



Public Works Department

Social & Environment Safeguards Facilitators Guide





This document was prepared by Public Works Department (PWD) a branch of the Ministry of Infrastructure and Public Utilities (MIPU)

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Forward



The Social and Environment Safeguards (SES) Modules are developed under MIPU's Social Safeguards Framework (SSF) to support the Ministry of Infrastructure and Public Utilities (MIPU)'s inclusivity policy. These modules are designed as an integrated program to guide the implementation of socially and environmentally responsible infrastructure initiatives in the Ministry and in particular the Public Works Department (PWD). The SSF is founded on the principle of 'do no harm' and is the starting point for all practical implementation of Social and Environmental Safeguards. While we recognize the many benefits of infrastructure projects to Vanuatu, we have to understand that every positive effect comes with the possibility of harmful impact. To reduce the risk of harm, these SES modules is developed to improve awareness for both the infrastructure delivery agencies such as the PWD and contractors as well as the people in the communities where the infrastructure projects are being implemented.

Junior Shim George
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Introduction

This guide is designed for use by Public Works Department (PWD) personnel in particular the Provincial Community Partnership Officers (PCPO) to deliver awareness and training to communities and contractors about social and environmental issues that result from the impact of road works. This guide contains six different modules and covers:

- Workplace health and safety
- Environmental protection
- Gender
- Child protection
- Disability.
- HIV/AIDS and roads
- Climate change

This facilitator's guide outlines the methods of delivery for each of the modules as they may differ in content and resource availability.

PWD's major objective in developing this guide is to ensure that before each contractor performs the contract, awareness and training on each of the modules must be delivered. This will help to promote areas that required inclusion such as gender and disability or broaden their understanding on the possible impacts of road works on the surrounding community.

Past experience has shown that road works have impacted community and has prompted social and environmental issues that affect both PWD staff or contractors and the communities. These modules aim to minimize such impacts by addressing these issues in their actual context.



Workplace Health and Safety

Contents

Safety and health at work and on site

- Essential Health Measures
- Essential Safety Measures
- Essential Safety Equipment

Roadworks safety signage and safe traffic control

- Installation of traffic signs
- Traffic control and safety

Learning outcomes

1. Understand the importance of safety at work
2. Know your responsibilities for ensuring safety at work
3. Understand what are safe work practices
4. Understand proper use of road safety signage during road works
5. Know how to control traffic safely during road works

Introduction

Workplace safety is an important issue for everyone. It is everyone's responsibility to:

- be aware of safety at all times
- report safety issues to supervisors
- follow safety procedures at all times.

There is a Workplace Health and Safety manual being drafted by Public Works Department now.



Workplace health and safety is an important issue for everyone. It is everyone's responsibility

Work health and safety at and on site

Essential health measures

- Sufficient and clean drinking water for all workers to be on site.
- Separate toilets for male and female workers on or near the site to be available.
- Suitable protection from rain and sun during rest breaks or weather stoppages.
- Workers are not forced to work in extreme weather (heavy rain, strong winds etc).



Temporary camp erected at work site at East Ambae

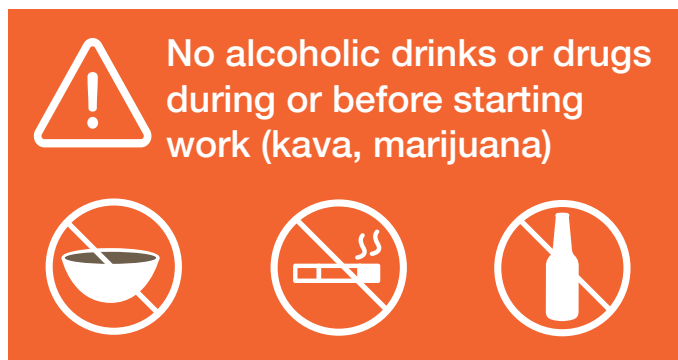


Pit latrine for workers at worksite at work site, Ambae

Work health and safety on site

Essential safety measures

- Site supervisors should be trained in basic knowledge to be able to provide first aid care.
- The site supervisor should know where the nearest hospital/clinic is and where an ambulance or quick transport can be found.
- No alcoholic drinks or drugs during or before starting work (kava and/or marijuana).
- Machinery operators must be properly trained to use the machine.



Worksite supervision



Above: Dorinda Uguna, PWD Provincial Community Partnership Officer from SANMA visiting CBC work site



Above: Seth Simeon (right), PWD Provincial Community Partnership Officer for Malampa Province visiting CBC work site



Above: Peter Jeremiah, PWD Provincial Community Partnership Officer (middle) visiting community in North Tanna.

Essential safety equipment

- First aid kit on site at all times.
- Protective clothing to be worn at all times:
 - safety boots
 - reflectorized yellow or orange-coloured safety vests or harnesses
 - hats where there is strong sun
 - goggles/masks when working in dusty condition
 - gloves when working in bush clearing and removal of obstructions
 - helmets when working on sites where there is a danger of falling objects, e.g. in deep drains, digging pit latrines, work in quarries, etc.



Special safety measures for deep trenches

Special safety measures are required when deep trenches have to be dug, for example for culverts or structures. The space is often restricted and it is not possible to dig trenches with safe slopes. Depending on the material (natural soil slope) and the depth of the trench, strutting will be required to avoid collapsing trench sides. The construction of strutting has to be done carefully and requires an experienced builder.

Examples of safety work-wear



High visibility vest

Safety gloves

Safety boots

IBC Contractor in Port Vila wearing safety work wear on work site.



High visibility vest

High visibility vest

CBC Contractor wearing safety work wear on work site.

Roadworks safety signage and safe traffic control

Where work is being done on roads, proper safety mechanisms should be in place to reduce accidents by:

- erecting temporary signs and
- establishing temporary traffic control measures.

This shows to drivers that work is in progress along sections of the roads under maintenance and ensures smooth and safe traffic flow.

Installation of traffic signs

Temporary traffic signs are used to direct traffic to safely manoeuvre their way through or around a road maintenance zone. Before work starts and during the works informative and warning signs and barriers must be placed around the work area.

The following conditions are satisfied when fixing and positioning temporary traffic signs:

- They are clearly visible to the motorists, and provide sufficient reaction time for the motorists.
- Those signs that must remain in place throughout the maintenance period must be securely fixed so that they may not be easily moved about or removed by passers-by.



Important

All traffic signs must be installed before commencement of work activities and removed immediately upon completion of works.

- The temporary signs must at all times be positioned at relevant locations, and be moved accordingly as the work progresses. This means the temporary signs must be removed promptly once the works for which they were erected are finished.
- Signs shall be fully reflectorised and kept clean and legible at all times.

Examples of road signs



Traffic Control and Safety

The contractor is directly responsible for the safety of the workers and road users. Whenever work is being carried out on or close to the carriageway, adequate measures have to be taken to warn and protect both road users and workers by ensuring that:

- the necessary temporary traffic signs and protection are provided and correctly located on site for the duration of the work
- all equipment and vehicles are parked off the carriageway or behind protective barriers and signs, when not in use
- no material is to be left in a dangerous location and that the road adjacent to the work site is kept clean and swept of any debris arising from the work
- all excavations are protected for the benefit of all road users, equipment and workers
- all operators are trained in the operation of their equipment
- operators and labourers are informed of the potential risks of and procedures for working with or close to machinery
- traffic control operations are carried out properly and

that road users are not unnecessarily delayed

- where work on the carriageway or shoulder remains unfinished overnight, then proper warning lights are to be arranged and, if necessary protected;
- all sites are to be left tidy and cleared of debris when the work is completed

To protect your labourers who work on the road and to enable the traffic to pass unhindered the following minimum specific safety measures are recommended as indicated in the diagram on page 12:

- 2 pieces of “Workers Ahead” signs (or Yellow/Orange flags) placed on the traffic side road edge 200 m before and after the site where work is in progress
- warning signs for narrowing ahead placed 100m before where the work is in progress

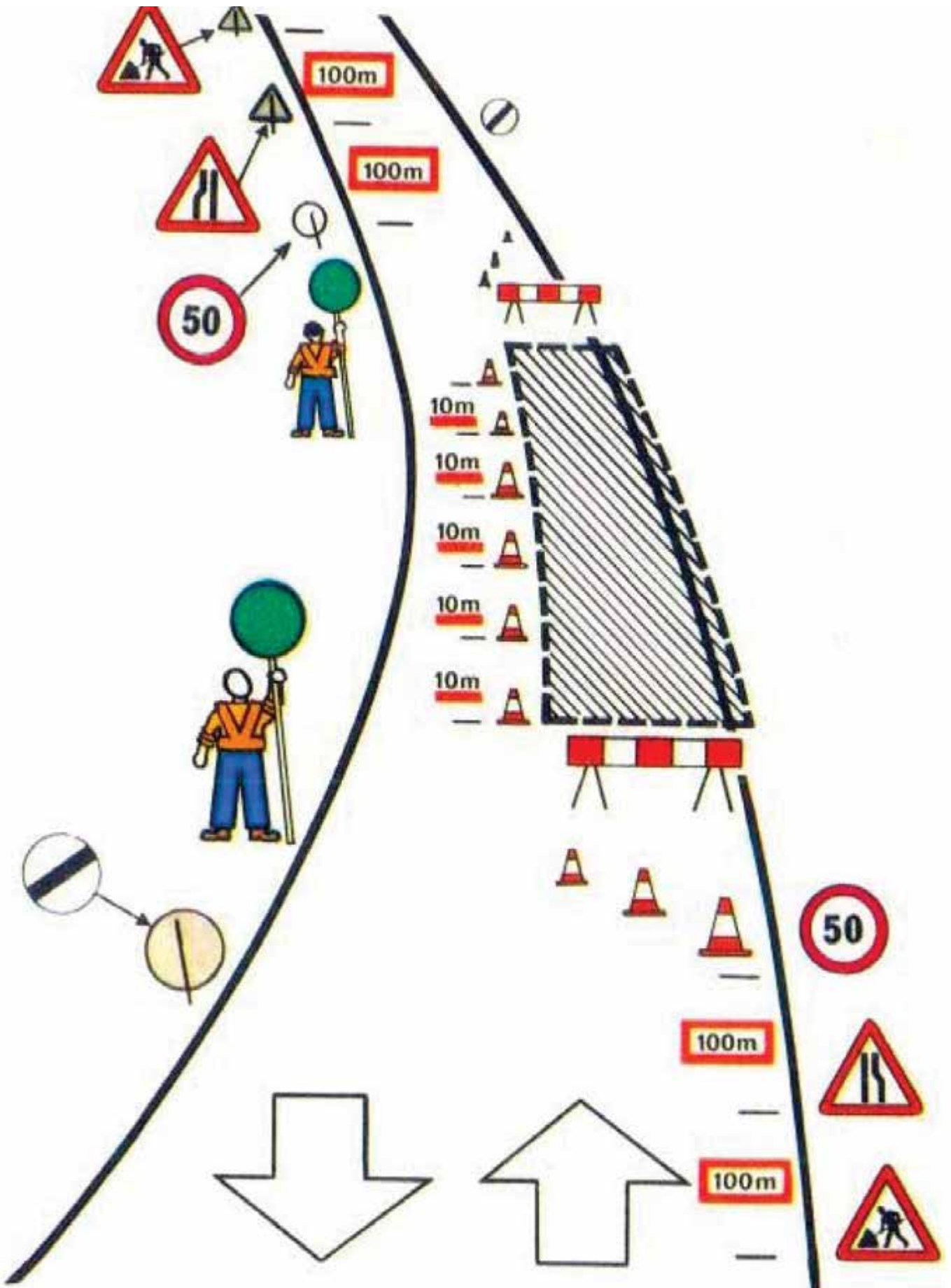
To ensure safety of workers engaged in maintenance activities along the road, workers should wear reflectorized yellow- or orange- coloured safety vests or harnesses and other safety equipment as outlined in the previous section.

There should be temporary warning signs at both ends of the maintenance site to advise road users that works are in progress and to reduce vehicle speed.

Examples of road work site



CBC workers wearing high visibility vest and traffic cones for traffic controls



Wherever possible, diversions should be established so that traffic can be directed away from the road section under work. Properly installed road signs, which clearly show the diversion, are essential and the road or road section under work needs to be blocked by adequate barriers and signals.

After the diversion has been completed and before work starts, warning signs, barriers and cones must be placed around the work area. Signs must be placed in the following order:

- Workers ahead" signs should be placed 200 metres in front of the work area.
- Turn Left/Right" arrows should be placed 100 metres in front of the work area.
- Cones should be placed diagonally across the road to lead into the diversion.
- Keep Left/Right" arrows should be placed at the ends of the lines of cones.
- Barriers should be placed behind the lines of cones.
- End of Restriction" signs should be placed beyond the ends of the diversion.
- At night yellow lamps should also be used to mark the extent of the work at the diversions.

Traffic management for community contractors.

For communities performing routine maintenance, it is important that one lane of the road is closed. Traffic cones must be placed along the centre line and in-between the intended closed lane so drivers are aware that they will use one lane only. Workers are not allowed to work on both sides of the road at the same time. The closed lane will indicate to drivers that communities are performing works that side of the road.

Key points

- Safety work wear must be worn at all times on work site.
- Always wear safety boots and safety goggles when operating grass cutters.
- Invest in safety work wear and recommended work equipment.
- After natural disasters, take the initiative to clear away hazards, such as tree branches, stones and soil.





Environmental protection

Contents

- Introduction.
- Road Construction Impacts on the Environment and its Mitigation Measures.

Learning outcomes

- Understand that Environmental issues are a global matter as well as local.
- Understand Vanuatu's legislation and processes on environmental protection.
- Increased understanding on the negative impacts of road construction on the environment.
- Increased understanding on the technical mitigation measures for road construction.

Introduction

Ever since the publication of the Brundtland Report¹, environmental problems and environmental sustainability have been on the international agenda. National governments have increasingly devised policies and strategies to protect the environment and to reduce the damages of the environment by economic and social development.

This also applies to the road and transport sector whose potential negative effects on the natural and human environment is receiving increased attention.

In Vanuatu, the *Environmental Protection and Conservation Act [Cap 283]* that was gazetted in 2002, encourages the protection of Vanuatu's natural environment and resources. The Department of Environmental Protection and Conservation (DEPC) is the main administrator of the *Environmental Protection and Conservation Act*.

Schedule 1 of the Environment Impact Assessment (EIA) Regulations (gazetted in 2011) stipulates that road construction is an activity that requires a Preliminary Environmental Assessment (PEA).

The PEA is a process that must be conducted by the DEPC prior to a development occurring. Should the expected impact of the development be on a significant level, then the EIA process must be followed and a report produced. Once the EIA report is approved by the Director of Environment (who is advised from an EIA Review Committee), then the development can occur. In this way, the government is able to manage any development impacts on the nation's environment.

Officers of the Public Works Department have been delegated authorisation by the Director of DEPC to conduct PEAs for road construction programs.

1. The 1987 "Brundtland Report" by the World Commission on Environment and Development (WCED) laid the groundwork for the 1992 Earth Summit in Rio de Janeiro, Brazil, which produced a global action plan for sustainable development known as Agenda 21 and initiated the UN Framework Convention on Climate Change, the lead up to the 1997 Kyoto Protocol. The report defined the term "sustainable development" as "development that meets the needs of the present without compromising the ability of future generations to meet their own needs."

90%

of all development projects are to comply with EIA requirements by 2030



Sustainable development is development that meets the needs of the present without compromising the ability of the future generations to meet their own needs

Brudtland Report 1987



ECO 2.4 -Enact clear infrastructure governance, legislative frameworks and standards for resilient infrastructure and maintenance.

ECO 2.5 - Improve partnerships and the cost effective use of resources to ensure sustainable asset management and maintenance

Economy Goals & Policy Objectives, Vanuatu National Sustainability and Development Plan 2016 - 2030



Landslide at Forari, Efate Ring Road



Erosion at Devils Point, Efate

Road construction impacts on the environment and its mitigation measures

The environment is a very sensitive issue for both the contractor and the client which tends to be neglected much of the time. The actions of the road contractor in executing a contract can negatively impact on the environment, and if measures are not taken to minimise or mitigate the impacts it leads to environmental degradation.

The **negative** effects that could be caused or contributed to by road improvement works may include:

- increased run-off and changes in drainage patterns
- changes in land use patterns and intensification of land use
- changes in soil stability and erosion
- changes in air quality due to vehicle emissions and dust
- increased noise levels
- impacts on domestic water supplies and wetland ecology
- effects of quarries, borrow pits, and sites for camps and stores
- depletion of forests, flora, fauna and other natural resources
- risk to protected areas such as forest and marine reserves

- human population impact such as increased density, congestion, relocation for example.

Therefore to ensure that we minimise the negative effects of road improvement works, we would need to install environmental protection measures on the road works.

Environmental protection measures on road works have two main benefits:

- it protects the road, thereby cutting maintenance costs, and
- it prevents off-road damage

As a contractor, you are responsible for ensuring that protection measures as stipulated in the contract are carried out and that the required quality of work is provided.



Road going across Maret River, Malekula



Sand blown over road at Dry Creek, Eton beach, Efate Ring Road

Common environmental problems and solutions checklist

Excessive clearing and felling of trees outside the roadway;

- ✓ Clear vegetation and fell trees only within the set horizontal alignment.
- ✓ Clear trees only marked and approved for removal.
- ✓ Do not clear food crops without the consent of the community.
- ✓ Do not burn cleared vegetation - transport to the borrow pits or designated areas.

Unprotected steep slopes and gradients creates erosion after rains;

- ✓ Spread removed topsoil on all steep exposed formed slopes and embankments.
- ✓ Plant grass on exposed steep slopes and embankments within the roadway.
- ✓ Construct masonry (wet/dry), stone pitching, rip rapping in steep side drains, culvert inlet and outlet channels.
- ✓ Construct scour checks in steep side drains and susceptible drains to prevent erosion.
- ✓ Slope all vertical faces especially in catch water drains, mitre drains and culvert outlet channels.

Improper disposal of waste generated in the site camps;

- ✓ All waste generated in the camp should be disposed of in a dug out pits and covered when filled or during demobilisation.
- ✓ Provide pit latrines at the site camp, keep them clean and properly seal them when full or when the work is completed.

Improper disposal of replaced oils and lubricants from equipment maintenance;

- ✓ Dirty oil from equipment maintenance should be stored in drums for use in formwork.
- ✓ Ensure that equipment on site do not leak fuel (diesel/petrol) and lubricants (engine oil, transmission oil, hydraulic oil).
- ✓ Repair all leaking equipment on site.
- ✓ Properly dispose of replaced parts like filters.



Efate Ring Road



South Road, Santo



Neilep Bridge, Efate Ring Road

Pollution of water bodies (streams and rivers)

- ✓ Ensure that latrines are sited far from water bodies.
- ✓ Do not dump left over concrete or wash concreting tools directly in water bodies.
- ✓ Avoid dumping of waste into water bodies.

Dust and Smoke Pollution

- ✓ Minimise dust pollution by watering.
- ✓ Avoid burning in all forms on the site.

Quarry reinstatement

- ✓ Properly drain the quarry to prevent stagnant water and ponds.
- ✓ Slope all vertical faces in the quarry.
- ✓ Spread excavated overburden, topsoil, unsuitable materials transported to the quarry over the excavated area.



Temporary path due to flooded road, Maret River, Malekula



Key points

- No fire burning.
- Clear away rubbish from work site - no burning of rubbish or leaving rubbish.
- Clear away all grass cuttings for collection.
- Respect the clean water source used by communities - no washing of tools in water, no oils or chemicals to be poured in water source, toilets to be away from water source.





Female community work supervisors attending Social and Environmental Safeguards training, Lo Centre, East Ambae.

Gender

Contents

- Gender differences in accessibility and mobility.
- Key principles and guidelines on gender in Vanuatu.
- Gender issues at the work site for contractors or employees.

Learning outcomes

- Awareness of gender differences in accessibility and mobility.
- Increased understanding of gender equality principles.
- Awareness of gender responsibilities as a contractor or employee in the workplace.

Introduction

Gender equality of opportunity is an issue central to economic and social development. Providing equal opportunities for both men and women is recognised as a basic human right with the international community making commitments to promote, progress and protect the rights of women and girls.

Gender differences in accessibility

Men and women experience life differently and have different needs. We need to be aware of this and make sure development provides fairly for both genders. Improved roads increases mobility and accessibility for women and girls. Women and girls can have more time for education, health, social activities and income-generation.

MIPU is committed to equal opportunity and non-discriminatory employment.

Gender differences in mobility

In transport and mobility, some of these differences for women and girls, especially in rural areas, are:

- spend more time and effort on moving and transport which is due to household chores such as fetching water and firewood
- have less access to public services that includes health services, education and training opportunities
- face greater safety and security risks while travelling
- have less control over resources
- have less access and accessibility to health care, which plays a key role for women, particularly access to natal services.



72%
of women in Vanuatu have experienced physical and or sexual abuse in their lifetime².



36%
of women account for the total paid members of the formal employment sector in Vanuatu³.

² Vanuatu Women's Centre, 2013. Additional data analysis from the Vanuatu Women's Centre's National Survey on women's Lives and Family Relationships. Port Vila: Vanuatu Women's Centre.

³ Source: UN Women and the Asia Pacific website: <http://asiapacific.unwomen.org/en/countries/fiji/co/vanuatu>

Key principles and guidelines on gender in Vanuatu

Vanuatu has ratified the international *Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)* in 1995.

Gender Equality is featured in the highest national plan, the *National Sustainable Development Plan (NSDP)*. This plan aims at accelerating development and coordinating efforts in the mainstreaming of gender perspective into all government policy processes.



The overall policy objective is to “Promote gender equality and empower women”.

The main priorities are to:

1. Improve the gender balance in primary, secondary and tertiary education.
2. Increase the number of women in wage employment in the non-agricultural sector.
3. Increase the number of women in decision-making roles in government.



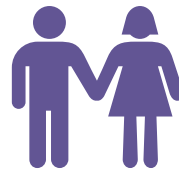
Above: Leinasei Simon, PWD Provincial Community Partnership Officer from SHEFA province discussing with Community Contract supervisor the attendance role for community contractors



Above: Ann Tosi, PWD Senior Community Partnership Officer conducting Social and Environmental Safeguards training at Lo Centre, East Ambae

Gender issues at the work site for contractors or employees

- Equal employment opportunities for women for income generation through labour- based construction methods on road works.
- Ensure road works do not disrupt women’s pedestrian (on foot) access to water sources or other important areas and that pedestrian access in general is not decreased or made less safe.
- Prostitution can increase in transport projects in risk areas, where there are men employed away from their families with disposable income. All male employees and contractors must have appropriate awareness and their behaviour controlled as far as possible when working on site.
- Provide awareness and referral on vulnerability of women to HIV/AIDS and other STI transmissions
- Pay women in other ways than “cash in hand”, for example, direct into bank account or mobile money to minimise exposure to violence or pressure from men.
- Women should earn equal pay for equal work.
- Workplaces must be safe for women. Toilets need to be safe for women and not too far away and in a secure, private location.
- Female employees must have access to information and referrals in cases of discrimination, sexual harassment and violence.
- For all community based contracts encourage women and girls to participate in routine maintenance works



“Where men and women have equal rights, societies prosper. Equality for women is progress for all”.

*Former UN Secretary-General
Ban Ki-Moon*



Above: Dorinda Uguna, PWD Provincial Community Partnership Officer from SANMA province visiting work site



Tanolu Community performing routine maintenance works for CBC, Efate Ring Road



Female Community Based Contractors performing routine maintenance works, Malekula

Gender Equity and Women's Empowerment check list

- Provide the same task based wage to women as to men.
- Don't discriminate on the basis of sex in assigning work tasks
- Provide the same pre mobilisation training to women as to men.
- Don't allow inappropriate behaviour towards women on the work site, for example sexual harassment, violence and bullying.
- Ensure women receive training on heavy lifting and safe tool usage to minimize health risks.
- Don't discriminate on the basis of sex in employment.
- Issue the same WH&S equipment to the women as to the men.
- Agree with community contractors the percentage of women to participate in the work/contracts
- Encourage women to be given supervisory or leadership roles in the work and its organisation.
- Ensure appropriate toilet facilities are available for women.



Every work site must provide separate toilets for women contractors that are private and away from work site.

Key points

- Women to be given the same training as men.
- Women must be paid for all tasks completed on work site.
- Women to be involved in the decision making process.
- Women to be given the same opportunities as men to learn and develop new skills through training.
- No sexual or physical harassment of female workers or female community members.





Child Protection

Contents

- General.
- Key principles and guidelines.
- Australian Aid Code of Conduct.

Learning outcomes

- Understand the main risks to children from road works projects.
- Understand the relevant institutional and legal framework on Child Protection.
- Understand our responsibilities and obligations within this framework.
- Be aware of the correct reporting procedures for any Child Protection issue in the workplace involving any employee or contractor.

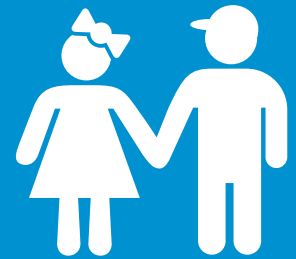
Introduction

What are some risks to children from a roads project?

- Underage labour and exploitation
- Injury from unsecured work sites
- Physical or psychological abuse by contractors or employees
- Sexual abuse of children by contractors or employees.

What are our responsibilities to reduce those risks? What to do or not to do? This is guided by some important principles and guidelines.

The aim is to protect children from unsafe work practices, abuse and exploitation.



Key principles and guidelines

► Do No Harm principle.

The work we do should not have any effect of harming any child directly or indirectly where due diligence and vigilance could have reasonably prevented it.

► Rights of Children

Vanuatu and Australia have both ratified the *Convention for the Rights of the Child (CRC)*. In Vanuatu the law has not yet been updated to include all the aspects of the CRC.

► Cultural context

In Vanuatu most child protection issues are still dealt with through customary or traditional ways rather than the law. Some aspects of Child Protection vary according to cultural norms and values e.g. physical punishment.

► Obligations

All Australian Aid - funded contractors are bound by the Australian Government Child Protection Policy and reporting procedures.

“Individual contractors using Australian Aid funds to engage an organisation or individual subcontractor must ensure the organisation or individual subcontractor complies with the relevant child protection standards”.

Australian Aid Child Protection policy



Contractors with a criminal record of any child related offence cannot be employed. If any contractor or employee is formally convicted of a child related offence they will be terminated.

Child Protection checklist

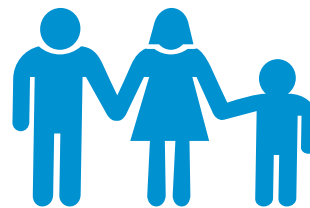
- Check the age of all youths on work site to ensure none undertaking paid work are under 18.
- Children must be supervised and kept safe when present at the work site.
- Ensure traffic signs are in place to ensure the safety of children travelling within road work zone.
- Don't allow work to proceed unless signage is in place to warn of dangerous work being undertaken.
- Report any suspected abuse by contractors or employees to the appropriate PWD officer
- Do not employ under-age workers.
- Don't ignore or 'turn a blind eye' to abuse if you suspect any form of child abuse.

Community contracts and child safety

All children accompanying parents and guardians to the work site must have a safe place at the site where they are supervised by baby sitter or adult. Children are not allowed close to swinging bush knives and grass cutters. Mothers who are breast feeding must have a safe area to breastfeed their babies. It recommended that temporary shelters using tarpaulins or local materials be erected for this purpose. This could be moved at anytime to another location along the road section when work progresses.

Our main responsibilities are:

- 1.** Be informed and aware. Site Inspectors, PWD staff and Community Contractors must undertake awareness training on child protection issues.
- 2.** Maintain child safe environment in the work place.
- 3.** Report any child protection issue you see or suspect to your supervisor.



44.6%
of Vanuatu's
population are
children aged
0-18 years

Vanuatu National Statistics
Office, 2016 data



Governments should protect children from work that is dangerous or that might harm.

Article 32, United Nations *Convention on The Rights of The Child*.

Australian Aid Child Protection Code of Conduct

- Treat children with respect regardless of race, colour, gender, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.
- Not use language or behaviour towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
- Not engage children under the age of 18 in any form of sexual intercourse or sexual activity, including paying for sexual services or acts.
- Wherever possible, ensure that another adult is present when working in the proximity of children.
- Not invite unaccompanied children into my home, unless they are at immediate risk of injury or in physical danger.
- Not sleep close to unsupervised children unless absolutely necessary, in which case it must obtain my supervisor's permission, and ensure that another adult is present if possible.
- Use any computers, mobile phones, video cameras, cameras or social media appropriately, and never to exploit or harass children or access child exploitation material through any medium.
- Not use physical punishment on children.
- Not hire children for domestic or other labour which is inappropriate given their age or developmental stage, which interferes with their time available for education and recreational activities, or which places them at significant risk of injury.
- Comply with all relevant Australian and local legislation, including labour laws in relation to child labour.
- Immediately report concerns or allegations of child exploitation and abuse and policy non-compliance in accordance with appropriate procedures.
- Immediately disclose all charges, convictions and other outcomes of an offence, which occurred before or occurs during my association with Australian Aid that relate to child exploitation and abuse.

Key points

- Young children must attend school.
- Children must be supervised and kept safe when present at the work site.
- Shaded, safe protected supervised area must be provided for small children and babies when present at the work site.
- If there is ANY form of child abuse this must be reported.





Disability

Contents

- What is disability?
- Society and disability.
- What does equal opportunity mean for persons living with disability?
- Vanuatu situation.
- MIPU and PWD's role and obligations.

Learning outcomes

- Increased awareness of disability.
- Increase understanding of equal rights of people living with disabilities.
- Understand our responsibilities and obligations in Vanuatu in providing infrastructure services that can be accessed by everyone.

Introduction

What is disability?

Disability is the consequence of an impairment that may be physical, cognitive, mental, sensory, emotional, developmental, or some combination of these. Disability may be present from birth, or occur during a person's lifetime. There are many different types of disability.

Society and disability

People with disabilities are often neglected, or face discrimination, and are left out in the development within their communities:

- lack of options for easily accessible and appropriate education and health care
- few opportunities for meaningful employment and thereby economic exclusion
- women and girls with disabilities are often more disadvantaged and discriminated against.

What does “equal opportunity” for persons with disability mean?

Traditionally, people with disabilities have been objects of targeted measures such as special schools or institutions. Medical interventions and social welfare have a role but the main issue is to enable persons with disability to participate in and contribute fully in their societies as people with equal rights - including the right to take economic and social responsibilities.

The social aim is to integrate people with disability into society in order for them to take an active part in society and lead a normal life. To be active, a person with disability should be able to travel between home, work and other destinations. The goal is to provide a barrier-free environment for the independence, convenience and safety of all people with disabilities.

Mainstreaming, or adapting existing services that are meant for everyone, to include people with disabilities is both cost-effective and a means for integrating them into society. However, mainstreaming may not, in some cases, respond adequately to the needs of a person with disability.

Some examples of common disabilities you may find are:

- Vision impairment.
- Deaf or hard of hearing.
- Mental health conditions.
- Intellectual disability.
- Acquired brain injury.
- Autism spectrum disorder.
- Physical disability.



13%
of the total
population of
Vanuatu reported
a disability¹.

¹2009 National Population and Housing Census, Gender Monograph - See more at: <http://asiapacific.unwomen.org/en/countries/fiji/co/vanuatu#sthash.PbePUICB.dpuf>

Vanuatu situation

Vanuatu is a signatory to the United Nations “*Convention on the Rights of Persons with Disabilities*” and so is obliged to ensure that its policies and laws agree with the Convention. The Convention’s main purpose is to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity.

In 2013 Vanuatu joined other Pacific and Asian nations to develop the “*Incheon Strategy: Make the Right Real*” for Persons with Disabilities in Asia and the Pacific. This is designed to be an action plan to build on the Convention with specific actions and measurements of their progress. As a result, the Vanuatu Government has established positions for two Disability Desk Officers placed in the Ministry of Justice and Social Services, providing a focal point for policy development and implementation strategies. The Vanuatu Society for Disabled People and the Disability Desk Officers have already recognised the Public Works Department as leading the way in policy development and delivery of initiatives to improve the life of people living with disability through policy and planning (Inclusivity Policy and Sector Strategy) as well as practical initiatives in the field.

Key facts on disability



- ▶ Over a billion people, about 15% of the world’s population, have some form of disability.
- ▶ Between 110 million and 190 million adults have significant difficulties in functioning.
- ▶ Rates of disability are increasing due to population ageing and increases in chronic health conditions, among other causes.
- ▶ People with disabilities have less access to health care services and therefore experience unmet health care needs.

Source: World Health Organisation., November 2016
www.who.int



Kaltong Jimmy who has an intellectual disability is a member Lelepa Community performing CBC works



Noten Simo, who has an intellectual disability is a member Lelepa Community performing CBC works

MIPU and PWD's role and obligations

People with disabilities find it very difficult to move around as much of the current infrastructure in Vanuatu does not support them restricting access to required private and public services.

Infrastructure services have an important role in making things easier for person with disability or being a barrier, depending on how infrastructure services are planned and constructed:

- They can be accessible or not.
- They can be designed to be usable by all people, or only by people of a certain size, strength or sensory function level.
- Attitudes by owners, planners and managers of these services can be discriminatory or egalitarian.

MIPU has taken the lead in making changes and additions to legislations such as the *Road Act* and the *National Building code* and other guidelines to include disability friendly access infrastructures.

- All designs of roads and structures should take into consideration the needs of disabled people within the community to ensure that they can access other services such as health centres, schools and shops.

- People with disabilities should also be encouraged and allowed to work on road projects.
- MIPU is committed to equal opportunity and non-discriminatory employment.

“Enabling people with disability to fulfill their potential and achieve desired levels of independence, including employment, reduces the strain and limitations experienced by other family members, usually women and sisters, who are primary carers. Disability-inclusive development significantly contributes to reducing and alleviating poverty”.

Excerpt from Development for All – towards a disability inclusive Australian aid program

Key points

- Community members with disabilities can be included in contract based work.
- Community can assign tasks that are achievable for contractors with a disability.
- Give people with a disability the opportunity to be involved with paid work.
- People living with a disability should not be discriminated against.



Cheif XXX from XXX Community who manages the CBC contracts



HIV/AIDS and Roads

Contents

- HIV/AIDS: Facts.
- HIV/AIDS in Vanuatu.
- HIV/AIDS and Labour Based Road Works.

Learning outcomes

- Awareness of HIV/AIDS.
- Increased understanding of HIV/AIDS and what Vanuatu is doing about it.
- Increased understanding of HIV/AIDS and the road construction industry.
- Awareness of road worker responsibilities as a contractor or employee regarding HIV/AIDS.

Introduction

HIV/AIDS: Facts¹

What is HIV /AIDS¹?

HIV is the *Human Immunodeficiency Virus* that infects cells of the immune system that protects the body against disease and infection.

Infection with HIV results in the progressive deterioration of the immune system, breaking down the body's ability to fend off some infections and other diseases.

AIDS is the *Acquired Immune Deficiency Syndrome* and refers to the most advanced stages of HIV infection. This is defined by the occurrence of any of more than 20 opportunistic infections or related cancers (other sicknesses that take over the body because of damage to the immune system).

How is it transmitted?

HIV can be transmitted through:

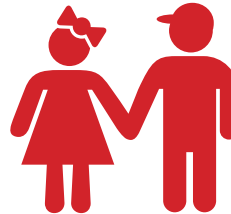
- Most cases of transmission is through unprotected sexual intercourse which included vaginal/anal and/or oral sex with an infected person.
- Transfusions of contaminated blood.
- The sharing of contaminated needles, syringes or other sharp instruments which can include tattoo needles.
- Transmission between an infected mother and her baby during pregnancy, childbirth and breastfeeding.

The vast majority of transmissions are in low and middle-income countries.

HIV is the world's leading infectious killer, with an estimated 39 million who have already died from HIV/AIDS, including 1.1 million in 2015¹.

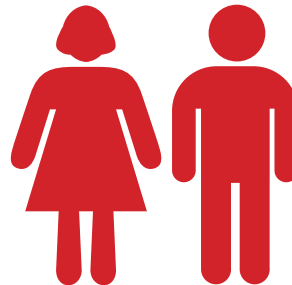


**36.7
MILLION**
people are
living with
HIV worldwide



**1.8
MILLION**
children are
living with
HIV worldwide

Source: : UNAIDS/WHO
estimates



**2.1
MILLION**
people
were newly
infected with
the virus in
2013

Source: : UNAIDS/WHO
estimates

¹Source: WHO website

What is the treatment for HIV/AIDS?

Combination antiretroviral therapy (ART) prevents the HIV virus from multiplying in the body. This must be at least 3 different types of medicine taken together and must keep taking them as long as the person lives. **It does not cure HIV or guarantee that aids will not develop.** If reproduction of the HIV virus stops, then the body's immune cells are able to live longer and provide the body with protection from infections.

Close to 12 million HIV-positive people had access to ART in low and middle income countries at the end of 2013. But it is expensive and still not available to many people, especially the poor and in remote areas.

There are several ways to prevent HIV transmission:

- practice safe sexual behaviours such as using condoms, or having only one sexual partner
- get tested and treated for sexually transmitted infections, including HIV
- ensure that any blood or blood products that you might need are tested for HIV
- always use new and disposable needles and syringes.

As a contractor, you are expected to:

- Respect the community boundaries and not get involved with unprotected sexual affairs with members of the community.
- Educate your employees about the risks of HIV/AIDS and monitor their behaviour as far as reasonable if staying on-site overnight.
- Talk to your supervisor should a health issue involving one of your employees arises.
- Not stigmatise or discriminate against those members of the community who may be HIV positive and who may be seeking employment at the road sites. They too should be given the opportunity to work on the sites if they are still able and they should be treated with due respect.

HIV/AIDS in Vanuatu

(Source: Global AIDS Response Progress Report 2012: Republic of Vanuatu)

- Vanuatu has a low prevalence of HIV infection with six people having been diagnosed with HIV since 2002. The last diagnosis was in 2011. It is thought the actual number is higher due to lack of diagnosis and reporting.
- The main way of transmission is through unprotected sexual intercourse. There has been one reported case of mother to child transmission of HIV.
- Vanuatu has a National AIDS Committee (NAC), which has responsibility for the strategic oversight and implementation of the response to HIV and sexually transmitted infections (STI).
- Vanuatu's National Strategic Plan for HIV and STIs covers the period 2008-2012. The Ministry of Health is undertaking preparatory work for a new national strategic plan.
- Funding for Vanuatu's HIV response is largely from international sources. Domestic contribution was 1.6% of total spending over the reporting period. It is yet to be known whether the national program has succeeded in reducing rates of HIV infection and its associated mortality. Due to low levels of screening it is likely that there are other cases of HIV that have not been identified.
- The population of Vanuatu remains highly vulnerable to HIV infection and requires continued HIV prevention awareness- raising.



Males reported in Vanuatu infected with HIV

Source: :Ministry of Health



Females in Vanuatu reported infected with HIV

Source: :Ministry of Health

HIV/AIDS and labour based road works

(Reference: HIV/AIDS Guidelines, District Road Works, The Republic of Uganda, October 2003)

In the road sector particularly in Public Works Department (PWD), the Vanuatu Transport Sector Support Program, now known as the Roads For Development (R4D) program, had identified labour-based methods of road works as the most appropriate way of maintaining rural roads in Vanuatu. This is because of the benefits such as its ability to provide employment to unskilled people who are a majority in the rural areas, hence a source of income to many households, it is cheap and the nature of work involves all target groups (men, women and persons with disability among others).

The magnitude of negative effects caused by HIV/AIDS towards economic growth and development has been very big world-wide. With road development, PWD would like to minimise the negative effects caused by HIV/AIDS in the community.

This is because road construction sites are usually very active sites, with people from different social and economic backgrounds providing different services at the site. Classes of people involved include;

- the contractors, site supervisors
- Provincial officials, businessmen and women
- food vendors
- road users (the community members).

Usually the local communities who are the job seekers are the majority and they usually are the poorest of the classes mentioned. In their quest for jobs or a few extra vatu to meet their expenses, they may get involved in sexual favours from the more economically able classes at the work sites. Such a class of peoples will only look at the financial gain accruing to them now and not the risks that may be involved. This too, would lead to the spread of HIV/AIDS among the participants especially when such sexual involvement is not protected.

This would also lead to early teenage pregnancy, unwanted pregnancies, abortion, marital affairs and overall social disorder in the community.

Good roads mean better access, better access mean more road users, more road users means that the community is now more exposed to all negative social impacts such as HIV/AIDS.

Key points

- If you are having an extra material affair whilst you are a contractor, your contract will be cancelled immediately.
- Better roads mean better travel and better access for people to travel. More people, more sexual contact. This can lead to negative impacts on the community.
- If you engage with offering vatu in exchange for sexual favours with members of the community, your contract will be terminated immediately.
- Think twice about what you do and who you choose.





Epau River, Efate Ring road

Climate Change

Contents

- Climate change impacts on roads, bridges and culverts.
- Natural disaster impacts on roads, bridges and culverts
- Flood and sea level rise risk management.
- Mitigation and adaptation.
- Community adaptation.

Learning outcomes

- Understand that climate change and natural disaster management as global issues as well national and local.
- Understand Vanuatu Government's policies and priorities in climate change and natural disasters management.
- Increased understanding of Vanuatu's vulnerability to climate change and hazards with particular reference to road infrastructure, bridges and culverts.
- Increased understanding of technical aspects of mitigation measures in terms of engineering, non-engineering and community adaptation drawn from case studies in Efate, Epi and Solomon Islands Ring Roads.
- Communication model used in Vanuatu applicable to communities.

Introduction

Policy

There are two international agreements: United Nations Framework Convention on Climate Change (UNFCCC) and the Vanuatu Government's Climate Change Adaptation and Natural Disaster Policy. The Vanuatu Government is keen to ensure that climate change and natural disaster risk reduction is integrated in policy, plans and projects.

Climate

The islands of the Pacific are vulnerable to variety of natural hazards. Some are associated with climate change such as tropical cyclones, El Niño and La Niña droughts and floods. Apart from flooding, natural disasters are mainly geo-hazards such as volcanic eruptions, earthquakes, tsunamis and landslides. Tsunami and landslides are closely associated with earthquakes.

Vanuatu's natural disaster vulnerability is influenced by its geographic position, located in the 'Pacific Ring of Fire' and the Centre of Pacific Cyclone Belt. Factors influencing climate in Vanuatu is South Pacific Convergence Zone, ENSO (El Nino and La Nina) and mountains. Vanuatu's climate is changing in terms of temperature, rainfall, tropical cyclone, sea level rise, wind waves. These observations and predictions are primarily based on CSIRO climate change models.



Vanuatu is geographically located on the “Pacific Rim of Fire” and the Center of Pacific Cyclone Belt. This means we are vulnerable to earthquakes, tsunami, landslides, volcanic eruptions, tropical cyclones, flash flooding caused by heavy rainfall, and storm surges.



22%
22% of Green House Gas (GHG) Emissions is from Oceania

OECD, Climate Change Mitigation: Policies and Processes

Climate change impacts on roads, bridges and culverts

Impact of climate change is that the increased intensity of tropical cyclones and of rainfall will change the hydrological cycle with increased floods and droughts. Faster flows have the potential to damage bridges, culverts and roads. Increased debris, and log jam may result in scouring of roads, bridges and support structures and deterioration of structural integrity of roads and bridges due to soil moisture.

An increase in the number of very hot days results in thermal expansion of bridge joints and paved surfaces.

Predicted increases in sea level rise and storm surges leads to coastal inundation and coastal erosion, erosion of road base and bridge supports. This has the effect of decreased expected lifetime of roads exposed to storm surges.

Natural disaster impacts on roads, bridges and culverts

Vanuatu is exposed to a range of geo-hazards such as earthquakes, tsunamis and landslides. Vanuatu is seismically active with frequent low level earthshaking and earthquakes. Landslides may occur on slopes or be triggered by very high rainfall on slopes or slope failures.

It is preferable to avoid siting of infrastructure in areas experiencing earthquakes in the past. However, use of building codes with country-specific factors will assist in design.

Co-ordinating disaster planning and preparedness must be done with NDMO.

Flood and sea level rise risk management

Based on risks from climate change and geo-hazards, formulate a Risk Reduction Strategy incorporating engineering, non-engineering and community adaptation solutions.

Expansion of bridge spans, higher level bridges, scour protection, stabilisation of approach embankments, land bridge embankment and river training are common measures.

Sea level and storm surges may require coastal protection works such as gabion baskets and sandbagging. Realignment of road in some cases.



Storm surge damage, Devils Point Road, Efate



Storm surge damage during Tropical Cyclone Pam in 2015, Epau, Efate Ring Road



Flooding during Tropical Cyclone Pam in 2015, Epau river, Efate Ring Road

Mitigation and adaptation

For new projects and rehabilitation of bridges and culverts, many climate change issues can be addressed at the design stage. To do this, a multi-hazard risk assessment using available data (LiDAR, contour maps, geology) can be conducted to identify areas of greatest risk.

Designers should plan for increases in flows based on increase in future rainfall intensity. Adjustments can then be made to engineering designs to allow for greater flow area under waterway structures.

Some non-engineering solutions can also be done, such as local slope stabilisation, conserving environmental habitats (fish or bird), replanting mangroves (increase tidal flushing and provide habitats), minimise erosion and sedimentation (protects fish habitats and coral reefs)

Maintenance planning and disaster planning and preparedness and early warning, land use planning and environmental management are common non-engineering approaches.

Community adaptation

Engage communities with public information on the project through provincial councils, Area Council Representatives, Chiefs and other local disaster management committees.

Incorporate appropriate warning signs speed, speed humps, flood hazard signs, road and bridge closure during the events to redirect traffic.

Encourage participation of communities in undertaking work within their skill levels. Discourage damage to structures.

Integrated Catchment Management: View river systems as a whole; upper catchments, middle catchments and lower catchments. Monitor upper catchment activities, for examples, deforestation and cattle grazing.



Key points

Do you have a plan before and during a:

- Tsunami
- Earthquake
- Land slide
- Volcanic eruptions
- Cyclone
- Flooding

If a yellow alert is issued for a cyclone, do not work on the roads.



Storm surge damage during Tropical Cyclone Pam in 2015, Epau, Efate Ring Road



Tanolu community contractor long Efate Ring Road



Lelepa Community contractor Efate Ring Road

Appendix

Acronyms

PCPO	Provincial Community Partnership Officer
PWD	Public Works Department
CBC	Community—Based Contracts
PEA	Preliminary Environmental Assessment
DEPC	Department Of Environment Protection And Conservation
EIA	Environment Impact Assessment
CEDAW	Convention On The Elimination Of All Forms Of Discrimination Against Women
NSDP	National Sustainable Development Plan
HIV	Human Immune Virus
AIDS	Acquired Immune Deficiency Syndrome
WH&S	Workplace Health & Safety
STI	Sexual Transmitted Infections
NDMO	National Disaster Management Office
CRC	Convention On The Rights Of A Child
MIPU	Ministry Of Infrastructure And Public Utilities
UNFCCC	United Nations Framework Convention On Climate Change
CSIRO	Commonwealth Scientific and Industrial Research Organization

Mining blong sam wod

Adaptation	process of being adapted to a change or process caused by climate change or natural disaster
CRC	a convention on the rights of a child of 1989 that defines a child as any human person who has not reached the age of 18 years.
Disability	a person with physical or mental condition that limits a person's movements, senses or activities.i.
EIA	process of evaluating the likely environmental impacts of a proposed road project taking into account inter-related socio-economic, cultural and human health impacts, both beneficial and adverse
EI-Nino	Climate changes affecting the equatorial pacific region characterized by the appearance of unusually warm, nutrient-poor water off northern Peru and Ecuador, typically in late December.
Gender equity-	Fairness of treatment for women and men according to their respective needs
Health measure	measures that must be considered o work-site to ensure that labourers health is not affected.
La-Nina	Cooling of water in equatorial pacific that occurs at irregular intervals and is associated with widespread changes in weather patterns complementing to those of el-Niño but less extensive and damaging in their effects.
Labour-based works	road works that does not require the input of machinery but uses only local labour
Mitigation-	reducing the impacts of natural disasters on communities
Operators	drivers of heavy machinery doing road works.
PEA	a preliminary analysis of the environment to identify the impacts associated with the proposed road construction.
Quarry	site where stones or other materials are extracted for use on roads
Scour check	triangular silt dikes used as check dams to reduce scour and channel erosion by reducing flow velocity and encouraging sediment. A check dam is a small device constructed of rock, gravel bags, sand bags fiber rolls etc.
Traffic signs	signs printed on banners to convey information, instruction or warning to drivers
Workplace safety	multi-disciplinary field concerned with the safety, health and welfare of labourers or communities at work.
Unsafe work practices	work practices that maybe harmful or dangerous to a laborer or a passer-by.

Public Works Department

Public Works Department (PWD) Offices

PWD Head Office

Nasituan Building
George Pompidou Area
PMB 9044
Tel: 22888

PWD Shefa - Workshop and laboratory

Private mail bag (PMB) 9044
Tel: 22555

PWD Malampa

Lakatoro Office
PO Box 9
Tel: 48490
Fax: 48497

PWD Penama

Saratamata Office
PO Box 240
Tel: 38825

PWD Sanma

Luganville Office
PO Box 147
Tel: 36316

PWD Tafea

Isangel Office
PO Box 26
Tel: 88689

Provincial Administration Offices

Shefa Provincial Council

PMB 9062
Tel: 22752
Fax: 22785

Malampa Provincial Council

Lakataro Office
PO Box 22
Tel: 48491

Penama Provincial Council

Saratamata Office
PO Box 8
Tel: 38348

Sanma Provincial Government

P.O.Box 239
Luganville
Santo
Tel: 36712

Tafea Local Government Council

Isangel Office
Tel: 88664
Fax: 88638

Torba Provincial Government

P.O.Box 13
Sola
Vanua Lava
Tel: 33500

Key contacts

Vanuatu Women's Center

PO Box 169
Tel: 25764
Fax: 22152

Vanuatu Police Station

IGOV 33600
PMB 9014
Port Vila
Tel: 22222

Malampa Police Station

Lakatoro, Malekula
Tel: 48408

Sanma Police Headquarters

IGOV 33770
PO Box 118
Tel: 37130

Luganville Police Patrol

IGOV 33690
Luganville, Santo
Tel: 36222

Tafea Police Station

IGOV 5637010
PO Box 34
Lenakel, Tanna
Tel: 88658

Penama Police Station

Saratamata, East Ambae
Tel: 38362

Ministry Justice Disability Desk

IGOV 33610
PMB 9084
Port Vila
Tel: 24845

Tafea Judicial Services

Tel: 88622
PMB 9041
Tanna

Sanma Judicial Services

PMB 274
Luganville, Santo
Tel: 36457

Ministry of Climate Change

PO Box 306
Tel: 29594

Department of Labour

PMB 9022
Port Vila
Tel: 22610

Sanma Labour Office

IGOV 33740
PO Box 3
Tel: 36335

Ministry of Health

IGOV 33081
PMB 9042
Tel: 22512

Lenakel Hospital

Lenakel, Tanna
Tel: 7100156

Norsup Hospital

IGOV 33875
Norsup Malekula
Tel: 48410

Penama Provincial Health

Lolowai, East Ambae
Tel: 33080

Northern District Hospital

IGOV 33840
PMB 9006
Tel: 36345

Department Of Environmental Protection And Conservation

Tel: +678 25302
IGOV 33430
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