skills development.

- Land use and ownership.
- Occupational health and safety including SEA SH risks.
- Community health and safety including GBV risks, road and airport safety.
- Natural and cultural heritage sites.
- Archaeological sites
- Intangible cultural heritage.

5. Potential direct, indirect and cumulative environmental, social, and cultural heritage benefits and impacts.

The Consultancy will then assess how these priorities are likely to be influenced, positively or negatively, by the continued development of the tourism sector at the national and provincial levels. This will entail an overview of the priority; analysis of the current/proposed policy interventions, legislative and institutional response, identification of institutional, governance and policy gaps, issues, barriers and constraints, and identification of measures to address these, to maximise environmentally sustainable and climate resilient outcomes for the tourism sector.

6. Strategic Policy Recommendations

The Consultancy will propose practical recommendations, policy actions, and avoidance and/or mitigation measures to address the technical, institutional, governance and policy gaps and capacity building needs identified for each priority, with suggested timeframe and estimated costs to be incorporated into the TMP and provincial strategies and associated action plans (e.g., go/no go zones for development based on protected or high biodiversity or cultural value areas and institutional capacity and associated capacity building needs and screening of associated facilities). The Consultancy should also identify what policy, legislation etc. updates are required from an E&S perspective so that they can then be included in the TMP and associated action plans. Recommendations should be prioritised, clearly indicating to whom they are addressed.

The Consultancy will propose a monitoring and evaluation process for environmental, social and cultural heritage outcomes of the TMP and provincial strategy process under the TDPVL, including institutional arrangements and budgets.

7. Training and Capacity Building

The Consultancy will assess the training and capacity building needs of the relevant agencies, including the MTCA and its provincial counterparts and regulators, and include recommendations to strengthen their capacity.

4.3 Key Tasks – Final SESA

1. Assessment of Draft SESA Recommendation Implementation

The Consultancy will assess the extent to which the recommendations made in the Draft SESA were addressed in the Final TMP and other legislative and policy gap filling interventions.

2. TMP Risk Assessment

The Consultancy will assess the environmental and social risks and impacts associated with the final TMP and evaluate whether it offers an adequate response to the effects environmental degradation and climate change may have on the sector's performance.

3. Mitigation Recommendations

The Consultancy will propose practical mitigation measures to address the environmental and social risks and impacts associated with implementation of the final TMP.

4. Monitoring E&S Impacts of TMP implementation

The Consultancy will initiate the monitoring of E&S impacts resulting from the TMP's implementation. This task includes collecting baseline E&S data and developing a monitoring program for integration into the Phase II TDPVL Project

5. Training and Capacity Building

The Consultancy will update the training and capacity building assessment needs for the relevant agencies, including the MTCA and update the capacity building and training plan.

4.4 Reporting Arrangements

The SESA consultancy will report administratively to the MTCA PMU Project Manager and will work closely with the PMU E&S specialists (E&S Manager, Environmental Officer, Social Officer) or the MTCA E&S focal person if the PMU E&S Manager is not yet appointed. Technical oversight will be provided by MTCA and the TMP Implementation Working Group (to be set up). The SESA consultancy will also collaborate with the consulting team contracted to assist in the preparation of the TMP.

It is expected that the SESA consultancy will work closely with the MTCA PMU E&S specialists and attend fortnightly progress meetings. The SESA consultancy will also be required to deliver monthly progress reports detailing tasks undertaken, stakeholders consultations, trainings and capacity building, progress towards deliverables, and identify any barriers to project progression.

4.5 Expected Outcomes/Deliverables with Timelines

The consultancy for the SESA development is required to develop a budget for approval, which includes all consultancy fees, subsistence allowances, travel, accommodation and necessary incidentals. The budget should be developed to reflect the two stage process of SESA development: Stage 1 (draft SESA) and Stage 2 (Final SESA) Workshop and meetings costs will be separately covered by the MTCA.

<u>Stage 1: Draft SESA</u>

The assignment duration is approximately 6 months and it is expected to commence end of June 2023. The expected staff effort is: 13 staff-months.

The Consultancy will prepare the following deliverables for the Draft SESA:

DELIVERABLES / REPORTS	DESCRIPTION	TIMELINE
Commencement		Within 2 (two) weeks from Contract signing.

Inception Report	The Inception Report will include: detailed methodology and workplan; policy formulation governance arrangements, process, and timeline; stakeholder analysis and SEP, and a proposed outline (Table of Contents) of the Draft SESA. It is expected to be agreed and approved by the MTCA and the WB before commencement of Draft SESA studies.	The Inception Report is to be delivered 2 (two) weeks after contract commencement.
Review by the Client	Comments to be provided by the MTCA and the WB before commencement of Draft SESA studies.	Within 2 (two) weeks from the submission of the Inception Report
Stakeholder Workshop	Undertake workshop with key stakeholders.	Within 4 (four) weeks from the submission of the Inception Report
Interim Draft SESA Report (for consultation)	The interim Draft SESA shall include the content as indicated under 'Section 4.2' of this TOR. An emphasis shall be placed on presenting baseline information, E&S and cultural heritage priorities analysis, and providing interim findings and recommendations to inform the ongoing policy development process.	Within 3 (three) months from the contract commencement.
Review by the Client	Comments to be provided by the Client and other stakeholders before commencement of validation consultations.	Within 2 (two) weeks from the submission of the interim Draft SESA Report.
Consultations with Tourism Sector and Key Stakeholder Workshop	Undertake tourism sector consultations and workshop with key stakeholders.	Within 4 (four) weeks from the submission of the interim Draft SESA Report.
Updated Report	The Final Draft SESA Report will respond to comments and concerns raised by stakeholders during public participation events/validation exercises and formal written	Within 4 (four) months from Contract signing.

	feedback from the MTCA and the WB.	
World Bank Review (E&S specialists)	The final report will be subject to final review by the WB, then adopted/approved by the GOF and publicly disclosed in-country.	Within 2 (two) weeks after submission of the Final Document*
Updated report	Updated report to respond to WB comments	Within 1 (one) week of receiving comments
World Bank Review (E&S Practice Managers)		Within 2 (two) weeks after submission*
Updated report	Updated report to respond to WB comments	Within 1 (one) week of receiving comments
World Bank Review (Regional Safeguards Advisor)		Within 2 (two) weeks after submission*
Final Draft SESA	Updated report to respond to WB comments	Within 1 (one) week of receiving comments.

*Note that that this proposed timeline is dependent on the consultancy fully addressing WB comments at each stage of the review.

The consultancy is expected to submit a copy in electronic format of each of:

(i) an inception report;

(ii) interim draft SESA; and

(iii) the final Draft SESA, to the MTCA and WB.

Stage 2: Final SESA

The assignment duration is approximately 4.5 months and it is expected to commence after the finalization of the TMP. The expected staff effort is: 3 staff-months.

Based on the outcomes of stage one (Draft SESA), the consultancy will be retained and will prepare the Final SESA. The consultancy will prepare the following deliverables for the Final SESA:

DELIVERABLES / REPORTS	**DESCRIPTION**	**TIMELINE**
Interim Final SESA Report (for consultation)	The interim Final SESA shall include the content as indicated under 'Section 4.3' of this TOR.	Within 6 (six) weeks from the contract commencement.
Review by the Client	Comments to be provided by the MTCA and the WB.	Within 2 (two) weeks from the submission of the interim Final SESA Report.
Stakeholder Workshop	Undertake workshop with key stakeholders	Within 4 (four) weeks from the submission of the Inception Report
Updated Report	The Final SESA Report will respond to comments and	Within 3 (three) months from Contract signing.

	concerns raised by key stakeholders and formal written feedback from the MTCA and the WB.	
World Bank Review (E&S specialists)	The final report will be subject to final review by the WB, then adopted/approved by the GOF and publicly disclosed in-country.	Within 2 (two) weeks after submission of the Final Document*
Updated report	Updated report to respond to WB comments	Within 1 (one) week of receiving comments
World Bank Review (E&S Practice Managers)		Within 2 (two) weeks after submission*
Updated report	Updated report to respond to WB comments	Within 1 (one) week of receiving comments
World Bank Review (Regional Safeguards Advisor)		Within 2 (two) weeks after submission*
Final SESA	Updated report to respond to WB comments	Within 1 (one) week of receiving comments.

4.6 Contract Type and Schedule of Payments:

This is a Lump Sum assignment and the payments are linked to outputs (deliverables). The payments will be done upon receiving of approval by the Client the Reports and delivery of the outputs:

Stage one: Draft SESA

DESCRIPTION	% CONTRACT CEILING
1st Payment: upon receiving and approval by the Client of the: Inception Report	20%
2nd Payment: upon receiving and approval by the Client of the interim Draft SESA Report (for consultation)	50%
3rd Payment: upon receiving and approval by the Client of the Final Draft SESA Report	30%

Stage two: Final SESA

DESCRIPTION	% CONTRACT CEILING
1st Payment: upon receiving and approval by the Client of the interim Final SESA Report (for consultation)	50%
2nd Payment: upon receiving and approval by the Client of the Final SESA Report	50%

4.6 EXPECTED KEY EXPERTS

The assignment is expected to be completed by a consulting firm who will assemble a small team to complete the Draft SESA based upon information provided in the Project Appraisal Document.

Indicative team members, skills and expertise and time inputs are provided below (key staff):

- **Team Leader / Environmental & Social Specialist (6.0 months)** with demonstrable experience in leading a strategic assessment of policy or sector planning for social, socio-economic, and / or environmental implications. Experience in the tourism industry is an advantage. This person will be responsible for liaison with MTCA PMU, for delivering the Draft SESA project as per the TOR, and coordinating with the TMP team. Minimum qualification: Master's degree in environmental science, environmental economics, ecology, natural resource management, development studies, sociology or a related field. In lieu of a Master's degree, a bachelor's degree with at least 10 years' experience in Fiji will be acceptable.
- **Environmental Specialist (4.0 months)** with demonstrable experience in stakeholder engagement and strategic environmental assessment. Expertise in biodiversity and an in depth understanding of the environmental context and issues in Fiji are required. Experience in the tourism industry is an advantage. Minimum qualification: Bachelor's degree in environmental science, natural resource management, or a related field.
- **Social and/or Cultural Heritage Specialist (4.0 months)** with demonstrable experience in stakeholder engagement and strategic social assessment, and an in depth understanding of the social and cultural in Fiji. Experience in the tourism industry in Fiji are an advantage. Minimum qualification: Bachelor's degree in development studies, sociology, anthropology or a related field.
- **Gender Specialist (3.0 months)** with demonstrable experience in gender issues in Fiji. Experience in the tourism industry and SEA/SH issues in Fiji are an advantage. Minimum qualification: Bachelor's degree in sociology, gender studies, or a related field.

The Consultancy shall provide supporting personnel (non-key staff), according to the assignment overall objectives. The cost of support staff will be assumed to be included in the above 17 staff-months.

4.6 CLIENT AND CONSULTANT INPUTS AND RESPONSIBILITIES

CLIENT' INPUTS AND RESPONSIBILITIES

The Client will provide the Consultancy all relevant reports and materials related to the Phase I Project, and specifically the TMP development. These will include, but are not limited to;

- All relevant TDPVL Project documents including; Project Concept Note, Project ESRS, Project E&S Risk Management Documents (Environmental and Social Management Framework, Land Acquisition and Resettlement Framework, Stakeholder Engagement Framework, Labour Management Procedures, etc.)
- GOF. 2014-9. International Visitor Survey's
- GOF's 2015 Look North Policy
- GOF's 20-year National Development Plan (2017–2036)
- GOF's latest tourism development strategy (Fiji Tourism 2021).
- GOF. 2020. Fiji National Biodiversity Strategy and Action Plan (2020-2025)
- GOF, 1992. Fiji: State of the National Environment
- iTaukei Land Trust Board's (TLTB) Master Land Use Plan for the Greater Northern Region (2020-2040).
- TLTB Tourism Policy (2010).
- Fiji Tourism 2021 (Fijian Tourism Development Plan 2017–2023)

- Tourism Fiji's Corporate Plan (2022–2024).
- ICEM. 2022. Inception Report. Opportunities to Improve Ecosystem Resilience and Sustainable Tourism in Fiji. Prepared for The World Bank
- IFC. 2018. From the Farm to the Tourist's Table: A Study Of Fresh Produce Demand From Fiji's Hotels And Resorts
- IFC. 2019. Assessment of the Economic Impact of Cruise Tourism in Fiji
- IFC. 2020. Fiji COVID-19 Business Survey: Tourism Focus
- IFC. 2020. Vanua Levu Tourism Market Demand Assessment
- SPREP. Draft Strategic Environmental Assessment: Guidelines for the Pacific
- The WB is currently undertaking an assessment of needs and opportunities to improve ecosystem resilience and sustainable tourism in Fiji as part of the Pacific Oceans Advisory Program (POAP) Programmatic Advisory Services and Analysis (PASA) which will inform the Draft SESA and subsequently the TMP. Relevant documents will be provided to the Consultancy as they are developed.

These background materials are not exhaustive and the consulting firm is expected to identify additional resources, including contacting the relevant IA's (FRA, Airports Fiji, provincial councils etc.) to identify additional sources of information and completed studies etc.

The PMU E&S Manager/E&S focal point will be the focal point for the MTCA and will facilitate the communication with all relevant actors. On behalf of MTCA, the PMU E&S Manager/E&S focal point will facilitate all the meetings required.

At the provincial level, the Tourism Offices will nominate a focal point who will be also the Liaison Officer for the Project and will facilitate the meetings with the stakeholders and community.

The MTCA will assist the Consultancy with in-country logistics, arranging stakeholder consultations and key informant meetings, identifying sources of data and other in-country support and will cover the related costs of workshops and meetings.

CONSULTANT'S INPUTS AND RESPONSIBILITIES:

The Consultancy is responsible for the following:

- Office space;
- Computer equipment and software including G.I.S mapping software;
- Accommodation for the key and non-key experts;
- International & domestic flights;
- Local transportation;
- Printing reports, drawings, etc.;
- Communication between the headquarters and office;
- Personal protective equipment; and
- Equipment required for survey, testing, etc.

Annex A. Abbreviations and Acronyms

CBO	Community Based Organisations
E&S	Environmental and Social
ESF	Environmental and Social Framework
FRA	Fiji Roads Authority
GBV	Gender Based Violence
GIIP	Good International Industry Practices
GOF	Government of Fiji
IA	Implementing Agency
MTCA	Ministry of Tourism and Aviation
MoWE	Ministry of Waterways and Environment
MPA	Multiphase Programmatic Approach
MRMD	Ministry of Rural and Maritime Development and Disaster Management
MSME	Micro, small, and medium tourism enterprises
MTCA	Ministry of Tourism and Civil Aviation
NGO	Nongovernment Organisation
PA	Protected Area
PASA	Pacific Oceans Programmatic Advisory Services and Analysis
PA	Protected Area
PCN	Program Concept Note
PMU	Project Management Unit
PPP	Public private partnership
SEA	Sexual Exploitation and Abuse
SEP	Stakeholder Engagement Plan
SESA	Strategic Environmental, Social Assessment
SH	Sexual Harassment
TDPVL	Tourism Development Program in Vanua Levu
TLTB	iTaukei Land Trust Board
TMP	Tourism Master Plan
TOR	Terms of Reference
TLTB	iTaukei Land Trust Board
UNESCO	United Nations Educational Scientific and Cultural Organization
WAF	Water Authority Fiji
WB	World Bank

Annex B. Detailed Description of Project Activities

Phase I of the MPA (the Project) will focus on setting the foundational framework for sustainable tourism in Vanua Levu and implementing selective demonstration programs. It will include three integrated components, each of which targets a key constraint to unlocking tourism potential in Vanua Levu. It will support resilient and sustainable tourism development in Vanua Levu through integrated destination development, enhanced connectivity and essential services infrastructure, and improved biodiversity and natural resource management. The Project provides an organizing framework to help address coordination failures between MTCA and other line ministries and agencies engaged in different aspects of tourism in Vanua Levu and mobilize their resources towards common objectives anchored in an Integrated Tourism Master Plan (ITMP). The preparation of the plan, together with strong project management support, will help align existing government programs for roads; basic services; private sector, tourism, and skills development; and the business environment for better results in tourism destinations. Investments have been prioritized in consultations with Government, the private sector, and community stakeholders, and are expected to collectively increase destination competitiveness, contribute to attracting more high-value tourists to Vanua Levu, increase enterprise revenues from tourism, support more tourism employment, and ensure women are actively engaged in all activities. The Project will benefit the local economy through community-based tourism and private sector development. The three components of the Project are described in the paragraphs below.

Component 1. Overcoming Barriers and Developing Sustainable Tourism (US$12 million).

The investments under this component are essential to sustainable and resilient destination development in Vanua Levu and will set the foundation for long-term tourism growth. The component will focus on: (a) integrated tourism master planning and destination management and coordination; (b) tourism MSME recovery, expansion, and skills development to increase market-driven tourism products and services; (c) natural resource management and biodiversity conservation to protect tourism's underlying assets; and (d) emergency management and preparedness for tourism. MTCA is the Implementing Agency (IA) for this component and will coordinate with technical partners through Service Agreements, including: Tourism Fiji (1a), Ministry of Trade, Co-operatives, Small and Medium Enterprises (MTCSME) (1b), National Trust of Fiji (1b), Department of Environment (1c), Ministry of Forestry (1c), Ministry of Fisheries (1c), and the Ministry of Rural and Maritime Development and Disaster Management (MRMD) (1d).

Subcomponent 1a) Integrated Tourism Master Planning and Destination Development

This subcomponent will bring together the numerous existing plans for development in the Northern Province to create a framework for sustainable tourism growth, destination management, and promotion in Vanua Levu. The success of the proposed investments in infrastructure, services, and technical assistance for Vanua Levu will require robust tourism development planning, including spatial planning and industry development planning, taking other economic opportunities and sectors into consideration. It will also require effective coordination mechanisms for the ongoing management of tourism with whole-of-government cooperation at all levels. The Integrated Tourism Master Plan (ITMP) will be underpinned by public-private consultations to create a shared vision and guiding principles for the industry, as well as solid and data-driven growth projections and development scenarios. To take advantage of economies of scale, the ITMP will include both Vanua Levu and Taveuni.

The preparation of ITMP will support integrated tourism destination planning. The ITMP consists of an overall development plan for the entire tourism destination area (with a planning horizon of 25 years) and detailed development plans (with a planning horizon of 5 years) for existing and future key tourism areas within the tourism destination. The plans will be based on the Vanua Levu Market Demand Assessment (currently being updated by IFC to include some baseline data on Taveuni) and economic analysis for each destination will be prepared in close consultation with all stakeholders, including local communities and the private sector. The ITMP will include forecasted tourist arrival and population growth data to inform future investment in infrastructure for essential service and air and road connectivity. They will provide the basis for the development of tourism facilities and supporting infrastructure that: (a) is consistent with the environmental, social, and cultural opportunities and constraints of the destinations; and (b) avoids degradation of the natural and cultural assets that attract visitors. As such, they will include a detailed appraisal of key risks to destination development (economic, social, environmental, and cultural), including natural disaster risks, as well as possible mitigation measures. The ITMP will link with other essential service plans, such as the WAF Plan for potable water and wastewater management. Specifically, the ITMP will:

- Outline essential service and transport investments, private sector investment, institutional, policy, destination branding and awareness, and workforce development strategies; present detailed geospatial planning, including integrating with the Blue Town Concept in Savusavu; articulate environmental, social, economic, and cultural heritage opportunities and constraints; identify last mile ICT needs and identify potential private sector solutions; and coordinate investment pipelines and planning.
- Identify existing and planned private sector investment and create a mechanism to coordinate investment pipelines and planning (in coordination with IFC and IF).
- Provide detailed town plans for Savusavu and Labasa, including traffic management and drainage plans and proposed investments.
- Identify priority reforms, such as zoning and building codes, the Hotel Act, and tourism-related licensing and certification implementation. Zoning and building reforms can be implemented in Vanua Levu through a regulatory sandbox approach, to pilot and then expand to the rest of the country.
- Be climate informed and consider potential impacts of climate change in Vanua Levu and the implications for the tourism sector. Climate risks will be assessed, and climate resilient designs will be integrated into the zoning and building reforms.
- Integrate gender equality considerations throughout, including addressing risks of gender-based violence and sexual harassment and exploitation.
- Mitigate the risk of uncontrolled and unsustainable development that would undermine the destination's appeal and negatively impact the host community.
- Include a concrete action plan detailing implementation timelines, sequencing, responsible agencies, costs, and funding sources.

A Strategic Environmental and Social Assessment (SESA) will be prepared to systematically examine the environmental and social risks and impacts that could be generated by implementing the ITMP. It will cover both Vanua Levu and Taveuni. The SESA will be prepared in two stages. A draft SESA will be prepared prior to the development of the draft master plan to inform its development. The final SESA will be prepared to assess the environmental and social risks associated with the final ITMP.

Implementing the ITMP will require strong destination management, coordination among the numerous destination stakeholders, and enhanced local government service provision. This subcomponent will support the implementation of the ITMP by developing a coordination mechanism and structure in Vanua Levu to oversee and guide destination management and development. This coordination mechanism will allow close cooperation between the MTCA, Tourism Fiji, Savusavu Tourism Association, town councils, and other agencies to ensure a coordinated approach to destination development, management, and awareness raising, and government service provision. This subcomponent will enhance coordination in the fragmented sector through the creation of formal public-private dialogues (PPD). The PPD will build upon and institutionalize the stakeholder engagement plan and industry consultations required for the masterplan. It will also build on coordination mechanisms already in place. The destination coordination mechanism will be based on the outcome of the PPDs and the ITMP, as well as lessons learned from other World Bank Projects (for example, the Georgia Regional Development Project P126033 that successfully launched a regional destination management organization). Two potential models are a public private destination management organization or strengthening the Savusavu Tourism Association. MTCA will implement this subcomponent. Results could be replicated in Taveuni separately by MTCA.

Finally, raising the awareness of Vanua Levu as a high-value, nature- and culture-based tourism destination will require improved branding and promotion. The ITMP will set a vision for the promotion of Vanua Levu and its key tourism destinations based on the PPD and baseline assessment of tourism products and experience. This will include the creation and implementation of a strategic marketing plan and brand targeted on high value tourists and evaluated through an integrated mechanism to measure return on investment. Historically, international promotion of Fiji has focused on attracting regional source markets, that tend of book through wholesalers, to well-developed destinations in Western Fiji. To diversify Fiji's tourism markets, new promotion methods are needed to attract higher-value long-haul markets that tend to book travel independently (versus through outbound tour operators or travel agents) and seek uniquely positioned destinations. Currently an information asymmetry exists between these potential visitors and tourism service providers in Vanua Levu, limiting visitor awareness of the destination and its products and services.

Subcomponent 1b) Tourism MSME Recovery, Expansion and Skills Development

Given the dominance of MSMEs in the tourism private sector and the lingering impacts of COVID-19, support for MSME long-term recovery and expansion is needed to create high-quality visitor experiences and facilitate community benefits from tourism. MSMEs dominate the tourism private sector both nationally and in Vanua Levu and are the key providers of tourism activities and services. The lingering impacts of COVID-19, along with critical market failures and a cumbersome enabling environment, are limiting market-driven product development and service provision in Vanua Levu. Information asymmetries and coordination issues are the most common market failures impacting tourism MSMEs. In Vanua Levu, accommodation providers and cruise companies also present challenges as they currently control access to tourists and therefore hold market power, especially in light of limited marketing efforts by MSMEs. To address these issues, the Project will design and launch a pilot tourism MSME development approach in Phase I, working with MTCSME and other relevant agencies, such as the iTaukei Trust Fund Board (TTFB) and TLTB.

The MSME pilot intervention will enhance both private enterprises and community businesses, as communities are the dominant owners of the natural and cultural assets that attract tourists to Vanua Levu. In addition to general market failures, community businesses face additional challenges in accessing financing and business decision-making (given the family or community ownership structures of these businesses). This is important as communities own most tourism assets but do not have the skills or financing to establish community tourism businesses and create formalized tourism products, thus limiting their benefit from the sector. Community business development will be underpinned by feasibility studies and business plans with the promotion of joint venture models that pair communities with tour operators and accommodation providers to manage long-term sustainable operations and stimulate private sector investments. For sectors such as cultural industries, where women represent more workers, technical assistance in product design, skills development, and access to raw materials will be supported.

The Project will begin by financing activities to support the development of the pilot intervention, based on global best practices and local lessons learned from MTCSME's past successes. The approach will be designed on best practices and lessons learned from previous World Bank projects and will leverage and expand upon MTCSME's existing Integrated Human Resources Development Program, deepening its integration of specialized capacity building, skills development, and market access links. To integrate these lessons learned with current industry needs and to fully understand and quantify the above-described market failures the Project will begin with an in-depth enterprise survey. In addition, a community-based assessment of barriers to women's economic empowerment will be undertaken. These analytics will help identify the structural issues that need to be addressed in the market and identify interventions that will not distort the market. The pilot design will be detailed in a MSME Development Manual that will be designed based on best practices from World Bank Projects and MTCSME's experiences, the results of the enterprise survey, community assessment and extensive consultations. This will include detailed procedures, eligibility and selection criteria, and processes as well as carefully examining the best way to sequence support to the three target groups of enterprises: individual MSMEs, community-owned tourism enterprises (CBE), and women's community cultural industries enterprises.

The overarching pilot design will focus on a competitive process that supports viable enterprises to improve skills and firm capabilities critical for innovation and productivity in order to increase overall economic growth in Vanua Levu. While the detailed pilot design will be included in a MSME Development Manual, the overarching approach will include the following best practice approaches:

The pilot will include a strong focus on awareness-raising among businesses and communities. It will finance awareness-raising workshops and events for MSMEs and communities on the potential of tourism, trends in the target markets, and available business development services (BDS) resources. It will outline the process for applying to be part of the MSME pilot, review the various aspects of the application, and provide high-level training on business plan creation. Workshops will also discuss the potential benefits and risks of developing tourism and build knowledge about conservation. Specific training targeting women-owned and run MSME's will be developed.

- The pilot will foster the creation of a competitive market for BDS provision to support sustainability after the project. The MTCA and MTCSME will create a database of private sector BDS providers, including local NGOs, agencies, individual consultants, and potential mentors.

This database will provide a robust and updated list of BDS providers who can provide specialized capacity building for tourism MSMEs and CBEs. The database will include a function to rate the performance of BDS providers to increase quality and competition.

- The pilot will assess business proposals to avoid supporting non-viable businesses. MSMEs interested in the pilot will be able to apply to receive support using a competitive application process. Application development support for applicants with clear business or product ideas and commitment from relevant stakeholders will be available. Applications will be assessed based on weighted criteria, including financial feasibility and market demand. Those passing will then be verified through a site assessment. This stage will build on MTCSME's existing programs to screen the proposal and refer them to MTCA for final decision and provision of support services.
- The pilot will integrate evaluation measures to assess the impacts of the enterprises that were supported and those not included in the pilot.

The Project will finance a pilot that will include three separate streams—for private MSMEs, community-based tourism businesses, and women's community enterprises. The latter will specifically support women's cultural industries enterprises, where targeted, industry-specific training will be provided. The separate approaches are important as the communal nature of business ownership in community businesses, as well as the barriers facing women in the sector, require different tactics to capacity building, management skill upgrading, and investment maintenance. Specific pilot activities for MSMEs will likely include:

- The pilot will focus on non-market distorting activities for private MSMEs that increased competition in BDS provision. The project will finance a voucher system to encourage MSMEs to purchase BDS from the list of providers in the database. Vouchers would only be used to cover a portion of the costs and the MSMEs would be required to pay for the remaining directly. Using a voucher system means that businesses must contribute their own funds to BDS and so therefore they are more likely to select needed and valuable BDS and to receive support at the right level. Examples of relevant BDS include: marketing and promotion support, investment proposal creation, financial or human resource management, guide training, product development, etc.
- The pilot for community-based tourism enterprises will focus on building community capacity and tourism infrastructure to diversify tourism experiences in Vanua Levu and increase community benefit. Based on the proposal vetting process noted above, the Project will provide matching grants to support BDS, small-scale tourism infrastructure and equipment in the community. The matching grant process will build on and improve the MTCSME's current approach of a one-third cash equity injection from the business, matched by a two-thirds grant. The disbursement processes and details will be included in the MSME Development Manual created as part of the pilot design. Further, best practices in community tourism development indicate that strong partnerships between communities and the private sector are needed to ensure triple bottom line sustainability and market viability. Building on the MSME development activities, the pilot will include awareness-raising, networking and promotion activities to fosters joint ventures between private sector tourism providers and communities that can be tested and scaled up in future phases of the Program.
- The pilot for women's community enterprises will focus cultural industries such as handcraft production, value-added cultural products, or performance-based services. Similar to the

community-based tourism enterprise stream, participation will be based on the proposal vetting process noted above to ensure market demand and viability of any investment. The Project will provide matching grants to support BDS, small-scale tourism infrastructure and equipment in the community (e.g., craft centers, production centers, etc.). BDS activities targeted to women's community enterprises will focus on building capacity in market-driven product design and quality improvements; branding marketing and promotion; merchandising and inventory management, along with basic business skills. Additionally, targeted activities will be delivered to address cultural challenges of women's entrepreneurship, as well as to reduce potential gender-based violence.

- For both the community-based tourism enterprise and the women's community enterprise streams, training will be provided in a cohort setting to increase networking and market access opportunities. Opportunities for partnerships across communities and/or community-based enterprises will be supported.

To increase overall destination quality and attractiveness, the Project will also support overall skills development for the tourism private sector. Skills development activities will be implemented by MTCA in partnership with the Savusavu Tourism Association and broader private sector. Activities will include short courses in the destination covering specialized skills, such as culinary, housekeeping, and customer service, as well as destination management skills. It will also include on-the-job training, and leverage opportunities for trainees to rotate to other businesses for a short period of time to learn new skills. These activities will have a specific focus on women and will provide training on child protection, gender, and workplace safety.

In parallel to MSME development, the Project will invest in expanding proven tourism products in protected areas, engaging the private sector to promote quality and financial sustainability. Vanua Levu's priority market segments are interested in activities that incorporate the area's well-preserved nature and unique culture. However, limited investments in protected areas mean they are underutilized. In Phase I, priority investments will be made into the Waisali Rainforest Reserve, the largest and most viable protected area under the management of the National Trust of Fiji, with proven tourism potential. The National Trust manages three protected areas sites in Vanua Levu, including the Waisali Rainforest Reserve, the Nakanacagi Bat Sanctuary (not open to visitation), and the Yadua Taba Crested Iguana Sanctuary (limited tourism to date). Previously open to visitors, the Waisali Rainforest Reserve was severely damaged by Tropical Cyclones Yasa and Ana and has been closed since 2021. The Project will support the rehabilitation and expansion of walking and hiking trails, interpretation, and the development of a visitor and species education center. The private sector will be consulted on the design of the trails and visitor center to ensure it is appropriate for the target markets. The design will incorporate diligent climate-resilient considerations, such as building with materials to withstand future climate hazards. Management of the revitalized Waisali Rainforest Reserve visitor experience will be through a PPP or joint venture business model to improve management capacity and bring in professional management from an established tourism operator. The Project will support technical assistance to support the National Trust to design and implement a competitive tender process to identify an appropriate private sector partner and determine benefit sharing, investment, and maintenance mechanisms.

This subcomponent will also be implemented by MTCA and specifically require operational synergy through service agreements with technical partners, MTCSME, and the National Trust. MTCSME will be

involved in the MSME development activities and National Trust in the rehabilitation and expansion of Waisali Forest Reserve.

Subcomponent 1c) Natural Resource Management Strengthening and Biodiversity Conservation

For sustainable and high-value tourism to succeed in the long term in Vanua Levu, its natural resources and biodiversity must be protected. They require long-term protection with a ridge-to-reef management framework. The management and regulation of Fiji's protected areas (PAs) is highly fragmented. Its 42 formally protected areas are divided into 11 different types, managed by 5 separate government entities, and governed by 26 separate pieces of legislation. The lack of harmonization, in addition to limited financial resources, has hampered Fiji's biodiversity conservation efforts. Most PAs do not have management plans. In 2010, Fiji made a commitment to protect 30 percent of marine and 17 percent of terrestrial areas by 2020 as part of the Aichi Targets. The activities to be funded under this component will be led by MTCA in coordination with technical partners, Department of Environment, and the Ministry of Forestry and Fisheries. The Project will support the development of PA management plans and will initiate key management activities supporting conservation and use of the resources such activities will include resource management planning, management approach i.e., traditional versus modern to be used, the expansion of locally managed marine areas (LMMA), and strengthened policy, monitoring, and enforcement for marine and terrestrial protected areas. This subcomponent will support awareness raising for communities, NGOs, and tourism operators about the need for environmental conservation, and strategies to achieve it, for marine and terrestrial natural resources. For communities who express interest in developing LMMAs, technical assistance can be provided to help explore instruments, advise on the structuring of agreements, and help develop monitoring frameworks.

In relation to terrestrial areas, this project will also provide an opportunity for Fiji to develop and trial a new approach from the International Union for Conservation of Nature (IUCN) and Convention on Biological Diversity (CBD)—to achieve conservation through 'Other effective area-based conservation measures' (OECMs). The OECMs aim to achieve long-term and effective in situ conservation of biodiversity outside of protected areas. In 2018, Parties to the CBD agreed on guiding principles, common characteristics, and criteria for the identification of OECMs (CBD Decision 14/8). An OECM is defined by the CBD as: "a geographically defined area other than a Protected Area, which is governed and managed in ways that achieve positive and sustained long term outcomes for the in-situ conservation of biodiversity, with associated ecosystem functions and services and, where applicable, cultural, spiritual, socioeconomic, and other locally relevant values" . Identification of OECMs offers a significant opportunity to increase recognition and support for de facto effective long-term conservation that is taking place outside currently designated protected areas under a range of governance and management regimes, implemented by a diverse set of actors, including Indigenous peoples and local communities, the private sector, and government agencies.

The creation of a United Nations Educational, Scientific, and Cultural Organization (UNESCO) Biosphere Reserve could help protect and promote Natewa Bay's extraordinary biodiversity. UNESCO's program helps conserve biodiversity under a flexible framework that encourages innovative approaches for sustainable economic activity within the reserves. There are currently 701 UNESCO Biosphere Reserves spread across 124 countries, but none exist in Fiji. The program encourages the exchange of conservation and livelihood best practices across its network. It also provides international recognition

that can better position the destination in key market segments (such as scuba divers and soft adventure and nature enthusiasts). Natewa Bay would garner interest from UNESCO, given its unique terrestrial and marine ecosystems. The Project will support the application process and access to the required technical expertise in partnership with the National Commission for UNESCO (housed within the Ministry of iTaukei Affairs, Culture, Heritage and Arts). The implementing agency for this activity is the MTCA in coordination with technical partner, the Department of Environment.

Subcomponent 1d) Emergency Management and Preparedness for Tourism

This component will help Fiji, specifically the island of Vanua Levu, improve climate resilience and disaster preparedness, contingency planning, and recovery for a safer and more competitive tourism sector. Around the world, tourist destinations with well-crafted and tested crisis management strategies are better able to respond and recover from climate-induced disasters and project a sense of security that attracts tourists. Investments will be based on the World Bank's Emergency Preparedness and Response (EP&R) Program, which includes a series of well-established tools to assess and design comprehensive system improvements, including the Lessons Learned Exercise (LLE) and the Ready2Respond (R2R) diagnostic. The Project will support the Vanua Levu tourism ecosystem and government agencies, in close coordination with civil society and national government agencies, to develop a climate emergency management system and contingency planning. A long list of activities will be considered as part of project preparation for a prioritization exercise with the Government and stakeholders. These may include: (i) development of tourism-specific EP&R plan with contingency plans for subsectors (for example, accommodation, transport, tour operators); (ii) facilities and equipment for combined pandemic/ extreme weather early warning, emergency preparedness and management; and (iii) development of an emergency and crisis communications plan, including an information management system, and multi-hazard early warning system for tourism operators and visitors. MTCA will lead the implementation of this activity with technical assistance provided by MRMD.

In addition to overall disaster preparedness, including climate emergencies and disaster preparedness, the tourism sector must also be prepared to handle tourism-related emergencies. Vanua Levu's prime tourism attractions are adventure and nature-based tourism products that are often located in rural, remote, and rugged areas or in marine environments. These activities have an inherent risk, which is often the main appeal for participants, but can also open tourists up to accidents. This is particularly true for scuba diving, Vanua Levu's largest market, where accidents can be severe or life threatening if not handled properly. Tour operators, ground operators, and accommodation providers need clear and updated emergency response plans and training on emergency response. Similarly, local medical staff need training on tourism-specific accident treatments, such as identifying decompressions sickness symptoms and emergency treatment protocols, as well as overall training to improve medical treatment. The Project will support training for the staff of medical clinics in Savusavu and Labasa to improve their ability to respond to accidents as well as provide regular primary care for residents in Vanua Levu. The Project will also provide equipment to improve the Savusavu medical clinics to ensure they are able to respond to visitor and resident accidents and illness effectively (for example, oxygen, hospital beds, and sterilizers). The Project will invest in maintaining the country's only hyperbaric chamber in Suva to keep it operational. The Project will also support emergency training for tourism industry staff so they can recognize and respond to accidents and illnesses appropriately and promptly.

Component 2. Building Resilient Tourism Infrastructure (US$40.5 million)

The investments under this component address key barriers to tourism access and essential service provision in Vanua Levu. The component will focus on: (a) investments in improving existing air connectivity infrastructure and services; (b) essential facilities upgrades and investments required for local population services and natural resource protection to meet urgent needs and resilience standards; and (c) cityscape improvement of key tourism hubs in Vanua Levu through interim and permanent interventions. The Project will finance planning and direct investments in all three areas, which will be expanded during future program phases. Phase I will give immediate attention to urgent infrastructure and essential service gaps that benefit the local population and increasing Vanua Levu's capacity to sustainably accommodate a growing number of tourists. All new and upgraded infrastructure will be designed considering the specific needs of women; women will be targeted in engagement process to ensure their perspectives are incorporated. The component will be overseen by MTCA and implemented by Airport Fiji Limited (2a), Fiji Roads Authority (2a, 2c), and STC (2b, 2c) with technical partners Department of Environment (2b), Water Authority of Fiji (2b) and Energy Limited Fiji (2b).

Subcomponent 2a) Connectivity Investments

Connectivity to and around Vanua Levu has been noted as a binding constraint to sustainable tourism development by the government, the private sector, and potential investors. The limited convenient, regular, affordable, and quality air and sea access to Vanua Levu has inhibited investment on the island, with investments in tourism lagging behind those on the mainland. Vanua Levu currently has two domestic airports with direct flights connecting from Nadi (the tourism hub) and Suva (the business hub). Both airports have infrastructure challenges that impact flight safety and frequency, and impose limits on aircraft payload and operating hours. Labasa Domestic Airport, close to Labasa's divisional capital and business hub on Vanua Levu, services mostly domestic and business travellers and can receive ATR 72s with weight restrictions. Air capacity and flight services to Labasa are limited by the length of the runway, limited low visibility operations due to a nearby hill, and the lack of automated weather reporting systems. Airport Fiji Limited (AFL) has also reported issues with the stability of the land with a creek eroding land 60 meters from runway 31 and regular flooding of the access road. Savusavu Domestic Airport services mostly international leisure tourists and residents and can only receive Bandeirantes and Twin Otters with significant weight restrictions. Currently, both airports lack real time weather reporting, which can result in plane reroute, circling the airport in air, and even return to the departure airport due to unreported bad weather conditions.

The subcomponent will finance investments in airport infrastructure upgrades, airport safety compliance, and air connectivity infrastructure. The Project will support improving the service quality and safety of both the Savusavu and Labasa domestic airports with a focus on climate resilience reinforcement. Specifically, the Project will finance investments in: runway pavement rehabilitation and drainage to maintain asset integrity in increasing extreme weather events and tropical cyclones; navigation aids; weather monitoring and reporting equipment; aircraft rescue and firefighting facilities; and remote tower technology, which will help to improve safety, reliability, efficiency, and the climate resilience of air traffic control. Additionally, the Project will support passenger terminal upgrades in Savusavu to enhance security and convenience for passengers by separating and expanding processing functions, with designated spaces for check-in, security screening, baggage handling, waiting, and boarding.

Based on the results of the pre-Project TA supported air connectivity options study, the Project will invest in a feasibility study for a new greenfield domestic or international airport or the expansion of the Labasa Domestic Airport. This will directly support one of the Fijian Government's priority investments aligned with the Look North Policy. Building on the pre-Project TA analyzing air access, the feasibility study is expected assess feasibility from technical, financial, market, and operational perspectives. The approaches undertaken will consider the competitive advantage of Vanua Levu's tourism sector and its tourism growth projection, assess climate vulnerability as well as social and environmental risks, and emphasize private sector engagement. The study will also explore options for improving air fare structures, strengthening Fiji Airways' and Northern Air's online booking platform, and routing. These efforts aim to make air travel more affordable, accessible, and convenient for travelers, particularly those traveling to and from Vanua Levu.

The Cross Island Road linking Labasa and Savusavu is the island's most traveled road but underdeveloped. Although the 95-kilometer sealed road has a good pavement condition, further improvement is needed to make it part of the tourism offer and help promote connectivity between the two major towns in Vanua Levu in a safe, resilient, and efficient manner. For the tourists who arrive or depart via Labasa, the Cross Island Road is their first and last impression of Vanua Levu, so the quality of the road trip experience is important for satisfaction levels. This can positively influence Vanua Levu's reputation as a safe quality destination. This road can be developed into a scenic link with proper lookouts, rest stops, and navigation signs directing road users to the nearby tourist attractions (such as the Waisali Rainforest Reserve supported under component 1b). Despite its current condition the road remains vulnerable to climate change; in particular, increased likelihood of landslides and washouts during heavy precipitation events in areas such as Korosomo, Lomaloma, and Makomako, which are currently susceptible to landslips. Reaches of the road in proximity to the coast, along the Urata area, are vulnerable to inundation and erosion from cyclones, storm surges and sea level rise. With cyclones anticipated to increase in intensity and sea levels projected to rise by 0.64 to 1.16 meters by 2100 under the SSP5-8.5, the impacts of coastal erosion, flooding, and saltwater intrusion are expected to be exacerbated. Proposed interventions to strengthen the resilience of the Cross Island Road are restricted to the existing road corridor. The measures include:

- Drainage improvements – provision, reinstatement and/or lining of longitudinal drainage, replacement and/or increasing capacity of cross drainage culverts, and improving open or covered outfalls
- Slope stabilization in the Korosomo area – widening and/or reducing the slope of cuttings and fill embankments to reduce landslip risk, subsoil, and rubble drains
- Rubble mound revetment strengthening and extension – for protection of coastal sections in Urata.

Civil works are also required to enhance the functionality and safety of the road, and its resilience during extreme weather events, including installing road safety barriers, more roadside lights, signs and raised reflective pavement markers (RRPMs); and constructing passing lanes and runaway truck ramps.

This subcomponent will also include provision of technical assistance to establish a climate-informed road accident database. The impacts of climate change and severe weather events can and have had negative outcomes for road safety. Establishing a road accident database will allow for the recording

and analysis of all road accident data, thereby enabling an evaluation of factors contributing to the crashes.

Incorporating climate-resilient design standards in the development and maintenance of the road infrastructure can extend its lifespan, minimize disruptions, and decrease expenses associated with repairs and replacements due to climate-induced damages. Slope stabilization measures along critical sections of the road work to address current vulnerability to, and future risks from, rainfall-induced landslides, coastal inundation and cyclone-induced storm surges. The measures aim to lessen potential damage to infrastructure and improve safety for all road users.

Subcomponent 2b) Resilient essential services investments

This subcomponent will support funding no-regret investments in essential facilities and services in tourism hotspots in Vanua Levu. Investment in essential facilities and services is crucial for Vanua Levu's development, not only to sustain its current and future tourism demand but for the well-being of the host population and environment. Failure to make the necessary investments in these services will undermine the island's environmental credentials and appeal, and lose the opportunity to attract high-value, environmentally conscious visitors. Initial essential facilities and services identified and prioritized through stakeholder consultations and various assessments are presented below. A pre-Project TA is currently assessing the scope, preliminary design, and costs for these investments. The TA will also assess climate risks and impacts and develop options for building climate resilience for the proposed investments.

- Develop a new solid waste management facility for Savusavu and rehabilitate the existing Savusavu dump site. Solid waste management infrastructure in Vanua Levu is not sufficient for the current demand (33,000 tonnes per year). This poses a threat to the environment and the island's potential for tourism growth. The existing Savusavu dump has surpassed its capacity and, without adequate infrastructure, leachate and other waste is seeping into the adjacent mangroves. The STC has identified a site for the new solid waste management facility and is in negotiations with landowners. The new site was selected by the Council on the basis that it is not located within proximity to the coast, a watercourse/river, or developed areas. A sanitary landfill with a capacity of 30,000 cubic meters with a nominal lifetime of 10 years is being considered. The landfill will require the development of approximately an access road and other site development works, including security control, check points, a weigh bridge, stormwater management, and underground utilities. A leachate management system is proposed because under current climate conditions, Fiji experiences 250–400 mm of rainfall per month during the rainy season and 80–150 mm per month during the dry season. With a projected increase in the intensity of rainfall events under future climate projections, strategically locating new waste management facilities outside of the 100-year flood level, away from main water sources and incorporating stormwater management measures can address the impacts of heavy precipitation events, in particular, leachate runoff. Measures are likely to include a landfill lining and containment basin for storing and treating leachate. Under this activity, provisions are also proposed for rehabilitating the existing Savusavu dump site. Rehabilitation measures are likely to comprise waste reprofiling, capping, revegetation, and installing infrastructure to manage runoff from the rehabilitated site. There will also be waste separation awareness campaigns for local communities and composting organic waste will be promoted.

- Develop feasibility study for wastewater management infrastructure and systems in Savusavu, including a small-scale pilot of a sewerage treatment facility in Savusavu. Currently all households and businesses use septic systems. Solutions have been identified by the WAF, including a full upgrade of the sewerage and treatment system in Labasa and the installation of a sewerage system in Savusavu. Both are important, the latter being more urgent because of environmental pollution already being detected in places, such as Savusavu Bay. The Project will support the feasibility study for a wastewater management system in Savusavu with climate considerations incorporated in the design and piloting a few decentralized sewerage treatment facilities with household connections, learning from best practice in the region. The sewerage treatment pilots will choose the most appropriate treatment techniques suited to the local climate. One of the possible techniques is the bio-trickling filter, which is one of the least-cost techniques. Such filters are easy to operate without the need for high operational competency and have been tested in a WB–financed project. That project showed that the bio-trickling filter technique requires only one third of the land compared to an artificially constructed wetland. The bio-trickling filter schemes also proved to be environmentally friendly and climate resilient, as they require less energy. The impact of climate change on wastewater treatment performances will be analyzed, as both heavy rainfall and high temperature can affect the Biological Oxygen Demand (BOD) level in the wastewater and the performance of the microorganisms in the biological treatment process. The findings from the feasibility study and learning from the pilot program will guide climate-informed investments in the next phase of the MPA program.
- Support the WAF in formulating its "Water Sector 2050 Strategy", which will investigate options for a circular economy, lay out its water supply and sanitation investment plans in Vanua Levu, and promote cross-sector coordination between water, energy, and urban development, strengthening the resilience of water supply and distribution networks to climate hazards (droughts and flooding), increasing and sustaining access to clean water for tourists and local communities.
- Support rooftop solar, targeting public buildings, such as the municipal council buildings in Labasa and Savusavu, and the Savusavu market (under construction). The municipal councils in Vanua Levu have expressed their vision to be among the first public bodies in Fiji to go solar. EFL has recently prepared a rooftop solar policy covering technical aspects and the proposed scheme may benefit from net metering arrangements. The Department of Energy, through the draft National Energy Policy, encourages increased uptake of rooftop solar to promote sustainable energy transition by end users. In parallel, through technical partnership with EFL, the Project will support a bankable feasibility study into harnessing Vanua Levu's abundant renewable energy—solar, wind, hydropower, biomass, and geothermal—and possible expansion of the distribution network. Investing in adaptive energy infrastructure, such as microgrids and distributed renewable energy systems, reduces the vulnerability of power supply systems to climate hazards—hurricanes and other extreme weather events—providing reliable access to electricity, decreasing reliance on fossil fuels, and reducing impacts of supply chain disruptions.

The findings from these feasibility studies conducted in Phase I—including those for a greenfield airport in Vanua Levu, wastewater management infrastructure and systems in Savusavu, and renewable energy development options in Vanua Levu—will provide rigorous analytical underpinning to help define investment scope and priorities in Phase II.

Subcomponent 2c) Cityscape Improvement of Savusavu and Labasa

The functionality and attractiveness of Savusavu and Labasa are important both for the local population and their visitors' satisfaction, warranting public investment to improve the streetscapes and facilities. The nature and scale of improvements will be further defined through the proposed Integrated Tourism Master Plan. Preliminary findings suggest more urgent and no-regrets improvements can be implemented concurrently. The overarching design principle is to prioritize people over cars along the main street to make it more attractive, vibrant, and safe. Investments may include: traffic calming measures to reduce the operating speed of vehicles; constructing/rehabilitating safe walkways; installing safe crossings; modifications to the on-street parking layout; establishing a protected bike lane network including wayfinding signage and bicycle parking; creating and upkeeping green areas; building and maintaining public toilets; installing adequate signage and bins; introducing general clean-up and beautification programs; and outfitting a planned visitor information center in the new Savusavu market. Traffic, bike lanes, and sidewalk related investments will be done in partnership with FRA, who has the mandate for these, as a technical partner. In parallel with the infrastructure investments, the Project will finance initiatives to increase bicycle usage, availability, and maintenance options. The design of these improvements will take into consideration climate resilient features, and the needs and safety of women and vulnerable groups. The facilities will support universal access wherever feasible.

The Project will invest in quick wins through community-driven interim interventions in the town centers of Savusavu and Labasa while larger and more permanent investments are being planned as part of Phases II and III of the MPA Program. This subcomponent plans to take the approach of "interim interventions" to improve part of the cityscape, which means the scope of interventions and their design will be determined through community consultation to create temporary improvements to the walkability and liveability of the towns. For example, these could include creating pedestrian ways, public spaces, and bike lanes by demarcating open urban spaces with paint and temporary barriers. These designs will take into consideration the needs of vulnerable groups to create better, safer, and universal access, and will use local material and labours. Through a user evaluation survey at the end of the trial period, these interim interventions will be either made permanent or altered. These interventions in Savusavu and Labasa will be implemented by the STC.

<u>Component 3. Tourism Capacity Enhancement and Project Management (US$9 million)</u>

Subcomponent 3a Institutional Strengthening and Capacity Building

The investments under this component will address capacity challenges to improve institutional coordination between implementation agencies and enhance the enabling environment for private sector-led sustainable tourism. The component aims to improve the enabling environment for tourism and capacity building through institutional strengthening, capacity building, and developing policies and strategies that promote climate-resilient practices and infrastructure within the tourism sector. Component 3 will be implemented by MTCA with technical partners iTaukei Land Trust Board (3a), FRA (3a), WAF (3a), and National Trust of Fiji (3a).

The investments under this subcomponent led by MTCA will address capacity challenges within implementation agencies to support institutional coordination and an enhanced enabling environment for private sector-led sustainable tourism. During consultations, nearly all implementing agencies noted the need for capacity building and retention to provide efficient government services. This was paired

with a call from the private sector and investors to strengthen government service provision in Vanua Levu and streamline the regulatory environment for private sector growth (for example through mapping processes, zoning, building codes to ensure the regulatory framework is conducive to tourism, investment, etc.). To support sustainable destination management and project monitoring, this subcomponent will provide capacity building to enhance tourism and project indicator statistics , especially for supply-side data on jobs, investments, tourism MSMEs, and products. This subcomponent will also establish baselines and targets for PDO and PrDO-level indicators to ensure projects results can be monitored accurately. The Project will also build the capacity of statutory bodies, such as FRA, WAF, the National Trust of Fiji, and others to ensure adequate skills are built and retained within Fiji to develop and manage sustainable and resilient infrastructure. Similarly, the Project will work with TLTB through a TA to build capacity and improve efficiency in land leasing for tourism to help stimulate additional private sector investments, especially for community-based tourism. TLTB currently oversees and manages the leasing of native lands for private sector, conservation, infrastructure and other activities (nearly 90 percent of land in Fiji is communally owned by iTaukei communities). Tourism leases for both community owned and privately invested businesses follow a specific procedure that can be cumbersome, expensive, and time consuming. This is particularly the case when an investor is seeking to gain access to land owned by multiple matagali for adventure tourism activities, such as, trekking and river rafting. The Project will support TLTB to streamline its land leasing products and services for tourism, including creating a new land leasing product for adventure tourism access to community trails, land and waterways.

The Project will develop and institutionalize coordination mechanisms to address gaps in sector management. Given the cross-cutting nature of the tourism sector and the necessary whole-of-government approach to sustainable and resilient tourism development, enhanced institutional coordination and improved efficiency and accountability across government is required. The Government and World Bank Group have been engaging with stakeholders in Vanua Levu since early 2020 when the Project idea was originally initiated. There is strong and full support from the Government, implementing agencies, technical partners, community, and private sector stakeholders for the operation. The Project will support continued intra-government coordination through a Project Steering Committee. The Project will aim to systematize these coordination initiatives so that they become permanent and outlive the Project.

Subcomponent 3b Project Management

This subcomponent covers the establishment of the central project management unit (C-PMU) before project effectiveness. Its role is to support project management during preparation and implementation after World Bank approval to ensure cost-efficient, timely, and quality delivery of project activities and results. This will include financing cost related to TA, works, goods, workshops, and operational costs to support the project's day-to-day implementation and management, including: providing overall project management support; coordination of project activities; ensuring coordination among all stakeholders; ensuring accountability in project financial management, monitoring and reporting, and procurement; applying the World Bank's Environmental and Social Framework (ESF); ensuring social inclusion, and gender issues are recognized and integrated into the Project, including a project gender action plan; and preparation of annual work plans, budgets, financial reporting, and project reporting. It will also finance developing a monitoring and evaluation (M&E) system to report on the Project results (disaggregating by sex, where appropriate) and systematize project lessons learned. It will be implemented by MTCA.

The C-PMU will also support the Project operation team in each IAs with TA and capacity building. Additional tasks include assisting in preparing consolidated yearly annual budget and work plans; establishing a transparent Project Management Information System; ensuring active local community participation; facilitating spatial planning in accordance with the ITMP; ensuring appropriate complaint handling and resolution; ensuring adequate capabilities from all project stakeholders; and ensuring timely delivery of reports.

Annex C. SESA Indicative Table of Contents

Executive Summary

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List of Acronyms

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    a. Policy Formation Process Alignment Approach
3. Stakeholder Analysis and Engagement
    a. Stakeholder Analysis
    b. Stakeholder Engagement Plan
4. Situational Analysis / Current State
    a. Institutional, Policy and Legislative Framework Analysis
    b. Rapid Sectoral Analysis
5. Identification and Assessment of Environmental, Social and Cultural Heritage Priorities
    a. Identification of environmental, social, and cultural heritage priorities
    b. Current response
    c. Gaps, issues and findings
    d. Barriers and constraints to effective implementation
    e. Policy recommendations
6. Potential Impacts
    a. Potential direct, indirect and cumulative environmental, social, and cultural heritage benefits and impacts that may result from Implementation of the TMP.
7. Strategic Policy Recommendations for the Draft TMP
    a. Recommended Policy Actions for draft TMP
    b. Recommended Mitigation Measures for draft TMP (e.g. Go/No Go Areas, Parameters of Allowed Activities, Ineligible Activities)Recommended Policy & Legislation Updates Proposed Monitoring and Evaluation Process
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8. Institutional Capacity and Training
    a. Capacity and Training Needs Assessment
    b. Capacity Building and Training Plan

Appendices

Annex D. World Bank SESA Definition

ESS1—Annex 1. Environmental and social assessment

A (j) Strategic Environmental and Social Assessment (SESA)

Strategic environmental and social assessment (SESA) is a systematic examination of environmental and social risks and impacts, and issues, associated with a policy, plan or program, typically at the national level but also in smaller areas. The examination of environmental and social risks and impacts will include consideration of the full range of environmental and social risks and impacts incorporated in ESS 1 through 10. SESAs are typically not location-specific. They are therefore prepared in conjunction with project and site -specific studies that assess the risks and impacts of the project.

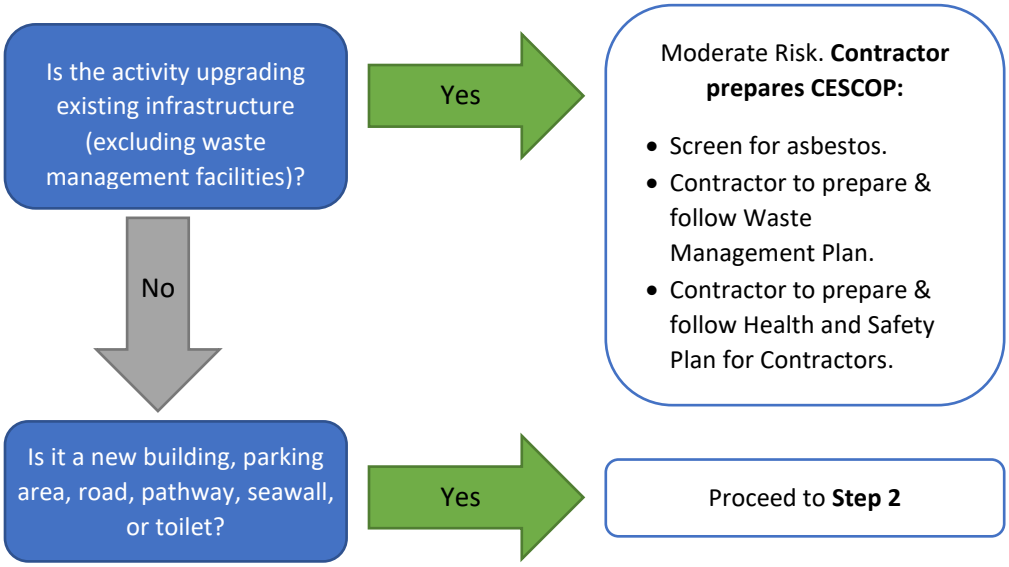
Annex IV. Infrastructure Screening Checklist

Name of the activity: _____ Screening Date: _____

Location: _____ Description of the area: _____

_____

Step 1. Screen for Renovation or New Build



Step 2: Land Acquisition

1. Is temporary and/or permanent acquisition of and/or access to land required?

❑ **No.** Proceed to Step 3.

❑ **Yes.** Land Acquisition and Resettlement Plan (LARP) may be required. Refer to Land Access and Resettlement Framework (LARF) for guidance on process. Undertake due diligence e.g., confirm people were able to exercise power of choice, there was no coercion.

Step 3: Environmental Risks

1. Will this activity require any clearance of trees or other vegetation?

❑ Yes

❑ No

2. Will there be any significant negative risks or impacts on biodiversity?[40]

❑ Yes – Biodiversity Management Plan (BMP) required.

❑ No

[40] Significant negative impact is when there is irreversible habitat loss, degradation and/or fragmentation, introduction of invasive alien species, overexploitation of resources, irreversible hydrological changes, increased nutrient loading, pollution, and incidental take, as well as projected negative climate change impacts.

3. Will there be any negative impacts on sensitive or non-critical habitats i.e., those not defined as 'critical habitat' in World Bank ESS6[41]?

- ❑ Yes
- ❑ No

4. Will construction be located in or near any waterways (rivers, streams) or water bodies (ponds, lakes, estuary, ocean)?

- ❑ Yes
- ❑ No

5. Will this activity alter tidal action, wave action, currents or other natural processes of the sea?

- ❑ Yes – Fiji EIA (approved by the EIA Administrator) may be required. Follow Fiji EIA process.
- ❑ No

6. Will this activity require any land reclamation?

- ❑ Yes
- ❑ No

7. Will this activity result in any significant increase in pollution e.g., generation of waste etc.?

- ❑ Yes
- ❑ No

8. Will this activity result in any significant use of resources e.g., water, energy.?

- ❑ Yes
- ❑ No

9. Will this activity result in the occurrence, or increase the chances of occurrence, of natural hazards such as soil erosion, flooding, tidal inundation, or hazardous substances?

- ❑ Yes
- ❑ No

10. Are utility services unavailable and/or inadequate for the activity?

- ❑ Yes
- ❑ No

Step 4: Social Risks

11. Will this activity require compensation for loss of assets or access to assets that leads to loss of income sources or other means of livelihoods, including to people without legal occupancy rights?

- ❑ Yes (Please refer to LARF for more detailed screening.)
- ❑ No

[41] Activities in critical natural and high value biodiversity habitats are ineligible for project funding.

12. Will this activity negatively impact areas, landscapes and structures of aesthetic, archaeological, cultural, historical, recreational, scenic or scientific value?[42]

❑ Yes – Cultural Heritage Management Plan (CHMP) required.

❑ No – ensure chance finds procedures (CFP) are in place (Annex VIII).

13. Does this activity have the potential for SEA/SH incidents?

❑ Yes – SEA/SH risk management required. Refer to SEA/SH Action Plan.

❑ No – ensure GM is in place.

Step 5. Categorisation and E&S risk management instruments required.

If "*yes"* to any of the questions listed in Step 3 or Step 4:

- Environmental and Social Management Plan (ESMP) and other E&S plans (BMP, CHMP, LARP) to be developed by PMU E&S specialists and followed by Contractor(s). Recommend further scoping to determine actual scale of risk and identify opportunities to reduce risks.
- Follow the Fiji EIA and waste permit determination process to determine what permits (if any) are required.
- Contractor required to prepare and follow Contractor Environmental and Social Management plan (C-ESMP), Waste Management Plan (WMP), and Health and Safety Plan (H&S Plan) with SEA/SH, GBV, training requirements included.

If no to all questions in Step 3 and Step 4. Moderate risks. E&S specialists prepare Environmental and Social Code of Practice (ESCOP) to be followed by Contractor(s). Contractor prepares WMP and H&S Plan with SEA/SH, GBV, training requirements included.

Step 6: Preparation of E&S risk management instruments

Before developing E&S risk management instruments, discuss the design with the Project Team (Step 4 of Screening of Subprojects Process, see Chapter 6 of the ESMF).

The activity _____ located _____ has been assessed and the following E&S risk management documents / instruments will be prepared:

❑ ESMP	Date Complete: _____
❑ ESCOP	Date Complete: _____
❑ BMP (if required)	Date Complete: _____
❑ CHMP (if required)	Date Complete: _____
❑ LARP (if required)	Date Complete: _____
❑ C-ESMP (Contractor)	Date Complete: _____
❑ WMP (Contractor)	Date Complete: _____
❑ H&S Plan (Contractor)	Date Complete: _____

[42] Activities that could significantly affect sites with archaeological, paleontological, historical, religious, or unique natural values are ineligible for project funding.

Signed by: ……

Position: ……

Date: ……

The completed form must be signed and kept in the Project file and included in the ESF implementation progress report to be submitted to World Bank (WB) per the schedule as agreed with the WB.

Annex V. Screening Form for Potential Environmental and Social Issues

This form is to be used by the PMU E&S specialists to screen for potential environmental and social risks and impacts of any proposed project activity ***not pre-screened*** in Chapter 5 of the ESMF e.g., for additional financing activities. The purpose of the screening is to (i) determine whether activities are eligible to be financed, and likely to have potential negative environmental and social risks and impacts; and (ii) identify appropriate mitigation measures for activities with adverse risks or impacts. The screening will help the PMU E&S specialists in identifying the relevant World Bank Environmental and Social Standards (ESS), establishing an appropriate E&S risk rating for these activities and specifying the type of environmental and social assessment required, including specific instruments/plans.

This form is for all 'other' activities ***not already pre-screened*** in Chapter 5 the ESMF. Before screening, also check that the activity is not listed in Ineligible Activity List (Chapter 6, Table 10 in the ESMF).

Use of this form will allow the PMU E&S specialists to form an *initial* view of the potential risks and impacts of a project activity**. It is not a substitute for project-specific E&S assessments or specific mitigation plans.**

The completed form must be signed and kept in the Project file and included in the ESF implementation progress report to be submitted to World Bank (WB) per the schedule as agreed with the WB.

Activity Name	
Activity Location	
Activity Proponent	
Estimated Investment	
Date	

Questions	Answer		ESS relevance	Due diligence / Actions
	Yes	no		
Does the activity involve civil works including new construction, expansion, upgrading or rehabilitation of waste management facilities?			ESS1, ESS2, ESS3, ESS4, ESS10	ESIA/ESMP, Construction/Renovation H&S and WMP, LMP, SEF, GM
Does the activity involve land acquisition and/or restrictions on land use?			ESS5	Refer to LARF, LARP may be required
Does the subproject involve activities that will result in the involuntary taking of land, relocation of households, loss of assets or access to assets that leads to loss of income sources or other means of livelihoods, and interference with households' use of land and livelihoods?			ESS5	Refer to LARF, LARP may be required
Does the subproject involve use of goods and equipment on lands abandoned due to social tension / conflict, or the ownership of the land is disputed or cannot be ascertained?			ESS5	If yes, this activity is ineligible for project financing
Does the subproject involve uses of goods and equipment involving forced labour, child labour, or other harmful or exploitative forms of labour?			ESS2	If yes, this activity is ineligible for project financing
Is the activity associated with any external waste management facilities such as a sanitary landfill or wastewater treatment plant?			ESS3	LMP, SEF
Does the activity involve recruitment of workers including direct, contracted, primary supply, and/or community workers?			ESS2	LMP, SEF
Does the activity have appropriate OHS procedures in place, including Worker GM, communicated Code of Conduct and an adequate supply of PPE (where necessary)?			ESS2	Activity level ESMP, LMP
Does the activity have a GM in place, to which all workers have access, designed to respond quickly and effectively?			ESS10	Project GM
Is the activity located within or in the vicinity of any ecologically sensitive areas?			ESS6	Biodiversity Management Plan, SEF, Project GM

Is the activity located within or in the vicinity of any known cultural heritage sites?			ESS8	Cultural Heritage Management Plan (CHMP). SEF.
Does the activity area present considerable Gender-Based Violence (GBV) and Sexual Exploitation and Abuse (SEA) risk?			ESS1	LMP, SEF, SEA/SH Action Plan
Is there any territorial dispute between two or more countries in the activity and its ancillary aspects and related activities?			*OP7.60 Projects in Disputed Areas*	If yes, this activity is ineligible for project financing
Will the activity and any related activities involve the use or potential pollution of, or be located in international waterways[43]?			*OP7.50 Projects on International Waterways*	If yes, this activity is ineligible for project financing

Conclusions:

1. **Proposed Environmental and Social Risk Ratings (High, Substantial, Moderate or Low). Provide Justifications.**

2. **E&S Management Plans/ Instruments to be prepared:**

Remarks:……
……
……

Sign by: Activities owner: ……

Position: ……Date ……..

Sign by: ……

Position: ……Date:……

[43] International waterways include any river, canal, lake or similar body of water that forms a boundary between, or any river or surface water that flows through two or more states.

Annex VI. Environmental and Social Impact Assessment (ESIA) Outline

An Environmental and social impact assessment (ESIA) is an instrument to identify and assess the potential environmental and social impacts of a proposed activity, evaluate alternatives, and design appropriate mitigation, management, and monitoring measures.

Any ESIA prepared for Project activities, such as the new landfills, should be prepared with regards to the following project documents:

- Environmental and Social Management Framework (ESMF)
- Land Acquisition and Resettlement Framework (LARF)
- Labour Management Procedure (LMP)
- Stakeholder Engagement Framework (SEF)
- Project Operational Manual (POM)
- SEA/SH Action Plan

If an EIA permit or other permits are determined during project implementation to be required by Fiji, the requirements of the Fiji EIA can be incorporated into the ESIA to be prepared in accordance with the WB ESSs.

The ESIA should be incorporated into the contractors bidding document and/or contract.

Where an ESIA is prepared as part of the environmental and social assessment for Project activities the following outline can be used for guidance on what should be included:

(a) Executive summary
   - Concisely discusses significant findings and recommended actions.

(b) Legal and institutional framework
   - Analyses legal and institutional framework for the project.
   - Compares the Borrower's existing environmental and social framework and the ESSs and identifies the gaps between them.

(c) Project description
   - Concisely describes the proposed project and its geographic, environmental, social, and temporal context, including any offsite investments that may be required (e.g., access roads, power supply, water supply, and raw material and product storage facilities), as well as the project's primary suppliers.
   - Includes a map of sufficient detail, showing the project site and the area that may be affected by the project's direct, indirect, and cumulative impacts.

(d) Baseline information
   - Based on current information, describes relevant physical, biological, and socioeconomic conditions, including any changes anticipated before the project commences.
   - Takes into account current and proposed development activities within the project area not directly connected to the project.

(e) Environmental and social risks and impacts
   - Takes into account all relevant environmental and social risks and impacts of the project, including any potential cumulative impacts. This will include the environmental and social risks and impacts specifically identified in WB ESF standards, and any other environmental and social risks and impacts arising as a consequence of the specific nature and context

of the project. Refer to Chapter 5 of the ESMF for an assessment of the environmental and social risks identified during the preliminary screening of the project activities.

(f) Mitigation measures
- Identifies mitigation measures and significant residual negative impacts that cannot be mitigated and, to the extent possible, assess the acceptability of those residual negative impacts.
- Identifies differentiated measures so that adverse impacts do not fall disproportionately on the disadvantaged or vulnerable.
- Assesses the feasibility of mitigating the environmental and social impacts; the capital and recurrent costs of proposed mitigation measures, and their suitability under local conditions; the institutional, training, and monitoring requirements for the proposed mitigation measures.
- Specifies issues that do not require further attention, providing the basis for this determination.

(g) Analysis of alternatives
- Systematically compares feasible alternatives to the proposed project site, technology, design, and operation—including the "without project" situation—in terms of their potential environmental and social impacts;
- Assesses the alternatives' feasibility of mitigating the environmental and social impacts; the capital and recurrent costs of alternative mitigation measures, and their suitability under local conditions; the institutional, training, and monitoring requirements for the alternative mitigation measures.
- For each of the alternatives, quantifies the environmental and social impacts to the extent possible, and attaches economic values (where feasible).

(h) Design measures
- Sets out the basis for selecting the particular project design proposed and specifies the applicable EHSGs, or if the ESHGs are determined to be inapplicable, justifies recommended emission levels and approaches to pollution prevention and abatement that are consistent with GIIP.

(i) Key measures and actions
- Summarizes key measures and actions, the time frame and funding required for the project to meet the requirements of the WB ESF standards.

(j) Appendices
- References—set out the written materials, both published and unpublished, that have been used.
- Record of meetings, consultations, and surveys with stakeholders, including those with affected people and other interested parties. The record specifies the means of such stakeholder engagement that were used to obtain the views of affected people and other interested parties.
- Tables presenting the relevant data referred to or summarized in the main text.
- List of associated reports or plans.

Annex VII. Environmental and Social Management Plan (ESMP) Outline

An Environmental and social management plan (ESMP) is an instrument that details:

i. The measures to be taken during the implementation and operation of an activity to eliminate or offset adverse environmental and social impacts, or to reduce them to acceptable levels; and
ii. The actions needed to implement these measures.

The PMU E&S specialists may need to develop an ESMP for project activities, such as the infrastructure upgrades and the solar panel installations, which set out how the environmental and social risks and impacts will be managed through the activity lifecycle.

Any ESMP prepared for Project activities should be prepared with regards to the following project documents:

- Environmental and Social Management Framework (ESMF)
- Land Acquisition and Resettlement Framework (LARF)
- Labour Management Procedure (LMP)
- Stakeholder Engagement Framework (SEF)
- Project Operational Manual (POM)
- SEA/SH Action Plan

If an EIA permit or other permits are determined during project implementation to be required by Fiji, the ESMP can be incorporated into the EIA.

The ESMP/C-ESMP should be incorporated into the contractors bidding document and/or contract.

Where an ESMP is prepared as part of the environmental and social assessment for Project activities the following outline can be used for guidance on what should be included. This outline can be used for the ESMP to be prepared by the PMU E&S specialists during project implementation.

1. Project Activity Description
   - Concisely describes the proposed project activity and its geographic, environmental, social, and temporal context. Include a location map, site plan, design plans, as appropriate.
2. Current Environmental and Social Conditions
   - Based on current information, describes relevant physical, biological, and socioeconomic conditions, including any changes anticipated before the activity commences.
3. Summary of Environmental and Social Risks and Impacts
   - Refer to Chapter 5 of the ESMF for an assessment of the environmental and social risks identified during the preliminary screening of the project activity. Describe any other environmental and social risks and impacts arising as a consequence of the specific nature and context of the activity, including any potential cumulative impacts.
4. Mitigation Measures
   - The ESMP identifies measures and actions in accordance with the mitigation hierarchy that reduce potentially adverse environmental and social impacts to acceptable levels.
   - The plan will include compensatory measures, if applicable. Specifically, the ESMP:
     i. identifies and summarizes all anticipated adverse environmental and social impacts (including those involving Indigenous Peoples, involuntary resettlement, labour and working conditions, SEA/SH, stakeholder engagement and grievance resolution, etc.);

ii. describes—with technical details—each mitigation measure, including the type of impact to which it relates and the conditions under which it is required (e.g., continuously or in the event of contingencies), together with designs, equipment descriptions, and operating procedures, as appropriate;
iii. estimates any potential environmental and social impacts of these measures; and
iv. considers, and is consistent with, other mitigation plans required for the project activity (e.g., for involuntary resettlement, indigenous peoples, or cultural heritage).

5. Monitoring and Reporting
   - The ESMP identifies monitoring objectives and specifies the type of monitoring, with linkages to the impacts assessed in the environmental and social assessment and the mitigation measures described in the ESMP.
   - Specifically, the monitoring section of the ESMP provides (a) a specific description, and technical details, of monitoring measures, including the parameters to be measured, methods to be used, sampling locations, frequency of measurements, detection limits (where appropriate), and definition of thresholds that will signal the need for corrective actions; and (b) monitoring and reporting procedures to: (i) ensure early detection of conditions that necessitate particular mitigation measures, and (ii) furnish information on the progress and results of mitigation.
6. Capacity Development and Training
   - To support timely and effective implementation of environmental and social project components and mitigation measures, the ESMP draws on the environmental and social assessment of the existence, role, and capability of responsible parties on site or at the agency and ministry level.
   - Specifically, the ESMP provides a specific description of institutional arrangements, identifying which party is responsible for carrying out the mitigation and monitoring measures (e.g., for operation, supervision, enforcement, monitoring of implementation, remedial action, financing, reporting, and staff training).
   - To strengthen environmental and social management capability in the agencies responsible for implementation, the ESMP recommends the establishment or expansion of the parties responsible, the training of staff and any additional measures that may be necessary to support implementation of mitigation measures and any other recommendations of the environmental and social assessment.
7. Implementation Schedule and Cost Estimates
   - For all aspects (mitigation, monitoring, and capacity development), the ESMP provides (a) an implementation schedule for measures that must be carried out as part of the project activity, showing phasing and coordination with overall project activity implementation plans; and (b) the capital and recurrent cost estimates and sources of funds for implementing the ESMP. These figures are also integrated into the total activity cost tables.
8. Integration of ESMP with project

Example Environmental and Social Impact Mitigation Table to be included in ESMP

Key Activities	Potential E&S Impacts (including cumulative impacts)	Proposed Mitigation Measures	Parameter to be Monitored. (place, thresholds)	Timeline/Duration of Monitoring	Responsibilities	Oversight	Budget
e.g., Installation of solar panels	Land and/or water pollution from inappropriate disposal of minor volumes of solid waste generated e.g., packaging materials.	The contractor(s) undertaking works shall implement the following at a minimum: • Develop and follow a brief site-specific waste management plan (WMP) (including separation of waste streams, storage, provision of bins, site clean-up, bin clean-out schedule, etc.) and submit it to the PMU E&S specialists for approval prior to any physical works commencing	Contractor(s) WMP	During the detailed planning stage and before any physical works begin. Once.	Contractor(s)	PMU E&S specialists	Included in E&S Manager budget

Annex VIII. Environmental and Social Code of Practice (ESCOP) Outline

The Environmental and Social Code of Practice (ESCOP) outline provides guidance for the environmental and social management of minor construction activities during the implementation of the Project as determined through the screening process.

Any ESCOP prepared for Project activities should be prepared with regards to the following project documents:

- Environmental and Social Management Framework (ESMF)
- Land Acquisition and Resettlement Framework (LARF)
- Labour Management Procedure (LMP)
- Stakeholder Engagement Framework (SEF)
- Project Operational Manual (POM)
- SEA/SH Action Plan

The ESCOP should be prepared by the PMU E&S specialists, prior to construction commencing and should be incorporated into the contractors bidding document and/or contract.

The PMU E&S specialists should use the following structure as an example of the components to include in a ESCOP (as relevant/appropriate):

1.0 Introduction
- 1.1 Project Description
- 1.2 Monitoring and Compliance Requirements
- 1.3 Reporting Requirements

2.0 Environmental and Social Risks and Impacts

3.0 Mitigation Measures
- 5.1 Management of Construction Sites
  - 5.1.1 Prohibitions
  - 5.1.2 Working Hours
  - 5.1.3 Good Housekeeping/General Site Management
  - 5.1.4 Public Information and Site Access
  - 5.1.5 Site Layout and Facilities[44]
  - 5.1.6 Gender Based Violence and SEA/SH requirements
  - 5.1.7 Emergency Procedures
  - 5.1.8 Fire Prevention and Control
  - 5.1.9 Operation of Equipment
  - 5.1.10 Clearance of the Construction Site after Completion
- 5.2 Management of Environment and Sanitation
  - 5.2.1 Nuisance, Dust, Vibration and Noise Control
  - 5.2.2 Disposal of Construction and Worker Waste
  - 5.2.3 Erosion and sediment control
  - 5.2.4 Resource efficiency issues, including materials supply
  - 5.2.5 Management of Chemicals and/or Hazardous Wastes
  - 5.2.6 Workforce and Workers Sanitation
  - 5.2.7 Workforce Occupational Health and Safety During Construction

[44] Include provisions for separate facilities for men and women.

Annex IX. Chance Finds Procedure

Cultural heritage encompasses tangible and intangible heritage which may be recognized and valued at a local, regional, national or global level. *Tangible cultural heritage*, which includes movable or immovable objects, sites, structures, groups of structures, and natural features and landscapes that have archaeological, paleontological, historical, architectural, religious, aesthetic, or other cultural significance. Tangible cultural heritage may be located in urban or rural settings, and may be above or below land or under the water. *Intangible cultural heritage*, which includes practices, representations, expressions, knowledge, skills—as well as the instruments, objects, artefacts and cultural spaces associated therewith— that communities and groups recognize as part of their cultural heritage, as transmitted from generation to generation and constantly recreated by them in response to their environment, their interaction with nature and their history.

The list of negative activity attributes which would make an activity ineligible for support includes any activity that would adversely impact cultural heritage assets. In the event that during reconstruction or construction sites of cultural value are found, the following procedures for identification, protection from theft, and treatment of discovered artefacts should be followed and included in standard bidding documents.

Chance find procedures will be used as follows:

(a) Stop the earthworks, construction or land clearing activities in the area of the chance find;
(b) Delineate the discovered site or area;
(c) Secure the site to prevent any damage or loss of removable objects. In cases of removable antiquities or sensitive remains, a night guard shall be present until the responsible local authorities and the relevant Ministry take over;
(d) Notify the supervisory Engineer who in turn will notify the responsible local authorities and the relevant Ministry immediately;
(e) Responsible local authorities and the relevant Ministry would be in charge of protecting and preserving the site before deciding on subsequent appropriate procedures;
(f) Decisions on how to handle the finding shall be taken by the responsible authorities and the relevant Ministry;
(g) Implementation for the authority decision concerning the management of the finding shall be communicated in writing by the relevant Ministry; and
(h) Construction work could resume only after permission is given from the responsible local authorities and the relevant Ministry concerning safeguard of the heritage.

These procedures must be referred to as standard provisions in construction contracts. During project supervision, the Site Engineer shall monitor the above regulations relating to the treatment of any chance find encountered are observed.

Relevant findings will be recorded in World Bank Supervision Reports and Implementation Completion Reports will assess the overall effectiveness of the project's cultural heritage mitigation, management, and activities.

Annex X. Environmental and Social Risk Management Clauses

For all TA activities, the TORs must include the following E&S risk management clauses, as a minimum:

1. Outcomes and outputs, such as policy, studies, recommendations and advice, must be consistent with the World Bank ESF and its standards, good international industry practice (GIIP), the project E&S risk management documents[45], and Fiji law.
2. Outputs must include an analysis of the compatibility of current relevant legislations/regulations and practices to identify gaps to be addressed and recommend gap filling measures (if relevant).
3. Recommendations must consider downstream impacts on community and worker health and safety and avoid recommendations that would negatively impact safe working conditions and/or community health and safety.
4. Recommendations must consider the direct and/or downstream and cumulative impacts on resource use efficiency and refer to relevant good international industry practice, including the mitigation hierarchy, for pollution control.
5. Recommendations must consider the direct and/or downstream impacts on land acquisition and access and livelihoods and where necessary, include a requirement for minimizing or avoiding involuntary land acquisition, involuntary resettlement or involuntary restriction of access to assets.
6. Recommendations must consider whether vulnerable and traditionally disadvantaged groups (as identified in the Project SEF) will be disproportionally impacted.
7. Recommendations must consider the direct and/or downstream impacts on land clearance, natural habitats such as forests, and reduction in biodiversity.
8. Recommendations must avoid any negative downstream impacts of activities on critical natural habitats.
9. Recommendations must avoid direct or indirect negative impacts on both tangible and intangible cultural heritage, including burial sites.
10. Recommendations must consider whether direct and/or downstream impacts will lead to increase SEA/SH risks and where necessary, include a requirement for minimizing or avoiding.
11. If applicable, the consultant/s must undertake due diligence on any goods, hardware, or software procured to ensure that it causes no adverse environmental, social or health and safety impacts.
12. The consultant/s must carry out a stakeholder gap analysis to identify any relevant stakeholders that might not have been identified during the development of the Project SEF.
13. The consultant/s must consult with and engage relevant stakeholders, and the public where necessary, throughout the activity to gather and share information in accordance with the Project SEF.
14. The consultant/s will submit any relevant outputs (studies etc.) to the PMU E&S specialists to review for consistency with the World Bank ESF and its standards, the project E&S risk management documents[46], GIIP and Fiji law. The consultants should provision to address WB comments as the WB will review.
15. The consultant/s will assist the PMU E&S specialists to disclose all outputs and studies developed.

[45] ESMF, LARF, LMP, SEF, POM, ESCP, SEA/SH Action Plan

[46] ESMF, LARF, LMP, SEF, POM, ESCP, SEA/SH Action Plan

16. Workshops and outreach events must be COVID-19 (and other communicable disease) safe. The consultant shall register the attendance of all attendees for contact tracing purposes and require attendees to follow standard precautions such as hand hygiene, physical distancing, and mask wearing.