

Environmental and Social Monitoring Report

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Semi-Annual Report
July – December 2021
March 2022

TONGA: Outer Island Renewable Energy Report

Prepared by Ministry of Meteorology, Energy, Information, Disaster Management, Environment, Climate Change and Communications

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January 2022

Tonga Outer Island Renewable Energy Project

Grant Nos. 0347/0348/0444/0445/0446/0528/0586/0587/0588-TON and Loan No. 3509-TON

July – December 2021



Prepared by Ministry of Meteorology, Energy, Information, Disaster Management, Climate Change and Communications (MEIDECC) for the Asian Development Bank

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Acronyms and Abbreviations

ADB	Asian Development Bank	MOI	Ministry of Infrastructure
DDR	Due Diligent Report	PMC	Project Management Consultant
DFAT	Department of Foreign Affairs and Trade, Government of Australia	PPE	Personal Protective Equipment
EA	Executive Agency	PSC	Project Steering Committee
EMP	Environmental Management Plan	PV	Photovoltaic
EU	European Union	SCADA	Supervisory Control and Data
GAP	Gender Action Plan	SCDF	Second Danish Cooperation Fund for Renewable Energy and Energy Efficiency for Rural Areas
GEF	Global Environmental Facility	SDGMES	Social Development Gender
GoA	Government of Australia	SHS	Solar Home System
GoT	Government of Tonga	SMR	Safeguard Monitoring Report
HOIs	Ha'apai Outer Islands (Nomuka,	TERM	Tonga Energy Road Map
IEE	Initial Environmental Examination		
kWh	Kilowatts hour		
kWp	Kilowatts peak		
M&E	Monitoring and Evaluation		
MEIDECC	Ministry of Meteorology,		
MOF	Ministry of Finance		
MLNR	Ministry of Lands and Natural		

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INTRODUCTION

This Environmental and Social Safeguard monitoring report is conducted bi-annually to ensure that the Outer Island Renewable Energy Project is aligned with the ADB's safeguard Policy Statement (SPS) and the Government of Tonga's environmental laws and regulations. The objective is to identify and mitigate adverse environmental and social impacts, including protecting the rights of those likely to be affected or marginalized by the installations of 1.32Mp of solar PV power systems across 9 outer islands of Tonga.

1.1 PROJECT BACKGROUND

OIREP is a joint funding of ADB and DFAT, EU, SDCF and GEF. It assists GOT to achieve the provision of 50% sustainable and environmentally friendly renewal energy from technologies such as solar photovoltaic power, battery energy storage systems and network distribution by 2022. Thus, contributes to the reduction of the dependency on oil and its price volatility while increasing the availability and affordability of electricity to the inhabitants of 9 outer islands across Tonga.

The overall objective of OIREP is to construct an approximate 1.32 MWp of solar PV power systems across 9 outer islands of Tonga. Installations of both on-grid and mini-grid solar PV electrification assets are connected to a mixture of existing and newly constructed electricity distribution networks on the islands of 'Eua, 4 Ha'apai outer islands, Vava'u and Niuatoputapu. In addition, the existing SHS on the island of Niuafu'ou is to be rehabilitated. Scopes of work to achieve these goals are broken down into 4 phases as follows:

Phase 1 is an **on-grid generation** component obliged to install 550 kWp solar with 330kWh effective storage in Ha'apai; 200kWp of solar without energy storage in 'Eua, connecting to the existing TPL's grid and fine-tuning the existing SCADA system to improve operational efficiency of the existing network of Vava'u.

Phase 2 is a **mini-grid generation** component to install 100 kWp solar, storage with 210 kWh in 'Uiha, Nomuka and Ha'ano; and a 60 kWp solar with 110 kWh storage for Ha'afeva and 150 kWp solar and 295 kWh storage for Niuatoputapu. All consists of effective diesel back-up gen-sets. These assets will be connected to the existing community owned mini-grid generation except on Niuatoputapu which will have a newly installed grid (Phase 4). Niuafu'ou's existing SHS is to be revamped which requires the changing of batteries, charge controllers and solar panels where necessary. Old batteries will be shipped for recycling and/or disposal appropriately.

Phase 3 is an **on-grid network rehabilitation component** targeting to rehabilitate 100% of the existing network of 'Eua and approximately 60% of the existing network of Vava'u which includes the followings:

- Install in 'Eua a 45km of LVABC conductor, 2 off station step-up transformers and equipment, 13 poles top transformers and structures, 300 HV cross arm assemblies, LVABC associated materials, 1370 LV poles, 300 'Eua HV poles, complete boundary surveys, new HV open fly wire conductor throughout the island and new service line to all customers (approximately 1000 households);
- Install in Vava'u 14km of HVABC conductor, 130km of HV Fly conductor, 70km of LVABC conductor, LVABC conductor associated materials, 2 off station step-up transformers and equipment, 67 pole top transformers and structures, 555 HV cross arm assemblies, 770 Vava'u HV Poles, 1400 Vava'u LV Poles, complete boundary surveys and new service lines to 50% of the customers.

Phase 4 is a **mini-grid network rehabilitation** component to revamp the 4 existing HOIs' mini-grids that were installed in 2013, install new pre-paid dual tariff meter boxes on each household, carry out household rewiring works, install a totally new Niuatoputapu mini-grid distribution network to take the power from the newly installed centralized solar farm (Phase 2) to the households, new pre-paid dual tariff meter boxes and new household wiring works in each household on Niuatoputapu.

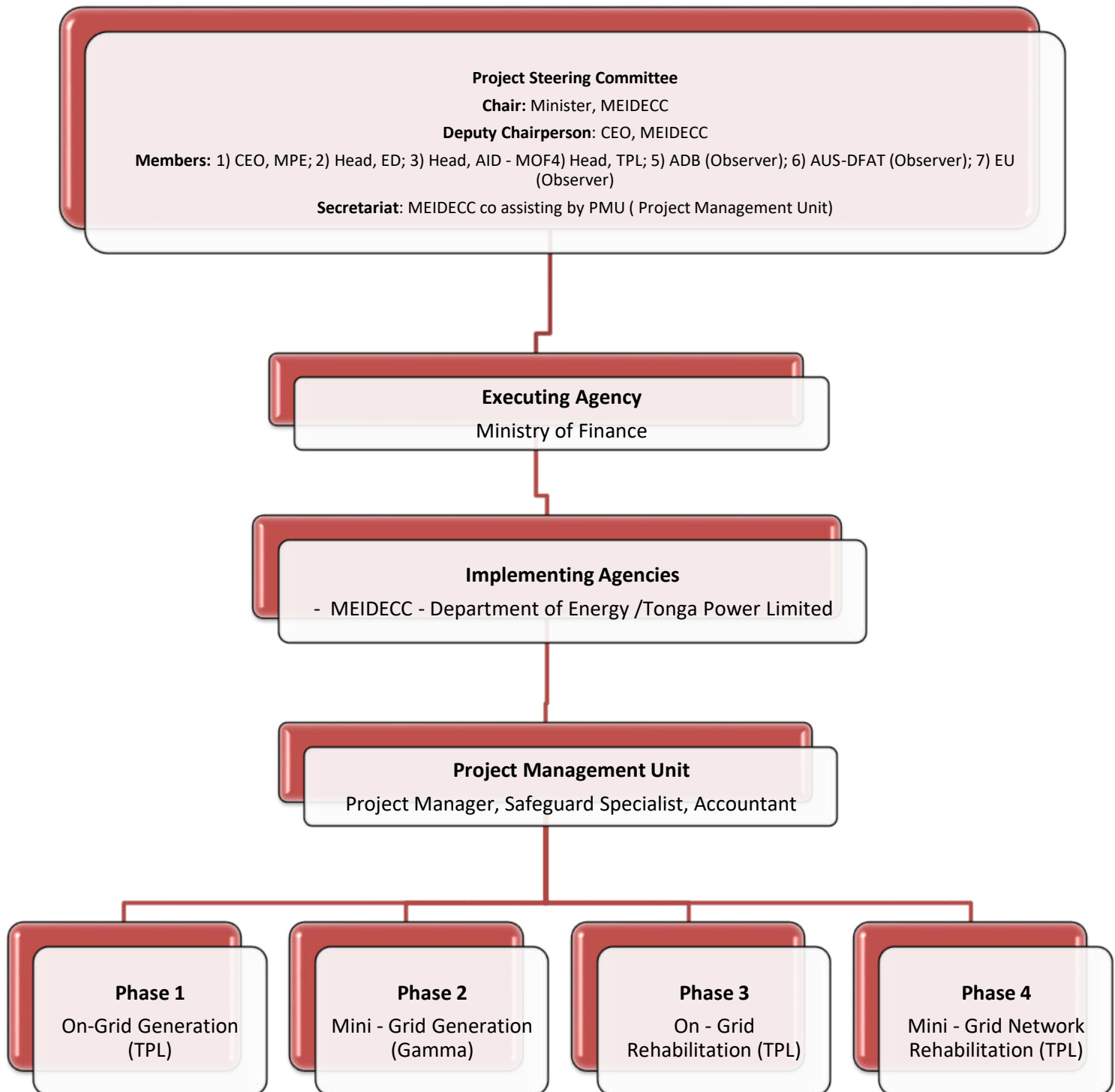
1.2 MANAGEMENT AND STAFF ORGANIZATION

The Project Steering Committee comprises of the Minister of MEIDECC as the chairperson; Deputy Chairperson; CEO of MEIDECC; Co-opted relevant Ministries as required; Relevant Development Partner will be invited (ADB, Aus-DFAT, EU etc); Relevant Stakeholders Co-opted as required (CEO, MEIDECC, CEO, TPL etc); Project Management Aid Division, with the MOF as Secretariat.

The Ministry of Finance is the executing agency (EA) and is responsible for the overall management of the project including implementation of mitigation measures, social and environmental safeguard reporting and obtaining necessary approvals. MEIDECC and TPL are the project implementing agencies.

The principal national agency charged with environmental protection is the MEIDECC. The role of MEIDECC is to protect the environment and promote sustainable development. The environmental assessment for development projects is also approved by MEIDECC. It is also the agency required to respond to any complaints from the public about environmental issues.

1.3 PROJECT ORGANIZATION STRUCTURE



2 REPORT PURPOSE AND RATIONALE

This report is the eleventh semi-annual safeguard monitoring report (SMR) for the Outer Island Renewable Energy Project as required by Asian Development Bank. The report covers the environmental and social aspects of the project for the period of July to December 2021. There are three phases that are currently ongoing, hence this report is to monitor safeguard aspects of those ongoing phases as follows; 1) Phase 2 – Mini-grid generation component of the project, 2) Phase 3 – On – grid network rehabilitation of the project, 3) Phase 4 – Mini-grid network rehabilitation of the project.

Site Inspection for environmental safeguards compliance and effective implementation of the project's Gender Action Plan are the two main areas which this monitoring report is focused upon.

3 SAFEGUARD ACTIVITIES

The project is categorized under ADB as Safeguard Category B for environment with an IEE prepared to mitigate environmental impacts and Category C for involuntary resettlement project classifications. A due diligence report (DDR) was prepared to confirm that the project components have no involuntary resettlement impacts and that no further action is required.

3.1 PHASE 1 (ON-GRID GENERATION)

3.1.1 STATUS

Phase 1 was completed in 2017. Solar Photovoltaic generators are installed (0.2MWp on 'Eua, 0.55MWp on Lifuka, Ha'apai and repair program on Vava'u) and connected to existing electricity distribution networks. The Lifuka and 'Eua solar plants are now operating almost at its full capacity.

3.1.2 WORK RELATED TO SAFEGUARDS

There are no current physical works being operated, hence no required environmental nor social monitoring at the time of reporting.

3.2 PHASE 2 (MINI-GRID GENERATION)

The design for the Phase 2 generation and distribution components of the Project on the Ha'apai outer islands of Nomuka, Ha'afeva, 'Uiha and Ha'ano is to install a centralized solar PV generation site next to the existing diesel power station. The plant, battery energy storage and the back-up gen-set will be housed within the existing power station on these islands

The existing Ha'apai outer islands' underground distribution mini grids only need minor repair works and will not impact on any land or wayleave requirements. NTT does not have an existing underground mini grid; one will be newly installed.

3.2.1 STATUS

During the reporting period, Phase 2 has progressed with site works. It is estimated that 80% of civil works had been completed by the Contractor for the installation of new solar plants in Haano, Uiha, Haafeva, Nomuka and Niuatoputapu.

For environmental safeguard compliance, the overall assessment is that construction activities are progressing well with regards to protecting workers and community safety. Full PPE compliance is good. Safety is provided at the construction site.

3.2.2 SOCIAL SAFEGUARDS

Concern from the Communities

During the Business Skills training at Ha'apai Outer Island, the beneficiaries raised their concerns on the timeframe of the installation. Beneficiaries asked if the Project Management Unit could share with them the right commission date, so that it would be aligned with their individual business planning.

Grievances

The beneficiaries of the Ha'apai Outer Island raised that they were not consulted properly with the idea of removing their old two generators from the Powerhouse and putting the new OIREP generator inside. They were surprised when the contractor removed the old generator out into the open where it is exposed to the elements. They informed the field team that they were not informed prior to this happening and that if they were, they would not agree for this to happen in the first place. These still working generators were brought by the community themselves with their own hard-earned money and they did not want to see all their efforts go to waste. Beneficiaries were formally requested the OIREP project if they could help out and build a new small shed to shelter their old generators so when they switch from the old system to the new system built by OIREP, they still have these two generators for back up or stand by.

Consequently, the project shall seek the possibility of building an extension to the 4-power stations in question once the Phase 4 savings have been quantified and confirmed. It is estimated for a total of USD80k for this potential extension of 4 power stations in the Haapai Outer Islands.

From the previous reporting period, a new procurement package (SHO-P4-Shelters-07) was approved by ADB to mitigate safeguard issues had been raised by communities in regards for the storage of their old gen-sets. Subsequently, the construction works has been awarded to M & M construction and services, which they are going to complete the construction works within 6 months period.

3.2.3 ENVIRONMENTAL SAFEGUARDS

Phase 2 interventions are categorized as environmental category B project. There were no environmental incidents identified during the reporting period.

3.2.4 INVOLUNTARY RESETTLEMENT

The project is classified as Category C for involuntary resettlement project classification. This means that the project component has no involuntary resettlement impacts and that no further action is required. A Resettlement Plan is not required for this subproject since the land has been made available through negotiated settlement. None of the sites in question contain any dwellings buildings (either temporary or permanent) or non-residential assets within a modified natural environment.

No monitoring and reporting are required for land acquisition and resettlement issues as there are none.

3.3 PHASE 3 (ON-GRID NETWORK REHABILITATION)

Activities within this component are categorized as Category B for environment and Category C for involuntary resettlement. No environmental implications were identified under this monitoring review.

3.3.1 STATUS

During this reporting period, the Phase 3 portion of the project has progressed through the implementation stage of the Vava'u 60% to 100 % scope. TPL will continue on upgrading the LV and HV network and aimed to complete all works before the end of Q3 2022. Consequently, it includes switching over from parts of the old network to the competed new parts of the network and then dismantling the parts of the old network. The deeper need to maintain the Environmental safeguards is currently being met by a combination of resources from the PMU and TPL. The necessary ADB environmental safeguards process has been adhered to and shall continue to be met. Given this level of oversight, safeguard issues are not envisaged at this time however close monitoring shall be carried out throughout the project.

3.3.2 SOCIAL SAFEGUARDS

Activities within this component are categorized as Category C for involuntary resettlement.

3.3.3 ENVIRONMENTAL SAFEGUARDS

Phase 3 100% of the Vava'u scope is currently on implementation stage and TPL team in Vava'u are progressing with some primary operation and maintenances for the Network.

A checklist of environment commitments was prepared and it is included in Appendix 2.

3.4 PHASE 4 (MINI-GRID NETWORK REHABILITATION)

Phase 4 is to rehabilitate the mini-grid network of Ha'apai outer islands (Nomuka, Ha'afeva, Ha'ano and 'Uiha) and Niuatoputapu.

3.4.1 STATUS

Phase 4 is currently in its 'Implementation Stage'. Some of the associated financial drawdowns have already started during this particular reporting period which include the Electricity Commission package, the House Wire Supply, the House Wire Installation and the Surveys along with the BER's for the Conductor package and the Equipment package. The drawdowns shall continue with the forthcoming period once the remaining contracts are signed.

3.4.2 ENVIRONMENTAL AND SOCIAL SAFEGUARD

The existing Ha'apai outer islands' underground distribution mini grids only need minor repair works and will not impact on any land or wayleave requirements. The subproject is assessed to be environment compliant under the IEE. For involuntary resettlement safeguards, NTT does not have an existing underground mini grid; one will be newly installed. It is planned to install the NTT underground mini-grid along existing roads, wayleaves, rights of access and access paths with full approval from the local communities and the government representatives. No land shall have to be acquired nor resettlement required with no economic displacement.

4 RESPONSE MEASURES FOR COVID-19

It has been declared by the Government of Tonga on the 2nd of February that the Ministry of health has identified and recorded its first cases of community transmission of COVID-19. Consequently, this was due to normal surveillance testing of front liners at Queen Salote Wharf.

4.1 PROJECT COVID-19 EMERGENCY RESPONSE PLAN

Implementing of this Emergency Response Plan, Project pledges to dedicate resources immediately to identify and mitigate situations in the in the workplace which may introduce, expose or spread COVID-19. Each Contractor's written plan, unique to the operations under its controls, administrative controls and safe work practices, and will update that plan on a regular basis for the duration of the COVID-19 situation.

- Ban in-person meetings (internal or external) and employee convenings (formal or informal) of any size. Employee communication handled virtually wherever possible.
- Regular body temperature scans or RAT test performed and logged for all on-site employees (contingent on availability of scanning devices, which are in short supply due to acute global demand).
- Immediate workflow audit that removes instances of employees being within 6' of each other.
- Reduction of on-site work hours to minimum needed to sustain operations.
- Staggered shifts and work hours to minimize on-site human presence at a given time.
- Staggered use of all shared spaces, including bathrooms, breakrooms and lunchrooms.
- Staggered facility entry and exit procedures.
- Mandatory work at home for all employees except the absolute minimum required for baseline production and logistics functions.

- Sanitary processes implemented throughout facility (soap, hand sanitizer, single-use gloves, doors propped open, hands-free capabilities, no shared food).
- Blue tape marking of surfaces that receive frequent human contact; disinfection of these surfaces' multiple times daily.
- International travel ban – business and personal.
- Domestic business travel bans except for critical operations (with senior management approval). Domestic personal travel requires employee to self-quarantine for 14 days and be symptom-free before returning to work.
- Any employee returning from a Level 2 or 3 CDC travel country must self-quarantine for 14 days and be symptom-free before returning to work.
- No deliveries except those that support production activities or emergency building maintenance.
- No visitors (including suppliers and customers) except those approved by senior management.

4.2 HEALTH AND SAFETY MEASURES

This tool will guide PMU and contractors in regards for project activities implementation. Each step has checklist with items needed to address before resuming or during operations.

1. Assess the risks at all OIREP sites

The virus that causes COVID- 19 spreads in several ways. It can spread in droplets when a person coughs or sneezes. It can also spread if you touch a contaminated surface and then touch your face. The risk of person-to-person transmission increases the closer you come to other people, the more time you spend near them, and the more people you come near.

The risk of surface transmission increases when many people contact the same surface and when those contacts happen over short periods of time.

Involve workers when assessing your workplace

Identify areas where there may be risks, either through close physical proximity or through contaminated surfaces. The closer together workers are and the longer they are close to each other, the greater the risk.

☐ We have involved frontline workers, supervisors, and the joint health and safety committee (or worker health and safety representative, if applicable)

☐ We have identified areas where people gather, such as break rooms, production lines and meeting rooms.

☐ We have identified job tasks and processes where workers are close to one another or members of the public. This can occur in your workplace, in worker vehicles, or at other work locations (if your workers travel offsite as part of their jobs)

☐ We have identified the tools, machinery and equipment that workers share while working

☐ We have identified surfaces that people touch often, such as doorknobs and light switches

2. Implement protocols to reduce Risks

Select and implement protocols to minimize the risks of transmission. Look to the following, input, and guidance.

5 GENDER DEVELOPMENT

Implementing of the Gender Action Plan is one of the significant components of the social safeguard. Appendix 4 specifies the current status of the Gender Action Plan and all targets.

4.1 GENDER TRAININGS

Six trainings assigned for OIREP to be conducted in the outer Islands. The first round of trainings had been completed in Q1 and Q2 2019. The second round of trainings for Vava'u, Nomuka, Haano, Haafeva and Uiha had been completed during this reporting period. Niuatoputapu trainings had been completed on Q3 2020.

5 MONITORING ACTIVITIES

Appendix 2 shows the environmental monitoring checklist complying with the provided EMP in the IEE of Project Phase 2,3 and Phase 4.

6 SUMMARY AND CONCLUSION

The report concludes that project activities are currently under good progress and under control with safeguard compliance. The Social Safeguard specialist for OIREP resigned in Q3 2019 and the new Social Safeguard specialist recruited on January 2020. Consequently, the new SSS is accountable for the continuity of Safeguard Activities. The Environmental and Social Monitoring for the period of July – December 2021 is summarized in the table below

6.1 TABLE 1: SUMMARY AND CONCLUSION

Sub-Project/Project activity	Actions Undertaken	Focus of Next Reporting Period
Phase 2: Mini-Grid Generation in HOIs, Niuatoputapu		
A. Pre-construction		

Location Ensure no encroachment into precious ecological and protected areas	Completed. Site selection has been selected in previous report	No further action requires
Ensure no Topography and visual impacts	Completed. Selected sited are away from inhabited areas	No further action requires
Project Design Ensure EMP is included in the bidding documents	Completed. ESMP included in the Bidding Documents	Ongoing monthly monitoring audits
Climate Change Risk of climate change	Ensure the provision of solar PV plants with resilience to climate change through compact and preassembled systems resistant to marine environment	Detailed Design
Equipment design and selection Release of toxic chemicals and gases in receptors (air, water, land)	Completed. Ensure requirements for PCBs is included in Bid Documents	Ongoing monthly monitoring audits
Involuntary resettlement Ensure social equity	No action	Ongoing monthly monitoring audits
Site Clearing Cutting of trees about 60 coconut trees and removal of vegetative cover	Completed. No compensatory afforestation required	Ongoing monthly monitoring audits. Impacts associated with civil Works activities.
Social Aspects	No action	* Aspects during installation – availability of water at the work sites, managing of domestic wastewater, sorting of construction wastes, workers' safety (health and safety manual), safety training sessions

Grievances	Ha'apai Outer Island Communities Complained about their old generators.	Complaints from Communities had been solved
Others		
Land Issues Construction Permit	*All Land Deeds are in placed with PMU *Permit has been granted.	*No further action is required

7 APPENDICES

7.1 APPENDIX 1: APPROVED CONSTRUCTION ENVIRONMENTAL MANAGEMENT PLAN

CEMP Giving Potential Negative Impacts, Mitigation Measures and Responsibilities				
Activities	Potential Negative Impacts	Mitigation Measures	Implementing Organization	Supervisor
Pre- Construction Stage				
Site Clearing	<p>Loss of trees and vegetative covers.</p> <p>Leveling of ground might cause erosion during heavy rain.</p> <p>Cutting of trees/shading trees outside installation sites would create dispute as it is private land.</p>	<p>Appropriate leveling of sites after removal of vegetation cover to avoid land inundation during wet seasons.</p> <p>All vegetation that potentially impact the solar plant should be removed.</p> <p>Compensatory afforestation as per government policies where necessary.</p>	Gamma Solution Ltd./'Ofa Construction	Gamma Solution Ltd.
Equipment Design and Selection	Risk of Climate Change.	Provided solar PV plants with resilience to Climate Change i.e. Wind Rating certificate.	Gamma Solution Ltd./'Ofa Construction	Gamma Solution Ltd.

	<p>Release of toxic chemicals and gases in receptors (air, water, land).</p> <p>Damage from hurricanes and cyclones.</p> <p>Visual impacts and glare.</p>	<p>Preassembled systems resistant to marine environments i.e. Corrosion Certificate.</p> <p>PCBs should not be used in transformers and other project facilities or equipment.</p> <p>Design of foundations and racking system to withstand powerful cyclones and hurricanes, which will reduce any potential hazard of panels being lifted and blown onto adjacent properties.</p> <p>Design of solar arrays to absorb incident solar radiation.</p> <p>Proper orientation of arrays.</p>		
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Gender Obligations (As per contract)	<p>Not complying with contracted gender obligations.</p> <p>Technical skills of women are not appreciated.</p>	<p>Separate women-friendly sanitation facilities for 4 sites of Ha'apai and Niuatoputapu.</p> <p>Recruitment of 30% female as part of the Principal contractor's workforce based in Tonga.</p> <p>Recruitment of 10% female by local sub-contractor.</p> <p>Pay slips for male and female doing the same jobs reflect equal pay rate.</p>	<p>Gamma Solution Ltd./'Ofa Construction</p>	<p>Gamma Solution Ltd.</p>
Construction Stage				
Construction/Renovation debris	<p>Littering and Garbage on site.</p>	<p>Minimize potential for illegal waste disposal. No dumping of waste in neighboring fields.</p> <p>Keep surrounding areas clean and tidy.</p>	<p>Contractor and PMC</p>	<p>Contractor</p>

Dust Control	Dust and particulate emission from movement of trucks materials and during construction	Irrigate when it requires to wet areas that generate dust.	Contractor and PMC	Contractor
Noise Control	Noise from construction will disturb neighbors	Time of work should be 0700-1900 from Monday to Saturday and no working on Sundays.	Contractor and PMC	Contractor
Installation of Solar Panels	Visual Impacts	Selection of plant with minimum visibility from residences and roads with screening where necessary.	Contractor and PMC	Contractor
Storage of Construction material and movement of vehicles	Topography Impacts	Selection of suitable storage areas for materials.	Contractor and PMC	Contractor
Occupational Health and Safety	Impacts on workers' health due to working with building/installing construction.	Provide Health and Safety Plan. Supervision and Inspection. Protection gears (PPE) for every personnel is provided.	Contractor and PMC	Contractor
Operation Stage				

Cleaning of Solar Panels	Wastewater Generated from cleaning of solar panels	Provision and cleaning of adequate drainage system.	Contractor and PMC	Contractor
All implementation Stages				
Grievance Redress Mechanism	No response to complaints from the communities	Record all complaints and report PMU/PMC.	Contractor and PMC	Contractor

7.2 APPENDIX 2: MONITORING CHECKLIST FOR PHASE 2,3 AND 4

Phase 3 (Vava'u Rehabilitation Scopes) Environmental Management Checklist

Activity	Action/Mitigation Measure	Mitigation		Impacts Observed/Location	Action Required (Corrective Action # and Date)
		Yes/ No	Effectiveness (1 to 5)		
Contractor environmental awareness, inspection and reporting	<p>Aware of environmental management requirements</p> <p>Has a copy of EMP</p> <p>Delivering of Training and/or awareness to staff induction, toolbox meetings)</p> <p>Daily/weekly inspections</p>	<p>Yes</p> <p>Yes</p> <p>Yes</p>	5	<p>A proposed EMP has sent to the Contractor and it will be approved by the EPC, supervised by PMC and monitored by IA.</p> <p>Ongoing implementation/inspections as part of daily supervision (Mr.Sione Pongi)</p>	No Issue
Vegetation Management	No vegetation to be removed outside of the installation sites	Yes	5	<p>No land clearance activity was done. Work are within the reserve</p>	No Issue
Groundwater Quality Control	Protocols for safe ground drilling being implemented	Yes	5	Drilling involved two persons. One driver and one instructor.	No Issue

4. Waste Management	Minimize potential for illegal waste disposal in the roads	Yes	5	No littering observed.	No Action Required
5. Noise Control	Minimize sound generated by installing of electric poles and wires Program work occurs at times of least impact i.e. 0700 to 1830 hrs, Monday to Saturday only as no work is allowed on Sunday	Yes Yes	5	No Complaints on any issues from neighbors. They are happy that service lines and poles upgraded and hopefully low-cost	No issue
6. Dust Control	Use water trucks, when required, to wet areas that generate dust along the roads	NA		No Complaints on any issues from neighbors. They are happy that service lines and poles upgraded and hopefully low-cost tariffs.	No issue

7. General Site Management	Install traffic barriers around work sites	Yes	5	Sites should have a work ahead signage and not just cones as it right beside the roads.	No issue Photos 3
	Provide and maintain adequate warning signs at site boundaries	Yes	5		
8. Community Disruption and Health Control	Provide of sanitation facility for line workers	No	3	No sanitation facility on site	Instruct Supervisor to use nearby LDS Chapel's bathrooms/toilets due to the nature of work is mostly mobilizing from time to time.
	Provide appropriate signage and control to ensure safety	Yes	5	although the nature of work is mobilizing. Cones are using	
	Keep First Aid Kit onsite	No	5		
	Provide opportunities for local to be engaged in the installations. Particular attention should be given to providing work opportunities for women (as per OIREP	Yes	5	Contractor is complying with the recruitment of local linewomen.	

Effectiveness Rating: 1: Non-Compliance – Corrective Actions Required; 2: Partial Compliance – Corrective or Alternative Actions Required; 3: Adequately Implementing EMP measures; 4: More than

adequately implementing EMP measures; 5: Excellent Compliance, incl. measures in addition to EMP

7.3 APPENDIX 3: PHASE 2 ENVIRONMENTAL MONITORING CHECKLIST KEYS: NC: NO COMMENT; NA: NOT APPLICABLE

During Construction				
Activity	Sub-Project	Findings (OK, NC NA)	Comments	Actions
Location No encroachment to protected areas, historical and cultural importance	Phase 2 HOIs Niuatoputapu	OK	Complete	No further action
Sites are away from inhabited area	Phase 2 HOIs	OK	Complete	
Project Design Inclusion of EMP in the bidding documents	Phase 2	OK	Complete	Monthly Audits
Climate Change	Phase 2 Resistant to marine environments solar PV system	OK	NC	Monthly Audits
Equipment design and selection	Phase 2	OK	NC	Monthly Audits
Involuntary resettlement or land acquisition	Phase 2	NA		
Site Clearing	Phase	OK	NC	

7.4 APPENDIX 4: GENDER ACTION PLAN UPDATES AS OF DECEMBER 2020
Project Title: Outer Island Renewable Energy Project & Additional Financing

Country: Tonga

Approval Number: Grant 0347-TON / Grant 0348-TON / Grant 0444-TON / Grant 0445-TON / Grant 0446-TON /

Grant 0528-TON / Loan 3509-TON / Grant 0586-TON / Grant 0587-TON / Grant 0588-TON

Gender Mainstreaming Category: Effective gender mainstreaming

Gender Action Plan (GAP Activities, Indicators and Targets, Timeframe, Responsibility)	Evidence/source of data	Progress to date (as of December 2021) (This should include information on period of actual implementation, sex-disaggregated quantitative updates (e.g., number of participating women, women beneficiaries of services, etc.), and qualitative information. However, some would be on-going - so explain what has happened so far towards meeting the target.	Issues and Challenges (Please include reasons why an activity was not fully implemented, or if targets fall short, or reasons for delay, etc., and provide recommendations on ways to address issues and challenges)
Output 1: OUTPUT 1: CONSTRUCTION AND INSTALLATION OF 1.32 MWP SOLAR CAPACITY IN 9 OUTER ISLANDS OF TONGA			

<p>Target 1: During design and implementation, all community consultations will have a target of at least 50% female participation.</p>	<p>i. Quarterly Progress Reports;</p> <p>ii. Site Visit Reports.</p> <p>iii. Field Report</p>	<p>ON TRACK</p> <p>Phase 1</p> <p>Design – ‘Eua – May 2016</p> <ul style="list-style-type: none"> - Total Number of Participants: 50 - 50% women (25) and 50% men (25) <p>Phase 2</p> <p>Design – Ha’apai</p> <ul style="list-style-type: none"> - Consultation completed - Total Number of participants :70 - 70% women (49) and 30% men (21) participated - Topics Covered: <ul style="list-style-type: none"> o Outreach program on Energy Efficiency o Strengthened technical capabilities of ECOS and EMC <p>Design – Niuatoputapu</p> <ul style="list-style-type: none"> - Consultation completed - Total Number of participants: 27 - 56% women (15) and 44% men (12). - Topics Covered: <ul style="list-style-type: none"> o Outreach program on Energy Efficiency o Strengthened technical capabilities of ECOS and EMC <p>Implementation – Vava’u</p> <ul style="list-style-type: none"> - Total Number of participants :20 - 50% women (10) and 50% men (10) <p>Implementation – Haapai</p>	<p>No issues and Challenges</p>
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		<ul style="list-style-type: none"> - <i>Consultation completed</i> - <i>Total Number of participants :136</i> - <i>48 % women (65) and 52% men (71) participated</i> - <i>Topics Covered:</i> <ul style="list-style-type: none"> o <i>Safeguard & Business Skills Training for solar related opportunities & Strengthening the business skills capacity</i> o <i>Operation and maintenance Presentation</i> o <p><i>Implementation – Niuatoputapu</i></p> <ul style="list-style-type: none"> - <i>Total Number of Participants: 95</i> - <i>49 % women (47) and 51% men (48) participated</i> <ul style="list-style-type: none"> o <i>Safeguard & Business Skills Training for solar related opportunities & strengthening the business skills capacity</i> <p><i>Phase 3</i></p> <p><i>Implementation- Vava'u</i></p> <ul style="list-style-type: none"> - <i>Consultation Completed</i> - <i>Total number of participants: 20</i> - <i>50 % (10 women) and 50% (10 men)</i> 	
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		<p>Phase 4: On Track</p> <p>Design – Niuatoputapu</p> <ul style="list-style-type: none"> - Consultation Completed <p>Implementation – Niuatoputapu</p> <ul style="list-style-type: none"> - Total Number of Participants : 95 - 49 % women (47) and 51% men (48) participated <ul style="list-style-type: none"> o Safeguard & Business Skills Training for solar related opportunities & Strengthening the business skills capacity 	
<p>Target 1.3 Women make up 30% of workforce for construction and O&M of the new minigrid on Niuatoputapu and upgrade of existing service lines on Ha'apai.</p>		<p>ON TRACK</p> <p>Number of workers hired for construction of the new minigrid on Niuatoputapu : 5</p> <p>Number of workers hired for construction of the existing service lines on Ha'apai: 8</p> <p>Number of women workers hired for construction of the new minigrid on Niuatoputapu: 0</p> <p>Number of women hired for the upgrade of existing service lines on Ha'apai: 2</p>	No issues and Challenges

		<p>Number of workers hired for operations & maintenance (O&M) of the new mini-grid on Niuatoputapu:</p> <p>Number of workers hired for upgrade of existing service lines on Ha'apai: 8</p> <p>Number of women workers hired for operations & maintenance (O&M) of the new mini-grid on Niuatoputapu:</p> <p>Number of women workers hired for upgrade of existing service lines on Ha'apai: 2</p>	
<p>Target 2: Contractors, whenever culturally appropriate, will be encouraged to provide work for unskilled and semi-skilled labor for local people (30% women).</p>	<p>i. Quarterly Progress Report (Quarter 1, 2020) - Update GAP Table and Appendices.</p> <p>- GAMMA Quartely GAP report</p>	<p>ON TRACK</p> <p>Phase 2: Contractors recruited 30% females</p> <ul style="list-style-type: none"> - Head Office – 3 Male, 4 female - Nomuka Site – 3 Male, 2 Female - 'Uiha Site – 3 Male - Haano Site – 4 Male, 1 Female - Haafeva Site – 3 Male, 2 Female - Niuatoputapu Site – 5 Male - TOTAL – 30 - Female – 9 (30%) - Male – 21 (70%) 	<p>No issues and Challenges</p>

		<p>Appendix 10 of Contract agreement with GAMMA – Contractor for phase 2</p> <ul style="list-style-type: none"> • Inclusion of at least 30% females as part of the Contractor's workforce in Tonga. 	
<p>Target 3 Requirement for hiring of women (10% target) will be included in the local construction contracts for solar power installations.</p>	<p>i. Quarterly Progress Report - Update GAP Table and Appendices.</p>	<p>ACHIEVED</p> <p>Phase 1</p> <p><i>Installation of Solar Plants in 'Eua and Lifuka</i></p> <ul style="list-style-type: none"> - <i>Lack of Gender Specialist at this phase meant that this was not included in the Contractor's Contract</i> <p>Phase 2: Local Sub-contractor recruited the following local construction workers:</p> <p>*Ha'apai Sites: Total number of workers: 28</p> <p>50% females (14) and 50% males (14)</p> <p>*Nuatoputapu: Total number of workers: 9</p> <p>22% females (2) and 78% males (7).</p> <p>Phase 3: Tonga Power Limited (TPL) recruited</p> <p>Total number of workers recruited: 8</p>	<p>No issues and Challenges</p>

		<p>63% females (5) and 38 % males (3) for OIREP's line workers.</p> <p>O&M staffs: Total number of O&M workers: 81</p> <p>Number of women O&M workers in project: 37</p> <p>Number of men O&M workers in project: 44</p> <p>'Eua 4 women, 3 men;</p> <p>Ha'apai Lifuka 5 women and 9 men;</p> <p>Ha'apai Outer Islands: Nomuka 7 women, 8 men; Ha'ano 7 women, 8 men;</p> <p>Ha'afeva 7 women, 8 men; and</p> <p>'Uiha 7 women and 8 men.</p> <p>Phase 4:</p> <p>It has been part of the TPL contract</p> <p>Safeguard Specialist monitor this target until the implementation is completed</p>	
<p>Target 4: Provide services lines and meter to at least 20% female-headed households.</p>	<p>i. QPRs</p> <p>ii. Census 2011</p>	<p>ON TRACK</p> <p>Phase 2: Installation has not started yet.</p>	<p>Data – Safeguard & Gender Specialist – will be on the field to collect data – To ensure that 20% female headed household –</p>

		<p>Phase 3: 100% (434) of FHH are providing service lines and meter</p> <p>Next Step: Monitor the numbers after TPL complete with rehabilitation</p>	<p>benefit from the Network upgrade – 100% - Vava'u</p>
<p>Target 5: NEW GAP TARGET (from DMF)</p> <p>At least 65 households headed by women in Ha'apai outer islands (50 households) and Niuas (15 households) will benefit from the project. (Baseline: all 350 existing households)</p>	<p>i. Census 2011</p> <p>ii. List is provided in QPR Q1, 2019</p> <p>(Source: Count from Town Officers – Dec 2018)</p>	<p>ON TRACK</p> <p>Phase 2: Installation has not started yet.</p> <p>Phase 4: Installation has not started yet.</p> <p>i. Baseline of Total Households benefitting from project in Ha'apai and Niuas is 1,062 (Ha'apai – 780; Niuas – 282).</p> <p>ii. Total FHH:</p> <p>Ha'apai – 156</p> <p>Niuas – 51</p> <p>Next Step: Close monitor for NTT as it is a remote island</p>	<p>Challenge: Baseline showed on DMF is not what is shown in Census 2011 nor 2016.</p> <p>Recommendation: Since, Baseline shown in the DMF is not known, Census 2011 is used.</p>
<p>Activity 1: Ensure the existing toilet and sanitation facilities are women-friendly by providing reliable water supply, proper lock and lighting</p>	<p>QPR Q1, 2019</p>	<p>ON TRACK</p> <p>All project phases have included women-friendly facilities.</p> <p>Appendix 10 of Gamma Contracts</p> <ol style="list-style-type: none"> 1. Provision of separated toilets and women friendly sanitation facilities on each of the 5 sites (Nomuka, Haafeva, Uiha, Haano & Niuatoputapu) 	<p>Contractors needed to clean up toilets and improve the standards</p>

		Safeguard Specialist always monitor this activity until the project is completed	
Activity 2: Ensure equal pay for equal work between male and female workers.	QPR Q1, 2019	<p>ON TRACK</p> <p>Phase 2:</p> <p>Appendix 10 of Gamma Contracts</p> <p>4. Equal pay rate for all male and female employees (including subcontractors)</p> <p>- Safeguard Specialist always monitor this target in terms of reminding to the Contractors to submit their Quarterly Gender Action Plan Reports (Signed Payrolls)</p> <p>Phase 3:</p> <p>As part of the Contract with the Contractors</p> <p>Ask TPL if they could do this for the team in Vava'u – how they are going to equate the pay for the existing team in Vava'u</p> <p>Phase 4: Installation has not started yet.</p>	Phase 3: Further discussions with TPL
Target 6: Provide business skills training on income opportunities from increased		<p>ON TRACK</p> <p>Ha'apai and Vava'u had completed on Q2 2020.</p>	No issues and Challenges

<p>electricity supply with 50% women participation</p>		<p>Training Title: Promoting Sustainable Energy Business Opportunities</p> <p>Training Key Areas</p> <ul style="list-style-type: none"> - Introduction to Tonga's Energy Sector - Highlight business and employment opportunities offered by government's energy goals for Women - Introduction to the RE and EE business related opportunities and plans of the PACREE - Development of proposals for funding of a small-scale solar related business opportunities for Women <p>Haapai</p> <ul style="list-style-type: none"> - <i>Total Number of participants :136</i> - <i>48 % women (65) and 52% men (71) participated</i> <p>Niuaatoputapu</p> <ul style="list-style-type: none"> - <i>Total Number of Participants : 95</i> - <i>49 % women (47) and 51% men (48) participated</i> <p>Vava'u</p> <ul style="list-style-type: none"> - <i>Total number of participants: 20</i> - <i>50 % (10 women) and 50% (10 men)</i> 	
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		Next punch of trainings is yet to be finalized with PACREE	
Output 2: Output 2: OPERATION AND MAINTENANCE (O&M) PROGRAM			
Target 7: Conduct at least three yearly training on project planning and asset management maintenance (one for each of 3 project regions) for MEIDECC, TPL staff and the community electric societies with a minimum of 50% female participants.	QPRs	ON TRACK 2018 – Completed Training - Tongatapu <ul style="list-style-type: none"> - Total number of participants: 6 - 50% Men (3) and 50% Women (3) - Training on Project Planning, Asset Management maintenance for MEIDECC and TPL 	No Issues or Challenges
Target 8: Conduct at least three yearly workshops with a minimum of 50% female participants for MEIDECC and TPL staff on procurement, anticorruption and safeguards.	QPRs	ON TRACK 2018 – Completed! <ul style="list-style-type: none"> - 2 trainings on procurement, anticorruption and safeguards were completed for MEIDECC and TPL staffs in Tongatapu and Vava'u for 2018 - Total Number of Participants: 22 - 50% Women (11) and 50% Men participated 	No Issues or Challenges.

<p>Target 9: Conduct at least 1 consumers' training on power budget management with a minimum of 50% female participation for each nine outer islands prior to project implementation.</p>	QPRs	<p>ON TRACK</p> <p>'Eua, Vava'u, Niuatoputapu and Ha'apai have not received training prior to project implementation</p> <p>Trainings are Completed</p> <ol style="list-style-type: none"> 1. Ha'apai – 2018 <ul style="list-style-type: none"> ▪ Nomuka- Total Participants: 21 <ul style="list-style-type: none"> ○ 67 % Women (14) and 33 % Men (7) Participated ▪ 'Uiha – Total Participants : 14 <ul style="list-style-type: none"> ○ 36 % Women (5) and 64 % Men (9) Participated ▪ Ha'afeva – Total Participants: 25 <ul style="list-style-type: none"> ○ 72 % Women (18) and 28 % Men (7) Participated ▪ Ha'ano – Total Participants: 16 <ul style="list-style-type: none"> ○ 69 % Women (11) and 31% Men (5) Participated 2. Niuatoputapu – Total Participants : 95 <ol style="list-style-type: none"> i. 49 % women (47) and 51% men (48) 	No Issues or Challenges.
<p>Target 10: Conduct at least 9 workshops with a minimum of 50% female participation on demand side management for community electric societies' customers.</p>	QPRs	<p>ACHIEVED</p> <p>2018 – Completed!</p> <p>Ha'apai – 2018</p> <ul style="list-style-type: none"> ▪ Total # of participants = 48 ▪ Total # of women participants = 28 Nomuka- Total Participants: 21 <ul style="list-style-type: none"> ○ 67 % Women (14) and 33 % Men (7) Participated ▪ 'Uiha – Total Participants: 14 	No Issues or Challenges.

		<ul style="list-style-type: none"> ○ 36 % Women (5) and 64 % Men (9) Participated ▪ Ha'afeva – Total Participants: 25 <ul style="list-style-type: none"> ○ 72 % Women (18) and 28 % Men (7) Participated ▪ Ha'ano – Total Participants: 16 <ul style="list-style-type: none"> ○ 69 % Women (11) and 31% Men (5) Participated <p>2020 – Completed</p> <p>1. Haapai – 2020</p> <ul style="list-style-type: none"> ▪ Total # of participants = 250 ▪ Total # of women participants = 120 ▪ ▪ Nomuka- Total Participants: 22 <ul style="list-style-type: none"> ○ 50 % Women (11) and 50 % Men (11) Participated ▪ 'Uiha – Total Participants: 32 <ul style="list-style-type: none"> ○ 43 % Women (14) and 57 % Men (18) Participated ▪ Felemea – Total Participants: 18 <ul style="list-style-type: none"> ○ 66 % Female (10) and 44 % Men (8) participated ▪ Ha'afeva – Total Participants: 15 <ul style="list-style-type: none"> ○ 40 % Women (6) and 60 % Men (9) Participated ▪ Ha'ano – Total Participants: 48 <ul style="list-style-type: none"> ○ 50 % Women (24) and 50% Men (24) Participated <p>2. Vava'u - Total Participants: 20</p> <ul style="list-style-type: none"> a. 40 % Women (8) and 60% Men (12) Participated <p>3. Niuatoputapu</p> <ul style="list-style-type: none"> a. Hihifo Village <ul style="list-style-type: none"> i. Total Participants: 40 	
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		<ul style="list-style-type: none"> ii. 58 % Women (23) and 42% Men (17) participated b. Vaipoa Village <ul style="list-style-type: none"> i. Total Participants: 27 ii. 37 % Women (10) and 63 % Men (17) participated c. Falehau Village <ul style="list-style-type: none"> i. Total Participants: 28 ii. 50% Women (14) and 50% Men (14) participated <p>Overall Total # of participants – 326</p> <p>Overall Total # of Women participants – 168 (52%)</p>	
Target 11: Enhance community electric societies' management capacities through facilitation of inclusion of women in EMCs (50% female).	i. Institutional Setup/Site Visit Report	<p>ON TRACK</p> <p>Haano- Electricity Co-operative Society Meeting and Technical Discussions – 6.05.2021</p> <p>Total Participants – 36</p> <p>Total Female Participants – 20</p> <p>NTT – Electricity Co-operative Society Meeting and Technical Discussions – 5.03.2021</p>	Safeguard and Gender Specialist will discuss further with each Communities

		<p>Total Participants – 40</p> <p>Total Female Participants - 21</p> <p>Nomuka - Electricity Co-operative Society Meeting and Technical Discussions – 6.05.2021</p> <p>Total Participants – 25</p> <p>Total Female Participants – 13</p> <p>Haafeva- Electricity Co-operative Society Meeting and Technical Discussions – 6.05.2021</p> <p>Total Participants – 10</p> <p>Total Female Participants – 0</p> <p>Uiha - Electricity Co-operative Society Meeting and Technical Discussions – 7.05.2021</p> <p>Total Participants – 15</p> <p>Total Female Participants – 8</p>	
<p>Target 12: Conduct at least 1 business skills training related to solar power-related business opportunities with 50%</p>	<p>QPRs</p>	<p>ON TRACK</p> <p>Ha’apai and Vava’u had completed on Q2 2020.</p> <p>Haapai - Total Number of Participants – 135</p>	

women participation in each of nine project sites.		<p>Vava'u – Total Number of Participants – 20</p> <p>NTT – Total Number of Participants – 95</p> <p>Haapai – Total Women Participants – 65</p> <p>Vava'u – Total Women Participants – 8</p> <p>NTT – Total Women Participants - 47</p> <p>Haapai (Nomuka, Haafeva, Uiha and Haano)</p> <ul style="list-style-type: none"> - Total Number of participants :136 - 48 % women (65) and 52% men (71) participated <p>Niuaatoputapu</p> <ul style="list-style-type: none"> - Total Number of Participants: 95 - 49 % women (47) and 51% men (48) participated <p>Vava'u</p> <ul style="list-style-type: none"> - Total number of participants: 20 - 50 % (10 women) and 50% (10 men) 	
Output 3: EFFICIENT AND EFFECTIVE PROJECT MANAGEMENT			
Activity 3: Include a gender and safeguards specialist in the project team who will	QPRs	ACHIEVED	No Issues and Challenges.

manage implementation of gender action plans, organize awareness activities		Activity Completed: Gender Specialist recruited to the PMU on February 2020	
Activity 4: Provide gender awareness training to all PMC/project staff.	QPRs	ACHIEVED April 2018 Since its only one personnel in the PMU, other relevant counterparts were invited i.e staffs of the Energy Department, Ministry of Internal Affairs, PCREEE Center, 8 (53%) women and 7 (47%) men were participated	No Issues and Challenges.
Activity 5: Establish all project performance indicators disaggregated by gender, collect them regularly, and include them in the baseline, progress, monitoring, and evaluation reports.	QPRs	ACHIEVED This information is reported in every single QPR, Annual Report and the Semi-Annual Safeguards report. From 2015 – project end	
Activity 6: Develop a project performance system that includes indicators measuring	QPRs	ACHIEVED Reporting done on quarterly basis. Some DMF indicators are not requiring gender disaggregation.	
Activity 7: Enhance capacity by MEIDECC and TPL management to include gender perspective into its operations through yearly	QPRs	ON TRACK <ul style="list-style-type: none"> MEIDECC management personnel participated in Women's Affairs Training on reporting and planning in April 2018. Training involved 4 sessions 	

gender awareness training and institutional development assistance e.g. annual/monthly planning and reporting for all management personnel and interested staff.		<ul style="list-style-type: none"> Gender Specialist supporting MEIDECC and TPL on gender targets – on – the job capacity building ADB gender and safeguard trainings with PMU, EAs and IAs held September 2018 TPL will run their own gender awareness training Work with TPL to produce a case study on TPL's work to increase women staff. Disseminate this with Tonga and Overseas. Include in TPL annual Report <p>Feedback about work Environment</p> <p>During the M&E site visit in June 2018, the consulted linewomen in Vava'u gave a positive feedback that the working environment is gender-friendly. The harassment policy is enforced. The HR section is recruiting more females than any other history of recruitment of the company.</p>	
Target 13: Include at least one female member of the project team on community consultations, information and training activities.	QPRs	<p>ACHIEVED</p> <p>The new Gender Specialist for the Project recruited in February 2020 is in-charge with community consultations, information and training activities.</p>	
Activity 8: Conduct project briefing of traditional women and men leaders (9 outer islands) on the project	QPRs	<p>ACHIEVED</p> <p>Completed in May 2016 – (STR Report)</p>	Detailed Information will be inputted on the next Bi-annual report

including gender targets and their rationale.			
<p>NEW GAP INDICATOR:</p> <p>Activity 9: Raise awareness of women in non-traditional jobs by producing 10 videos of women working in OIREP and launching across OIREP + Tongatapu islands (including schools)</p>	QPRs	<p>ON TRACK</p> <ul style="list-style-type: none"> • Only 2 videos had been produced – Ese • Q3 – 2021 – 2 Videos produced (Phase 3) • Q4 – 2021 – 2 Videos Produced (Phase 4) • Q2 – 2022 – 2 videos will produce (Phase 4) • Q3 – 2022 - 2 videos will produce (Phase 4) 	

		<p>Launch across OIREP Islands – Q4 2021</p> <p>5 Schools in Tongatapu – Q4 2021</p> <p>5 Schools in Vava'u – Q4 2021</p> <p>3 Schools in Ha'apai – Q1 2022</p>	
Output 4: IMPROVEMENT OF ENERGY EFFICIENCY BY UPGRADING THE EXISTING DISTRIBUTION NETWORK*			
Target 14: During design and implementation, all community consultations will have a target of at least 50% female participation.	QPRs	<p>ON TRACK</p> <p>During implementation, random interview of 20 people surrounding the rehabilitation sites - 50% females (10) and 50% males (10).</p>	It is planned to start on Q2 2022 – Phase 3 – Network Rehabilitation
Target 15: Contractors, whenever culturally appropriate, will be encouraged to provide work for unskilled and semi-skilled labor for local people (30% women).	QPRs	<p>ACHIEVED</p> <p>Not applicable as this Target refers to International Contractors.</p>	No Issues to discuss.
Target 16: Requirement for hiring of women (30% target)	QPRs,	ON TRACK	Encourage TPL to recruit more females

will be included in the local construction contracts for network rehabilitation.		<p>Phase 3</p> <p><u>2019</u></p> <p>TPL recruited 63% females (5) and 38% males (3) for OIREP.</p> <p><u>2021</u></p> <p>Jan – June</p> <p>TPL – 50% (2) females and 50% (2) males</p> <p>July – September</p> <p>TPL – 50 % (2) females and 50 % (2) males</p> <p>October – December</p> <p>TPL – 24 % (4) females and 76 % (13) males</p>	
Activity 10: Ensure the existing toilet and sanitation facilities are women-friendly by providing reliable water supply, proper lock and lighting.	QPRs	<p>ON TRACK</p> <p>Phase 2</p> <p>Toilets and sanitation facilities are not clean</p> <p>Phase 3</p> <p>Due to the mobility nature of work for the rehabilitation of service lines and poles, linewomen are using LDS Chapel's bathrooms and if sites are near to the Main Power Station,</p>	<p>Need to Discuss this with TPL - Power stations only have 1 toilet for all workers</p> <p>Further Discuss it with Gamma – Contractor for phase 2</p>

			they are using the Main Power Station’s bathroom.				
Activity 11: Ensure equal pay for equal work between male and female workers.		QPRs	ON TRACK Phase 3: Rehabilitation of service lines and poles in ‘Eua and Vava’u <ul style="list-style-type: none">▪ Equal Pay rates for equal work between male and female workers is observed with TPL OIREP in Vava’u Scope. Phase 4: Rehabilitation of electric service lines and poles in Haapai and Niuatoputapu <ul style="list-style-type: none">▪ Equal pay rates will reflect in contractor’s contract before signing. It is set to start Q4 2020				No Issues to discuss.
	Total	Achieved	Partially achieved	On track	Requires further focus	OVERALL ACHIEVED & ON TRACK	
Targets	- II					- II	
Activities	I			I		I	

Outer Island Renewable
Energy Project

