



Toward Risk-Aware and Climate-resilient communities (TRACT)

Strengthening climate services and impact-based multi-hazard early warning in Maldives

Annex 12b

Safeguard Risk Identification Form



Safeguard Risk Identification Form (SRIF)

Section 1: Project Overview

Identification	
Project Title	<i>Toward Risk-Aware and Climate-resilient communities (TRACT) – Strengthening climate services and impact-based multi-hazard early warning in Maldives</i>
Managing Division	<i>Early Warning and Assessment Division</i>
Type/Location	<i>National</i>
Region	<i>Asia Pacific</i>
List Countries	<i>Republic of Maldives</i>
Project Description	<i>The TRACT project intends to increase climate resilience and reduce the vulnerability of climate-sensitive sectors and communities in Maldives by strengthening capacity to implement preparedness and anticipatory actions based on reliable climate information and risk knowledge. This will be underpinned by the establishment of user-driven climate information services and an end-to-end, people-centred, impact-based multi-hazard early warning system (MHEWS). The activities under TRACT are designed to deliver four key Outputs, which are directly aligned with the four main elements of effective MHEWS: i) Disaster Risk Knowledge; ii) Observations and Forecasting; iii) Warning Dissemination and Communication; and iv) Preparedness and Response Capabilities.</i>
Relevant Subprogrammes	<i>Climate Action</i>
Estimated duration of project	<i>5 years</i>
Estimated cost of the project	<i>USD 25.09 million</i>
Name of the UNEP project manager responsible	Jochem Zoetelief
Funding Source(s)	Green Climate Fund
Executing/Implementing partner(s)	Ministry of Climate Change, Environment and Energy, Republic of Maldives UNEP
SRIF submission version	<i>Version 1</i>
Safeguard-related reports prepared so far <i>(Please attach the documents or provide the hyperlinks)</i>	<ul style="list-style-type: none">• <i>Feasibility report [x] – See Annex 2</i>• <i>Gender Action Plan [x] – See Annex 4b</i>• <i>Stakeholder Engagement Plan [x] – See Annex 13</i>• <i>Safeguard risk assessment or impact assessment [x] – See Annexes 7 and 12a</i>• <i>ES Management Plan or Framework [x] – See Annex 12a</i>• <i>Indigenous Peoples Plan []</i>• <i>Cultural Heritage Plan []</i>• <i>Others _____</i>



Section 2: Safeguards Risk Summary

A. Summary of the Safeguards Risk Triggered

Safeguard Standards Triggered by the Project	Impact of Risk ¹ (1-5)	Probability of Risk (1-5)	Significance of Risk (L, M, H) <i>Please refer to the matrix below</i>
SS 1: Biodiversity, Ecosystems and Sustainable Natural Resource Management	1	1	L
SS 2: Climate Change and Disaster Risks	2	2	L
SS 3: Pollution Prevention and Resource Efficiency	1	1	L
SS 4: Community Health, Safety and Security	2	1	L
SS 5: Cultural Heritage	1	2	L
SS 6: Displacement and Involuntary Resettlement	1	1	L
SS 7: Indigenous Peoples	1	1	L
SS 8: Labor and working conditions	2	2	L

B. ESS Risk Level² -

Refer to the UNEP ESSF (Chapter IV) and the UNEP's ESSF Guidelines.

Low risk



Moderate risk



High risk



Additional information required



5	H	H	H	H	H
4	M	M	H	H	H
3	L	M	M	M	M
2	L	L	M	M	M
1	L	L	L	L	L
#	1	2	3	4	5

Impact

Probability

¹ Refer to UNEP Environmental and Social Sustainability Framework (ESSF): Implementation Guidance Note to assign values to the Impact of Risk and the Probability of Risk to determine the overall significance of Risk (Low, Moderate or High).

² **Low risk:** Negative impacts minimal or negligible: no further study or impact management required.

Moderate risk: Potential negative impacts, but limited in scale, not unprecedented or irreversible and generally limited to programme/project area; impacts amenable to management using standard mitigation measures; limited environmental or social analysis may be required to develop a Environmental and Social Management Plan (ESMP). Straightforward application of good practice may be sufficient without additional study.

High risk: Potential for significant negative impacts (e.g. irreversible, unprecedented, cumulative, significant stakeholder concerns); Environmental and Social Impact Assessment (ESIA) (or Strategic Environmental and Social Assessment (SESA)) including a full impact assessment may be required, followed by an effective comprehensive safeguard management plan.



C. Development of SRIF and Screening Decision

Prepared by

Name: Jochem Zoetelief Date: 21 November 2024

Screening review by

Name: Yunae Yi Date: 2 December 2024

Cleared³

D. Safeguard Review Summary (by the safeguard team)

The project is likely to be low-risk, with potential minor concerns primarily related to occupational safety, health, and waste management. Additionally, ensuring the climate resilience of the early warning system itself is important. However, it is recommended to focus on safeguarding the safety and resilience of local communities by integrating traditional knowledge, collective wisdom, and modern science and technology. This approach should be inclusive, reaching a wide and diverse range of community members through ongoing consultations.

E. Safeguard Recommendations (by the safeguard team)

- No specific safeguard action required ☐
- Take Good Practice approach⁴ ☒
- Carry out further assessments (e.g., site visits, experts' inputs, consult affected communities, etc.) ☐
- Carry out impact assessments (by relevant experts) in the risk areas and develop management framework/plan ☐
- Consult Safeguards Advisor early during the full project development phase ☐
- Other _____

³ This is signed only for the full projects latest by the PRC time.

⁴ Good practice approach: For most low-moderate risk projects, good practice approach may be sufficient. In that case, no separate management plan is necessary. Instead, the project document demonstrates safeguard management approach in the project activities, budget, risks management, stakeholder engagement or/and monitoring segments of the project document to avoid or minimize the identified potential risks without preparing a separate safeguard management plan.



Section 3: Safeguard Risk Checklist

Screening checklist		Y/N/ Maybe	Justification for the response (please provide answers to each question)
Guiding Principles (these questions should be considered during the project development phase)			
GP1	Has the project analyzed and stated those who are interested and may be affected positively or negatively around the project activities, approaches or results?	Y	Please refer to the Gender Assessment (Annex 4a) and Stakeholder Analysis (Annex 13)
GP2	Has the project identified and engaged vulnerable, marginalized people, including disabled people, through the informed, inclusive, transparent and equal manner on potential positive or negative implication of the proposed approach and their roles in the project implementation?	Y	Please refer to the Gender Assessment (Annex 4a) and Summary of Stakeholder Consultations (Annex 13)
GP3	Have local communities or individuals raised human rights or gender equality concerns regarding the project (e.g. during the stakeholder engagement process, grievance processes, public statements)?	N	No human rights or gender equality concerns regarding the project have been raised by local communities or individuals.
GP4	Does the proposed project consider gender-balanced representation in the design and implementation?	Y	Please refer to the Gender Action Plan (Annex 4b)
GP5	Did the proposed project analyze relevant gender issues and develop a gender responsive project approach?	Y	Please refer to the Gender Assessment (Annex 4a) and Gender Action Plan (Annex 4b)
GP6	Does the project include a project-specific grievance redress mechanism? If yes, state the specific location of such information.	Y	A project-level grievance redress mechanism (GRM) has been recommended by the external Gender Specialist who prepared the Gender Assessment and Gender Action Plan. This can be found in Section 7.3 of the Environmental and Social Action Plan (Annex 12a). Please note that the GRM is subject to review and validation by the GCF National Designated Authority (NDA) for Maldives.
GP7	Will or did the project disclose project information, including the safeguard documents? If yes, please list all the webpages where the information is (or will be) disclosed.	Y	Project information, including safeguard documents, will be disclosed at https://open.unep.org/ and on the GCF and NDA websites, as relevant.
GP8	Were the stakeholders (including affected communities) informed of the projects and grievance redress mechanism? If yes, describe how they were informed.	Maybe	Stakeholders have been informed on the proposed project but have not yet been advised on the project-level GRM. Further information, including on the GRM, will be provided to stakeholders during



		the course of the project development period and in the implementation of the Stakeholder Engagement Plan (Annex 13).
GP9 Does the project consider potential negative impacts from short-term net gain to the local communities or countries at the risk of generating long-term social or economic burden? ⁵	Y	Please refer to the analysis in the Environmental and Social Action Plan (Annex 12a).
GP10 Does the project consider potential partial economic benefits while excluding marginalized or vulnerable groups, including women in poverty?	N	Partial economic benefits are not considered while excluding marginalized or vulnerable groups. The project has been designed to ensure that all benefits will be realized in an inclusive manner.
Safeguard Standard 1: Biodiversity, Ecosystems and Sustainable Natural Resource Management		
<i>Would the project potentially involve or lead to:</i>		
1.1 conversion or degradation of habitats (including modified habitat, natural habitat and critical natural habitat), or losses and threats to biodiversity and/or ecosystems and ecosystem services?	N	<p>The project is expected to have minimal to no negative impacts on habitats, biodiversity or ecosystems and ecosystem services.</p> <p>The main identified risk is the deployment of hydrometeorological observation equipment, including new land-based automatic weather stations and ocean monitoring sensors. The risk to habitats, biodiversity or ecosystems and ecosystem services as a result of the equipment deployment is considered low. Nevertheless, precautions must be taken during the implementation phase to ensure that there are no adverse environmental impacts.</p>
1.2 adverse impacts specifically to habitats that are legally protected, officially proposed for protection, or recognized as protected by traditional local communities and/or authoritative sources (e.g. National Park, Nature Conservancy, Indigenous Community Conserved Area, (ICCA); etc.)?	N	<p>No adverse impacts are expected to habitats that are legally protected, officially proposed for protection, or recognised as protected by traditional local communities and/or authoritative sources.</p> <p>Maldives has a total terrestrial and inland waters protected area coverage of 2.3% and marine protected area coverage of 0.07%. As such, the majority of Maldives is not considered a protected area. The project team will monitor the protected area status of Maldives and will take appropriate action in line with the Environment Protection and Preservation Act of Maldives (No. 4/93) and the Protected Areas Regulation (No. 2018/R-78) should the status of a project site change.</p>
1.3 conversion or degradation of habitats that are identified by authoritative sources for their high conservation and biodiversity value?	N	The project will not undertake conversion or degradation of habitats that are identified by

⁵For example, a project may consider investing in a commercial shrimp farm by clearing the nearby mangrove forest to improve the livelihood of the coastal community. However, long term economic benefit from the shrimp farm may be significantly lower than the mangroves if we consider full costs factoring safety from storms, soil protection, water quality, biodiversity and so on.



		authoritative sources for their high conservation and biodiversity value.
1.4	activities that are not legally permitted or are inconsistent with any officially recognized management plans for the area?	N The project will not undertake activities that are not legally permitted or are inconsistent with any official recognised management plans for the area. All activities will be undertaken in line with the Environment Protection and Preservation Act of Maldives (No. 4/93) and the Protected Areas Regulation (No. 2018/R-78).
1.5	risks to endangered species (e.g. reduction, encroachment on habitat)?	N No risks to endangered species are foreseen as a result of the project activities.
1.6	activities that may result in soil erosion, deterioration and/or land degradation?	N The project activities are not expected to result in soil erosion, deterioration and/or land degradation. The main identified risk is the deployment of hydrometeorological observation equipment, including new land-based automatic weather stations. The risk to soil erosion, deterioration and/or land degradation as a result of the equipment deployment is considered low. Nevertheless, precautions must be taken during the implementation phase to ensure that there are no adverse environmental impacts.
1.7	reduced quality or quantity of ground water or water in rivers, ponds, lakes, other wetlands?	N The project activities are not expected to result in reduced quality or quantity of groundwater or water in rivers, ponds, lakes, or other wetlands.
1.8	reforestation, plantation development and/or forest harvesting?	N No reforestation, plantation development, or forest harvesting will be conducted as part of the project activities.
1.9	support for agricultural production, animal/fish production and harvesting	N The project will not directly support agricultural production or animal/fish production and harvesting. It should be noted that the project will support the co-development of sector-specific climate information products and decision support systems for the agriculture and fisheries sectors. Any indirect impacts on agricultural production and/or animal/fish production and harvesting as a result of the use of project-supported climate information products or systems are expected to be positive, owing to improved climate risk management capabilities of sectors.
1.10	introduction or utilization of any invasive alien species of flora and fauna, whether accidental or intentional?	N No introduction or utilization of any invasive alien species of flora and fauna, whether accidental or intentional, is expected as a result of the project activities.



1.11	handling or utilization of genetically modified organisms?	N	The project activities will not involve the handling or utilization of genetically modified organisms.
1.12	collection and utilization of genetic resources?		The project activities will not involve the collection or utilization of genetic resources.
Safeguard Standard 2: Climate Change and Disaster Risks			
<i>Would the project potentially involve or lead to:</i>			
2.1	improving resilience against potential climate change impact beyond the project intervention period?	Y	The overall goal of the project is to support the establishment of an end-to-end, people-centred multi-hazard early warning system, which will enable increased climate resilience of the population of Maldives beyond the project implementation period.
2.2	areas that are now or are projected to be subject to natural hazards such as extreme temperatures, earthquakes, extreme precipitation and flooding, landslides, droughts, severe winds, sea level rise, storm surges, tsunami or volcanic eruptions in the next 30 years?	Y	The entire country of Maldives is subject to natural hazards, such as extreme temperatures, extreme precipitation and flooding, sea-level rise, storm surges, and tsunamis. A detailed climate analysis is provided in the Pre-Feasibility Study (Annex 2).
2.3	outputs and outcomes sensitive or vulnerable to potential impacts of climate change (e.g. changes in precipitation, temperature, salinity, extreme events)?	Y	The project will support the assessment of climate-related vulnerabilities and aims to reduce the vulnerability of Maldives to climate change through improved climate data and establishment of an end-to-end, people-centred multi-hazard early warning system.
2.4	local communities vulnerable to the impacts of climate change and disaster risks (e.g. considering level of exposure and adaptive capacity)?	Y	The project includes a dedicated focus on engaging with local communities vulnerable to the impacts of climate change and disaster risks, with the aim of the project being to reduce the vulnerability of such communities.
2.5	increases of greenhouse gas emissions, black carbon emissions or other drivers of climate change?	N	None of the project activities significantly involve or are expected to lead to increases of greenhouse gas (GHG) emissions, black carbon emissions, or other drivers of climate change. There are certain activities where travel is required and thus GHG emissions are unavoidable. However, international travel will be minimized, where practicable, to limit GHG emissions.
2.6	Carbon sequestration and reduction of greenhouse emissions, resource-efficient and low carbon development, other measures for mitigating climate change	N	The project activities will not involve carbon sequestration and reduction of GHG emissions or other measures for mitigating climate change.
Safeguard Standard 3: Pollution Prevention and Resource Efficiency			
<i>Would the project potentially involve or lead to:</i>			



3.1	the release of pollutants to the environment due to routine or non-routine circumstances with the potential for adverse local, regional, and/or transboundary impacts?	N	The project activities are not expected to involve or lead to the release of pollutants to the environment. Should it become known that the project is significantly causing pollution, the implementation of project activities within the area where the issue has been observed will be halted and the relevant Government agency and Project Manager will be consulted.
3.2	the generation of waste (both hazardous and non-hazardous)?	Maybe	There is a risk that small amounts of waste will be generating during the deployment or upgrade of technology and equipment. Waste streams will be separated and disposed of in line with industry standards, and recyclable or reusable materials will be properly directed. Any hazardous waste will be sent to the appropriate landfill or disposal facility. Should it become known that the project is generating significant amounts of waste, the implementation of project activities within the area where the issue has been observed will be halted and the relevant Government agency and Project Manager will be consulted.
3.3	the manufacture, trade, release, and/or use of hazardous materials and/or chemicals?	N	The project activities are not expected to involve the manufacture, trade, release, and/or use of hazardous materials and/or chemicals.
3.4	the use of chemicals or materials subject to international bans or phase-outs? (e.g. DDT, PCBs and other chemicals listed in international conventions such as the Montreal Protocol , Minamata Convention , Basel Convention , Rotterdam Convention , Stockholm Convention)	N	The project activities will not involve the use of chemicals or materials subject to international bans or phase-outs.
3.5	the application of pesticides or fertilizers that may have a negative effect on the environment (including non-target species) or human health?	N	The project activities will not involve the application of pesticides or fertilizers.
3.6	significant consumption of energy, water, or other material inputs?	N	The project activities are not expected to involve the significant consumption of energy, water, or other material inputs. Should it become known that the project is consuming significant amounts of material inputs, the implementation of project activities within the area where the issue has been observed will be halted and the relevant Government agency and Project Manager will be consulted.
Safeguard Standard 4: Community Health, Safety and Security			
<i>Would the project potentially involve or lead to:</i>			
4.1	the design, construction, operation and/or decommissioning of structural elements such as new buildings or structures (including those accessed by the public)?	N	The project activities will not involve the design, construction, operation and/or decommissioning of structural elements.
4.2	air pollution, noise, vibration, traffic, physical hazards, water runoff?	N	The project activities are not expected to involve or lead to significant air pollution, noise, vibration,



			traffic, physical hazards, or water runoff. There are certain activities where travel is required and thus some air pollution is unavoidable. However, international travel will be minimized, where practicable, to limit air pollution. National travel should use low-emission vehicles where possible. Should it become known that the project is generating significant amounts of air pollution, noise, vibration, traffic, physical hazards, or water runoff, the implementation of project activities within the area where the issue has been observed will be halted and the relevant Government agency and Project Manager will be consulted.
4.3	exposure to water-borne or other vector-borne diseases (e.g. temporary breeding habitats), communicable or noncommunicable diseases?	N	The project activities are not expected to lead to or involve exposure to water-borne or other vector-borne diseases.
4.4	adverse impacts on natural resources and/or ecosystem services relevant to the communities' health and safety (e.g. food, surface water purification, natural buffers from flooding)?	N	No adverse impacts on natural resources and/or ecosystem services relevant to communities' health and safety are expected as a result of the project activities.
4.5	transport, storage use and/or disposal of hazardous or dangerous materials (e.g. fuel, explosives, other chemicals that may cause an emergency event)?	Maybe	There is a risk that small amounts of waste will be generating during the deployment or upgrade of technology and equipment. Transport of hazardous waste material (if generated) to landfill may result in an emergency event depending on the composition and climatic conditions of the area. Risks can be mitigated by following good international industry practice in the management of hazardous materials.
4.6	engagement of security personnel to support project activities (e.g. protection of property or personnel, patrolling of protected areas)?	N	Engagement of security personnel is not expected to be necessary to support project activities.
4.7	an influx of workers to the project area or security personnel (e.g. police, military, other)?	N	The project is not expected to involve or lead to an influx of workers or security personnel.
Safeguard Standard 5: Cultural Heritage			
Would the project potentially involve or lead to:			
5.1	activities adjacent to or within a Cultural Heritage site?	N	The project activities are not intended to be located adjacent to or within Cultural Heritage sites. However, it is recognised that the identification of cultural heritage is a dynamic process and not all cultural heritage may have been identified or recorded at the stage of project development. Ensuring regular stakeholder engagement and consultation as a priority throughout the project cycle will, amongst others, help to identify cultural heritage (if any) that may be affected by the project, and accordingly assess potential project impacts and determine appropriate avoidance/mitigation measures in a timely manner.



5.2	adverse impacts to sites, structures or objects with historical, cultural, artistic, traditional or religious values or to intangible forms of cultural heritage (e.g. knowledge, innovations, practices)?	N	The project activities are not expected to have adverse impacts to sites, structures or objects with historical, cultural, artistic, traditional or religious values or to intangible forms of cultural heritage. In terms of intangible cultural heritage, the project is expected to have a positive impact, specifically through the promotion of traditional and local knowledge and its incorporation into early warning systems and disaster preparedness.
5.3	utilization of Cultural Heritage for commercial or other purposes (e.g. use of objects, practices, traditional knowledge, tourism)?	Maybe	The project will promote the use of traditional or local knowledge and its incorporation into early warning systems and disaster preparedness measures, as relevant, to improve the accessibility and appropriateness of project interventions for local communities. The project will not use Cultural Heritage for commercial purposes.
5.4	alterations to landscapes and natural features with cultural significance?	N	The project will not undertake alterations to landscapes and natural features with cultural significance.
5.5	significant land clearing, demolitions, excavations, flooding?	N	The project activities will not involve significant land clearing, demolitions, excavations or flooding.
5.6	identification and protection of cultural heritage sites or intangible forms of cultural heritage?	Maybe	In promoting the incorporation of traditional and local knowledge into early warning systems and disaster preparedness, the project may contribute to the identification and protection of intangible forms of cultural heritage.
Safeguard Standard 6: Displacement and Involuntary Resettlement			
<i>Would the project potentially involve or lead to:</i>			
6.1	full or partial physical displacement or relocation of people (whether temporary or permanent)?	N	None of the project activities are expected to involve or lead to the full or partial physical displacement or relocation of people.
6.2	economic displacement (e.g. loss of assets or access to assets affecting for example crops, businesses, income generation sources)?	N	None of the project activities are expected to involve or lead to economic displacement.
6.2	involuntary restrictions on land/water use that deny a community the use of resources to which they have traditional or recognizable use rights?	N	None of the project activities are expected to involve or lead to involuntary restrictions on land/water use that deny a community to the use of resources to which they have traditional or recognizable use rights.
6.3	risk of forced evictions?	N	None of the project activities are expected to involve or lead to forced evictions.
6.4	changes in land tenure arrangements, including communal and/or customary/traditional land tenure patterns (including temporary/permanent loss of land)?	N	None of the project activities are expected to involve or lead to changes in land tenure agreements.



Safeguard Standard 7: Indigenous Peoples		
<i>Would the project potentially involve or lead to:</i>		
7.1 areas where indigenous peoples are present or uncontacted or isolated indigenous peoples inhabit or where it is believed these peoples may inhabit?	N	As stated in the Gender Assessment (Annex 4a), Maldives does not have a declared indigenous population. As such, no further due diligence with respect to impacts on indigenous peoples is deemed to be required.
7.2 activities located on lands and territories claimed by indigenous peoples?	N	As stated in the Gender Assessment (Annex 4a), Maldives does not have a declared indigenous population. As such, no further due diligence with respect to impacts on indigenous peoples is deemed to be required.
7.3 impacts to the human rights of indigenous peoples or to the lands, territories and resources claimed by them?	N	As stated in the Gender Assessment (Annex 4a), Maldives does not have a declared indigenous population. As such, no further due diligence with respect to impacts on indigenous peoples is deemed to be required.
7.4 the utilization and/or commercial development of natural resources on lands and territories claimed by indigenous peoples?	N	As stated in the Gender Assessment (Annex 4a), Maldives does not have a declared indigenous population. As such, no further due diligence with respect to impacts on indigenous peoples is deemed to be required.
7.5 adverse effects on the development priorities, decision making mechanisms, and forms of self-government of indigenous peoples as defined by them?	N	As stated in the Gender Assessment (Annex 4a), Maldives does not have a declared indigenous population. As such, no further due diligence with respect to impacts on indigenous peoples is deemed to be required.
7.6 risks to the traditional livelihoods, physical and cultural survival of indigenous peoples?	N	As stated in the Gender Assessment (Annex 4a), Maldives does not have a declared indigenous population. As such, no further due diligence with respect to impacts on indigenous peoples is deemed to be required.
7.7 impacts on the Cultural Heritage of indigenous peoples, including through the commercialization or use of their traditional knowledge and practices?	N	As stated in the Gender Assessment (Annex 4a), Maldives does not have a declared indigenous population. As such, no further due diligence with respect to impacts on indigenous peoples is deemed to be required.
Safeguard Standard 8: Labor and working conditions		
8.1 Will the proposed project involve hiring or contracting project staff?	Y	The implementation of the project will involve the hiring of a several project staff and consultants.
<i>If the answer to 8.1 is yes, would the project potentially involve or lead to:</i>		
8.2 working conditions that do not meet national labour laws or international commitments (e.g. ILO conventions)?	N	The project working conditions will be required to meet national labour laws and international commitments, including ILO conventions.



8.3	the use of forced labor and child labor?	N	The project will not use forced or child labour.
8.4	occupational health and safety risks (including violence and harassment)?	Maybe	<p>As per 3.2, there is a risk of the generation of waste, some of which could be categorised as hazardous. Measures such as the provision of PPE, training of staff in waste handling, emergency preparedness and response, etc. need to be put in place for the management of any eventualities. In addition, the installation of hydrometeorological equipment may involve working at heights and/or in open water, which may pose some health and safety risks to workers.</p> <p>UNEP as the Accredited Entity and other responsible parties will take all reasonable precautions to protect the health and safety of workers.</p>
8.5	the increase of local or regional unemployment?	N	The project is not expected to lead to an increase in local or regional unemployment.
8.6	suppliers of goods and services who may have high risk of significant safety issues related to their own workers?	N	The project will not engage suppliers of goods and services who may have high risk of significant safety issues related to their own workers.
8.7	unequal working opportunities and conditions for women and men	N	The project is not expected to lead to unequal working opportunities and conditions for women and men. In prioritizing a socially inclusive and gender-responsive approach to recruitment, the project is expected to have small-scale positive impacts on working conditions, particularly with respect to non-discrimination and equal opportunity.