



WWF Fiji Coral Reef Rescue Project (CRRP) Environmental and Social Management Framework & Process Framework & Indigenous Peoples Planning Framework

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List of Acronyms

CRR	Coral Reef Rescue Initiative
CRRP	Coral Reef Rescue Project
EbA	Ecosystem-based Adaptation
ESIA	Environmental and Social Impact Assessment
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Safeguards
ESSF	Environmental and Social Safeguards Framework
FP	Funding Proposal
FPIC	Free Prior and Informed Consent
GCF	Green Climate Fund
GEF	Global Environmental Facility
GHG	Greenhouse Gas
GSR	Great Sea Reef
IP	Indigenous People
IPCC	Intergovernmental Panel on Climate Change
IPLCP	Indigenous People and Local Communities Plan
IPLCPF	Indigenous People and Local Communities Planning Framework
LC	Local Communities
LRP	Livelihood Restoration Plan
NbS	Nature-based Solution
PAP	Project Affected People
PF	Process Framework
PMU	Project Management Unit
PSC	Project Steering Committee
SEAH	Sexual Exploitation, Abuse and Harassment
SEP	Stakeholder Engagement Plan
SESA	Strategic Environmental and Social Assessment
SIPP	WWF's Safeguards Integrated Policies and Procedures
WWF	World Wildlife Fund

1. INTRODUCTION

The Fiji Coral Reef Rescue Project's (CRRP) vision is to ensure that by 2033 reefs and coastal ecosystems in Fiji's Great Sea Reef (GSR) are healthy and resilient to changing climate, supporting regenerative business, food security and the building of livelihoods and community wealth.

More specifically, the objectives of this project are to:

1. Enhance the resilience of the Great Sea Reef and reef-reliant communities to the impacts of climate change in Fiji's GSR through: (a) execution NbS and EbA measures to help reefs continue to withstand anticipated climate changes and provide critical ecosystem services to coastal communities and economies, increase GHG capture, and safeguard coral stocks essential for the future restoration of more vulnerable degraded reefs in the Pacific (adaptation/mitigation);
2. Improve management of the GSR and connected watersheds through: (a) the harmonization of existing policies and regulations which help achieve Fiji's national climate objectives, (b) passage of a new policy mandating the sustainable management of the GSR, (c) creation of seascape and adjacent landscape plans for the GSR, with necessary enforcement mechanisms, to ensure its proper management and protection, and
3. Promote the development of and investment into new reef-safe blue and green enterprises and providing the necessary regulatory capacity development, technical assistance, incubation, and access to finance to shift local incentives toward the development of sustainable business models and reduce dependence on environmentally destructive business practices (adaptation/mitigation);

Section 1 provides an overview of the objectives of this Environmental and Social Management Framework (ESMF), the Process Framework (PF), Indigenous Peoples and Local Communities Planning Framework (IPLCPF) and their preparation.

Section 2 of this ESMF presents a detailed description of the CRRP, the project objectives, a profile of the project area, demographic and economic profile and information on the Indigenous Peoples and Local communities present in the project area.

Section 3 outlines and summarizes the Environmental and Social Policy and Legal Framework applicable to the CRRP at the national, international and implementing agency levels.

Section 4 discusses the adverse environmental and social risks identified for the CRRP and the associated mitigation measures. It also includes the PF, IPLCPF, and information on the other tools that will be used to further assess and manage the environmental and social impacts of the project.

Section 5 outlines the implementation arrangements for the project in terms of Environmental and Social Safeguards according to WWF's requirements.

Annex 1 provides the environmental and social risk screening for the CRRP that served as the basis for the development of this ESMF.

Annex 2 is an Environmental and Social Screening Framework for the small grants and loans of Component 3.

1.1. Objective of the Environmental and Social Management Framework (ESMF)

The preparation of this ESMF was required in accordance with the WWF's Environmental and Social Safeguards Framework (ESSF), through guidance and procedures outlined in WWF's Safeguards Integrated Policies and Procedures (SIPP), to identify and manage the environmental and social risks and impacts of the CRRP. The ESMF seeks to outline the principles, procedures, and mitigation measures for addressing environmental and social impacts associated with the project in accordance with the laws and regulations of Fiji and with the ESSF of WWF (and by extension the ESS requirements of the Green Climate Fund).

Since the precise scope of activities that will be implemented as part of the project will only be determined during the implementation phase, site-specific social and environmental impacts are uncertain at this stage. Thus, the development of site-specific Environmental and Social Management Plans (ESMPs) is currently not feasible, and an ESMF is necessary to set out procedures for addressing potential adverse social and environmental impacts that may occur during project activities. Site-specific ESMPs will be developed pursuant to the guidance provided by this ESMF during project implementation.

The specific objectives of the ESMF include the following:

- Carry out a preliminary identification of the positive and negative social and environmental impacts and risks associated with the implementation of the Project, including any SEAH risks.
- Outline the legal and regulatory framework that is relevant to the Project implementation.
- Specify appropriate roles and responsibilities of actors and parties involved in the ESMF implementation.
- Propose a set of preliminary recommendations and measures to mitigate any negative impacts and enhance positive impacts.
- Develop a screening and assessment methodology for potential activities, that will allow an environmental/social risk classification and the identification of appropriate safeguards instruments.
- Specify a suite of procedures to establish mechanisms to monitor the implementation and efficacy of the proposed E&S mitigation measures; and
- Outline requirements related to disclosure, grievance redress, capacity building activities, and budget required for the implementation of the ESMF.

1.2. Objective of the Process Framework (PF)

The Project triggers the WWF's Safeguard Standard on Access Restriction and Resettlement, as it may restrict or otherwise affect access to natural resources and the livelihood activities of project affected people (PAP). The Process Framework (PF), which is presented in Section 4.5 of the ESMF, describes the process by which affected communities shall participate in the identification, design, implementation and monitoring of relevant project activities and mitigation measures.

The purpose of this PF is to ensure participation of PAPs, whilst recognizing and protecting their rights and interests and ensuring that they do not have their access or livelihoods detrimentally impacted as a result of the project.

Specifically, the PF will:

- Describe activities that may involve new or more stringent restrictions on the use of natural resources in the project area.
- Establish the mechanism through which the local communities can contribute to the project design, implementation and monitoring.
- Identify the potential negative impacts of the restriction on the surrounding communities, including any gendered differences or SEAH risks associated with access restriction or differing uses of natural resources.
- Specify the criteria for eligibility of economically-displaced persons to receive compensation benefits and development assistance (no physical displacement will be allowed under this project or any WWF project).
- Describe the mitigation measures required to assist the economically displaced persons in improving their livelihoods, or at least to restore them, in real terms, while maintaining the sustainability of the coral reefs, will be identified.
- Describe the grievance procedure or process for resolving disputes to natural resource use restrictions.

As the project intends to enhance the livelihoods and resilience of Indigenous Peoples (IPs) and local communities (LCs), the allocation of project benefits among local community members is particularly important. The intent of the framework is to ensure transparency and equity in the planning and implementation of activities by the project. As the exact/site-specific social impacts will only be identified during project implementation, the PF will ensure that mitigation of any negative impacts from project investments occurs through a participatory process involving the affected stakeholders and rightsholders. It will also ensure that any desired changes by the communities in the ways in which IPs and LCs exercise customary tenure rights in the project sites would not be imposed but should emerge from the consultative process as laid out in the Indigenous Peoples and Local Communities Planning Framework.

1.3. Objective of the Indigenous Peoples and Local Communities (IPLC) Planning Framework

Fiji's population is primarily made up of two main ethnic groups - the iTaukei (Indigenous Fijians whose ancestors are believed to have settled the islands around 3,500 years ago) and Indo-Fijians (descendants of Indian laborers brought to Fiji during British colonial rule) who make up approximately 63% and 33% of the population, respectively²⁷. While

both groups live side by side and share a national identity as Fijians, ethnic and cultural differences have historically shaped Fiji's social and political landscape. Further information on these dynamics is provided in Section 2.4.

Based on WWF's Standard on IPs, both groups would be considered Indigenous, ethnic or tribal minorities (see Section 2.4.b). Since the screening identified potential adverse impacts on IPLCs and the further analysis in this ESMF (Section 2.4) shows that these risks and direct interventions with IPLCs may lead to potential adverse impacts for these groups, more in-depth analysis and planning is required per the WWF SIPP. An Indigenous Peoples and Local Communities Planning Framework (IPLCPF) thus must be prepared. It provides a more inclusive framework to consider the two main ethnic groups that reside and are dependent on the GSR and surrounding areas

The objective of the IPLCPF is to clarify the principles, procedures and organizational arrangements to be applied to IPs for the CRRP. This framework will serve as a guideline to the project team to:

- Enable them to prepare Indigenous Peoples and Local Communities Plans (IPLCPs) for specific activities consistent with WWF's Environment and Social Safeguard Integrated Policies and Procedures.
- Engage affected IPs in a Free Prior and Informed Consent (FPIC) process.
- Enable IPs to benefit equitably from the project.

1.4. ESMF/PF/IPLCPF Preparation Methodology

The ESMF/PF/IPLCPF was prepared based on the information available at the Funding Proposal (FP) stage to address the preliminary risks that were identified as part of project risk screening.

The ESMF forms the basis upon which WWF Pacific (as the Executing Entity of the project) will develop their specific Environmental and Social Management Plan(s), to ensure that significant adverse environmental and social impact mitigation measures are implemented and monitored as required. It identifies the steps for detailed assessment of the project's potential social and environmental risks, and for preparing and approving the required management plans for avoiding, and where avoidance is not possible, reducing, mitigating, and managing the identified adverse impacts of this project. The ESMF covers all project activities that are designed to accomplish the project Outputs.

The ESMF also sets out the additional safeguards measures that apply to the project during the inception phase, including but not limited to:

- Conducting a Strategic Environmental and Social Assessment (SESA), scoped at impacts associated with Indigenous Peoples, cultural heritage, land tenure and traditional land/sea management practices under the policy and planning activities under Component 2 (refer to Section 4.12 for a list of the relevant activities).
- Yearly screening of project activities and specific interventions/outputs not yet fully specified, using the screening template (Annex 1), to ensure that associated impacts are adequately managed.

Furthermore, to address the risks identified in terms of access restrictions and on the engagement of and impacts on Indigenous Peoples, a PF and an IPLCPF were prepared.

The PF has been developed since the CRRP may cause restrictions in access to natural resources that support the livelihoods of the population of the CSR. The purpose of the PF is to establish a process by which members of potentially affected communities participate in the design of project components, determination of measures necessary to address the E&S Safeguards requirements of WWF, and implementation and monitoring of relevant project activities.

It has been determined that the CRRP may affect the rights, lands, resources or territories of Indigenous Peoples and Local Communities. Therefore, an Indigenous Peoples and Local Communities Planning Framework has been developed to identify potential risks and impacts, risk avoidance and mitigation measures, and specifies measures for provision of culturally appropriate benefits, continued consultation and participation processes, grievance procedures, monitoring and evaluation procedures, and a budget and financial plan for implementing agreed measures. In no case shall project activities that may adversely affect Indigenous Peoples, including the existence, value, use or enjoyment of their lands, resources or territories take place before full and effective consultations have been carried out and Indigenous Peoples Plans been mutually created, agreed upon and carried out.

The ESMF/PF/IPLCPF draws on consultations results, and on the relevant laws and regulations of Fiji and the ESSF and SIPP. The relevant laws and regulations of Fiji related to safeguards apply to the project since it is implemented within the jurisdiction of Fiji, WWF US' SIPP apply since the project is managed by WWF US, which is an Accredited Entity of the Green Climate Fund (GCF).

To avoid duplication and for ease of reference, the ESMF, PF, and IPLCPF are combined into a single document.

2. PROJECT DESCRIPTION

This chapter outlines the objectives of the CRRP, its components, milestones, and major supported activities.

2.1. Project Objectives and Components

The objective of the proposed project is to transform Fiji's approach to marine and coastal ecosystem management to increase the resilience of vulnerable coastal communities to the impacts of climate change. Fiji has historically relied on fragmented measures to help coastal communities better withstand the impacts of extreme events and coastal flooding brought on by climate change that do not fully account for the impacts of land-based threats on marine ecosystems and coral reefs. Fiji's GSR is home to unique reefs with higher adaptation capacity to climate change which provide critical coastal adaptation and risk reduction benefits for communities. These include providing habitat for coastal fisheries central to livelihoods and food security of communities and serving as natural buffers against coastal flooding brought on by extreme events, sea level rise, and coastal erosion which damage homes, infrastructure, and agricultural lands. Although the GSR is an important natural climate asset and the last line of defence for reducing the economic and social costs of climate change in Fiji, the GSR remains unprotected from overfishing, coastal development, and sedimentation reducing these "super reef's" ability to continue protecting coastal communities. These threats are already reducing these reefs and coastal ecosystem's natural flooding protection capacity. Past efforts to preserve marine ecosystems in Fiji have also insufficiently considered land-based threats on reefs such as

watershed sedimentation and coastal development. Without urgent measures to reduce both marine and land-based threats to the GSR climate change impacts will surpass its capacity to provide essential buffering and resilience benefits to coastal communities in Fiji and become increasingly vulnerable to future climate change.

An overview of the design of the project's components, outcomes and outputs are provided below:

Component 1: EbA and living shoreline solutions to enhance community resilience and reduce threats to the GSR

Outcome 1: The resilience of reef-reliant communities in Fiji's GSR is enhanced through EbA and NbS solutions.

Output 1.1: Reef-reliant communities and provincial governments engaged in the implementation of EbA interventions.

Output 1.2: Living shorelines constructed and operational.

Output 1.3: Locally Led Adaptation initiatives are supported and implemented to enhance climate resilience of reef-reliant communities in the GSR.

Component 2: Enabling a paradigm shift toward integrated R2R coastal ecosystem management in Fiji's GSR

Outcome 2. An enabling environment and R2R ecosystem planning frameworks are conducive to the effective management and implementation of EbA, NbS, and living shorelines interventions within the GSR.

Output 2.1. New management arrangements to reduce climate change vulnerability developed for the GSR.

Output 2.2: Evidence base to support the adoption of EbA and NbS interventions by the GoF.

Output 2.3: Updated procedures for implementing EbA and NBS in Fiji.

Component 3: Strengthening access to finance for reef-positive enterprises

Outcome 3: Businesses that reduce threats to the GSR have improved access to commercial capital

Output 3.1: Business development support providers and relevant national and provincial institutions have enhanced capacity to support reef-positive businesses the GSR.

Output 3.2: Coordination between reef-positive enterprises, business development support providers, financial institutions and government is strengthened, improving enterprise visibility to capital providers.

2.2. Project Area Profile

Coral reefs are vital to the well-being of coastal communities and are under threat from warming seas brought on by climate change. The Fiji Coral Reef Rescue Project will deliver solutions to protect those coral reefs most likely to withstand future climate changes and preserve the adaptation benefits they provide communities. The project will provide support to ensure the continued productivity of reef and connected coastal

ecosystems by reducing local threats from overfishing, land degradation, and pollution to ensure these reefs continue to withstand anticipated ocean warming and acidification and continue to provide the necessary services communities depend on¹. The key attributes of the project area, which have been considered in the design of the Project, are presented below.

Coral Reefs and Climate Change Vulnerability

Coral reefs are the most biologically diverse ecosystems in the ocean, providing tangible climate and economic benefits to coastal communities, many of whom are highly dependent on goods and services derived from well-functioning reef ecosystems. Globally, approximately 850 million people live within 100 kilometers and more than 275 million reside within 30 kilometers of reefs and depend on these marine ecosystems for their food and livelihoods². While they occupy less than 0.1% of the world's oceans, coral reefs provide habitat for at least 25% of all marine species. The over one million species living in and around coral reefs³ are central to the food security of people living along tropical coastlines, to the economic activity and output for coastal communities⁴, and national economies and gross domestic product of coastal countries. An estimated 30 million fishers in 99 reef countries and territories worldwide—over a quarter of the world's small-scale fishers—harvest from coral reefs⁵. The loss of coral reefs has led to a significant downturn in fisheries productivity⁶ putting an estimated \$6 billion in revenues globally at risk⁷.

Reef ecosystems also protect coastal community infrastructure, assets such as crops, homes, and equipment, and businesses from sea level rise, wave action and storm surge, tying the socio-economic welfare of coastal communities in a changing climate closely to reef health. Reefs have been shown to decrease 97 percent of the storm-wave power and to reduce wave height by 84 percent. They provide risk reduction benefits to an estimated 100 to 200 million people⁸, with 30% of the world's coral reefs supporting tourism generating as much as \$36 billion annually⁹.

Paradigm Shift: Coral Reef Conservation in Response to the Changing Climate

Coral reef systems across the world's oceans are currently experiencing major degradation, including the Great Sea Reef (GSR) of Fiji, other reefs across the Indo-Pacific region, most of those in the Caribbean, and along Africa's eastern coasts. Most of these reef systems have seen losses of 50 to 80 percent over the last 50 years¹⁰. Until a few decades ago, most of the stresses on corals were locally driven, often by the same human populations that benefited from reefs. Their decline was largely the result of stressors from land-based pollution (waste and chemical runoff), overharvesting and destructive

¹ Mangubhai, S. et al (2019) [Fiji: Coastal and Marine Ecosystems](#) in World Seas: an Environmental Evaluation (Second Edition), ed Sheppard, C:

² Burke et al. 2011

³ Census of Marine Life n.d.; Reaka-Kudla and Wilson 1997

⁴ Burke et al. 2011

⁵ [Coral Reef Alliance – Biodiversity](#)

⁶ Graham 2014; Pratchett, Hoey, and Wilson 2014; Speers et al. 2016

⁷ Teh, Teh, and Sumaila 2013

⁸ Ferrario et al. 2014

⁹ Spalding et al. 2017

¹⁰ Bruno and Selig 2007; De'ath et al. 2012 Hughes et al. 2017Côté et al. 2005; Gardner et al. 2003bBaker, Riegl, and Glynn 2008 Riegl 2003

extraction of fish, corals and other organisms as well as unsustainable coastal development leading to land degradation causing sedimentation and buffer zone loss. More recently, events tied to climate change, including the onset of major coral reef bleaching events which have increased sea temperatures above the tolerance levels of many coral species, have strained coastal ecosystems and coral reefs. These effects are exacerbated by acidification of the world's oceans, sea level rise, and more frequent and intense storms.

Climate driven ocean warming, acidification, sea level rise, and intensifying storms combined with pollution, overfishing, and land degradation are causing rapid and unprecedented decreases in the extent of coral cover and abundance that an estimated 500 million peoples depend on directly for their security and livelihoods. The IPCC expert consensus (IPCC SR1.5) concludes that, even if the average global temperature rise is limited to 1.5°C above the pre-industrial period, 70-90% of today's corals will be lost by 2100. With global warming of 2°C or above, only 1% of coral reefs today are likely to survive (IPCC 2018).

While many coral reefs are facing increasing stress from climate warming and ocean acidification, some reefs are less exposed to climate change stress due to local oceanographic conditions such as currents and upwelling (Beyer et al. 2018). These less-exposed coral reefs have an important role to play in the future of coral reefs (Hoegh-Guldberg et al. 2018). A global analysis (led by the University of Queensland and other partners) selected reef candidates using a complex optimization process involving 1.8 million combinations and over 30 climate and connectivity metrics (e.g. temperature extremes, projected changes etc.), in Bio Climatic Units (BCUs) with a minimum size of 500 km² of coral reefs. Selection criteria also included the extent to which candidate reefs were linked to surrounding coral reefs via ocean currents. This was important given that currents transport coral larvae and fish, which is a measure of the potential of candidate reefs to act (if protected) as regeneration sites once the global climate has been stabilized¹¹.

This analysis, involving 21 world experts, identified 50 optimal sites (Beyer et al 2018) published in peer-reviewed literature and has been presented at many leading international meetings. It has also been cited by over 78 other peer review scientific studies, which is a very high scientific citation rate for a study that was only published a little over 2 years ago. The result of the in-depth analysis of Beyer et al (2018) is a list of coral reefs regions BCUs that were 'least' exposed to climate change yet well connected to surrounding reefs. Approximately 80% of these 'least exposed coral reefs are found in developing countries and 90% of those are concentrated in seven countries: Fiji, Solomons Islands, Madagascar, Tanzania, Philippines, Indonesia, and Cuba. These 7 countries together host 70% of the regeneration potential for the world's reefs (see Figure 1). These remaining coral populations could be critical to the replenishment and restoration of other coral reefs more vulnerable to climate change once ocean surface temperatures have stabilized in the future (Hoegh-Guldberg et al., 2014). Corals that persist would act as important sources of larvae, as long as they are connected to reefs

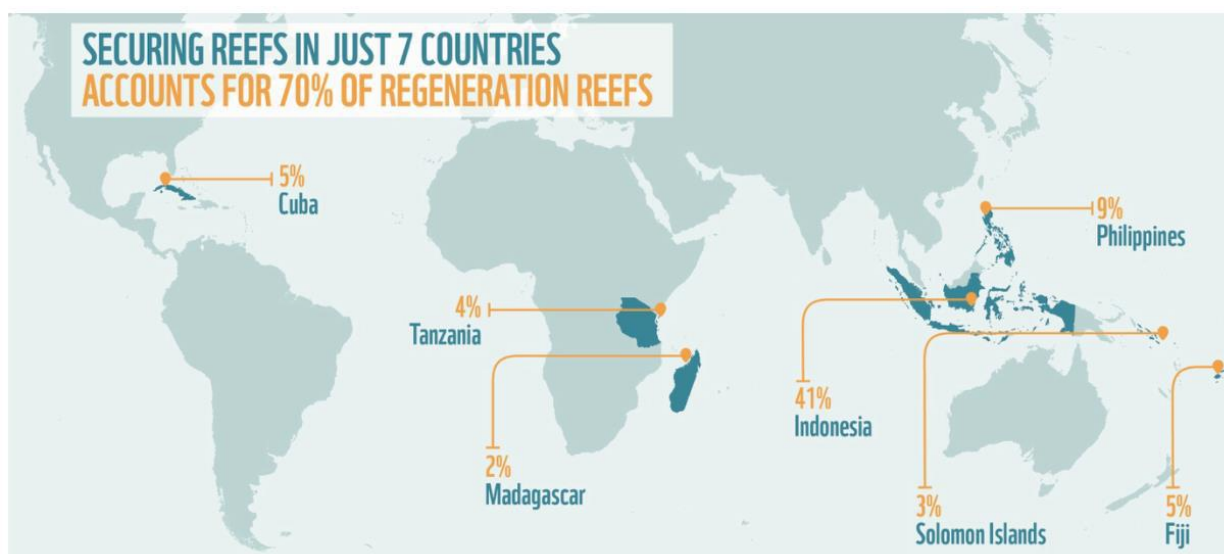
¹¹ Beyer, H.L., Kennedy, E.V., Beger, M., Chen, C.A., Cinner, J.E., Darling, E.S., Eakin, C.M., Gates, R.D., Heron, S.F., Knowlton, N., Obura, D.O., Palumbi, S.R., Possingham, H.P., Puotinen, M., Runting, R.K., Skirving, W.J., Spalding, M., Wilson, K.A., Wood, S., Veron, J.E., Hoegh-Guldberg, O. (2018). [Risk-sensitive planning for conserving coral reefs under rapid climate change](#), Conservation Letters, Vol 11. (17):e12587

that require replenishment and have minimized the risks of other stressors such as storms.

These coral reefs are also facing loss due to increasing local pressures (e.g., vital ecosystem destruction, overfishing and unsustainable production, and pollution from waste) which is driving, in turn, the loss of their benefits for vulnerable reef-dependent communities and businesses. Given their importance as sources of coral reef regeneration in a 'climate stabilized world', supporting the health of these resilient and connected reefs in the coming decades requires greater attention and investment if we are to secure and replenish the world's reefs.

It is important to note that the strategy described here presents short- and long-term benefits. In the short term, the strategy enhances the resilience of coastal ecosystems and communities to climate change by identifying and reducing local scale impacts such as vital ecosystem destruction, overfishing and unsustainable production, and solid and chemical waste. In the long term, planned preservation and restoration of coral reefs in less exposed BCUs with high regeneration capacity and connectivity provides the coral stock necessary to replant and restore other degraded reefs over the next few decades. Although necessary to preserve coastal economies and communities, large scale coral repopulation using less exposed reefs is a recent proposition and requires significant additional research, knowledge sharing, and capacity development.

Figure 1: 7 countries hold 70% of the global coral reef regeneration potential



Note: The designations in this map are in conformity with United Nations practice. The presentation of material therein does not imply the expression of any opinion whatsoever on the part of WWF concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its borders.

Country Ownership

The project has been under participatory design for several years in partnership with local communities, national and regional governments, community businesses and SMEs, investors, and civil society partners to devise climate adaptation solutions for coastal communities. The design process was initiated in 2017 with an emphasis on Fiji as the pilot country and launched at COP23. The initial 2017 scoping in Fiji consulted with national stakeholders to identify threats, opportunities, project activities, and associated costs. Engagement with Fijian partners has been carried out through the GSR Steering

Committee, convening monthly since September 2017. Through the working group – and workshops organized in Fiji, with representation from all relevant Government entities – discussions were held to identify potential sites, criteria, and alignment with other Government projects. The Fiji GCF NDA, the Ministry of Economy, the Ministry of Environment and Climate Change, the Ministry of Fisheries, the Ministry of Local Government, Education, Heritage, and Arts, and the Fiji Development Bank (a GCF Direct Access Entity) will have implementation roles on the project.

Need for GCF Investment

Despite strong support in small island and coastal countries to address climate change and recognition of the importance of coral reefs both as critical ecosystems currently under threat from climate and anthropogenic stresses and highly valuable and functioning ecosystems to preserve social and economic resilience to climate change, national governments need support to provide the necessary additional regulatory conditions to enable climate action in coastal ecosystems. While national climate and biodiversity policies that highlight the importance of reefs exist in Fiji, there is a need for accompanying plans and regulations to execute these policies within specific geographies with high climate risks. There is also an opportunity to further highlight Nature-based Solutions (NbS) in marine reef ecosystems and connected landscapes. This will help address important threats in Fiji such as sedimentation after extreme rainfall as well as land clearing and pollution in catchments. National governments also require technical support, to apply approaches informed by updated science and general management and coordination assistance to execute the necessary seascape and landscape NbS interventions to achieve significant adaptation results for coral ecosystems and their dependent communities. Additional enabling conditions to help create and sustain community-based enterprises and SMEs which enhance coastal ecosystems are also needed. Enterprise development requires diligent and hands on technical assistance and incubation to ensure growth and scale and is often not integrated in financial instruments that could attract institutional investors and are not accompanied with the necessary regulatory reform and development of institutions to incentivize, assist, and sustain blue and green investments. The GCF is uniquely positioned to deliver public funds to de-risk and leverage private financing at scale to these countries with low exposure reefs, which will create both significant local improvements in the resiliency of coastal communities and collectively achieve global climate adaptation benefits by securing the future of coral reefs. Business-as-usual donor assistance is not delivering the changes required, with the window to secure coral reefs for the future rapidly closing.

Partnership with the Global Environmental Facility

At its 59th meeting held in December 2020, the GEF Council approved a concept (Project Identification Form) for the US\$7 million GEF Coral Reef Rescue Initiative (CRRRI) project presented by WWF. The project began implementation in 2022. Consultations held for the design of the GEF global project provided important inputs for conceptualizing the proposed GCF project. The GEF Program targets seven CRRP countries including Fiji and the Solomon Islands, where WWF is also exploring a GCF concept. The GEF Program is providing important groundwork for the project including: (i) providing much needed training, capacity development, and constituency building for government and non-government partners across agencies, (ii) the creation of an M&E platform for all GEF CRRP Countries that the GCF Fiji project plans to also use to ensure alignment of results, (iii) developing global knowledge and capacity building networks, and (iv) development

of a national coral reef action plan in Fiji that will designate the GSR as a priority land and seascape for climate interventions. These GEF project interventions will support the policy development interventions under the GCF project. The GEF Program will also contribute important feasibility studies and co-financing to the WWF GCF funding proposal and PPF for Component 3 providing a regulatory review, gap analysis, and action plan for helping to improve regulations for sustainable investment within the Ministry of Economy, the NDA, the Ministry of Environment (the GEF Focal Point), and Investment Fiji.

Fiji's Great Sea Reef

Fiji has undergone an extensive assessment of its vulnerability to climate change¹² across the full spectrum of economic sectors, from infrastructure to health, and has recognized the high value of its terrestrial and marine ecosystems as a centrally important resource base for maintaining climate resiliency in the fisheries, agriculture, forestry, and tourism sectors. The national climate vulnerability assessment states that average asset losses due to tropical cyclones and floods alone are estimated to be more than US\$500 million per year, equivalent to more than 5 percent of Fiji's GDP. The IPCC has estimated the physical exposure to storms alone has impacted close to 23% of the population¹³. By contrast, the GSR of Fiji has been determined by several scientific studies to be among the world's least-exposed reef to the current impacts of sea warming caused by climate change (Beyer et al. 2018; see Annex 2). The climate of Fiji is generally categorized as an oceanic tropical climate that has its dry season from May to October and a cyclone season from November to April. The ecosystems of Fiji particularly forests, coral reefs, seagrass and mangroves are a major resource base for livelihoods, agriculture, fisheries, forestry, and tourism and relied upon for coastal protection. The ocean and coastal assets of the Melanesian region have an estimated annual economic value of at least US\$5.4 billion and a total ocean asset base estimated conservatively at US\$548 billion. Unfortunately, these land and sea resources are being threatened by localized threats including overfishing, ecosystem clearing for agriculture and tourism, and pollution as well as from global climate threats including ocean warming, acidification, and storm intensification change (Burke et al. 2012). Fiji's GSR has been estimated to contribute approximately FJD 37.5 million in economic value to Fiji's economy or roughly FJD 1 million for every hectare of the reef system. Subsistence food provision from inshore fisheries and coastal resources was valued at FJ\$ 88.08 million (US\$ 44.09 million) and, a total national gross value of FJ\$ 59.04 million (USD 29.56 million) per year. Tourism accounted for FJD 1,367.30 per hectare (USD 684.52/ha) for coral reefs and lagoons; FJD 5,952.33 per hectare per year (US\$ 2,979.89/ha/yr.) for mangroves and total gross value of FJ\$ 1,145.82 (USD 573.63) million per year¹⁴.

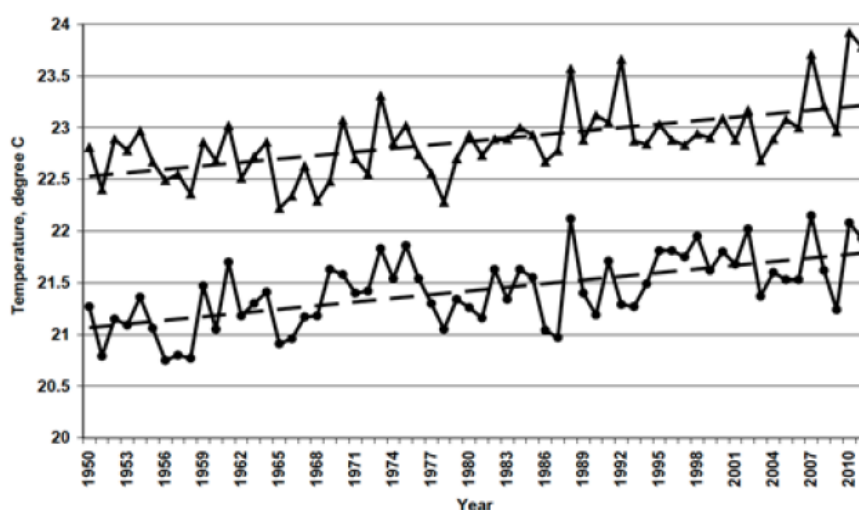
¹² Fijian Government and the World Bank (2017). [Fiji Climate Vulnerability Assessment](#)

¹³ Nurse, L.A., R.F. McLean, J. Agard, L.P. Briguglio, V. Duvat-Magnan, N. Pelesikoti, E. Tompkins, and A. Webb, 2014: Small islands. In: [Climate Change 2014: Impacts, Adaptation, and Vulnerability. Part B: Regional Aspects. Contribution of Working Group II to the Fifth Assessment Report of the Intergovernmental Panel on Climate Change](#) [Barros, V.R., C.B. Field, D.J. Dokken, M.D. Mastrandrea, K.J. Mach, T.E. Bilir, M. Chatterjee, K.L. Ebi, Y.O. Estrada, R.C. Genova, B. Girma, E.S. Kissel, A.N. Levy, S. MacCracken, P.R. Mastrandrea, and L.L. White (eds.)]. Cambridge University Press, Cambridge, United Kingdom and New York, NY, USA, pp. 1613-1654.

¹⁴ Gonzalez R, Ram-Bidesi V, Leport G, Pascal N, Brander L, Fernandes L, Salcone J, Seidl A (2015) [National marine ecosystem service valuation: Fiji](#). MACBIO (GIZ/IUCN/SPREP): Suva, Fiji.

Climate change is a major challenge for Fiji, with most hazards being slow-onset events (as defined by the Cancun Agreement, COP16). While increasing sea temperatures is considered to be a slow onset event, taking decades and centuries to occur, sudden impacts such as mass coral bleaching and mortality events can develop over a few weeks. Other slow-onset climate threats include rising sea levels, marine/land heat stress, ocean acidification, intensifying weather extremes, and coastal salinization. Fiji, as the rest of Melanesia, faces some of the greatest impacts from climate change despite being a minor contributor of global greenhouse gases emissions (National Climate Change Policy 2018). Rapid-onset events, such as volcanoes and tipping points (sudden precipitous changes in the environment) are rarer in the Fijian context, although tipping points driven by climate change are of growing concern (AAS 2021).

Figure 2: Time series of annual minimum temperatures for Nadi (dots) and Suva (triangles), Fiji, with trend lines superimposed (dashed)¹⁵



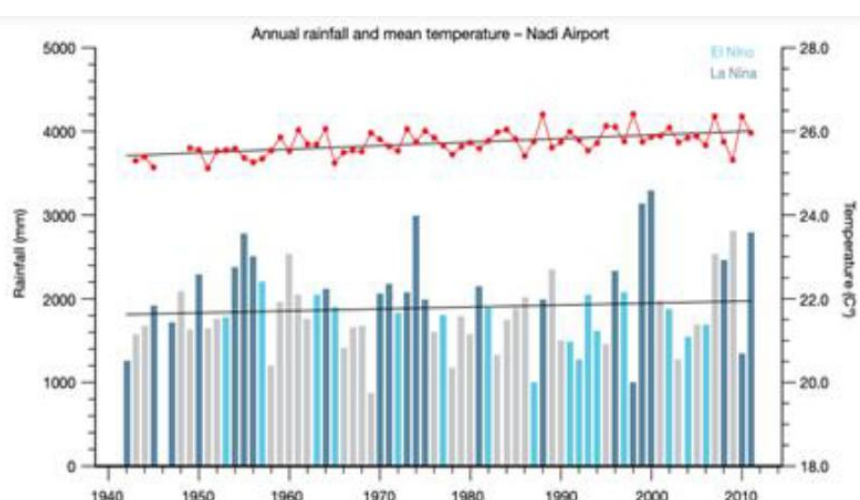
Maximum and minimum temperatures have increased in both Suva and Nadi since 1942 with maximum temperatures in Suva increasing at a rate of 0.15°C per decade; in Nadi the rate of increase has been 0.04°C per decade. Changes in temperature are accompanied by shifts in Western Pacific Monsoon, and an increase in rainfall within the Inter-Tropical Convergence Zone, which shifts position in response to the El Niño Southern Oscillation (ENSO). Association of rainfall with changes to ENSO is well-established and highest during La Niña (Figure 2). Increasing temperature from global warming also increases storm intensity leading to greater disaster risk in Fiji. Unusually strong storms such as Category 5 Cyclone Winston¹⁶, which struck the country in 2016, have had massive impacts on the livelihoods, infrastructure, economic activity, and well-being of Fijians. Almost 3.3 million people were directly affected by disasters in Fiji between 1970 and 2016 from a combination of cyclones, heavy rain events, and storms resulting in 480 casualties. Over the same period, six major episodes of drought impacted 25% of all of those who were affected by any disaster during the same period. Fiji has experienced eight severe cyclone events since Tropical Cyclone Winston causing the most significant loss of human life from any other climate event¹⁷.

¹⁵ Data retrieved through the Pacific Climate Change Data Portal at <http://www.bom.gov.au/climate/pccsp/>. From Kuleshov et al (2014). <http://dx.doi.org/10.4236/acs.2014.45071>

¹⁶ Government of Fiji (2016) [Post Disaster Needs Assessment – Tropical Cyclone Winston](#)

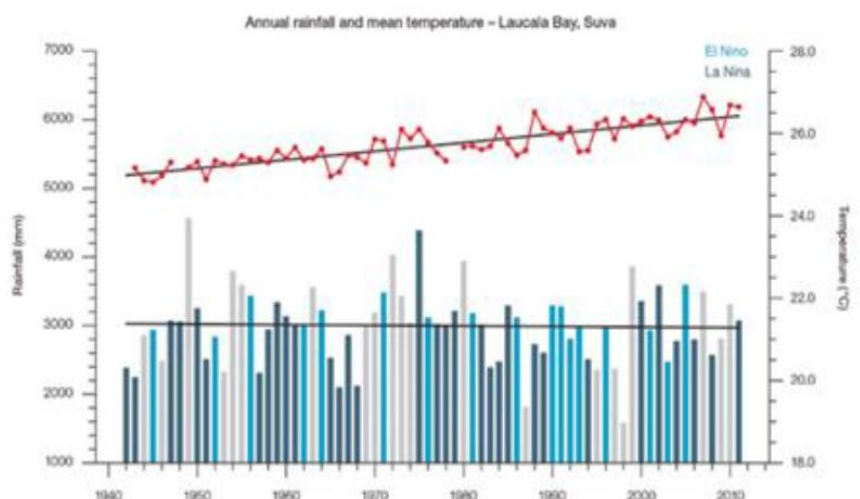
¹⁷ Government of Fiji (2018) [Climate Vulnerability Assessment Making Fiji climate resilient](#).

Figure 3: Annual average air temperature (red dots and line) and total rainfall (bars) at Nadi



Note: Light blue, dark blue and grey bars indicate El Niño, La Niña and neutral years respectively. No bars indicate that data is not available. Solid black lines show trends¹⁸.

Figure 4: Annual average air temperature (red dots and line) and total rainfall (bars) at Suva



Note: Light blue, dark blue and grey bars indicate El Niño, La Niña and neutral years respectively. No bars indicate that data is not available. Solid black lines show trends

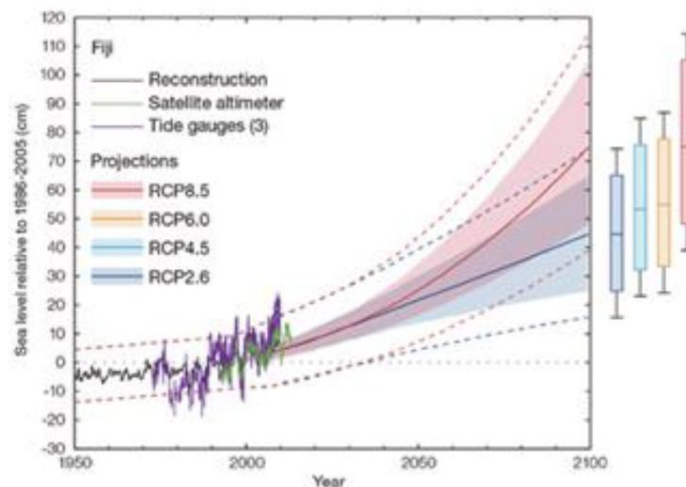
Trends and climate models suggest that average temperatures will increase by at least 0.5-1.0°C, relative to the base period (1986-2005) by 2030 and regardless of the emission scenario. This will bring more extremely hot days and warm nights. Average annual rainfall has not changed significantly over the past 30 years (Figure 2) with no change or possibly fewer droughts in most areas of Fiji. Extreme rainfall events that occur once every 20 years on average during 1986-2005 are projected to occur once every 7-10 years by 2090, under a very low emission scenario, and every 4 - 6 years by 2090 under very high emission scenarios. Increases in extreme rainfall events are likely to increase the frequency and scale of related impacts such as flooding and landslides, with impacts on coastal ecosystems, reefs, and people (PACCSAP). Due to the low-lying nature of many parts of Fiji, sea level rise is also a major factor, interacting with other changes such a

¹⁸ (From Climate Variability, Extremes and Change in the Western Tropical Pacific: New Science and Updated Country Reports).

storm intensity and salinification of coastal freshwater increasing risks for coastal ecosystems, communities, and infrastructure (IPCC 2020).

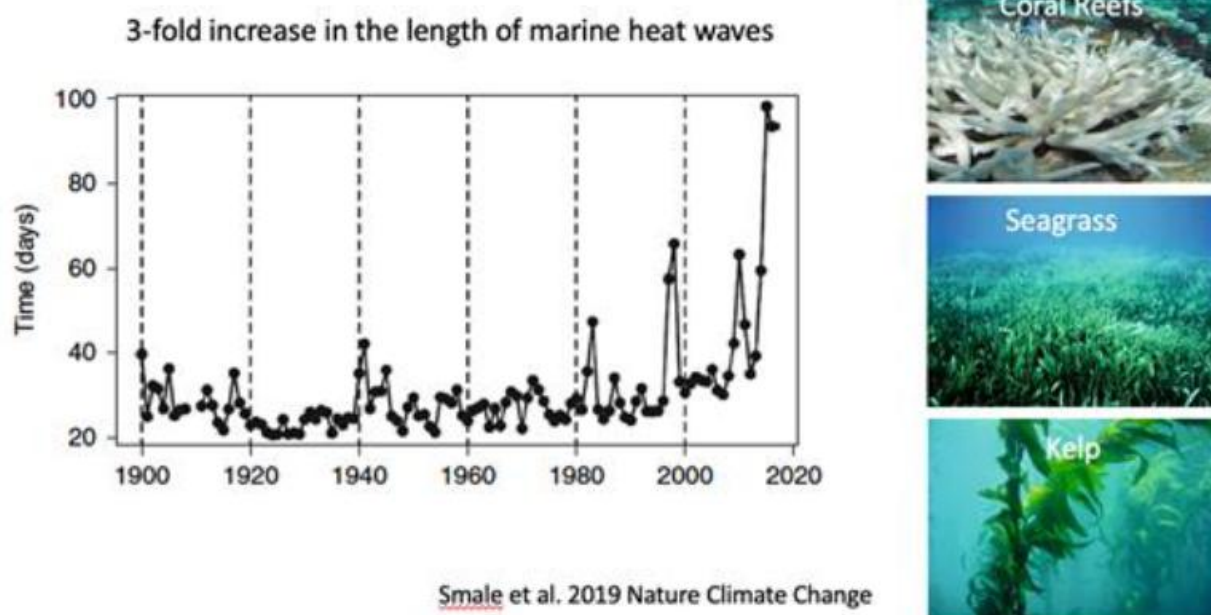
In Figure 5, tide-gauge records of relative sea level (since 1972) are indicated in purple, and the satellite record (since 1993) in green. The reconstructed sea-level data for Fiji (since 1950) is shown in black. Multi-model mean projections from 1995–2100 are given for the very high (red solid line) and very low emissions scenarios (blue solid line), with the 5–95% uncertainty range shown by the red and blue shaded regions. The ranges of projections for the four emission scenarios by 2100 are also shown by the bars on the right. The dashed lines are an estimate of year-to-year variability in sea level (5–95% uncertainty range about the projections) and indicate that individual monthly averages of sea level can be above or below longer-term (from PACCSAP 2018).

Figure 5: Sea Level Rise



Changes will occur in many marine habitats as well, despite a small lag between ocean and atmospheric temperatures. Like heatwaves on land, heat waves also occur in ambient ocean temperatures (Smale et al. 2019), resulting in major impacts on marine and coastal ecosystems such as coral reefs and mangroves (Hoegh-Guldberg 1999, Hoegh-Guldberg et al. 2020).

Figure 6: Changes in the length of marine heatwaves over the past 120 years (from Smale et al. 2020, Nature Climate Change volume 9, pages 306–312 (2019)).



WWF research with the University of Queensland and Boston Consulting Group (BCG) on global ocean asset values estimated that coral reefs, mangroves, sea grasses and the fisheries they collectively support represent a total value of USD 6.9 trillion in fisheries and tourism revenues as well as avoided economic losses from coastal protection for coastal communities globally¹⁹. In Melanesia the same research estimated Gross Marine Products dependent on healthy marine and coastal ecosystems and including climate change risk and avoided costs, totaled USD5.4 billion annually with 56% of which comes from commercial fisheries, artisanal fishing, and aquaculture (the significant share comes from commercial fishing 53%), 27% comes from coastal tourism, carbon sequestration, and coastal protection benefits and avoided losses, and 17% cruise industry and marine tourism²⁰.

Significant gaps in available data exist in the Pacific and Fiji on the health of coastal ecosystems, the incremental impacts of climate change, and exacerbating threats from overfishing, coastal development, and watershed pollution to ecosystems and communities²¹. These data gaps are largely due to resource constraints and technical capacity limits within the government of Fiji in both creating the necessary information collection networks (weather stations) and analyzing annual climate and environmental data, and past donor investments have not necessarily focused on climate and community data generation. As part of the project funding proposal development, baseline assessments will be carried out to establish current ecosystem health and community vulnerability. Past extreme events, such as TC Winston do provide some references on

¹⁹ University of Queensland, Boston Consulting Group, and WWF Report (2015) [Reviving the Ocean Economy](#)

²⁰ University of Queensland, Boston Consulting Group, and WWF Report (2015) [Reviving Melanesia's Ocean Economy: The Case for Action](#)

²¹ Mangubhai S, Sykes H, Lovell E, Brodie G, Jupiter S, Lal R, Lee S, Loganimoce EM, Morris C, Nand Y, Qauqau I, Rashni B (2019) Fiji: Coastal and marine ecosystems. In C. Sheppard (ed.) World Seas: An Environmental Evaluation Volume II: The Indian Ocean to the Pacific. Elsevier. pp. 765–792.

the devastating social and economic costs of extreme events. The storm killed 44 peoples and impacted over 540,000 peoples, approximately 60% of Fiji's population²². Storm surge, waves, and flying debris caused extensive destruction of housing, agricultural lands, education and health facilities, communications and energy infrastructure, and water supplies. The estimated damage and loss from the storm amounted to approximately USD1.42 billion in damages, equivalent to 30% of Fiji's GDP. The National Disaster Management Office assessed total losses across major sectors. According to the assessment 45,000 farmers were impacted by the storm causing an estimated USD\$260 million in damages to the agriculture, livestock, agro-forestry, and fisheries industries. Water and sanitation facilities were also seriously affected with at least 530 village water supplies damaged with total damages estimated to be USD11 million. Over 18,000 homes were damaged by the storm and 11,000 were destroyed with total estimated damages to the housing sector being approximately USD372 million²³.

The project focuses on the GSR, which is located along the northern shores of the country's two main islands and is the third-largest continuous reef system in the world (a detailed climate rationale for the final project sites in the GSR are provided in the Funding Proposal Section B.1). Climate change is affecting Fiji through increasing extreme ocean temperatures/heatwaves, cyclone intensity, sea level rise, and ocean acidification, which present grave threats to coastal ecosystems and coral reefs adversely affecting the well-being and livelihoods of dependent coastal populations. Even if global temperatures are stabilized at 1.5°C above the pre-industrial levels, multiple lines of scientific evidence indicate loss of another 70-90% of today's reef-building corals (IPCC SPM, 2018). Conserving reefs which are relatively less exposed to damaging climate impacts and protecting them from destructive stresses from non-climate change impacts including vital ecosystem destruction, overfishing and unsustainable production, and waste pollution (Beyer et al. 2018, Hoegh-Guldberg et al. 2018) is essential to maintain their direct ecological resilience to anticipated climate changes and the critical resilience benefits they provide coastal communities including buffering against extreme events and habitat protection for fisheries and tourism related livelihoods, so prevalent in Fiji. Preserving these coral reefs will also be critical over the long term (20-40 years) so they can support the repopulation and planting of other tropical and subtropical coastal reefs systems less resilient to climate change once ocean temperatures have been stabilized. Fiji's GSR coral ecosystem is central to the climate resilience of at least 360,000 Fijian residents (40% of the total population²⁴) in provinces who depend on it directly for food, income, and protection from natural disasters. The GSR is also an essential natural resource supporting Fiji's national economy, providing 65% of foreign exchange earnings and 20% of GDP from associated tourism and fisheries activities²⁵. In addition to the changing climate's impacts on ocean temperature and acidity, rising sea levels combined with an increase in the frequency of intense cyclones threaten the safety and property of coastal communities and businesses. This has reduced the benefits that healthy and

²² Government of Fiji (2016) [Post Disaster Needs Assessment – Tropical Cyclone Winston](#)

²³ Emergency Assistance for Recovery from Tropical Cyclone Winston (RRP FIJ-50181). Summary Assessment of Damages and Needs. Asian Development Bank (ADB). <https://www.adb.org/sites/default/files/linked-documents/50181-001-sa.pdf>

²⁴ [World Population Review](#)

²⁵ Fiji's Foreign Exchange Earnings provided by FHTA, GDP contributions provided by Investment Fiji and Fijian Embassy Japan

functioning reefs provide in protecting coastal areas from waves and storms, further justifying investments that support the health of Fiji's GSR.

Responding to the National Priorities of Fiji

Fiji was the first country in the world to ratify the Paris Agreement on Climate Change and presided over the UNFCCC COP23 in 2017-18. Since 2012, the Government of Fiji (GoF) has been developing and reforming overarching strategies, policies and plans with an environmental/ecosystem-based approach to address natural hazards and unsustainable resource management. These include Fiji's Climate Change Policy (2021), Green Growth Framework (GGF, 2014), National Development Plan (NDP, 2017) and alignment with global commitments including the 2030 Agenda for Sustainable Development, the Global Biodiversity Framework (2022) and the 2015 Paris Agreement on Climate Change. Fiji's primary document addressing and adapting to climate change is the 2018 National Adaptation Plan, and its Nationally Determined Contribution (NDC) sets the pathway for emission reductions under the Paris Agreement between 2017 and 2030. The GoF new Climate Change Act (2021), which coordinates Fiji's national response to climate change and ocean health. Fiji has also recently passed a National Coral Reefs Policy (2020), which identifies coral reefs as critically threatened ecosystems that should be protected to enhance Fiji's resilience to future climate change. These policies reflect the GoF's commitment to climate action through NbS but must be supported with additional regulatory harmonization and enforcement measures to ensure the operationalization of these policies (NOP strategy 3.5) over the long term including support to implement area based management (NOP Strategy 2.5) and The GoF National Climate Change Act of 2021 calls for the need for implantation frameworks to execute its provisions in specific landscapes and seascapes to maintain its climate buffering capacity for communities and reduce threats from overfishing, land degradation, and pollution. The project will help the GoF translate these national policies into actionable plans, with the necessary enforcement systems, to create measurable climate change adaptation, mitigation, and economic development benefits in Fiji's most critical natural asset, the GSR.

Threats to Coral Reefs and Connected Ecosystems in Fiji

The barriers and threats identified below were identified during the multi-stakeholder workshop organized by WWF in Suva in May 2019 and were formulated from feedback from representatives from Government agencies including the NDA, the Ministry of Economy, the Ministry of Environment, Ministry of Fisheries, community representatives from the GSR, and implementing partners and NGOs working in Fiji.

(#1) Limited coastal protection: Sea level rise and flooding are already affecting coastal communities around the world, including those who depend on reef ecosystems in Fiji's GSR. Important signs of such impacts include saltwater intrusion affecting freshwater supply, flooding of low-lying areas, failure of septic tanks causing local health risks, accelerated and unpredictable coastal erosion, and damage to coastal structures. The Project will finance the construction of 12.4km of green sea walls to reduce coastal flooding (Activity 1.2.1).

(#2) Destructive fishing and Overfishing: Destructive fishing occurs in some parts of Fiji and includes the use of nets on coral reefs, damage to corals while trying to catch fish or invertebrates, as well as cases on dynamite fishing in Ba Province (which is part of the

GSR). Overfishing on coasts and in the outer islands driven by rapidly rising local and international fisheries demand and short-term profit seeking not only threatens the sustainability of tuna and other fisheries as leading exports, but the commercial equipment used by operators, purposefully set close to reefs, are directly damaging these reefs which can take a long time to recover. Support for enforcement in Marine Protected Areas²⁶ (MPAs) and Locally Managed Marine Areas LMMAs is also needed to reduce uncontrolled commercial fishing. Under the CRRP, fisheries management plans will be developed in 20 Qoliqolis (Activity 2.1.4).

(#3) Unsustainable agriculture: Unsustainable agricultural practices including conversion of forests in catchment areas inland and on the coast are causing significant sediment flows that are straining coral reefs. These sediment deposits cause stress to corals, impacting growth, reproduction and increasing the risk of disease, while increasing water turbidity also reducing light penetration impacting the ability of zooxanthellae (algae within coral tissues) from photosynthesizing and providing the food corals need to survive. Much of the sedimentation results from forest and land clearing for monocropping from farmers favouring cash crops.

(#4) Clearance of mangrove forests: Rapid and often poorly planned coastal development for residences and tourism has led to the rapid degradation and loss of mangrove ecosystems providing nurseries and habitat for local fisheries and serving as highly productive carbon sinks. Unfortunately, the default tourism development models are heavily reliant on building hard infrastructure in sensitive coastal zones. Restoration of 835 hectares of coastal mangroves in four Fijian provinces will be financed a part of the CRRP (Activity 1.1.1).

(#5) Lack of liquid and solid waste infrastructure: In Fiji's Ba, Ra, and Macuata watersheds, waste coming from inland population centers is causing significant discharges of pollutants harmful to coral reefs, including sediments, solid wastes (including plastics), pesticides, trace metals, hydrocarbons, and various emerging pollutants such as pharmaceuticals and microplastics.

Barriers to be addressed by the Project

- Barrier 1: Limited evidence of EbA and green infrastructure as viable solutions to address climate change risks on vulnerable landscapes and seascapes in Fiji.
- Barrier 2: Fiji's national policies have no accompanying plans and long-term operational procedures to execute, EbA, green infrastructure, and R2R planning arrangements in vulnerable ecosystems.
- Barrier 3: EbA, green infrastructure, and R2R planning are not sufficiently integrated in Fiji's National Adaptation Plan, National Biodiversity Strategy and Provincial Adaptation Plans.
- Barrier 4: Insufficient technical capacity across government and communities for implementing EbA, green infrastructure, and R2R reef planning in Fiji.
- Barrier 5: Limited support for reef-positive business which reduce pressures on coral reefs and coastal ecosystems.

²⁶ More information on the process of defining Fiji's Marine Protected Areas: <https://macbio-pacific.info/Resources/biophysically-special-unique-marine-areas-of-fiji/>

Key characteristics and dynamics of the sector or market in which the project will operate

The focus on market approaches to incentivize positive behaviour change through strategic concessionary, debt and equity investments in the key sectors of waste and plastics management, sustainable fisheries, tourism, regenerative agriculture, and forest restoration requires the development of responsible climate and environment focused investment regulation and policy instruments, which in turn translate to ease of doing business. This will encourage investors to consider long-term value drivers of reef health, and to offer financial products, with necessary technical assistance. This will be addressed under Component 3 of the CRRP on supporting the business and finance landscape for reef-positive enterprises.

2.3. Demographic and economic information

Fiji consists of about 330 islands and over 500 islets. The country became independent in 1970 and has faced periods of political instability and ethnic tension. While nearly half of Fijians live in rural areas, that proportion is decreasing while the urban population is rapidly growing. This shift, along with limited access to basic health infrastructure—such as sanitation systems and clean water—creates various service planning and delivery challenges. Domestically, Fiji is a multiracial and multicultural country. The Fijian population comprises approximately 63 per cent iTaukei (Indigenous Fijians) and 33 per cent Indo-Fijians. The remainder of the population are Chinese, Caucasians, and other Pacific Islanders²⁷.

The section provides information on the national demographic profile, and the demographic profile of the provinces included in the CRRP.

National Demographic Context

Fiji is divided into four divisions—western, central, eastern and northern—with the highest percentage of the population residing in the central division, where the capital, Suva, is located. These divisions are further divided into 14 provinces, in addition to the island of Rotuma which retains a degree of independence. The 2017 Census data of Fiji²⁷ provides a detailed examination of Fiji’s demographic landscape and socioeconomic indicators. Fiji’s total population has increased to 884,887 from 837,271 in 2007, marking a growth of 5.7 per cent. Census data show that 44 per cent of Fijians live in rural areas; however, that proportion is decreasing. Between 2007 and 2017 the urban population increased by 16.3 per cent, while the rural population decreased by 5.1 per cent²⁷.

The Fiji Country Gender Assessment²⁸ involved a broad and comprehensive analysis of gender issues in Fijian society with respect to (1) Education, (2) Women in Leadership and Decision-Making, (3) Ending Violence Against All Women and Girls, (4) Health, (5) Economy, (6) Environment, and (7) Social and Cultural Norms. The FCGA is divided into seven thematic chapters, corresponding to each of these areas, and provides key and

²⁷ Fiji Bureau of Statistics (2018) [Fiji Bureau of Statistics Releases 2017 Census Results](#)

²⁸ MWCPA (2022) [Gender Transformative Institutional Capacity Development Initiative \(ICD\) Gender Equality: Achievements and analysis in key sectors and settings](#). Fiji Ministry of Women, Children and Poverty Alleviation.

updated statistics, sex-disaggregated data and analysis with specific regard to women and girls in all diversity in Fiji. These include:

- Women represent over one half of Fiji's civil service, and in politics, women are increasingly holding leadership and decision-making roles. At the national level, more women than in the past are standing for election to Parliament and serving as Members of Parliament.
- Most Fijian women own mobile phones that they use regularly to access the Internet.
- Women are leveraging this connectivity to explore new avenues of income generation or utilizing it to save time and overcome distance constraints in accessing information that supports their economic and income-generating activities. Digital technologies are providing young women with a new forum to advocate for social change and inclusion.
- The 2017 Fiji National Census found 13.7 per cent of Fiji's population to have a disability, with a total of 113,595 persons (aged three and above) reporting at least one functional challenge, or disability²⁷.

In iTaukei communities, leadership is passed on through the kinship systems. The decisions are made by the chief, often based on the collective views of the village committee members. The outcome is greatly influenced by the traditional leadership structure which is patriarchal and therefore leadership is likely to be dominated by men (though there are a small number of exceptions). Women often take up leadership roles in Women's Groups, Community-Based Organizations, and Religious Groups, and it is by merit. In most cases, a married woman who takes up the leadership role does discuss with her husband who is the head of the family. This helps the family to understand the extra responsibility that she has taken onboard so they can step in to share the domestic work and other care duties. Women express that having leadership roles outside of family responsibilities does come with challenges.

Provincial Demographic Profile

The project activities will be geographically focused on the provinces adjacent to the GSR, which include Ba and Ra on the Island of Viti Levu, and Bua and Macuata on the Island of Vanua Levu (Figure 7).

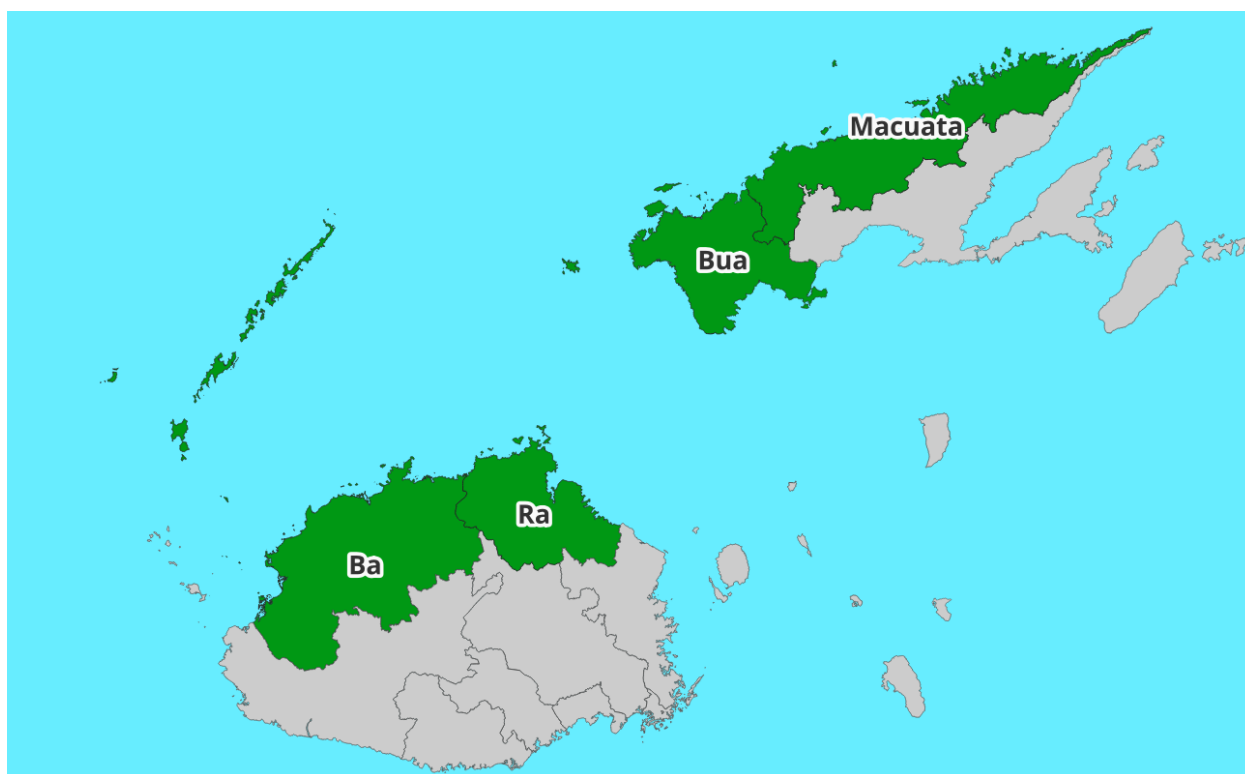


Figure 7: Map of the provinces included in the Project Area (green)

The total population within the project area is 360,000. The landscape covers 4 Provinces – Ba, Ra, Macuata and Bua (Figure 7). Each Province is further subdivided into Districts, which are made up of a collection of villages. There are about 6 municipalities within the landscape – 5 towns and 1 city – (Lautoka City, Nadi Town, Ba Town, Tavua Town, Rakiraki Town and Labasa Town). Included in the landscape are informal settlements and sugarcane farmers.

The majority of the population residing in the project landscape are Indigenous Fijians who own most of the land and fishing ground rights. They are mostly organized into traditional Fijian villages, scattered across the GSR landscape. The majority of the Indigenous communities speak in the Fijian Dialect as their mother tongue, and all can also speak English. The main religion is Christianity.

Other minority groups within the GSR land and seascape include the Indo-Fijians, Banabans, Rotumans, Chinese, Melanesians and other Pacific Islanders. The rights of these ethnicities are recognized under Fiji's 2013 Constitution.

Ba Province in the Western Division is on Viti Levu, Fiji's largest island. It has a land area of 2,634 square kilometers (1,017 square miles). Ba Province has 21 districts: Nailaga, Bulu, Magodro, Naloto, Nalotawa, Nadi, Sikituru, Tavua, Savatu, Qaliyalatini, Vuda, Sabeto, Vitogo, Nacula, Yasawa, Naviti, Waya, Viwa, Nawaka, Vaturu, and Rukuruku. These districts comprise 107 villages. Ba is Fiji's largest province with a population of 247,708 recorded in the 2017 census. Over 31 per cent of the population of Ba Province lives in rural areas²⁷. The main towns in Ba Province are Tavua, Ba and Nadi, and Lautoka is the

only city. The islands of the blue Yasawas are westward of the mainland part of Ba on Viti Levu^{29, 30}.

Ra Province in the Western Division is on Viti Levu, Fiji's largest island. With a land area of 1,341 square kilometers, it had a population of 30,432 recorded in the 2017 census. The main urban centre is at Vaileka, commonly known as Rakiraki Town. The province has 20 districts: Naroko, Tokaimalo, Saivou, Nailuva, Nalaba, Rakiraki, Raviravi, Navolau, Nakorotubu, Bureiwai, Kavula, Bureivanua, Nakuilava, Mataso, Navitilevu, Lawaki, Nasau, Nalawa, Nababa and Naiyalayala; and has four main tribal boundaries of the Vanua known as the Vanua Rakiraki, Saivou, Nakorotubu and Nailawa which are all administered by the Ra Provincial Council. There are 93 iTaukei villages^{27,31}.

Macuata Province in the Northern Division is on the second largest island in Fiji, Vanua Levu. This province has a land area of 2,004 square kilometers. According to the Fiji Census Report 2017, Macuata Province has a population of 65,983 people or 8.9% of Fiji's total population of 837,271 (51% male and 49% female), making it the fourth largest province in Fiji. The province's population is approximately 8.9% lower than a decade ago, continuing a trend that was first observed during the inter-censal period of 1996 and 2007. This decline is due to various factors including the non-renewal of agricultural leases and rural-urban drift, particularly among young people who move to urban centers to further education or to look for work.

The province has 114 villages spread over 12 districts: Cikobia, Dogotuki, Labasa, Macuata, Mali, Dreketi, Namuka, Udu, Seaqaqa, Nadogo, Wailevu and Sasa; the district boundaries haven't changed since 1956. As of 2007, Indo-Fijians constituted most of the population at 42,550 people, while the iTaukei numbered 28,197. This made Macuata one of two predominantly Indo-Fijian provinces, the other being Ba Province. The majority of the province's population (75%) lives in Labasa district, which contains the town of Labasa. There are two urban areas: Labasa and Seaqaqa. More than a quarter of Macuata's population (27,949 in 2007) lives in the town of Labasa (Fiji Bureau of Statistics, 2018). Labasa town is the main town in Vanua Levu which is the centre for all commercial and business activities, government agencies, amenities, and facilities³².

Bua Province located in the west of the northern island of Vanua Levu, is one of three northern provinces, and has a land area of 1,378 square kilometers³³. Its population at the 2017 census was 15,466 scattered over 50 villages and 9 districts: Bua, Navakasiga, Lekutu, Wainunu, Solevu, Nadi, Vuya, Dama, and Kubulau. Bua Province is home to extensive mangrove communities that have been relatively untouched by large-scale development³³.

Economic Profile

²⁹ Jubilee Australia (2021) [A Line in the Sand; Investigating Black Sand Mining in Fiji](#)

³⁰ UNDP (2019) [Desktop Review for Votua Village, Nawaqarua Village and Natutu Village within the District of Nailaga, Ba under the GEF 5 STAR Ridge to Reef Project – 2018](#)

³¹ SPC (2016) [RESCCUE Initial Diagnosis of the Ra Province Pilot Site, Fiji](#)

³² Macuata Provincial Council (2017) [Macuata Provincial Council: Your Community](#)

³³ Pearson, J. (2020) [The Role of Local and Indigenous Knowledge in Ecosystem-Based Management and Adaptation: A Case Study of iTaukei Communities in Bua Province, Vanua Levu Island, Fiji](#). [Doctoral thesis University of Queensland].

Fiji's real GDP was \$12.699 billion in 2023, up from \$11.795 billion in 2022, with a real GDP growth rate of 8.03% in 2023, 20.02% in 2022, and -4.88% in 2021 due to the country's reliance on tourism and the decline in the sector due to the Covid-19 pandemic.

The main economic sectors and associated products/services are:

- Agriculture: sugarcane, cassava, taro, chicken, vegetables, coconuts, ginger, rice, milk, sweet potatoes
- Industries: tourism, sugar processing, clothing, copra, gold, silver, lumber.

Within the GSR landscape specifically, the key economic activities include:

Agriculture: The main commercial agricultural activity is sugarcane farming where the majority of Fiji's sugarcane is planted within the boundaries of the GSR landscape. A total of 1.81 million tons of sugarcane was crushed from an area of 37,643 hectares in 2020. Fiji Sugar Corporation is a Statutory Body responsible for the management of all sugar production in Fiji from farming to milling and export. The Corporation owns and operates three sugar mills located at Lautoka, Ba and Labasa within the GSR landscape. The Government of Fiji is a major shareholder and owns 68% of shares while statutory bodies, local companies and individuals own the rest of the shares.

Logging: The main logging activity within the GSR Land and Seascape is pine. The Fiji Pine Commission is a statutory body under the provision of the Fiji Pine Commission Act (Cap 151). The primary function of the Commission was to establish a viable forestry industry based on planted pine forests, the majority of which are located within the GSR landscape. Much of the plantation development is on Indigenous land and the duty of the Commission (now Fiji Pine Limited) includes involving landowners in its commercial activities on terms that aim to ensure the continuing viability of the industry. The areas for pine planting are mostly degraded grassland that is not suited for other activities.

Commercial Tourism: Most Fiji's major tourism industries and operators are located on the Western end of Fiji's Great Sea Reef.

Mining: Marine ecosystems are natural assets and a major source of ecosystem services to the people of Fiji. Much of the waters of Fiji and adjacent international waters include highly prospective deposits of copper, gold, zinc, silver and chemical elements. Rising global populations, incomes, and changing technologies, are all driving significant growth in worldwide demand for these deposits. Concurrently, economically viable deposits on land are becoming increasingly scarce. Hence, the focus of much of the exploration for new deposits is moving from terrestrial to marine environments such as those off the coast of Fiji.

Fishing: Fisheries is Fiji's third largest primary sector and on average annually contributes 2.8% to the country's GDP, an estimated 9% of total domestic export. By comparison, coastal fisheries (domestic markets and subsistence fisheries) roughly contribute eight times more than offshore fisheries exports to Fiji's GDP. Despite this, coastal fisheries are overlooked due to assumed low contribution to domestic exports and therefore not taken into national economic accounting for GDP. Due to the disparity in focus, resourcing and development attention to this sector of fisheries continue to be

unequal and perpetuate unsustainable pressure on coastal fisheries resources. The GSR is crucial for Fijian livelihoods and food security.

Roughly one third (300,000 people) of Fiji's population lives in proximity to the GSR, with approximately one tenth of the Fijian population directly reliant on the GSR for subsistence and livelihoods (WWF-Pacific 2014). Possibly over three quarters of all inshore fish supplied to urban markets within the country is primarily sourced from fishing grounds falling within the GSR boundaries (WWF-Pacific 2014). It has been estimated that the ecosystem services provided by coral reefs within the GSR are valued at approximately FJD 47.5 million annually, while mangrove-related fisheries production within the GSR is worth FJD 19.2 million annually (WWF-Pacific 2014). The inshore fisheries sector within the GSR is worth FJD 12-16 million annually.

In the *Ba Province*, tourism, the sugarcane economy and manufacturing ventures dominate the province. The villagers in Ba Province are mostly fishers (i.e. women and men), while the members of Indo-Fijian population are often sugarcane farmers. There are however Indo-Fijians, largely men, who are dependent on fishing for income full time or part-time (Nand et al., 2021). Indo-Fijian women married to fishers grow seedlings to sell and engaged in various income-generating activities such as catering, floriculture, raising ducks and chickens for sale, and helping their husbands in fishing. They also manage households while their husbands are at sea and help with fish grading.

Located in one of Fiji's main sugarcane farming towns, *Ra Province* comprises a mix of iTaukei and Indo-Fijian and cane farmers, NGOs and business operators. Industrial, commercial, agricultural and settlement expansion have changed the land use of Ra Province, along with overharvesting of coastal resources³¹. Environmental management initiatives commenced in Nakorotubu District (Ra Province) in 2006 through the LMMA network (which includes the Wildlife Conservation Society and BirdLife International) and local NGO NatureFiji-MareqetiViti. Further support was provided through the RESCUE project, including sustainable development, conservation, climate change and ecosystem restoration, and the creation of an Integrated Coastal Management Plan for Ra Province³¹.

In the *Macuata Province*, as in all of Fiji, land tenure is freehold and on lease from iTaukei landowners. Sugarcane farmers hold agriculture leases from iTaukei owning clans for their cane farms. They live on plots of leased land and most farms are shared between two or more brothers and their families. Sugarcane and rice are grown on larger plots and vegetable gardens are usually located on smaller plots closer to home, giving easy access to food. When shared farm income is insufficient to support two or more households, farmers work on other farms as laborers. Women own livestock including chickens, goats, cows and bullocks either alone or together with their husbands or in some cases, extended family members.

In 2019, participatory research was conducted in the *Bua Province* into local perspectives of men and women on the use, benefit and value of mangrove ecosystems across six rural villages within the province. Throughout interviews and participant observation, it was clear that collecting mud crabs and other resources from mangrove communities was a common socializing activity for women as they would often go out in groups to find mud crabs and spend time together looking for them. The research indicates that mangrove

ecosystems have contributed to building social cohesion within local communities. The researchers concluded that the inclusion and empowerment of iTaukei women should be a priority in mangrove management interventions, due to their gender-specific knowledge, values and needs (Pearson et al., 2019).

More information on the livelihoods of the IPLCs in the CRRP's target provinces is provided in the Gender Assessment for the Project.

2.4. IPs and LCs

(a) Overview of Indigenous Peoples and Local Communities Situation

Based on WWF's Standard on IPs, a majority of the people affected by this project would be considered Indigenous, ethnic or tribal minorities (see Section 2.4.b for definition and applicability). However, the unique history of Fiji and the legacies of colonization must also be considered. An Indigenous Peoples and Local Communities Planning Framework thus must be prepared. This broader Framework provides a more inclusive framework to consider the two main ethnic groups that reside and are dependent on the GSR and surrounding areas.

Fiji's population is primarily made up of two main ethnic groups - the iTaukei (Indigenous Fijians whose ancestors are believed to have settled the islands around 3,500 years ago) and Indo-Fijians (descendants of Indian laborers brought to Fiji during British colonial rule) who make up approximately 63% and 33% of the population, respectively²⁷. While both groups live side by side and share a national identity as Fijians, ethnic and cultural differences have historically shaped Fiji's social and political landscape.

Eighty-eight per cent of the land is customary land, owned by the iTaukei Indigenous population in collective groupings according to custom³⁴. iTaukei land is at the legal propriety unit of mataqalis (clans), which means members of a customary landowning unit hold rights over land collectively but cannot individually sell or lease their land³⁴. Customary iTaukei regard land and water as more than simply resources, with the concept of vanua inextricably and holistically linking land, identity, resources, culture and spirituality^{35, 36}. Land is therefore not just a means of sustenance or a source of value or income but is home to sacred sites and crucial to cultural identity. iTaukei follow a hierarchical system based on mataqalis and chiefs, with a strong emphasis on community and extended family.

The iTaukei Affairs Act 1944 and subsidiary legislation outline the structures and processes for engaging with Indigenous communities. The iTaukei Affairs (Provincial Councils) Regulations 1996 and iTaukei Affairs (Tikina and Village Councils) Regulations 1996 are the subsidiary legislation pertaining directly to stakeholder engagement, mandating the structure, roles and functions of Provincial, Village and Tikina (District) Councils in facilitating consultation and decision making in iTaukei communities, connecting them to government ministries and departments on matters of village

³⁴ Ward, R. G. (1995). Land, law and custom: diverging realities in Fiji. In R. G. Ward & E. Kingdon (Eds.), *Land, custom and practice in the South Pacific*. (pp. 198–249). Cambridge: Cambridge University Press.

³⁵ Vitukawalu, B., Mangubhai, S., Berdejo, V., Naleba, M., Nand, Y. Ieli, P. (2020) Addressing barriers and constraints to gender equality and social inclusion of women seafood sellers in municipal markets in Fiji, *SPC Women in Fisheries Information Bulletin*, 31: 30–25.

³⁶ Jupiter, S. (2017) [Culture, Kastom and Conservation in Melanesia: What Happens When Worldviews Collide?](#) *Pacific Conservation Biology*, 23:2, 139.

development including natural resource management and conservation. Village Councils function to “develop and improve the economic base of iTaukei,” “improve and develop the health, housing and sanitation needs,” and “to formulate rules to ensure that respect and due regard is observed in the village, in matters affecting traditional authority, discipline and protocol” (iTaukei Affairs (Tikina and Village Councils) Regulations 1996, Part 2, Regulation 29).

In contrast, Indo-Fijians are descendants of forced Indian laborers who were brought to Fiji by the British from 1879 to 1916 to work on sugar plantations under the indenture system. Some Indo-Fijians are also descendants of free immigrants who arrived later. Their culture is rooted in Indian traditions, including Hinduism, Islam, and Sikhism. With limited private land available in Fiji, Indo-Fijians in rural areas often must lease land for agriculture and residence from iTaukei landowning clans.

(b) Applicability of the WWF Standard on Indigenous Peoples

According to WWF’s Integrated Policies and Procedures on Environmental and Social Safeguards (SIPP)³⁷, Indigenous people are defined by ILO Convention No. 169³⁸ as:

- a) tribal peoples in independent countries whose social, cultural and economic conditions distinguish them from other sections of the national community, and whose status is regulated wholly or partially by their own customs or traditions or by special laws or regulations; or
- b) peoples in independent countries who are regarded as indigenous on account of their descent from the populations which inhabited the country, or a geographical region to which the country belongs, at the time of conquest or colonization or the establishment of present state boundaries and who, irrespective of their legal status, retain some or all of their own social, economic, cultural and political institutions.

Self-identification as indigenous or tribal shall be regarded as a fundamental criterion for determining the groups to which the provisions of this Convention apply.

WWF at minimum adheres to the ILO definition of indigenous people when determining if the Indigenous Peoples Policy should apply to projects and will apply a more inclusive definition if determined appropriate.

As outlined in Section 2.4.a) The project beneficiaries and project affected peoples of the CRRP are Indigenous Fijians who fall under the definition under point b) and Indo-Fijians would be considered local communities, as well as living in close and often dependent proximity to iTaukei communities, and thus should still be afforded the same rights as IPs as per the relevant WWF and GCF policies.

³⁷ WWF (n.d.) [Environmental and Social Safeguards – Integrated Policies and Procedures](#)

³⁸ International Labor Organization (1989) [C169 - Indigenous and Tribal Peoples Convention, 1989 \(No. 169\)](#)

(c) IPs and LCs in project sites

The sites for the CRRP in the Ba, Ra, Macuata and Bua Provinces have not been selected yet. However, information on the IPs and LCs in the Provinces was collected during consultations that took place as part of funding proposal development. Section 4.6 provides an overview of the findings regarding IPLCs from these missions.

2.5. Gender

Fiji faces one of the highest rates of violence against women and girls (VAWG) in the world: 64%, compared to a 35% global average³⁹. Groups of women and girls, especially women and girls with disabilities, women who identify as lesbian, gay, bisexual, transgender, queer and intersex (LGBTQI+), and older women, are at elevated risk of VAWG.⁴⁰

The Fiji Ministry of Women, Children and Poverty Alleviation (MWCPA) (alongside Ministry of Education, Heritage and Arts, Ministry of Health and Medical Services, Ministry of Employment, Productivity, Industrial Relations, and the Ministry of Youth and Sports) has developed a five-year 'National Action Plan' (NAP) to Prevent VAWG. The Fiji NAP (2023-2028⁴³) is the first of two five-year plans intended to establish the foundations for the Government of Fiji's long-term commitment to prevent VAWG (further details are outlined in the Policy section of the Gender Assessment).

Almost two thirds of ever-partnered Fijian women experience intimate partner violence (IPV) over the course of their lives and four out of ten women experience severe physical violence (Fiji NAP 2023-2028). As climate change drives conflict across the world, women and girls face increased vulnerabilities to all forms of GBV, including conflict-related sexual violence, human trafficking, child marriage, and other forms of violence.

The most common form of sexual violence in Fiji is child sexual abuse, primarily of girls⁴¹ and some boys under the age of 18 years⁴². Women and girls with disabilities are particularly at risk for experiencing physical, economic, sexual, and emotional violence from family members, partners, caregivers and institutions (health, social services, etc.) with more rigorous research required to understand the full extent of violence experienced (Fiji NAP 2023-2028⁴³).

The Gender Assessment for the CRRP project provides more in-depth perspectives on this issue and outlines the relevant consideration in all four project provinces.

³⁹ UN Women Global Database on Violence against Women, "[Ending Violence Against Women](#)"

⁴⁰ To address these alarming rates of violence, Fiji has taken a whole of government approach through the National Action Plan (NAP 2023-2028) to prevent violence against all women and girls. The NAP is led by the Ministry of Women, Children and Poverty Alleviation (MWCPA) through the Government of Fiji's gender mainstreaming and Ending Violence against Women and Girls (EVAWG) infrastructure.

⁴¹ Child sexual abuse is predominantly suffered by girls and starts from as young as under 5 years, continues through teens and into adulthood as women, sisters, spouses/partners. This makes child sexual abuse part of the gender-based violence issue in the country.

⁴² Fiji ratified the Convention on the Rights of the Child in 1993. Following this, the government took steps to implement the terms of the Convention with the establishment of a national Coordinating Committee on Children (NCCC). The NCCC acts as an advisory body to assist government on issues pertaining to child abuse.

⁴³ Available at: https://asiapacific.unwomen.org/sites/default/files/2023-09/fiji_nap_2023-2028-digital-final.pdf

Furthermore, a Gender Action Plan (GAP) has also been developed for the CRRP. The GAP outlines specific measures and an indicator for the integration of specific actions to include women in consultation and decision making, and to enable them to access project benefits.

3. ENVIRONMENT AND SOCIAL POLICY, REGULATIONS AND GUIDELINES

This chapter first outlines the laws and regulations of Fiji and the WWF's ESSF and SIPP that are applicable to the project, and then discusses gaps between Fiji laws and regulations and the SIPP. **For the purposes of the Fiji CRRP Project implementation, the principles and procedures of the ESSF and SIPP shall prevail in all cases of discrepancies.**

3.1 Fiji Policies, Laws, Regulations Guidelines

To ensure that the GRRP is designed and implemented in accordance with the national legal framework, WWF's ESSF requirements, and applicable regional and international agreements, the following section establishes the applicable legal framework that will need to be adhered to during project implementation.

(a) Environmental Protection and Biodiversity Conservation

Constitution of the Republic of Fiji (2013)

The Constitution lays out the right to a clean and healthy environment, Chapter 3 (Bill of Rights), Article 40(1): "Every person has the right to a clean and healthy environment, which includes the right to have the natural world protected for the benefit of present and future generations through legislative and other measures".

Environmental Management Act (2005)

This Act makes provision for the protection of the environment in Fiji and in the Exclusive Economic Zone of Fiji.

The Act, among other things: defines principles and purposes of environmental protection; establishes the National Environment Council and defines its function and powers; defines functions and powers of the Department responsible for Environment; provides with respect to the internal organization of the Department; provides with respect to environmental plans and reports; provides rules relative to environmental impact assessment and audit; concerns waste management control and pollution prevention; establishes an Environmental Trust Fund; establishes an Environmental Tribunal; and defines offences.

The Council shall, among other things, approve the National State of the Environment Report and the National Environment Strategy and monitor and oversee its implementation.

The Department must have a unit responsible for waste management and pollution and a Waste and Pollution Control Administrator. There shall be an Environmental Register for the purposes of this Act. Discharge and other pollution permits are issued by the Waste and Pollution Control Administrator in accordance with this Act. The Minister may declare an environmental emergency and make Regulations in respect of such emergency. The Water Supply Act, the Forest Decree, the Fisheries Act and the Sewerage Act are among the Acts listed in Schedule 1 ("Scheduled Acts") for enforcement purposes.

Environment Management (EIA Process) Regulations (2007)

These Regulations require every proponent of a development proposal to apply to the approving authority for a decision on the proposal under Part 4 of the Environment Management Act 2005 before undertaking any work in respect of it that will alter the nature of any land as defined in the Act and to apply for screening of the proposal in accordance with these Regulations and section 27 of the Act. The Regulations also make provision with respect to environmental impact assessment procedures. They specify – (a) what information must be contained in the application form when a development proposal is submitted for screening; (b) how the approving authority is to screen proposals to decide whether they need an EIA report; (c) how development proposals are to be submitted to the approving authority for EIA processing; (d) if a report is needed, how the terms of reference for the report are drawn up, and what needs to go into the report; (e) how the EIA report is published and reviewed; and (f) how approval of the report is granted or refused. The Regulations also make detailed rules about site inspections and the registration of EIA consultants.

Fiji Environmental and Social Management System (2021)

The Environmental And Social Management System: (I) determines and assesses environmental and social risks and impacts of projects, including through consultations with stakeholders and vulnerable communities; (II) ensures access to information and full participation in the decision-making process for stakeholders, especially vulnerable communities and indigenous peoples; (III) creates safeguards and mechanisms to mitigate risks and negative environmental, social and economic impacts associated with projects; (IV) builds on the Ministry of Economy's existing policies, operating procedures, and project cycle; (V) ensure access to justice in matters regarding environmental and social safeguard issues for affected parties in the form of a functional and efficient Grievance Redressal Mechanism; and (VI) cooperates with partners to build capacity in risk mitigation and facilitate implementation of environmental and social safeguards and monitoring and evaluation. The Environmental and Social Management System is structured as follows: Environmental and Social Safeguards Policy, Environmental and Social Risk Management Procedures, Environmental and Social Action Plan, and Environmental and Social Capacity Building.

National Climate Change Policy 2018-2030 (2019)

This Policy is a national policy with a multi-sectoral approach. The overall objective of this Policy is to support the wellbeing of current and future generations in a socially equitable and environmentally sustainable manner through net-zero emissions economy.

Resilience to climate change will be increased through the strengthening of the interrelated systems that support and define human wellbeing, ecosystem health, and economic stability. Therefore, this Policy sets out climate change response strategies by

recognizing the need for timely and robust actions given the scale of the climate crisis and nature of Fiji's vulnerability to climate impacts. The legal and institutional framework will be developed to strengthen the long-term governance arrangements, planning processes, and evidence-based decision-making. Resilient development will be accelerated through the use of national standards of compliance and improved national capacity for strategic foresight. Climate change adaptation and mitigation will be enhanced through multi-sectoral approach and multi-stakeholder collaboration. Climate change adaptation will be integrated across all sector plans and strategies and adaptation strategies will be developed to secure equal and sustainable access to the products, resources, and services that support human health and wellbeing and to increase ecosystem preservation, natural resource redundancy, and environmental resilience. Climate resilient food security initiatives, freshwater protection strategies, and investments in health infrastructure and services will be increased to reduce the negative impacts of climate change on human health and wellbeing. Moreover, the overall resilience of Fiji's agricultural sector will be increased through investments in the research and introduction of climate resilient crop types and strains, the expansion of aquaculture, climate-smart agricultural practices, and innovative crop insurance schemes. Climate change mitigation will be enhanced by increasing the use of renewable energy resources by 2030 and achieving net zero annual greenhouse-gas emissions by 2050. Fiji's natural carbon sinks and carbon reservoirs will be preserved. The greenhouse-gas mitigation initiatives will be prioritized to increase national resilience and help achieve the Sustainable Development Goals. Financing mechanisms will be strengthened for effective climate change response.

Climate Change Act (2021)

The Fiji Climate Change Act sets the legal framework to enable the country's mitigation, adaptation and disaster risk management actions.

Article 6 recognizes and declares that Fiji and the Earth are facing a climate emergency. The document establishes the National Climate Change Coordination Committee, the National Adaptation Plan Steering Committee, the Fijian Adaptation Registry, the Fijian Taskforce on the Relocation and Displacement of Communities Vulnerable to the Impacts of Climate Change, the National Ocean Policy Steering Committee, and may establish a private sector advisory committee.

The Act charges the government to develop and implement a national climate change policy until 2030 and for successive periods of 10 years, as well as a detailed Transport Decarbonization Implementation Strategy and a National Ocean Policy.

It further: 1) aims to provide for the relocation of at-risk communities and safeguard their rights, 2) sets a net zero emissions target for 2050, 3) sets the legal framework to enable carbon sequestration, carbon stocks and emissions reduction projects (art. 45 to 60), 4) charges relevant agencies to conduct risk assessments and to decide on new buildings and infrastructure approvals based on resilience estimates, 5) makes provisions for the implementation of sustainable financing (art 87 onward).

Endangered and Protected Species Act 2002

This Act concerns the control of international and domestic trade and related activities in endangered species of wild fauna and flora. The Act consists of 34 sections divided into 8

Parts: Preliminary (I); Field of application (II); Establishment of the Fiji Islands CITES Management Authority, and the Fiji Islands CITES Scientific Council (III); Permits (IV); Transit and Transshipment (V); Registration of Traders, etc. (VI); Enforcement (VII); Miscellaneous (VIII).

This Act applies to any endangered or protected species listed in the Appendices of CITES and in the Schedules to this Act (sect. 3). Section 4 provides for the establishment of the Fiji Islands CITES Management Authority which shall advise the Government on its obligations under the CITES and carry out other duties specified in section 6. The Fiji Islands CITES Scientific Council is established under section 7. The Council shall advise the Authority on export permits and carry out other functions specified in section 7. The Director of Environment shall be the Secretariat to the Authority and the Council. No person must export any specimen mentioned in section 3 except with an export permit issued by the Management Authority. No person must import any specimen mentioned in section 3 except with an import permit. A person who intends to import any specimen listed in Appendix I may apply to the Management Authority for a permit to import the specimen. Re-exportation requires a re-exportation permit (sects. 9 to 11). Section 12 provides for import or transport of an “introduction from the sea” of any specimen mentioned in section 3. The Management Authority must record the details of any permit issued by it in a register (sect. 15). Section 17 concerns species bred in captivity. No person must trade in specimens of any species mentioned in section 3 unless the person is registered with the Management Authority in accordance with section 21). Section 22 provides for the registration of captive breeders.

Fiji’s Updated Nationally Determined Contribution (2022)

This Updated Nationally Determined Contribution is a revised version of the First Nationally Determined Contribution of 2015 which includes: (I) a reaffirmation of its 2030 target; (II) a commitment to achieve net zero greenhouse gas emissions by 2050; (III) up-front information to facilitate clarity, transparency and understanding; (IV) a commitment to enact its Climate Change Bill by 2021; and (V) a commitment to operationalize its National Adaptation Plan. In addition to the mitigation targets of Fiji’s 2015 NDC, this updated NDC commits to: reduce domestic maritime shipping emissions by 40%; adopt Climate Smart Agriculture practices, with emphasis on the promotion of sustainable practices in crop management, livestock and sugarcane farming and fisheries; enhance resilience by upgrading, repairing and relocating existing critical public infrastructure; develop simplified and standardized early warning and monitoring systems, and prioritize nature-based solutions (NbS) to mitigate the impact of floods and cyclones; relocate highly vulnerable communities, and implement the concept of ‘build back better’; build strong healthcare system by implementing the ‘Guidelines for climate-resilient and environ-mentally sustainable health care facilities in Fiji’; conserve natural environment and biodiversity wealth enabling sustainable long-term provision of ecosystem services, including carbon sequestration potential; plant 30 million trees by 2035; and establish 30% of the Exclusive Economic Zones (EEZ) as Marine Protected Areas and work towards 100% management of EEZ by 2030 through the implementation of the National Ocean Policy.

Ozone Depleting Substances Act (1998)

This Act gives effect to obligations of Fiji under the Vienna Convention for the Protection of the Ozone Layer and the Montreal Protocol on Substances that Deplete the Ozone

Layer. Article 3 declares that this Act shall apply to any aircraft, ship or thing while in Fiji's territory and any person in Fiji irrespective of the person's nationality or citizenship and Article 5 provides for a large definition of the term 'environment', as "the components of the earth" including "(a) air, land and water; (b) all layers of the atmosphere; (c) all organic and inorganic matter and living organisms; and (d) the interacting natural systems that include components referred to in paragraphs (a) to (c)". The Minister must establish, within the Department responsible for the environment, the Ozone Depleting Substances Unit, to assist the Director of Environment in the performance of his or her functions. According to Article 8 to 10, the Ozone Depleting Substances Unit is settled, with a Director in charge of "establish a regular monitoring and audit process for data collection concerning the use of controlled substances and monitor compliance with the phase-out date specified in the National Policy". Article 12 establishes an "Ozone Layer Protection Fund". The Minister must formulate a National Policy for the Protection of the Ozone Layer and ensure that the formulation of the National Policy is undertaken through the broadest possible consultation and participation (Article 13). Article 14 provides for the phasing out of controlled substances, whereas section 15 concerns the management of controlled substances. Articles 19 to 22 prescribe offences, penalties and measures of enforcement. Regulation making powers of the Minister are set out in Article 25.

Green Growth Framework for Fiji: Restoring the Balance in Development that is Sustainable for Our Future (2014)

The Green Growth Framework for Fiji is a tool to accelerate integrated and inclusive sustainable development which shall inspire action at all levels, to strengthen environmental resilience, build social improvement and reduce poverty, support economic growth, food security and strengthen capacity to withstand and manage the adverse effects of climate change. Green growth provides indirect benefits which support poverty reduction, improve productivity and quality of life through more inclusive economic growth, efficient and sustainable use of resources and food security. Effective waste management and a clean, healthy environment are vital pre-requisites in efforts to reduce the impact of communicable diseases. Green economic and environmental policies under other thematic areas will support socio-economic inclusion. Improving the quality of life will also be actively pursued through education for all, improved health systems, strengthened family values, gender equality and cultural and heritage conservation. Improving the production of traditional crops and vegetables, encouraging backyard farming in urban areas, organic farming, agro-forestry and aquaculture, are areas which can make significant contributions to greening Fiji's economy, promoting food security and creating opportunities for sustainable livelihoods.

National Biodiversity Strategy and Action Plan for Fiji 2020-2025 (2020)

The National Biodiversity Strategy and Action Plan is a national policy with a cross-sectoral approach. The purposes of this policy are (I) conservation and sustainable use of terrestrial, freshwater and marine biodiversity, and (II) the maintenance of the ecological processes and functioning of the ecological systems. The six priority focus areas to be addressed under the policy are a) capacity building, b) development of protected areas, c) management and protection of species, d) prevention of the introduction of invasive species, e) enabling environment for biodiversity conservation, and f) sustainable use and development.

(b) Marine Environments

Marine Act (1986)

This Act regulates shipping, to give effect to certain international maritime conventions and for related purposes.

The Act is divided into 13 Parts: Preliminary (I); National colors and national character of Fiji (II); Registration of vessels (III); safety (IV); Seamen (V); Coasting trade (VI); navigational aids (VII); Fishing vessels, small craft and air cushioned vessels (VIII); Marine rights and liabilities (IX); Pilotage (X); General (XI); Legal proceedings (XII); Repeal and transitional (XIII).

The Act requires all vessels owned by qualified persons to be registered, with specific provisions for marking, documentation, and adherence to national colors. This registration system allows for better tracking and monitoring of vessels operating in Fiji waters, which could potentially be used to enforce fishing restrictions or marine protected areas. The Act also empowers the Minister to designate qualifying shipping services or routes, which could be utilized to restrict vessel traffic in environmentally sensitive areas.

Notably, the Act includes provisions for penalties and vessel forfeiture for various infractions, such as concealing registration or assuming foreign registration. While not explicitly tied to environmental protection, these enforcement mechanisms could be applied to vessels violating fishing restrictions or operating in protected areas. The Act also requires vessels to maintain proper documentation and adhere to specific regulations.

Marine Spaces Act (1977)

This Act is a transposition of the dispositions of the UN Convention on the Law of the Sea (UNCLOS) and makes provision for the demarcation of the marine spaces appertaining to Fiji, declaring the right of Fiji in relation thereto; to regulate the exploitation of the resources thereof and other activities therein and to make further provision for the regulation of fishing.

This Act is divided into four Parts: Part II makes provision for the demarcation of the marine spaces appertaining to Fiji; Part III regulates the management and conservation of fisheries.

Offshore Fisheries Management Act (2012)

This Act aims at conservation, management and development Fiji fisheries to ensure long term sustainable use for the benefit of the people of Fiji. It concerns all fishing and related activities and applies to citizens of Fiji and foreigners, including foreign vessels in and in relation to Fiji fisheries waters and in any other waters for purposes of hot pursuit or as required by this Decree for conservation and management measures, or permitted by international agreement.

The designation of marine protected areas is provided by article 8(1)(b) and is the competence of the Permanent Secretary. He also has powers to establish advisory committees. The Minister shall also, by the means of regulations and according to Article 21, give effect to “(a) international conservation and management measures adopted by regional fisheries management organizations; or (b) treaty or arrangements to which Fiji

is a member”. Several marine protected areas have been created, as the Fiji government increased its commitments to designate marine protected areas (MPAs) across 30% of its ocean spaces including the Qoliqoli Cokovata, a RAMSAR Site which is part of the GSR. Theoretically, the Decree allows for the recognition and designation of Locally Managed Marine Areas (LMMAs), that are established by local communities; however, none of the LMMAs have received such recognition under the Decree. LMMAs combine customary traditional knowledge and practices with modern scientific expertise and management. The Vatu-i-Ra Conservation Park in Ra Province is the largest no-take tabu area in Fiji, while the Namena Marine Reserve is the second largest no-take tabu area which sites within the larger Kubulau District LMMAs.

National Plan of Action to Prevent, Deter and Eliminate Illegal, Unreported and Unregulated Fishing (2013)

This document outlines the Fiji National Plan of Action to prevent, deter and eliminate illegal, unreported and unregulated fishing (NPOA-IUU). It has been developed in accordance with the International Plan of Action to prevent, deter and eliminate IUU fishing (IPOA-IUU) adopted in 2001 by the Food and Agriculture Organization of the United Nations (FAO). The document is divided into four parts: the first providing background information and definitions; the second a brief overview of the fisheries sector; the third compares fisheries conservation and management regulations, policies and practices with the mechanisms provided in the IPOA-IUU; and the fourth a summary of supporting actions to enhance the overall objective of eradicating IUU fishing.

The plan aims to make fisheries more productive and sustainable. Like the IPOA-IUU, the Fiji's NPOA-IUU addresses general measures targeted at all States, as well as measures targeted specifically at flag States, coastal States and port States. The NPOA-IUU focuses principally on tuna fisheries. These are some of the strategies that shall be implemented: consolidating and enhancing the monitoring, control and surveillance of the offshore fisheries; strengthening tasking activities between responsible government agencies; working with authorities from other national agencies where Fiji vessels are active; working with industry to strengthen national compliance; strengthening human resource compliment and capacity; strengthening the national observer program; adopting Port State Measures and implementing the required enforcement.

National Ocean Policy 2020-2030 (2020)

The National Ocean Policy (“NOP”) is a national policy with a cross-sectoral approach. The NOP aims at securing and sustainably managing all of Fiji's ocean and marine resources, in order to provide for a healthy ocean that sustains the livelihoods and aspirations of current and future generations. The NOP lays down strategies to (I) provide high level leadership that recognizes and prioritises the importance of integrated management of ocean and associated resources as a foundation for sustainable development; (II) establish and ensure high level coordination to improve joint planning and collaborative management of Fiji's ocean and coastal resources; (III) ensure participation in planning and stewardship of all relevant stakeholders as well as fair and equitable benefits from ocean resources for all Fijians; and (IV) fulfil Fiji's existing national and international ocean and coastal resource management commitments and provide leadership in addressing global challenges facing the ocean.

Offshore Fisheries Management Regulations (2014)

These Regulations, made by the Minister for Fisheries and Forests under section 104 of the Offshore Fisheries Management Decree 2012, implement provisions of the Decree and provide rules with respect to fisheries management and conservation measures (including authorization of fisheries), domestic fisheries development and monitoring, control and surveillance of fisheries. They also concern port state measures to prevent illegal, unreported and unregulated fisheries and issuance of export permit to export fish or fish products for commercial purposes. A fish export certificate shall not be granted in case of illegal, unreported and unregulated fisheries.

As for fish resources conservation measures, a foreign fishing vessel and Fiji fishing vessel shall not conduct any fishing or related activities within a prohibited or restricted fishing area described in Schedule 1 and any prohibited area declared in accordance with the Environment Management Act 2005 or any other written law and person shall not kill, take, land, sell or offer or expose for sale, deal in, transport, receive or possess any endangered or protected fish listed in Schedule 2B. Other measures concern, among other things, use of gear and transshipment of fish.

The Regulations provide protection of the local fishing industry by control of chartering of foreign fishing vessels with a special attention to illegal, unreported and unregulated fishing activities. Fish shall be landed only at designated ports.

Maritime Safety Authority Decree (2009)

The Decree established the Maritime Safety Authority as a commercial statutory authority. The Authority is the successor of the Fiji Islands Maritime Safety Administration. It shall, among other things, provide services in administering and enforcing the laws specified in the Marine Act and any other law relating to the regulation, registration of ships and safety of shipping. The Authority may delegate its powers in accordance with this Decree and may, with the approval of the relevant Minister, make regulations for the better carrying out of the provisions of this Decree.

Fisheries Regulations (1965)

The 29 regulations are divided into 6 Parts: Preliminary (I); Licenses and Registration (II); Prohibited Methods and Areas (III); Mesh Limitations (IV); Size and Limits of Fish and Prohibitions (V); Exemptions (VI). Regulation 4 makes provision for the protection of fishing rights which have been registered by the Native Fisheries Commission in the Register of Native Customary Fishing Rights. A fishing license issued under Section 5 of the Fisheries Act shall not permit the holder to kill or take any species listed in the Seventh Schedule outside the limit of Internal Waters as defined by the Marine Spaces Act, unless the Fiji fishing vessel which the holder is operating has on board an offshore license pertaining to the fishing category under which that species is listed. The Restrictions on fishing, such as limitation of mesh size or the use of gear or the size of fish, are specified for different species. (9 Schedules).

Maritime Transport Decree (2013)

The Maritime Transport Decree legislates, among other things, marine pollution. Article 20 provides for an obligation of notification of all accident, incident and mishap and Article 21 for an obligation of reporting dangers to navigation.

Part 10 is dedicated to marine pollution prevention and management. Important measures are the prohibition of discharge of any harmful substance, including in the exclusive economic zone and the extended continental shelf (Article 129). Article 131 deals with the duty to report any discharge or escape of harmful substances. Article 137(1) concerns the discharge of plastics, dunnage, lining, and packaging materials within Fiji waters from any ship, which is prohibited. Ballast water exchange with marine water is also mentioned, and “may be carried out by a ship or offshore installation, at least 200 nautical miles from the nearest land and in water at least 200 meters in depth or where this is not possible, then at least 50 nautical miles from shore and in water at least 200 meters in depth” (Article 138). Finally, Article 140 sets that “Pollution incidents within the internal waters and territorial sea must be notified to the authority in charge” and an investigation in case of any discharge or escape of any harmful substance is planned (Article 144).

Part 11 is centered on plans and responses to protect the marine environment from marine spills. It creates a Marine Spill Pollution Advisory Committee, to give advice to the executive authority in the field of marine oil spill and pollution, in order to implement the spill contingency plans (Article 155).

Part 15 on the making of marine protection regulations and taking of other measures to protect the marine environment is also noteworthy. The Minister may, following Article 231(1), “make marine protection regulations for any or all of the following purposes

- to implement Fiji’s obligations under any marine protection Convention;
- to make such Regulations as may be necessary to enable Fiji to become a party to any international Convention, protocol, or agreement relating to the protection of the marine environment;
- to implement such international practices or standards relating to the protection of the marine environment as may, from time to time, be recommended by the International Maritime Organization”.
- According to Article 233 he also has power to make regulation for “prescribing areas of ships where harmful substances, or any specified harmful substance, or ballast water, may not be held”, and “prescribing the maximum quantities of harmful substances, or any specified harmful substance, that may be held on ships or any class of ship”.

He may also take regulations in case of emergency, “necessary to alleviate or minimize any damage to the marine environment or threat of imminent damage to the marine environment” (Article 234).

Integrated Coastal Management Framework of the Republic of Fiji (2011)

The goals of the Integrated Coastal Management (ICM) Framework for the coastal zone are to: maintain ecological processes and services; preserve, enhance and rehabilitate natural resources; and improve health and wellbeing of the people in Fiji. This ICM Framework reviews current coastal conditions in the context of tourism development, coral reef degradation, siltation and erosion, harvesting of marine resources, waste management, coastal reclamation and construction and natural disasters among others as well as assess the current legal and institutional governing framework so as to recommend proposals for action and policy towards sustainable coastal resource management for Fiji.

This ICM Framework lays down the coastal zone management related institutions, key legislative provisions, and other legislation relating to land tenure, natural resource management, waste management, and health. A relevant legal and institutional framework will be determined for effective coastal zone management and conservation. The policies and standards will be developed to establish conditions or restrictions on various parts of the coastal zone, as well as facilitate development in other parts. Environmental impacts assessment process will be strengthened to check on activities that threaten the coastal environment such as reclamation and construction, pollution of marine waters, and coastal erosion, as well as, to investigate on the impacts of upstream activities such as logging, agriculture and mining. The inland jurisdiction of the ICM Plan will be extended within a clearly defined watershed when appropriate (instead of merely 30m). The demarcation of zones based on the national ICM vision, and its effective administration will be strengthened to facilitate coastal management decision-making and processes. The right of customary owners will be recognized to enforce restrictions on subsistence fishing marine management areas, including temporary closures of certain fishery zones, limitations on the number of fishers licenses issued, limitations and the amount of fish to be harvested, restrictions on fishing practices, and harvesting of certain species. An ICM Committee sits under the Ministry of Environment to guide the implementation of this policy. A guidance document was drafted by the ICM Committee which was used to draft the Bua Province ICM Plan.

(c) Waterways

Rivers and Streams Act (1882, last amended 1985)

This Act defines what waters are to be open to the public (sect. 2), provides for easements on the banks of waters open to the public (sect. 3), and provides for water rights with respect to rivers and streams and related matters. It further makes provisions for the appointment of River Boards by the Commissioner of Each Division. Proprietors of land or towns and villages, or inhabitants adjacent to rivers shall have the same rights as "the public" and may be granted rights with respect to water use irrigation, industry, agriculture, etc. by the Director of Lands and the Surveyor-General (sect. 7). The Registrar of Titles shall register a water right or licenses under section 12. Section 13 defines the application sphere of the Act. The Director shall describe the water right by the size of the pipe that shall carry the water or allowed use expressed in cubic inches.

Land Conservation and Improvement Act (1953, last amended 1975)

The Act makes provisions for the conservation and improvement of the land and water resources. It establishes the Land Conservation Board (sect. 3) to exercise general supervision over land and water resources (sect. 5a) and to make conservation orders (sect. 7), closing orders (sect. 8) and orders to do work (sect. 9). Conservation Committees may be established to advise the Board.

(d) Agriculture

Irrigation Act (1973)

The Act makes provision for the irrigation of land and various matters related to irrigation. The Minister shall appoint Commissioners for Irrigation for defined areas (sect. 3). The Commissioner shall within that area be responsible for the construction, improvement and maintenance of irrigation works and establishment and administration of irrigated cultivation (sect. 4). Land may be declared to be an irrigation area. Such areas shall be managed by officers appointed by the Commissioner (sects. 6 and 7). Agricultural

holdings may be adjusted for purposes of irrigation (sect. 8). Adjustment does not affect ownership.

Agricultural Marketing Authority Act (2004)

The Agricultural Marketing Authority is established under section 3 as a body corporate. The functions of the Authority are: (a) to assist the producers of agro-produce on marketing of their products; (b) to identify markets for and to facilitate and develop marketing of agro-produce; (c) to purchase, sell and export and import agro-produce or import agro-input; etc. (sect. 4). The Board may by Order in the Gazette and in consultation with the Minister, declare an area or premises to be a collection centre for purposes of this Act (sect. 8). The manager of a collection centre may: (a) inspect any agro-produce that is brought to the collection centre; (b) refuse to purchase or sell or refuse to accept for export, any agro-produce if the produce is unfit for human consumption, damaged or unmarketable; (c) dispose for other use any agro-produce that is not purchased or sold or unfit for human consumption; (d) collect information from a buyer, seller or supplier in relation to an agro-produce or agro-input; and (e) take or obtain a sample of any agro-produce for testing, educational or experimental purposes. The Minister may, after consulting the Board, give specific or general policy directions to the Board.

Crop Liens Act (1975, last amended 2005)

This Act provides with respect to any agreement whereby a person (“lienee”) agrees to advance moneys or supply goods to another (“lienor”) upon the security of the lienor's crop or crops of agricultural produce growing or to be grown or whereby such crop or crops is or are made the security for the payment of a debt from the lienor to the lienee or for any liability undertaken by the lienee for the lienor, or for other valuable consideration, shall be in the form given in the Schedule or as near thereto as circumstances may permit. Such an agreement shall be registered by the Registrar of Deeds. Every agreement shall be attested by one of the persons set out in section 3 who must, before it is executed, explain the agreement to the lienor and satisfy himself that the lienor appeared to understand the meaning of the same. The same section also provides with respect to creation of preferable lien on crop. A lien given and created under the provisions of this Act shall not be extinguished or otherwise impaired by any subsequent sale, mortgage or encumbrance of or upon the land whereon the crop or crops is or are growing or situate, nor by the death or insolvency of the lienor.

(e) Forestry

Forest Act (1992)

The Fiji Forest Act governs the management, conservation, and utilization of forest resources in Fiji. The Act is divided into 11 parts, covering various aspects of forest administration, including the establishment of forest reserves and nature reserves, the regulation of forest resource utilization, and the protection of customary rights. It also outlines the roles and responsibilities of key officials such as the Conservator of Forests and the Forestry Board and provides for the creation of forestry committees.

The Act sets out provisions for licensing and regulating activities within forest areas, including logging, fire management, and the operation of sawmills. It establishes penalties for offenses related to forest misuse and grants powers to forestry officers for enforcement. Additionally, the Act addresses issues such as abandoned or seized property, fire prevention, and the preservation of customary rights. Subsidiary

legislation, including various regulations, complements the main Act by providing more detailed rules on specific aspects of forest management and timber industry operations.

(f) Labor and Working Conditions

Fiji National Employment Policy (2018)

Fiji National Employment Policy is a national policy with a cross-sectoral approach. The purpose of this National Employment Policy is to improve the growth and quality of employment in Fiji by diversifying opportunities and coping with the challenges posed by the demographic, socio-economic, political, and technological issues as well as climate change and natural disasters. Skills development will be carried out to create green jobs and diversify employment opportunities in the construction, sustainable agriculture and fisheries, tourism and renewable energy sectors. The Ministry of Employment, Productivity and Industrial Relations holds overall responsibility for implementing and monitoring the National Employment Policy.

Employment Relations Promulgations (2007)

The Employment Relations Promulgation (ERP) 2007 is Fiji's primary labor law that governs employment relationships, collective bargaining, and dispute resolution. It establishes fundamental rights for workers, including freedom of association, the right to organize and bargain collectively, and protection against discrimination. The ERP also outlines procedures for employment contracts, termination, grievances, and sets standards for working conditions, wages, and leave entitlements.

Regarding child labor, the ERP sets the minimum age for employment at 15 years and prohibits children under 18 from engaging in hazardous work. It restricts working hours for children aged 13-15 to light work only, limiting them to no more than 3 hours per day. The law also mandates that children aged 15-17 may work up to 7 hours daily, but not between 6 pm and 6 am. Additionally, the ERP prohibits forced labor and the worst forms of child labor, including trafficking, commercial sexual exploitation, and the use of children in illicit activities.

Employment Relations Act (2007)

The Employment Relations Act (ERA) of 2007 in Fiji outlines the legal processes for termination and severance pay, and also addresses other employment issues:

The ERA outlines specific grounds for summary dismissal, including willful misconduct, disobedience, lack of skills, neglect of duties, and continued absence without permission. When an employer terminates an employee for cause, they must provide written reasons at the time of termination.

Employees are eligible for severance pay if their employment is terminated due to redundancy, such as when their position becomes obsolete, or the employer faces economic difficulties. The ERA outlines a calculation for severance pay of one week's pay for each year of service, based on the employee's regular wages at the time of termination.

The ERA prohibits the worst forms of child labor and sets minimum age requirements for employment. It also includes restrictions on the employment of children, such as requiring children to have parental or guardian consent and limiting their hours of work. Under the Employment Relations Act (2007) of Fiji, the minimum age for employment is 15 years. However, there are additional restrictions to protect children:

- **Hazardous Work:** Children under the age of 18 years are prohibited from engaging in any hazardous work that could jeopardize their health, safety, or moral development.
- **Light Work:** Children aged 13 to 15 years may perform "light work" provided it does not interfere with their education or physical and mental development.

These provisions are designed to align with Fiji's obligations under the International Labour Organization (ILO) conventions.

(g) Land, Land Acquisition and Displacement

Land Conservation and Improvement Act (1953)

The Act makes provisions for the conservation and improvement of the land and water resources. It establishes the Land Conservation Board (sect. 3) to exercise general supervision over land and water resources (sect. 5a) and to make conservation orders (sect. 7), closing orders (sect. 8) and orders to do work (sect. 9). Conservation Committees may be established to advise the Board. (23 sections).

State Acquisition of Lands Act 1940

Land acquisition in Fiji is governed under the State Acquisition of Lands Act¹⁴ (SALA). Under the Act, all types of land can be acquired for public purposes. The law provides that in cases of land acquired for public purposes, legal title holders have a right to compensation. The law also provides for the right of landowners to legal proceedings for solving disputes and grievances. The customary rights of indigenous peoples without formal title are also protected.

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

Native Land (Native Reserves) Regulations (1940)

The Regulations provide for the appointment of a Commissioner and proceedings for the purpose of ascertaining the boundaries of native land. (10 regulations and a Schedule).

Rural Land Use Policy for Fiji (2006)

The Rural Land Use Policy for Fiji is a national policy with a multi-sectoral approach. The general principle of this Policy is to determine responsibilities of the State, landowners and land users in the fields of sustainable rural development, land management, protection of natural resources, having regard to biophysical, cultural, social and commercial factors.

Technical, institutional and legal framework will be strengthened, and assessment will be carried out on agricultural land, pastures and forests to ensure efficient land use. Public awareness will be raised, and capacity building will be ensured through information sharing, education and extension programs on soil improvement, soil conservation, soil fertility, land use planning, forest protection, forest health, biodiversity conservation,

water management, natural resources, and rural land use systems. Furthermore, agricultural and land management staff will also be trained at all levels. Public participation will be ensured in decision-making process related to environment, rural development, sustainable land management, etc. Measures will be taken against land degradation, reduction of long-term productivity, and on-site and off-site impacts on land use. Fair and equitable sharing of benefits arising from the land use will be ensured. This Policy will be implemented in an integrated way with current national policies regarding environmental sustainability, sustainable use of natural resources, rural development, social equity, agricultural development, food security, sustainable forest management, sustainable use of forest resources, international trade, sugarcane industry, and resettlement of displaced farmers.

This Policy sets out roles and responsibilities of divisions of the Ministry of Agriculture, Fisheries and Forests and the Nature Lands Trust Board and coordination will be facilitated between these institutions and other agencies.

Displacement Guidelines in the context of climate change and disasters (2019)

This document provides guidance for considering sustainable solutions to prevent and minimize the drivers of displacement on the affected communities in relation to climate change and disaster-associated events occurring in Fiji, and to address and reduce their vulnerabilities associated with displacement. The purpose of this document is to (I) provide complementary support to the existing Fijian policies when addressing the movement of people caused by climate change and disasters, (II) recognize the multiple categories of population that may be displaced, (III) enhance the participation of all relevant stakeholders involved in the displacement process, (IV) promote institutional frameworks at the local, national and regional levels to build up resilience of the communities tackling climate change and disasters, (V) respect the human rights of communities, households and individuals, and (VI) serve as a policy framework to better protect and assist displaced people.

(h) Indigenous Peoples

Fijian Affairs Act (1944)

This Act provides for the establishment of the Great Council of Chiefs and its Board which shall be responsible for the benefit, peace, order, good governance and wellbeing of every member of an aboriginal race indigenous to Fiji and to Melanesia, Micronesia or Polynesia living in Fiji who has elected to live in a Fijian village. The Board may, subject to the approval of the Minister, make regulations to be obeyed by all Fijians, on the matters including but not limited to: (I) the constitution, powers, duties and functions of Provincial Councils; (II) the imposition, assessment and collection of rates and the charging of fees by the Provincial Councils; (III) the jurisdiction, powers and procedure of Fijian courts and magistrates in civil and criminal matters; and (IV) the recruitment, training and appointment of officers to carry out functions under the provisions of this Act.

This Act also lays down provisions on the establishment of the Provincial Council and other councils; procedures with respect to Bills affecting the rights and interests of Fijians, and especially any Bill imposing taxes to be paid by them or relating to their chiefs, local authorities or land; appointment, powers and duties of rokos; appointment, jurisdiction and powers of Fijian magistrates; appeal from a tikina court to the provincial

court of the province; and appeal in both civil and criminal matters from a provincial court to the Supreme Court. This Act does not apply to the island of Rotuma.

iTaukei Lands Act (formerly the Native Lands Act) (1978)

The iTaukei Lands Act [Cap 133] is a legal document from Fiji that outlines the governance and management of iTaukei lands in the country. It establishes the iTaukei Land Trust Board (TLTB) as the primary body responsible for administering these lands on behalf of the Fijian owners. The Act defines native lands as those lands that have been or may be determined by the iTaukei Lands Commission to be the rightful and hereditary property of native owners.

The Act provides detailed regulations on various aspects of iTaukei land management, including leasing procedures, compensation for improvements, and dispute resolution mechanisms. It also outlines the powers and duties of the TLTB, which include the authority to grant leases and licenses, collect rents and premiums, and distribute proceeds to the iTaukei owners. The legislation aims to protect the interests of iTaukei landowners while facilitating the productive use of land resources in Fiji.

iTaukei Lands Trust Act (formerly the Native Lands Trust Act) (1940)

The iTaukei Land Trust Act 1940 is a comprehensive legal framework governing the management and administration of iTaukei (indigenous Fijian) lands in Fiji. The Act establishes the iTaukei Land Trust Board as the primary body responsible for controlling and administering iTaukei lands on behalf of the indigenous owners. It outlines the Board's powers and responsibilities, including the authority to grant leases and licenses, collect rents, and distribute proceeds to the landowners.

The Act is divided into six parts, covering various aspects of iTaukei land management. These include provisions for the control of iTaukei land, the establishment and management of iTaukei reserves, procedures for dealing with extinct mataqali (clan) lands, powers of entry and service of process, and regulations for leases and licenses. The Act also includes provisions for the protection of iTaukei land rights, ensuring that such lands can only be alienated to the State and that any leases or licenses granted must adhere to specific conditions and obtain the Board's consent.

Fiji Environmental and Social Management System (2021)

The National ESMS prohibits the implementation of projects that are inconsistent with the rights and responsibilities set forth in UNDRIP, the Fiji Constitution, and other applicable acts such as the iTaukei Lands Trust Act (1940). However, a separate definition of indigenous peoples is not presented in the ESMS and no mention of legislation on the protection of minorities is made.

(i) Gender, Gender-Based Violence, and Sexual Harassment

Fiji National Gender Policy (2014)

The Fiji National Gender Policy is a national policy with a cross-cutting approach. The goal of this policy is to promote gender equity, equality, social justice and sustainable development in the Republic of Fiji. The policy aims to improve the quality of life of men, women, boys and girls, at all levels of society through the promotion of gender equity and equality, reinforce the inextricable links between gender equality and sustainable development goals in national development, promote active and visible gender

mainstreaming in all sectors and within civil society to ensure agency for gender equity and equality in all spheres of national life, and remove all forms of gender inequality and gender discrimination in Fiji.

Agriculture, rural development, and environment will become more productive and sustainable through a wider participation of women in all levels of decision-making including issues of land rentals, applications for financing from banks and financial institutions, and the distribution of rental and lease monies under the Land Use Decree 2011. Awareness will be promoted for environmental sensitivity, climate change impacts and disaster risks and the role of men and women at all levels in facilitating the harmonious and sustainable use of the country's limited natural resources, and the utilization of gender impact assessments, gender analysis and gender aware approaches in assessing environmental issues and on the utilization, exploitation and preservation of natural resources in Fiji through training and continuous monitoring.

Poverty reduction will be ensured through enhanced labor and employment, which in turn will be promoted through the removal of legal barriers to the equitable participation of men and women; new and revised legislation mandating gender equity in hiring, promotion, salaries, separation and other conditions of work; establishment of institutional mechanisms to effectively monitor and promote equal employment opportunities; evaluation of existing labor policies and establishment of new ones which promote women's economic empowerment, including policies which reduce the need for women to transact sex for money, thereby increasing their exposure to the transmission of HIV and other STI's; advancing wider workforce participation by men and women through the promotion of gender sensitive institutional arrangements which facilitate the balancing of men and women's private and public gender roles and responsibilities; such as flexible working hours, and increased access to quality child care facilities, etc.

Through this Policy, the Government of Fiji (GoF) shows its strong commitment to effective climate change adaptation, mitigation and disaster risk reduction, as well as their strong commitment to achieving gender equity and social inclusion (GESI) in Fiji society, including in climate change adaptation and disaster risk reduction efforts, as indicated through ratification of numerous laws, policies, conventions and frameworks. At the national level, the Constitution of the Republic of Fiji provides for non-discrimination on the basis of gender and objectives related to gender equity; women's empowerment and social inclusion are emphasized in Fiji's 5-Year and 20-Year National Development Plan (NDP),¹ in national policies on gender, disability and youth, and through legislation, such as the Domestic Violence Decree 2009. The Climate Change Act also has a strong focus on ensuring GESI outcomes.

The Ministry of Finance, Strategic Planning, National Development and Statistics, the government agency responsible for ensuring sound economic management of the national economy in line with short-, medium- and long-term macro-economic and sustainable development targets, recognizes that promoting equity and inclusion is both a moral imperative and an economic necessity. As noted in the Gender Equity and Social Inclusion Assessment (GAP), that underpins this policy (see Annex II), existing gaps in the economic and political participation of women at all levels, the under-involvement of people with disabilities (PWD), and high levels of domestic violence continue to constrain the overall development of the nation.

(j) Other Relevant Texts

Forest Guards Regulations (1955)

These Regulations provide for matters relating to the employment of forest guards such as enlistment requirements, bar on enlistment, annual leave, vacation leave, long service leave, leave allowance, early resumption of duty, sick leave, power of the Conservator of Forests to terminate the service, termination of service, discipline and disciplinary offences, penalties and rewards. (23 regulations)

3.2 Applicable Regional & International Conventions

Fiji is signatory to or has ratified various relevant regional and international conventions that are important to consider as part of this ESMF.

Regional Conventions include:

- Agreement establishing the South Pacific Regional Environment Program (SPREP)
- Noumea Convention on the protection of natural resources and environment in the South Pacific
- Apia Convention on conservation of nature in the South Pacific
- Convention for the prohibition of fishing with long driftnets in the South Pacific
- Niue Treaty on cooperation in fisheries surveillance and law enforcement in the South Pacific region
- Honolulu Convention on the conservation and management of highly migratory fish stocks in the Western and Central Pacific Ocean

Global Conventions include:

- Convention on biological diversity
- Cartagena Protocol
- Nagoya Protocol
- UN Convention on the Law of the Seas
- UN Fish Stocks Agreement
- FAO (constitution)
- Agreement on Port State Measures to Prevent, Deter and Eliminate IUU Fishing
- IMO (constitution)
- Convention for the Prevention of Pollution from Ships (MARPOL)
- Convention on Civil Liability for Oil Pollution Damage (CLC)
- International Convention for the Safety of Life at Sea (SOLAS)
- International Regulations for Preventing Collisions at Sea (COLREG)
- Ballast Water Management Convention (BWM)
- Vienna Convention on the protection of the Ozone Layer
- Montreal Protocol on Substances that Deplete the Ozone Layer
- United Nations Framework Convention on Climate Change (UNFCCC)
- Kyoto Protocol to the UNFCCC
- Paris Agreement on climate change
- Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)
- UNESCO Convention for the Protection of the World Cultural and Natural Heritage
- Convention on the Wetlands of International Importance Especially as Waterfowl Habitat (RAMSAR)

- Stockholm Convention on Persistent Organic Pollutants (POPs)

3.3 WWF Safeguards Standards and Procedures Applicable to the Project

WWF's safeguards standards require that any potentially adverse environmental and social impacts are identified and avoided or mitigated. Safeguards policies that are relevant to this project are as follows.

(i) Standard on Environment and Social Risk Management

This standard is applicable, as the CRRP intends to support activities that result in a variety of environmental and social impacts. While the Project is expected to:

- Enhance the resilience of communities and their livelihoods to the impacts of climate change in Fiji's GSR.
- Promote investment into new reef-safe blue and green enterprises, development of sustainable business models and reduce dependence on environmentally destructive business practices.

There are potential environmental and social risks associated with the Project, especially in the following areas:

- Indigenous peoples
- Cultural Resources
- Access Restriction
- Community Health Safety and Security
- Protection of Natural Habitat
- Public Consultation and Disclosure
- Stakeholder Engagement
- Accountability and Grievance Mechanism

The precise location within the GSR and impact of specific activities cannot be determined at this stage and will only be known during project implementation. Thus, an ESMF is prepared to set out guidelines and procedures on how to identify, assess and monitor environmental and social impacts, and how to avoid or mitigate adverse impacts. Site-specific ESMPs will be prepared as required, based on principles and guidelines of the ESMF.

(ii) Standard on Protection of Natural Habitats

WWF's mission is to protect natural habitats, and it does not undertake any projects that would result in conversion or degradation of critical natural habitats, especially those that are legally protected, officially proposed for protection, or identified as having high conservation value.

Overall, the CRRP activities will produce various ecological benefits, such as:

- **Outcome 1:** The resilience of reef-reliant communities in Fiji's GSR is enhanced through EbA and NbS solutions.

- **Outcome 2:** An enabling environment and R2R ecosystem planning frameworks are conducive to the effective management and implementation of EbA, NbS, and living shorelines interventions within the GSR.
- **Outcome 3:** Businesses that reduce threats to the GSR have improved access to commercial capital

Any negative impacts are likely to be site-specific and manageable, and mitigation measures will be included in this ESMF. Yearly ESS Screenings (see Annex 1 of this ESMF) will also be required, which includes questions on possible environmental impacts. Based on the proposed interventions and associated risks, this may lead to the requirement for further Environmental Impact Assessments (EIAs), which will be conducted prior to the start of any on the ground intervention.

However, if managed poorly, the project could result in unintended impacts to natural habitats. The Project may negatively impact marine and terrestrial environment through the construction of green sea walls (Activity 1.2.1), the restoration of mangroves (Activity 1.1.1), the restoration of riparian vegetation buffers (Activity 1.1.2). Further negative impacts on the natural environment may be caused by the strategic elements of the project, such as the development of fisheries management plans (Activity 2.1.4).

Potential negative impacts on natural habitats may include:

Disruption of natural processes: Seawalls can alter natural sediment movement patterns, leading to increased erosion at their base and ends. Where mangrove and riparian buffer restoration is taking place, interventions may also lead to changes in sedimentation patterns or could disrupt local species during breeding periods.

Reduced filtration of pollutants: The loss of natural shorelines diminishes the ecosystem's ability to filter runoff and maintain water quality where sea walls are constructed. Initial phases of mangrove and riparian buffer restoration work may have similar effects.

Pollution from restoration and construction activities: Where restoration and construction is taking place, the activities themselves could lead to pollution of the natural habitats in which they are being implemented.

Alteration of local biodiversity: Improper mangrove restoration can lead to monocultures or the introduction of non-native species, disrupting local ecosystems. This may also lead to those areas being more susceptible to colonisation by invasive plants and animals.

Habitat fragmentation: The creation of artificial structures can lead to the fragmentation of natural coastal habitats, impacting species movement and population dynamics. Furthermore, habitats may be temporarily or permanently fragmented by restoration work, if preventative measures are not taken.

(iii) Standard on Restriction of Access and Resettlement

This Standard seeks to ensure that adverse social or economic impacts on resource-dependent local communities as a result from restrictions on resource access and/or use are avoided or minimized.

The CRRP will not require any form of land acquisition or physical resettlement. However, since the Project will be implementing large-scale Marine and Land use planning, there is a risk that it could lead to natural resource restriction. A Process Framework has been developed to ensure that any restrictions are done with full and

effective participation of affected people, including FPIC, and that any compensation measures are taken to improve or at least restore the affected-community's livelihoods. The PF can be found in Section 4.5 of this document.

In the case of the majority Indigenous population of Fiji and the Indo-Fijian population, their free, prior and informed consent will be included in any Frameworks that affect their access to natural resources.

The potential negative impacts on IPLCs are presented in Section 4.3 and mitigation measures are outlined in Section 4.4.

(iv) Policy on Indigenous Peoples

This Policy requires ensuring that Indigenous rights are respected, that IPs do not suffer adverse impacts from projects, and that IPs receive culturally appropriate benefits from conservation. The policy mandates that projects respect IPs' rights, including their rights to FPIC processes and to tenure over traditional territories; that culturally appropriate and equitable benefits (including from traditional ecological knowledge) are negotiated and agreed upon with the IPs' communities in question; and that potential adverse impacts are avoided or adequately addressed through a participatory and consultative approach.

The E&S screening of the CRRP triggered this Standard for IPs and Local Communities and mitigation measures are being designed as a result. Information on the IPLC situation can be found in Section 1.3 of this ESMF. The risks posed to the IPLCs are presented in Section 4.3 and the corresponding mitigation measures are listed in Section 4.4.

(v) Standard on Community Health, Safety and Security

This Standard ensures that the health, safety and security of communities are respected and appropriately protected. The Guidance on Labor and Working Conditions requires employers and supervisors to implement all reasonable precautions to protect the health and safety of workers through the introduction of preventive and protective measures. It also requires that the labor rights of project-employed workers are observed, as indicated in Annex 1: Screening Tool. Project activities should also prevent adverse impact involving quality and supply of water to affected communities; SEAH-related risks to both affected communities as well as project staff; safety of project infrastructure, life and properties; protective mechanisms for the use of hazardous materials; disease prevention procedures; and emergency preparedness and response.

There are various ways in which the activities of the CRRP trigger this Standard:

- Evidence of severe mistreatment in police detention in Fiji. While the project will not directly engage police/security personnel, this context could pose a risk of retaliation against communities, workers, and project stakeholders who may wish to express themselves freely. This includes their ability to raise issues about or to oppose development projects.
- Activities associated with the Project could potentially increase the exposure of communities and individuals to accidents or injuries, particularly if adequate safety measures and risk management protocols are not implemented.
- Given the project's focus on climate change adaptation and resilience-building, communities may face increased exposure to climate-related hazards such as extreme weather events (e.g., cyclones, storm surges), sea-level rise, or coastal

erosion. These hazards could pose risks to infrastructure, livelihoods, and personal safety if adequate mitigation and adaptation measures are not implemented.

- The use of rangers (or people responsible for enforcing the rules of management plans/protected areas) may face safety concerns if there are people/communities who disobey these rules.

Therefore, appropriate further assessment of the community health, safety and security risks must be carried out and corresponding mitigation measures implemented.

(vi) Standard on Pest Management

WWF-funded projects are not allowed to procure or use formulated products that are in World Health Organization (WHO) Classes IA and IB, or formulations of products in Class II, unless there are restrictions that are likely to deny use or access by lay personnel and others without training or proper equipment. The project will follow the recommendations and minimum standards as described in the United Nations Food and Agriculture Organization (FAO) International Code of Conduct on the Distribution and Use of Pesticides and its associated technical guidelines, and procure only pesticides, along with suitable protective and application equipment, that will permit pest management actions to be carried out with well-defined and minimal risk to health, environment, and livelihoods.

The CRRP will not include the direct use, supply or procurement of pesticides. However, given the context within which some of the outputs are operating (small scale agriculture) this standard cannot be disregarded at this juncture. As such, the Standard is triggered, but that the risk is avoided though only using organic pest management practices.

(vii) Standard on Cultural Resources

This Standard ensures that Cultural Resources are appropriately preserved, and their destruction, damage or loss is appropriately avoided. Physical cultural resources (PCR) include archaeological, paleontological, historical, architectural, and sacred sites including graveyards, burial sites, of unique natural values. Intangible cultural resources include traditional ecological knowledge, performing arts, oral traditions and expressions, traditional craftsmanship and social practices, rituals and events. The impacts on cultural resources resulting from project activities, including mitigating measures, may not contravene either the recipient country's national legislation or its obligations under relevant international environmental treaties and agreements.

The GSR holds cultural significance for Indigenous Fijian communities, who have traditional ties to the land and sea. Cultural resources of Indigenous communities could be impacted in several ways:

- Disruption of Cultural Practices: Introducing new policies and management practices, as well as promoting alternative livelihoods, may disrupt traditional cultural practices and customary ways of life that are deeply intertwined with coastal ecosystems. For example, restrictions on fishing or land use could limit Indigenous and local communities' ability to engage in traditional subsistence activities or conduct cultural ceremonies in certain areas.
- Loss of Cultural Heritage Sites: The project's activities, such as water retention development or habitat restoration, may inadvertently disturb or destroy

culturally significant sites, including archaeological sites, sacred places, or traditional fishing grounds. This could result in the loss of tangible and intangible cultural heritage and undermine the spiritual and historical connections that Indigenous and local communities have with their ancestral lands and waters.

- **Marginalization of Indigenous and Local Knowledge:** If the project does not adequately incorporate Indigenous and local knowledge, perspectives, and customary management practices into its planning and implementation processes, there is a risk of marginalizing and devaluing Indigenous cultural resources. This includes the unique knowledge held by iTaukei women. This could erode community cohesion, diminish the transmission of traditional knowledge to future generations, and undermine Indigenous self-determination and sovereignty.
- **Social Disruption:** Changes in land and resource management regimes introduced through the project may lead to social tensions and conflicts within Indigenous communities, particularly if there are disagreements over resource allocation, decision-making authority, or the distribution of project benefits. This could strain social relationships, weaken community resilience, and exacerbate existing inequalities.

(viii) Standard on Grievance Mechanisms

Project-affected communities and other interested stakeholders may raise a grievance at any time to the PMU and WWF. The PMU will be responsible for informing project-affected parties about the Accountability and Grievance Mechanism. Contact information of the PMU and WWF will be made publicly available. Relevant details are also provided in the Grievance Redress section of this ESMF

The WWF Standard on Grievance Mechanisms is not intended to replace project- and country-level dispute resolution and redress mechanisms. This mechanism is designed to: address potential breaches of WWF's policies and procedures in a gender-responsive manner; be independent, transparent, and effective; be survivor-centered and offer protections to those reporting SEAH-related grievances; be accessible to project-affected people; keep complainants abreast of progress of cases brought forward; and maintain records on all cases and issues brought forward for review.

(ix) Standard on Public Consultation and Disclosure

This standard requires meaningful consultation with relevant stakeholders, occurring as early as possible and throughout the project cycle. It requires the Project Team to provide relevant information in a timely manner and in a form and language that is understandable and accessible to diverse stakeholders. This standard also requires that information concerning environmental and social issues relevant to the project is disclosed for at least 30 days prior to implementation, and 45 days if the Indigenous Peoples Standard has been triggered. WWF will disclose safeguards documentation on its Safeguards Resources web page. The final safeguards documents should be published on the national websites of the Implementing Agencies and made available locally in specific locations. The project is also required to locally release all final key safeguards documents via hardcopy, translated into the local language and in a culturally appropriate manner, to facilitate awareness by relevant stakeholders that the information is in the public domain for review.

(x) Standard on Stakeholder Engagement

This standard ensures that WWF is committed to meaningful, effective and informed stakeholder engagement in the design and implementation of all GEF and GCF projects. WWF's commitment to stakeholder engagement arises from internal standards such as WWF's Project and Program Standards (PPMS), as well as WWF's commitment to international instruments such as United Nations Declaration on Indigenous People (UNDRIP). Stakeholder engagement is an overarching term that encompasses a range of activities and interactions with stakeholders throughout the project cycle and is an essential aspect of good project management. The project has prepared a Stakeholder Engagement Plan that will be implemented during the project.

(xi) Guidance Note on Gender-based Violence and Sexual Exploitation, Abuse and Harassment

All over the world, it is estimated that one in three women and girls experience GBV during her lifetime. A recent study conducted by IUCN, in collaboration with USAID as part of Advancing Gender in the Environment (AGENT), states that forms of GBV (ranging from sexual, physical and psychological violence, to trafficking, sexual harassment, sexual coercion and in some cases rape) can be linked to environmental issues.

Many projects implemented by WWF relate to effective management of protected areas and the landscapes in which they are located through support to law enforcement, patrolling and better management and restoration of landscapes by restricting access to natural resources. These activities can potentially give rise to GBV/SEAH risks where government-employed law enforcement officials/rangers/guards supported by the project may misuse the power of their positions by sexually exploiting women in local communities. This is a particular risk if women are collecting water or natural resources in a protected area. As another example, projects that promote alternative livelihoods, particularly ones that improve women's empowerment and decision making, can often lead to changes in power dynamics within communities and increase the risks of GBV/SEAH toward those empowered women.

GBV and SEAH in the implementation of WWF activities in projects and programs is unacceptable and requires timely, proportional, and appropriate action. WWF recognizes that to achieve biodiversity conservation it is vital to promote gender equality and make every effort to ensure that project activities implemented by WWF respect integrity and human rights and mitigate any risk that gives rise to discriminatory and exploitative gender inequalities. WWF supports projects in areas where there is civil war, ethnic conflict, and insurgencies where there are existing GBV/SEAH risks. WWF therefore needs to understand these risks in order to avoid exacerbating local conditions that contribute to GBV/SEAH, which would undermine any conservation outcomes the project may seek to achieve.

For WWF projects, including GCF projects, under the Standard on Community Health and Security, the project team should identify any potential GBV/SEAH risks by screening proposed project activities using the following questions, which are included in the yearly ESS Screening (Annex 1):

- Is there a risk that the project could pose a greater burden on women by restricting the use, development, and protection of natural resources by women compared with that of men?

- Is there a risk that persons employed by or engaged directly in the project might engage in gender-based violence (including sexual exploitation, sexual abuse, or sexual harassment)?
- Does the project increase the risk of GBV and/or SEAH for women and girls, for example by changing resource use practices?
- Does any mandated training for any individuals associated with the project (including project staff, government park rangers and guards, other park staff, consultants, partner organizations and contractors) cover GBV/SEAH (along with human rights, etc.)?

The identification of GBV/SEAH risks in a project is normally undertaken as part of project preparation and could be conducted during community/stakeholder consultations together with identifying potential risks and screening impacts on vulnerable groups, community health, safety and security, labor and working conditions, gender equality issues, and any other social or environmental risks. Any potential GBV/SEAH risk identified during this stage would be factored into the project's overall social risk, which, in turn, is factored into the overall environmental and social risk associated with a project.

(xii) Guidance Note on Labor and Working Conditions

As a conservation organization, WWF does not typically fund large infrastructure activities. However, WWF GCF Agency projects do implement projects in the forestry, agriculture and fisheries sectors, which may have potential unintended adverse impacts. This is mostly seen in financing activities necessary for strengthening protected area management systems, including construction of protected area administrative buildings, watch towers, or accommodations for park guards.

In such cases, these activities are usually executed by third party contractors who employ construction workers including sub-contractors. In such cases, WWF will ensure that any funding for such activities complies with WWF's Environment and Social Safeguards Integrated Policies and Procedures (SIPP) and more specifically international labor and working condition standards such as the International Labor Organization's (ILO) Declaration on the Fundamental Principles and Rights at Work and any relevant local labor standards of the project specific countries.

This Guidance Note provides detailed guidance of reasonable precautions to implement in managing principal risks to occupational health and safety. The following is based on the IFC's Environmental, Health, and Safety Guidelines (April 30, 2007), and covers the following general thematic areas:

1. General Facility Design and Operation
 - a. Integrity of Workplace Structures
 - b. Severe Weather and Facility Shutdown
 - c. Workspace and Exit
 - d. Fire Precautions
 - e. Lavatories and Showers
 - f. Potable Water Supply
 - g. Clean Eating Area
 - h. Lighting
 - i. Safe Access
 - j. First Aid

- k. Air Supply
 - l. Work Environment Temperature
- 2. Training
 - a. Occupational Health and Safety (OHS) Training
- 3. Physical Hazards
 - a. Rotating and Moving Equipment
 - b. Rotating and Moving Equipment
 - c. Vibration
 - d. Electrical
 - e. Eye Hazards
 - f. Welding / Hot Work
 - g. Industrial Vehicle Driving and Site Traffic
 - h. Working Environment Temperature
 - i. Ergonomics, Repetitive Motion, Manual Handling
 - j. Working at Heights
 - k. Illumination
- 4. Standards for Workers Living Conditions
 - a. General living facilities
 - b. Drainage
 - c. Heating, air conditioning, ventilation and light
 - d. Water
 - e. Wastewater and solid waste
 - f. Rooms/dormitories facilities
 - g. Bed arrangements and storage facilities
 - h. Sanitary and toilet facilities
 - i. Toilet facilities
 - j. Showers/bathrooms and other sanitary facilities
 - k. Canteen, cooking and laundry facilities
 - l. Medical facilities
 - m. Leisure, social and telecommunications facilities

(xiii) Guidance Note on Projects Relating to Dams

In many river basins, WWF's freshwater conservation work is affected by the development of new dams or by the operations of existing dams. WWF is opposed to unsustainable dams that do not adhere to internationally recognized principles and criteria for good practice. WWF advocates that (1) no dams be built in, or affect, areas of high conservation value; (2) alternatives be fully considered before decisions are made to build new dams; and (3) principles, tools, and inclusive, transparent processes be applied that make the best possible choices regarding the management of existing dams and development of new dams.

WWF actively works to assess existing dams to minimize impacts and maximize benefits and to reduce the demand for new dams. WWF advocates for improvement of operational management for environmental benefits at existing dams, through related policies, plans, or regulations. This can include:

- Establishing environmental flow regimes to restore ecological functions downstream of a dam by mimicking natural variability in river flows. Work may include assessment of environmental flow requirements, hydrological studies, design of reservoir releases, and policy work;

- Promoting retrofitting dams or infrastructure to improve performance and reduce need for new infrastructure;
- Promoting adaptation of existing infrastructure to allow for improved environmental performance; and
- Promoting decommissioning or removal of hazardous or obsolete dams.

Though the construction of dams is not part of the CRRP, the project will include the construction of green sea walls under Activity 1.2.1. Since these interventions will alter environmental flows and impact the local environment, WWF shall:

- Implement the project with the government or relevant sector on strategic river basin planning, with the goal ensuring that retention ponds and sea walls do not lower the conservation value of project areas;
- Consider the environmental flow requirements of the sites where retention ponds and coastal sea walls are to be constructed (e.g., timing, volume, duration); and
- Include capacity building in government ministries to improve environmental-based approaches/tools for sustainable development as applicable to retention ponds and coastal sea walls.
- Ensure the free, prior and informed consent of project affected peoples in proximity to the proposed site.

(xiv) Guidance Note on Ranger Principles

Rangers play a key role in protecting wildlife, managing protected areas, and resolving human-wildlife conflict. Rangers must act within the law and under high ethical standards in order to achieve positive outcomes from both people and nature. WWF only supports legitimate law enforcement activities that are carried out in a way that respects and protects the human rights of local communities and Indigenous Peoples. Certain measures are in place to uphold WWF's high ethical standards, including a risk assessment, mitigation actions, and continuous monitoring throughout implementation.⁴⁴ Rangers are expected to adhere to the following principles:

1. Act within the law.
2. Ensure accountability.
3. Build ranger capacity⁴⁵
4. Support the welfare of rangers and their families.
5. Partner with local communities.
6. Identify, monitor and plan for challenges.
7. Maintain impartiality.
8. Communicate regularly.
9. Sanctions for malfeasance.

3.3 Gaps between Fijian laws and policies and the WWF's SIPP

While the legal framework of Fiji covers the majority of the issues relevant per the WWF ESSF and SIPP, there are some gaps.

Firstly, though the Government of Fiji (GoF) has established laws and regulations related to child labor, gaps on the identification of light work activities permissible for children exist⁴⁶. **Child labor** is relevant to the project in two ways:

⁴⁴ See [Ranger Principles document](#) for more details. Publicly available version [here](#)

⁴⁵ Ensuring that rangers are trained to address potential conflict and address the concerns of communities in a constructive manner is essential for mitigating social risks.

⁴⁶ U.S. Department of Labor (2023) [Child Labor and Forced Labor – Fiji](#)

- Potential child labor on construction sites: to be managed through the Occupational Health and Safety Management Plan.
- Potential child labor on family farms: to be managed through stakeholder engagement and capacity building.

Per the WWF Child Safeguarding and Protection Rights Core Standard⁴⁷ all WWF activities must “prevent, deter, detect and respond to potential harm or abuse (physical, mental, psychological including but not limited to sexual relations) [...], including but not limited to conservation actions, product merchandising, social media engagement, and staff interactions with children”.

The second gap is in GoF's implementation of the labor laws, specifically regarding workers' **freedom of association**. Per the United States State Department, penalties for violations of the laws regarding freedom of association are not consistently applied and not commensurate with those for laws regarding denial of civil rights. In the past, this has led to strained relations between the GoF and the main trade union umbrella bodies of the country, even involving court action⁴⁸.

Therefore, freedom of association must be separately guaranteed through the CRRP's Labor Management Measures. Any contractors hired through the Project must also demonstrate their compliance with the WWF requirements.

Finally, **rights of minorities** are enshrined in Fiji's constitution, however other aspects of the law perpetuate existing inequalities. For example, Indigenous Fijians hold approximately 88% of the land and minorities are dependent on leases to carry out livelihood activities like farming³⁴. This is supported by laws that enable automatic registration of 'ethnic Fijians' into an official register of native landowners⁴⁹. While these protect the rights of Indigenous Peoples, the iTaukei in Fiji, it poses challenges for other ethnic groups which must seek out the limited private land or enter into lease agreement with land-owning clans. This creates a strong power imbalance that can be challenging to navigate, and in some situations, marginalization of non-Indigenous groups that have a long history with Fiji.

These issues will be addressed through the Indigenous Peoples and Local Communities Planning Framework for the Project to accurately consider the existing dynamics between the groups and to allow equal and representative access to Project benefits.

For the purposes of the CRRP, the provisions of the WWF's ESSF and SIPP shall prevail over Fijian legislation in all cases of discrepancy.

4. ANTICIPATED ENVIRONMENTAL AND SOCIAL RISKS AND MITIGATION MEASURES

This section outlines potential adverse environmental and social impacts that may result from CRRP activities. A breakdown of impacts and mitigation measures associated with the Project is provided organized by the risks identified. This allows a clear view of the activities that are associated with each risk and how the mitigation measures address each risk.

Furthermore, this section sets out the mitigation instruments that will facilitate the mitigation measures required per the risks identified.

⁴⁷ WWF (2020) [Core Standard on Child Safeguarding and Protection of Rights](#)

⁴⁸ U.S. State Department (2022) [Country Reports on Human Rights Practices – Fiji, Section 7](#)

⁴⁹ U.S. State Department (2022) [Country Reports on Human Rights Practices – Fiji, Section 6.2](#)

4.1 Adverse Environmental Risks

Two environmental risks were identified for the CRRP under Component 1 of the Project. Firstly, the risk of disruption of natural sediment transport and alteration of coastal habitats associated with the construction of green sea walls (Risk 1), and secondly, the risk of increased pesticide and fertilizer use (Risk 2). The mitigation measures needed to mitigate these environmental risks are listed in Section 4.2.

Risk 1 is associated with the construction of 12.4 km of green sea walls to reduce coastal flooding (Activity 1.2.1). Such walls, while designed to protect coastal areas, pose several environmental risks. They can disrupt natural coastal processes and ecosystems, leading to long-term ecological consequences.

One significant risk is the alteration of sediment transport patterns. Seawalls can exacerbate erosion at their base and ends, causing increased sediment movement and loss of fine-grained materials. This change in sediment composition can negatively impact benthic invertebrates and fish communities, altering the local ecosystem⁵⁰.

Another environmental concern is the loss of intertidal habitats. The construction of seawalls often results in the removal or death of intertidal vegetation, such as mangroves and saltmarsh. These natural buffers play crucial roles in filtering pollutants, attenuating waves, and providing habitat for various species. Their loss can lead to decreased water quality and reduced biodiversity^{Error! Bookmark not defined.}. While protection and restoration of mangroves are also covered under Component 1, it is essential to consider how the location of seawalls may negatively affect these natural environments.

Seawalls can also interfere with the natural movement of wrack (organic debris) onto shores. Instead of gradually breaking down on the beach, wrack can accumulate in front of seawalls, forming mats that smother underlying seagrasses and create anoxic conditions in sediments. This can result in the mortality of benthic fauna and further habitat degradation.

The reflection of wave energy by vertical seawalls is another environmental risk. Unlike natural sloping shores that dissipate wave energy, seawalls can increase wave action, leading to greater erosion and turbulence. This can suspend sediments, increasing turbidity and negatively affecting nearby aquatic life⁵¹. Although the degree of wave energy reflection may be reduced by green sea walls (as opposed to smooth concrete sea walls), there is residual risk that must be considered in the planning of green sea wall construction.

To address Risk 1, detailed environmental studies on the green sea wall sites to fully grasp the potential risks and benefits of their construction. This is included in the project under Sub-Activity 1.2.1.1.

Risk 2 is associated with the potential environmental degradation associated with proposed livelihood activities (eco-tourism, agricultural/farming, fishing), impacts from mangrove restoration or coral restoration.

⁵¹ Climate ADAPT (n.d.) Seawalls and jetties. Available at: <https://climate-adapt.eea.europa.eu/en/metadata/adaptation-options/seawalls-and-jetties> [Accessed: 18 February 2025].

Environmental degradation can result from livelihood activities such as eco-tourism, agriculture, farming, and fishing, as well as from well-intentioned restoration efforts, including mangrove and coral reef restoration. These activities, if not managed sustainably, may lead to long-term ecological consequences, including habitat loss, pollution, and disruption of natural ecosystem functions.

One significant risk is the alteration of sediment transport patterns due to livelihood activities and restoration efforts. Land conversion for farming or infrastructure associated with eco-tourism can contribute to increased erosion and sedimentation, impacting coastal and riverine ecosystems. Similarly, mangrove restoration projects may inadvertently alter water flow patterns and sediment deposition, potentially leading to habitat degradation for benthic species and fish communities.

Another environmental concern is the loss or modification of intertidal and marine habitats. Expansion of tourism infrastructure, land clearance for agriculture, and unsustainable fishing methods can result in the destruction of critical habitats such as mangroves, seagrass beds, and coral reefs. These ecosystems provide essential services such as coastal protection, water filtration, and habitat for biodiversity. Restoration projects, if improperly implemented, may also cause unintended consequences, such as the introduction of non-native species or the alteration of hydrodynamic conditions.

Fishing activities pose additional risks, including overfishing, habitat destruction from destructive fishing techniques, and bycatch of non-target species. Coral reef restoration efforts, while aimed at mitigating past degradation, may introduce stressors such as altered species composition, increased competition among marine organisms, and shifts in ecological balance.

The reflection of wave energy by artificial structures, such as those introduced for eco-tourism (e.g., seawalls or jetties), is another environmental risk. Unlike natural coastal formations that dissipate wave energy, artificial barriers can enhance wave turbulence, leading to further erosion and degradation of surrounding ecosystems.

To address these risks, detailed environmental assessments and sustainable management strategies must be implemented. This includes conducting feasibility studies for mangrove and coral restoration projects, enforcing sustainable fishing regulations, promoting eco-friendly tourism practices, and integrating nature-based solutions into agricultural and coastal management. These actions are included in the project under relevant sub-activities focused on livelihood sustainability and ecosystem restoration.

4.2 Environmental Mitigation Measures

This section provides an overview of the environmental risks identified, which activities they are associated with, and which mitigation measures will be put in place to address them.

Table 3. Anticipated Environmental Impacts and Mitigation Measures

Risk No.	Activity	Risk Description	Mitigation Measure
1	Activity 1.2.1: Design and construction of 12 km of green sea walls to reduce coastal flooding	Disruption of natural coastal processes and ecosystems	Design and construction of green sea walls in line with best practice informed by local environment, and traditional knowledge. Hydrological and Environmental Design: • Assessment of Local Conditions: Conduct detailed environmental and hydrological assessments before wall construction to understand seasonal variations, rainfall patterns, and the behavior of local marine environment. • Best-Practice Engineering Standards: Design green sea walls with features that facilitate natural processes. Incorporation of Traditional Knowledge and Community Input: • Engage with local communities and incorporate indigenous knowledge about marine management and natural processes into maintenance protocols. • Establish community-led monitoring teams to oversee wall functionality and identify early signs of issues such as debris pile up. Green Sea Wall Maintenance and Monitoring Protocols: • Regular maintenance to prevent debris accumulation and monitor wave energy changes. • Develop a monitoring framework with regular reporting to local authorities. Climate Adaptation and Disaster Risk Reduction: • Design green sea walls to withstand extreme weather

			events linked to climate change. Governance and Policy Support: • Establish institutional responsibilities for the long-term maintenance of green sea walls. • Secure funding mechanisms for ecological maintenance programs
2	Activity 1.3.1: Operationalize the LLAF and potential livelihood activities (eco-tourism, agriculture, farming, fishing) and ecosystem restoration (mangrove and coral restoration)	Unsustainable livelihood activities can lead to habitat destruction, pollution, and biodiversity loss. Eco-tourism may increase waste generation and habitat disturbance, agriculture and farming can contribute to land degradation and water pollution, and unsustainable fishing can deplete fish stocks and damage marine ecosystems. Additionally, restoration efforts, if not properly designed, may alter hydrology, introduce non-native species, or disrupt existing ecological balance.	1. Eco-Tourism Management: Develop and enforce eco-tourism guidelines, including designated visitor paths to minimize habitat disturbance, waste collection and disposal systems, and capacity limits to prevent overcrowding. Implement training programs for tour operators on sustainable tourism practices. Introduce an eco-certification program for tourism businesses meeting environmental standards. 2. Sustainable Agriculture & Farming: Promote agroforestry and regenerative agriculture techniques that reduce soil erosion, improve soil health, and enhance biodiversity. Implement buffer zones around water bodies to prevent runoff contamination. Provide farmers with training on integrated pest management and organic farming alternatives to reduce chemical pollution. Introduce incentives (e.g., subsidies, microloans) for farmers adopting sustainable practices. 3. Sustainable Fisheries Management: Enforce seasonal fishing bans and no-take zones to allow fish populations to recover. Promote sustainable fishing gear that reduces bycatch and prevents damage to marine habitats. Develop alternative livelihood programs for fishers to reduce pressure on fish stocks. Establish community-led fisheries monitoring programs to ensure compliance with regulations.

			4. Mangrove Restoration: Conduct hydrological assessments before planting to ensure restoration does not negatively impact existing water flow or sedimentation patterns. Use only native mangrove species suitable for local conditions to prevent ecological imbalance. Engage local communities in the planning and implementation of restoration to ensure long-term stewardship. Monitor survival rates and ecosystem benefits through periodic biodiversity surveys and adaptive management approaches. 5. Coral Reef Restoration: Conduct thorough site assessments before coral transplantation to identify suitable reef areas. Use only coral species native to the area and source coral fragments from healthy donor sites to avoid genetic weakening. Implement artificial reef structures in degraded areas to promote natural coral colonization. Establish marine protected areas (MPAs) around restored reefs to limit human disturbances. Develop educational programs for coastal communities and tourists to prevent destructive practices such as anchoring on reefs or stepping on corals. 6. Monitoring and Compliance: Develop an environmental monitoring framework with clear indicators to track habitat health, water quality, and biodiversity trends. Propose establishing a multi-stakeholder committee, including local communities, conservation groups, and government agencies, to oversee the implementation and enforcement of sustainable livelihood and restoration measures. Conduct annual environmental audits and adjust strategies based on findings.
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4.3 Adverse Social Risks

The project's initial ESS risk screening identified 14 social risks associated with the CRRP, which need to be addressed through specific mitigation measures. This section describes the Project's social risks and the table in Section 4.4 shows which activities each risk is associated with, and which mitigation measures are needed to address each risk.

Since the planned project activities will involve the introduction of management measures for lands, seas and resources of the population of the GSR region, there is a risk of access restrictions to lands, seas, resources and economic displacement (**Risk 3**). The project activities aim to help stabilize natural resource stocks, support climate change adaptation and prevent wildfires, which all pose threats to local communities. However, conservation and development initiatives can also lead to the displacement or dispossession of Indigenous communities from their ancestral lands and resources. This creates the risk that communities or individuals will lose access to resources that are essential to their livelihoods and cultural heritage through the project.

Risk 4 is associated with the policy-level activities of the Project that may lead to long-term effects on Indigenous Fijian's and Indo Fijian's use of lands, seas and resources. This is distinct from the direct impacts associated with **Risk 3**, since the risks associated with policy changes may be delayed temporally and spatially. Despite this delay, the introduction of new policies may disrupt traditional cultural/livelihood practices and customary ways of life that are deeply intertwined with coastal ecosystems. For example, restrictions on fishing or land use could limit Indigenous communities' ability to engage in traditional subsistence activities or conduct cultural ceremonies in certain areas. As this project will be implementing large-scale Marine and Land use planning, there is also a risk that it could lead to natural resource restriction.

There is also a risk of unequal access to Project benefits and lack of engagement of vulnerable groups (**Risk 5**). Customarily in Fijian society, decision-making processes are the sole responsibility of men because of the patriarchal nature of the local culture and traditions. Women and other minority groups may join consultations but are usually silent even though they are also allowed to raise their concerns. Traditional gender roles in place also reinforce inequalities in access to education, employment, and decision-making opportunities. Since the Project will provide capacity building opportunities, there is a risk that some community members will feel entitled to access these opportunities over others. There is, therefore, a risk that the opinions and needs of women and vulnerable people will not be accurately integrated into the design of the project and its activities. Consequently, they may not benefit from Project activities like capacity building, grant funding or livelihood activities in an equal manner. Lack of engagement with women and vulnerable groups for the policy-level interventions of the Project could also further perpetuate these inequalities in long-term policy planning.

Beyond the risk of lack of engagement of women, there is also a risk of perpetuation of gender-based violence (GBV) through the Project (**Risk 7**). The patriarchal attitudes and beliefs, rooted in cultural norms and practices mentioned above, perpetuate gender inequalities and discrimination against women. These attitudes manifest in various forms, including gender-based violence, restrictions on women's mobility and autonomy, and the devaluation of women's contributions to households and communities. Through project activities where women are consulted, receive project benefits such as increased livelihood support, capacity building or where project activities may cause economic difficulties for local populations, women are at risk of increased severity of GBV.

There are also several risks related to Indigenous Peoples. The population of Fiji consists of two principal ethnic groups: the Indigenous Melanesian population or those of mixed Melanesian-Polynesian origin (referred to as Indigenous Fijians), who now constitute most of the population (555,499, 63%), and the Indo-Fijian (commonly referred to as Indian) population 289,237 (33%). Other minority groups include Rotumans, Banabans and Melanesians (from Solomon Islands and New Hebrides), however they are not present in the Project Areas (PA). There is a risk that minority groups' views will not be accurately integrated into the design of the project and its activities due to a lack of engagement with these communities as a result of the social structures in place in Fiji (**Risk 6**).

Beyond this, Project activities may collide with traditional management practices of PAPs or erode traditional knowledge (**Risk 9**). Development projects that result in habitat destruction or economic displacement of communities can disrupt traditional livelihoods and undermine social cohesion within communities. This may also be perpetuated by the introduction of new policies and management practices, as well as promoting alternative livelihoods, which may disrupt traditional land and sea management practices, cultural practices and customary ways of life that are deeply intertwined with coastal ecosystems. Efforts should be made to ensure that traditional and indigenous knowledge is respected and integrated into project activities.

Furthermore, a lack of culturally appropriate training for all relevant populations under the Project may lead to or worsen existing community conflicts (**Risk 8**). This could occur, for instance, under Activity 1.3.2, Activity 2.1.3, Activity 3.1.1, Activity 3.1.2 and Activity 3.2.2 under which training is being provided to select groups (e.g. stakeholders, businesses and beneficiaries). To avoid such conflicts, which may also occur due to unequal access to capacity building, culturally appropriate capacity building should be available to all relevant populations in the PA.

Related to this, there is also a risk that Project assessments and interventions may cause damage to cultural heritage sites (**Risk 10**). The Project's activities, such as infrastructure development or habitat restoration, may inadvertently disturb or destroy culturally significant sites, including archaeological sites, sacred places, or traditional fishing grounds. This could result in the loss of tangible and intangible cultural heritage and undermine the spiritual and historical connections that Indigenous and minority communities have with their ancestral lands and waters.

A similar risk is associated with community and land tenure conflict due to project activities (**Risk 14**). Changes in land and resource management regimes introduced through the Project may lead to social tensions and conflicts within Indigenous communities, particularly if there are disagreements over resource allocation, decision-making authority, or the distribution of project benefits. This could strain social relationships, weaken community resilience, and exacerbate existing inequalities. Relations are already strained between land holders (mostly Indigenous Fijians)⁵² and Indo-Fijians who must lease land from Indigenous Fijian landowners to farm cash crops. Many Indo-Fijians believe that their dependence on leased land constituted de facto discrimination against them. Many ethnic Fijians believe the rental formulas prescribed in national land tenure legislation discriminated against them as the resource owners⁴⁶.

⁵² Indigenous Fijians (who communally hold approximately 87% of all land), the government (4%), remainder held by private individuals or companies

Through Project activities involving Project workers going into the field, there are also Occupational Health and Safety risks (**Risk 11**). Workers involved in project activities, such as conservation initiatives, enterprise development, or policy advocacy, may face occupational health and safety risks associated with their tasks. This includes exposure to hazardous chemicals or materials, ergonomic strains, fatigue, and workplace accidents if proper safety protocols, training, and protective equipment are not provided.

Though child labor is not a pervasive issue in the GSR region of Fiji, there is a risk of child labor occurring under Project activities related to agricultural production and practices. There is a risk that the project may indirectly contribute to Child Labor through engaging small-scale farmer/family units that rely on their children to undertake some activities on family lands (**Risk 13**).

In relation to the same activities, there are also community health and safety risks associated with the CRRP.

For instance, the risk of misconduct or violence from rangers, inspectors or police officers (**Risk 12**). As the project aims to introduce restrictions and bans on certain practices and activities to prevent environmental damage, communities may be at risk of violence or misconduct from rangers, inspectors or police officers controlling the implementation of these measures. There is also strong evidence that people in police detention in Fiji are often severely mistreated

Another community health and safety concern is associated with the marine and coastal area activities under the Project (**Risk 15**). Activities such as reef restoration, sustainable fishing, and eco-tourism operations present significant risks related to maritime safety, including boating accidents, diving incidents, and encounters with marine wildlife. Boating accidents can occur for various reasons, such as collisions with other vessels, reefs, or submerged obstacles. These accidents are often caused by poor navigation, inadequate communication, or a lack of awareness of local maritime conditions. Additionally, issues like overcrowding, adverse weather, or the failure to follow safety protocols may lead to boats capsizing or sinking, endangering passengers and crew. Mechanical failures, including engine breakdowns or steering malfunctions, can further increase the likelihood of maritime incidents, leaving vessels stranded and vulnerable.

Diving activities, a common feature of eco-tourism and reef restoration efforts, come with their own set of hazards. Divers face risks such as decompression sickness if they ascend too quickly without adhering to safety procedures. Equipment malfunctions, such as issues with regulators, tanks, or buoyancy control devices, can escalate underwater emergencies. Inexperienced or poorly trained participants may panic or mishandle challenging situations, compounding the risks. The underwater environment itself can be hazardous, with sharp coral, entanglement in debris or fishing nets, and dangerous underwater formations like caves posing significant threats.

Encounters with marine wildlife are another concern. While close interactions with marine animals can be awe-inspiring, they can also be dangerous. Aggressive or defensive reactions from sharks, stingrays, jellyfish, or venomous fish can result in serious injuries if safety measures are not observed. Moreover, handling marine species or plants during reef restoration might inadvertently introduce invasive species or harmful pathogens, negatively impacting both humans and marine ecosystems.

Tourism-related activities, such as snorkelling and diving tours, also carry substantial risks. Inadequate supervision or the lack of trained guides can leave tourists vulnerable

to sudden currents, rapid weather changes, or underwater disorientation. In regions where tourism operations are not tightly regulated, unqualified or negligent operators may fail to prioritize safety, heightening the chances of accidents. Overcrowded tourist sites can further exacerbate the situation, leading to accidents, panic, or even environmental degradation.

Eco-tourism activities on or near reefs can expose participants to additional dangers. Unfamiliar terrain often results in injuries such as cuts, bruises, or falls. A lack of clear safety protocols or emergency response plans, including the absence of first aid kits or evacuation procedures, can significantly worsen the impact of any incident. Sudden environmental changes, such as shifting tides or strong waves, can add unpredictability, putting individuals at further risk.

Poorly managed tourism amplifies these risks. Human error, whether due to insufficient training or negligence, often underpins injuries or accidents. Tourists who are not adequately briefed on hazards like currents, tides, or marine wildlife may unwittingly place themselves in dangerous situations. Additionally, tour operators who disregard local maritime or environmental regulations not only jeopardize safety but may also contribute to ecological harm.

To mitigate these risks, it is critical to establish robust safety measures. Comprehensive training for all staff, from boat operators to diving instructors, is essential to ensure they are equipped to handle emergencies and prioritize safety. Strict adherence to safety standards for equipment maintenance, boat capacity, and emergency preparedness must be enforced. Regular assessments of potential risks can help adapt protocols to changing conditions, while clear emergency response plans, complete with on-site first aid and evacuation procedures, are crucial for managing incidents. Environmental awareness programs can also educate tourists and staff on how to interact with marine ecosystems responsibly, ensuring both human safety and ecological preservation.

Finally, under Component 3 of the Project, loans will be provided to currently unknown sub-projects that will be associated with their own risks. Since these sub-projects will likely be selected after the beginning of Project implementation, there is a risk that a lack of appropriate screening would lead to further, unanticipated risks (Risk 16). Due diligence requirements must therefore be in place to ensure that loan recipients and the proposed activities are appropriately screened before loan allocation. Additionally, such procedures must consider the social dimensions associated with a potential loan. For example, loans provided to women-owned businesses may be perceived by some as inappropriate and may even lead to instances of GBV. Appropriate procedures must be implemented to take this into account and provide support to loan recipients if needed.

4.4 Social Mitigation Measures

Table 4. Anticipated Social Impacts and Mitigation Measures

Risk No.	Activity	Risk Description	Mitigation Measure
3	Activity 1.1.2: Restore GSR watershed riparian buffers to increase sediment capture Activity 1.1.1: Restore coastal mangroves to reduce flooding risk and increase sediment capture Activity 2.1.2: Develop a 10-Year Ridge to Reef (R2R) Land and Marine Use Management Plan 10-year Management Plan for the GSR. Activity 2.1.4: Develop and implement fisheries management plans in 20 Qoliqolis in the GSR	Restriction of access to lands, seas, resources and potential economic displacement	SEP, Process Framework Specific Mitigation Measures by Activity Activity 2.1.4: Develop and implement fisheries management plans in 20 Qoliqolis in the GSR • Participatory Resource Management: ○ Engage fishing communities in designing and implementing licensing caps and controls, ensuring their traditional knowledge is incorporated. ○ Form community-based resource management committees to oversee fishing regulations and ensure equitable resource access. • Alternative Livelihoods: ○ Provide training and resources for non-fishing livelihoods, such as aquaculture, tourism, or handicrafts. ○ Establish microfinance schemes or grants to support entrepreneurship among displaced fishers. • Monitoring and Enforcement: ○ Train local fishers to act as resource monitors, creating job opportunities while promoting compliance.

Risk No.	Activity	Risk Description	Mitigation Measure
			○ Ensure enforcement mechanisms are fair and transparent, with clear penalties and appeal processes. • Livelihood Diversification: ○ Develop income-generating activities linked to mangrove conservation, such as honey production, ecotourism, or crafts. ○ Facilitate access to markets for mangrove-derived products. • Participatory Planning: ○ Collaborate with local stakeholders in planning and implementing fisheries management plans to ensure alignment with their needs. Activity 1.1.2: Restore 2,524 hectares of GSR watershed riparian buffers to increase sediment capture • Community Forestry Programs: ○ Involve local communities in afforestation and reforestation projects ○ Allow sustainable use of non-timber forest products (NTFPs) to maintain livelihoods while conserving forest areas. • Agroforestry and Sustainable Agriculture: ○ Support farmers in adopting agroforestry practices on less steep lands to maintain productivity and reduce dependency on restricted areas. ○ Provide access to agricultural extension services and subsidies for sustainable farming inputs.

Risk No.	Activity	Risk Description	Mitigation Measure
			• Buffer Zone Access: ○ Create designated buffer zones where controlled forestry activities (e.g., pruning, selective harvesting) are permitted to reduce economic hardship. Activity 1.1.1: Restore coastal mangroves to reduce flooding risk and increase sediment capture • Co-Management Models: ○ Partner with local communities to restore mangroves and seagrass meadows, ensuring they benefit from associated ecosystem services (e.g., carbon credits, fisheries). • Sustainable Resource Use: ○ Allow limited, sustainable harvesting of mangroves (e.g., for firewood or materials) under co-management agreements. ○ Educate communities on the ecological and economic benefits of restored ecosystems, fostering local support. • Alternative Livelihoods in Coastal Areas: ○ Promote ecotourism as an alternative livelihood, involving local communities in managing dive sites, snorkelling tours, or coral nurseries. ○ Train fishers in sustainable tourism-related skills such as guiding, boat operation, and hospitality. • Rotational Access Zones:

Risk No.	Activity	Risk Description	Mitigation Measure
			○ Implement rotational access to reef areas to balance conservation with subsistence fishing needs. ○ Use zoning to designate areas for conservation, sustainable use, and community needs. • Community-Based Conservation: ○ Establish community conservation agreements that provide incentives for protecting watersheds while allowing sustainable resource use. ○ Support community monitoring programs to enhance local ownership of watershed protection. • Agroecology in Buffer Zones: ○ Promote agroecological practices in riverine buffer zones, such as intercropping and soil conservation, to balance livelihoods with environmental protection. • Payment for Ecosystem Services (PES): ○ Implement PES schemes where communities are compensated for conserving forests and wetlands in GSR watersheds. ○
4	Activity 2.1.2: Develop a 10-Year Ridge to Reef (R2R) Land and Marine Use Management Plan 10-year Management Plan for the GSR. Activity 2.1.4: Develop and implement fisheries management plans in 20 Qoliqolis in the GSR	Policy-level activities may lead to long-term effects on Indigenous Fijian's and Indo Fijian's	Process Framework, SEP, SESA 1. Stakeholder Engagement Plan (SEP) A robust and inclusive SEP should guide all activities to ensure meaningful engagement with affected communities and stakeholders. 1. Consultations and Inclusive Participation:

Risk No.	Activity	Risk Description	Mitigation Measure
		use of lands, seas and resources	○ Conduct culturally sensitive consultations with Indigenous Fijians and Indo-Fijians to understand their concerns, priorities, and aspirations regarding the proposed policy changes. ○ Ensure the inclusion of vulnerable groups such as women, youth, and those heavily dependent on land and marine resources. 2. Culturally Appropriate Communication: ○ Use traditional governance structures (e.g., village chiefs and advisory councils) for Indigenous Fijians and recognized community leaders for Indo-Fijians to disseminate information and gather feedback. ○ Provide materials in local languages, using accessible formats, to ensure understanding and informed participation. 3. Feedback and Grievance Mechanisms: ○ Establish clear, accessible grievance redress mechanisms to address concerns related to resource access and ensure timely resolution. ○ Use local mediators where disputes arise to ensure culturally appropriate conflict resolution. 2. Process Framework (PF) A Process Framework guided by an FPIC process should outline how restrictions or changes to resource use will be managed to avoid or mitigate adverse impacts. 1. Participatory Decision-Making:

Risk No.	Activity	Risk Description	Mitigation Measure
			○ Involve community representatives in defining the terms and scope of fishing license caps, agricultural policy adjustments, and access controls. ○ Ensure decisions are aligned with customary land and marine tenure systems while balancing the interests of Indigenous and Indo-Fijian communities. 2. Livelihood Restoration and Diversification: ○ Provide targeted livelihood restoration programs for individuals or households affected by restricted access to resources. This may include training in sustainable fishing, organic farming, or eco-tourism ventures. ○ Facilitate access to markets, microfinance, and subsidies to support alternative income-generating activities. 3. Equity Considerations: ○ Conduct equity assessments to ensure that policy changes do not disproportionately impact marginalized groups within Indigenous or Indo-Fijian communities. ○ Monitor resource allocation mechanisms to prevent inequalities or favoritism in granting access to licenses or agricultural inputs. 3. Strategic Environmental and Social Assessment (SESA) The SESA should identify and address long-term environmental and social impacts of policy changes on resource use.

Risk No.	Activity	Risk Description	Mitigation Measure
			1. Cultural and Social Impact Analysis: ○ Assess how the policies affect the cultural practices, traditional knowledge systems, and customary resource rights of Indigenous Fijians and Indo-Fijians. ○ Identify risks to food security, economic stability, and social cohesion resulting from changes in land and sea resource governance. 2. Scenario Planning and Risk Mitigation: ○ Use scenario planning to anticipate long-term impacts of policy measures and develop mitigation strategies. ○ Design adaptive management frameworks to allow policy adjustments based on monitoring and community feedback. 3. Benefit-Sharing Mechanisms: ○ Establish transparent mechanisms to ensure affected communities share in the benefits of resource conservation or improved productivity (e.g., carbon credits, tourism revenue, or export incentives). Specific Mitigation Measures by Activity Activity 2.1.4: Develop and implement fisheries management plans in 20 Qoliqolis in the GSR 1. Customary Fishing Rights: ○ Ensure the policy respects and incorporates traditional fishing rights and practices of Indigenous Fijians through using FPIC

Risk No.	Activity	Risk Description	Mitigation Measure
			processes while providing equitable opportunities for Indo-Fijian communities. 2. Community-Based Fisheries Management: ○ Support the establishment of co-management systems where communities collaborate with government authorities to manage fishing licenses and control fishing grounds. ○ Develop sustainable use zones and rotational access schedules to balance conservation goals with livelihood needs. 3. Alternative Livelihood Opportunities: ○ Promote aquaculture development as an alternative to traditional fishing practices, providing training and resources to affected fishers. ○ Facilitate skills training for fishers to transition into new roles, such as coastal monitoring or eco-tourism guides.
5	Activity 2.1.4: Develop and implement fisheries management plans in 20 Qoliqolis in the GSR Activity 2.1.2: Develop a 10-Year Ridge to Reef (R2R) Land and Marine Use Management Plan 10-year Management Plan for the GSR.	Unequal access to Project benefits and lack of engagement of vulnerable groups and women	SEP, Gender Action Plan 1. Stakeholder Engagement Plan (SEP) A robust SEP should ensure meaningful and inclusive participation throughout the project lifecycle, particularly for women, marginalized groups, and vulnerable populations. 1. Community Mapping and Inclusion Strategy: ○ Conduct a social baseline assessment to identify vulnerable groups, women, and other

Risk No.	Activity	Risk Description	Mitigation Measure
			marginalized populations (e.g., those without land rights, small-scale fishers, and subsistence farmers). ○ Develop an inclusion strategy to address barriers to participation, such as cultural norms, time constraints, language barriers, and geographic isolation. 2. Targeted Consultations: ○ Organize focus group discussions (FGDs) specifically for vulnerable groups and women to understand their unique needs, priorities, and constraints. ○ Ensure culturally appropriate communication methods, such as using local languages and community leaders, to foster trust and facilitate engagement. 3. Capacity Building for Effective Participation: ○ Provide training and awareness-raising sessions for vulnerable groups and women to enhance their understanding of project goals, benefits, and opportunities. ○ Empower local leaders (especially women leaders) to facilitate discussions within their communities. 4. Grievance Redress Mechanism (GRM): ○ Design a project level gender-sensitive and SEAH-responsive GRM to address complaints related to project implementation and access to benefits.

Risk No.	Activity	Risk Description	Mitigation Measure
			○ Ensure the GRM is accessible, confidential, and responsive to the needs of women and marginalized groups. 2. Gender Action Plan (GAP) The Gender Action Plan should prioritize strategies to promote gender equity and actively involve women in project activities. 1. Promote Equal Representation: ○ Establish quotas or targets for women's participation in project-related activities (e.g., workshops, training, decision-making committees). ○ Ensure at least 30-50% representation of women in capacity-building initiatives and decision-making bodies related to fisheries and agriculture. 2. Capacity Building for Women: ○ Design gender-responsive training modules tailored to the specific needs and challenges faced by women in fishing and agriculture. ○ Provide training in leadership, financial literacy, and business development to enhance women's capacity to participate in project activities and manage resources effectively. 3. Access to Resources and Support: ○ Ensure women have equal access to resources, such as fishing licenses, improved agricultural inputs, financial support, and technical assistance.

Risk No.	Activity	Risk Description	Mitigation Measure
			○ Provide tailored subsidies or grants to women fishers and farmers, particularly for those facing financial or resource constraints. 4. Gender-Sensitive Policies: ○ Advocate for policies that recognize women's traditional roles in fisheries and agriculture and promote their equitable access to benefits. ○ Incorporate gender-sensitive performance indicators into project monitoring frameworks to track progress in promoting women's engagement and benefit-sharing. 3. Climate-Smart Agriculture (CSA) Implementation The implementation of CSA should actively address the specific needs and constraints of marginalized farmers, particularly women. 1. Gender-Sensitive CSA Technologies: ○ Introduce low-cost, labor-saving technologies tailored to the needs of women and smallholder farmers, such as drip irrigation systems or pest-resistant crops. ○ Provide women-friendly tools and equipment to reduce physical strain and time burdens. 2. Customized Capacity Building: ○ Develop training sessions that align with the schedules and responsibilities of women, recognizing their dual roles in household and agricultural activities. ○ Utilize women trainers or facilitators to enhance accessibility and relatability.

Risk No.	Activity	Risk Description	Mitigation Measure
			3. Access to Financial Services: ○ Facilitate access to microloans, savings groups, and cooperatives for women and vulnerable farmers to enable them to adopt CSA practices. ○ Partner with local financial institutions to develop loan products tailored to the needs of women fishers and farmers. 4. Market Linkages for Women: ○ Support women farmers in establishing direct market linkages, cooperatives, or producer groups to enhance their bargaining power and income. ○ Provide training on value addition and marketing to help women diversify income streams. 4. Co-Management and Participatory Decision-Making in Fisheries The fishing license cap and controls over fishing grounds should ensure equitable access and decision-making processes for all community members through an FPIC process. 1. Inclusive Co-Management Committees: ○ Establish co-management committees for fishing grounds that include proportional representation of women, small-scale fishers, and marginalized community members. ○ Train committee members on gender equity, participatory decision-making, and conflict resolution.

Risk No.	Activity	Risk Description	Mitigation Measure
			2. Transparent License Allocation: - Develop transparent, equitable, and participatory mechanisms for fishing license allocation to prevent elite capture and ensure access for vulnerable fishers. - Provide specific quotas or priority access for women fishers and small-scale operators. 3. Alternative Livelihoods for Vulnerable Fishers: - Offer support for vulnerable fishers to transition into alternative livelihoods (e.g., aquaculture, tourism) through training, financial assistance, and market access. - Ensure women are prioritized in these livelihood diversification programs.
6	Activity 1.1.1: Restore coastal mangroves to reduce flooding risk and increase sediment capture Activity 1.1.2: Restore GSR watershed riparian buffers to increase sediment capture Activity 1.2.1: Design and construction of 12 kilometers of green sea walls to reduce coastal flooding Activity 2.1.2: Develop a 10-Year Ridge to Reef (R2R) Land and Marine Use Management Plan 10-year Management Plan for the GSR.	Lack of engagement of Indigenous Fijians and Indo Fijians who are dependent of the lands and seas within the PA	SEP, IPLCPF 1. Stakeholder Engagement Plan (SEP) The SEP should prioritize engagement with both Indigenous Fijians and Indo-Fijians to ensure their concerns, knowledge, and aspirations are reflected in the project activities. 1. Inclusive Stakeholder Mapping and Analysis - Conduct a comprehensive stakeholder mapping to identify Indigenous Fijian and Indo-Fijian groups who are dependent on the lands and seas in the PA. - Categorize stakeholders by dependency levels (e.g., subsistence fishers, smallholder farmers, forest users) and identify their specific needs and vulnerabilities. 2. Customized Consultation and Consent Processes

Risk No.	Activity	Risk Description	Mitigation Measure
	Activity 2.1.4: Develop and implement fisheries management plans in 20 Qoliqolis in the GSR		○ Culturally appropriate consultations: Conduct separate consultations for Indigenous Fijians and Indo-Fijians to respect their cultural differences and traditions. ○ Use trusted local facilitators and community leaders to ensure trust and encourage active participation. ○ Ensure consultation methods are inclusive by addressing language barriers, accessibility issues, and literacy levels. 3. Early and Continuous Engagement ○ Begin engagement during project design to incorporate their inputs into decision-making processes and ensure consent. ○ Maintain regular communication throughout implementation, with scheduled community feedback sessions to address evolving concerns. 4. Grievance Mechanisms ○ Establish accessible and culturally sensitive grievance mechanisms that both Indigenous Fijians and Indo-Fijians can use to report issues related to project activities. ○ Train grievance mechanism staff to handle cases involving cultural sensitivities respectfully and promptly. 2. Indigenous Peoples and Local Communities Planning Framework (IPLCPF)

Risk No.	Activity	Risk Description	Mitigation Measure
			The IPLCPF should provide a roadmap to safeguard the rights of Indigenous Fijians and Indo-Fijians, ensuring their livelihoods and cultural practices are not undermined by project activities. 1. Free, Prior, and Informed Consent (FPIC): ○ Ensure FPIC is obtained for any activities that directly impact Indigenous Fijians' traditional lands, seas, or resources. ○ Facilitate transparent and inclusive dialogues about project benefits, risks, and mitigation measures. 2. Traditional Knowledge Integration: ○ Incorporate traditional ecological knowledge (TEK) from Indigenous Fijians and Indo-Fijians into the design and implementation of both CSA practices and fishing ground management. ○ Work with community elders and leaders to adapt scientific approaches to local contexts. 3. Protection of Cultural and Spiritual Sites: ○ Identify and map sacred or culturally significant sites during project planning and ensure these areas are avoided during implementation. ○ Incorporate traditional land-use practices into ecosystem restoration and resource management plans. 4. Livelihood Safeguards: ○ Implement safeguards to protect subsistence livelihoods (e.g., small-scale fishing, farming)

Risk No.	Activity	Risk Description	Mitigation Measure
			from being adversely affected by license caps, fishing controls, or land-use restrictions. ○ Provide alternative livelihood programs where necessary, with a focus on skills training, microfinancing, and market access. 3. Tailored Approaches for Fishing and Agriculture Fishing License Cap and Controls of Fishing Grounds: 1. Inclusive Co-Management: ○ Establish co-management committees for fishing grounds that include Indigenous Fijians and Indo-Fijians as equal participants. ○ Ensure these committees have representatives from women, youth, and marginalized fishers to capture diverse perspectives. 2. Access Rights and Equity Measures: ○ Develop transparent and equitable processes for allocating fishing licenses, with clear prioritization for subsistence fishers. ○ Include exemptions or reduced fees for low-income and vulnerable groups dependent on fishing. 3. Capacity Building with Cultural Sensitivity: ○ Design training programs that respect traditional fishing practices while introducing sustainable methods. ○ Use bilingual trainers to accommodate linguistic diversity in the communities. Implementation of Climate-Smart Agriculture (CSA): 1. Community-Led CSA Practices:

Risk No.	Activity	Risk Description	Mitigation Measure
			○ Work with Indigenous Fijian and Indo-Fijian farmers to design CSA interventions that are aligned with their traditional farming methods and land-use practices. ○ Promote agroforestry and intercropping practices that are compatible with traditional systems. 2. Gender and Social Inclusion in CSA: ○ Ensure women, youth, and marginalized farmers from both Indigenous Fijian and Indo-Fijian communities are included in CSA capacity-building initiatives. ○ Provide targeted support (e.g., subsidies, access to inputs) for smallholder and subsistence farmers. 3. Support for Livelihood Diversification: ○ Introduce additional income-generating opportunities linked to CSA, such as agro-processing or ecotourism, with training and support tailored to local needs.
7	All activities, especially those including community engagement, capacity building and access restrictions	Perpetuation of gender-based violence (GBV)	Gender Action Plan, SEAH training for all PMU staff, Gender and SEAH-responsive GRM. More details can be found in Annex 8, the Gender Action Plan.
8	Activity 2.1.4: Develop and implement fisheries management plans in 20 Qoliqolis in the GSR	Lack of culturally appropriate	SEP 1. Stakeholder Engagement and Preliminary Needs Assessment

Risk No.	Activity	Risk Description	Mitigation Measure
		training for all relevant populations	1. Community Profiling and Needs Assessment: ○ Conduct pre-training assessments to understand the cultural, linguistic, and educational needs of all target populations, including Indigenous Fijians, Indo-Fijians, women, youth, and marginalized groups. ○ Profile communities based on their traditional fishing and farming practices, livelihood dependencies, and knowledge gaps to tailor training content. 2. Consultation with Community Leaders and Local Experts: ○ Collaborate with local leaders, cultural experts, and NGOs to design training programs that respect and integrate local traditions and knowledge. ○ Engage with both Indigenous Fijian and Indo-Fijian leaders to ensure training aligns with their specific cultural contexts and practices. 2. Development of Culturally Appropriate Training Programs 1. Localization of Content: ○ Adapt training materials to reflect local traditions, practices, and environmental conditions, ensuring they incorporate traditional ecological knowledge (TEK). ○ Develop content in local languages, including Fijian and Hindi, and use culturally relevant metaphors, examples, and case studies.

Risk No.	Activity	Risk Description	Mitigation Measure
			2. Use of Participatory and Context-Specific Methods: ○ Employ participatory approaches, such as farmer-to-farmer exchanges, community demonstration plots, and co-learning sessions for fishing practices, to ensure knowledge-sharing among peers. ○ Use practical, hands-on training methods and real-world scenarios rather than purely theoretical approaches. 3. Tailoring for Different Audiences: ○ Create separate training modules for different stakeholder groups (e.g., small-scale farmers, fishers, youth, women) to address their unique needs and roles in resource management. ○ Include gender-sensitive approaches to ensure women actively participate and benefit from the training. 4. Simplification for Accessibility: ○ Ensure training materials are easy to understand, with minimal technical jargon. ○ Use visuals, storytelling, and videos for populations with low literacy levels. 3. Capacity Building of Trainers 1. Selection of Trainers: ○ Engage local trainers, community representatives, or individuals with cultural ties to the target populations to deliver the training. 2. Trainer Preparation:

Risk No.	Activity	Risk Description	Mitigation Measure
			○ Provide specialized cultural sensitivity training for trainers to ensure they respect and understand the communities' values and traditions. ○ Equip trainers with a mix of technical and soft skills to facilitate effective communication and knowledge transfer. 3. Mentorship Programs: ○ Pair international or national experts with local trainers in a mentorship program to ensure technical rigor without compromising cultural appropriateness. 4. Inclusive and Accessible Training Delivery 1. Decentralized Training Venues: ○ Conduct training sessions within communities or in easily accessible locations to minimize travel barriers for participants. ○ Schedule sessions to accommodate daily routines, such as fishing and farming, to encourage higher attendance. 2. Small-Scale, Inclusive Groups: ○ Hold training in small, interactive groups to foster discussion, encourage participation, and cater to diverse learning needs. ○ Include marginalized and vulnerable groups (e.g., subsistence fishers and smallholder farmers) as key participants. 3. Multi-Format Learning:

Risk No.	Activity	Risk Description	Mitigation Measure
			○ Use diverse delivery methods, including workshops, field demonstrations, role-plays, and visual aids, to ensure inclusivity for varying literacy and education levels. 4. Bilingual and Multilingual Training: ○ Deliver training in both Fijian and Hindi, with simultaneous interpretation, if necessary, to ensure inclusivity across linguistic groups. 5. Continuous Engagement and Feedback 1. Community Feedback Mechanisms: ○ Implement feedback loops during and after training to assess the effectiveness of content and delivery methods. ○ Use participatory feedback tools, such as community scorecards, to evaluate the program's cultural relevance and impact. 2. Iterative Content Updates: ○ Revise training materials and approaches based on participant feedback and evolving community needs. 3. Post-Training Support: ○ Establish peer-learning groups or community-led forums to support continued learning and application of skills after formal training sessions. 6. Integration of Traditional Knowledge 1. Respect for Traditional Practices:

Risk No.	Activity	Risk Description	Mitigation Measure
			○ Ensure training content complements and builds upon traditional fishing and farming practices rather than undermining or replacing them. ○ Work with community elders and knowledge holders to incorporate their expertise into training modules. 2. Promotion of Co-Learning: ○ Encourage mutual learning between scientific experts and traditional knowledge holders in local communities to integrate modern sustainable practices with traditional methods. 3. Recognition of Local Champions: ○ Identify and empower community champions to advocate for and lead the adoption of sustainable practices within their cultural contexts.
9	Activity 1.1.1: Restore coastal mangroves to reduce flooding risk and increase sediment capture Activity 1.1.2: Restore GSR watershed riparian buffers to increase sediment capture Activity 2.1.2: Develop a 10-Year Ridge to Reef (R2R) Land and Marine Use Management Plan 10-year Management Plan for the GSR.	Project activities may collide with traditional management practices of PAPs or erode traditional knowledge	SEP, IPLCPF Customized Project Design to Minimize Conflicts Activity-Specific Modifications: Fisheries Management Plans (Activity 2.1.4): • Ensure the cap aligns with traditional fishing cycles and respect for sacred fishing areas. • Incorporate local practices like seasonal bans or community-managed marine areas. Coastal Ecosystem Restoration (Activity 2.1.2): • Incorporate native species important to traditional uses (e.g., for food, medicine, or rituals) into mangrove and seagrass restoration efforts.

Risk No.	Activity	Risk Description	Mitigation Measure
	Activity 2.1.4: Develop and implement fisheries management plans in 20 Qoliqolis in the GSR		Watershed Restoration (Activity 1.12.2): - Align watershed restoration with traditional water management techniques, such as riparian planting and sacred forest preservation. Spatial and Temporal Alignment: - Ensure that project activities align with traditional spatial and temporal patterns, such as seasonal land use or traditional fishing calendars. Participatory Environmental Monitoring: - Involve community members in monitoring project outcomes to ensure alignment with their expectations and cultural practices.
10	Activity 1.1.1: Restore coastal mangroves to reduce flooding risk and increase sediment capture Activity 1.1.2: Restore GSR watershed riparian buffers to increase sediment capture Activity 2.1.2: Develop a 10-Year Ridge to Reef (R2R) Land and Marine Use Management Plan 10-year Management Plan for the GSR. Activity 2.1.4: Develop and implement fisheries management plans in 20 Qoliqolis in the GSR	Assessments and interventions may cause damages to cultural heritage sites	SEP, Cultural Heritage Management Plan 1. Early Identification of Cultural Heritage 1. Baseline Cultural Heritage Assessment: - The PMU under the guidance of the affected community will conduct preliminary cultural heritage surveys to map tangible and intangible heritage sites, ensuring coverage of sacred areas, archaeological sites, and culturally significant ecosystems. - Engage local communities, traditional leaders, and cultural practitioners in identifying and documenting sites of cultural importance. 2. Engagement with Cultural Authorities: - Collaborate with relevant government departments (e.g., Ministry of Culture and Heritage) and Indigenous cultural organizations to ensure compliance with

Risk No.	Activity	Risk Description	Mitigation Measure
			national and customary cultural heritage protection laws. 3. Participatory Mapping: ○ Use participatory mapping techniques with local communities to identify areas of cultural significance, incorporating local knowledge of sacred places, burial sites, or traditional resource areas. 2. Culturally Sensitive Planning and Design 1. Avoidance and Buffer Zones: ○ Design project activities to avoid cultural heritage sites where possible. If avoidance is not feasible, establish buffer zones to minimize physical or environmental impacts or other measures proposed by communities under the FPIC process. ○ In the case of ecosystem restoration (e.g., mangroves or seagrass meadows), ensure planting or interventions are conducted at a safe distance from cultural sites. 2. Alignment with Local Practices: ○ Align restoration and health assessment activities with customary practices, ensuring interventions support rather than disrupt traditional ecological knowledge and spiritual connections. 3. Pre-Activity Cultural Site Verification: ○ Require on-site verification of cultural heritage risks before conducting assessments or

Risk No.	Activity	Risk Description	Mitigation Measure
			restoration activities. Include representatives of local communities in verification teams. 3. Development of a Cultural Heritage Management Plan (CHMP) 1. Site-Specific Protection Protocols: ○ Develop detailed protocols for the preservation, monitoring, and management of each identified cultural heritage site during project activities. ○ Include contingency plans in case of accidental discovery of cultural artifacts or damage to heritage sites. 2. Chance Finds Procedure: ○ Establish a Chance Finds Procedure to guide project teams on what to do if unexpected cultural artifacts, remains, or sacred sites are discovered. This should include: ▪ Immediate cessation of work. ▪ Notification of local authorities and traditional leaders. ▪ Documentation and proper handling by cultural heritage specialists. 3. Monitoring and Oversight: ○ Assign cultural heritage monitors to oversee project activities, ensuring adherence to CHMP protocols. ○ Conduct regular audits and community feedback sessions to ensure cultural heritage protections are being upheld.

Risk No.	Activity	Risk Description	Mitigation Measure
			4. Capacity Building and Awareness Raising 1. Training for Project Staff and Contractors: ○ Provide cultural heritage sensitivity training to all staff and contractors involved in project activities. Training should include: ▪ Recognition of cultural heritage assets. ▪ Respect for traditional practices and sacred spaces. ▪ Procedures for working near culturally significant areas. 2. Local Community Participation: ○ Employ local community members as cultural heritage monitors and guides during assessments and restoration activities. ○ Engage local leaders to educate project teams on the cultural significance of various sites. 5. Culturally Inclusive Stakeholder Engagement 1. Engagement Through the Stakeholder Engagement Plan (SEP): ○ Tailor engagement activities to culturally appropriate formats that respect local languages, customs, and protocols. ○ Conduct consultations with elders, traditional leaders, and cultural custodians to ensure their concerns and knowledge inform project activities. 2. Cultural Protocols for Access and Use:

Risk No.	Activity	Risk Description	Mitigation Measure
			○ Seek and obtain community consent before entering or using areas of cultural significance for project purposes. ○ Follow cultural protocols for accessing sacred areas, including ceremonies or rituals if required. 3. Grievance Mechanisms: ○ Ensure the project grievance mechanism includes channels for addressing concerns related to cultural heritage impacts, providing clear processes for reporting and resolution. 6. Project-Specific Mitigation Measures 1. Activity 2.1.4: Develop and implement fisheries management plans in 20 Qoliqolis in the GSR: ○ Avoid or minimize intrusive methods during assessments that could disrupt sacred marine ecosystems tied to local cultural beliefs. ○ Conduct marine surveys in consultation with local fishing communities to identify areas of cultural or spiritual importance. 2. Restore 835 hectares of coastal mangroves to reduce flooding risk and increase sediment capture (Activity 1.1.1): ○ Integrate traditional ecological knowledge into restoration designs, ensuring that mangrove and seagrass restoration supports cultural uses, such as rituals or traditional harvesting.

Risk No.	Activity	Risk Description	Mitigation Measure
			3. Restore 2,524 hectares of GSR watershed riparian buffers to increase sediment capture (Activity 1.1.2): ○ Ensure watershed restoration respects traditional resource-use practices and spiritual connections to the land. ○ Use native species in restoration that have cultural significance or are traditionally used by local communities.
11	Activity 1.2.1: Design and construction of 12 kilometers of green sea walls to reduce coastal flooding	Occupational Health and Safety risks for project workers	proce

			1. Development and Implementation of the OHSMP 1. Comprehensive Risk Assessment: ○ Conduct an Occupational Hazard Identification and Risk Assessment (OHIRA) for each of the following activities (seawall construction, retention ponds, and agricultural improvements). ○ Identify site-specific risks such as: ▪ Heavy equipment use. ▪ Work near water (risk of drowning, slips, and falls). ▪ Exposure to hazardous materials (e.g., pesticides, fertilizers, and construction chemicals). ▪ Physical strain or injury from repetitive agricultural or construction tasks. 2. Plan Design and Integration: ○ Develop an OHSMP tailored to each activity and aligned with national OHS laws, international best practices (e.g., IFC Performance Standard 2), and project-specific guidelines. ○ Include provisions for: ▪ Roles and responsibilities for OHS oversight. ▪ Emergency response plans specific to project activities. ▪ Continuous monitoring and reporting mechanisms.
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			2. OHS Training and Capacity Building 1. General Safety Training: ○ Provide mandatory safety orientation for all workers, covering general workplace safety, personal protective equipment (PPE) use, and emergency procedures. 2. Activity-Specific Training: ○ Conduct targeted training sessions on specific hazards: ▪ Seawall Construction: Safe handling of construction equipment, fall protection, and working near water. ▪ Retention Ponds: Excavation safety, avoiding landslides or collapses, and managing waterborne disease risks. ▪ Agricultural Practices: Proper handling and application of fertilizers and pesticides, equipment safety, and ergonomic techniques to prevent musculoskeletal injuries. 3. First Aid and Emergency Response: ○ Train workers and supervisors in basic first aid, CPR, and site-specific emergency response protocols (e.g., flooding during seawall construction). 4. Awareness Campaigns: ○ Conduct awareness campaigns on the importance of safety culture, including posters, leaflets, and toolbox talks at work sites.
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			3. Provision and Use of PPE 1. Personal Protective Equipment: ○ Provide workers with appropriate PPE for their roles, such as: ▪ Hard hats, safety goggles, gloves, and steel-toe boots for construction. ▪ Life vests for tasks near water (e.g., seawalls and retention ponds). ▪ Chemical-resistant gloves and masks for handling pesticides and fertilizers. 2. PPE Maintenance and Monitoring: ○ Regularly inspect and replace damaged PPE. ○ Train workers on proper usage, storage, and maintenance of PPE. 4. Safe Work Environment 1. Site Preparation and Safety Measures: ○ Ensure construction and agricultural sites are well-prepared and free from unnecessary hazards: ▪ Stabilize areas for retention ponds to prevent collapses. ▪ Install warning signs, barriers, and fencing around hazardous zones, including excavation sites and seawall areas. 2. Sanitation and Hygiene: ○ Provide adequate sanitation facilities, including clean water, handwashing stations, and rest areas, to prevent disease spread.
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			○ Ensure workers exposed to agricultural chemicals have access to washing facilities. 3. Work Hours and Breaks: ○ Enforce maximum allowable work hours and provide regular breaks to prevent fatigue-related accidents. ○ Rotate workers in physically demanding tasks to avoid overexertion. 5. Hazardous Materials and Equipment Management 1. Chemical Safety: ○ Implement safe storage, handling, and disposal procedures for hazardous materials such as fertilizers, pesticides, and construction chemicals. ○ Provide Material Safety Data Sheets (MSDS) on-site and ensure workers are trained to read and understand them. 2. Equipment Safety: ○ Regularly inspect and maintain construction and agricultural equipment to ensure proper functioning. ○ Train workers on safe operation, maintenance, and potential hazards of tools and machinery. 3. Dust and Noise Control: ○ Use dust suppression techniques (e.g., water spraying) during construction. ○ Provide hearing protection for workers exposed to prolonged noise.
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			6. Health Monitoring and Medical Provisions 1. Regular Health Check-ups: ○ Conduct pre-employment medical examinations to ensure workers are fit for their roles. ○ Provide additional health monitoring for workers exposed to hazardous chemicals or conditions. 2. On-Site Medical Support: ○ Establish first-aid kits and trained medical personnel on-site. ○ Identify and map local medical facilities and establish referral systems for emergencies. 7. Community Safety Considerations 1. Public Safety Measures: ○ Protect nearby communities from project-related risks by: ▪ Erecting barriers and signage around construction and retention pond sites. ▪ Implementing traffic management plans for areas with increased vehicle activity. 2. Communication with Communities: ○ Inform local communities of potential risks during project activities, such as heavy equipment operations or pesticide use. 8. Monitoring, Reporting, and Evaluation 1. OHS Monitoring:
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			○ Designate an OHS officer for each activity to ensure compliance with the OHSMP and conduct regular site inspections. ○ Use checklists and audits to monitor adherence to OHS protocols. 2. Incident Reporting and Investigation: ○ Establish a clear procedure for reporting, investigating, and addressing workplace incidents and near-misses. ○ Maintain an incident register to analyze trends and improve OHS measures. 3. Key Performance Indicators (KPIs): ○ Track OHS KPIs, such as the number of training sessions held, PPE distribution rates, and reported accidents. 9. Emergency Preparedness and Response 1. Emergency Plans: ○ Develop site-specific emergency response plans for risks such as: ▪ Equipment-related injuries. ▪ Drowning or water-related accidents during seawall or retention pond construction. ▪ Chemical exposure during agricultural activities. 2. Regular Drills: ○ Conduct mock drills for fire, evacuation, and water rescue scenarios.
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Risk No.	Activity	Risk Description	Mitigation Measure
			10. Grievance Mechanism Worker Feedback Mechanism: - Establish a confidential grievance mechanism for workers to report OHS concerns or violations without fear of retaliation. - Ensure timely response and resolution of grievances.
12	Activity 2.1.2: Develop a 10-Year Ridge to Reef (R2R) Land and Marine Use Management Plan 10-year Management Plan for the GSR. Activity 2.1.4: Develop and implement fisheries management plans in 20 Qoliqolis in the GSR	Misconduct or violence from rangers, fish wardens, inspectors or police officers	1. Development and Enforcement of Standard Operating Procedures (SOPs) Drafting Clear SOPs: - Develop detailed, context-specific SOPs for all rangers, inspectors, and police officers engaged in the project. SOPs should include: - Guidelines for non-violent conflict resolution. - Protocols for enforcing rules without escalation. - Clear limits on the use of force and punitive actions. - Steps for documenting and reporting enforcement activities. Alignment with International Standards: - Ensure SOPs align with relevant international human rights and law enforcement standards, such as: - United Nations Code of Conduct for Law Enforcement Officials.

Risk No.	Activity	Risk Description	Mitigation Measure
			▪ Voluntary Principles on Security and Human Rights. 3. Policy Integration: ○ Integrate SOPs into the policy-level framework of the project to institutionalize ethical enforcement practices and ensure they are upheld throughout the project lifecycle. 2. Training and Capacity Building 1. Comprehensive Training for Rangers and Inspectors: ○ Provide mandatory training for all enforcement personnel, covering: ▪ Human rights and ethical conduct. ▪ De-escalation techniques and conflict management. ▪ Community engagement and culturally sensitive approaches. ▪ Laws, policies, and SOPs relevant to project activities. 2. Periodic Refresher Courses: ○ Organize regular refresher training to reinforce ethical practices, address challenges faced during enforcement, and integrate lessons learned. 3. Specialized Training on Community Dynamics: ○ Include modules on understanding the cultural and socio-economic contexts of Indigenous Fijians and Indo-Fijians, including traditional

Risk No.	Activity	Risk Description	Mitigation Measure
			practices and resource use, to foster respectful engagement. 3. Monitoring and Accountability Mechanisms 1. Independent Oversight: - Establish an independent oversight committee comprising community leaders, project staff, and external experts to monitor enforcement activities and ensure adherence to SOPs. 2. Body Cameras and Record Keeping: - Equip rangers and inspectors with body cameras or require detailed, transparent record-keeping to document interactions with community members. - Review footage or reports regularly to identify and address misconduct. 3. Incident Reporting and Investigation: - Develop a clear incident reporting and investigation protocol for allegations of misconduct or violence. - Ensure prompt, impartial investigations with appropriate disciplinary actions for confirmed violations. 4. Community Engagement and Feedback 1. Community Awareness Campaigns: - Conduct awareness sessions to inform community members about the roles, responsibilities, and limitations of enforcement personnel.

Risk No.	Activity	Risk Description	Mitigation Measure
			○ Clearly communicate their rights and how to report misconduct. 2. Community Liaison Officers: ○ Appoint community liaison officers to act as intermediaries between rangers/inspectors and local populations, facilitating open dialogue and trust. 3. Participatory Planning: ○ Involve community representatives in planning and decision-making processes related to enforcement strategies, ensuring alignment with local customs and practices. 5. Grievance Redress Mechanism 1. Accessible Grievance Mechanism: ○ Establish a confidential and accessible grievance mechanism where community members can report misconduct without fear of retaliation. ○ Include multiple channels for reporting, such as hotlines, suggestion boxes, and local grievance committees. 2. Timely Resolution: ○ Commit to resolving grievances promptly and transparently, with regular updates provided to complainants on the status of their cases. 3. Public Awareness: ○ Widely publicize the grievance mechanism through local media, community meetings, and posters in commonly accessed areas.

Risk No.	Activity	Risk Description	Mitigation Measure
			6. Measures to Prevent Burnout and Misconduct 1. Workload Management: ○ Ensure reasonable workloads and adequate staffing levels to reduce stress and burnout among enforcement personnel, which can lead to misconduct. 2. Supportive Work Environment: ○ Provide access to counseling services and stress management training for rangers and inspectors. 3. Regular Performance Evaluations: ○ Conduct regular performance reviews to assess adherence to ethical standards and identify areas for improvement. 7. Penalties and Disciplinary Actions 1. Zero-Tolerance Policy: ○ Implement a zero-tolerance policy for violence, harassment, or abuse by enforcement personnel. ○ Clearly outline penalties for violations in employment contracts and SOPs. 2. Transparent Disciplinary Process: ○ Establish a fair and transparent disciplinary process, ensuring actions taken are proportional to the severity of the offense and in line with national labor laws. 8. Collaborative Partnerships

Risk No.	Activity	Risk Description	Mitigation Measure
			1. Involvement of Civil Society: ○ Partner with local NGOs and civil society organizations to co-develop training materials, monitor enforcement activities, and provide community support. 2. Engagement with Traditional Authorities: ○ Collaborate with traditional leaders to mediate disputes and foster mutual understanding between rangers/inspectors and communities.
13	Activity 2.1.2: Develop a 10-Year Ridge to Reef (R2R) Land and Marine Use Management Plan 10-year Management Plan for the GSR. Activity 2.1.4: Develop and implement fisheries management plans in 20 Qoliqolis in the GSR	Child Labor	1. Policy and Institutional Measures 1. Adoption of Zero-Tolerance Policy on Child Labor: ○ Establish and communicate a clear zero-tolerance policy on child labor within all project activities. ○ Ensure this policy aligns with national laws and international standards, including the International Labour Organization (ILO) conventions on child labor (No. 138 on Minimum Age and No. 182 on the Worst Forms of Child Labor) as well as WWF's Core Standard on Child Safeguarding and Rights Protection. 2. Integration in Project Agreements: ○ Incorporate child labor prevention clauses in all contracts, agreements, and memorandums with implementing partners, contractors, and local stakeholders. ○ Require partners to commit to child labor prevention measures as a condition for collaboration.

Risk No.	Activity	Risk Description	Mitigation Measure
			3. Coordination with Authorities: ○ Collaborate with national and local labor authorities to align project activities with broader child labor prevention efforts and ensure legal compliance. 2. Capacity Building and Training 1. WWF Training on Child Labor Prevention: ○ Develop and deliver comprehensive training sessions tailored to: ▪ Local communities: Emphasize the ethical, legal, and developmental implications of child labor. ▪ Project staff and contractors: Include identification and reporting of child labor risks, enforcement of policies, and awareness of local laws. ○ Ensure trainings are culturally appropriate and offered in local languages. 2. Awareness Campaigns: ○ Conduct community awareness campaigns to: ▪ Educate stakeholders about child labor laws and its harmful impacts on children and communities. ▪ Promote the importance of education and skill development for children. 3. Capacity Building for Families: ○ Provide livelihood enhancement programs for families at risk of engaging their children in labor, offering alternative income

Risk No.	Activity	Risk Description	Mitigation Measure
			opportunities and reducing dependency on child labor. 3. Community Engagement 1. Community Monitoring Committees: ○ Establish child labor monitoring committees in local communities to: ▪ Monitor project activities for potential risks of child labor. ▪ Act as a liaison between the community and project teams for reporting and resolving child labor issues. 2. Collaboration with Schools and Educators: ○ Partner with local schools to: ▪ Identify at-risk children and ensure their continued enrollment. ▪ Provide incentives (e.g., scholarships, school supplies) to encourage education over labor. 3. Engagement of Traditional Leaders: ○ Work with local and traditional leaders to gain their support in promoting child labor-free practices within their communities. 4. Livelihood Support and Incentives 1. Promotion of Adult Labor: ○ Prioritize hiring adults from local communities for project-related activities.

Risk No.	Activity	Risk Description	Mitigation Measure
			○ Offer fair wages and safe working conditions to minimize economic pressures that could lead to child labor. 2. Skill Development Programs: ○ Provide vocational training and capacity-building opportunities for adults and older youth to support sustainable livelihoods. 5. Monitoring and Reporting 1. Child Labor Risk Assessments: ○ Conduct regular risk assessments to identify areas and activities most vulnerable to child labor risks, particularly in fishing and agriculture sectors. ○ Include specific child labor indicators in monitoring frameworks. 2. Grievance Redress Mechanism: ○ Establish a confidential and accessible grievance mechanism allowing community members, including children, to report concerns about child labor or exploitation. 6. Enforcement and Accountability 1. Contractual Penalties: ○ Include penalties for violations of child labor policies in contracts with contractors and suppliers. ○ Terminate contracts if evidence of child labor is found and not remedied promptly. 2. Prompt Action on Violations:

Risk No.	Activity	Risk Description	Mitigation Measure
			○ Investigate all reports of child labor thoroughly and take immediate corrective actions, including: ▪ Removing children from work activities. ▪ Ensuring they are provided with educational opportunities and support. 7. Broader Development Efforts 1. Support for Education: ○ Work with local governments and NGOs to strengthen access to quality education in project areas. ○ Encourage alternative educational programs, such as night schools or flexible learning for children from fishing or farming households. 2. Advocacy and Policy Influence: ○ Advocate for stronger national policies and enforcement mechanisms to address child labor, particularly in fishing and agriculture sectors.
14	Activity 1.1.1: Restore coastal mangroves to reduce flooding risk and increase sediment capture Activity 2.1.2: Develop a 10-Year Ridge to Reef (R2R) Land and Marine Use Management Plan 10-year Management Plan for the GSR.	Community and land tenure conflict due to project activities	SEP, IPLCPF, Process Framework 1. Stakeholder Engagement and Inclusive Planning Stakeholder Engagement Plan (SEP): Conduct inclusive stakeholder consultations with affected communities, Indigenous Fijians, Indo-Fijians, and other key stakeholders at all stages of the project.

Risk No.	Activity	Risk Description	Mitigation Measure
	Activity 2.1.4: Develop and implement fisheries management plans in 20 Qoliqolis in the GSR		Ensure that these consultations are transparent, continuous, and accessible, with information provided in culturally appropriate formats and local languages. Engage traditional leaders, village chiefs, and local governance structures to gain trust and legitimacy in decision-making processes. 1. Collaborative Decision-Making: Establish community working groups that include representatives from diverse social groups (e.g., women, youth, elders) to ensure all voices are heard. Incorporate traditional ecological knowledge (TEK) and customary management practices into project designs to enhance cultural relevance and local acceptance. 2. Conflict Mapping and Analysis: Perform a conflict sensitivity analysis to identify potential areas of land or resource disputes. Use this analysis to tailor project activities to minimize the risk of exacerbating existing conflicts. 2. Land Tenure and Access Rights Integrated Land and Resource Tenure Assessments: Conduct participatory land tenure assessments to document existing land ownership, use rights, and access patterns. Respect and acknowledge customary land tenure systems and ensure alignment with national land-use laws.

Risk No.	Activity	Risk Description	Mitigation Measure
			1. Tenure Agreements and Resource Access Protocols: Develop memorandums of understanding (MoUs) or agreements between project implementers and communities to define roles, responsibilities, and rights. Establish clear resource use protocols for shared ecosystems (e.g., fishing grounds, mangroves) to prevent overuse and disputes. 2. Protection of Communal Rights: Ensure that project activities do not result in the privatization or restriction of access to lands or resources traditionally used by local communities. Provide compensation or alternative access if project activities temporarily or permanently restrict community access to key resources. 3. Process Framework for Conflict Resolution Conflict Prevention Mechanisms: Develop a conflict prevention framework that includes: - Early identification of potential disputes. - Measures to mitigate project-induced pressures on resource use or tenure systems. 1. Grievance Redress Mechanism (GRM): Establish a transparent and accessible GRM to address land-related grievances promptly.

Risk No.	Activity	Risk Description	Mitigation Measure
			Ensure the GRM is culturally appropriate, confidential, and inclusive, especially for marginalized groups such as women and Indigenous Peoples. Provide a clear escalation process, including involvement of third-party mediators if needed. 2. Mediation and Dialogue Facilitation: Engage neutral third-party mediators or conflict resolution experts to facilitate dialogue where disputes arise. Use traditional conflict resolution mechanisms, involving local leaders, elders, or councils, where appropriate. 4. Community Awareness and Capacity Building 1. Awareness Campaigns: Educate communities on project objectives, activities, and benefits to dispel misconceptions and reduce tensions. Highlight the importance of resource restoration and sustainable management for long-term benefits. 2. Capacity Building in Conflict Management: Train local leaders and community representatives in conflict resolution skills and participatory decision-making processes. Provide project staff with cultural sensitivity training to understand local customs and avoid inadvertently escalating tensions. 5. Inclusive Benefit-Sharing Mechanisms 1. Equitable Access to Benefits:

Risk No.	Activity	Risk Description	Mitigation Measure
			Design benefit-sharing schemes that are inclusive and transparent, ensuring fair access to opportunities for all community members, including women, youth, and vulnerable groups. Tailor livelihood enhancement programs to address community needs, reducing competition over resources. 2. Support for Alternative Livelihoods: Provide training and resources for alternative income-generating activities (e.g., ecotourism, agroforestry) to offset any perceived or actual loss of access to traditional livelihoods. 6. Monitoring and Adaptive Management 1. Participatory Monitoring: Engage communities in the monitoring and evaluation of project activities, particularly those that impact land and resource use. Use participatory approaches to track changes in resource access, community satisfaction, and conflict trends. 2. Adaptive Project Design: Continuously adapt project activities based on feedback and monitoring data to address emerging issues and reduce tensions. 3. Independent Reviews: Conduct independent assessments of project impacts on land tenure and resource access at key milestones to ensure compliance with safeguards and avoid conflicts. 7. Integration of Traditional and Formal Systems

Risk No.	Activity	Risk Description	Mitigation Measure
			Recognition of Traditional Management Practices: Incorporate traditional taboos, rules, and resource management systems into project frameworks, ensuring alignment with formal environmental goals. Cultural Heritage Management: Collaborate with Indigenous groups to protect and incorporate sacred sites and cultural heritage areas into project planning and implementation. Policy Recommendations: Use project findings to advocate for national policies that integrate traditional and formal land tenure systems to reduce systemic conflicts.
15	Activity 1.1.1: Restore coastal mangroves to reduce flooding risk and increase sediment capture Activity 1.2.1: Design and construction of 12.4 kilometers of green sea walls to reduce coastal flooding	Community safety during marine and coastal area activities	Risk Assessments and Hazard Mitigation - Comprehensive risk assessments: - Conduct site-specific risk assessments for all restoration and construction activities to identify potential hazards (e.g., collapsing sea walls, unstable mangrove roots). - Incorporate risk findings into the design and execution of activities. - Hazard marking and warning systems: - Use visible markers (e.g., buoys, signage) to indicate hazardous areas during restoration activities. - Install warning signs in high-risk areas (e.g., steep banks, deep waters). - Buffer zones:

Risk No.	Activity	Risk Description	Mitigation Measure
			○ Designate safety buffer zones around active construction or restoration sites, restricting unauthorized access. 3. Community Engagement and Consultation 1. Culturally appropriate consultations: ○ Conduct consultations with local leaders, elders, and community members to ensure restoration and retention pond activities align with cultural practices and expectations. ○ Address community concerns regarding safety and accessibility before initiating activities. 2. Co-designing safety protocols: ○ Involve community representatives in the development of safety procedures to ensure relevance and local buy-in. 3. Community feedback mechanisms: ○ Establish accessible feedback channels (e.g., suggestion boxes, community meetings) to allow for continuous input on safety concerns. 4. Ecosystem Restoration-Specific Safety Measures 1. Mangrove and seagrass restoration: ○ Conduct restoration activities during low tides to minimize risks from water depth and currents. ○ Limit activities to trained individuals in complex restoration areas (e.g., dense mangroves or submerged seagrass meadows). 2. Retention ponds:

Risk No.	Activity	Risk Description	Mitigation Measure
			○ Incorporate gentle slopes and stable embankments into pond designs to prevent collapses. ○ Install fencing or barriers around retention ponds as necessary to prevent accidental falls. 3. Wildlife awareness: ○ Provide information on potential wildlife risks and mitigation strategies. ○ Train participants on safe interaction with local fauna during restoration work. Awareness Campaigns 1. Community awareness on safety practices: ○ Develop and distribute simple safety guides (e.g., posters, brochures) in local languages with visual aids. ○ Hold interactive sessions (e.g., role-playing, demonstrations) to reinforce safety awareness. 2. Highlighting ecosystem benefits and safe usage: ○ Educate the community on the importance of restored ecosystems and how to safely interact with these areas post-project (e.g., safe fishing practices near mangroves)
16	Component 3: Supporting Business and finance landscape for reef-positive enterprises	Activities not included in the ESMF may not be subject to sufficient risk screening	Risk Screening Procedures, as outlined in Annex 2

4.5 Process Framework: Livelihood Restoration Measures

There are various activities included in the project that may result in restrictions of access to livelihoods and natural resources for local communities:

- Develop a 10-Year Ridge to Reef (R2R) Land and Marine Use Management Plan 10-year Management Plan for the GSR.
- Development of site-specific fisheries management plans in 20 Qoligolis,
- Designation of LMMAs and LMPAs in the GSR,
- Establishment and restoration of riverine buffer zones and other watershed restoration measures,
- Construction of retention areas for flood control (e.g., green seawalls), and
- Riverbank restoration and rehabilitation.

Any change of land use, sea use or new zonation should be based on free, prior and informed consent of the affected communities and relevant authorities, which should be carried out prior to finalizing any usage changes. This mitigation measure addresses risks 3, 4 and 14.

Livelihoods-related support during project implementation will be provided to the households (HH) of all communities impacted by project-induced restrictions of access to natural and community resources within the targeted areas. This process will be organized in the following manner:

Screening

The local Safeguards and Gender Officer at the relevant project site in conjunction with the ESS Manager in the Project Management Unit (PMU) will screen all planned activities for likely access restrictions to the local community(s). These communities will include landholding and leasing individuals. The screening will also take into consideration the gendered use of the natural resource in question, recognizing that men and women often use the same natural resource in very different ways and have differing relationships to the environment.

Social assessment

If the screening report finds potential adverse impacts on livelihoods or limits to the use of natural resources for the local population, a social assessment (SA) will be conducted in a participatory manner. The baseline study (under Component 1) will produce necessary information on culture and physical resources, traditional livelihood sources, gendered uses of these natural resources, types of natural resources, dependency on these resources and other related information. The SA will also assess the potential harmful effects of planned activities, and the planned mitigation measures together with alternative options for accessing better or comparable resources.

Livelihood Restoration Plans

Based on the recommendations of Screening and Social Assessment, site-specific Livelihood Restoration Plans (LRPs) will be prepared with the full and effective participation of affected communities, including their consent to any proposed measures. These plans shall be prepared in accordance with earlier and ongoing consultations with the community and other stakeholders, including the FPIC processes that lead to the development of the IPLCPs that will form the foundation for many of the project activities.

The consultations and stakeholder engagement will help in customizing the LRPs to the local needs. The LRPs will be site-specific and include the following issues:

- (i) identifying and ranking of site-specific impacts,
- (ii) setting out criteria and eligibility for livelihood assistance,
- (iii) outlining the rights of persons who have been either customarily (including both legal and non-legal usage) or legally using forest, water, or land resources for subsistence to be respected,
- (iv) describing and identifying available mitigation measures alternatives, taking into account the provisions of applicable local legislation, the results of the FPIC processes, and the available measures for mitigation promoted via project activities and considering any additional sound alternatives, if proposed by the affected persons, and
- (v) outlining specific agreed-upon procedures on how compensation will be obtained.

Mitigation measures as part of the LRPs

Consultations with the affected communities, individuals, and other stakeholders will be participatory and inclusive, including gender-inclusive, and correspond to the allocation of comparable livelihood. Eligibility criteria will be established according to guidelines provided in Section 5.5 on Community Engagement. Alternative livelihood schemes should be discussed, agreed upon and provided for affected persons/ groups. The livelihood options will be built on the basis of the traditional skills, knowledge, practices and the culture/world view of the affected peoples/groups and persons. Affected persons should be provided project-related livelihood support and other opportunities as part of the planned project activities. These may include activities implemented as part of the following activities:

- Develop operating agreements with communities, provincial governments, and national agencies to define roles and responsibilities under the 10-Year Ridge to Reef (R2R) Land and Marine Use Management Plan for the GSR related to management, enforcement, and monitoring
- Train national and sub-national government technical staff on the implementation, monitoring, operations, and maintenance of ecosystems in the GSR to include those investments under Output 1.1 and 1.2.
- Train local community leaders/representatives in R2R ecosystem management and the implementation, monitoring, operations, and maintenance of ecosystems in the GSR
- Establish community-based watch and ward systems to protect the GSR's ecosystems.
- Conduct training workshops for enterprises on project proposal development and management as part of Component 3.

An accessible and efficient grievance redress mechanism will be established and made functional (see Section 5.8 of this ESMF). Special attention should be made to adapting these mitigation measures to the needs of communities. While some of them may be interested in the mitigation measures outlined above, others may necessitate an alternative approach (e.g., allocation of alternative grazing areas). Any proposed measures should be closely coordinated to ensure that they fully reflect their needs and priorities.

Compensation

It is not possible to account for all possible compensation scenarios in this ESMF, especially as these must be negotiated with affected peoples. However, the following principles will apply to all compensation:

- It shall be initially designed on the basis of the replacement value of these livelihoods (economic market value plus any replacement costs) by the relevant local project team in partnership with local communities. This figure will be verified by the ESS Manager in the PMU and an ESS/Gender officer from a different landscape to ensure the figure is as unbiased and fair as possible.
- Where compensation will include the allocation of alternative resources (e.g., alternative grazing/fishing areas), procedures will comprise identification of these resources with the active involvement of the affected persons/ communities and assistance to access these resources. This will be both a collective and individual discussion, as communities often already have delineated land in the surrounding area for particular uses. It is likely that tribal leaders and/or local government will also need to be consulted, depending on the landscape.
- Detailed procedures on how compensation should be calculated and awarded⁵³ will be provided in each site-specific LRP based on local conditions and in consultations with local communities and government representatives.
- Although budget has been allocated for possible livelihood costs in the project budget, if it turns out that there is insufficient budget for the creation of the LRP as agreed with communities, then the activity/activities must be redesigned in a way that no longer necessitates a LRP or the impact is lessened in a manner that a new LRP can be agreed to.

4.6 Indigenous Peoples and Local Communities Planning Framework (IPLCPF)

Fiji's population is primarily made up of two main ethnic groups - the iTaukei (Indigenous Fijians whose ancestors are believed to have settled the islands around 3,500 years ago) and Indo-Fijians (descendants of Indian laborers brought to Fiji during British colonial rule) who make up approximately 63% and 33% of the population, respectively ²⁷. While both groups live in close proximity and share a national identity as Fijians, ethnic and cultural differences have historically shaped Fiji's social and political landscape. Although Indo-Fijians are not considered indigenous under GCF policy, they live in close geographic proximity to iTaukei peoples, often using the same natural resources with the added complication of having to rent the access rights from iTaukei to these resources. For this reason, both groups will be afforded FPIC processes, as to ensure consent only to iTaukei over project activities affecting both groups could cause conflict and resentment.

⁵³ From WWF'S Standard on Safeguard on Restriction of Access:

Mitigation Measures responding to potential adverse impacts related to access restriction or resettlement should:

- a. Specify actions to assist affected people and communities to improve or at least restore their livelihoods, in real terms, including assistance to re-establish commercial or subsistence activities, activities aimed at capacity-building and strengthening local institutions, and at enhancing social services (e.g., health and education);
- b. Detail the approach for responding to loss of assets and for loss of access to assets;
- c. Take into account the cultural and spiritual relationship between people and nature, and identify activities to sustain that relationship;
- d. Specify a process to address potential conflicts;
- e. Describe arrangements for implementing and monitoring mitigation measures.

FPIC, and therefore the creation of IPLCPs, is a right of Indigenous Peoples whenever their land, territories or livelihoods may be impacted, positively or negatively by project activities. Due to the nature of this project and the Fijian context, it is expected that most project activities will be required to create IPLCPs with the relevant communities. This will be confirmed during the yearly ESS Screening.

The IPLCPF addresses the E&S Risks identified that pertain to IPLCs:

- **Risk 6:** Lack of engagement of Indigenous Fijians and Indo Fijians who are dependent of the lands and seas within the PA
- **Risk 9:** Project activities may collide with traditional management practices of PAPs or erode traditional knowledge
- **Risk 14:** Community and land tenure conflict due to project activities

Eighty-eight per cent of the land is customary land, owned by the iTaukei Indigenous population in collective groupings according to custom³⁴. iTaukei land is at the legal propriety unit of mataqalis (clans), which means members of a customary landowning unit hold rights over land collectively but cannot individually sell or lease their land³⁴. Customary iTaukei worldviews see land and water as more than simply resources, with the concept of vanua inextricably and holistically linking land, identity, resources, culture and spirituality⁵⁴. Land is therefore not just a means of sustenance or a source of value or income but is home to sacred sites and crucial to cultural identity. iTaukei follow a hierarchical system based on mataqalis and chiefs, with a strong emphasis on community and extended family.

(a) IPLC Population of Project Sites

The sites for the CRRP in the Ba, Ra, Macuata and Bua Provinces have not been selected yet. However, information on the IPs and LCs in the Provinces was collected during consultations that took place as part of funding proposal development. This section provides a high-level overview of the findings from these missions.

Ba Province has a population of 250,000, with a majority urban population of 38,000 urban private households²⁷. As with other provinces, living arrangements vary from registered villages in which iTaukei reside, to settlements in which both Indo-Fijian and iTaukei may live. The iTaukei villages consulted (Viseisei, Narewa, Natutu, Toge) had forms of organized decision-making aligned to the legally mandated structures under the Bose Vanua and Provincial Council. Indo-Fijian people largely lived on leased land.

Ethnic and cultural divisions are evident when comparing the perspectives of Indo-Fijian respondents and iTaukei communities regarding their involvement in natural resource management consultations. Indo-Fijian informants, all male fishers from various backgrounds across the province, expressed that they had never been consulted on matters of conservation or marine resources. They described a general disengagement from decision-making processes, relying instead on informal friendship networks and focusing on their own households. However, they acknowledged a coexistence with iTaukei communities, understanding their obligation to seek permission from qoliqoli (traditional fishing ground) owners before applying for fishing and boat licenses. Some informants highlighted the history of intermarriage between Indo-Fijians and iTaukei in

⁵⁴ Veitayaki, J. (2008) [Fisheries Resource-Use Culture in Fiji and Its Implications](#). In *Culture and Sustainable Development in the Pacific*, edited by Antony Hooper, 1st ed. ANU Press.

the province, with one informant identifying as biracial. Many Indo-Fijians felt comfortable navigating between the two groups, being fluent in both iTaukei vernacular and Fiji Hindi. One Indo-Fijian fisher emphasized the need for the project to engage with and support people from diverse ethnic backgrounds, including minorities.

Ra Province has a population of 30,000, primarily composed of 6,000 rural private households (2017 Census). Living arrangements vary, with iTaukei residing in registered villages, while both iTaukei and Indo-Fijians may live in settlements. The iTaukei villages consulted (Namuaimada, Malake, Vitawa, Rewasa) follow government-mandated decision-making structures under the Bose Vanua and the Provincial Council.

Ethnic and cultural divisions remain between iTaukei and Indo-Fijians, primarily due to their distinct land tenure systems and approaches to collective decision-making and resource mobilization. While many informants described these divisions as being in the past, they are still a part of people's consciousness. A male Indo-Fijian fisher from Volivoli recalled that his father's generation dealt with theft, particularly with iTaukei individuals stealing fish from boats. Another Indo-Fijian fisher from Caulasi mentioned that conflicts over fishing grounds and theft between iTaukei and Indo-Fijians were common 15 to 20 years ago but no longer occur. However, a Volivoli-based Indo-Fijian fisher disagreed, noting that fish theft from nets, hooks, and boats still happens, particularly in the Naigani fishing grounds, where he witnessed such incidents twice this year. A third Volivoli fisher added that while fishers at sea tend to share food and socialize, tensions often arise once they return to land.

With a provincial population of 66,000, *Macuata Province's* iTaukei communities consist of registered villages and informal settlements. Indo-Fijian communities are relatively more dispersed in their living arrangements and tend to focus on their nuclear families and households, lacking the communal system in which iTaukei communities live.

Consultations highlighted that iTaukei and Indo-Fijian communities face distinct challenges relating to the manner in which they self-organize, their land tenure and the impact this has on their access to coastal and marine areas.

Bua Province has a population of 15,500, with a majority rural population of 15,400 rural private households²⁷. Besides registered villages in which iTaukei reside, there are also settlements in which both Indo-Fijian and iTaukei live. iTaukei villages visited for consultations (Nabouwalu, Bua, Driti and Namuavoivoi) exhibited forms of organized representation aligned to the legally mandated structures under the Bose Vanua and Provincial Council. Indo-Fijians lived either on leased land, as a tenant on freehold land, or in iTaukei communities with permission of landowners. As required by law, all informants were aware of the need for permission from qoliqoli owners in order to obtain a fishing license.

(b) Project Impacts on IPLC Groups

General impacts across all activities may also include the erosion of traditional knowledge and practices if the views and knowledge of IPLCs are not properly integrated into project activities. This is also linked to a potential lack of meaningful participation leading to further negative impacts on IPLCs.

There is also a risk of exacerbating existing inequalities and conflicts over land tenure, as mentioned in the previous section. This, and lack of engagement, along with project activities in the areas of restoration and water retention may lead to access restrictions for IPLCs to lands and resources essential to livelihoods and culture.

More specifically, impacts on IPLC groups in the project area are expected to be concentrated in four topical areas based on the project activities:

Develop and implement fisheries management plans in 20 Qoligolis in the GSR: Within the management plans there may be implementation of controls or restrictions on fishing in the future and there is a potential for loss of livelihoods and income for communities who are heavily reliant on fishing. This may occur through restrictions on traditional fishing practices and access to customary fishing areas. Food security issues may also be created as a result of such interventions, as well as community conflicts around fishing in limited areas or over limited fishing licenses. This would add to existing tensions in the communities over such issues.

Restoration of coastal and watershed ecosystems: The restoration of coastal and watershed ecosystems required interventions which may lead to temporary access loss during restoration work, and limited access once work has been completed. However, there are expected to be long-term benefits of these interventions for the communities through improved ecosystems services.

(c) Mitigation Planning

Considering these impacts on IPLCs, measures need to be put in place to ensure that the identified risks are mitigated effectively. The instruments to be employed are this Indigenous Peoples and Local Communities Planning Framework (IPLCPF), subsequent Indigenous Peoples and Local Communities Plans (IPLCPs), the project's stakeholder engagement plan (SEP), the Process Framework (PF) and any related Livelihood Restoration Plans that are created based on the PF.

IPLCPF and subsequent IPLCPs

Section (a) of this IPLCPF included an initial overview of the IPLCs in the provinces included in the project. The IPLCPs will need to provide further details on this once the project sites have been selected. The plans will also further assess the potential impacts on traditional practices, livelihoods and land rights. It is expected that IPLCPs will be created once before the project first engages with a given community/ies and that all subsequent engagements will follow the agreed upon FPIC process outlined in the relevant IPLCP until and unless either party seeks to renegotiate or update the IPLCP.

Another essential feature of this IPLCPF is the description of the Free, Prior and Informed Consent (FPIC) requirements in place and how they will be applied to the project. The subsequent plans will present specific tools for consultations to carry out FPIC and engage IPLCs.

Furthermore, the plans will provide information on the cultural heritage sites within the project sites or in their proximity, and outline measures to ensure their protection. To ensure the protection of cultural heritage sites within or near the project areas, the project will implement a comprehensive cultural mapping process. This process will begin with active engagement with local communities, including elders, traditional

leaders, and other key stakeholders, to identify and document culturally significant sites and practices. These consultations will draw on oral histories, traditional knowledge, and community-defined cultural values to capture a holistic understanding of the cultural landscape.

The mapping will also involve close collaboration with national or local heritage authorities, anthropologists, and other cultural experts. Their expertise will guide the identification and assessment of sites requiring protection and preservation. Using GPS technology and geographic information systems (GIS), the project team will geospatially document these cultural heritage sites, creating a detailed database that reflects their locations and spatial relationships to project activities.

Once the sites are documented, they will undergo an assessment to determine their vulnerability to potential impacts from the project. This assessment will consider various factors, including physical disturbances, visual intrusions, and potential limitations on community access. The findings will guide the development of tailored measures to mitigate these risks.

The results of the cultural mapping process will be integrated into the project's planning and design to ensure that activities are adjusted or restricted in areas where cultural heritage sites could be affected. In addition, the project will focus on capacity building by providing training sessions for project staff and local stakeholders. These sessions will equip them with the skills needed to monitor, manage, and protect cultural heritage throughout the project's implementation. The location of these sites will not be disclosed on public documents unless the consent of the given communities is given. Otherwise, this information will remain with the PMU for planning purposes only.

A monitoring plan will also be established to regularly evaluate the condition of cultural heritage sites during the project lifecycle. This plan will include mechanisms for adaptive management, allowing the project to respond effectively to any emerging risks or unforeseen challenges.

Stakeholder Engagement Plan (SEP)

The SEP, which has been developed in a separate document (see Annex 7), identifies the relevant stakeholder groups, including IPLCs. When project sites have been selected, stakeholder lists will need to be updated and revised, within the first 6 months of project implementation. The SEP also includes a schedule of regular consultations with community groups throughout the life of the project.

Further information on the SEP and how it will engage local communities can be found in Sections 4.8 and 5.5 of this ESMF.

Process Framework (PF)

Currently, the PF in Section 4.5 of this ESMF presents a high-level overview of the steps for participatory mapping of areas used by IPLCs for their livelihood activities, and the types of activities being undertaken by those communities.

Once the project sites have been selected, the PF will need to be revised to establish procedures for negotiating access restrictions and potential compensation in line with FPIC processes as established by the relevant communities. Furthermore, the PF will

need to integrate protocols for resolving land tenure conflicts based on the findings from stakeholder engagement, and analysis in the IPLCP. These procedures will ensure that stakeholders impacted by access limitations, such as fishers, coastal communities, and resource-dependent groups—are involved in a transparent and equitable negotiation process.

For example, in the GSR region, restrictions might be introduced to establish marine protected areas aimed at conserving biodiversity and enhancing fish stocks. These restrictions could limit fishing activities in traditionally used fishing grounds, which may impact the livelihoods of local fishers. To address this, the PF would outline a multi-step negotiation process:

1. **Stakeholder Engagement and Identification of Impacts:** The project team, in collaboration with local leaders and community representatives, would conduct consultations to identify the specific fishing communities affected, assess the scale of the impact, and document the socio-economic dependency of these groups on the restricted areas.
2. **Negotiation and Agreement:** The project team would organize community meetings to co-design mitigation measures with the affected groups. For instance, compensation might include providing alternative fishing areas, introducing sustainable aquaculture initiatives, or offering training and equipment for alternative livelihoods such as eco-tourism, seaweed farming, or handicraft production.
3. **Implementation of Compensation Measures:** Once agreements are reached, the project would ensure timely delivery of agreed-upon compensation. For example, if fishers agree to switch to sustainable aquaculture, the project might provide the necessary materials, training, and support to establish fishponds or seaweed farms in suitable locations outside the MPA boundaries.

In addition to access restrictions, the PF will integrate protocols for resolving potential land tenure conflicts, particularly in areas where customary fishing grounds (qoliqoli) overlap with Indo-Fijian settlements or other non-iTaukei user groups. For example, if a dispute arises regarding the use of a coastal area for tourism activities, the project could employ a participatory mapping exercise. This would involve both iTaukei landowners and Indo-Fijian settlers in defining usage boundaries, mediated by neutral parties such as the Ministry of iTaukei Affairs or the Ministry of Lands and Mineral Resources.

To resolve disputes, the PF could establish a dispute resolution mechanism aligned with traditional governance systems, such as involving village chiefs and qoliqoli committees, while also ensuring the inclusion of government representatives to mediate and formalize agreements. This culturally sensitive and inclusive approach would ensure that all parties feel heard and that decisions are equitable.

Where traditional practices will be affected, the PF must also outline plans for livelihood restoration measures to be implemented through the project. These measures may be integrated directly into the project activities, for instance through the capacity building activities included.

(d) Steps for Formulating an IPLC Plan (IPLCP)

WWF's Standard on Indigenous Peoples requires that, regardless of whether Project affected IPs are affected adversely or positively, an IPLCP needs to be prepared with care and with the full and effective participation of affected communities. The Plans must be finalized with the relevant communities prior to the start of any project activities that may fall under the Plan.

The need for an IPLCP will be determined during the yearly ESS screening (Annex 1) to confirm and identify affected IP groups in the project areas, and the correct scale to apply a given IPLCP at. This will be determined by the communities in question, as their governance structures will take precedence. Once the screening determines the need for an IPLCP, the PMU will conduct social analysis to improve the understanding of the local context and affected communities; a process of free, prior, and informed consent with the affected IPs' communities in order to fully identify their views and to obtain their broad community support to the project; and development of project-specific measures to avoid adverse impacts and enhance culturally appropriate benefits. All of this information will be included in the IPLCP.

Minimum requirements for projects working in areas with IPs are:

- Identification of IP groups in project areas through the yearly ESS screening (Annex 1);
- Assessment of project impacts, risks and opportunities;
- Consultations with affected IP communities following FPIC principles and obtain their broad community support;
- Development of sites specific IPs plan (IPLCP) to avoid adverse impacts and provide culturally appropriate benefits; and
- In activities with no impacts, the requirements could be limited to consultations during implementation to keep local communities informed about project activities and documentation of all consultations held.

(e) Social Assessments

Social Assessments will be required to ensure that the risks facing IPLCs are limited as far as possible. These should be included in the full IPLCP document as relevant information. There are several activities which may result in adverse impacts on IPLCs, including:

- Activity 1.1.1: Restore 1,023 hectares of coastal mangroves to reduce flooding risk and increase sediment capture
- Activity 1.1.2: Restore 2,524 hectares of GSR watershed riparian buffers to increase sediment capture
- Activity 1.2.1: Design and construction of 12.4 kilometers of green sea walls to reduce coastal flooding
- Activity 2.1.2: Develop a 10-Year Ridge to Reef (R2R) Land and Marine Use Management Plan 10-year Management Plan for the GSR.
- Activity 2.1.4: Develop and implement fisheries management plans in 20 Qoliqolis in the GSR

These activities may lead to access restrictions (Risk 3) due to the introduction of new management measures for lands, seas, and resources, which could lead to IPLCs losing

access to vital resources that are essential for their livelihoods and cultural heritage. Additionally, conservation initiatives might inadvertently result in economic displacement (Risk 3), causing Indigenous communities to be dispossessed from their ancestral lands and resources.

Moreover, the policy-level activities associated with the project may have long-term effects on the use of lands, seas, and resources by Indigenous Fijians and Indo Fijians (Risk 4). These changes could disrupt traditional cultural and livelihood practices that are deeply intertwined with coastal ecosystems. For instance, restrictions on fishing or land use could hinder Indigenous communities' ability to engage in traditional subsistence activities or conduct cultural ceremonies in certain areas. Furthermore, the implementation of large-scale Marine and Land use planning could lead to natural resource restrictions (Risk 4), further affecting the traditional ways of life of IPLCs.

There is also a risk of unequal access to project benefits (Risk 5), particularly for women and Indo-Fijians who may be marginalized within existing social structures, decision-making and gender roles. This lack of equitable access could result in their needs and opinions not being accurately integrated into the project design. Additionally, the absence of engagement with women and IPLCs in policy-level interventions could perpetuate long-term inequalities (Risk 5), limiting their participation in decision-making processes.

Beyond these concerns, project activities may inadvertently lead to cultural and spiritual transgressions (Risk 4) for Indigenous communities. The potential for social and community tensions (Risk 5) could also arise, exacerbating intra- or inter-tribal or ethnic disputes and conflicts.

More details on the social assessments and other actions that can be integrate into the project management framework can be found in Section 4.4 on Social Mitigation Measures.

(f) Development of IPLC Plans (IPLCP)

Based on the results of the social assessments, an IP Plan shall be developed at a scale appropriate to the context and desires of the affected communities, with at least one for each province, prior to implementation of any on-the-ground project activities that may be covered under the Plan. Because of the differing governing systems, needs and rights of iTaukei and Indo-Fijian populations, it will likely be necessary to create different IPLCPs for each group, even if they are within the same landscape.

It is important to note that if there are any activities that affect the lands, territories or livelihoods of affected IPs, and after extensive consultations, do not receive broad community support, those activities will be redesigned until they can be accepted or they will be dropped from the given location. Details of the agreement or lack of agreement will be included in all IPLCPs. Depending on the scale of the change, this may or may not require a Change Request with the GCF, where funding will have to be reallocated within the project budget.

The contents of the IPLCP will depend on the specific project activities identified and the impacts these activities may have on IPs in the project area. As a minimum, the IPLCP should include the following information:

- ✓ Description of the IPs and LCs affected by the proposed activity;

- ✓ Summary of the proposed activities and key findings related to impacts, risks and opportunities;
- ✓ Detailed description of IPs' participation and consultation process during implementation, including documentation and supporting evidence;
- ✓ Assessment of community based natural resource management and how current practices will be maintained and integrated into project activities;
- ✓ Description of how the project will ensure culturally appropriate benefits-sharing and avoid or mitigate adverse impacts;
- ✓ Gender assessment and incorporation of relevant requirements from the GAP;
- ✓ Tenure arrangements, including information on both legal and customary tenure as well as any leasing arrangement that exist;
- ✓ Budget, timelines, clearly defined roles and responsibilities among all parties;
- ✓ Mechanism for complaints and conflict resolution; and
- ✓ Monitoring and evaluation system and responsibilities that includes monitoring of particular issues and measures concerning indigenous communities.

For project activities that may result in changes in IPs' access to livelihoods, the provisions of the Process Framework (Section 4.5) should also be followed.

(g) Free, Prior and Informed Consent Framework

Free, Prior and Informed Consent (FPIC) is an approach for ensuring that the rights of IPs are guaranteed in any decision that may affect their lands, territories or livelihoods. In the case of this project, it is important to note that iTaukei are almost always the land and rights holders, whereas Indo-Fijians rarely own the land or natural resources they use for their livelihoods. In this case, FPIC will be applied to Indo-Fijians in the context of project activities that affect their livelihoods, as their close physical proximity to iTaukei communities would create further power imbalances if the project chose not to seek their consent but only conducted consultations. FPIC ensures that they have the right to give or withhold their consent to these activities without fear of reprisal or coercion, in a timeframe suited to their own culture, and with the resources to make informed decisions.

FPIC is composed of four separate components:

- Free—Without coercion, intimidation, manipulation, threat or bribery.
- Prior—indicates that consent has been sought sufficiently in advance, before any project activities have been authorized or commenced, and that the time requirements of the indigenous community's consultation/consensus processes have been respected.
- Informed—Information is provided in a language and form that are easily understood by the community, covering the nature, scope, purpose, duration and locality of the project or activity as well as information about areas that will be affected; economic, social, cultural and environmental impacts, all involved actors, and the procedures that the project or activity may entail.
- Consent—The right of IPs to give or withhold their consent to any decision that will impact their lands, territories, resources, and livelihoods.

The processes of consultation and obtaining FPIC will be applied to all the aspects of the project (financed under WWF or included in the co-finance amount submitted to the GCF)

that may affect the rights of the IPs. For ethnic minority groups (such as Indo Fijians) the principles and requirements of FPIC will be extended and implemented. Although Indo-Fijians are not classified as Indigenous Peoples, their status as an ethnic minority and their historical experiences with potential discrimination necessitate their inclusion under the requirements and protections stipulated by GCF and WWF-US policies. As marginalized groups, Indo-Fijians may face social, economic, and political vulnerabilities similar to those addressed in policies aimed at protecting Indigenous Peoples. These frameworks emphasize safeguarding the rights of all minority groups, ensuring meaningful participation, equitable access to project benefits, and protection from adverse impacts. Consequently, Indo-Fijians, due to their potential for systemic discrimination and marginalization, and their close physical proximity to iTaukei communities where FPIC will be standard will be afforded similar considerations and safeguards to promote inclusive development and social equity within GCF and WWF-US initiatives.

In this context, the principles of FPIC will be extended to Indo-Fijians to ensure their voices are heard in decision-making processes that may affect their rights, livelihoods, and access to resources. While FPIC is traditionally applied to Indigenous Peoples, GCF and WWF-US policies also recognize the importance of obtaining meaningful consent from ethnic minorities who may be disproportionately affected by development projects. This means that Indo-Fijians will be provided with timely and culturally appropriate information about proposed activities, given adequate opportunity to participate in consultations, and have the right to accept or reject project activities that could impact their communities and livelihoods. By incorporating FPIC principles, the project will uphold international best practices in social safeguards, fostering an inclusive approach that respects the rights and agency of all affected populations, including Indo-Fijians.

FPIC will be required on any matters that may affect the rights and interests, water areas, lands, resources, territories (whether titled or untitled to the people in question) and traditional livelihoods of the IPs and LCs concerned.

Thus, FPIC is integral to the execution of the proposed project, as the project areas includes diverse indigenous communities. WWF recognizes the strong cultural and spiritual ties many IP groups have to their lands and territories and is committed to strengthening these ties in all WWF GCF funded projects. FPIC gives IPs the freedom to determine their own development path to promoting conservation sustainably. The following checklist (Box 1) may assist in helping to determine whether Project activities may require an FPIC process.

Box 1. Checklist for appraising whether an activity may require an FPIC Process

1. Will the activity involve the use (including commercial use), taking or damage of cultural, intellectual, religious and/or spiritual property or heritage from IPs?
2. Will the activity adopt or implement any legislative or administrative measures that will affect the rights, lands, territories and/or resources of IPs (e.g. in connection with the development, utilization or exploitation of mineral, water or other resources; land reform; legal reforms that may discriminate de jure or de facto against IPs, etc.)?
3. Will the activity involve natural resource extraction such as logging or mining or agricultural development on the lands/territories of IPs?

4. Will the activity involve any decisions that will affect the status of IPs' rights to their lands/territories/water resources, resources or livelihoods?
5. Will the activity involve the accessing of traditional knowledge, innovations and practices of indigenous and local communities?
6. Will the activity affect IPs' political, legal, economic, social, or cultural institutions and/or practices?
7. Will the activity involve making commercial use of natural and/or cultural resources on lands subject to traditional ownership and/or under customary use by IPs?
8. Will the activity involve decisions regarding benefit-sharing arrangements, when benefits are derived from the lands/territories/resources of IPs (e.g. natural resource management or extractive industries)?
9. Will the activity have an impact on the continuance of the relationship of the IPs with their land or their culture?
10. Will the interventions/activities restrict access to NTFPs, timber, lands, etc. and other sources of livelihoods and community resources?

If the answer is 'Yes' to any of these questions in Box 1, it is likely that FPIC will be required of the potentially affected indigenous peoples for the activity that may result in the impacts identified in the questions. When an FPIC process is required, a stakeholder consultation process will need to be initiated to define and agree on an FPIC process with the community or communities. The IPs who may be affected by the Project will have a central role in defining the FPIC process, based on their own cultural and governance practices. The consultation process should be launched as early as possible to ensure full, effective and meaningful participation of IPs.

All consultations with IPs should be carried out in good faith with the objective of seeking agreement or consent. Consultation and consent are about IPs' right to meaningfully and effectively participate in decision-making on matters that may affect them. Consultations and information disclosure are integral parts of FPIC process and any development support planning for IPs to ensure that the priorities, preferences, and needs of the indigenous groups are taken into consideration adequately. With that objective in view, a strategy for consultation with IPs has been proposed so that all consultations are conducted in a manner to ensure full and effective participation. The approach of full and effective participation is primarily based upon transparent, good faith interactions, so that everyone in the community is empowered to join fully in the decision-making process. It includes providing information in a language and manner the community understands and, in a timeframe, compatible with the community's cultural norms.

The affected IPs will be actively engaged in all stages of the project cycle, including project preparation, and feedback of consultations with the IPs will be reflected in the project design, followed by disclosure. Their participation in project preparation and planning has informed project design and will continue to actively participate in the project execution. Once the IPLCPs and/or LRP is prepared, it will be translated into local languages (as applicable) and made available to them before implementation, including in formats other than written documents if and when requested by the communities.

WWF Pacific shall ensure adequate flow of funds for consultation and facilitation of planned activities within the IPLCP. Project brochures and pamphlet with infographic containing basic information such as sub-project location, impact estimates, mitigation measures proposed, and an implementation schedule will be prepared, translated into a

language understandable to the IPs, and distributed among them. If literacy is low in the communities, other means of communication must also be agreed upon with them, especially targeting community members who may have lower literacy levels.

A range of consultative methods will be adopted to carry out consultation including, but not limited to: focus group discussions (FGDs), public meetings, community discussions, and in-depth and key informant interviews; in addition to the censuses and socioeconomic surveys.

The key stakeholders to be consulted during screening, impact assessment; design and implementation of IPLCPs or LRPs may include:

- All affected persons belonging to Ips or marginalized groups;
- Appropriate government Departments/Ministries
- Provincial and municipal government representatives;
- The private sector;
- Academia representatives.

The project will ensure adequate representation of each group of stakeholders mentioned above while conducting consultations using various tools and approaches.

The views of IPs communities are to be considered during execution of project activities, while respecting their practices, beliefs and cultural preferences. The outcome of the consultations will be summarized in the IPCLPs, documented into the periodical reports and included in project's trimester progress reports. The Project Manager, with support of the Safeguards Specialist will also ensure that affected persons are involved in the decision-making process.

Procedures to seek FPIC

Once it has been determined through the yearly ESS Screening that an IPLCP is required for a given location and set of activities, project interventions and activities adversely affecting the IPs must follow a process of free, prior, and informed consent, with the affected IPs in order to fully identify their views and to seek their broad community support to the project; and development of project-specific measures to avoid adverse impacts and enhance culturally appropriate benefits.

Community involvement is a critical component of FPIC, as FPIC is a collective process, rather than an individual decision. In practice, FPIC is implemented through a participatory process involving all affected groups that is carried out prior to the finalization or implementation of any project activities, decisions or development plans. FPIC is established through good faith negotiation between the project and affected IPs. A facilitator should support this process, a person who will be available throughout the Project, who speaks the necessary languages and is aware of the project context. This person may or may not be part of the PMU but should be agreeable to all parties involved.

Box 2 below outlines some generic steps to be followed for FPIC with the affected IPs to seek their broad community support, and will need to be adjusted based on initial conversations with the affected communities.

Box 2. Steps for Seeking FPIC from Project Affected Indigenous Peoples

1. Identify communities, sub-groups within communities, and other stakeholders with potential interests/rights (both customary and legal) on the land or other natural resources that are proposed to be developed, managed, utilized, or impacted by the proposed project activity.
2. Identify any rights (customary and legal) or claims of these communities to land or resources (e.g., water rights, water access points, or rights to hunt or extract forest products) that overlap or are adjacent to the site(s) or area(s) of the proposed project activity;
3. Identify whether the proposed project activity may diminish the rights, claims, or interests identified in Step 2 above and also identify natural resources that may be impacted by this project and the legal and customary laws that govern these resources;
4. Provide the details of proposed project activities to be implemented along with their likely impacts on IPs either positively or negatively, as well as the corresponding proposed mitigation measures in a language or means of communication understandable by the affected IPs;
5. All project information provided to IPs should be in a form appropriate to local needs. Local languages should usually be used, and efforts should be made to include all community members, including women and members of different generations and social groups (e.g. clans and socioeconomic background);
6. Selection of facilitator, who will be available throughout the Project, who speaks the necessary languages and is aware of the project context and is culturally and gender-sensitive. The facilitator should be trustworthy to affected IPs. It will also be helpful to involve any actors which are likely to be involved in implementing the FPIC process, such as local or national authorities
7. If the IP communities are organized in community associations or umbrella organizations, these should usually be consulted.
8. Provide sufficient time for IPs' decision-making processes (it means allocate sufficient time for internal decision-making processes to reach conclusions that are considered legitimate by the majority of the concerned participants)
9. Support a process to create a mutually respected decision-making structure in cases where two or more communities claim rights over a project site.
10. If FPIC is not familiar to the community, engage in a dialogue to identify existing decision-making structures that support the principles underlying FPIC.
11. Identify the community-selected representative(s) or "focal people" for decision making purpose-- identification of the decisionmakers and parties to the negotiation.
12. Agree on the decisionmakers or signatory parties and/or customary binding practice that will be used to conclude the agreement, introducing the chosen representatives, their role in the community, how they were chosen, their responsibility and role as representatives;
13. If consent is reached, document agreed upon outcomes/activities that are to be included into the project and agree on a feedback and a project grievance redress mechanism. Agreements reached must be mutual and recognized by all parties, taking into consideration customary modes of decision-making and consensus-seeking. These may include votes, a show of hands, the signing of a document witnessed by a third party, performing a ritual ceremony that makes the agreement binding, and so forth;

14. When seeking “broad community consent/support” for the project, it should be ensured that all relevant social groups of the community have been adequately consulted. This may mean the project staff have to seek out marginalized members, or those who don’t have decision-making power, such as women, persons with disabilities and youth. When this is the case and the “broad” majority is overall positive about the project, it would be appropriate to conclude that broad community support/consent has been achieved. Consensus building approaches are often the norm, but “broad community consent/support” does not mean that everyone has to agree to a given project;
15. When the community agrees on the project, document the agreement process and outcomes including benefits, compensation, or mitigation to the community, commensurate with the loss of use of land or resources in forms and languages accessible and made publicly available to all members of the community, providing for stakeholder review and authentication;
16. The agreements or special design features providing the basis for broad community support should be described in the IPs Plan; any disagreements should also be documented; and
17. Agree on jointly defined modes of monitoring and verifying agreements as well as their related procedures: how these tasks will be carried out during project implementation, and the commission of independent periodic reviews (if considered) at intervals satisfactory to all interest groups.

(h) Disclosure

The disclosure process of the GCF will be followed, including the final IPLCPF and PF and any site specific IPLCPs and LRPs being shared with the GCF Secretariat for disclosure, being disclosed on the website of the WWF Pacific and the website of the WWF US GCF Agency and made available to affected Ips through culturally-appropriate in person disclosure meetings; information dissemination and consultation will continue throughout project execution. They will also be available on the GCF website and must meet minimum GCF standards before being finalized. Any IPLCPs and other mitigation measures proposed in IPLCPs will be translated into Fijian and paper copies will be made available to the affected persons in the office of relevant local authorities. As per WWF’s disclosure policy, the disclosure period must last for 45 days when Indigenous communities are involved, so all disclosure periods for this project will be 45 before any on-the-ground work may begin. The entirety of this ESMF and related SEP will be translated into Fijian and disclosed in the same manner.

(i) Institutional and monitoring arrangements

The Lead Safeguards Specialist will be responsible for the development and implementation of the IPLCPF and any IPLCP, with support from the Regional ESS & Gender Officer and the 4 regional Community Engagement Officers, with support from relevant technical leads as well as the PMU Project Manager.

The Lead Safeguards Specialist will periodically report on the implementation of the IPLCPF/IPLCP to the Project Manager and WWF US GCF Agency. Monitoring and reporting will be undertaken together with reporting on the other ESMF commitments (as indicated in Section 5.4).

4.7 Stakeholder Engagement

Guided by the WWF [Standard on Stakeholder Engagement](#) and its [Procedures for Implementation of Standard on Stakeholder Engagement](#), a Stakeholder Consultation Plan (SCP) was developed which will inform a Stakeholder Engagement Plan (SEP) CRRP. The SEP addresses risks 3, 4, 5, 6, 8, 9, 10, 14 identified in Section 4.3.

The goal of stakeholder engagement during the FP stage is to enable the Project Team to consult with stakeholders in a systematic, meaningful manner, designing engagement that centers stakeholder views on the CRRP project design, risks, impacts, and mitigation measures, while providing channels and protocols to consider and respond to their views. The key stakeholders for the project include (but are not limited to):

- National Government Entities: The Ministry of Environment and Climate Change, as National Designated Authority (NDA) and lead Government Implementing Partner (GIP)
- Sub-national Government Administration: the iTaukei Affairs Board (must be involved in the consultation of iTaukei communities as stipulated by iTaukei Affairs Act)
- Indigenous Peoples and Local Communities: The Indigenous Peoples and Local Communities (IPLCs) of Ba, Ra, Macuata and Bua provinces will comprise the main beneficiaries of this project, specifically the two main ethnic groups of Fiji - iTaukei (Indigenous) and Indo-Fijians who arrived in the 1870s as indentured laborers and later as merchants under the British colonial administration.
- Non-Governmental Organizations (NGOs): Particularly WWF Pacific, the Wildlife Conservation Society and Conservation International, who have organized themselves across Ba, Ra, Bua and Macuata provinces.
- Multilaterals: The World Bank, Asian Development Bank (ADB), United Nations Development Program (UNDP), Food and Agriculture Organization of the United Nations (FAO), and UN Women are implementing complementary initiatives in the provinces that comprise the GSR.
- Community Based Organizations: Bua Urban Youth Network and the Soqosoqovakamarama
- Private Sector: Essence of Fiji, BioEnergy Insight Pacific, Cacao Fiji, the Barefoot Collection, the Fiji Hardwood Corporation Limited (FHCL), FDB, Provincial Holding Companies, the Labasa Cane Producers Association, the Tabla Rice Cooperative, the Ratu Jo Nacola Trust Agroforestry Farms, Okra Cooperative, Nasolo Sololevu Kava, Tavua Florist Bloom, CI Community Nurseries, the Lautoka Fishers Cooperative, the Macuata Oyster Hatchery, the Pacific Resilience Facility (PRF), Matanataki, the Fijian Holdings Unit Trust, and the Fiji National Provident Fund (FNPF). Fiji Pine Limited and the Fiji Cane Growers Association are also prominent in the area and participated in CRRP consultations as part of project feasibility studies in February 2024.

More information on the stakeholders to be engaged in each of these groups can be found in the SEP. The SEP also presents a summary of the previous stakeholder consultations conducted for the CRRP, as well as a plan for future consultations during project implementation.

4.9 Gender Action Plan

Gender risks of the CRRP are managed through the Gender Action Plan for the Project, which is a separate document to the ESMF and can be found in Annex 8 of the FP.

4.10 Occupational Health and Safety Management Planning

The activities of the CRRP will include excavation and landscaping that will be carried out by sub-contractors. To limit negative impacts on workers and to address Risk 11 identified in Section 4.3. These procedures will ensure that associated mitigation measures for community health and safety are implemented appropriately, and site-specific Occupational Health and Safety Management Plans shall be developed.

These plans should be developed in line with the following structure⁵⁵:

- 1. Introduction** (including objectives of the HSMP).
- 2. Hazard Prevention and Control**
 - Risk assessment (including description of risk assessment method used).
 - Prevention, protection and control measures (based on risk assessment performed):
 - ✓ Personal protective equipment and clothing: safety goggles, ear plugs, work boots, dust masks, protective clothing etc.
 - ✓ Health and safety, and sanitary facilities, equipment, materials and personnel: first-aid kits and stations, health personnel, safe drinking water, sanitary facilities, accommodations, washing facilities, domestic waste disposal, etc.
 - ✓ On-site safety measures and procedures to protect workers against accidents and health risks in the performance of construction-related activities:
 - Site security: access, safety of visitors, separation of work and rest areas, signage, etc.
 - Over-exertion, ergonomic injuries and illnesses (repetitive motion, manual handling, etc.).
 - Slips and falls (due to poor housekeeping, such as excessive waste debris, loose construction materials, liquid spills, and uncontrolled use of electrical cords and ropes on the ground).
 - Work in heights (risk of falls from elevation associated with working with ladders, scaffolding, and partially built or demolished structures).
 - Struck by objects.
 - Confined spaces, excavations and trenches.
 - Electric shock and arc flash/arc blast.
 - Handling of raw materials (earthwork, gravel, crushed rock, sand, etc.), handling of other materials causing dust development (such

⁵⁵ Cabral, J. M. 2017a. *Environmental and Social Management Plan, and Gender Assessment and Action Plan*. GCF Funding Proposal for Targeting 100% Renewable Energy Future in Seychelles. Mahe, Seychelles: UNDP.

as cement), handling of hydrated lime and other activators and additives, handling of asphalt.

- Handling of flammable materials.
- Hazardous materials management.
- Maintenance of vehicles and machinery.
- Emergency prevention, preparedness and response.

3. Health and Safety Training Program

- Provide specifics of training and instruction: topics, frequency, modalities, target audiences, instructors, training materials, etc.
- Potential topics:
 - ✓ Occupational safety risks and prevention.
 - ✓ Health risks and prevention.
 - ✓ Use of personal protective equipment.
 - ✓ Safe work procedures: general and specific.

4. Organization and Management

- Organizational structure, personnel, equipment, communication and reporting requirements, accident and incident reports, and procedures and tools to verify and ensure compliance with occupational health and safety requirements.

5. Annexes

- Annexes should be used, if necessary, to include detailed information on the specific topics of the HSMP, such as (illustrative list):
 - ✓ Accident Report forms.
 - ✓ Dangerous Occurrence forms (near misses).
 - ✓ Safety Audit Forms.
 - ✓ Safety Check List.
 - ✓ Safety Rules.
 - ✓ List of hospitals, emergency evacuation strategy and other arrangements to treat seriously injured staff.
 - ✓ List of personnel trained in first aid and their places of deployment.
 - ✓ List of first aid kits and locations where these will be held.

The International Finance Corporation (IFC) has identified the most common issues in terms of occupational health and safety, in association with specific measures to avoid these issues and their negative impacts. These shall be consulted in the development of site-specific Occupational Health and Safety Management Plans.

Over-exertion

Over-exertion, and ergonomic injuries and illnesses, such as repetitive motion, over-exertion, and manual handling, are among the most common causes of injuries in

construction and decommissioning sites. Recommendations for their prevention and control include:

- Training of workers in lifting and materials handling techniques in construction and decommissioning projects, including the placement of weight limits above which mechanical assists or two-person lifts are necessary
- Planning work site layout to minimize the need for manual transfer of heavy loads
- Selecting tools and designing workstations that reduce force requirements and holding times, and which promote improved postures, including, where applicable, user adjustable workstations
- Implementing administrative controls into work processes, such as job rotations and rest or stretch breaks.

Slips and Falls

Slips and falls on the same elevation associated with poor housekeeping, such as excessive waste debris, loose construction materials, liquid spills, and uncontrolled use of electrical cords and ropes on the ground, are also among the most frequent cause of lost time accidents at construction and decommissioning sites.

Recommended methods for the prevention of slips and falls from, or on, the same elevation include:

- Implementing good house-keeping practices at sites, such as the sorting and placing loose construction materials or demolition debris in established areas away from foot paths
- Cleaning up excessive waste debris and liquid spills regularly
- Locating electrical cords and ropes in common areas and marked corridors
- Use of slip retardant footwear

Work in Heights

Falls from elevation associated with working with ladders, scaffolding, and partially built or demolished structures are among the most common cause of fatal or permanent disabling injury at construction or decommissioning sites. If fall hazards exist, a fall protection plan should be in place which includes one or more of the following aspects, depending on the nature of the fall hazard:

- Training and use of temporary fall prevention devices, such as rails or other barriers able to support a weight of 200 pounds, when working at heights equal or greater than two meters or at any height if the risk includes falling into operating machinery, into water or other liquid, into hazardous substances, or through an opening in a work surface
- Training and use of personal fall arrest systems, such as full body harnesses and energy absorbing lanyards able to support 5000 pounds (also described in this section in Working at Heights above), as well as fall rescue procedures to deal with workers whose fall has been successfully arrested. The tie in point of the fall arresting system should also be able to support 5000 pounds
- Use of control zones and safety monitoring systems to warn workers of their proximity to fall hazard zones, as well as securing, marking, and labelling covers for openings in floors, Roofs, or walking surfaces

Struck By Objects

Construction and demolition activities may pose significant hazards related to the potential fall of materials or tools, as well as ejection of solid particles from abrasive or other types of power tools which can result in injury to the head, eyes, and extremities.

Techniques for the prevention and control of these hazards include:

- Using a designated and restricted waste drop or discharge zones, and/or a chute for safe movement of wastes from upper to lower levels
- Conducting sawing, cutting, grinding, sanding, chipping or chiseling with proper guards and anchoring as applicable
- Maintaining clear traffic ways to avoid driving of heavy equipment over loose scrap
- Use of temporary fall protection measures in scaffolds and out edges of elevated work surfaces, such as handrails and toe boards to prevent materials from being dislodged
- Evacuating work areas during blasting operations, and using blast mats or other means of deflection to minimize fly rock or ejection of demolition debris if work is conducted in proximity to people or structures
- Wearing appropriate PPE, such as safety glasses with side shields, face shields, hard hats, and safety shoes

Moving Machinery

Vehicle traffic and the use of lifting equipment in the movement of machinery and materials on a construction site may pose temporary hazards, such as physical contact, spills, dust, emissions, and noise. Heavy equipment operators have limited fields of view close to their equipment and may not see pedestrians close to the vehicle. Centre-articulated vehicles create a significant impact or crush hazard zone on the outboard side of a turn while moving. Techniques for the prevention and control of these impacts include:

- Planning and segregating the location of vehicle traffic, machine operation, and walking areas, and controlling vehicle traffic using one-way traffic routes, establishment of speed limits, and on-site trained flag-people wearing high-visibility vests or outer clothing covering to direct traffic
- Ensuring the visibility of personnel through their use of high visibility vests when working in or walking through heavy equipment operating areas, and training of workers to verify eye contact with equipment operators before approaching the operating vehicle
- Ensuring moving equipment is outfitted with audible back-up alarms
- Using inspected and well-maintained lifting devices that are appropriate for the load, such as cranes, and securing loads when lifting them to higher job-site elevations.
-

Dust

- Dust suppression techniques should be implemented, such as applying water or non-toxic chemicals to minimize dust from vehicle movements
- PPE, such as dust masks, should be used where dust levels are excessive

Confined Spaces and Excavations

Examples of confined spaces that may be present in construction or demolition sites include silos, vats, hoppers, utility vaults, tanks, sewers, pipes, and access shafts. Ditches and trenches may also be considered a confined space when access or egress is limited.

The occupational hazards associated with confined spaces and excavations in construction and decommissioning sites should be prevented according to the following recommendations:

- Controlling site-specific factors that may contribute to excavation slope instability including, for example, the use of excavation dewatering, sidewalls support, and slope gradient adjustments that eliminate or minimize the risk of collapse, entrapment, or drowning
- Providing safe means of access and egress from excavations, such as graded slopes, graded access route, or stairs and ladders
- Avoiding the operation of combustion equipment for prolonged periods inside excavations areas where other workers are required to enter unless the area is actively ventilated.

Other Site Hazards

Construction and decommissioning sites may pose a risk of exposure to dust, chemicals, hazardous or flammable materials, and wastes in a combination of liquid, solid, or gaseous forms, which should be prevented through the implementation of project specific plans and other applicable management practices, including:

- Use of specially trained personnel to identify and remove waste materials from tanks, vessels, processing equipment or contaminated land as a first step in decommissioning activities to allow for safe excavation, construction, dismantling or demolition
- Use of specially trained personnel to identify and selectively remove potentially hazardous materials in building elements prior to dismantling or demolition including, for example, insulation or structural elements containing asbestos and Polychlorinated Biphenyls (PCBs), electrical components containing mercury
- Use of waste-specific PPE based on the results of an occupational health and safety assessment, including
- Provide appropriate training, certification, and monitoring for workers involved in diving activities, ensuring compliance with occupational diving safety standards.
- Protect workers from risks associated with exposure to waterborne pathogens, contamination, and hazardous marine species by implementing robust health and safety protocols.
- Address risks related to vessel operations, such as slips, trips, falls, and equipment-related injuries, through proper training and the use of safety equipment, including harnesses and life vests.
- Monitor and account for weather conditions, tides, and currents to ensure safe working environments and minimize risks of accidents due to environmental factors.

4.11 Standard Operating Procedures for Rangers/Inspectors

Successful nature conservation must be founded on understanding and supporting human rights in relation to the environment, including rights of Indigenous Peoples. It must also offer a mix of incentive measures to advance sustainable development as well as enforcement actions to guard against illegal activities. WWF recognizes the importance of enforcing environmental laws and regulations, and the critical role rangers play in protecting wildlife, managing protected areas, resolving human-wildlife conflict, and achieving other positive outcomes for people and nature. Rangers are entrusted with the

conservation of nature, and in many cases are mandated as the fundamental authority for enforcing the law. This lawful duty must be exercised with restraint and must meet high ethical standards to ensure that human rights are respected and protected. WWF only supports law enforcement activities when carried out by persons subject to the authority of civil administrative bodies. By definition this will include those run by government or legitimate political organizations in fragile states, and in a way that respects and protects the human rights of local communities and Indigenous Peoples. It is currently unlikely that the project will work directly with official Rangers, though community members who have been given the role of Fish Wardens will fulfil some of the same roles.

Principles on Enforcement and Rangers

WWF's principles to manage risks that emerge from enforcement support, particularly vis-à-vis rangers and local communities, are identified below. It is paramount that WWF ensures both the safety of communities and rangers.

The principles focus on the rangers as well as the operational oversight and regulatory framework in which they operate. WWF will seek to ensure that the competent authorities for management of conservation areas have the mandate to take appropriate measures to meet WWF's standards and ability to ensure that rangers receive the necessary training and evaluation to uphold human rights.

The following principles will be exercised in the development and implementation of all projects involving rangers:

1. Act within the law. WWF will act within the law to avoid abuse in any form. All WWF supported activities should be carried out in accordance with the laws of the country in which they are undertaken, the requirements specified by the donor from which supporting funds were sourced, as well as any applicable international conventions to which the country is party. Where regional or international standards or best practices go beyond domestic law, activities should be carried out up to the international standard, unless directly contradicted by domestic law.

a. Measures should be agreed with the competent authorities to ensure that law enforcement personnel follow legal, ethical, and safe procedures for apprehending suspects and for people detained under custody of rangers. Training programs—including human rights training around arrest, interrogation, and detention—must be in place, fit for purpose, and implemented both for the ranger force and for the management of the ranger institution.

b. If wildlife crime data are collected, such data must be collected, shared, and managed according to the country's data protection laws and regulations, or with appropriate government permission. Sharing of wildlife crime data across international borders can only be done if it is legal to do so according to the laws or regulations of the country where the data originated, or with appropriate authorization from the government and in a manner that minimizes risk of harm to those linked to the data.

2. Ensure accountability. Systems should be in place for management authorities to act swiftly and justly if rangers violate legal, ethical, and safety procedures, or otherwise fail to uphold these Principles or others set by the competent state authorities. Corrective

actions could include employment termination, sanctions, and other means of discipline available to and agreed upon between WWF and the administrative body. Equally, WWF should strive to ensure that appropriate mechanisms are in place to provide for the fair treatment of both local communities and rangers in the design of grievance and whistleblower mechanisms and to monitor, manage, and mitigate identified risks, including when working with or through partner organizations.

3. Build ranger capacity. WWF will ensure that education and training is provided to rangers to help ensure that human rights are upheld, and humane conduct is practiced. This should take the form of basic and regular further (refresher) training. Training should include: detailed information on all applicable regulations under national and international laws as well as international best practices; proportionate, legal, accountable, and ethical rules for the use of force and firearms to ensure the minimum amount necessary to accomplish the lawful objective concerned; guidance on discipline, respect of instructions, sensitization to human rights and Indigenous Peoples, collaboration with local communities; techniques for non-violent confrontation in exercising enforcement functions; and, capacity-building for the safety and security of rangers themselves.

4. Support the welfare of rangers and their families. WWF's intent is that rangers execute their job safely and effectively and expects management authorities to take measures to secure the safety and welfare of rangers, particularly from poachers and other harm.

5. Partner with local communities. A system should be in place for establishing effective collaboration with local communities. Ideally this happens by communities and rangers jointly creating, executing, and monitoring the implementation of co-created management plans for: natural resource utilization, upholding their rights and responsibilities, and ensuring mutual accountability for their actions. Local communities and rangers must also have access to appropriate grievance mechanisms to air, elevate, and act upon concerns if any should arise, as provided for in the Framework document.

6. Identify, monitor and plan for challenges. WWF will be cognizant of tensions and issues that may exist or arise between enforcement bodies and local communities or other stakeholders, as well as problems that may occur through interactions with rangers.

7. Maintain impartiality. Actions must be taken to ensure a clear distinguishing line remains between WWF staff and enforcement personnel, including exercising care in how and where the WWF logo is used and only sharing spaces and equipment when absolutely necessary to maintain a professional level of engagement. Specifically:

- a. WWF offices must not be used for holding evidence of crime that may be used in a court of law (e.g. confiscated firearms or wildlife products). However, confiscated materials that are not part of court cases (e.g. snares stored temporarily and meant for later destruction) can be kept in WWF premises if staff have written authorization from the government to do so. WWF offices should never be used by enforcement officials to hold or interview suspects, even temporarily;

b. WWF field vehicles should not be used to carry prisoners, offenders, or suspects. WWF vehicles can only be used to transport armed rangers (e.g., for law enforcement, tourism, monitoring activities) if formally approved in writing by the WWF country office director;

c. The WWF logo should not be used on any materials or equipment directly related to law enforcement or belonging to government agencies, including uniforms and vehicles. The logo may be used appropriately in places like water tanks, WWF office field vehicles, tractors, torches, park buildings, billboards, other signage, computers, GPS and notebooks.

8. Firearms. Per the Exclusion List, WWF will not finance the purchase of firearms or ammunition for the government or any partners or associates. While accompanying law enforcement personnel, WWF staff may not carry or handle a firearm or such lethal equipment, even if they are trained to carry a firearm and it is legal to do so.

9. Communicate regularly. WWF's principles, policies, and procedures regarding rangers, as well as protocols for stakeholder engagement are codified in the Framework document, which will be communicated to all WWF staff, representatives, and partners. This includes guidance on how WWF will communicate regularly with stakeholders on human rights-related issues and violations of conduct by rangers, as well as on the actions taken to ensure compliance with national laws and regulations and WWF policies. These communications and responses will be logged, tracked, and reviewed by senior management.

10. Sanctions for malfeasance. WWF will apply necessary remedies to ensure compliance with the Framework document. This might necessitate holding disbursements or ending support if human rights issues are not appropriately dealt with by appropriate legal authorities. WWF will take measures to notify recipients of actions taken and will also consider the wider impact that these activities may have on other affected parties. WWF will always confidentially report all known or suspected criminal activities to the relevant competent law enforcement authority

4.12 Strategic Environmental and Social Assessment (SESA)

A Strategic Environmental and Social Assessment (SESA) will be undertaken to gain an understanding of the potential environmental and social impacts associated with the policy-level activities of the CRRP before those activities begin implementation. This will address the following risk:

- **Risk 4:** Policy-level activities may lead to long-term effects on Indigenous Fijian's and Indo Fijian's use of lands, seas and resources

The SESA will consider the following activities of the CRRP (including their sub-activities):

- **Activity 2.1.1:** Develop a GSR Management Unit and the required operational procedures for implementing a 10-Year Ridge to Reef (R2R) Land and Marine Use Management Plan
- **Activity 2.1.2:** Develop a 10-Year Ridge to Reef (R2R) Land and Marine Use Management Plan 10-year Management Plan for the GSR.
- **Activity 2.1.4:** Develop and implement fisheries management plans in 20 Qoliqolis in the GSR

- **Activity 2.3.1:** Update the National Adaptation (NAP), Provincial Adaptation Plans in Ba, Ra, Bua, and Macuata, the National Biodiversity Strategy and Action Plan (NBSAP) to integrate the GSR as a priority seascape and landscape for implementing EbA and green infrastructure interventions in Fiji.

The aim of a SESA is to evaluate the environmental and social impacts of plans, policies and programs (PPPs) and to evaluate the strategic and cumulative implications of the PPPs in question.

The primary objectives of conducting SESAs are to:

- Utilize analytical and participatory approaches to integrate environmental and social considerations into PPPs,
- To identify how planning and policy processes can be improved whilst minimizing negative environmental and social impacts, and
- To facilitate the identification of new opportunities for effective environmental and social management.

A SESA shall be developed through the following stages:

Screening

The screening process is carried out for the PPP and determines the significance of the risks associated with a project. This aims to avoid, reduce or limit any negative social and environmental impacts associated with the PPP. At the outset of SESA development, the identified risks are considered to get a complete picture of all the environmental and social elements that may need to be considered in the SESA.

Inception

After screening and preparatory tasks, the SESA team is mobilized, and a report is produced, outlining how SESA is conducted. This may also include a working group for SESA awareness-raising in the GSR region.

Scoping

Scoping is a vital step and involves:

- Undertaking a stakeholder mapping or analysis,
- Preparing a participation action plan and communication mechanism,
- Undertaking stakeholder consultations and a scoping workshop. This will aid with identifying baseline data and PPPs held by consultees, as well as enabling consultees to assist in scoping key issues and identifying environmental and social quality objects (ESQOs),
- Analyzing if the Fiji's relevant laws, policies, regulations, strategies, plans, and programs (including their objectives and key themes of relevance to the PPP being assessed),
- Reviewing the Fiji's institutional framework, mandates, and responsibilities, and the country's environmental and social safeguards,
- Identifying key sources of data, data gaps, and key environmental and social economic issues, and international conventions and treaties,
- Initiating the collection of baseline data
- Examination of 'baseline' conditions

This step involves the examination of the environmental and social ‘baseline’ conditions in the consultancy area where a project is being implemented. This includes data collection of socio-economic data and environmental parameters pertaining to the relevant elements identified during scoping.

Framework suitability assessment

In consideration of the E&S baseline conditions, and the institutional, legal and policy framework in place, it is then assessed how suited the framework in place is for the proposed measures. This considers Fiji’s national policy, legal and institutional framework, the applicable and relevant requirements of the client, for instance from other donors, international treaties and agreements and similar requirements in place. At this stage, the SESA team also explores the feasible alternatives available alongside the E&S risks and impacts associated with each alternative. The analysis of alternatives considers the feasibility of mitigating the risks and impacts identified, the cost of their implementation and the feasibility of implementing the alternatives against the backdrop of local requirements.

SESA Report

Finally, the SESA team compiles the SESA report outlining the main findings and results, alongside the key E&S priorities and highlighting the key issues identified through stakeholder engagement, as well as the stakeholder engagement process. It is also discussed how presented mechanisms shall be integrated into the existing institutional and legal frameworks, and how mitigation measures can be implemented to address any adverse E&S risks and impacts. Finally, the report provides a plan for the monitoring and implementation of the SESA recommendations.

4.13 Risk Screening for Additional Sub-Projects under Component 3

Over the course of further development of the CRRP concept and during project implementation, activities, outputs and locations not already covered by the existing screening may be proposed and developed. Such proposed activities will require screening as they arise to address Risk 16 identified in Section 4.3. Screening will ensure that any impacts are identified, their significance is established, and any required impact-specific management actions are developed and applied. All additional proposed activities will be screened, impacts identified and categorized as “High”, “Medium” or “Low”. Any that are determined to be High risk must be re-designed to have either a Medium or Low risk, as WWF-US GCF Agency is not accredited for High-risk activities and cannot fund them.

Any newly screened activities that are identified as “Medium Risk (Category B)” will require an ESMP, or the adjustment to an existing ESMP, as deemed relevant, to include the new identified risk. The disclosure process will apply to the new or modified ESMP that are developed as part of any sub-projects, complying with the GCF Information Disclosure Policy and WWF’s disclosure requirements.

Further screening of all newly proposed activities, as they are proposed during the project’s Annual workplan and budgeting phase, will be conducted on a location and activity-specific basis.

Project activities will be re-screened when determined necessary by the Environmental and Social Safeguards Officer, the PMU, WWF Pacific, or WWF US, and/or when project circumstances change in a substantive or relevant way.

Ongoing screening will be the responsibility of the Environmental and Social Safeguards Officer in partnership with the regional ESS & Gender Officer and the four Community Engagement Officers. The screening template that is to be utilised is included as Annex 1 to this EMF.

5. IMPLEMENTATION ARRANGEMENTS

5.1. Procedures for the Identification and Management of Environmental and Social Impacts

The following is an exclusion list of activities that will not be financed by the CRRP project. This includes activities that:

1. Lead to land management practices that cause degradation (biological or physical) of the soil and water. Examples include but are not limited to: the felling of trees in core zones and critical watersheds; activities involving quarrying and mining; commercial logging; or dredge fishing.
2. For Living Shoreline interventions, the following practices are forbidden: hard armoring (e.g., bulkheads), dredge-and-fill operations, breakwaters, barriers that sever land-water connection, and beach scraping or mechanical sand removal
3. Negatively affect areas of critical natural habitats or breeding ground of known rare/endangered species.
4. Significantly increase GHG emissions.
5. Use genetically modified organisms or modern biotechnologies or their products.
6. Involve the procurement and/or use of pesticides and other chemicals specified as persistent organic pollutants under the Stockholm Convention or within categories IA, IB, or II by the World Health Organization.
7. Develop forest plantations.
8. Result in the loss of biodiversity, alteration of the functioning of ecosystems, and introduction of new invasive alien species.
9. Involve the procurement or use of weapons and munitions or fund military activities.
10. Lead to private land acquisition and/or physical displacement and voluntary or involuntary relocation of people, including non-titled and migrant people.
11. Contribute to exacerbating any inequality or gender gap that may exist.
12. Involve illegal child labor, forced labor, sexual exploitation or other forms of exploitation.
13. Adversely affect indigenous peoples' rights, lands, natural resources, territories, livelihoods, knowledge, social fabric, traditions, governance systems, and culture or heritage (physical and non-physical or intangible) inside and/or outside the project area.
14. Negatively impact areas with cultural, historical or transcendent values for individuals and communities.

In advance of the initiation of any project activity, the Environmental and Social Safeguard Officer with assistance from the regional ESS and Gender Lead and the Community Engagement Officers should fill in detailed information regarding the nature of the activity and its specific location in the *Safeguards Eligibility and Impacts Screening*

form (Annex 1). Part 1 of this form comprises of basic information regarding the activity; Part 2 contains basic “pre-screening” questions. If the response to any of the questions in these two parts is “Yes”, the activity will be deemed ineligible for funding under the Project. The executing partners will thus be required to change the nature or location of the proposed activity so that it complies with all safeguards requirements and all responses at the *Safeguards Eligibility and Impacts Screening* form are negative.

If the activity is deemed eligible according to Part 2, an environmental and social screening procedure will be carried out in accordance with Part 3 of *Safeguard Eligibility and Impacts Screening* format, which is based on the WWF’s SIPP and applicable Fijian laws and regulations. The executing partners shall respond to the specific questions in Part 3 of the form, provide general conclusions regarding the main environmental and social impacts of each proposed activity, outline the required permits or clearances, and specify whether any additional assessments or safeguard documents (e.g., ESMP) should be prepared.

In the case of this project, “project activity” will mean that the project should be screened at the Output level for each individual landscape. This means that all activities under a given output will be considered together in the same screening, but they must be considered within the context of the proposed project sites. This means that each output may have several screenings conducted- one for each of the potential project sites. However, it is not guaranteed that each output will progress at the same rate in a given site, so only those outputs that are relevant to a given landscape in a given year will be screened.

Issues that are considered as part of this environmental and social screening include the following:

- a. Need for government land acquisition;
- b. Environmental impacts (e.g., dust, noise, smoke, ground vibration, pollution, flooding, etc.) and loss or damage to natural habitat;
- c. Social impacts: identification of vulnerable groups or indigenous peoples, impacts on community resources, impacts on livelihoods and socio-economic opportunities, restrictions of access to natural resources, land usage conflicts, impacts on tangible or intangible cultural heritage, etc.; and
- d. Health and safety issues (both for workers and for local communities).

The screening of each activity should be undertaken by the Safeguards Specialist. If the screening process indicates that additional assessments or safeguards documents shall be prepared, these should be carried out by the executing partners prior to the start of activities.

If the screening reveals adverse environmental or social impacts that may arise from the planned activity, an ESMP should be prepared. The ESMP should be prepared by the Environmental and Social Safeguards Officer, in collaboration with the Project Manager and relevant technical staff.

In the event the required monitoring of an existing activity with an established ESMP demonstrates new or previously unaccounted for risks, work on the flagged activity would be paused until a new ESS Screening is conducted for that activity. Based on the results of that Screening, additional mitigation measures may be added to the existing

ESMP, at which point a new disclosure and approval process would be undertaken for the newly identified risks and associated mitigation measures.

5.2. Guidelines for ESMP Development

If the Environmental and Social screening process identifies any adverse environmental or social impacts because of specific project activities, the Safeguards Specialist in collaboration with the Project Manager(s) should develop a site- and activity-specific ESMP following the FPIC process as outlined in the IPLCP relevant to the given location. The ESMP should be prepared before the initiation of the project activity and closely follow the guidance provided in this ESMF.

The ESMP should describe adverse environmental and social impacts that are expected to occur as a result of the specific project activity, outline concrete measures that should be undertaken to avoid or mitigate these impacts, and specify the implementation arrangements for administering these measures (including institutional structures, roles, communication, consultations, and reporting procedures).

The structure of the ESMP should be as follows:

- (i) **A concise introduction:** explaining the context and objectives of the ESMP, the connection of the proposed activity to the project, and the findings of the screening process.
- (ii) **Project description:** Objective and description of activities, nature and scope of the project (location with map, construction and/or operation processes, equipment to be used, site facilities and workers and their camps; bill of quantities if civil works are involved, activity schedule).
- (iii) **Baseline environmental and social data:** Key environmental information or measurements such as topography, land use and water uses, soil types, and water quality/pollution; and data on socioeconomic conditions of the local population. Photos showing the existing conditions of the project sites should also be included.
- (iv) **Expected impacts and mitigation measures:** Description of specific environmental and social impacts of the activity and corresponding mitigation measures, which may include further EIAs to accurately assess potential risks.
- (v) **ESMP implementation arrangements:** Responsibilities for design, bidding and contracts where relevant, monitoring, reporting, recording and auditing.
- (vi) **Capacity Need and Budget:** Capacity needed for the implementation of the ESMP and cost estimates for implementation of the ESMP.
- (vii) **Consultation and Disclosure Mechanisms:** Timeline and format of disclosure.
- (viii) **Monitoring:** Environmental and social compliance monitoring with responsibilities.
- (ix) **Grievance Mechanism:** Provide information about the grievance mechanism, how PAPs can access it, and the grievance redress process.
- (x) **A site-specific community and stakeholder engagement plan:** In order to ensure that local communities and other relevant stakeholders are fully involved in the implementation of the ESMP, a stakeholder engagement plan

should be included in the ESMP. Specific guidelines on community engagement are provided in Section 5.8 below.

5.3. Role & Responsibilities for ESMF Implementation

A full-time Senior Safeguards Specialist will be employed and 100% of their time will be dedicated to ensuring the ESMF implementation. This position will be 'housed' within the PMU based in Suva. In addition to the Senior Safeguards Specialist, the programme will require one ESS and Gender Officer to coordinate work at the landscape level, as well as 4 Community Engagement Officers (CEOs), one for each province.

(a) General

The institutional arrangement (Figure 1) for project implementation includes WWF US as the GCF Accredited Entity, WWF Pacific as the Lead Executing Entity, and a Project Steering Committee.

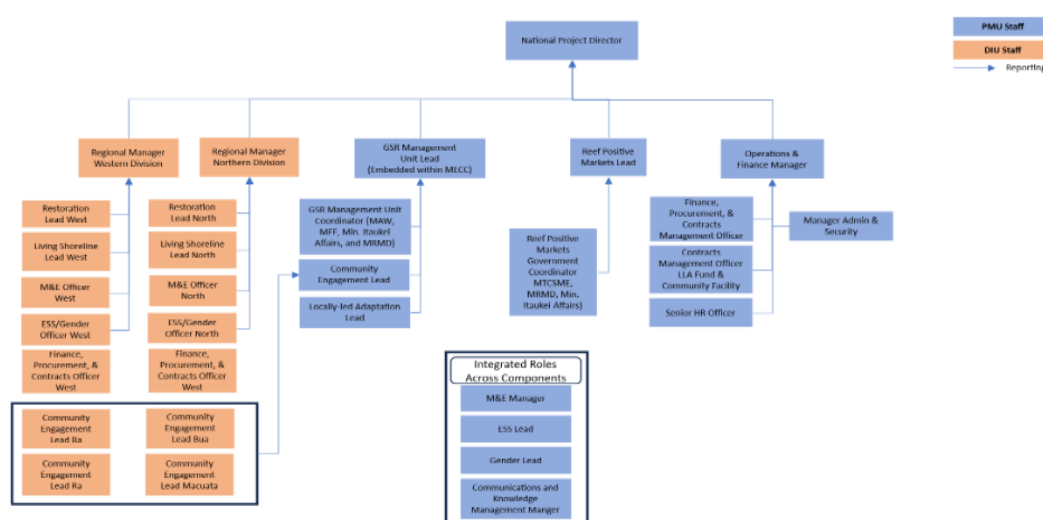


Figure 1. Project Institutional Arrangement

WWF Pacific is the Lead Executing Entity for the project, which will be responsible for overseeing the implementation of project activities, and will host the PMU within its main office in Suva. The PMU will be responsible for the day-to-day management of the project, including project administration (including issuing sub-grants), project management, and monitoring and reporting. Key staff within the EE's PMU will include, but not be limited to, the following roles: i) National Project Manager; ii) Operations Manager; iii) Coordinator for Contract Management; iv) Environment and Social Safeguards (ESS) Manager; v) Gender Manager; vi) Monitoring and Evaluation (M&E) Manager; vii) Senior Human Resources Officer; viii) Contracts Management Officer; and ix) Administrative Support.

To ensure close coordination with the Government of Fiji on the execution of Project activities a number of PMU staff will be embedded within government agencies. The Great Sea Reef (GSR) Management Unit, established under Output 2.1, the GSR MU Lead and

Coordinator, will be embedded in the Ministry of Environment and Climate Change (MECC) to ensure close coordination with the NDA who will Chair the GSR MU's Advisory Board and to ensure alignment with existing policies and plans in Fiji. To execute the same Output and facilitate coordination and enhance the capacity of other agencies with ecosystem management responsibilities, the PMU will also embed coordinators within the Ministry of Agriculture and Waterways, Ministry of Forestry and Fisheries, Ministry of iTaukei Affairs, the Ministry of Lands and Natural Resources, and the Commissioners Offices in the Western and Northern Divisions.

To facilitate coordination for the execution of Component 3 activities, a PMU coordinator will also be embedded within the Ministry of [Trade, Cooperatives, Small and Medium Enterprises](#). All PMU's members embedded within government agencies will be subject to a secondment agreement (cooperative agreement) between WWF-Fiji and the relevant government agency. The PMU staff who will manage the Locally Led Adaptation Fund (LLAF) (Output 1.3) and the small-grants facility for reef positive businesses (Output 3.3) will be based in the Project office supported by provincial officers in the offices in Labasa and Lautoka responsible for screening and implementing grants, under Components 1 and 3.

There will be two regional offices, set up by WWF-Fiji as **Divisional Implementation Units (DIUs)**, in the Northern (Labasa) and Western (Lautoka) Divisions, where implementation leads will oversee activities in each of the four provinces. These DIUs will coordinate the implementation of Project activities under Components 1, 2 and 3 guided by the Divisional Oversight Committees (DOCs).

The Project Steering Committee (PSC) will be the Project's governance body that will provide technical guidance and support to the EE's PMU and Divisional Implementation Units (in Labasa and Lautoka) and ensure alignment with Fiji's national climate objectives. Specifically, the PSC will: i) review and endorse annual work plans and budgets; ii) provide expert guidance on the Project strategy and endorse any changes during implementation; iii) support the PMU with identifying and managing project-related risks; iv) support communication and dissemination of Project outcomes to beneficiaries; v) provide strategic and policy guidance to ensure alignment of the Project with national climate change regulations and plans; and vi) ensure that EbA and green infrastructure interventions are integrated in the main development agenda of the Government of Fiji at national and sub-national levels.

WWF GCF Agency: WWF-US, through its WWF GCF Accredited Entity will: (i) provide consistent and regular project oversight to ensure the achievement of project objectives; (ii) liaise between the project and the GEF Secretariat; (iii) report on project progress to GEF Secretariat (annual Project Implementation Report); (iv) ensure that both GEF and WWF policy requirements and standards are applied and met (i.e. reporting obligations, technical, fiduciary, M&E); (v) approve annual workplan and budget; (vi) approve budget revisions, certify fund availability and transfer funds; (vii) organize the terminal evaluation and review project audits; (viii) certify project operational and financial completion, and (ix) provide no-objection to key terms of reference for project management unit.

(a) Safeguards Implementation

Specific arrangements and responsibilities related to the implementation of environmental and social safeguards requirements, as stated in this ESMF/PF are as follows:

Lead Executing Entity (WWF Pacific):

- Overall responsibility for the implementation of the project, including ensuring compliance with the ESMF and related safeguards requirements.
- Provide necessary resources and support to the PMU and safeguard personnel to enable effective safeguards implementation.

Project Steering Committee:

- Provide strategic direction and oversight to ensure alignment with environmental and social safeguards.
- Monitor progress on safeguards implementation.
- Address high-level grievances or disputes referred from the PMU.

WWF US GCF Accredited Entity:

- Overall oversight and monitoring of compliance with safeguards commitments.
- Support the PMU and Senior Safeguards Specialist with guidance and specific recommendations on safeguards-related issues as needed.
- Ensure reporting and compliance with GCF's Environmental and Social Safeguards (ESS) standards.

PMU:

- Coordinate the overall implementation of the project, including safeguards activities, across all landscapes.
- Ensure timely preparation and submission of safeguards reports to the Lead Executing Entity and WWF GCF Accredited Entity.
- Facilitate collaboration between the Safeguards Specialist, ESS Officers, and Community Development Officers (CDOs) to implement safeguards measures effectively.

Lead Safeguards Specialist within PMU:

- Serve as the focal point for all environmental and social safeguards-related matters within the project.
- Oversee the implementation of the ESMF, PF, IPLCPF, GRM and related safeguards instruments, ensuring compliance with national and GCF requirements.
- Provide technical guidance and capacity building to ESS and Gender Officer and CDOs in each landscape.
- Monitor and evaluate safeguards implementation across landscapes, preparing regular compliance reports for submission to the PMU and Accredited Entity.
- Provide expert guidance on environmental and social safeguards (ESS) to ensure project implementation aligns with the Environmental and Social Management Framework (ESMF) and GCF's ESS standards.
- Ensure that project activities comply with Fiji's national environmental and social regulations as well as international safeguard requirements.

- Support the development and refinement of project-specific safeguards instruments (e.g., Environmental and Social Impact Assessments, Environmental and Social Management Plans, and Grievance Redress Mechanisms).
- Develop and deliver training sessions on safeguards compliance, risk mitigation, and monitoring for project personnel and implementing partners.
- Guide the development of tools and methodologies for effective ESS implementation and monitoring.
- Review and provide technical input into safeguards monitoring reports before submission to the Lead Executing Entity and WWF GCF Accredited Entity.
- Main focal point for handling safeguards-related grievances and incidents, ensuring alignment with the Grievance Redress Mechanism (GRM).
- Assist in the resolution of complex safeguards issues that require escalated attention from the Project Steering Committee or WWF GCF Accredited Entity.
- Provide technical support to ensure meaningful engagement with local communities, Indigenous Peoples, and other key stakeholders.
- Collaborate with PMU staff to ensure participatory approaches in safeguards implementation, emphasizing gender inclusion and social equity.
- Provide technical input into project progress reports, ensuring safeguards aspects are well-documented.
- Recommend updates to safeguards frameworks and management plans as necessary, based on lessons learned during project implementation.
- Identify opportunities to strengthen safeguards implementation through innovation and best practices in environmental and social risk management.
- Support mid-term and final evaluations to assess safeguards performance and recommend improvements.

ESS and Gender Officer:

- Act as the primary safeguards contact for landscape-level work, supporting the implementation of the ESMF and project-specific safeguards requirements.
- Conduct regular site visits and monitoring to ensure adherence to safeguards commitments and identify potential risks.
- Support stakeholder engagement and grievance resolution processes in collaboration with the CDOs.

Community Development Officers (CDOs):

- Facilitate engagement with local communities, ensuring inclusive participation and consideration of diverse perspectives, including gender and vulnerable groups.
- Work closely with ESS and Gender Officer to monitor and address community-level environmental and social issues.
- Serve as a key liaison for grievance mechanisms and assist in resolving community-level conflicts or concerns.

5.4. Monitoring

The compliance of Project activities with the ESMF will be thoroughly monitored by various entities at different stages of preparation and implementation. Monitoring will be conducted at the project, field activity and agency level.

- ***Monitoring at the project level***

The Lead Safeguards Specialist will be responsible for implementing the ESMF at the project level and for monitoring compliance with the mitigation measures outlined in Section 4. Once the project sites have been determined Environmental and Social Management Plans (ESMPs) and a corresponding Monitoring Plan will be developed to show the specific mitigation measures for each risk identified. The Monitoring Plan must also integrate mitigation actions from other safeguards instruments like the Gender Action Plan and the Stakeholder Engagement plan as appropriate and will be updated in quarterly and annual progress reports.

The Lead Safeguard Specialist will also meet monthly with the Safeguard Specialist at the WWF US GCF Agency as part of regular monitoring and maintaining open communications on safeguards between the EE and AE.

- ***Monitoring at the field activity level***

The Lead Safeguard Specialist will be responsible for field activity level monitoring in partnership with the M+E Officer as well as the ESS & Gender Officer, to ensure that all measures outlined in this ESMF are implemented to reduce the negative impacts of the CRRP as much as possible. Field activities must only commence once the Project ESMP has been developed, submitted to the WWF US GCF AE for approval, approved by the GCF Secretariat, and disclosed for 45 days.

Disbursement of project funds will be contingent upon their full compliance with the safeguards requirements of WWF and the implementation of the mitigation measures set out in this ESMF and the subsequent ESMP.

- ***Monitoring at the agency level***

WWF US as the project's Accredited Entity and WWF Pacific as the Executing Entity are responsible to oversee compliance with the ESMF.

In order to facilitate compliance monitoring, WWF Pacific will include information on the status of ESMF implementation in the six-monthly Project Progress Reports (PPRs) and the annual Project Implementation Review (PIR) reports.

5.5. Community Engagement

Community consultation has been an integral part of these assessments as well as the proposed project design and will be carried out as a continuous process through the project cycle. This section describes community engagement during project preparation and implementation. This section is an overview, whereas the full details will be written out in the Stakeholder Engagement Plan.

(a) Community engagement during Project and ESMF Preparation

In August 2024, as part of stakeholder engagement consultations in the four targeted provinces, **focus groups** and **interviews** were undertaken at community and village

levels to inform the SEP. Overall, 344 people were consulted in 19 focus group discussions (including women-only groups) and 47 key informant interviews (including Indo-Fijian informants), engaging representatives, fishers, community members, and villagers in 16 iTaukei villages. Focus group discussions involved site visits to four villages per province as selected by WWF Pacific, highlighting a range of geographical features within areas identified for CRRP interventions. Key informant interviews with Indo-Fijian fishers and community members across all four provinces were conducted with the support of social networks of fishers and farmers, as well as the District Advisory Councillor (DAC) network in each province, coordinated by respective District Offices (DO).

People consulted highlighted the importance of understanding the context of communities when suggesting livelihood projects, pointing to examples of unsuccessful initiatives such as a beekeeping project, which was hindered by windy weather conditions and sugar cane harvesting fires. While government mandated structures for iTaukei decision-making in villages include women and youth committees, women were doubtful about the long-term impact of their contributions, feeling they had to struggle to be heard and were excluded from the distribution of revenue from village projects. Indo-Fijian fishers discussed how differences in land tenure affected their access to fishing licenses, involving significant financial costs and precarity in maintaining security of annual approval from iTaukei fishing ground owners. In the absence of government-mandated structures governing iTaukei communities, Indo-Fijian participants highlighted their focus on nuclear families, coming together for religious ceremonies or through informal networks, with community development facilitated by DAC networks reporting to the District Officer (DO). Vulnerability to coastal inundation endangering farming productivity, as well as increased frequency and severity of flooding was raised by community members, who linked this to infrequent river dredging, mangrove destruction and large construction developments. Improper waste disposal was also put forward as a community challenge, contributing to environmental degradation and pollution of waterways and coastal areas while also posing health risks. The consultations informed project safeguards and screening, as well as gender-informed intervention planning by clarifying community dynamics, exploring the differences in iTaukei and Indo-Fijian lived experiences regarding access to coastal areas and fishing grounds, as well as entry points for engagement in project decision-making. Community members advised that water pollution cannot be addressed without alleviating improper waste disposal, existing structures must be engaged with an intentional focus on engaging with marginalized groups, mindful of vulnerabilities in decision making channels, and that iTaukei and Indo-Fijian communities would need to be engaged in distinct ways given their distinct life experiences, tenureship arrangements, and propensities for collective decision-making.

(b) Community engagement during project implementation

The communities residing in and around the project area are the ultimate recipient of project impacts and benefits, and therefore a key stakeholder, indeed their participation and support is key to project success.

Community engagement will be carried out annually from year 1 to year 7 of the Project. At this stage, it is intended that the following communities will be consulted:

- Indigenous Peoples (iTaukei) in Dreketi, Mali, Nadogo, Wailevu, Labasa, Namuka, Dogotuki, Udu, Seaqaqa, Macuata and Sasa districts in Macuata Province
- Indigenous Peoples (iTaukei) in Bua, Lekutu, Navakasiga, Dama, Nasarowaqa, Kubulau, Wainunu, Solevu, Nadi and Vuya districts in Bua Province
- Indigenous Peoples (iTaukei) in Naroko, Navolau, Raviravi, Nakorotubu, Bureiwai, Kavula, Nakuilava, Navitilevu, Mataso and Rakiraki districts in Ra
- Indigenous Peoples (iTaukei) in Nadi, Nailaga, Naloto, Bulu, Nacula, Yasawa, Vitogo, Tavua, Naviti, Waya, Viwa, Qaliyalatina, Savatu, Magodro, Sabeto and Vuda districts in Ba Province
- Local Communities (Indo-Fijian) in Dreketi, Mali, Nadogo, Wailevu, Labasa, Namuka, Dogotuki, Udu, Seaqaqa, Macuata and Sasa districts in Macuata Province
- Local Communities (Indo-Fijian) in Bua, Lekutu, Navakasiga, Dama, Nasarowaqa, Kubulau, Wainunu, Solevu, Nadi and Vuya districts in Bua Province
- Local Communities (Indo-Fijian) in Naroko, Navolau, Raviravi, Nakorotubu, Bureiwai, Kavula, Nakuilava, Navitilevu, Mataso and Rakiraki districts in Ra
- Local Communities (Indo-Fijian) in Nadi, Nailaga, Naloto, Bulu, Nacula, Yasawa, Vitogo, Tavua, Naviti, Waya, Viwa, Qaliyalatina, Savatu, Magodro, Sabeto and Vuda districts in Ba Province

More information on these and other planned consultations is provided in the SEP.

Prior consultation and design: WWF has led multiple consultations with communities and stakeholders to inform project design and to propose interventions responsive to expressed community adaptation needs; those consultation outcomes have been incorporated into the proposed project activities. These consultations have been documented in Annex 2a.

Integrated community governance: Community consultation and approval is embedded across the project at multiple levels as would be expected for a large project with both place-based interventions and national level interventions, from overall oversight to activity-level implementation. Community representatives have formal oversight at the project governance level through the Project Steering Committee (PSC) described in Section B.4; PSC roles and responsibilities are set out in paragraph 145 and include community oversight of project direction and accountability.

Activity-level community approval: To ensure community ownership and approval of activities implemented on community lands under Component 1 (NBS interventions), Community Advisory Boards (CABs) will be established at site level. CABs will review and endorse activity-level workplans and provide formal approval prior to implementation. Members of the CAB are not likely to be the same community representatives comprising the PSC – therefore, having a site-based community governance arrangement is also critical ensuring those activities are also subject to community reviews and approvals. This is where communities will be actively involved in consultations (including the FPIC approach where relevant) to develop context-specific and culturally appropriate safeguards plans such as IPLCPs, ESMPs, LRPs, CHMPs (as needed), to mitigate any identified risks associated with project activities.

Technical Advisory Board (TAB) linkage: The LLAF-established Technical Advisory Board (TAB), described in Section B.3 and Chapter 9 of Annex 2a, will include community representatives and community-based organizations (CBOs). The TAB will review and

approve community adaptation projects and ensure technical and safeguard alignment with community priorities.

Multi-level oversight and methods: Community oversight and decision-making are provided at both overall project oversight levels (PSC) and across activity levels (CABs, PSC) to ensure meaningful engagement. Engagement will follow proven community engagement methods and norms used by practitioners in Fiji for large, complex projects, including participatory planning, transparent selection/election of representatives (including GEDSI considerations), documented approvals of workplans, and regular reporting.

5.6. Guidance for SEAH Risk Mitigation

A detailed plan to address SEAH risks will be developed within the first six months of project implementation, using both information already included in the GAP and the Gender Assessment. This will include:

- Inclusion of any identified SEAH-related risk mitigation measures into the project's annual workplan and budget and annual reporting requirements.
 - This will require the participation of the entire PMU in reviewing any identified risks and mitigation measures to ensure that all staff understand their responsibilities and the responsibilities of EEs, project partners, contractors, and any other entities who will receive GCF funding for this project.
- Development of a communication mechanism between the local project partners and the PMU's Gender Lead Specialist in order to address in a timely manner any SEAH situation that may arise at the territorial level. This early warning system will be included in the project's security protocol, and will require:
 - Reporting any such grievances or challenges within a defined time period of no less than 5 business days. This shall hold true even if grievances are informally submitted (i.e., not through an official GRM)
 - The confidentiality of anyone who has received a complaint or become aware of a SEAH-related situation, including protecting the personal identifiable information of all parties – both the potential victim(s) and potential perpetrators(s).
- Strengthen the capacities of the project's implementing partners on prevention of GBV and SEAH as well as WWF policies and codes of conduct to address SEAH risk. These trainings will be done in partnership by the project's Gender Lead Specialists and should include:
 - Trainings within the first 3 months of project implementation that have been prepared with oversight and final approval from the WWF GCF AE Safeguards and Gender Leads.
 - Be mandatory for all implementing partner staff who will be involved in the GCF-financed activities.
- Strengthen the landscape technical committees so that they can establish rapid response mechanisms to address issues associated with threats to environmental leaders and gender-based violence. This includes, but is not limited to:
 - In cases of such threats, provide them with additional resources to ensure a timely response that is focused on the well-being of anyone who is threatened.

- Provide the same GBV and SEAH training to these committees that the implementing partners will receive.
- Strengthen the capacities of the entities that participate in the multi-stakeholder bodies that will be strengthened by the project, so that specific prevention and rapid response measures are included to address GBV and SEAH-specific threats, including to social and environmental leaders they may work with.
 - Provide the same GBV and SEAH training to these multi-stakeholder bodies that the implementing partners will receive.

5.6. Communications and Disclosure

All affected communities and relevant stakeholders shall be informed about the ESMF requirements and commitments through a series of public disclosure meetings prior to final approval of the project. The ESMF as well as the SEP will be translated into Fijian and made available on the websites of WWF Pacific, as well as the websites of the WWF GCF Agency and the GCF. Hard copies of the ESMF will be placed in appropriate public locations and at WWF Pacific offices in Fiji. Project Managers and the Safeguards and Gender Specialists at WWF Pacific will be responsible to raise community awareness regarding the requirements of the ESMF and will also ensure that all external contractors and service providers are fully trained on and comply with the ESMF and other safeguards documents.

During the implementation of the project, output-specific ESMPs, IPLCPs, and LRPs shall be prepared in consultation with affected communities and disclosed to all stakeholders prior to project activity concept finalization. All draft ESMPs shall be reviewed and approved by WWF Pacific in consultation with the PSC and will require final approval by the Safeguards Lead within the WWF US GCF Accredited Entity in advance of their submission to the GCF for approval and public disclosure via the process determined by the GCF Secretariat. The PMU must also disclose to all affected parties any action plans prepared during project implementation, including gender mainstreaming.

Disclosure should be carried out in a manner that is meaningful and understandable to the affected people. For this purpose, the ESMPs, LPLCPs and LRPs or the terms and conditions in environment clearances must be disclosed on WWF Pacific and WWF US GCF websites.

The disclosure requirements are summarized in Table 4 below.

Table 4: Disclosure framework for ESMF related documents

Documents to be disclosed	Frequency	Where
Environment and Social Management Framework	Once in the entire project cycle. Must remain on the website and other public locations throughout the project period.	On the website of WWF Pacific and WWF US. Copies should be available at the main WWF Fiji office in Suva and in local municipal offices in project areas in local languages.
Environmental and Social Management	Once in the entire project cycle for every activity that	On the website of WWF Pacific and WWF US. Copies should be

Plan/s. Livelihood Restoration Plans and IPLCPs.	requires an ESMP/LRP/IPLCP. Must remain on the website and other disclosure locations throughout the project period.	available at the WWF Fiji Country Office, and in local municipal offices in project areas
Grievance redress process	Shared during every stakeholder meeting, with publicly posted information in key project sites to remain up for the duration of the project.	On the website of WWF Pacific and in key project locations. Hard copies should be available at the main PMU office in Suva and the two field offices.

5.7. Capacity Building and technical assistance

Capacity building activities will be provided as needed by WWF US to WWF Fiji to provide the latter with ESMF/PF/IPLCPF implementation requirements and good practices. These will focus in particular on issues related to the preparation of IPLCPs, site-specific management plans, and gender issues. Furthermore, capacity building support will be provided, as needed, on the organization of consultations, operationalization of the GRM and monitoring of ESMF implementation. The budget for capacity building shall be included in Components 1 and 2.

5.8. Grievance Mechanisms

The project will have a direct and tangible effect on local communities and individuals residing within or in the vicinity of project sites. There is thus a need for an efficient and effective Grievance Redress Mechanism (GRM) that collects and responds to stakeholders' inquiries, suggestions, concerns, and complaints. Importantly, the GRM is designed to ensure the rights of women and men equally, as well as vulnerable or marginalized groups, including youth and people with disabilities, and therefore will ensure that during the stakeholder engagement processes at the community level, women and marginalized groups will be made aware of, and encouraged to utilize the GRM, as relevant. This section will describe the details of the GRM, including details on the process to submit a grievance, how long the PMU will have to respond, and who on the PMU will be responsible for its implementation and reporting. Further consultations will be conducted in the first six months of Project start to ensure that reporting options align with the needs and desires of all stakeholders, and the GRM will be updated accordingly.

The purpose of the GRM is to:

1. Ensure that Stakeholders have a formal process to resolve Grievances related to WWF's Environmental and Social Safeguards Framework (ESSF).
2. Ensure that the PMU staff, partners, and donors understand the procedures involved in implementing the GRM.
3. Minimize and manage risks and ensure that the resolution of a Grievance is based on dialogue, cooperation, respect, and mutual agreement.

4. Support Grievance handling processes and enhance transparency and accountability throughout the PMU.

The GRM will operate based on the following principles:

1. ***Fairness:*** Grievances are assessed impartially and handled transparently.
2. ***Objectiveness and independence:*** The GRM operates independently of all interested parties in order to guarantee fair, objective, and impartial treatment to each case.
3. ***Simplicity and accessibility:*** Procedures to file grievances and seek action are simple enough that project beneficiaries can easily understand them and in a language that is accessible to everyone within a given community, especially those who are most vulnerable.
4. ***Responsiveness and efficiency:*** The GRM is designed to be responsive to the needs of all complainants. Accordingly, officials handling grievances must be trained to take effective action upon, and respond quickly to, grievances and suggestions.
5. ***Speed and proportionality:*** All grievances, simple or complex, are addressed and resolved as quickly as possible. The action taken on the grievance or suggestion is swift, decisive, and constructive.
6. ***Participation and inclusiveness:*** A wide range of affected people—communities and vulnerable groups—are encouraged to bring grievances and comments to the attention of the project implementers. Special attention is given to ensuring that poor people and marginalized groups, including those with special needs, are able to access the GRM.
7. ***Accountability and closing the feedback loop:*** All grievances are recorded and monitored, and no grievance remains unresolved. Complainants are always notified and get explanations regarding the results of their complaint. An appeal option shall always be available.

1. Eligibility

Any person or group of persons who believe they are adversely affected, including PMU staff and the PMU's contracted partners, or are at risk of adverse impacts, may file a Grievance. To be eligible for the GRM, the Grievance must:

1. Relate to the GCF GSR project.
2. Explain how the Complainant, defined as the person or people impacted, have been experiencing or may experience adverse environmental or social impacts as a result of the project or programme.
3. Indicate what steps have already been taken to try to resolve the Grievance, such as use of government support, alternative grievance or mediation mechanisms, the implementing partner's grievance mechanism, communication with the project manager, WWF's Ombudsperson Office, or the community's local grievance resolution practice.
4. Outside organizations may assist the Complainant to file a Grievance, but must provide documented evidence that the Complainant has agreed to engage them to assist in this way

Complaints may include, but not be limited to, the following issues:

- a) Allegations of fraud, malpractices or corruption by staff or other stakeholders as part of any project or activity financed or implemented by the project, including allegations of gender-based violence or sexual exploitation, abuse, or harassment;
- b) Environmental and/or social damages/harms caused by projects financed or implemented (including those in progress) by the project;
- c) Complaints and grievances by permanent or temporary workers engaged in project activities.

Complaints could relate to pollution prevention and resource efficiency; negative impacts on public health, environment or culture; destruction of natural habitats; disproportionate impact on marginalized and vulnerable groups; discrimination or physical or sexual harassment; violation of applicable laws and regulations; destruction of physical and cultural heritage; or any other issues which adversely impact communities or individuals in project areas. The grievance redress mechanism will be implemented in a SEAH-responsive and culturally sensitive manner and facilitate access to vulnerable populations. Special training will be provided to the ESS Specialist within the first 6 months of project implementation, or before the GRM is finalized, whichever is sooner. This will help to ensure they have the capacity to address SEAH-related grievances in a culturally sensitive and victim-centered way.

Per the WWF-Pacific Complaints Resolution Process: “WWF-Pacific is committed to ensuring that our working relationship with our communities is one built on trust and mutual respect. We are committed to a Speak Up culture in alignment with WWF Networks Core Standard Speak Up. Therefore, the way we operate and the way we behave with our communities is very important to this relationship. We also recognize the challenges of our communities especially women, children and people with disabilities and the greater need for us to reach out in order to do what we can to help you.”

2. Local Grievance Practices

1. If the community has a local Grievance resolution practice, the Complainant may utilize the local practices and the PMU will support these practices.
 - a. Note that any grievances submitted via a local practice must still be recorded as per standard project practice, followed through to the conclusion by a PMU member, and reported to the WWF US GCF AE Safeguards Lead.
2. If local Grievance resolution practices are used, a member of the Project or Programme team will monitor the process to ensure that it is in line with the principles of the GRM as outlined in this ESMF, WWF’s Environmental and Social Safeguard Framework, and WWF’s Core Standards. This will ensure that, in particular, women and marginalized groups are included in the process.
3. If at any point PMU determines that the local Grievance resolution practices are not compliant with the project’s GRM and GCF requirements, the local Grievance practices will be terminated and the project-level GRM will be triggered.
4. If local Grievance resolution practices are used, these should be carried out in their entirety prior to the project-level GRM finding the Grievance to be admissible; however, the Complainant may decide at any time to end the local Grievance resolution practice and trigger the project-level GRM.

5. If the local Grievance resolution practices resolves the Grievance to the satisfaction of the Complainant, then the Grievance will be considered closed.

3. Exclusions

The following Grievances are excluded from the GRM:

1. Any Grievance that is found by the PMU to have been filed fraudulently or maliciously.
2. Grievances that relate to WWF or PMU procurement, fraud, employment, workplace harassment, or other wrongdoing within WWF **that does not affect** the Stakeholders (generally, these requests should be referred to WhistleB).
3. Projects or programme where the PMU is one of several partners and is not responsible for the specific issues raised. In this case the GRM should state in its response what entity or organization is likely responsible for the Grievance.
4. Projects or programme where the PMU's role has ended and the PMU has no feasible pathway to address the Complainant's concerns.
5. Grievances from Complainants who have already raised the issue and received a GRM response, unless significant new information is available or there has been a significant change in the circumstances.
6. Anonymous requests (note: confidentiality will be maintained upon request)

4. Structure of the GRM

The GRM will be implemented by the Lead Safeguard Specialist in the PMU, who will have ultimate responsibility for ensuring its implementation and being the point person for responding to grievances. In the event the grievance requires additional support to respond to, the following people may be called upon to assist:

1. The PMU National Project Director
2. The ESS and Gender Officer
3. Relevant technical staff within the PMU
4. The Fiji Country Manager
5. Expert mediator or conflict resolution consultant, as needed.
6. All members of the GHT must disclose any conflicts of interest and may be removed from the GHT at the discretion of the PPO Regional Director.

5. Confidentiality and Anonymity

The PMU's Lead Safeguards Specialist or any other PMU staff who receives a Grievance will ensure that the information is treated with sensitivity and confidentiality. Information and details about the Grievance, at the discretion of the Complainant, will not be shared with anyone who is not part of the response team, including other community members, friends, family members, or media of any kind, unless required by law or the terms of the donor agreement. Although the project is required to share the details about the Grievance with the WWF US AE and the GCF Secretariat, names will not be included and all personal identifiable information will be withheld to maintain the confidentiality of the Grievance.

The disclosure of the identity of a Complainant to parties involved in the process might be necessary to implement the Grievance resolution process. In this case, the Complainant shall be consulted about the necessary steps and consent must be obtained before this will be implemented. The Complainant has the right to withdraw the Grievance at any step of the process.

The PMU will reserve its right to initiate disciplinary action in cases of misconduct related to the principle of confidentiality.

6. Steps for Filing a Grievance

Note: Complaints can be submitted in English, iTaukei, Hindi or Rotuman.

1. A Grievance may be submitted by anyone, including partner organizations, Indigenous Peoples, tribal peoples, local communities and their representatives, or any other party who may be adversely impacted by the project activities or is representing someone who may be adversely impacted.
2. Community representatives or members of the community are encouraged to submit a Grievance as soon as they become aware of the issue. There is, however, no time limit or statute of limitations for raising a Grievance, unless the project or programme has ended and there is no feasible way to address the Grievance.
3. A Grievance can be raised in several ways. Most common methods include using the community Grievance box in local communities, speaking directly to Project staff when they visit the field, phone: +679 331-5533 or through email: projectcomplaint@wwfpacific.org.
4. All PMU staff and employees and project or programme implementing partner staff are obliged to submit any Grievance received to the Lead Safeguards Specialist.
 - a. Grievances received through the Grievance box must be given to the Lead Safeguards Specialist, and must not be opened.
 - b. WWF or PMU staff who are not involved in resolving grievances and receive a Grievance via phone or in person should immediately report the Grievance to a member of the complaints resolution team, usually the Lead Safeguards Specialist.
 - c. Grievances received online using www.wwfpacific.org will be automatically forwarded to the Lead Safeguards Specialist.
 - d. If a grievance is received via WWF International's "WhistleB," it will be directly reported to the Fiji Country Director.
5. The project team must check the Grievance box during community visits. The project team may also rely on Community Engagement Officers to ensure that Grievances submitted via the Grievance box are collected regularly.
6. The Complainant has the right to withdraw a Grievance; however, the Lead Safeguards Specialist will seek to identify the underlying reason for the initial action and document the process up to the point of withdrawal, including why the Grievance was withdrawn.
7. Grievances may be submitted by an authorized representative on behalf of a person or community. Persons or organizations acting as representatives must include documentation that the Complainant has requested representation. While working with authorized representatives in its response to Grievances, the complaints response team retains the option to communicate directly with the Complainant.

7. Steps for Handling a Grievance

The Lead Safeguards Specialist has the responsibility for the full functionality of the project-level GRM, which will operate within the wider WWF-Pacific GRM. This includes: receiving Grievances, evaluating and investigating Grievances, implementing resolution

measures, and closing Grievances. Assistance in this process can be requested when necessary for a fair and effective resolution.

Receiving and Acknowledging a Grievance:

1. Grievances received must be immediately documented in the Grievances register that is maintained by the Lead Safeguards Specialist as a secured folder.
2. The Lead Safeguards Specialist will be the main focal point for Grievance redress unless the complaint is about them, in which case the National Project Director will manage the grievance.
3. The Lead Safeguards Specialist will contact the Complainant within one week of receiving a Grievance acknowledging that the Grievance has been received.
4. The acknowledgement letter, e-mail or hard copy, as most appropriate, will specify:
 - a. The name and contact details of the Lead Safeguards Specialist;
 - b. A description of the next steps, including a timeline.
 - c. An explanation that the Grievance will be addressed by the GHT, in collaboration with a mediation or conflict resolution expert, if necessary.
 - d. The Complainant will be asked to remain available for further dialogue or questions and their contact information will be confirmed.

8. Evaluating and Investigating a Grievance

1. Within 10 working days of receiving a Grievance the Lead Safeguards Specialist will meet to discuss the merits of the Grievance as per the admissibility requirements.
2. At the discretion of the Lead Safeguards Specialist, this process can be expedited if it is determined that the Complainant or other relevant Stakeholder are in danger of immediate harm.
 - a. In the case of an expedited Grievance the Lead Safeguards Specialist will respond to the Complainant within 3 working days.
3. The Lead Safeguards Specialist will work with employees based at local offices and partners, as needed, to understand the information necessary to assess the Grievance. The Lead Safeguards Specialist may also contact the Complainant should they require more information.
4. Within 28 working days of receiving a Grievance the Lead Safeguards Specialist will communicate its admissibility decision.
5. If the Grievance is determined to be inadmissible the Grievance will be closed; however, a Complainant may resubmit a Grievance as outlined in this GRM.
6. If the Grievance is determined to be admissible the Lead Safeguards Specialist will develop a Grievance Resolution Plan
7. The Complainant shall be informed regarding the progress of the process and has the right to add more information or ask questions. Communications from the Lead Safeguards Specialist must be in written form and in a language the Complainant understands. If necessary, the communication may be via phone, but the content of the discussion memorialized and added to the Case File. For open Grievances the Lead Safeguards Specialist must update the Complainant about the progress of the Grievance on a monthly basis, at a minimum.

9. Grievance Resolution Plan

The Lead Safeguards Specialist will determine whether the grievance can be addressed directly through relatively simple actions agreed with the Complainant, or whether the

Grievance is complex enough that it requires additional assessment and engagement with the Complainant and other Stakeholders to determine how best to respond. In some cases, a fact-finding mission may be required to gather more information about the Grievance in order to propose a resolution. The details of what should be included in the Grievance Resolution Plan are outlined in Annex 3 of this ESMF.

10. Implementing a Resolution

The Lead Safeguards Specialist will consult and develop an agreement upon the “actions taken” in the Grievance Resolution Plan with the Complainant. This process may take a number of iterations during which different Stakeholders, including an expert mediator or conflict resolution expert, may be required.

The PMU will implement the resolution either directly, through the partner organization, or through a third party, as appropriate and with the consent of the Complainant.

The Lead Safeguards Specialist will document details of the Grievance handling process and the implementation of the resolution as outlined in the Grievance Resolution Plan contained in Annex 2. Lead Safeguards Specialist is responsible for ensuring that all documentation is complete and is kept confidential and accessible only to the authorized persons as per the approval of the National Project Director.

11. Monitoring and Closure

After a resolution plan has been agreed upon to the satisfaction of the Complainant, the implementation of the Grievance Resolution Plan will be monitored. Monitoring will be the responsibility of the Lead Safeguards Specialist in conjunction with the project team in the field.

For proper handling of the monitoring of the Grievance Resolution Plan, the PMU's employees and Implementing Partner staff are required to ensure effective communication with the Complainant and proper implementation of the Grievance Resolution Plan.

To close a Grievance, a final communication will be made with the Complainant using a Grievance Closure Form (see Annex 3 of this ESMF). The Grievance Closure Form must be signed by both the PPO Regional Director and the Complainant. The Lead Safeguards Specialist will then file the Grievance Closure Form in the GRM shared drive folder.

12. Reopening a Case

1. The Complainant's signed statement does not preclude the Complainant from raising the issue again or seeking other avenues for resolution if the proposed resolution does not result in conclusively addressing the issue(s) raised in the Grievance or the issue(s) recur.
2. The PMU may reopen the Grievance if the Complainant or a third party provides new information that the Lead Safeguards Specialist determines warrants reopening the Grievance.
3. If a case is reopened, the PMU may consider including a mediator or conflict resolution expert (if they were not already involved) for support in the process of developing and implementing a satisfactory Grievance Resolution Plan.

13. Retaliation

The PMU will not tolerate any kind of retaliation against people or communities that submit Grievances. Retaliation is defined as: any threat or actual harmful conduct undertaken in order to prevent or discourage a person or community from, or punish a person or community for, accessing the GRM. Any PMU employee or contractor who engages in retaliation will be subject to appropriate discipline. The PMU will take all possible actions to protect Complainants against retaliation. Anyone who has filed a Grievance and believes they have been subjected to retaliation of any kind should immediately report it to WhistleB or PMU senior management.

14. Operationalization of the Grievance Redress Mechanism

The PMU will ensure that the GRM is translated into local languages, including Fijian. The PMU will also publish simple illustrations (information education communication materials) that will help inform the Stakeholder communities about how they can submit a Grievance. This will be done within the first six months of project implementation.

Disseminating information about the GRM:

1. Information about the GRM must reach all relevant communities and stakeholders. Therefore, the GRM will be advertised in all community and key stakeholder consultations taking place from the establishment of the PMU and set up of the GRM. Furthermore, the GRM will be advertised at all project sites and during training and capacity building activities of the Project.
2. As appropriate, the PMU may also wish to run radio ads or targeted advertisement on social media platforms used by the local population.
3. Finally, word of mouth is an important awareness raising tool for GRMs. The PMU will make an effort to communicate the GRM to all relevant community leaders and encourage them to share information about the GRM with their community members.

15. Awareness and Understanding Among Employees and Partners

1. An introduction to the GRM will be part of any preparatory training to service providers, staff induction training, and cooperation agreements in order to ensure employees and partners are familiar with the GRM.
2. The PMU's Lead Safeguard Specialist will be responsible for ensuring that the GRM is deployed and is functioning effectively, and that communities are informed about their right to use it. The GRM will be included in the Monitoring, Evaluation, and Learning framework for each project or programme to measure its effectiveness.
3. The PMU will review this GRM on an annual basis and update it as per lessons learned from its implementation.
4. The GRM will also incorporate the most recent WWF Network Standards related to Grievance redress, as relevant.
5. The Lead Safeguard Specialist and ESS and Gender Officer will be responsible for training the PMU staff about the GRM and ensuring that Stakeholder communities are aware of how to file a complaint. This will be done as part of the project or program's Stakeholder Engagement process.

16. Additional Recourse:

The GRM seeks complement, rather than substitute, the judicial system and other dispute resolution mechanisms. All complainants may therefore file their grievance in local courts or approach mediators or arbitrators, in accordance with the legislation of Fiji.

In addition to the project-specific GRM, a complainant can submit a grievance to the WWF US Project Complaints Officer (PCO), a WWF staff member fully independent from the Project Team and the WWF US GCF AE, who is responsible for the WWF Accountability and Grievance Mechanism and who can be reached at:

Email: SafeguardsComplaint@wwfus.org

Mailing address:

Project Complaints Officer
Safeguards Complaints,
World Wildlife Fund
1250 24th Street NW
Washington, DC 20037

Additionally, WWF's Ombudsperson Office offers an independent channel for communities to raise Grievances independently from the WWF executive or the PMU. This is in line with [WWF's Speak Up! Standard](#), which outlines WWF International's responsibility with respect to Grievance redress and as well the [proposed framework for the Ombudsperson's Office](#)

Stakeholder may also submit a complaint online through an independent third-party platform at <https://report.whistleb.com/en/wwf>. Note: This is the only means for submitting a completely anonymous complaint

Grievances may also be submitted directly to the GCF Independent Redress Mechanism, which is independent of the GCF Secretariat and reports directly to the Board, via their website: <https://irm.greenclimate.fund/case-register/file-complaint>

Information on all the options available to stakeholders must be included in all communications about the project's GRM, including those options that are external to the Project.

Should the complainant wish to move through the entire complaints resolution process in place by WWF Pacific, the following steps will be taken until a resolution satisfactory to all parties is found.

1. Second round of review by the Inquiry Team,
2. Mediation led by a mediator accepted by both parties,
3. Escalation of the complaint to WWF's International Safeguards Helpdesk.

17. Monitoring and Evaluation:

Quarterly internal reports on grievances and feedback received will be collated by the Lead Safeguards Specialist within the PMU. These must be submitted to the Safeguards Lead at the WWF US GCF AE. These report will include information on:

- Numbers of grievances/feedback received
- Compliance with the response time requirements

- Overview of the issues raised in grievances/feedback
- Trends in grievances/feedback over time (in terms of number of complaints, topics, community of origin, etc.)
- Whether remedial action was warranted
- Which type of resolution was provided
- Strategies and recommendations to prevent reoccurrences
- Matters that were referred to other mechanisms or taken to court

A high-level overview of this information should also be included in the bi-annual monitoring reports. All information must be anonymized, and only overall trends and recommendations should be mentioned in project reporting.

5.9. Budget

The ESMF implementation costs, including all costs related to compensation to project affected people, will be fully covered by the project budget. These costs are intentionally integrated within the relevant activity-level budget allocations (e.g., field implementation, stakeholder engagement, trainings, workshops, supervision, and monitoring) rather than presented as separate budget lines. This budgeting approach reflects how safeguard measures will be implemented in practice, as an integral part of project delivery rather than as standalone activities. Embedding these costs within the corresponding technical activities strengthens implementation by directly linking safeguard actions to the activities that generate the associated environmental and social risks, while also avoiding duplication of shared implementation costs.

The EE, and especially the Lead Safeguards Specialist, will remain responsible for ensuring that all safeguard commitments, including any required livelihood restoration measures, are adequately resourced and implemented through the relevant project activities.

A full-time Lead Safeguards Specialist will be employed and 100% of their time will be dedicated to ensuring the ESMF implementation. This position will be housed within the PMU. In addition to the Senior Safeguards Specialist, the programme will require one ESS and Gender Officer to oversee the day to day ESS requirements of the project's two field offices, as well as the engagement of 4 Community Engagement Officers (CEOs), one in each of the four provinces.

Budget for capacity building on ESMF/PF/IPLCPF implementation, travel costs and workshops and meetings for safeguards monitoring (including travel, workshops and meetings) will be included in the overall monitoring and evaluation budget under Component 1 and 2 of the project.

Annex 1. Safeguard Eligibility and Impacts Screening

This yearly screening tool needs to be filled out for each output per landscape included in the annual work plan and budget. In addition, the screening tool needs to be completed whenever management measures or management plans are developed and/or when project intervention areas are determined.

The tool will be filled out by the Environmental and Social Safeguards Lead and reviewed by the M&E Officer and other relevant Technical staff within the PMU. The decision on whether a Site-Specific Environmental and Social Management Plan (ESMP) or Livelihood Restoration Plan (LRP) are required shall be made by the Safeguards Specialist in consultation with the WWF GEF Agency Safeguards Specialists, based on the information provided in this screening form, as well as interviews with the PMU staff, local communities, and any other relevant stakeholders.

Part 1: Basic Information

1	Output Name	
	Description of Activity ("sub-activities")	
2	Type of Activity:	New activity ☐ Continuation of activity ☐
3	Activity location:	
4	Total size of site area	
5	Activity implementation dates	
6	Total cost	

(Move to Part 2 after filling in all information in the table above)

Part 2: Eligibility Screening

No.	Screening Questions: <i>Would the project activity</i>	Ye s	N o	Comments/ Explanation
1	Lead to land management practices that cause degradation (biological or physical) of the soil and water? Examples include, but are not limited to: the felling of trees in core zones and critical watersheds; activities involving quarrying and mining; commercial logging; or dredge fishing.			
2	Negatively affect areas of critical natural habitats or breeding ground of known rare/endangered species?			
3	Significantly increase GHG emissions?			

No.	Screening Questions: <i>Would the project activity</i>	Ye s	N o	Comments/ Explanation
4	Use genetically modified organisms or modern biotechnologies or their products?			
5	Involve the procurement and/or use of pesticides and other chemicals specified as persistent organic pollutants under the Stockholm Convention or within categories IA, IB, or II by the World Health Organization?			
6	Develop forest plantations?			
7	Result in the loss of biodiversity, alteration of the functioning of ecosystems, and introduction of new invasive alien species?			
8	Involve the procurement or use of weapons and munitions or fund military activities?			
9	Lead to private land acquisition and/or the to physical displacement and voluntary or involuntary relocation of people, including non-titled and migrant people?			
10	Contribute to exacerbating any inequality or gender gap that may exist?			
11	Involve illegal child labor, forced labor, sexual exploitation or other forms of exploitation?			
12	Adversely affect indigenous peoples' rights, lands, natural resources, territories, livelihoods, knowledge, social fabric, traditions, governance systems, and culture or heritage (physical and non-physical or intangible) inside and/or outside the project area?			
13	Negatively impact areas with cultural, historical or transcendent values for individuals and communities?			
Please provide any further information that can be relevant:				

If all answers are “No”, project activity is eligible and move to Part 3

If at least one question answered as “yes”, the project activity is ineligible and the proponent can reselect the site of project activity and do screening again.

Part 3: Impacts screening

Answer the questions below and follow the guidance to provide basic information regarding the suggested activity and describe its potential impacts.

No.	Would the project activity:	Yes/ No	Explanation documents /supporting
<i>Environmental Impacts</i>			

1	Result in permanent or temporary change in land use, land cover or topography. Or in changes to policies, plans or programmes that influence land use, land cover and other aspects of the local environment.		
2	Involve clearance of existing land vegetation: If yes, number of trees to be cut down: Species of trees: Are the trees protected: Total land area of vegetation cover removed: Estimated economic value of the trees, crops and vegetation to be cut down / removed and any replacement costs (e.g., fees, registration, taxes): <i>Provide additional details:</i>		
3	Does the activity involve reforestation or modification of natural habitat? If yes, will it involve use or introduction of non-native species into the project area?		
4	Will pesticides be used? If so, are they on the list of those excluded by the Stockholm Convention?		
5	Result in environmental pollution? This may include air pollution, liquid waste, solid waste, or waste as the result of earth moving or excavation for example		
6	Trigger land disturbance, erosion, subsidence, or instability?		
7	Result in significant use of water, such as for construction?		
8	Produce dust during construction and operation?		
9	Generate significant ambient noise?		
10	Increase the sediment load in the local water bodies?		
11	Change on-site or downstream water flows?		
12	Negatively affect water dynamics, river connectivity or the hydrological cycle in ways other than direct changes of water flows (e.g. water filtration and aquifer recharge, sedimentation)?		
13	Result in negative impacts to any endemic, rare or threatened species; species that have been identified		

	as significant through global, regional, national, or local laws?		
14	Could the activity potentially increase the vulnerability of local communities to climate variability and changes (e.g., through risks and events such as landslides, erosion, flooding, or droughts)?		
<i>Socio-Economic Impacts</i>			
15	Negatively impact existing tenure rights (formal and informal) of individuals, communities or others to land, fishery and forest resources?		
16	Operate where there are indigenous peoples and their lands/territories/waters are located? OR Operate where any indigenous communities have close cultural/spiritual or land use relationships? If yes to either, answer questions below:		
	a. Has an FPIC process been started? b. Will any restrictions on their use of land/territories/water/natural resources be restricted?		
17	Restrict access to natural resources (e.g., watersheds or rivers, grazing areas, forestry, non-timber forest products) or restrict the way natural resources are used, in ways that will impact livelihoods?		
18	Restrict access to sacred sites of local communities (including ethnic minorities) and/or places relevant for women's or men's religious or cultural practices?		
19	Operate where there are any cultural heritage or religious or sacred sites that may be impacted by the project?		
20	Undermine the customary rights of local communities to participate in consultations in a free, prior, and informed manner to address interventions directly affecting their lands, territories or resources?		
<i>Labor and Working Conditions</i>			
21	Involve hiring of workers or contracting with labor agencies to provide labor? If yes, answer questions a-b below.		

	c. Are labor management issues prevalent in the landscape? d. Are illegal child labor issues prevalent in the landscape?		
22	Involve working in hazardous environments such as steep, rocky slopes, areas infested with poisonous animals and/or disease vectors?		
Minorities and Vulnerable Groups			
23	Negatively affect vulnerable groups (such as ethnic minorities, women, poorer households, migrants, and assistant herders) in terms of impact on their economic or social life conditions or contribute to their discrimination or marginalization?		
24	Stir or exacerbate conflicts among communities, groups or individuals? Also considering dynamics of recent or expected migration including displaced people, as well as those who are most vulnerable to threats of sexual exploitation, abuse or harassment.		
Occupational and Community Health and Safety			
25	Involve any risks related to the usage of construction materials, working high above the ground or in canals where slopes are unstable?		
26	Expose local community to risks related to construction works or use of machinery (e.g., loading and unloading of construction materials, excavated areas, fuel storage and usage, electrical use, machinery operations)		
27	Generate societal conflicts, increased risk of sexual exploitation, abuse or harassment or pressure on local resources between temporary workers and local communities?		
28	Work in areas where forest fires are a threat? If yes, how recently was the last one?		
29	Work in areas where there the presence or history of vector-borne diseases (some examples include malaria, yellow fever, encephalitis)		
GBV/SEAH Risks			
30	Is there a risk that the project could pose a greater burden on women by restricting the use, development, and protection of natural resources by women compared with that of men?		
31	Is there a risk that persons employed by or engaged directly in the project might engage in gender-based violence (including sexual exploitation, sexual abuse,		

	or sexual harassment)? The response must consider risks not only at the beneficiary level, but also to workers within all the organizations receiving GCF funding.		
32	Does the project increase the risk of GBV and/or SEAH for women and girls, for example by changing resource use practices or singling out women and girls for training without complimentary training/education for men? The response must consider all workers within the organizations receiving GCF funding.		
33	Does any mandated training for any individuals associated with the project (including project staff, government officials, park rangers and guards, other park staff, consultants, partner organizations and contractors) cover GBV/SEAH (along with human rights, etc.)?		
Conflict Sensitivity and Risks			
34	Are there any major underlying tensions or open conflicts in the landscape/seascape or in the country where the landscape/seascape is situated? If yes, answer a-d below		
	e. Is there a risk that the activities interact with or exacerbate existing tensions and conflicts in the landscape/seascape? f. Do stakeholders (e.g. implementing partners, rights holders, other stakeholder groups) take a specific position in relation to the conflicts or tensions in the landscape/seascape or are they perceived as taking a position? g. How do stakeholders perceive WWF Fiji and its partners in relation to existing conflicts or tensions? h. Could the conflicts or tensions in the landscape/seascape have a negative impact on the activities?		
35	Could the activities create conflicts among communities, groups or individuals?		
36	Are some groups (stakeholders, rights holders, businesses) benefiting more than others from the activities? And if so, how is that affecting power dynamics and mutual dependencies?		

37	Do the activities provide opportunities to bring different groups with diverging interests positively together?		
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List of documents to be attached with Screening form:

1	Layout plan of the activity and photos
2	Summary of the activity proposal
3	No objection certificate from various departments and others relevant stakeholders

Screening Tool Completed by:

Signed:

Name: _____

Title: _____

Date: _____

Screening Conclusions [TO BE COMPLETED BY Safeguards Specialist at WWF US GCF AE]

i. Main environmental issues are:

ii. Permits/ clearance needed are:

iii. Main social issues are:

iv. Further assessment/ investigation needed and next step.

a. Need for any special study:

b. Preparation of ESMP (main issue to be addressed by the ESMP):

c. Preparation of LRP (main issue to be addressed by the LRP):

d. Any other requirements/ need/ issue etc:

Screening Tool Reviewed by:

Signed:

Name: _____

Title: _____

Date: _____

Exclusion list

The following practices and activities will not be supported by the project:

1. Land or water management practices that cause degradation (biological or physical) of the soil and water.
2. Activities that negatively affect areas of critical natural habitats or breeding ground of known rare/ endangered species.
3. Actions that represent significant increase in GHG emissions.
4. Use of genetically modified organisms, or the supply or use of modern biotechnologies or their products in crops.
5. Introduction of crops and varieties that previously did not grow in the implementation areas, including seed import/transfer.
6. Actions resulting in loss of biodiversity, alteration of the functioning of ecosystems, and introduction of new invasive alien species.
7. Procurement of pesticides or activities that result in an increase in the use of pesticides.
8. Activities that would lead to physical displacement and voluntary or involuntary relocation.
9. Activities that do not consider gender aspects or contribute to exacerbating any inequality or gender gap that may exist.
10. Child Labour.
11. Activities that would adversely affect IPs' rights, lands, natural resources, territories, livelihoods, knowledge, social fabric, traditions, governance systems, and culture or heritage (physical and non-physical or intangible) inside and/or outside the project area.
12. Activities that would negatively impact areas with cultural, historical or transcendent values for individuals and communities.

Annex 2. Environmental and Social Screening Framework for Small Grants and Loans

1. Introduction

This annex provides an Environmental and Social (E&S) screening framework for assessing the eligibility of Small and Medium Enterprises (SMEs) and grant recipients under the WWF Fiji GSR project. The framework is designed to ensure that grant-funded and loan-supported activities align with the Environmental and Social Management Framework (ESMF), mitigate risks, and promote sustainability. This framework is based on the WWF US Safeguards framework and the Green Climate Fund (GCF) Environmental and Social Safeguard (ESS) Policy.

2. Objectives of the Screening Framework

- Ensure that SMEs and grant recipients adhere to environmental and social (E&S) safeguards in line with WWF US and GCF ESS requirements.
- Identify and mitigate potential negative environmental and social impacts of funded activities.
- Promote sustainable practices among SMEs and grant recipients.
- Provide a standardized approach for the Project Management Unit (PMU) to assess risks and ensure compliance.

3. Screening Process Overview

The screening process consists of the following steps:

1. **Initial Eligibility Check** – Ensure that the SME or grant recipient operates within eligible sectors and does not engage in prohibited activities.
2. **Environmental and Social Screening Checklist** – A structured checklist to evaluate E&S risks.
3. **Risk Categorization** – Classifying activities as low, moderate, or high risk.
4. **Mitigation and Action Plan** – Identifying mitigation measures where needed.
5. **Approval and Monitoring** – Ensuring compliance with E&S standards throughout the project lifecycle.

4. Initial Eligibility Check

Grant and loan applicants will be required to meet the following criteria:

- Operate in a sector that aligns with the project's objectives (e.g., sustainable agriculture, ecotourism, climate resilience, and nature-based enterprises).
- Demonstrate commitment to environmental sustainability and social inclusivity.
- Exclude activities that involve significant environmental harm, forced or child labor, or land acquisition leading to displacement.

5. Environmental and Social Screening Checklist

The PMU will assess the following environmental and social factors:

Screening Criteria	Yes	No	Comments
Does the activity require land acquisition, involuntary resettlement, or restrict access to natural resources for vulnerable groups?			
Will the activity affect Indigenous Peoples, traditional land tenure systems, or cultural heritage sites?			
Could the activity result in significant biodiversity loss, habitat fragmentation, or degradation of ecosystems?			
Does the activity involve large-scale land conversion, deforestation, or wetland drainage?			
Could the activity contribute to water pollution, excessive water extraction, or degradation of aquatic ecosystems?			
Will the activity generate significant greenhouse gas emissions, or fail to integrate climate adaptation and mitigation measures?			
Are there occupational health and safety risks, exposure to hazardous materials, or unsafe labor conditions for workers?			
Does the activity involve hazardous waste production, improper chemical use, or poor waste management practices?			
Could the activity lead to increased risks of gender-based violence, discrimination, or exclusion of marginalized communities?			
Are labor rights, including fair wages, non-discrimination, and child labor protections, adequately addressed?			
Does the activity involve construction or infrastructure development that may pose safety risks to workers and nearby communities?			
Will the activity require significant stakeholder engagement, community consultations, or Free, Prior, and Informed Consent (FPIC)?			
Could the activity result in unintended economic displacement, loss of traditional livelihoods, or inequitable benefit-sharing?			

6. Risk Categorization

Based on the checklist, activities will be categorized as:

- **Low Risk:** No adverse environmental or social impacts expected. Approval can proceed with minimal safeguards.
- **Moderate Risk:** Potential adverse impacts that require mitigation measures and periodic monitoring.
- **High Risk:** Significant risks requiring detailed environmental and social assessment and strong mitigation measures.

7. Mitigation and Action Plan

For moderate risk activities, mitigation measures will be outlined in an Environmental and Social Management Plan (ESMP), detailing:

- Actions to minimize or avoid risks.
- Required monitoring and reporting.
- Stakeholder engagement strategies.

*** Any grants that are screened as ‘High risk’ shall be excluded from receiving funds/support from the project.***

8. Approval and Monitoring

- The PMU will ensure that screening results inform decision-making for grants and loans.
- SMEs and grant recipients will be required to implement mitigation measures and report on E&S compliance.
- The PMU will conduct periodic monitoring to verify adherence to E&S safeguards.

9. Conclusion

This screening framework, aligned with WWF US Safeguards and the GCF ESS Policy, will help standardize the assessment of SMEs and grant recipients, ensuring accountability and alignment with environmental and social commitments. The PMU will oversee implementation, with periodic updates to refine the screening process based on project needs and emerging risks

Annex 3: Grievance Mechanism Forms and Templates

Grievance Form

This form will be translated into local languages and placed in a proper location at the community level.

This form can be completed by Complainant and given to WWF staff, partners or dropped into the community Grievance box. Other ways to raise a Grievance are in person, via phone [add phone number] or by using this website <https://www.wwfpacific.org> or projectcomplaint@wwfpacific.org. After filling out this form, please seal it. The Grievance form will only be viewed by authorized personnel from WWF.

Name:
Telephone Number:
E-mail:
Did the Grievance affect you? If not, what is your relationship to the individual or community impacted? If you are representing the Complainant please provide a signed letter from the Complainant consenting to your representation.
Where did the relevant events occur? Please give the location (country, region, nearest community or other distinguishing reference point).
Please describe the event or action that has prompted the Grievance.
When did this happen? If you don't know of an exact date, please provide an approximate one.
Please name the project, programme or activity that caused the Grievance.
Has the issue been raised before with WWF or any other organization?
Has local law enforcement, local government officials, or any other person been informed?
Date:
Signature:

Grievance Resolution Plan

Name of Complainant and contact information	Date received and how it was submitted	Description of Grievance	Action Taken	Result of Action Taken	Is follow-up action required?
			Action 1: Date:		Yes/No
			Action 2: Date:		Yes/No
			Action 3: Date:		Yes/No
			Action 4: Date:		Yes/No
Suggested Resolution			Outcome of Suggested Resolution		

Grievance Closure Form

Name of Complainant	
Description of Grievance	
Description of Resolution	
Was the resolution accepted?	Yes/No
Was the Grievance resolved?	Yes/No
Name of PMU Director	
Signature of PMU Director	
Name of Complainant	
Signature of Complainant	