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### Outer Island Maritime Infrastructure Project Strengthening Domestic Shipping







Mo te Manuia o Tuvalu









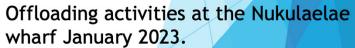






### Nukulaelae Port Harbour





Boat ramp; Jetty Structure, Passenger terminal and Warehouse





Nanumaga Boat Ramp at the main channel - November 2021





Niutao Boat ramp - at Muli Channel







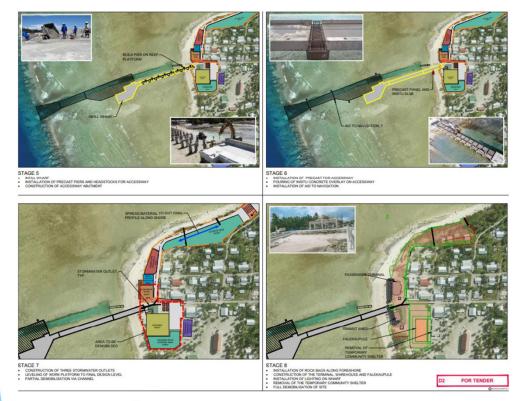


Niutao Port Harbour Project location

Port Harbour Design at Niutao







Nui Port Harbour Project - Design

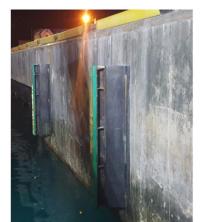


Site Establishment layout by the contractor





### Nippon Wharf Fender replacement project

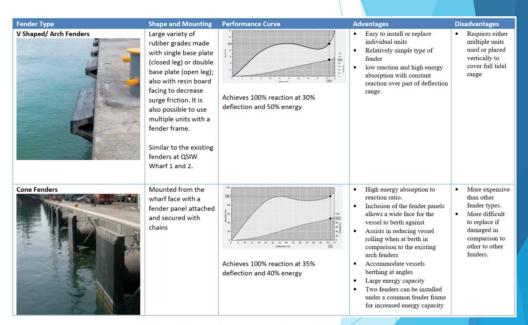








Current state of the fenders at the Nippon Wharf, Funafuti.



New proposed fender designs for the Wharf





Manu Falou replacement project - Design and estimated cost of new ship by ship builder

#### Key Features:

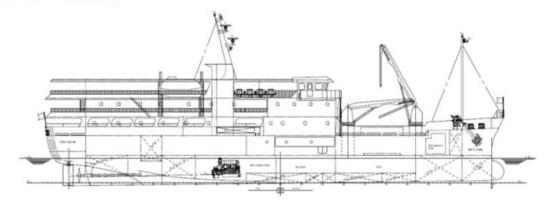
- 65m LOA
- Speed TBC
- · Based on a traditional passenger/cargo vessel

### Price US \$22.25 million





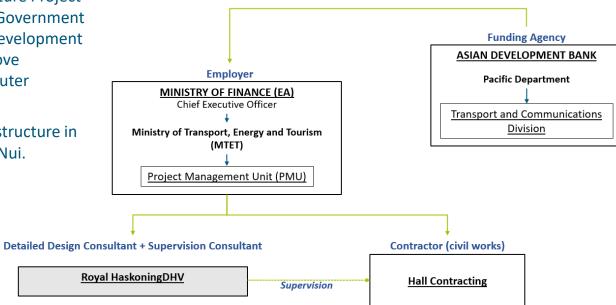
Manu Falou undergoing maintenance at dry dock in Fiji - April 2022





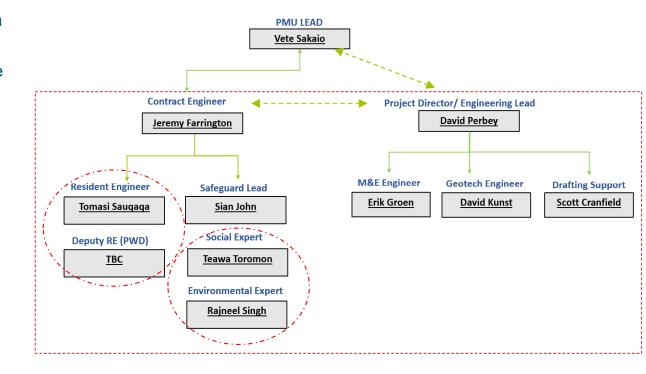
### **Project Summary**

- The Outer Island Maritime Infrastructure Project (OIMIP) continues the efforts of the Government of Tuvalu, with support from Asian Development Bank (ADB), to rehabilitate and improve maritime infrastructure on Tuvalu's outer islands.
- The OIMIP is improving landing infrastructure in Nukulaelae, Nanumaga, Niutao, and Nui.



## **CSC/RHDHV** Organization - capacity

- The team is divided in two teams: Design team and site supervision.
- The Site Supervision team will be now the main component to supervise the contractor's work onsite. Design team will act as support when required.
- Personnel from the site team will relocate permanently onsite – Tomasi Sauqaqa who will be supported by a PWD engineer.
- Safeguard experts located in Funafuti will visit the site to undertake quarterly audit.
- Visit for ADB and Contract Engineer is planned throughout the construction program



## **Incident Monitoring & Reporting**

#### NUI BOAT HARBOUR WORKERS CODE OF CONDUCT



#### Purpose

This policy is designed to promote and enhance the ethical behaviour of all HALL employees. This policy clarifies the behaviour that is expected from every employee. This code of conduct is to be read in conjunction with the general Hall Code of Conduct Policy.

#### Policy

Breaches of this policy could have serious consequences and may lead to termination of employment. Where breaches occur, managers must follow the Workplace Disciplinary Procedure.

- In all business dealings (both internally and with external parties) within and on behalf of HALL, all
  employees are expected to act in the best interests of the Company, and in a legal, honest and ethical
  manner, having utmost regard for the law, safety and the rights of fellow employees. In order to fulfill these
  commitments to employees and its business obligations, HALL has certain expectations of employees.
- The following sections of the policy provide guidelines as to what HALL expects, however, this policy
  cannot address all possible issues that affect employment. If there is any doubt of appropriate course of
  action to be taken, the matter should be discussed with an appropriate senior member of staff or the Human
  Resources Manager.

#### **Personal Behaviour**

Employees at all times, are treated with respect and dignity, free from all forms of harassment and discrimination. Employees are expected to operate in an honest and ethical manner, and comply with the terms and conditions within the employment contract. Employees must ensure that relevant qualifications or certificates that are a necessary requirement of employment with HALL are maintained and kept up-to-date.

#### Compliance with the Law

All employees are required to perform their duties in compliance with the relevant laws and regulations. While a detailed knowledge of relevant laws is not required, employees are expected to take reasonable care to acquaint themselves with the main requirements, which affect the area where they work. Where any doubt exists, consultation should be made with the CEO.

#### **Protection of Company Property**

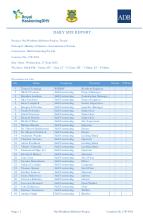
All employees are expected to exercise care towards company property (e.g.: buildings, computer, vehicles, stocks of materials, tools, equipment, cash, etc.), and to report any misuse or neglect to their immediate supervisor. Company property includes capital assets and property is not to be used for personal purposes without the prior approval of the relevant Manager.

#### Disclosure and Use of Company Information/Confidentiality

The business affairs and records of HALL are to be treat ed as confidential and used solely for the purposes of carrying legitimate work responsibilities. Authorised employees will only make information releases to third parties. This requirement continues after employment ceases, for whatever reason. Employees should refer to their employment contract, which they are required to sign upon commencement of employment.

UNCONTROLLED DOCUMENT - REFER TO ELECTRONIC DMS FOR LATEST VERSION

Rev 1 - July 2023











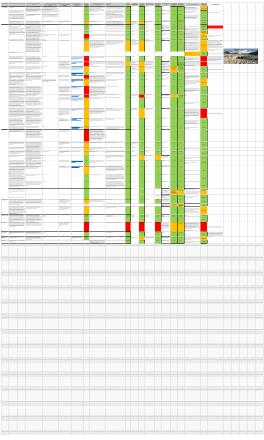


Royal Haskoning DHV

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## **Safeguards Monitoring & Evaluation**

- Monitoring of compliance with the CEMP was initiated in February 2023 and has been undertaken on a monthly basis by RE and Contractor
- A full audit with the IES is to be undertaken tlast month
- Effective SEAH training has been undertaken by the WCCC
- Further SEAH actions have been identified as a result of the ADB's Project Risk Assessment, which will be delivered through the GAP, GRM and future training.
- Training for semi-skilled / unskilled staff including:
- Fire extinguisher training, first aid training, communicable diseases training, GBV / SEAH training, project inductions, working at heights, confined space training



## Challenges & Solutions/ Way forward – Labour needs

- The Project will employ direct government workers (public servants who will be involved in Project implementation), other direct workers (persons contracted to the Project on a full-time and part-time basis), and contracted workers (people employed or engaged through third parties to perform work related to core functions of the project).
- The key labour-related risks associated with the project and proposed management strategies for these risks are:
- terms of employment not secured by contractual agreements to be managed through requiring all project workers to have an employment contract
- workers suffer discrimination and lack of equal opportunity in employment to be managed by having transparent and documented recruitment processes
- use of child labour to be prevented by banning anyone under 18 years old form working on the project and having this requirement stipulated in contractor bidding documents
- Risks of workplace accidents, or emergencies to be managed through the preparation and implementation of activity-specific OHS procedures
- Sexual Exploitation and Abuse / Sexual Harassment (SEA/SH), Gender Based Violence (GBV) and Violence Against Children (VAC) to workers and community from Project workforce to be mitigated by workers requiring to sign a Code of Conduct, being provided with training on the Code of Conduct and having in place a Project Grievance Redress Mechanism (GRM) and Worker GRM for raising and managing issues related to SEA, GBV and VAC.

## Challenges & Solutions/Way Forward – OHS

- Identification of potential hazards to project workers, particularly those that may be lifethreatening.
- Provision of preventative and protective measures, including modification, substitution or elimination of hazardous conditions or substances. (availability of adequate PPE's in the island and at the site)
- Training of project workers and maintenance of training records. (induction; refresher courses; pre-start meetings; toolbox meetings)
- Documentation and reporting of occupational accidents, diseases and incidents. (near miss not reported regularly)
- Emergency prevention preparedness and response arrangements to emergencies.
   (cyclone contingency plans; tsunami evacuation plan; COVID response plans; fire response plan)
- Remedies for adverse impacts, including occupational injuries, deaths, disabilities and disease.

## Fakafetai Lasi - Any Questions?

