

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK

Enhancing National Development through
Environmentally Resilient Islands (ENDhERI)



Ministry of Environment,
Climate Change
and Technology



Prepared by *Enhancing National Development through Environmentally Resilient Islands* (ENDhERI) Project for the Ministry of Environment, Climate Change and Technology

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M. Green Building, Handhuvaree Hingun, Male' 20392, Republic of Maldives

Author: Mariyam Rifga

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Abbreviations and Acronyms

EIA	Environment Impact Assessment
ENDhERI	Enhancing National Development through Environmentally Resilient Islands
EPA	Environmental Protection Agency
EPPA	Environmental Protection and Preservation Act (4/93)
ESIAs	Environmental and Social Impact Assessments
ESMF	Environmental and Social Management Framework
ESMPs	Environmental and Social Management Plan
ESS	Environmental Social Safeguard
ESSF	Environmental and Social Sustainability Framework
GEF	Global Environment Facility
GOM	Government of Maldives
ICZM	Integrated Coastal Zone Management
IUCN	International Union for Conservation of Nature
LECReD	Low Emission Climate Resilient Development Project
M&E	Monitoring and Evaluation
MECCT	Ministry of Environment Climate Change and Technology
MFDA	Maldives Food and Drug Authority
MNPI	Ministry of National Planning and Infrastructure
MNU	Maldives National University
MoFMRA	Ministry of Fisheries Marine Resources and Agriculture
MoT	Ministry of Tourism
NBS	National Bureau of Statistics
NC	Natural Capital
NCA	Natural Capital Accounting
NPD	National Project Director
ORP	Olive Ridley Project (ORP)
PM	Project Manager
PMU	Project Management Unit
PSC	Project Steering Committee
UNEP	United Nations Environment Program

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EXECUTIVE SUMMARY

This Environmental and Social Management Framework has been prepared for the project “Enhancing National Development through Environmentally Resilient Islands (ENDhERI)” funded by Global Environment Facility (GEF) and implemented by Ministry of Environment Climate Change and Technology (MECCT). The implementing agency for the project is United Nations Environment Program (UNEP).

The purpose of this ESMF is to support the assessment of potential environmental and social impacts anticipated during the implementation of the project. This ESMF will ensure the implementation of project activities conform with GEF policy on Environmental Social Safeguard (ESS) Guidelines, UNEP’s Environmental and Social Sustainability Framework (ESSF) and environmental and social legislative requirement of government of Maldives (GOM). The Framework forms the basis upon which Environmental and Social Impact Assessments (ESIAs) and Environmental and Social Management Plan (ESMPs) will be developed, to ensure full compliance with the aforementioned Social and Environmental Standards (SES). The ESMF will be implemented by the Ministry of Environment, Climate Change and Technology (MECCT) and overseen by the counterparts from UNEP and monitored throughout the duration of the project.

Preliminary analysis and screening conducted during the project development phase under UNEP’s Environmental and Social Sustainability Framework (ESSF), identified potential social and environmental risks associated with project activities. The UNEP Environmental, Social and Economic Review Note (ESERN) established that due to the nature of the project, it is likely that the project is in the moderate safeguard risk category. The potential negative impacts are less significant and if any arise the identified social and environmental risks, impacts are manageable through identified mitigation measures or straightforward application of good practice may be sufficient without additional study. The ESERN is included in Annex 5 of the ESMF.

The Safeguard Standard triggered by the project is low, except for SS4 Involuntary Resettlement. The possible restrictions on access to land or use of resources that are sources of livelihood, as result of transition of areas protected areas, marine managed areas/biosphere reserve in the long run may potentially cause temporary burden on community livelihood.

This ESMF specify the processes that will be undertaken by the project for the additional assessment of potential impacts and identification and development of appropriate risk management measures, in line with UNEP's Environment and Social Sustainability Framework (ESSF). The detail roles and responsibilities for implementation ESMF, a budget and monitoring indicators for ESMF implementation is included in this document. It also sets out the additional safeguards measures that apply to the project during the inception phase, including but not limited to:

1. Conducting an Environmental and Social Impact Assessments (ESIAs) focused on project activities which are anticipated to have a significant social and environmental risks.
2. Based on ESIA findings, prepare Environmental and Social Management Plan (ESMP).

CHAPTER 1

Introduction To Enhancing National Development Through Environmentally Resilient Islands (Endheri)

1.1 Project Description:

The Enhancing National Development through Environmentally Resilient Islands (END-hERI) project financed by Global Environment Facility (GEF) and assisted by United Nations Environment Program (UNEP) with the objective of enhancing reef protection, resilience and ecosystem recovery by reducing development impacts in a selected project site the Maldives, enabled for replication nationally through public awareness and integrating the values of marine biodiversity and other natural capital in national accounting.

UNEP is the implementing agency for the project for which the ESMF applies.

Aim of Project:

This project aims to assist the government of the Maldives in its implementation of new environmental policies and transition towards national adoption of Green Growth atoll development that will sustain marine NC and strengthen the resilience and recovery of reef ecosystems. This will be informed by learning from atoll-wide integrated coastal zone management within a Managed Marine Area / Biosphere Reserve framework, and the application of innovative sustainability practices and standards in agriculture, fisheries, tourism and construction sectors as the basis for transforming the human ecological footprint in Laamu Atoll, and taking this up to national level through sector transformation, spatial planning and improved governance based on NC accounting.

The intermediate objective of this transformation is to minimize the flows of pollutants from land-based activities into the adjacent marine environment, and reduce marine-based drivers of reef degradation including baitfish and reef fisheries. Overall, the project seeks to enhance reef ecosystem integrity and resilience through sustainable management, reducing development impacts and integrating NC accounting into national planning.

1.2 Project Component:

The project will seek to remove these barriers and through the following Components and Outcomes:

Component 1 will increase the sustainability of marine and coastal resource management under a Green Growth Strategy for Laamu Atoll (Outcome 1.1) and achieve a reduction in stressors impacting Laamu Atoll reefs through increased Green Growth and Integrated Coastal Zone Management practices in key sectors (Outcome 1.2).

Component 2 will result in increased understanding of the values and dependencies on marine NC and biodiversity and ecosystem services that supports improved livelihoods and sustainable development on Laamu and among key national stakeholders (Outcome 2.1).

Component 3 will aim to achieve increased institutional capacity, clarified mandates and integration of NC accounting in marine biodiversity conservation policy and programs (Outcome 3.1); enhanced protection of coral reefs and other marine NC through actions by corporate sectors (Outcome 3.2); and strengthened inter-sectoral coordination and spatial planning that incorporates NCA support sustainable development in the fisheries and agriculture, tourism and construction sectors (Outcome 3.3).

Component 4 will support the implementation of Components 1-3 ensuring that information and lessons learned are shared between the different Components and stakeholders and that results-based management is informed by adequate M&E procedures.

Overall, the project will lead to enhanced conservation and sustainable management of the coral reef-atoll seascapes throughout the Maldives through an in-built design for scaling up from local experience to national change across its three components. Integration of the NC concept and approaches into business models, risk analyses and decision-making processes within government, private sector and financial institutions is expected to align national and local governance with the enhanced planning needs outlined in the National Biodiversity Strategy and Action Plan.

1.3 Purpose and Scope of ESMF:

ESMF is formulated to ensure the implementation of project activities conform with GEF policy on Environmental Social Safeguard (ESS) Guidelines, UNEP's Environmental and Social Sustainability Framework (ESSF) and environmental and social legislative requirement of government of Maldives (GOM).

This ESMF will act as a management tool to assist in monitoring and managing potentially adverse environment and social impacts associated with the project activities, in line with

UNEP's Social and Environmental Standards. It provides foundation for the implementing partner to conduct social and environmental screening, with guidelines on type of environment and social assessment tools to follow in implementation of project components, to minimized social and environmental impacts, follow-up action and intervention needed in project life time as Environmental and Social Impact Assessments (ESIA) and Environmental and Social Management Plans (ESMP). The aim of these EISAs and ESMPs are to identify, assess, mitigate and monitor the adverse environmental and social impacts associated with the project activities.

The objectives of this Environmental and Social Management Framework (ESMF) are:

1. To establish clear procedures and methodologies for environmental and social planning, review, approval and implementation of activities financed under the Project
2. To carry out a preliminary assessment of environmental and social impacts from project components and propose generic mitigation measures.
3. To specify appropriate roles and responsibilities, and outline the necessary reporting procedures, for managing and monitoring environmental and social concerns related to project activities.
4. To determine the training, capacity building and technical assistance needed to successfully implement the provisions of the ESMF

1.4 Potential Social and Environmental Risks:

Preliminary analysis and screening conducted during the project development phase under UNEP's Environment and Social Sustainability Framework (ESSF), identified potential social and environmental risks associated with project activities. The UNEP Environmental, Social and Economic Review Note (ESERN) established due to the nature of the project, it is likely that the project is in the moderate safeguard risk category. The potential negative impacts are less significant and if any arise the identified social and environmental risks, impacts are manageable through identified mitigation measures or straightforward application of good practice may be sufficient without additional study.

Safeguard Standard Triggered by the Project	Significance of Risk
SS 1: Biodiversity, Natural Habitat and Sustainable Management of Living Resources	Low
SS 2: Resource Efficiency, Pollution Prevention and Management of Chemicals and Wastes	Low
SS 3: Safety of Dams	Low
SS 4: Involuntary Resettlement	Moderate
SS 5: Indigenous Peoples	Low
SS 6: Labour and Working Conditions	Low
SS 7: Cultural Heritage	Low
SS 8: Gender Equity	Low
SS 9: Economic Sustainability	Low

The Safeguard Standard triggered by the project is low, except for SS4 Involuntary Resettlement. The possible restrictions on access to land or use of resources that are sources of livelihood, as result of transition of areas protected areas, marine managed areas/ biosphere reserve in the long run may potentially cause temporary burden on community livelihood.

CHAPTER 2

Introduction To State Of Environment Of Laamu Atoll

The contents of the chapter are extracted from the project final documents, which was submitted to GEF, as the documents included a comprehensive account of state of environment of Laamu Atoll. Further, new additional information are included based on existing reports and the baseline reports produced during the implementation stage of the project.

2.1. Introduction:

The project focuses on the geographic atoll locally known as Hadhdhunmathi located at the Southern end of Central Maldives at geographic coordinates of 2° 08' N and 1° 47' N, beyond which lies the Southern atolls. Hadhdhunmathi is administratively known as Laamu Atoll in the Maldives.

Main activities of the project are directly related to the community of Laamu Atoll, Private sector and Resource users linked with selected project focus areas.



2.2. Geography and Geology:

The atoll is home to a diverse collection of coral reefs, mangroves, and a lush marine ecosystem. The atoll has a total surface area of 884.63 km² and 56 reefs with an area of 203.70 km². The reefs of the atoll are narrow in width with no vilu (deep pools) except for the reefs at the eastern fringe which consist of the larger inhabited islands. The atoll is mostly rimmed by barrier reefs, with a total of 99 islands (77 vegetated and 22 unvegetated) of which 10 islands are now inhabited. The inhabited islands are; Maavah, Kunahandhoo, Hithadhoo, Maamendhoo, Fonadhoo, Gan, Mundoo, Maabaidhoo, Dhanbidhoo and Isdhoo (Isdhoo-Kalaidhoo). The administrative capital of Laamu atoll is Fonadhoo island inter connected by link-road with Kahdhoo, Maandhoo and Gan islands.

2.3. Biological Environment:

2.3.1. Terrestrial Ecosystems: The tropical vegetation of Maldives differs in the inhabited and in the uninhabited islands. Inhabited islands have small groves of coconut, banana, papaya, drumstick and citrus trees by the homesteads, while breadfruit trees and coconut palms are grown in available patches of land. On the other hand, uninhabited islands have mostly different kinds of bushes (magū, boshi) and mangroves (kuredi, kandū) along the waterline as well as some coconut trees.

Despite the poor and infertile soils, and lack of different habitats, the Maldives has a relatively diverse vegetation cover. The plant communities in the islands grow as per the physiographic morphology of the Islands. According to the Fifth National Report to the United Nations Convention on Biological Diversity, the flora of the country consists of 583 vascular plants of which 323 (55%) are cultivated plant species, while 260 are native and naturalized plants. Of the 260 native or naturalized plant species, fewer than 100 are truly indigenous.

Each of physiographic zone in an Island provides relatively uniform environment with its own associated plant community. As a result of the harsh environmental of the foreshore conditions, this zone supports no vegetation except occasional creeping sand-binders such as *Ipomoea littoralis* and *I. biloba* along with a few individuals of *Launaea pinnatifida* and *Portulaca alata* in the upper portion. Due to the extension inland that beach crests form it provides a suitable environment for strand plant communities including a distinct association of trees and shrubs and a few sand-binding creepers and herbaceous plants. These strand plant communities include: the *Scaevola taccada* scrub community (the most common scrub community found on beach crests of both northern and southern islands of the Maldives), the *PESMPHis acidula* scrub community, which is commonly found on elevated reef rock, coral conglomerate beach rock or hard pan coral in open sites at or above the high tide level and can also be seen growing in association with a similar looking plant, *Suriana maritima*;

the *Tournefortia argentea* community is found as a dominant strand community of the beach crest particularly in drier places in some of the northern islands. It is sometimes associated with *Pandanustectorius* and *Scaevola taccada*, the *Guettarda speciosa* community is normally found only on highly elevated beach crests and is characterized by the presence of other species such as *Scaevola taccada*, *Pandanus tectorius* and a scattering of *Pisonia grandis* and *Cordia subcordata* trees. The microclimate of the inner islands, protected by the beach-crest communities, supports the growth of a number of trees and shrubs, which occur either in pure stands or as a mixed forest. In many islands coconut grows abundantly in the areas immediately adjacent to beach crest vegetation and in moist areas the shelter provided by a complete coconut tree canopy supports the growth of under story tree species such as *Morinda citrifolia* and *Guettarda speciosa*. In some places, *Pandanus odoratissimus*, *Calophyllum inophyllum* and *Hibiscus tiliaceus* are also found in low numbers within coconut groves. In moist areas small pure stands of *Hernandia nymphaeifolia*, *Cordia subcordata* and *Barringtonia asiatica* are present.

2.3.2. Wetland Ecosystems: There are at least 150 islands with wetland or mangroves in the Maldives. The wetland or mangrove areas cover a total area of approximately 8.01 km² according to a survey conducted by the Ministry of Planning and National Development in 2007. Almost all the inhabited islands of Laamu Atoll have wetland areas of which several wetland ecosystems have gone through modifications throughout the years, for the purpose of agriculture, settlement, roads and infrastructure. Wetlands such as Hithadhoo kulhi, Maabaidhoo Koaru, Gan Bodafengandu and wetland in Gaadhoo island are still intact in natural state, with minor to no interventions. Wetland areas in the Maldives are not legally protected except for the areas declared under EPPA 4/93, however mangrove vegetation removal and removal of vegetation within 15m radius of wetlands restricted and environmental permits are required if any development activity is to be carried out within or in close proximity to these areas on inhabited islands.

2.3.3. Terrestrial Fauna: The islands of the Maldives are not known for their abundant wildlife in comparison and demonstrate a rather small proportion of the representatives in comparison to the rich terrestrial faunal diversity of the region. Maldivian reptilian fauna including: two gecko (*Hemidactylus* spp) commonly seen throughout the country; two agamid lizard including the common garden lizard or blood sucker *Calotes versicolor*; the snake skink, *Riopa albopunktata*; and two species of snakes including the common wolf snake *Lycodon aulicus*, and *Typhlops braminus*. One species of frog is known, the short-headed *Rana breviceps*, and a larger toad, *Bufo melanostictus* has also been found. Among the reptiles of the Maldives, the Maldivian Black Turtle (*Melanochelys trijuga thermalis*) is a species of turtle listed on the International Union for Conservation of Nature (IUCN) Red List as 'near threatened'. The Maldivian black turtle is currently found in only three islands which are protected: Kaashidhoo (Kaafu Atoll in Zone III), Muli (Meemu Atoll in Zone IV)

and Kunburudhoo (Haa Dhaalu Atoll). Maldives has also been noted to be particularly rich in spider species. Some 130 insect species including scorpions, centipedes, rhinoceros beetle and paper wasps were identified during scientific investigations across the Islands. The only native mammals endemic to the country are the two subspecies of fruit bats, *Pteropus giganteus ariel* and *Pteropus hypomelanus maris*. The latter is very rare and has been recorded only once in the Maldives, in Addu Atoll (Holmes et al, 1994). Other mammals, all likely to have been introduced, are the house mouse, black rat, Indian house shrew and cats (Webb, 1988). In the homestead, the domesticated animals reared are chickens and goats.

Over 167 bird species have been recorded in the Maldives including seabirds, shorebirds and terrestrial birds, a majority include breeding residents, southern winter visitors (shearwaters and storm-petrels), and northern winter visitors (mostly waders, raptors, passerines, as well as some terns). For some of the latter, the Maldives lies at the southern end of the major Indus-Valley – West Indian flyway. A few are introductions, and imported as pets. Very few bird species reside in the country, most of which are seabirds. Terrestrial birds are very minimal compared to other tropical islands and most are likely to be introductions. At least 40 to 50 species of seabirds are seen in the Maldivian waters, of which only 13-15 are known to nest and breed in the country. Some of them are terns including *Sterna sumatrana*, *S. albifrons*, *S. anaethetus*, *S. dauglli*, *S. bergi*, *S. bengalensis*, and *S. fuscata*, *S. saundersi*; others include two species of noddies, *Anous stolidus* and *A. tenuirostris*, as well as the white tern *Gygis alba monte* which is known to breed only in Addu Atoll (Anderson, 1996). Others such as frigate birds, white-tailed tropic birds, boobies and some shearwaters are also known to breed in the Maldives (Shafeeg, 1993). Most of the shorebirds found are common winter visitors to the Maldives; however, there are some resident and immigrant species. Four subspecies of bird have been identified as endemic to the Maldives (MHAHE, 2002). The bird subspecies endemic to the Maldives are Maldivian pond heron (*Ardeola graii phillipsi*), Maldivian little heron (*Butorides striatus albidulus*), central Maldivian little heron (*Butorides striatus didii phillipsi*), and the Maldivian water hen (*Amouronis phoenicurus maldivus*).

2.3.4. Marine Ecosystem: In contrast to the terrestrial biological diversity found in the country, marine biological diversity shows an outstanding richness, especially in the coral reefs. Indeed, the marine biodiversity of the archipelago is among the richest in the entire region, and the Maldives' has been recognized as having one of the world's most diverse marine ecosystems. More than 250 different species of hermatypic corals exist, belonging to 41 genera from the north and 55 from the south. Over 1 200 reef fish species have been recorded (Pernetta, 1993). As many as 5 000 different shell species, 100–200 sponge species, more than 1 000 species of marine crustaceans and over 100 species of echinoderms exist.

A large range of different types of marine algae¹⁶ have also been documented (Pernetta, 1993). In addition, a variety of sharks, eels, rays, dolphins, whales and aquarium fish are commonly observed throughout the archipelago. Five species of endangered turtles, namely loggerhead turtles, green turtles, hawksbill turtles, olive ridley turtles and leatherback turtles, are also known to live in Maldivian waters (Frazier and Frazier, 1987).

A recent research study, carried out by the Maldives Marine Research Institute (MMRI) of the Ministry of Fisheries Marine Resources and Agriculture, has documented economically important fish species in the Maldives. Some 900 species have been identified, nearly 300 of which were completely new records for the Maldives, and 7 of which had never before been recorded anywhere in the world¹⁷. A second study records some 899 species of pelagic and shore fish, including 201 records new to the Maldives (Randall and Anderson 1993).

Tuna fishing remains particularly important to the economy of the Maldives. Eight different types of tuna and similar fish are harvested commercially from the open seas. Tuna fishing requires live bait fish which are caught in lift nets near the reef and kept alive in the flooded hull of the dhoni. Bait fish are composed of species associated with the reef, and are dependent on a thriving reef environment. Twenty different species, regularly caught and used as bait fish, may be classified in to this group.

Over the last few decades many efforts have been made to ensure the protection of the marine biodiversity and the most sensitive reef ecosystems and habitats of vulnerable charismatic marine species, along with wetlands and mangrove ecosystems have been demarcated as protected areas.

2.4. Social Environment:

2.4.1. Population:

The local population in Laamu atoll was registered as 17,902 in 2017 with 9,177 males and 8,725 females based on the population growth rate of 0.1% in 2014. Gan island has the largest population and Gaadhoo population has been relocated.

Locality	Census 2014			Annual population growth rate (expn)	31-12-2017		
	(Enumerated) (Sept 30)				Registered Population as of 31st Dec 2017		
	Both Sexes	Male	Female		Both Sexes	Male	Female
Republic	344,023	174,666	169,357	1.65	378,114	193,989	184,125
Male' Total	133,412	66,328	67,084	2.96	69,376	35,889	33,487
Laamu Atoll	11,841	5,884	5,957	0.10	17,902	9,177	8,725
Ishdhoo	909	426	483	-6.35	1,387	716	671
Dhan'bidhoo	622	327	295	1.73	1,041	525	516
Maabaidhoo	608	312	296	-1.49	1,113	582	531
Mundoo	222	118	104	-6.07	290	155	135
Gamu	2,809	1,404	1,405	1.36	4,829	2,491	2,338
Maavah	1,400	687	713	0.23	2,030	1,046	984
Fonadhoo	2,101	1,037	1,064	2.07	2,810	1,446	1,364
Gaadhoo	174	83	91	-3.33	2	2	0
Maamendhoo	826	406	420	-0.27	1,303	627	676
Hithadhoo	990	508	482	1.99	1,197	611	586
Kunahandhoo	628	307	321	0.50	874	440	434
Kalaidhoo ^{2/}	552	269	283	-	1,026	536	490

Source: Source: Statistical Yearbook 2018, National Bureau of Statistics, Maldives 2018.

2.4.2. Historical and Cultural Heritage of Laamu Atoll

Apart from natural heritage, Laamu atoll is known as one of the very important atolls during the Maldives pre-Islamic history. Many of the islands located Laamu Atoll's eastern reef have important Buddhist archaeological sites, such as Dhanbidhoo, Mundoo, Gan and Isdhoo. These are remains of monasteries, viharas and stupas from ancient Maldives. Some of the most ancient writings of the Maldives are the Isdhū Lōmāfānu and the Dhanbidhū Lōmāfānu copperplates obtained from these sites dating to year 1193 AD, the oldest historical writings and inscriptions in old Maldivian script, Dives Akuru.

2.4.3. Education

Laamu atoll has 50 registered schools from Pre-Primary to Upper Secondary with a total student population for 3,597 in 2017.

Level	Number of Schools	Number of students	% female
Pre Primary	21	741	47
Primary	13	1926	47
Lower secondary	12	829	48
Upper secondary	4	101	66
Total	50	3597	-

Source: Source: Statistical Yearbook 2018, National Bureau of Statistics, Maldives.

Maldives National University (MNU) has a campus in Gan island setup in the previous Mathimaradhoo Primary school building provided by the Island Council since 24 June 2013 until MNU has its planned campus infrastructure built on land zoned for the purpose. The MNU campus has 4 Faculties and taught programmes are Teaching, Management, Sharia and Law, Islamic Studies, Tourism Management, IT, Nursing and Languages. Teaching and Nursing programmes are popular and in 2019 the campus will introduce Bachelor's and Master's programmes in Teaching. In addition, every year a Navigation Course for a batch of 20 is conducted in the campus.

Villa College

Maandhoo Fisheries Complex runs sponsored placements and inhouse skills programmes for school leavers and new recruits in the mechanical engineering and electrical field while Fishermen's Association of Maldives in their Gan Training centre offer awareness programmes and sustainable fishery skills programmes. The participation is low due to low interest from the youth.

Similarly, the Ministry of Fisheries Marine Resources and Agriculture conducts short trainings and skills programmes for the Fishery and Agriculture development.

2.4.4. Fisheries

There are close to 1000 fishers in Laamu Atoll carry out pole-and-line tuna fishing which is contributing significantly to the Laamu economy. The tuna fishing appears to be sustainable for the tuna stocks.

Island	Popn	No. of fisherman	No. of fishing vesels	2014		2015	
				Fish catch (Mt)	Income (MVR)	Fish catch (Mt)	Income (MVR)
Dhan'bidhoo	647	75	2	636	11,452,861	-	-
Fonadhoo	2266	42	1		-	20	367,460
Gaadhoo	178	14	1	440	7,925,205	-	-
Gan	3080	200	5	2,338	42,086,469	1,783	32,095,935
Hithadhoo	1007	90	7	2,536	45,652,406	2,612	47,014,914
Isdhoo	958	60	3	363	6,530,213	185	3,329,012
Kalhaidhoo	579	24	3	648	11,672,804	-	-
Kunahandhoo	650	15	1	366	6,579,802	310	5,587,860
Maabaidhoo	649	170	8	2,544	45,786,735	2,467	44,397,088
Maamendhoo	896	150	5	1,752	31,532,357	1,095	19,703,672
Maavah	1350	75	1	1,580	28,436,742	1,569	28,234,258
Mundoo	236	51	7	1,468	26,416,076	1,164	20,946,372
TOTAL	12496	966	44	14,671	264,071,671	11,204	201,676,571

Source: Fisheries Statistic Unit, MoFA 2016

The bait fish species caught in this atoll (primarily apogonids) for the tuna fishery are taken by draping bait nets over the reef in combination with powerful lights, and the effect of this fishing method on the patch reefs is believed to be quite severe, especially to coral structures and to the herbivorous fish guilds. Various attempts have been made to develop other commodities such as seaweed and sea cucumber (beche-de-mer), indicating the suitability of Laamu atoll for green growth, but these have not advanced because of insufficient training and focus on markets. More recently, the Ministry of Fisheries and agriculture has provided soft loans for mariculture where island communities setup hatcheries for sea cucumber in the lagoon of Isdhoo-Kalaidhoo

In Laamu atoll there are no data on the reef fishery while the main tuna fishery islands are Hithadhoo, Maabaidhoo, Maamendhoo, and Gan, and the total catch for the atoll accounts for over 14,600 Mt valued at around USD 17million (MVR 265m) in 2014. (Fish catch data from NBS). Maandhoo island has a fish processing factory that sources tuna from local fishermen, as well as providing extra premium benefit to the fishermen's associations through US Fair Trade ethical certification for sustainably sourced products.

2.4.5. Agriculture

While Laamu has a land area of only 231 km² on 77 islands, agriculture contributes almost as much to employment and local livelihoods on the Atoll as fishing. In the larger island such as Gan, Isdhoo-Kalaidhoo agriculture is the main economic activity. However, unsustainable agricultural practices such as unregulated chemical fertilizers and pesticide application are a major concern to health impact on the natural environment and biodiversity. Some local farmers in Laamu atoll pass the responsibility on authorities for creating a dependency on imported fertilizers and pesticides without adequate information on the risks and providing alternatives. Recently, Giant snails (giant African land snail, *Achatina fulica*) infestations have been reported as a concern for farmers in Laamu as well as in other atolls. The giant African land snail is reported as a fast-growing polyphagous plant pest introduced from East Africa to many parts of the world, including to the Maldives in 1957 and classified as one of the world's top 100 invasive alien species by The World Conservation Union (IUCN). Some efforts have been made by the private sector businesses and at island levels to produce local composting to facilitate organic farming and reduce dependency on imported fertilizers and manure.

Island	Popn	Registered farmers (No.)	2014		2015	
			Income (MVR)	Male' market trade (Kg)	Income (MVR)	Male' market trade (Kg)
Dhan'bidhoo	647	142	151,650	14,654	257,600	42,212
Fonadhoo	2266	2	650,532	68,294	1,550,115	143,399
Gadhoo	178	Not reported	-	-	10,500	2,075
Gan	3080	460	2,463,460	228,348	4,018,532	374,311
Hithadhoo	1007	1	-	-	213,006	26,289
Isdhoo	958	713	2,982,170	186,970	6,401,683	445,324
Kalaidhoo	579	393	1,652,560	123,390	955,629	89,743
Kunahandhoo	650	Not reported	111,000	12,875	547,397	83,619
Maabaidhoo	649	Not reported	140,900	13,807	222,875	17,374
Maamendhoo	896	Not reported	-	-	3,000	60
Mundoo	236	Not reported	-	-	18,000	1,400
Maavah	1530	Not reported	46,200	1,910	-	-
Total	12,676.00	1711	8,198,472	650,248	14,210,837	1,226,555

Source: Agriculture Statistic Unit, MoFA 2016

Laamu is noted as one of those atolls that heavily use chemical fertilizers and pesticides and able to sell products only to the market in Male' whereas quality organic products have high demand from the tourism sector. Hence, MoFMRA is trying to establish product certification for Good Agricultural Practices (GAP) to provide better value and quality assurance. Maldives Food and Drug Authority (MFDA/food control division) under the Ministry of Health has mandate to regulate Food Hygiene and sets National Standard and Regulation for Food Establishments and Services and guidelines for the use of Controlled Drugs. Nonetheless, the cost of necessary testing for pesticides, trace elements and chemical through MFDA conducted from overseas is reported to be prohibitive. Thus, MFMRA is currently expecting MVR 6.3 million donor assistance through the Saudi Housing and Livelihood Fund to procure machinery and reagents for such pesticide and chemicals testing at MFDA in 2019

Agriculture Support

MoFMRA had two agricultural centers, one of which is in Gan island in Laamu atoll which was setup under a government loan of about USD 520,000 (MVR 8m) provided by the government with 6ha of land from the Gan Agricultural Centre in Gan Island to commercially produce 25% of demand from Laamu atoll for 5 major crops through contract farming with locals, to increase self-sufficiency, food security and minimize imports. The loan finance through government budget to purchase equipment, irrigation systems and production for the private sector with 5 years payback was provided with requirement to provide technical support to the community towards sustainable agricultural practice, hence could be a co-financing component for the project. The center is non-operational due to low agricultural yield, management issues and lack of agricultural expertise on the field provided by the leaseholder to manage the center. The Kuruhinna site where the agricultural site was

located did not have supplied electricity and only uses power from onsite portable electric generators after 6pm and during field watering times.

Training and extension are conducted by the Ministry of Fisheries and Agriculture for the community through no regrets small grants for livelihood projects, which has a sustainability or climate focus such as water efficient systems. Training is either provided within a training center by inviting trainees, or trainers visiting local islands or through a 6-month Internship program at MOFA agriculture centers. MoFMRA commenced climate insurance for farmers since in 2013 with 80% premium being paid by the government for one of the islands. However, outreach and marketing work is required to increase market volume and make the scheme a success.

2.5 Laamu Biodiversity and Nature Conservation:

The uninhabited islands database managed by Ministry of Fisheries, Marine Resources and Agriculture (MoFMRA) shows that 1995.61 ha land being utilized in Laamu atoll under 4 categories. This included 145.23ha for tourism, 1470.24ha in Inhabited islands, 380.14ha for Uninhabited islands (includes allocations for fisheries, agriculture and industrial use and short-term lease).

2.5.1 Protected Areas of Laamu Atoll

There are 11 areas listed as environmentally significant in Laamu atoll by EPA, which are not legally declared protected or managed. On 23rd December 2021, six areas of Laamu was declared protected under Environment Protection and Preservation Act, EPPA (4/93). This was under SAP 2019-2023 initiative of the government. The detail maps of protected areas are included in the annex 2 of this document. The following list contains the protected areas of Laamu Atoll.

#	Protected Area	Area/ Ha	Key habitats within PA boundary	Significance
1	L. Gan BodaFengandu	15.03	Terrestrial area, wetland and mangrove, and marine	<ul style="list-style-type: none"> - Old Kinbi (<i>Barringtonia asiatica</i>) forest within this wetland - Observed as a nesting area for protected bird <i>Dhandifulhu Dhooni</i>, white-tailed tropicbird (<i>Phaethon lepturus</i>)
2	L. Gaadhoo	614.88	turtle nesting beach, seagrass, mangrove, vegetation	<ul style="list-style-type: none"> - Beach area known for one of the most recorded turtle nesting area. - Seagrass acts as a nursery ground to turtle and other marine species - Mangrove vegetation and roosting area for resident and migratory birds

#	Protected Area	Area/ Ha	Key habitats within PA boundary	Significance
3	L. Hithadhoo Kulhi	43.3	Terrestrial area, wetland and mangrove, and marine area	<ul style="list-style-type: none"> - Mangrove connected to sea acts as a nursery ground and refuge for juvenile fish and protected marine life. - Abundant mangrove species observed, Yellow Mangrove (<i>Ceriops tagal</i>) Red Mangrove (<i>Rhizophora mucronata</i>) and Black Mangrove (<i>Lumnitzera racemosa</i>)
4	L. Maabaidhoo Koaru & Fushi Kandu	521.08	Terrestrial area, wetland and mangrove, marine area and 3 islands, Surfing area	<ul style="list-style-type: none"> - Mangrove connected to sea acts as a nursery ground and refuge for juvenile fish. - Nursery ground for protected species such as sharks and rays - Seagrass acts as a nursery ground to turtle and other marine species - Grouper aggregation site, bait fishery area and diverse coral reef system
5	H i t h a d h o o Gaadhoo Kandu	777.04	Marine area	<ul style="list-style-type: none"> - Species such as Reef Mantas, Hawksbill Turtles (<i>Eretmochelys imbricate</i>), Green Turtle (<i>Chelonia mydas</i>), Napoleon Wrasse (<i>Cheilinus undulates</i>) sharks reside in the coral reef.
6	L. Bodufinolhu & Vadonolhu Kandu Olhi area	706.02	Marine area, Channel and Sand bank	<ul style="list-style-type: none"> - Grouper and Napoleon Wrasse breeding site - Species such as Reef Mantas, Hawksbill Turtles (<i>Eretmochelys imbricate</i>), Green Turtle (<i>Chelonia mydas</i>), sharks reside in the coral reef. - Bodufinolhu is a nesting and roosting area for protected sea birds.

There are strong research-based NGO's interested in pursuing marine resources management interests through the tourism operator, the Six Senses Resort in Olhuveli who are collaborating with the local councils. For example, Manta Trust has conducted work in identifying Manta and Sharks breeding and aggregating areas and threats to their habitat and working with local community on awareness raising. Similarly, Blue Marine foundation has been lobbying for protection and management of grouper species in the atoll by identifying spawning aggregation areas, length at maturity and raising community awareness on the importance of conservation. Olive Ridley Project (ORP) in the Maldives has been working with tourism operators on creating awareness, studies on marine turtles, providing veterinarian care and rehabilitation through its ORP Marine Turtle Rescue Centre to injured marine turtles rescued across the Maldives. ORP recorded 528 Olive Ridley turtles entangled in abandoned fishing nets between 2011 and 2018 in the Maldives counting for 87.9% of all entangled turtles reported and published a field and conduct guide with IUCN.

2.5.2 Integrated Coastal Zone Management Projects in Laamu Atoll

One of the most significant programs is the UNDP Low Emission Climate Resilient Development Project (LECRd). With a budget of USD 9 million, this project was implemented in Laamu Atoll in 2013 and concluded in 2018 to enhance capacities at the national and local levels to support low carbon life-styles, facilitate the work of islands and communities

on climate change adaptation, and strengthen disaster risk reduction measures. The project is chiefly targeting terrestrial ecosystems and resources, and conducted survey and cadastral mapping of all coastal and terrestrial natural, infrastructure and other physical resources, promoting climate action through clean energy solutions by installing solar panels in 11 schools saving on almost 30% of electricity costs, as well as completed a Solid Waste Management Investment Plan and supported the establishment of community led waste management initiatives in all of the inhabited islands of the Laamu Atoll. The project has achieved a considerable amount in terms of Atoll and Island Council engagement and capacity in integrated planning to develop guidelines and structured template to produce island development plans and community engagement in participatory decision making.

CHAPTER 3

Environmental, Conservation And Social Legislation, Regulatory And Institutional Framework In Republic Of Maldives

This chapter provides a review of the National policies, Legislation and regulations relevant to the management of social and environmental impacts as well as other legislation, regulations and policies relevant to the project activities.

3.1. National Environmental Policies, Legislations and Regulations:

The Ministry of Environment, Climate Change and Technology (MECCT) has the mandate for protection and preservation of environment. The Environmental Protection Agency (EPA) established under Minister of Environment, is responsible for implementation and enforcement of all laws and regulations relevant for environment protection.

In addition, the mandate for development and regulation of fisheries and agriculture sector is held by Ministry of Fisheries, Marine Resources and Agriculture. Ministry of Tourism holds mandate for the development of tourism at a national level, and carry out long-term planning, development, monitoring, and regulatory functions to ensure a sustainable tourism industry for the benefit of the people of the Maldives.

The national laws and regulations relevant to assessment and management of social and environmental risks are:

- Environmental Protection and Preservation Act (4/93)
- Environmental Impact Assessment Regulations (2007) and amendment (2012).
- Environmental Liability Regulation
- Protected Area Regulation (2018/R-78)
- Protected Species Regulation (2021/ R-25)
- Waste Management Regulation (2013/R-58)

The Project will be required to comply with the national environmental legislation, in particular that relating to protected areas, EIA, waste management and research. Further, the

project will be required to comply with national fisheries, agriculture and tourism legislations. The key aspects of the policies, legislations and regulations are described in the following sections.

3.1.1. Environment Protection and Preservation Act 4/93:

The main environment law, Law No.4/93 Environment Protection and Preservation Act (EPPA) was ratified in April 1993 as an umbrella law to protect and preserve the environment of the country.

The main elements of the EPPA are as follows:

Introduction:	The natural environment and its resources are a national heritage that needs to be protected and preserved for the benefit of future generations. The protection and preservation of the country's land and water resources, flora and fauna as well as the beaches, reefs and lagoons and all-natural habitats are important for the sustainable development of the country.
Environmental Guidance:	The concerned government authority shall provide the necessary guidelines and advise on environmental protection in accordance with the prevailing conditions and needs of the country. All concerned parties shall take due considerations of the guidelines provided by the government authorities.
Environmental Protection and Conservation:	The Ministry of Environment, Energy and Water [now the Ministry of Environment and Energy] shall be responsible for formulating policies, as well as rules and regulations regarding the environment in areas that do not already have a designated government authority already carrying out such functions.
Protected Areas and Natural Reserves:	The Ministry of Environment, Energy and Water [now the Ministry of Environment and Energy] shall be responsible for identifying protected areas and natural reserves and for drawing up the necessary rules and regulations for their protection and preservation. Anyone wishing to establish any such area as mentioned in (a) of this clause, as a protected area or a reserve shall register as such at the ministry of Environment, Energy and Water [now the Ministry of Environment and Energy] and abide by the rules and regulations laid by the Ministry.
Environmental Impact Assessment (EIA):	An impact assessment study shall be submitted to the Ministry of Environment, Energy and Water [now the Ministry of Environment and Energy] before implementing any development project that may have a potential impact on the environment. The Ministry of Environment, Energy and Water [now the Ministry of Environment and Energy] shall formulate the guidelines for EIA and shall determine the projects that need such assessment as mentioned in paragraph (a) of this clause.
The Termination of Projects:	The Ministry of Environment, Energy and Water [now the Ministry of Environment and Energy] has the authority to terminate any project that has any undesirable impact on the environment. A project so terminated shall not receive any compensation.

Waste Disposal, Oil and Poisonous Substances:	Any type of waste, oil, poisonous gases or any substance that may have harmful effect on the environment shall not be disposed within the territory of the Maldives. In case where the disposal of the substance stated in paragraph (a) of this clause becomes absolutely necessary, they shall be disposed only within the areas designated for the purpose by the government. If such waster is to be incinerated, appropriate precautions shall be taken to avoid any harm to the health of the population.
Hazardous/ Toxic or Nuclear Wastes:	Hazardous/Toxic or Nuclear Wastes that is harmful to human health and the environment shall not be disposed anywhere within the territory of the country. Permission shall be obtained from the relevant government authority at least 3 months in advance for any trans-boundary movement of such wastes through the territory of the Maldives.
The Penalty for Breaking the Law and Damaging the Environment:	The Penalty for Breaking the Law and Damaging the Environment: The penalty for minor offenses in breach of this law or any regulations made under this law shall be a fine ranging between MVR 5.00 (five Rufiyaa) and MVR 500.00 (five hundred Rufiyaa) depending on the actual gravity of the offence. The fine shall be levied by the Ministry of Environment, Climate Change and Technology or by any other government authority designated by the ministry. Except for those offenses that are stated in (a) of this clause, all major offenses, under this law shall carry a fine of not more than Rf 100,000,000.00 (one hundred million Rufiyaa) depending on the seriousness of the offense. The fine shall be levied by the Ministry of Environment, Energy and Water [now the Ministry of Environment Climate Change and Technology]
Compensation:	The Government of Maldives reserves the right to claim compensation for all the damages that are caused by the activities that are detrimental to the environment. This include all the activities that area mentioned in clause 7 of this law as well as those activities that take place outside the projects that are identified here as environmentally damaging.
Definitions:	Under this Law: (a) The “environment” means all the living and non-living things that surround and effects the lives of human beings; and (b) A “project” is any activity that is carried out with the purpose of achieving a certain social or economic objective.

3.1.2. Environment Impact Assessment Regulation (2012/R-27)

EPPA 4/93 instructs under Article 5, any development work or project that have a significant impact on the environment should have an Environmental Impact Assessment consented to by the Ministry of Environment, Energy and Water [now the Ministry of Environment Climate Change and Technology].

The EIA regulation defines the procedure to follow when attaining environmental approval for development projects. The regulations list those projects that require EIA (schedule D), those projects that do not require EIA (Schedule T) and those projects that can be undertaken as per the mitigation plan provided by EPA (Schedule U).

If any infrastructure or physical work is to be carried out as part of small grants given by the project, will have to go through EIA screening, if it falls within schedule D and U. Following screening EPA decides the level of assessment required. In this regard, an EIA maybe re-

quired, EMP maybe required, project may be undertaken with mitigation plan or project can be undertaken with no assessment.

For projects that require EIA the regulation details the scoping process that needs to be following in article 11. Following scoping a term of reference will be issued which will guide the level of assessment required. EIA can be prepared by a consultant who is registered in EPA under article 16 of the regulation.

Once the EIA report is submitted, EPA sends the review to two independent reviewers as per article 13 of the Regulation. The review period depends on the amount paid by the proponent for review. In this regard the following payment structure is specified in the regulations (article 07 and article 13):

- For a review fee of MVR5000 15 days for review
- For a review fee of MVR 10,000 10, days for review
- For a review fee of MVR 20000 05 days for review

Following review EPA informs the proponent if any addition information is required, or approval can be given for the project, or the EIA report needs to be rejected or the project needs to be rejected due to irreversible damage to the environment. Article 15 lists procedure for appeal the decision. The appeal decision will be made by Minister of Environment. Article 20 lists fining mechanism for non-compliance.

3.1.3. The Regulation on Environmental Liabilities (Reg No. 2011/R-9):

The main aim of the regulation is to avert actions violating the Environmental Protection and Preservation Act 4/93 and to ensure compensations for all the damages that are caused by activities that are detrimental to the environment. The regulation sets mechanisms and standards for different types of environmental liabilities and equal standards that shall be followed by the implementing agency while implementing the regulation. According to this regulation the Government of Maldives reserves the right to claim compensation for all the activities which have breached the Environmental Protection and Preservation Act 4/93.

3.1.4. Waste Management Regulation (2013/R-58)

The Waste Management Regulation of the Maldives was enacted based on Article 22 of the Constitution of the Republic of Maldives and under powers vested in the Ministry of Environment and Energy under the Article 3 of the Environmental Preservation Act 4/93 in relation to Article 7 and 8 of the same Act. The regulation is implemented by the Environmental Protection Agency. This regulation focus on following five areas:

Waste management standards: Defines standards for waste collection, transfer, treatment, storage, waste site management, landfills and managing hazardous waste;

Waste management Permits: Defines approval procedures for waste sites;

Waste transfer: Standards and permits required for waste transport on land and sea, including transboundary movements;

Reporting requirements: Defines reporting and monitoring requirements and procedures; and

Enforcement: Defines procedures to implement WRM and penalties for non-compliance.

3.1.5. Protected Area Regulation (2018/R-78)

The overall aim of the regulation to specify mechanisms to protect, conserve and manage areas designated as protected areas under article 04 of EPPA. Article 05 of the regulation stipulates that for each of the designated protected areas the following information needs to be announced:

- The name of the protected area
- The boundaries of the protected area with GPS coordinates
- Zonation plan of the area
- Activities that can and cannot be undertaken at a particular location
- The designated level of protection
- The reason for protection and the special significance

The regulation identifies 07 categories that could be designated to protected areas (article 06)

- Category 1: Areas of International Significance
- Category 2: Strict Nature Reserves
- Category 3: Wilderness Area
- Category 4: National Park
- Category 5: National Monument
- Category 6: Habitat Species Management Area
- Category 7: Protected Area with Sustainable Use

A list of all protected areas needs to be maintained by EPA and the list needs to be gazette as per article 7. As per article 09 management of protected areas can be handed over to any public or private party, with an agreement, management plan and financial plan in place. As per article 12 each protected area should have a management plan in place for the management of the area, which must be gazette as an annex to the PA regulation.

3.1.6. Protected Species Regulation (2021/ R-25)

The overall aim of the regulation to specify mechanisms to protect, conserve and sustainably manage living species, habitats/ecosystems and its services under article 04 of EPPA. Article 06 of the regulation stipulates that for each of the designated protected species the following information needs to be announced:

- Protected Species information including, Local name, Common name in English, Scientific Name (Including Genus, Species or Taxa)
- Reason/ Justification for protection and significance
- Prohibited actions

A list of all protected species is published in gazette as per article 6 of the regulation and implementing agency (EPA) should maintain a database of protected species as per article 8. As per article 09 management plans for protected species must be published in gazette. Research permit is to be obtained if research is conducted on a protected species as stipulated by the article 12.

3.2. Additional Policies, Legislations and Regulations:

3.2.1. Land Act:

The 2008 Constitution vests all land in the State and bans foreign ownership of land. It is understood that Government is reviewing land-related legislation to bring it into line with the constitution and current development policy. Meanwhile, matters relating to land are governed by the provisions of the Maldivian Land Act and Regulations of 2002, as subsequently amended. The Act Empowers Government to allocate land for five purposes:

The construction of households and buildings for residential purposes;

- For commercial use;
- For social use;
- For environmental protection;
- For government use.

Under the Act, all Maldivian citizens who do not have a place of residence are entitled to a parcel of land for residential purposes, entitled a “state dwelling”. Such parcels are issued by the respective Atoll Office and must not exceed 4,000 ft² (372 m²). The parcel is forfeit if not developed (“settled”) within five years. State dwellings are heritable and divisible, down to no smaller than 600 ft² (56 m²). State dwellings can be privatized by purchase from the government. Conversion to non-residential purposes is possible subject to compliance with land use policy, and a permit. Sales of private land attract a 15% tax. Buildings, trees and other

assets on land belong to the owner of the land or official user of the land, unless thirdparty ownership can be proven under Shari'ah. Land for agriculture is allocated to residents by island administrations on an annual renewable basis. The land remains government property. No rent is paid, but the plots are generally small and the system provides little security or incentive to invest in and improve the land. It is understood that the Ministry of Fisheries Marine Resources and agriculture (MoFMRA) is preparing an Agricultural Land Act to address these issues, with assistance from the UN Food & Agriculture Organization (FAO). When land is required for public projects, it is understood that the legal owner or registered user is compensated on a land-for-land basis, with fixed assets being paid for at fair market price. Maldives Land and Survey Authority established in 2011 is responsible to conduct surveys and collect and update information on the most beneficial use of lands, lagoons and reefs of the Maldives, and formulate and implement cadastral survey standards.

3.2.2. Decentralization Act:

The final version of the Decentralization Act was passed in April 2010 and was ratified in May 2010. The Decentralization Act provided for the Local Government Authority (LGA) which was established in late 2010. Under the Decentralization Act Island Councils are accountable to Atoll Councils and Atoll Councils are accountable to the LGA. The Constitution mandates Councils to provide democratic and accountable governance; foster the social and economic well-being and development of the community; and establish safe, healthy and ecologically diverse environment. The Constitution entitles Councils to a grant from central government and to raise own revenues. Chapter 4 of the Decentralization Act has direct relevance to the administration of this Project. The Act gives island councils specific powers and responsibility for, amongst other things:

- Administering and developing the island in accordance with the Constitution and statutes and providing municipal services as prescribed in this Act;
- Preparing island development plans in consultation with the community, and submitting the plan to the Atoll Council;
- Implementing development projects planned and assigned by the government in line with the island development plans formulated by islands and submitted to the Atoll Councils;
- Assisting Government Ministries and Atoll Councils in monitoring the progress of various development projects;
- Formulate island level policies necessary to discharge the powers and responsibilities conferred to the island council by this Act and formulate and implement required regulations for the purpose.

Services rendered by the Island Council to the people of the island under this Act include disposing of waste in a reasonably safe manner at the island level so as it does not create any inconvenience to the community. Under this Act the Island Councils have the power to charge a fee or rent in order to obtain funds for the services they provide including for safe disposal of wastes. Such fees to be charged shall be determined in consultation with the people of the area and in accordance with the Laws of Maldives. Under Chapter 14 of the Act the Island Councils have the power to formulate regulations on matters which fall within their jurisdiction with advice of the Local Government Authority. In addition, with the advice of the Local Government Authority, the city councils, atoll councils, and the island councils have the power to make regulations about waste management and disposal on their islands. The act has gone a number of revisions the most recent revision occurred in 2019. The key aspects covered in this revision are highlighted below: - As per the article 69-1 of the act the island and city councils are overall responsible to provide the electricity service in the respective island or city. As per article 69-2 of the same act the council needs to have an agreement with utility service provider for implementation of the service. Under the same article it is stated that this agreement needs to be made as per conditions that are set by a regulation prepared and implemented by the central government. The referred agreements above need to be made within 01 year of enforcement of the act, hence before 15th December 2020. Moreover, the act provide opportunity for island and city councils to provide electricity service themselves.

- As per article 68 of the act for any development project undertaken in an island consultation needs to be undertaken with the council and other relevant authorities established in the island. The same article also states that any EIA reports developed for any project needs to be shared with the council and information on the impacts and mitigation measures should be shared with the council.
- As per article 107-1 of the act the council should hold meetings with the public regarding any important development activities undertaken in the island. The same article also specifies that the time and location of the public meeting should be announced 05 days prior to the meeting.
- As per article 56-6 of the act a Women's Development Committee should be established. The members of the committee should be elected based on an election held amongst the women of the community. As per article 56-7 of the act one of the functions of the committee is to give input to the council regarding various development activities undertaken within the island

3.2.3. Heritage Act (12/2019)

The main objective is to determine the procedure to assign cultural heritage, determine the responsibility of the government and the people regarding cultural heritage, to determine means of penalizing acts of damaging cultural heritage, to determine means of undertaking research on heritage. Article 04 of the act defines cultural heritage. In this regard the following can be considered as cultural heritage:

- Movable cultural heritage
- Heritage Monuments and buildings
- Heritage Areas
- Linguistic Heritage

Article 12 of the act suggests that all policy level decisions will be made by the Minister. Article 14 stipulates that National Centre for Cultural Heritage needs to be established, with the prime function of establishing procedures required for setting, categorizing, research, maintaining list of heritage sites, and managing heritage sites.

Fourth Chapter of the act deals with the heritage trust fund, the composition and the functions.

Articles 28 and 29 of the Act provides details of the procedure to follow, if any party comes across anything that might be considered as cultural heritage. In this regard, within 48 hours the council needs to be reported and subsequently the council needs to report to national center within 48 hours of knowing.

Article 36 of the act suggests that impacts on cultural heritage needs to be covered through the Environmental Impact Assessment undertaken for development projects.

3.2.4. Gender Equality Act (18/2016)

Promoting and protecting the rights of vulnerable groups have been among the most important objectives of the Government's human rights policy and has announced that the nation has made significant progress in this regard. The Domestic Violence Prevention Act, the Prevention of Sexual Harassment and Abuse Act, and Sexual Offences Act have strengthened the legal framework to protect women, children, and migrants from violence and sexual abuse. The President ratified the Bill on Gender Equality on 23 August 2016. On ratification, the Act has now been published in the Government Gazette. The Gender Equality Act seeks to ensure to eliminate discrimination between genders and establishes the role of government and other agencies in the implementation of the Act. This act will cement the national standards on gender equality and confirm that the policies and legal framework are consistent with the Convention on Elimination of All Forms of Discrimination against Women.

The Disability Act boosted the protection and rights afforded to persons with disabilities. Now, persons with disabilities have access to financial assistance, there are regulations on minimum standards and identification of persons with disabilities, and room for affirmative action including access to gainful employment.

More recently the Anti-Trafficking Act was a milestone in combating trafficking in the country, especially affording protection to the large number of migrant workers in the country from exploitation. The National Action Plan to Combat Trafficking in Persons for 2015-2019 has been finalized. The Parliament has, on 27 April 2015, approved Maldives accession to the Optional Protocol to prevent, suppress and punish trafficking in persons, especially women and children. This will undoubtedly boost the protection framework offered to migrant workers in the country.

There has been no question about the role and the participation of women in politics and decision-making in the Maldives. Women in the Maldives have always been among the most emancipated in the region, without the systemic barriers of race, class, and caste that are prevalent in some parts of the world. Maldivian women have had the constitutional right to vote since 1932, which is way ahead of some developed countries. Maldivian women have always, without question, had equal pay, and paid maternity leave. Women have the same access to education and employment opportunities, with girls doing even much better than boys in higher education. Despite the apparent parity, challenges remain.

Therefore, the Government is now concentrating on making women economically Empowered by introducing targeted micro-loans, single mother benefits, home-based employment opportunities, and day-care facilities. The Government policy framework hopes to see women, one half of our population, become more productive citizens of the country, in whatever capacity they choose for themselves. The President's human rights policy is guided by the belief, that human rights are not just about international instruments or pieces of law. It is also about belief; belief that needs to be carefully cultivated and nurtured.

The 2008 Constitution bans discrimination on grounds of sex except as prescribed by Islamic Sharia's. This sits uneasily with the Maldives' earlier commitments to international agreements including the Convention on the Elimination of All Forms of Discrimination (CEDAW) in 1993 and the CEDAW Optional Protocol in 2006 (with reservations on Articles 7 (a) and 16). The Maldives is also signatory to several international instruments addressing gender equality including the Commonwealth Action Plans on Gender Equality, and is party to all major human rights treaties, except for the Conventions on the Rights of Migrant Workers and their families.

3.2.5. Stakeholder Engagement and Information Disclosure:

As per the provisions under ESS, the recent amendments to Decentralization Act and EIA regulation ensures that consultation is undertaken with relevant stakeholders including affected public prior to project implementation. However, consultation is missing during project implementation and during monitoring and evaluation. Moreover, locally there is no requirement that ensures a feedback mechanism. In addition, identification and consultation of vulnerable groups during project implementation is not required legally either. These aspects are important aspects highlighted under ESS. There are some requirements for information disclosure under local requirements. This includes:

- Requirements under Right to Information Act, public can submit RTI
- EIA regulations (2012/R-27) to publish EIA reports online for public comments.
- Requirements under EIA regulations (2012/R-27) to public EIA decision statements online.
- Requirement under Decentralization Act to submit EIA reports and provide information on impacts and mitigation measures with respect to the project to local island councils.

ESS also requires Stakeholder Engagement Plans (SEP) to be developed for the project. Developing project specific SEP is not required under local regulations. Moreover, establishment of mechanisms to address grievances during project implementation is not covered through local laws or regulations.

The Right to Information Act:

The Right to Information Act was ratified in 17th January 2014. The Act established an independent office of Information Commissioner who receives complaints, is mandated with ensuring compliance of the law, collecting information, conduct inspections, and investigations. The following are the most relevant articles for stakeholder engagement;

- i. Under article 4 of Right to Information Act [1/2014], require everyone who requests for information is entitled to the access of such information in accordance with the law.
- ii. Article 07 of the law specifies the procedures for requesting for and disclosure of information from and by State institutions. Information must be disclosed within 21 days of request. An institution may extend the period for 14 more days, if the requested information is of (a) a large quantity, or (b) extensive research is required to collect and disclose the information, or (c) where the work needed to disclose such information would substantially hinder the normal operation of the State institution. Information needed urgently to prevent a threat to life or freedom of a person must be disclosed within 48 hours at most. Upon failure to disclose the information within the periods stipulated, the law deems such requests have been denied.

- iii. As per article 22 the state is not required to disclose information which, if disclosed would amount to an offense under law, or information if disclosed could cause legal action against the government for breach of confidence or which could prevent the government from receiving similar information in the future. Furthermore, State institutions could withhold information, which if disclosed could affect the government's ability to manage and administer the economy of the country and information if disclosed prematurely could have a negative impact on a person or a group of people. The state can further withhold information that harms the immunities of the courts and the parliament, information from a closed court hearing and information that reveal details related to a minor, and victims of sexual abuse.
- iv. Articles 11 and 42 of the Act, further obligates an Information Officer in every office to attend to requests and is mandated with submitting an annual report to the Information Commissioner.

CHAPTER 4

Identification, Assessment And Management Of Environmental And Social Impacts

4.1. Potential Environmental and Social Impacts Associated with ENDhERI Project implementation:

The UNEP Environmental, Social and Economic Review Note (ESERN) established due to the nature of the project, it is likely that the project is in the moderate safeguard risk category. The potential negative impacts are less significant and if any arise the identified social and environmental risks, impacts are manageable through identified mitigation measures or straightforward application of good practice may be sufficient without additional study.

The following areas of project requires ESS:

i. The protected areas, economic activity zones, marine managed areas/ Biosphere reserves declared under the project.

The project intends to protect coral reefs and other marine natural capital through actions by the corporate fisheries, agriculture, tourism and construction sectors. This may result in possible restrictions on access to land or use of resources that are sources of livelihood for the community of Laamu Atoll. Transition to sustainable fisheries and potential increase of revenues from a Biosphere Reserve/ Marine Managed Area in the long run may potentially cause temporary burden on community livelihood.

ii. The Small Grant Project:

The allocation of grant and process of awarding may result in dissatisfaction/ disapproval from the community, therefore the project has to ensure the accountability and transparency of the process. There is a possibility of proposed projects having a component that may require permit or approval under local regulatory framework. In addition, there are potential labour issues for contractors of the executing partners, community workers for the small grants.

iii. Stakeholder Engagement & Equal Opportunity:

The project components are directly related to the community of Laamu Atoll, in terms of training, capacity building and educational programs, there may arise disparity in participation or opportunities for women, marginalized, vulnerable population and youth groups. In addition, to effectively implement majority of components of the project requires extensive community participation and engagement and there is possibility of unequal representation or disparity in representation of women, marginalized, vulnerable population and youth groups.

4.2. Screening

The SESP has been conducted based on the broad scope of project activities. The potential impacts and management strategies are therefore designed to manage the identified impacts in their broadest sense, and the allocated significance rating of Low, Moderate or High is based on a precautionary approach. The UNEP Environmental, Social and Economic Review Note (ESERN) established due to the nature of the project, it is likely that the project is in the moderate safeguard risk category. The potential negative impacts are less significant and if any arise the identified social and environmental risks, impacts are manageable through identified mitigation measures or straightforward application of good practice may be sufficient without additional study.

The project location, and proposed project activities specific to those locations is clearly defined. Hence, the SESP has been updated for ground-truthing and to determine whether additional social and environmental impacts may be present that will require further assessment and management.

In addition, during the course of the project, activities, outputs and potentially additional locations not already covered by the existing SESP, may be proposed and developed. Such proposed activities will, as they arise, require screening, assessment and management, using the SESP methodology to ensure that any impacts are identified, their significance is established, and any required impact-specific management actions are developed and applied.

Screening will be the responsibility of the Project Management Unit (PMU) and the Safeguards Specialist.

4.3 Assessment

The ESERN has identified the project as being moderate risk. As such, potential negative impacts are less significant and if any arise the identified social and environmental risks, impacts are manageable through identified mitigation measures or straightforward application of good practice may be sufficient without additional study.

Potential impacts from establishment of protected areas may arise possible restrictions on access to land or use of resources that are sources of livelihood. Prior to legal declaration of protected areas/ MMAs , ecological baseline assessments, identification of potentially affected stakeholders (local right holders) and socio-economic assessments will be conducted, along with resource use assessments. In addition, assessment of potential negative impact caused by unforeseen challenges, including social implications will be addressed prior to declaration of PAs. As part of formulation of management regime for the PAs/MMAs a details ESIA will be conducted for all the sites.

Transition to sustainable fisheries and potential increase of revenues from a Biosphere Reserve/ Marine Managed Area in the long run may potentially cause temporary burden on community livelihood. In order to address this, mapping out the potentially affected stakeholders (local right holders) by socio-economic types and incorporating their needs and roles into management plan is expected to avoid or minimize any negative impact.

The project components are directly related to the community of Laamu Atoll, in terms of training, capacity building and educational programs, there may arise disparity in participation or opportunities for women, marginalized, vulnerable population and youth groups. In addition, to effectively implement majority of components of the project requires extensive community participation and engagement and there is possibility of inequal representation or disparity in representation of women, marginalized, vulnerable population and youth groups. A detail stakeholder assessment and mapping out the potentially relevant community groups facilitate the identification of relevant stakeholders.

4.4 Management

4.4.1 Environment and Social Management Plan (ESMP)

A monitoring plan will be implemented by the project, which will be monitored by Project Management Unit, established at MECCT through Environment and social Safeguard Consultant.

The main components of ESMP will include the following:

- Environment and Social Impacts
- Prescribed Mitigation Measures
- Cost and Resources required for implementation of Mitigation Measures
- Responsible Party for Implementation of Mitigation Measure

Project-affected stakeholders will be consulted on the scope and parameters of the assessment processes and their findings, including proposed mitigation and management measures. It may be necessary to undertake targeted consultations to ensure the participation of, rights-holders', women, marginalized or disadvantaged groups and individuals affected by the project.

Assessment reports and adoption of appropriate mitigation plans/measures will be completed, disclosed, and discussed with stakeholders prior to initiation of any project activities that may cause adverse social and environmental impacts.

A generic TOR for ESMP has been attached to the Annex 4 of this ESMF.

4.5 Other Management Plans

This section will describe the other management plans which will be prepared as part of safeguard requirements of the project. They include the following:

4.5.1 Stakeholder Engagement Plan

A Stakeholder Engagement Plan (SEP) has been developed during the project formulation stage. Based on this SEP findings an updated SEP is developed for the ESMF (Annex 9). This sequential update of the SEP will enable PMU to ensure that project activities are carried out in synergy with the related legal and policy governance structure and that the implementation and selection procedures meet the required norms and standards. The plan will specifically consider how to equitably and meaningfully engage marginalized and vulnerable populations including specific measures to include women within the project areas. The plan will also provide terms of reference and modalities for managing stakeholder engagement in project activities at each project islands and different beneficiary communities.

4.5.2 Communication and outreach plan:

A communication and outreach plan will be implemented under supervision from communication specialists, to ensure the community is well informed, with regard to project progress and activities

As communication is integral part of the project, a guiding document is developed to plan and guide communication and outreach efforts of the project. The annexed (Annex 10) communication plan has the following objectives:

1. Ensure that key national and local partners, participating communities, and private sector bodies are aware of the project objectives and activities and understand the value and benefit of mainstreaming biodiversity and marine natural capital in socio-economic and sector development.
2. Ensure that there is sound understanding of ICZM, MMA/BR and sector sustainability approaches for improving biodiversity conservation and marine NC and mainstreaming it in to national planning.

To address the potential dissatisfaction/ disapproval from the community regarding small grants program, the project is responsible to ensure the transparency of the program. The communication and outreach plan and stakeholder engagement plan are expected to address potential impacts that may arise. The potential labour issues for contractors of the executing partners, community workers for the small grants can be addressed by ensuring the contracts, safety and working conditions are as per the national law and according to the UN Environment ESES Framework.

4.5.3 Gender Action Plan:

A gender assessment and gender mainstreaming action plan were developed during project PPG stage. The objectives of the gender assessment were to analyse the current situation regarding gender equality, and to identify gender equality, capacity building and gender accountability activities for inclusion in a Gender Mainstreaming Action Plan for the project, to be tracked as part of the project's monitoring and evaluation (M&E) system. Results of the Gender Assessment and Gender Mainstreaming Action Plan for the project are presented in Annex 11.

Gender equality and social issues relevant for the project were studied as part of the project development process through desk study, consultative meetings with major stakeholders including the Ministry of Gender, Family and Social Services (MGFSS), discussions with Hope for Women (HFW) - a non-governmental organization involved in gender and social work, and field visits to all the inhabited islands of Laamu atoll in July and December 2018 including discussions with Women's Development Committees (WDC's), local NGO's, women and community groups.

CHAPTER 5

Monitoring And Evaluation, Grievance Redress Mechanism, And Information Disclosure

The purpose of monitoring is to assess the progress of implementation of the ESMF and determine whether the proposed mitigations and management measures have been effective in eliminating or reducing the anticipated negative impacts. In addition, whether further interventions are needed, or monitoring is to be extended.

5.1. Environmental and Social Compliance Monitoring and Reporting

ESIA monitoring will be done according to specific components of the project as per monitoring regime prescribed in the ESIA. The main objectives of M&E are:

- Determine whether the project is being carried out in conformity with social and environmental standard (SES), legal agreements;
- Recognize and address the issues as they arise during implementation and recommend means to resolve them;
- Ensure project objectives are achieved according to ESMF and ESMPs

UNEP will be responsible to monitor the project's compliance with UNEP's Social and Environmental Standards. The Project Manager of ENDhERI Project based in MECCT will withhold the overarching responsibility for maintaining all documentation in line with the ESMF and ensure timely reporting to the UNEP.

5.2. Monitoring Indicators

Several indicators shall be used in monitoring implementation of the ESMF. These include:

- Capacity building – To determine whether officers with roles in implementation of the ESMF have the necessary skills to execute their mandate;
- Dissemination of documents outlined in the ESMF
- Screening and review process comprehensively executed;

- Appropriate environmental and social assessment instruments prescribed during the screening stage are applied promptly. Approval timelines should not frustrate project commencement;
- ESMPs and monitoring regimes outlined in ESIA reports implemented and progress reported;

5.3. Grievance Redress Mechanism

The implementing agencies, both the PMU, will establish a grievance mechanism to receive and facilitate resolution of the affected communities' concerns and about the implementing agency's environmental and social performance during project implementation. The ESMP and its management program will establish a mechanism to address concerns raised promptly that is readily accessible to all segments of the affected communities, at no cost and without retribution.

For the grievances, the project implementation unit (PIU) at site will keep a feedback register and let the local stakeholder know that they can register their project related complaints or comments or suggestions. The project team will review the feedback and take appropriate actions. The overall environmental grievance process will be in line with the social grievance process proposed. All procedures on GRM (Annex 12) stipulated in the Stakeholder Engagement Plan (SEP) of the ENDhERI Project will be followed (Annex 9 and 12). All sub-project specific complaints incidents reported received during the implementation need to be managed according to the following steps:

1. An online register will be maintained of all complains received on implementation of activities under each project component.
2. The complaints register will be prepared and each complaint recorded should be supplemented with copies of the letters received or signed note of the complaint, if the complaint is made verbally.
3. Times, dates, names of complainant, nature of complaint should be recorded, and complaints should be graded as per the severity of the nature of the complaint.
4. A complaint file, with hard copies and a complaint file of scanned soft copies on an electronic folder will be maintained. These files will be presented to the World Bank for supervision when requested.
5. Once a complaint is received the following timelines are to be managed on providing resolutions:
6. Feedback on agreed actions in relation to complains should be provided to the con-

cerned parties within a period of 10 days.

7. If complaints take longer than the stipulated period to handle, weekly updates should be provided in writing indicating the reasons for delay.
8. A summary sheet of all complaints received and resolved should be shared with the UNEP Team with environmental environment and social monitoring updates.

5.4. Information Disclosure

Disclosure of relevant project information will help affected communities understand the risks, impacts and opportunities of the Project. The implementing agency will publicly disclose the ESAMF and all Environmental and Social Assessment documentation, the management program and action plan(s) for public review and comment in appropriate locations in the Project area.

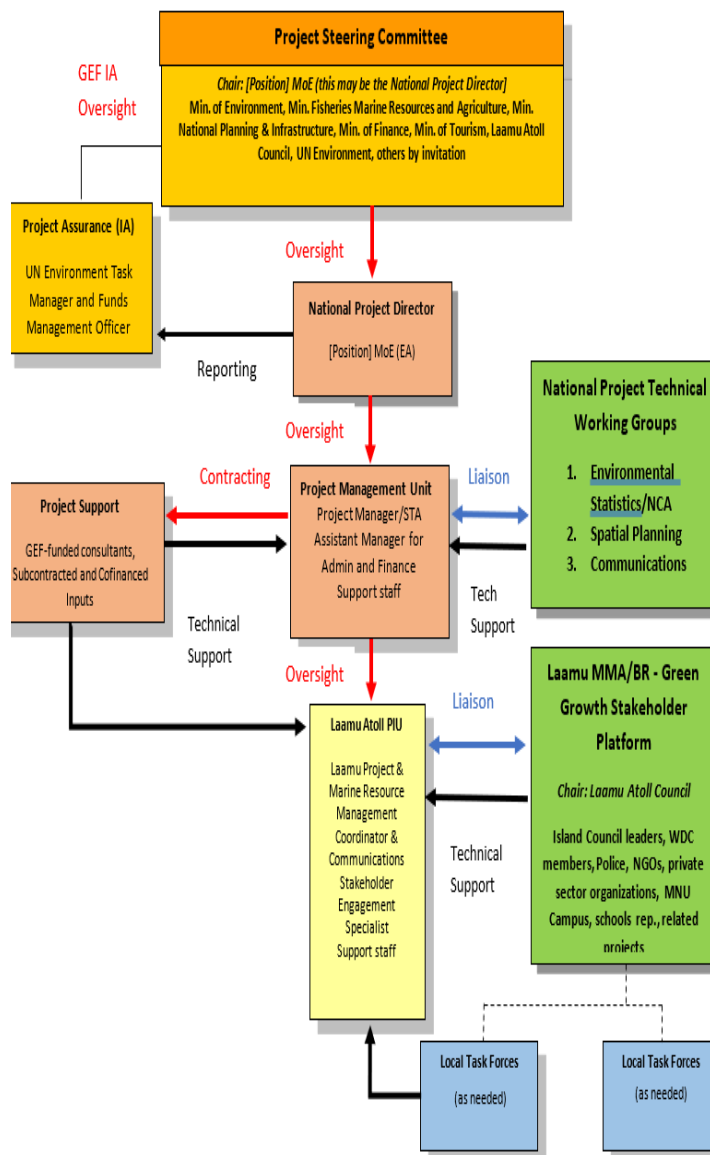
The documentation will also be made available on the implementing agencies web site both in English and in local languages. Newspaper and other media outlets will alert the community to the availability of the documentation. The website will also enable the community opportunity to provide comment electronically. All procedures stipulated in the Stakeholder Engagement Plan (SEP) and Communication and Outreach Plan of the ENDhERI Project will be followed.

CHAPTER 6

Institutional Arrangements For Implementation Of The ESMF

6.1. Overall Project Institutional Arrangements:

Project is implemented by Ministry of Environment, Climate Change and Technology (MECCT). A project management unit (PMU) is created within MECCT to implement project components. The institutional responsibilities and arrangements for project implementation are as follows:



6.2. Project Management Unit:

- The main role of PMU will be carrying out day-to-day administration of the project, implementation of the project activities and to ensure operational compliance as per the UNEP and GEF guidelines.
- PMU consisting of the co-financed National Project Director (NPD) (a senior ME Director), Project Manager (PM) with expertise in ICZM and sustainable development, Assistant Manager for Administration and Finance and co-financed support staff as needed.
- The project staff will be recruited following UN Environment and ME recruitment procedures.
- A Project Implementation Unit, is established at Laamu, to provide support, better communicate and oversee project activities implemented by PMU. Laamu Project Co-ordinator and Assistant Administrative staff is hired for this function.
- The PMU will also recruit specialized consultants necessary for specific technical assistance for overall implementation of activities.
- The PMU will liaise closely and also ensure overall coordination of all Project entities to ensure necessary data and information are shared and collated for reporting to Project Steering Committee (PSC), GOM, UNEP and GEF

6.3. Project Steering Committee

- The Project Steering Committee (PSC) will serve as the project's decision-making body. It will meet according to necessity, at least twice each year, to review project progress, approve project work plans and approve major project deliverables.
- The PSC is responsible for providing the strategic guidance and oversight to project implementation to ensure that it meets the requirements of the approved Project document and achieves the stated outcomes. Terms of reference of PSC is Annexed (Annex....)

6.4. Institutional Arrangement for Implementation of ESMF

The PMU established within the MECCT will hire environmental and social safeguard specialists to formulate and implement the tasks and responsibilities outlined in the ESMF.

Entity /Person	Tasks and responsibilities
Environmental and Social Safeguards Specialist	will be responsible for the implementation of all steps presented in the environmental and social management framework of the project. The formulation of ESMF, facilitation of the preparation of environmental and social instruments, such as ESMPs, requesting for clearances from relevant authorities such as the EPA where applicable, and monitoring/reporting on compliance of due diligence mechanisms set forth in the ESMF and relevant trainings. He/she will be responsible for the implementation of environmental and social management plans and grievance mechanism; liaison with other agencies, island and atoll councils; monitoring and evaluation; and training.
Communications Specialist	To provide updates to the media, to increase visibility of the project, to increase the awareness on project objectives, interventions and to ensure that safeguards issues are adequately communicated to the public a communications specialist will be hired. The specialist will report to the project manager and will work under the guidance of the project manager.
Island/Atoll Councils	The councils are the beneficiaries and implementing partners of the project. They will be responsible to provide data and information required for baseline reports, identify the priority areas for the islands within the scope of project, support the project in community engagement and participation process, and advocate on behalf of community. Moreover, the island councils will be the second tier for attaining grievances related to the project. In addition, as per the amendment made to the decentralization act, councils are recognized as the custodian of ecosystems within their jurisdiction, partly responsible to manage their natural resources, waste, agriculture and fisheries resources. Thus, this situation may arise during project implementation at least in some of the islands, in that case the councils become implementation partners themselves.
EPA	EPA is the main regulator with regard to environmental management and conservation, hence EPA will be one stakeholder in protected area management process and as implementing agency of PA regulation under EPPA 4/93. The PMU will work closely with EPA, acquiring timely clearance and guidance on technical requirements for respective safeguard assessments. The PMU safeguards specialist will liaise closely with the EPA, who will have a supporting role in implementation as well as the sustainability of project outcomes.
MoFMRA	MoFMRA is the key government body to develop and implement policies and regulate fisheries and agriculture sector in the country. In addition, has a significant role in promoting sustainable fishing and agricultural practices, providing incentives and facilities to promote and enhance both fisheries and agriculture sector. MoFMRA will be a partner to the implementation of fisheries and agriculture related components, and ensuring the project activities are implemented within the regulatory framework of MoFMRA.

MoT	MoFMRA is the key government body to develop and implement policies and regulate tourism sector in the country. In addition, has a significant role in promoting sustainable tourism practices, providing incentives and facilities to promote, diversity and enhance tourism sector. MoT will be a partner to the implementation of tourism related components, and ensuring the project activities are implemented within the regulatory framework of MoT.
MNPI	MoFMRA is the key government body to develop and implement policies and regulate construction sector in the country. In addition, has a significant role in promoting sustainable construction practices. MNPI will be a partner to the implementation of construction related components, and ensuring the project activities are implemented within the regulatory framework of MNPI.

6.5. ESMF Training:

The Environmental and Social Specialist will conduct training on ESMF to implementing partners, PMU, MECCT, EPA and Community. Training will be provided for the Implementing Agencies and partners on how to monitor and report on environmental and social requirements. They will be also provided training on the use of Grievance Redressal mechanism and consultations.

Training on environmental and social management regarding specific activities of project components, will be provided separately as the need arises.

Training Program	Target Audience	Conducted by	Minimum number of participants
Training on implementation of ESMF	PMU & PIU	Safeguard Consultant	2
Training Atoll and Island council on implementation of GRM	Atoll Council and Council	Safeguard Consultant	10
Training on Monitoring and Evaluation project component (require safeguard)	Implementing partners	Safeguard Consultant	5

6.6. Cost Estimates of Safeguards Instruments:

Budget allocation for implementation of ESMF is already considered in the project budget. The following table provides estimated cost for implementation of ESMF.

Type of Cost	Details	Estimated Cost in USD
ESS Consultant	Formulation of ESMF, Risk Assessment and Management Plans, Stakeholder Engagement Plan, and Grievance Redress Mechanism	35,000
Material Development	ESMF material development, printing	2000
Workshops and Training	Capacity Building Sessions on ESMF, GRM and SEP	10,000
Gender Action Plan & GRM	Implementation of Gender Action Plan & GRM	10,000
PMU Travel for ESMP implementation monitoring	Travel, Accommodation and DSA	5,000
	Total Cost	62,000

References:

Global Environment Facility (2019), *Guidelines on GEF's Policy on Environmental and Social Safeguards*.

United Nation Environment Program (2019), *Enhancing National Development through Environmentally Resilient Islands (ENDhERI) project document*.

United Nation Environment Program (2020), *Handbook for Stakeholder Engagement at The United Nations Environment Programme (UNEP)*

Ministry of Environment Climate Change and Technology, MECCT (2020), *Environmental and Social Management Framework, Accelerating Renewable Energy Integration and Sustainable Energy (ARISE)*

Ministry of Finance (2020), *Stakeholder Engagement Plan (SEP) for Maldives Capacity Building Technical Assistance Loan Project*.

United Nation Environment Program (2020), *Environmental and Social Sustainability Framework (ESSF)*

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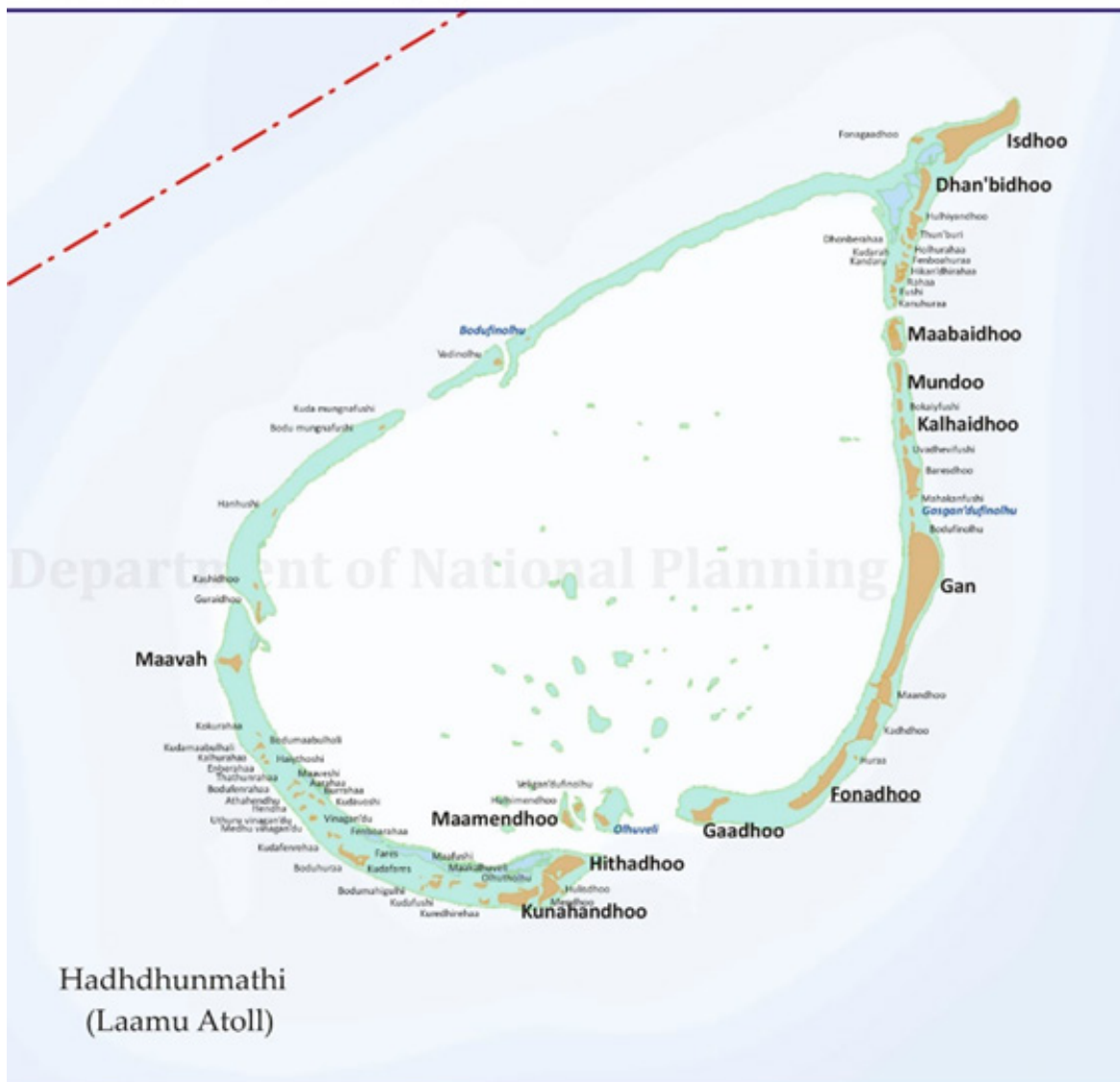
United Nation Environment Program (2019), *Enhancing National Development through Environmentally Resilient Islands (ENDhERI) project document*.

Ministry of Environment, Climate Change and Technology, (2022). *Baseline Report: Waste Management in Laamu Atoll. Ministry of Environment, Climate Change and Technology, Male'*,

ANNEXES

Annex 1: Map Of Project Location - Laamu Atoll

Department of National Planning
Spatial Planning Section | GIS & Mapping Unit



Hadhdhunmathi
(Laamu Atoll)

Rev: 7.2, March 22, 21

Annex 2: Islands Of Laamu Atoll (Source: Lamer 2018 For Lecred Project)

Island Name	Island Code	LONGITUDE	Latitude	New Islands	Remarks
Isdhoo	LD1070	73°34'37.41"E	1°7'27.42"N	<input type="checkbox"/>	Inhabited
Isdhoo kalaidoo	LD1473	73°33'38.13"E	2°6'51.10"N	<input type="checkbox"/>	Inhabited
Fonagaadhoo	LD0720	73°32'32.85"E	2°6'55.00"N	<input type="checkbox"/>	Uninhabited
	LD1431	73°32'25.64"E	2°6'24.20"N	<input type="checkbox"/>	Uninhabited Locally called Benmaadhadu
		73°32'31.77"E	2°6'15.55"N	<input checked="" type="checkbox"/>	Uninhabited Dredged islet at Dhan'bidhoo northern side deep lagoon entrance channel
	LD1430	73°32'34.16"E	2°6'15.15"N	<input type="checkbox"/>	Uninhabited
		73°32'28.57"E	2°6'6.21"N	<input checked="" type="checkbox"/>	Dredged islet at Dhan'bidhoo northern side deep lagoon entrance channel Uninhabited Dredged islet at Dhan'bidhoo northern side deep lagoon entrance channel
	LD1429	73°32'30.30"E	2°6'4.53"N	<input type="checkbox"/>	Uninhabited
					Dredged islet at Dhan'bidhoo northern side deep lagoon entrance channel
Dhan'bidhoo	LD1049	73°32'40.79"E	2°5'38.54"N	<input type="checkbox"/>	Uninhabited
	LD1428	73°32'19.10"E	2°5'45.35"N	<input type="checkbox"/>	Uninhabited Dredged islet at Dhan'bidhoo second deep lagoon entrance channel
		73°31'47.65"E	2°4'47.51"N	<input checked="" type="checkbox"/>	Uninhabited Dredged islet at inner edge of Dhan'bidhoo deep lagoon entrance channel
Hulhiyandhoo	LD0671	73°32'29.74"E	2°4'50.98"N	<input type="checkbox"/>	Uninhabited
Thun'buri	LD0308	73°32'24.72"E	2°4'29.54"N	<input type="checkbox"/>	Uninhabited
Dhonberahaa	LD0145	73°32'9.87"E	2°4'16.71"N	<input type="checkbox"/>	Uninhabited
Holhurahaa	LD0244	73°32'20.25"E	2°4'6.58"N	<input type="checkbox"/>	Uninhabited
Kudarah	LD0414	73°32'10.31"E	2°3'55.29"N	<input type="checkbox"/>	Uninhabited
Fenboahuraa	LD1470	73°32'17.69"E	2°3'51.04"N	<input type="checkbox"/>	Uninhabited
Kandaru	LD0735	73°32'11.10"E	2°3'39.21"N	<input type="checkbox"/>	Uninhabited
Rahaa	LD0798	73°32'5.09"E	2°3'22.93"N	<input type="checkbox"/>	Uninhabited
Hikan'dhirahaa	LD0757	73°32'11.90"E	2°3'29.82"N	<input type="checkbox"/>	Uninhabited
		73°31'37.54"E	2°4'43.90"N	<input checked="" type="checkbox"/>	Dredged islet at
					outer edge of Dhan'bidhoo deep lagoon entrance channel
Fushi	LD1082	73°31'55.87"E	2°2'58.69"N	<input type="checkbox"/>	Uninhabited
Kanuhuraa	LD0592	73°31'56.40"E	2°2'44.67"N	<input type="checkbox"/>	Uninhabited
	LD1056	73°31'56.37"E	2°2'35.36"N	<input type="checkbox"/>	Breached segment of Kanuhuraa
Maabaidhoo	LD1053	73°31'57.38"E	2°1'46.09"N	<input type="checkbox"/>	Inhabited
Mundoo	LD0102	73°32'2.17"E	2°0'42.46"N	<input type="checkbox"/>	Inhabited

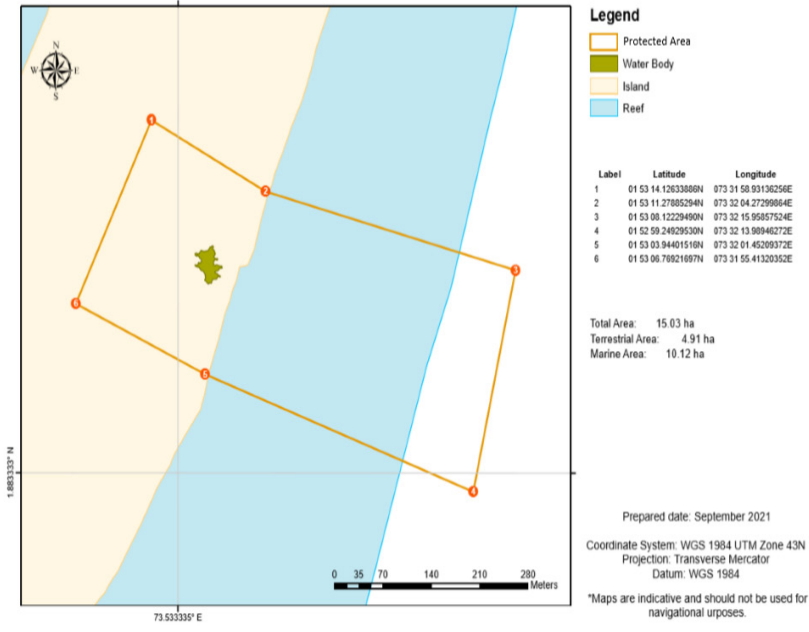
Bokaiyfushi	LD0472	73°32'5.31"E	1°59'55.87"N	<input type="checkbox"/>	Uninhabited
Kalhaidhoo	LD0031	73° 32' 13.54"E	1°59'17.78"N	<input type="checkbox"/>	Uninhabited
Uvadhevifushi	LD0566	73° 32' 13.58"E	1°58'44.92"N	<input type="checkbox"/>	Uninhabited
Baresdhoo	LD0994	73° 32' 23.53"E	1°58'4.82"N	<input type="checkbox"/>	Uninhabited
Mahakanfushi	LD0703	73°32'26.44"E	1°57'31.53"N	<input type="checkbox"/>	Uninhabited
Gasgan'dufofinolhu	LD0192	73°32'23.99"E	1°57'7.735"N	<input type="checkbox"/>	Uninhabited
Bodufofinolhu	LD1160	73°32'25.00"E	1°56'44.32"N	<input type="checkbox"/>	Uninhabited connected to Gan
Gan	LD0152	73°32'22.36"E	1°54'34.10"N	<input type="checkbox"/>	Inhabited
Maandhoo		73°31'37.96"E	1°52'30.20"N	<input checked="" type="checkbox"/>	Island inclusive of Gan
Kadhhdhoo	LD0309	73°31'16.13"E	1°51'37.68"N	<input type="checkbox"/>	Domestic Airport
Huraa	LD0239	73°30'56.35"E	1°50'40.66"N	<input type="checkbox"/>	Uninhabited
Fonadhoo	LD1038	73°29'58.42"E	1°50'3.48"N	<input type="checkbox"/>	Inhabited
	LD1425	73°27'17.27"E	1°49'43.71"N	<input type="checkbox"/>	Uninhabited Locally called Kuda Gaadhoo
		73°27'16.70"E	1°49'41.27"N	<input checked="" type="checkbox"/>	Uninhabited Islet at Gaadhoo entrance channel
Gaadhoo	LD0261	73°27'5.65"E	1°49'15.96"N	<input type="checkbox"/>	Uninhabited
Hulhimendhoo	LD0538	73°23' 39.68"E	1°49'21.42"N	<input type="checkbox"/>	Uninhabited
Olhuveli	LD1118	73°24' 17.81"E	1° 49'0.78"N	<input type="checkbox"/>	Tourist resort
Maamendhoo	LD0484	73°23' 22.73"E	1°49'3.23"N	<input type="checkbox"/>	Inhabited
Hithadhoo	LD0265	73°23' 17.57"E	1°47'46.9"N	<input type="checkbox"/>	Inhabited
Mendhoo	LD1096	73°22' 54.14"E	1°47'11.51"N	<input type="checkbox"/>	Uninhabited
Hulisdhoo	LD1191	73°23' 15.76"E	1°47'6.71"N	<input type="checkbox"/>	Uninhabited
Kunahandhoo	LD0323	73°22' 5.35"E	1°46'58.68"N	<input type="checkbox"/>	Inhabited
		73°22'6.39"E	1°47'11.03"N	<input checked="" type="checkbox"/>	Uninhabited Small islet adjacent to Kunahandhoo harbor
Kuredhirehaa	LD0971	73°21'12.66"E	1°46'51.59"N	<input type="checkbox"/>	Uninhabited
Olhutholhu	LD0094	73°21'6.99"E	1°47'17.17"N	<input type="checkbox"/>	Uninhabited
Maakalhuveli	LD0952	73°20'25.31"E	1° 47'19.64"N	<input type="checkbox"/>	Uninhabited
Maafushi	LD0951	73°19'58.51"E	1°47'29.42"N	<input type="checkbox"/>	Uninhabited
Kudafushi	LD1025	73°19' 54.13"E	1°47'18.64"N	<input type="checkbox"/>	Uninhabited
	LD0368	73°19'32.05"E	1°47'29.36"N	<input type="checkbox"/>	Uninhabited Locally called
		73°19'33.56"E	1°47'31.28"N	<input checked="" type="checkbox"/>	Kuredhigadu Small islet north of Kuredhigadu
Fares	LD0988	73°18'2.00"E	1°47'58.35"N	<input type="checkbox"/>	Tourist Resort under construction
Kudafares	LD0050	73°18'3.06"E	1°47'51.47"N	<input type="checkbox"/>	Uninhabited
Boduhuraa	LD1014	73°17'41.63"E	1°48'3.98"N	<input type="checkbox"/>	Uninhabited
Kudafenrehaa	LD1024	73°17'20.98"E	1°48'34.82"N	<input type="checkbox"/>	Uninhabited
Fenboaraha	LD0366	73°17' 8.34"E	1°48'37.28"N	<input type="checkbox"/>	Uninhabited
Vinagan'du	LD0052	73°16'46.09"E	1°49'1.60"N	<input type="checkbox"/>	Uninhabited
Medhuvinagan'du	LD0955	73°16'40.67"E	1°48'58.64"N	<input type="checkbox"/>	Uninhabited
Uthuruvinagan'du	LD0276	73°16'40.21"E	1°49'1.50"N	<input type="checkbox"/>	Uninhabited

Kudavoshi	LD1034	73°16'54.70"E	1°49'26.35"N	<input type="checkbox"/>	Uninhabited
Hendha	LD0555	73°16'26.69"E	1°49'17.22"N	<input type="checkbox"/>	Uninhabited
Burrahaa	LD0060	73° 16'40.71"E	1°49'36.71"N	<input type="checkbox"/>	Uninhabited
Aarahaa	LD0067	73°16'28.66"E	1°49'42.99"N	<input type="checkbox"/>	Uninhabited
Athahendhu	LD0167	73°16'25.41"E	1°49'40.90"N	<input type="checkbox"/>	Uninhabited
		73°16'23.98"E	1°49'39.17"N	<input checked="" type="checkbox"/>	Uninhabited
					Small islet south of Athahendha
Bodufenrahaa	LD0065	73°16'16.01"E	1°49'37.61"N	<input type="checkbox"/>	Uninhabited
Thathunrahaa	LD0634	73°16'3.32" E	1°49'47.44"N	<input type="checkbox"/>	Uninhabited
Maaveshi	LD1048	73°16'17.52"E	1°49'58.72"N	<input type="checkbox"/>	Uninhabited
Haiythoshi	LD0733	73°15'30.19"E	1°50'31.26"N	<input type="checkbox"/>	Uninhabited
Enberahaa	LD0825	73°15'26.70" E	1°50'30.67"N	<input type="checkbox"/>	Uninhabited
Kalhuraaha	LD0432	73°15'23.28" E	1°50'39.59"N	<input type="checkbox"/>	Uninhabited
Kudamaabulhali	LD0053	73°15'9.58"E	1°50'49.94"N	<input type="checkbox"/>	Uninhabited
Bodumaabulhali	LD0763	73°15'19.34"E	1°50'56.99"N	<input type="checkbox"/>	Uninhabited
Maavah	LD0938	73°14'33.84"E	1°53'7.81"N	<input type="checkbox"/>	Inhabited
Guraidhoo	LD0953	73°15'17.94" E	1°54'30.32"N	<input type="checkbox"/>	Uninhabited
Kashidhoo	LD0371	73°15'12.65"E	1°55' 8.97"N	<input type="checkbox"/>	Uninhabited
Hanhushi	LD1172	73°15'41.56"E	1°57'5.20"N	<input type="checkbox"/>	Uninhabited
Bodumungnafushi	LD0223	73°18' 33.45"E	1°59'22.49"N	<input type="checkbox"/>	Uninhabited
		73°18'44.83"E	1°59'29.08"N	<input checked="" type="checkbox"/>	Uninhabited Sandbank north of Bodumunafushi
Kudamungnafushi	LD0777	73°18' 48.59"E	1°59'33.25"N	<input type="checkbox"/>	Uninhabited
Vadinolhu	LD0628	73°21'32.06"E	2°1'3.47"N	<input type="checkbox"/>	Tourist Resort under construction
		73°22'1.99"E	2°1'20.79"N	<input checked="" type="checkbox"/>	Uninhabited sandbank south of Bodufinolhu
		73°22'14.55"E	2°1'35.31"N	<input checked="" type="checkbox"/>	Uninhabited sandbank south of Bodufinolhu
Bodufinolhu	LD1186	73°22'19.56"E	2°1'39.50"N	<input type="checkbox"/>	Uninhabited
Veligan'dufinolhu	LD0341	73°24'29.76"E	1°49'45.20"N	<input type="checkbox"/>	Sand bank adjacent to Olhuveli
Bodumahigulhi	LD0599	73°19'34.17"E	1°47'12.42"N	<input type="checkbox"/>	locally known as Dhooni Bihi rehaa
	LD0902	73°19' 40.69"E	1°47'17.51"N	<input type="checkbox"/>	completely eroded
Kokuraha	LD1087	73°15'16. 22"E	1°51'15.42"N	<input type="checkbox"/>	completely eroded

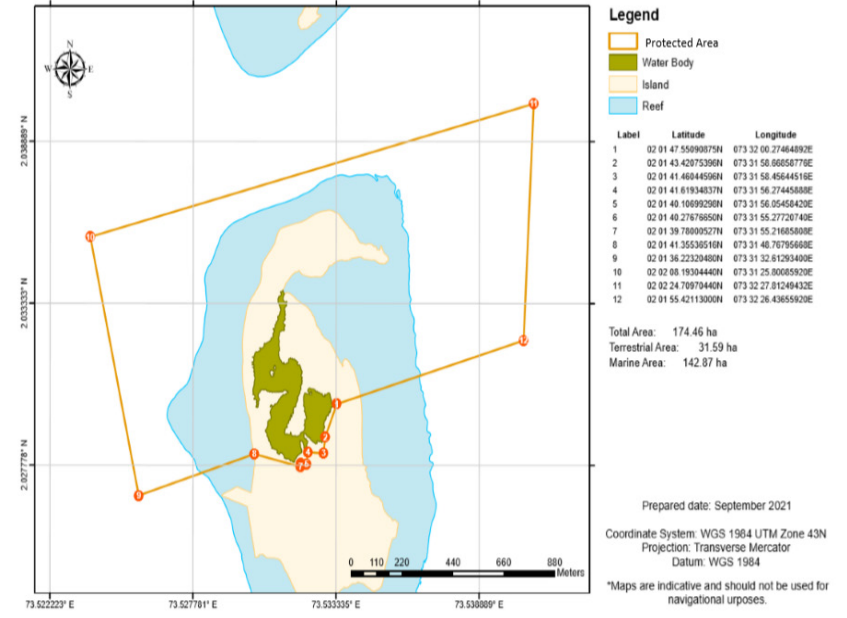
Annex 3: Protected Areas In Laamu Atoll

#	Official Name	PA Category	PA Type	Islands in the Boundary	Date of Protection (dd-mm-yyyy)	Area (Hectares)
1	L.Gan Boda Fengan'du Area	Category 7: Protected Area with Sustainable Use	Wetland/ Terrestrial	L. Gan	23.12.2021	15.03
2	L. Maabaidhoo Koaru Area	Category 7: Protected Area with Sustainable Use	Wetland	L. Maabaidhoo	23.12.2021	174.46
3	L. Fushi Kan'du Area	Category 7: Protected Area with Sustainable Use Category 6: Species/Habitat Management	Marine		23.12.2021	346.62
4	L. Bodu Finolhu and Vadinolhu Kandu Olhu Area	Category 7: Protected Area with Sustainable Use	Marine		23.12.2021	706.02
5	L. Gaadhoo Turtle Nesting Area, Mangrove and Seagrass Area	Category 6: Species/Habitat Management	Terrestrial/Marine	L. Gaadhoo	23.12.2021	614.88
6	L. Gaadhoo – Hithadhoo Kan'du Area	Category 6: Species/Habitat Management	Marine		23.12.2021	777.04
7	L. Hithadhoo Wetland and Surrounding Marine Area	Category 7: Protected Area with Sustainable Use	Mangrove/Wetland/ Marine	L. Hithadhoo	23.12.2021	43.3

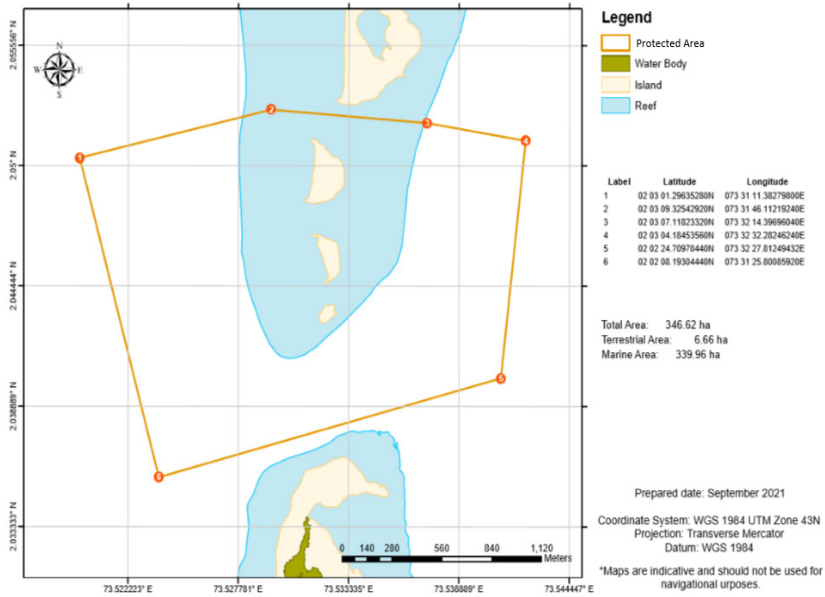
L. Gan Boda Fengan'du Area



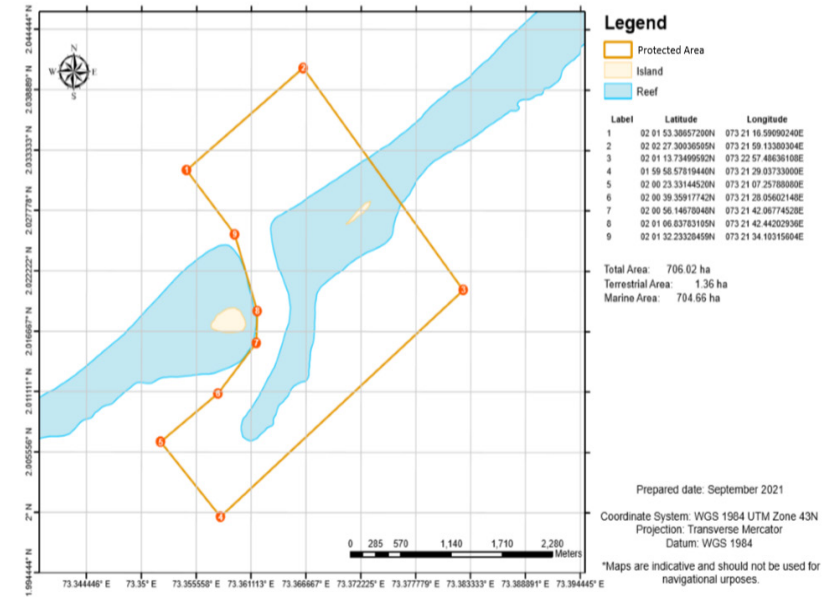
L. Maabaidhoo Koaru Area



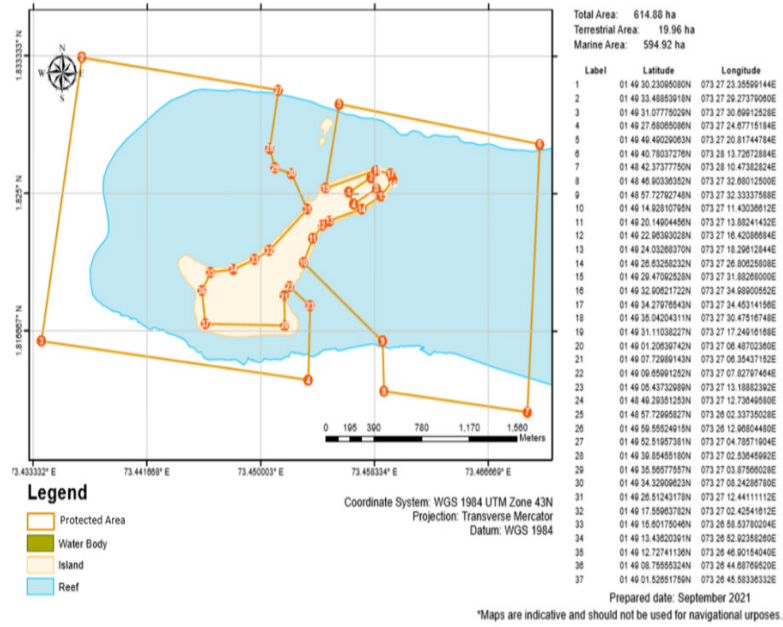
L. Fushi Kan'du Area



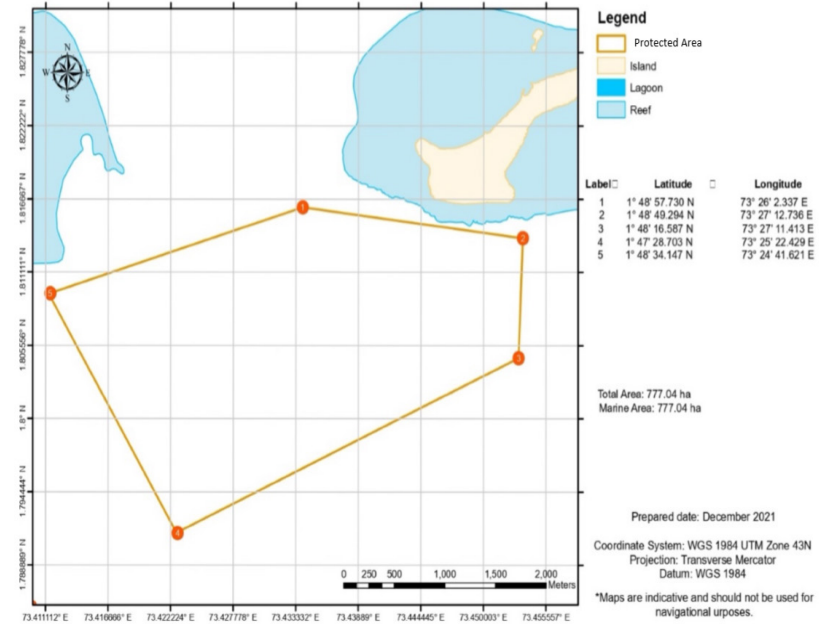
L. Bodu Finolhu and Vadinolhu Kandu Olhu Area



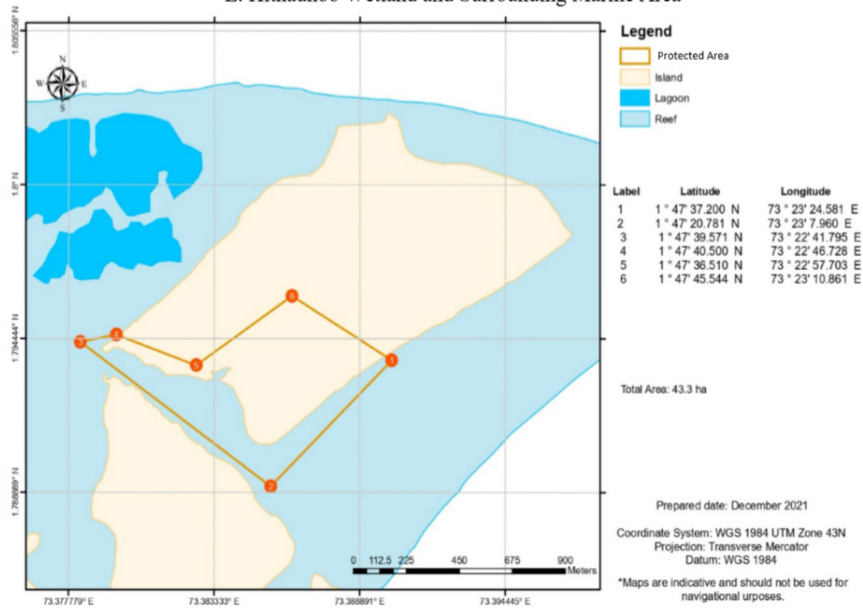
L. Gaadhoo Turtle Nesting Area, Mangrove and Seagrass Area



L. Gaadhoo – Hithadhoo Gan'du Area



L. Hithadhoo Wetland and Surrounding Marine Area



ANNEX 4: LIST OF ENVIRONMENTALLY SENSITIVE AREAS IN LAAMU (EPA)

No.	Name	Description	Latitude	Longitude	Icon
1	Gaadhoo beach	Turtle Nesting Area	1°49'9.89"N	73°27'3.89"E	29
2	Maandhoo	Rich avian fauna, Diverse reef habitats, presence of seagrass beds, presence of mud crabs	1°52'24.89"N	73°31'49.86"E	29
3	Bodufinolhu	(rare in Maldives) Bird roosting island.	1°56'42.10"N	73°32'26.92"E	29
4	Maavashu	Mangrove area	1°53'12.02"N	73°14'22.83"E	29
5	Kalhaidhoo	Mangrove area	1°59'19.62"N	73°32'14.10"E	29
6	Bodufengadu (Gan)	The trees around the pond are nesting place for Dhandifulhidhooni	1°53'8.66"N	73°32'1.35"E	29
7	Fares Kuda fares with eastern part of Buduhuraa	Breeding ground and habitat for sharks and rays	1°45'53.37"N	73°17'57.20"E	29
8	Vadinolhu Kanduolhi	Diverse reef habitats	2° 1'33.12"N	73°21'34.37"E	29
9	Hithadhoo Kandu	Diverse reef habitats	1°47'50.34"N	73°24'24.32"E	29
10	Gaadhoo Kandu	Diverse reef habitats	1°48'52.33"N	73°26'38.01"E	29
11	Kandaru	Breeding ground and habitat for lemon sharks and Rays.	2° 3'20.74"N	73°32'7.80"E	29

ANNEX 5 : ENVIRONMENTAL AND SOCIAL SCREENING (PPG STAGE)

Identification	<i>Maldives ENDhERI project, GEF ID # 9668</i>
Project Title	<i>Enhancing National Development through Environmentally Resilient Islands (ENDhERI)</i>
Managing Division	<i>Ecosystems Division</i>
Type/Location	<i>Maldives</i>
Region	<i>Asia-Pacific</i>
List Countries	<i>Maldives</i>
Project Description	<i>Objective is to enhance reef ecosystem integrity and resilience through sustainable management, reducing development impacts and integrating natural capital accounting into development planning; through 1) Green growth development for Laamu Atoll in the fisheries and agriculture, tourism and construction sectors; 2) Building social capital for a green national economy; 3) Mainstreaming Natural Capital Accounting (NCA) into fisheries and agriculture, tourism and construction sectors.</i>
Estimated duration of project:	<i>2019-2023</i>
Estimated cost of the project :	<i>GEF Grant: 3,532,968 Co-finance: 12,000,000</i>

II. Environmental Social and Economic Screening Determination

A. Summary of the Safeguard Risks Triggered

Safeguard Standard Triggered by the Project	Impact of Risk ³ (1-5)	Probability of Risk (1-5)	Significance of Risk (L, M, H)
SS 1: Biodiversity, Natural Habitat and Sustainable Management of Living Resources	2	1	L
SS 2: Resource Efficiency, Pollution Prevention and Management of Chemicals and Wastes	2	1	L
SS 3: Safety of Dams	1	1	L
SS 4: Involuntary Resettlement	3	2	M
SS 5: Indigenous Peoples	1	1	L
SS 6: Labor and Working Conditions	2	2	L
SS 7: Cultural Heritage	1	1	L
SS 8: Gender Equity	2	1	L
SS 9: Economic Sustainability	2	2	L
Additional safeguard questions for projects seeking GCF-funding (Section IV)			

B. ESE Screening Decision⁴ (Refer to the UNEP ESES Framework (Chapter 2) and the UNEP's ESES Guidelines.)

Low risk required Moderate risk x High risk Additional information

C. Development of ESE Review Note and Screening Decision:

Prepared by: _____ Name: Crawford Prentice Date: 8 March 2019

³ Refer to UNEP Environment, Social and Economic Sustainability (ESES): Implementation Guidance Note to assign values to the Impact of Risk and the Probability of Risk to determine the overall significance of Risk (Low, Moderate or High).

⁴ **Low risk:** Negative impacts negligible: no further study or impact management required.

Moderate risk: Potential negative impacts, but less significant; few if any impacts irreversible; impact amenable to management using standard mitigation measures; limited environmental or social analysis may be required to develop a ESEMP. Straightforward application of good practice may be sufficient without additional study.

High risk: Potential for significant negative impacts, possibly irreversible, ESEA including a full impact assessment may be required, followed by an effective safeguard management plan.

Safeguard Advisor: Name: Yunae Yi

Date: 23 May 2019

Project Manager: Name: Max Zieren

Date: 24 May 2019

D. Recommended further action from the Safeguard Advisor

Due to complex environmental, social and economic challenges faced by Maldives and the nature of the project, it is likely that the project is in the moderate safeguard risk category.

As i) the specific sites of the protected areas and economic activity zones are to be determined and ii) small community-level projects will be awarded during the project implementation phase, the safeguard risks should be revisited as soon as such information becomes concrete.

It is noted that the project intends to support EIA and SEA-related capacity of the partners and stakeholders.

Project monitoring system (output 4.2) should include Safeguard monitoring of identified safeguard risk areas as part of the M&E activities and be systematically reported to the stakeholders.

Project and safeguard documents, stakeholder engagement plans should be disclosed together with the grievance redress process widely.

SS 1: The project intends to protect coral reefs and other marine natural capital through actions by the corporate fisheries, agriculture, tourism and construction sectors. Project should capture the baseline situation and monitor potential negative impact caused by unforeseen challenges, e.g., capacity of the partners, change of situation, lack of scientific evidences and so on.

SS 2: Chemical-based fertilizers and pesticides are the main polluters. Handling from access, use and disposal, and their subsequent environmental and health implication should be monitored regularly. It is recommended that climate resilience (beyond the project period) and resource efficiency be factored in the project implementation.

SS 4: There is possible restrictions on access to land or use of resources that are sources of livelihood. Transition to sustainable fisheries and potential increase of revenues from a Biosphere Reserve/ Marine Managed Area in the long run may potentially cause temporary burden on community livelihood. Map out the potentially affected stakeholders (local right holders) by socio-economic types and incorporating their needs and roles into management plan to avoid or minimize any negative impact. This should be managed and monitored closely throughout the project implementation.

SS 6: There is potential labor issues for contractors of the executing partners, community workers for the small grants. Their contracts, safety and working conditions should be per the national law and according to the UN Environment ESES Framework.

SS 9: Laamu Atoll Conservation Fund, national Green Fund and other financial mechanism should ensure equitable benefit sharing, especially giving priority to marginalized and vulnerable population as already identified in the project document.

III. ESES Principle and Safeguard checklist

(Section III and IV should be retained in UNEP)

Precautionary Approach
The project will take precautionary measures even if some cause and effect relationships are not fully established scientifically and there is risk of causing harm to the people or to the environment.
Human Rights Principle
The project will make an effort to include any potentially affected stakeholders, in particular vulnerable and marginalized groups; in the decision making process that may affect them.
The project will respond to any significant concerns or disputes raised during the stakeholder engagement process.
The project will make an effort to avoid inequitable or discriminatory negative impacts on the quality of and access to resources or basic services, on affected populations, particularly people living in poverty or marginalized or excluded individuals or groups. ¹

Screening checklist	Y/N/ Maybe	Comment
Safeguard Standard 1: Biodiversity, natural habitat and Sustainable Management of Living Resources		
Will the proposed project support directly or indirectly any activities that significantly convert or degrade biodiversity and habitat including modified habitat, natural habitat and critical natural habitat?	N	Not anticipated, on the contrary the project will improve the targeted areas through introducing or strengthening sustainable management of coastal resources and reducing anthropogenic impacts
Will the proposed project likely convert or degrade habitats that are legally protected?	N	No negative impacts are expected to existing Protected Areas. The project seeks to improve the management of biodiversity.
Will the proposed project likely convert or degrade habitats that are officially proposed for protection? (e.g.; National Park, Nature Conservancy, Indigenous Community Conserved Area, (ICCA); etc.)	N	No negative impacts are anticipated in the targeted island ecosystems where ICZM, Biosphere Reserve and LMMAs will be developed; the project will in fact contribute to improving habitat quality
Will the proposed project likely convert or degrade habitats that are identified by authoritative sources for their high conservation and biodiversity value?	N	No negative impacts are anticipated in any of the targeted coastal ecosystems in Laamu Atoll; instead the project will contribute towards maintaining and improving habitat quality
Will the proposed project likely convert or degrade habitats that are recognized- including by authoritative sources and /or the national and local government entity, as protected and conserved by traditional local communities?	N	No, the project will work with local government and local communities to ensure sustainable use of coastal habitats and marine resources
Will the proposed project approach possibly not be legally permitted or inconsistent with any officially recognized management plans for the area?	N	No. The project will review and aim to support or build on existing management plans for natural resources and biodiversity conservation
Will the proposed project activities result in soils deterioration and land degradation?	N	No. Land-based activities will seek to improve the sustainability of agricultural practices through reduced water and chemical use and appropriate crop selection for the local situation
Will the proposed project interventions cause any changes to the quality or quantity of water in rivers, ponds, lakes or other wetlands?	N	No. The project will seek to reduce anthropogenic impacts on water quality – both groundwater and marine waters

¹ Prohibited grounds of discrimination include race, ethnicity, gender, age, language, disability, sexual orientation, religion, political or other opinion, national or social or geographical origin, property, birth or other status including as an indigenous person or as a member of a minority. References to “women and men” or similar is understood to include women and men, boys and girls, and other groups discriminated against based on their gender identities, such as transgender people and transsexuals.

Screening checklist	Y/N/ Maybe	Comment
Will the proposed project possibly introduce or utilize any invasive alien species of flora and fauna, whether accidental or intentional?	N	Not anticipated.
Safeguard Standard 2: Resource Efficiency, Pollution Prevention and Management of Chemicals and Wastes		
Will the proposed project likely result in the significant release of pollutants to air, water or soil?	N	No
Will the proposed project likely consume or cause significant consumption of water, energy or other resources through its own footprint or through the boundary of influence of the activity?	N	No
Will the proposed project likely cause significant generation of Green House Gas (GHG) emissions during and/or after the project?	N	No. Improved management of marine and coastal habitats including seagrass beds and mangroves are likely to generate blue carbon benefits
Will the proposed project likely generate wastes, including hazardous waste that cannot be reused, recycled or disposed in an environmentally sound and safe manner	N	No. In fact the project will seek to strengthen waste management practices.
Will the proposed project use, cause the use of, or manage the use of, storage and disposal of hazardous chemicals, including pesticides?	N	No
Will the proposed project involve the manufacturing, trade, release and/or use of hazardous materials subject to international action bans or phase-outs, such as DDT, PCBs and other chemicals listed in international conventions such as the Stockholm Convention on Persistent Organic Pollutants or the Montreal Protocol?	N	No
Will the proposed project require the procurement of chemical pesticides that is not a component of integrated pest management (IPM) ² or integrated vector management (IVM) ³ approaches?	N	No
Will the proposed project require inclusion of chemical pesticides that are included in IPM or IVM but high in human toxicity?	N	No
Will the proposed project have difficulty in abiding to FAO's International Code of Conduct ⁴ in terms of handling, storage, application and disposal of pesticides?	N	Not applicable
Will the proposed project potentially expose the public to hazardous materials and substances and pose potentially serious risk to human health and the environment?	N	No
Safeguard Standard 3: Safety of Dams		
Will the proposed project involve constructing a new dam(s)?	N	Not applicable

2 "Integrated Pest Management (IPM) means the careful consideration of all available pest control techniques and subsequent integration of appropriate measures that discourage the development of pest populations and keep pesticides and other interventions to levels that are economically justified and reduce or minimize risks to human health and the environment. IPM emphasizes the growth of a healthy crop with the least possible disruption to agro-ecosystems and encourages natural pest control mechanisms <http://www.fao.org/agriculture/crops/thematic-sitemap/theme/pests/ipm/en/>

3 "IVM is a rational decision-making process for the optimal use of resources for vector control. The approach seeks to improve the efficacy, cost-effectiveness, ecological soundness and sustainability of disease-vector control. The ultimate goal is to prevent the transmission of vector-borne diseases such as malaria, dengue, Japanese encephalitis, leishmaniasis, schistosomiasis and Chagas disease." (http://www.who.int/neglected_diseases/vector_ecology/ivm_concept/en/)

4 Find more information from http://www.fao.org/fileadmin/templates/agphome/documents/Pests_Pesticides/Code/ CODE_2014Sep_ENG.pdf

Screening checklist	Y/N/ Maybe	Comment
Will the proposed project involve rehabilitating an existing dam(s)?	N	Not applicable
Will the proposed project activities involve dam safety operations?	N	Not applicable
Safeguard Standard 4: Involuntary resettlement		
Will the proposed project likely involve full or partial physical displacement or relocation of people?	N	No
Will the proposed project involve involuntary restrictions on land use that deny a community the use of resources to which they have traditional or recognizable use rights?	N	No
Will the proposed project likely cause restrictions on access to land or use of resources that are sources of livelihood?	Maybe	Possibly – the project will seek to improve the sustainability of local fisheries in Laamu Atoll, through promoting the adoption of codes of conduct for sustainable fisheries through a consultation process and awareness programme. Secondly, the project will support the development of a Biosphere Reserve / Marine Managed Area through a ICZM planning process, including development of local regulations for management zoning. All of these have potential to result in restrictions on the use of coastal and marine resources. However, these activities will be conducted through a consultation process involving local resource users and stewards and ensure that safeguards are considered including FPIC for new protected areas. Improvements in resource stock (natural capital) and condition with ecosystem recovery should help to compensate for access restrictions in the medium term. Sustainability labelling for local products may add value and open new markets, thus providing local benefits. In addition, the project will provide support for sustainable livelihood development among local communities in Laamu that could help to mitigate any access restrictions when appropriately targeted.
Will the proposed project likely cause or involve temporary/permanent loss of land?	N	No
Will the proposed project likely cause or involve economic displacements affecting their crops, businesses, income generation sources and assets?	N	No
Will the proposed project likely cause or involve forced eviction?	N	No
Will the proposed project likely affect land tenure arrangements, including communal and/ or customary/traditional land tenure patterns negatively?	N	Not anticipated
Safeguard Standard 5: Indigenous peoples⁵		
Will indigenous peoples be present in the proposed project area or area of influence?	N	No – there are no recognized indigenous peoples in the Maldives
Will the proposed project be located on lands and territories claimed by indigenous peoples?	N	No
Will the proposed project likely affect livelihoods of indigenous peoples negatively through affecting the rights, lands and territories claimed by them?	N	No
Will the proposed project involve the utilization and/ or commercial development of natural resources on lands and territories claimed by indigenous peoples?	N	No
Will the project negatively affect the development priorities of indigenous peoples defined by them?	N	No

Screening checklist	Y/N/ Maybe	Comment
Will the project potentially affect the traditional livelihoods, physical and cultural survival of indigenous peoples?	N	No
Will the project potentially affect the Cultural Heritage of indigenous peoples, including through the commercialization or use of their traditional knowledge and practices?	N	No
Safeguard Standard 6: Labor and working conditions		
Will the proposed project involve the use of forced labor and child labor?	N	No
Will the proposed project cause the increase of local or regional un-employment?	N	No. The project aims to support sustainable local livelihood development with emphasis on women.
Safeguard Standard 7: Cultural Heritage		
Will the proposed project potentially have negative impact on objects with historical, cultural, artistic, traditional or religious values and archaeological sites that are internationally recognized or legally protected?	N	No. On the contrary, the project will support the inclusion of archaeological and other cultural objects in sustainable development planning to ensure their protection and improved maintenance.
Will the proposed project rely on or profit from tangible cultural heritage (e.g., tourism)?	N	No
Will the proposed project involve land clearing or excavation with the possibility of encountering previously undetected tangible cultural heritage?	N	No
Will the proposed project involve in land clearing or excavation?	N	No. On the contrary, it seeks to regulate land clearing of natural vegetation through improved land use planning and protection of terrestrial and coastal habitats of value to biodiversity conservation (eg large <i>Barringtonia speciosa</i> trees used for nesting by white-tailed tropicbirds; mangrove habitats). Additionally, it will work with the building sector on Laamu Atoll to improve environmental and soil protection to reduce degradation of surface and ground water quality and volumes.
Safeguard Standard 8: Gender equity		
Will the proposed project likely have inequitable negative impacts on gender equality and/or the situation of women and girls?	N	No. On the contrary, the project's gender mainstreaming strategy will seek to empower women, youth and girls and increase the benefits they receive through livelihood enhancements.
Will the proposed project potentially discriminate against women or other groups based on gender, especially regarding participation in the design and implementation or access to opportunities and benefits?	N	No – as above
Will the proposed project have impacts that could negatively affect women's and men's ability to use, develop and protect natural resources, taking into account different roles and positions of women and men in accessing environmental goods and services?	N	No – as above.
Safeguard Standard 9: Economic Sustainability		
Will the proposed project likely bring immediate or short-term net gain to the local communities or countries at the risk of generating long-term economic burden (e.g., agriculture for food vs. biofuel; mangrove vs. commercial shrimp farm in terms of fishing, forest products and protection, etc.)?	N	Not anticipated. Project interventions aim to enhance the sustainability of natural resource use, resulting in both short and long-term gains

Screening checklist	Y/N/ Maybe	Comment
Will the proposed project likely bring unequal economic benefits to a limited subset of the target group?	Maybe	The project will seek to ensure equitable sharing of benefits through stakeholder analysis and participatory process. Some efforts will be targeted on demonstration through interested sector cooperatives and businesses, which could possibly benefit over other businesses if they adopt sustainability practices – but others would also benefit in due course through replication if the demonstrations are successful. The project will also proactively seek to engage women in livelihoods training and empowerment, including support to Women’s Development Committees in Laamu. This is in line with UN, GEF and Maldives policy on gender mainstreaming.

IV. Additional Safeguard Questions for Projects seeking GCF-funding – N/A

Community Health, Safety, and Security			
Will there be potential risks and negative impacts to the health and safety of the Affected Communities during the project life-cycle?			
Will the proposed project involve design, construction, operation and decommissioning of the structural elements such as new buildings or structures?			
Will the proposed project involve constructing new buildings or structures that will be accessed by public?			
Will the proposed project possibly cause direct or indirect health-related risks and impacts to the Affected Communities due to the diminution or degradation of natural resources, and ecosystem services?			
Will the proposed project activities potentially cause community exposure to health issues such as water-borne, water-based, water-related, vector-borne diseases, and communicable diseases?			
In case of an emergency event, will the project team, including partners, have the capacity to respond together with relevant local and national authorities?			
Will the proposed project need to retain workers to provide security to safeguard its personnel and property?			
Labor and Supply Chain			
Will UNEP or the implementing/executing partner(s) involve suppliers of goods and services who may have high risk of significant safety issues related to their own workers?			

ANNEX 6: EIA SCREENING FORM AND TRANSLATED VERSION

بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِیْمِ

Ministry of Environment

ޖިސީސަޅިޖެ ގެ ތެރެއިން ފަރާތްތަކުގެ ދަށުން

Environmental Protection Agency

އިންސާނީ ބާވަތްތަކުގެ ފަރާތްތަކުގެ ތެރެއިން

ދިވެހިރާއްޖޭގެ ޖިސީސަޅިޖެ ގެ ތެރެއިން ފަރާތްތަކުގެ ދަށުން

ޖި ފޮޓޯ ޖެނެރޭޝަން ޕްރޮސެސިންގ ސަރުކާރުގެ ޖިސީސަޅިޖެ ގެ ތެރެއިން ފަރާތްތަކުގެ ދަށުން (R-27-2012) ގެ 8 ވަނަ ޕްރޮވިޝަން ގެ ދަށުން ޖިސީސަޅިޖެ ގެ ތެރެއިން ފަރާތްތަކުގެ ދަށުން ޖިސީސަޅިޖެ ގެ ތެރެއިން ފަރާތްތަކުގެ ދަށުން

● ޖި ފޮޓޯ ޖެނެރޭޝަން ޕްރޮސެސިންގ ސަރުކާރުގެ ޖިސީސަޅިޖެ ގެ ތެރެއިން ފަރާތްތަކުގެ ދަށުން ޖިސީސަޅިޖެ ގެ ތެރެއިން ފަރާތްތަކުގެ ދަށުން

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..... ނަންމު
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 ޖިސީސަޅިޖެ ގެ ތެރެއިން ފަރާތްތަކުގެ ދަށުން

2 ވަނަ ބައި ޖިސީސަޅިޖެ ގެ ތެރެއިން ފަރާތްތަކުގެ ދަށުން

..... ޖިސީސަޅިޖެ ގެ ތެރެއިން ފަރާތްތަކުގެ ދަށުން
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3 ވަނަ ބައި ޖިސީސަޅިޖެ ގެ ތެރެއިން ފަރާތްތަކުގެ ދަށުން

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ޖިސީސަޅިޖެ ގެ ތެރެއިން ފަރާތްތަކުގެ ދަށުން

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 Environmental Protection Agency
 Green Building, 3rd Floor Handhuvaree Hingun
 Male, Rep. of Maldives, 20392
 Tel: [+960] 3335949 ޖުމްހޯރު ޖިސީސަޅިޖެ ގެ ތެރެއިން ފަރާތްތަކުގެ ދަށުން
 Website: www.epa.gov.mv ވެބްސައިޓް
 Email: secretariat@epa.gov.mv ފޮޓޯ ޖެނެރޭޝަން ޕްރޮސެސިންގ ސަރުކާރުގެ ޖިސީސަޅިޖެ ގެ ތެރެއިން ފަރާތްތަކުގެ ދަށުން
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 20392 ޖިސީސަޅިޖެ ގެ ތެރެއިން ފަރާތްތަކުގެ ދަށުން

މުވާދާ ދިނުމުގެ ސަރުކާރުގެ ޖުމްހޫރިއްޔާ

އިތުރު ބަލާލާށެވެ

ފޮޓޯ ޖަހާލާށެވެ
ފޮޓޯ ޖަހާލާށެވެ

1. ސަރުކާރުގެ ބޭނުންކުރާ ހުރިހާ ގަވާއިދު ފޯމުގެ ދަށުން ފުރިހަމަކުރުމަށް ފޮޓޯ ޖަހާލާށެވެ

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3. ސަރުކާރުގެ ބޭނުންކުރާ ހުރިހާ ގަވާއިދު ފޯމުގެ ދަށުން ފުރިހަމަކުރުމަށް ފޮޓޯ ޖަހާލާށެވެ

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• ސަރުކާރުގެ ބޭނުންކުރާ ހުރިހާ ގަވާއިދު ފޯމުގެ ދަށުން ފުރިހަމަކުރުމަށް ފޮޓޯ ޖަހާލާށެވެ

• ސަރުކާރުގެ ބޭނުންކުރާ ހުރިހާ ގަވާއިދު ފޯމުގެ ދަށުން ފުރިހަމަކުރުމަށް ފޮޓޯ ޖަހާލާށެވެ

• ސަރުކާރުގެ ބޭނުންކުރާ ހުރިހާ ގަވާއިދު ފޯމުގެ ދަށުން ފުރިހަމަކުރުމަށް ފޮޓޯ ޖަހާލާށެވެ (ސަރުކާރުގެ ބޭނުންކުރާ ހުރިހާ ގަވާއިދު ފޯމުގެ ދަށުން ފުރިހަމަކުރުމަށް ފޮޓޯ ޖަހާލާށެވެ)

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National Emblem
Ministry of Environment
Environmental Protection Agency

EIA SCREENING FORM

This form is in accordance with the 8th Clause of Environmental Impact Assessment Regulation (R-27-2012) for screening of development project

The form is divided in 3 parts, please complete all parts.

Part 1: Proponents Information

Name of person submitting form:

ID Card/Passport/Work permit number: Company registration number:.....

Address:..... Email:.....

Contact Person Name and Mobile number (A person who can give information regarding the development):
.....

Part 2: Project Description

Project Title:

Objectives of the project:

Project cost: Project duration:.....

Part 3: Proponent declaration

I hereby confirm that all the information provided in this form is accurate.

Name: ID card number:

Date: Signature:

Office use

Name of person who received the form: Time:

Date: Signature:

Documents to be submitted with form

For submitter use For office use

Documents, photos, permits and drawings related to the project

Approved concept from relevant government institutions in project location

Land use plan approved by designated government authority

Permits issued by relevant government authority

Project Schedule

Project description (Please include each of the following aspects)

1. Project work description (work method statements, machineries and equipment, workforce details including temporary accommodation for workers, project schedule) shall be included;
2. Number and type of tree and palms which will be removed/uprooted/displaced as a result of project interventions;
3. Management plan for removed and uprooted trees and palms;
4. Project impact boundary (information on any Marine Protected Area or Environmentally Sensitive Area within 30 meter radius of the project site);
5. Work methodology for construction phase of water, sewerage and electrification projects;
6. Information on operational phase of water, sewerage and electrification projects;
7. Information on the distance between the vegetation line of the island and the project location;
8. The distance between the project location and house reef of the island if project is implemented within the lagoon;
9. Information on management of waste generated by the project;
10. Burrow areas for sediments (A A3 scaled map showing the burrowing site)

ANNEX 7: GENERIC TOR FOR ESMP

Objective and Scope of Preparation of Environmental and Social Management and Monitoring

Plan (ESMP)

In order to ensure short and long-term environmental impacts that would arise due to activity funded by the project, an ESMP plan will need to be developed as per the scope presented below and in accordance with the ESMF of the Project. Field level verification should be conducted prior to the preparation of the ESMPs:

1. *Identification of impacts and description of mitigation measures:* Firstly, Impacts arising out of the project activities need to be clearly identified. Secondly, feasible and cost-effective measures to minimize impacts to acceptable levels should be specified with reference to each impact identified. Further, it should provide details on the conditions under which the mitigatory measure should be implemented (ex; routine or in the event of contingencies) The ESMP also should distinguish between type of solution proposed (structural & non-structural) and the phase in which it should become operable (design, construction and/or operational).
2. *Enhancement plans:* Positive impacts or opportunities arising out of the project need to be identified during the preparation of the check list and Environmental Assessment process where applicable. Some of these opportunities can be further developed to draw environmental and social benefits to the local area. The ESMP should identify such opportunities and develop a plan to systematically harness any such benefit.
3. *Monitoring programme:* In order to ensure that the proposed mitigatory measures have the intended results and complies with national standards and donor requirements, an environmental performance monitoring programme should be included in the ESMP. The monitoring programme should give details of the following;
 1. Monitoring indicators to be measured for evaluating the performance of each mitigatory measure (for example national standards, engineering structures, extent of area replanted, etc).
 2. Monitoring mechanisms and methodologies
 3. Monitoring frequency
 4. Monitoring locations
4. *Institutional arrangements:* Institutions/parties responsible for implementing mitigatory measures and for monitoring their performance should be clearly identified. Where necessary, mechanisms for institutional co-ordination should be identified as often monitoring tends to involve more than one institution.
5. *Implementing schedules:* Timing, frequency and duration of mitigation measures with links to overall implementation schedule of the project should be specified.
6. *Reporting procedures:* Feedback mechanisms to inform the relevant parties on the progress and effectiveness of the mitigatory measures and monitoring itself should be specified. Guidelines on the type of information wanted and the presentation of feedback information should also be highlighted.
7. *Cost estimates and sources of funds:* Implementation of mitigatory measures mentioned in the ESMP will involve an initial investment cost as well as recurrent costs. The ESMP should include costs

estimates for each measure and also identify sources of funding.

8. *Contract clauses*: This is an important section of the ESMP that would ensure recommendations carried in the ESMP will be translated into action on the ground. Contract documents will need to be incorporated with clauses directly linked to the implementation of mitigatory measures. Mechanisms such as linking the payment schedules to implementation of the said clauses could be explored and implemented, as appropriate.

The format to present the ESMP in a matrix is provided below:

Stage	Activity	Environmental Impacts	Proposed mitigation measures	Cost	Implementation responsibility and progress	Monitoring responsibility and frequency
Design						
Construction						
Operational						

ANNEX 8: LIST OF STAKEHOLDERS IDENTIFIED IN PROJECT DOCUMENT

Main Stakeholders:

Ministry of Environment, Climate Change and Technology
Laamu Atoll Council
Laamu Atoll Island Councils
Women's Development Committee (Islands of Laamu Atoll)
Civil society and local communities (Laamu Atoll)
Social groups and youth sports and Environmental NGO's (Laamu Atoll)
Farmers groups (eg. Laamu Farmers association from Fonadhoo)
Environment Protection Agency
Ministry of Fisheries, Marine Resources and Agriculture
Maldives Marine Research Institute
Ministry of National Planning and Infrastructure
Ministry of Tourism
Maldives National University
Maldives Bureau of Statistics (NBS)
Private sector & related local businesses (Laamu Atoll)
Global Environment Facility (GEF)
United Nation Environment Program (UNEP)

Other Stakeholders:

Local Government Authority
Maldives Linguistic Academy (MLA)
Ministry of Arts, Culture and Heritage (MACH)
Maldives Transport and Contracting Company (MTCC)
Ministry of Gender, Family and Social Services (MGFSS)
Ministry of Economic Development (MED)
Ministry of Education (MoE)
GEF partner Agencies and projects UNDP Maldives IUCN (REGENERATE)
Horizon Fisheries Complex
Maldives Farmers and Agriculture Association (MFAA)
Maldives Fishermen's Association (MFA)
Hope for Women (HFW)
Non-governmental Environmental Research Organizations operating In Maldives specializing in Marine research
Maldives Association for the Tourism Industry (MATI)
Maldives Association for the Construction Industry (MACI)

ANNEX 9: STAKEHOLDER ENGAGEMENT PLAN

STAKEHOLDER ENAGEMENT PLAN

EXECUTIVE SUMMARY:

This Stakeholder Engagement Plan (SEP) is developed for the Enhancing National Development through Environmentally Resilient Islands (ENDhERI) project to meet the requirements of the GEF Policy on Stakeholder Engagement, Policy number SD/PL/01 effective from July 1, 2018.

The main stakeholder groups identified include mostly government institutions, local administrations (atoll and island councils), Laamu atoll island communities, fishermen, farmers, civil society and NGO's, private sector including local businesses, local and national level academic institutions such as universities and schools.

During the project formulation stage, stakeholders were consulted and their relevance and their requirement for the project was identified. The project components are directly linked to number of stakeholders as identified in this document and their engagement is substantial for the successful implementation of the project. The stakeholders were engaged via number of mechanisms such as skype calls, PPG national level workshops, field level consultations with Laamu community groups, individual consultations for specific areas and safeguard and gender mainstreaming consultations.

The stakeholder engagement during project implementation stage, particularly in the implementation of components directly related to the community, women, marginalized and vulnerable groups, elaboration of TORs for different consultancy works and review of the technical reports elaborated by different consultants and experts. This stakeholder engagement will be through project steering committee meetings, project technical committee meetings, stakeholder workshops, consultative meetings and communication taskforce meetings. In addition, focus group discussions, information sessions, meetings and workshops will be conducted to engage stakeholders during the implementation of specific components of the project in relation to specific community groups.

The main responsible person to implement the proposed SEP is the project manager. The project steering committee and project technical committee will be utilized for the stakeholder engagement purposes. They will be used to ensure participation of stakeholder during decision making processes and technical discussions. In matters relating to specific community group, relevant consultations and assessments will be conducted and outcome of such focus group discussions will be presented to support decision-making process.,

A two-tier grievance redress mechanism has been proposed for the project. This mechanism is aimed to address any complaints from project stakeholders during the project implementation. The two-tier for the grievance redress mechanism are Project Implementing Agency level and Local Community level.

This SEP is a living document which is subjected to changes during the project implementation phase. In this regard the project activities might change, project stakeholders may change, new stakeholders may be introduced, the level of influence and interest of stakeholders may change. Thus, it is important to periodically review the SEP.

1. INTRODUCTION:

This Stakeholder Engagement Plan (SEP) is developed for the Enhancing National Development

through Environmentally Resilient Islands (ENDhERI) project to meet the requirements of the GEF Policy on Stakeholder Engagement, Policy number SD/PL/01 effective from July 1, 2018. This Project is implemented by Ministry of Environment, Climate Change and Technology (MECCT) on behalf of government of Maldives.

The Project- Enhancing National Development through Environmentally Resilient Islands (ENDhERI) proposes a practical agenda of change in the Maldives towards national adoption of Green Growth atoll development, aiming at maintaining its marine natural capital as well as specifically strengthening the resilience and recovery of reefs, that is built around lessons to be learnt from testing of atoll-wide integrated coastal zone management, introduction of innovative eco-design applied to food production – agriculture and fisheries, as well as the use and management of water as the basis for transforming the ecological footprints on three populated islands in Laamu Atoll, and taking this to national level through sector transformation, spatial planning as well as new governance and planning based on Natural Capital Accounting.

There are four Components of the project with the objectives to enhance reef protection, resilience and ecosystem recovery by reducing development impacts in the Laamu Atoll, enabled for replication nationally through public awareness and integrating the values of marine biodiversity and other natural capital in national policies and budgets. Component 1 is *Green growth development for Laamu Atoll in the fisheries and agriculture, tourism and construction sectors*. The outcomes of this component are increase in area of sustainably managed reefs and other natural capital resources under a Green Growth policy for Laamu and reduction in stressors impacting Laamu Atoll reefs through implementation of green growth and ICZM practices in the food (fisheries and agriculture), tourism and construction sectors. Component 2 is *Building social capital for a green economy*. The outcomes of this component contribute to the people on Laamu and national population to understand the values and dependencies on marine natural capital and biodiversity to their livelihoods and sustainable development. Component 3 is *Mainstreaming marine Natural Capital and Biodiversity values in the policies and regulatory frameworks of the food (fisheries and agriculture), tourism and construction sectors*. The outcomes of this component are increased institutional capacity, clarified mandates and integration of NC Accounting in government policy and programs on marine biodiversity conservation; enhanced protection of coral reefs and other marine Natural Capital through actions by the corporate food, tourism and construction sectors and; a spatial planning framework reinforces incorporation of NC accounting in existing national and sector development strategies likely to affect sustainable development in the food, tourism and construction sectors. Component 4 is *Knowledge management and monitoring and evaluation*, connecting the above three components and supporting the overall results-based management of the project.

The proposed project is designed for implementation at national and local levels involving government agencies and institutions, non-governmental organizations, private sector and island communities. Government agencies or institutions have their roles and responsibilities mandated by the Constitution, respective Laws or Decrees and require consultation for their support, cooperation and endorsements. Successful implementation of programmes and projects by national agencies at local island level requires engagement and cooperation of the Local Councils. Local Councils to include Atoll and Island councils have certain responsibilities and authorities over activities undertaken within their boundaries emanating from the 2010 Decentralization Act and regulations.

2. PURPOSE OF STAKEHOLDER ENGAGEMENT PLAN:

The overall purpose of the Stakeholder Engagement Plan (SEP) is to ensure that a consistent, comprehensive and coordinated approach is taken approach to safeguard decisions, impact/risks, expectations and project progress information is delivered to the right person at the right time

through the most efficient and effective level of information during the implementation phase of the ENDhERI project. The main objectives of this SEP are:

3. OBJECTIVES OF STAKEHOLDER ENGAGEMENT PLAN

The objectives of engaging stakeholders during the implementation of the project include:

Ensuring Understanding: To ensure a transparent decision-making process with greater input from stakeholders and their support of decisions. An open, inclusive and transparent process of engagement and communication will be undertaken by the PMU to ensure that stakeholders are well informed about the components and activities of the project. Information will be disclosed as early and as comprehensively as possible.

Involving Stakeholders in the Assessment: To reduce project risks/issues and identify potential risks. Stakeholders will be included in the scoping of issues, baseline assessments, the assessment of impacts, and management/mitigation measures. They also played an important role in providing local knowledge and information for the social baseline and informing the social impact assessment.

Building Relationships: To build trust and better relationships with stakeholders and communities and to facilitate the collaboration with stakeholder groups, which in turn would contribute to effective implementation of the project. Through supporting open dialogue, engagement will help to establish and maintain a productive relationship between the ENDhERI team and stakeholders. This supported not only an effective project implementation, but also will strengthen the future relationships between the planned Environment Unit in Laamu Atoll and stakeholders.

Managing Expectations: It is important to ensure that the proposed Project does not create, or allow, unrealistic expectations to develop amongst stakeholders about potential Project benefits. The engagement process will serve as a mechanism for understanding and managing stakeholder and community expectations, by disseminating accurate information in an easily understandable manner.

Ensuring Compliance: The process is designed to ensure compliance with both local regulatory requirements and international best practice.

4. KEY STANDARDS AND LEGISLATION GUIDING STAKEHOLDER ENGAGEMENT:

The stakeholder engagement plan (SEP) has been prepared to ensure compliance with GEF policy requirements and international best practices. This Chapter presents the relevant standards and legislation identifying the key GoM and international requirements for engagement.

4.1. GEF STAKEHOLDER ENGAGEMENT POLICY

The GEF Policy on Stakeholder Engagement Policy applies to the Secretariat, all GEF Partner Agencies and GEF- Financed Activities. The Policy came into effect on July 1, 2018. The Policy applies to all new GEF-Financed Activities submitted on or after the date of effectiveness. For GEF-financed Activities under implementation, the Policy applies to all annual project implementation reports as well as mid-term reviews and terminal evaluations submitted after one year of the date of effectiveness.

This Policy sets out the core principles and mandatory requirements for Stakeholder Engagement in GEF governance and operations, with a view to promoting transparency, accountability, integrity, effective participation and inclusion. The Policy reaffirms and operationalizes the GEF's commitment, with respect to GEF-Financed Activities, to "full disclosure of all non-confidential information, and consultation with, and participation as appropriate of, major groups and local communities throughout

the project cycle” (GEF Stakeholder Engagement Policy).

The following principles constitute the foundation for Stakeholder Engagement across GEF governance and operations:

- i. Constructive, responsive, accountable and transparent Stakeholder Engagement is critical to the success of all GEF-Financed Activities.
- ii. Stakeholder Engagement in the GEF supports fair, balanced, and inclusive participation in GEF governance and operations.
- iii. Stakeholder Engagement applies to all GEF-Financed Activities, irrespective of the level of potential social and environmental risks and impacts.
- iv. In order to be effective and meaningful, Stakeholder Engagement requires sustained commitment and action, including the appropriate allocation of resources, throughout the identification, design, implementation, monitoring and evaluation of GEF-Financed Activities.
- v. Effective Stakeholder Engagement in GEF governance and operations is supported by appropriate documentation and easy and timely access to relevant information.

The mandatory policy requirement for Stakeholder Engagement Throughout the GEF Project and Program Cycles include the following:

1. In Program Framework Documents and Project Identification Forms submitted for Work Program entry or CEO Approval, Agencies provide a description of any consultations conducted during project development, as well as information on how Stakeholders will be engaged in the proposed activity, and means of engagement throughout the project/ program cycle.
2. At CEO Endorsement/ Approval, Agencies present Stakeholder Engagement Plans or equivalent documentation, with information regarding Stakeholders who have been and will be engaged, means of engagement, dissemination of information, roles and responsibilities in ensuring effective Stakeholder Engagement, resource requirements, and timing of engagement throughout the project/ program cycle.
3. The Secretariat, in its review of Requests for CEO Endorsement/ Approval, assesses whether adequate measures have been proposed, supported by an adequate allocation of resources, to ensure effective Stakeholder Engagement throughout the life-cycle of the activity, and whether such measures have been adequately documented as per paragraphs 1-2 above
4. Agencies oversee the implementation of Stakeholder Engagement as set out in the documentation submitted at CEO Endorsement/ Approval, and include information on progress, challenges and outcomes in their annual project implementation reports as well as mid-term reviews and terminal evaluations.
5. Agencies propose and allocate adequate resources in their respective program and project budgets to promote effective Stakeholder Engagement throughout the program and project cycles.
6. The Secretariat updates and maintains publicly available and easily accessible project and program templates to support the implementation of this Policy.

2. NATIONAL LEGISLATIVE REQUIREMENTS:

The Article 29 of the Maldivian Constitution adopted in 2008 states that everyone has the freedom to acquire and impart knowledge, information and learning. In order to full fill this requirement of

the constitution, there are several national legislations and regulations which require stakeholder engagement. The most relevant legislation for the engagement of the stakeholders in the Maldives is Right to Information Act (Act no: 1/2014). Other significant legislation and include Local Government Act (Act no: 24/2019). The following are description of the aforementioned legislations particularly the articles pertaining the stakeholder engagement requirements.

1. Right to Information Act (Act no: 1/2014)

The Right to Information Act was ratified in 17th January 2014. The Act established an independent office of Information Commissioner who receives complaints, is mandated with ensuring compliance of the law, collecting information, conduct inspections, and investigations. The following are the most relevant articles for stakeholder engagement;

- i. Under article 4 of Right to Information Act [1/2014], require everyone who requests for information is entitled to the access of such information in accordance with the law.
- ii. Article 07 of the law specifies the procedures for requesting for and disclosure of information from and by State institutions. Information must be disclosed within 21 days of request. An institution may extend the period for 14 more days, if the requested information is of (a) a large quantity, or (b) extensive research is required to collect and disclose the information, or (c) where the work needed to disclose such information would substantially hinder the normal operation of the State institution. Information needed urgently to prevent a threat to life or freedom of a person must be disclosed within 48 hours at most. Upon failure to disclose the information within the periods stipulated, the law deems such requests have been denied.
- iii. As per article 22 the state is not required to disclose information which, if disclosed would amount to an offense under law, or information if disclosed could cause legal action against the government for breach of confidence or which could prevent the government from receiving similar information in the future. Furthermore, State institutions could withhold information, which if disclosed could affect the government's ability to manage and administer the economy of the country and information if disclosed prematurely could have a negative impact on a person or a group of people. The state can further withhold information that harms the immunities of the courts and the parliament, information from a closed court hearing and information that reveal details related to a minor, and victims of sexual abuse.
- iv. Articles 11 and 42 of the Act, further obligates an Information Officer in every office to attend to requests and is mandated with submitting an annual report to the Information Commissioner.

2. Local Government Act (Act no: 24/2019)

Key amendments were brought to the initial Local Government Act (Act no: 4/2010) which was ratified on 17th March 2010. However, this section will enlist the most recently amended Local Government Act (Act no: 24/2019) which was ratified on 15th December 2015. The local government act is implemented by Local Government Authority (LGA) which was established under the Act. The following articles are most relevant for the stakeholder engagement requirements;

- As per article 68 of the act for any development project undertaken in an island consultation needs to be undertaken with the council and other relevant authorities established in the island. The same article also states that any EIA reports developed for any project needs to be shared with the council and information on the impacts and mitigation measures should be

shared with the council.

- As per article 107-1 of the act the council should hold meetings with the public regarding any important development activities undertaken in the island. The same article also specifies that the time and location of the public meeting should be announced 05 days prior to the meeting.
- As per article 56-6 of the act a Women's Development Committee should be established. The members of the committee should be elected based on an election held amongst the women of the community. As per article 56-7 of the act one of the functions of the committee is to give input to the council regarding various development activities undertaken within the island.

As per the provisions under ESS, the recent amendments to EIA regulation ensures that consultation is undertaken with relevant stakeholders including affected public prior to project implementation. However, locally there is no requirement that ensures a feedback mechanism. In addition, identification and consultation of vulnerable groups during project implementation is not required legally either. These aspects are important aspects highlighted under ESS. There are some requirements for information disclosure under local requirements. This includes:

1. EIA regulations (2012/R-27) to publish EIA reports online for public comments.
2. Requirements under EIA regulations (2012/R-27) to public EIA decision statements online.
3. Requirement under Decentralization Act to submit EIA reports and provide information on impacts and mitigation measures with respect to the project to local island councils.

Developing project specific SEP is not required under local regulations. Moreover, establishment of mechanisms to address grievances during project implementation is not covered through local laws or regulations.

5. STAKEHOLDER ENGAGEMENT ACTIVITIES CONDUCTED DURING PROJECT FORMULATION:

The initial stakeholder engagement activities were conducted by the project implementing agency (MECCT) and UNEP during PPG stage. The following **table** provides a list of all the stakeholders consulted during the project identification and formulation stage. The consultations were used to identify the needs and concerns of the stakeholder. These needs and concerns were utilized to inform the project activities. The detailed list of stakeholders consulted is included in the Annex A of this plan.

6. STAKEHOLDERS IDENTIFICATION AND ANALYSIS:

Stakeholder identification and analysis is an essential component of effective and meaningful stakeholder engagement activities. The objective of this step was to provide a general overview of all stakeholders.

6.1. Stakeholder Mapping

Stakeholder identification was done using a stakeholder mapping exercise. Stakeholder mapping is the process used during project management to identify the stakeholders and the level of engagement of different stakeholders during the course of the project lifecycle.

Key stakeholders' groups that were preliminary identified, include the following parties:

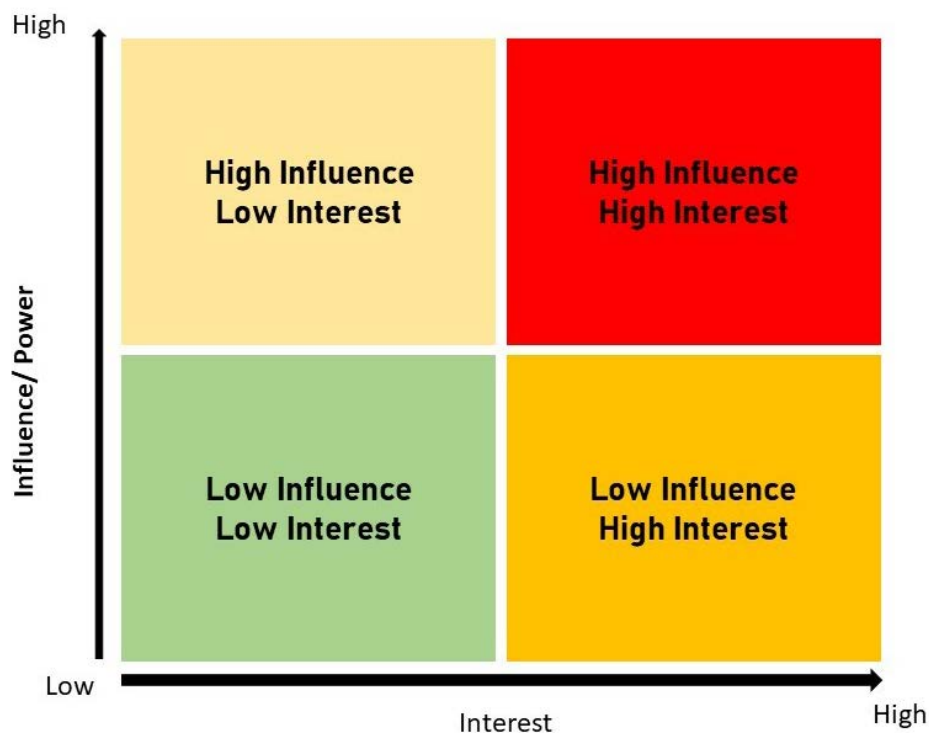
Stakeholder Categories	Stakeholder Group/ Level	Stakeholders
Government	National	<ul style="list-style-type: none"> ● Ministry of Environment Climate Change and Technology (MECCT) ● Ministry of Fisheries, Marine Resources and Agriculture (MoFMRA) ● Ministry of Tourism (MoT) ● Ministry of National Planning and Infrastructure (MNPI) ● Environmental Protection Agency (EPA) ● Local Government Authority (LGA) ● Maldives Linguistic Academy (MLA) ● Maldives Bureau of Statistics (NBS) ● Laamu Atoll Council
	Local government	
Main Project Parties	Project Implementing partners	<ul style="list-style-type: none"> ● Island Councils of Laamu Atoll ● Women's Development Committee (WDC) ● ENDhERI PMU ● Global Environment Facility (GEF) ● United Nation Environment Program (UNEP) ● Housing Development Co-operation (HDC) ● Maldives National University (MNU) ● Maldives Marine Research Institute (MMRI)
Directly Affected Stakeholders and project affected people	Community members, including men, women, youth, and local businesses	<ul style="list-style-type: none"> ● Affected individuals & Communities ● Fishermen and Farmers ● Civil society, Students, and local communities (Laamu Atoll) ● Social groups and youth sports and Environmental NGO's (Laamu Atoll) ● Potential Suppliers ● Private sector & related local businesses (Resorts and Guest houses Laamu Atoll)

Other stakeholders

Not directly linked however may have potential role in contributing to project.

- Ministry of Arts, Culture and Heritage (MACH)
- Maldives Transport and Contracting Company (MTCC)
- Ministry of Gender, Family and Social Services (MGFSS)
- Ministry of Economic Development (MED)
- Ministry of Education (MoE)
- Horizon Fisheries Complex
- Maldives Farmers and Agriculture Association (MFAA)
- Maldives Fishermen’s Association (MFA)
- Hope for Women (HFW)
- Non-governmental Environmental Research Organizations operating In Maldives specializing in Marine research
- Maldives Association for the Tourism Industry (MATI)
- Maldives Association for the Construction Industry (MACI)

The stakeholders are mapped based on the level of influence or power and level of interest. In this regard the process of stakeholder mapping was carried out following schematic representation which is widely used when mapping stakeholders for the purpose of project management.



Stakeholder	Influence	Interest
Ministry of Environment Climate Change and Technology (MECCT)	High	High
Ministry of Tourism (MoT)	High	High
Ministry of Fisheries, Marine Resources and Agriculture (MoFMRA)	High	High
Ministry of National Planning and Infrastructure (MNPI)	High	High
Environmental Protection Agency (EPA)	High	High
Local Government Authority (LGA)	Low	High
Maldives Linguistic Academy (MLA)	Low	Low
Maldives Bureau of Statistics (NBS)	Low	High
Laamu Atoll Council	High	High
Island Councils of Laamu Atoll	High	High
Women's Development Committee (WDC)	High	High
Global Environment Facility (GEF)	High	High
United Nation Environment Program (UNEP)	High	High
Housing Development Co-operation (HDC)	Low	High
Maldives National University (MNU)	High	High
Maldives Marine Research Institute (MMRI)	High	High
Affected individuals & Communities	High	High
Fishermen and Farmers	High	High
Civil society, Students and local communities (Laamu Atoll)	High	High
Social groups and youth sports and Environmental NGO's (Laamu Atoll)	High	High
Private sector & related local businesses (Resorts and Guest houses Laamu Atoll)	High	High
Potential Suppliers	Low	High
Ministry of Arts, Culture and Heritage (MACH)	Low	Low
Maldives Transport and Contracting Company (MTCC)	Low	High
Ministry of Gender, Family and Social Services (MGFSS)	Low	Low
Ministry of Economic Development (MED)	High	Low
Ministry of Education (MoE)	Low	High
Horizon Fisheries Complex	Low	High
Maldives Farmers and Agriculture Association (MFAA)	Low	High
Maldives Fishermen's Association (MFA)	Low	High
Hope for Women (HFW)	Low	Low
Non-governmental Environmental Research Organizations operating In Maldives specializing in Marine research	Low	High
Maldives Association for the Tourism Industry (MATI)	Low	Low
Maldives Association for the Construction Industry (MACI)	Low	High

7. APPROACH TO STAKEHOLDER ENGAGEMENT:

In order to ensure equal participation and engagement of the identified stakeholders, a stakeholder engagement matrix (SEM) is developed under the SEP (Chapter 11). It is important to note that a significant proportion of stakeholders within the communities identified within the Project Area have been previously engaged either directly by the MECCT during the formulation of the project. Considering previous engagement sessions and meetings, a three-step process for stakeholder engagement has been suggested that includes the following:

- Engagement to inform general stakeholders and authorities and disclose important project details to them with respect to decision-making, progress and potential impacts.
- Engagement to inform directly project affected people and disclose important project details to them regarding opportunities and area of influence (the socio-economic area of influence is defined in Social Impact Assessment).
- Engagement to build capacity of stakeholder and enhance awareness of the community as included as part of project outcomes.

7.1. Engagement of vulnerable individual groups:

Special engagement efforts are required to ensure vulnerable individuals or groups are persons who may be disproportionately impacted or further disadvantaged by the project as compared with any other groups due to their vulnerable status, are equally represented in the consultation and decision-making associated with the project.

The main vulnerable groups identified are women, elderly, people with disabilities, migrants, and unemployed. These groups either are not provided access to decision-making positions, or they are unable to participate in decision-making forums. For this reason, the proposed consultative meetings, stakeholder consultation workshop and public consultation will ensure gender balance is maintained in terms of participation and representation of stakeholders.

Similarly, measures will be put in place to ensure that the participation of these groups are consulted effectively and meaningfully (e.g., house-to-house visits, arranging meetings during evenings once the daily household chores are completed, separate discussion groups with women, etc). Furthermore, a Gender Action Plan for the project activities is expected to improve the women participation in decision making process.

8. FEEDBACK MECHANISM:

Establishment of a feedback mechanism is important to ensure maintenance of stakeholder confidence in the process of project implementation. To facilitate this, it is essential all stakeholder engagement activities are well documented. In this regard the following actions will be taken:

- All meeting minutes will be shared and finalized based on the input of the respective stakeholders.
- Reports under the project components will be shared with relevant stakeholders and their feedback will be collected prior to publications.

- Publications, social media contents, information and news will be shared with the community groups after publications.

The issues identified by the stakeholders will be listed and mechanisms/strategy to address the issues identified will be devised and communicated with the respective stakeholders.

The following mechanisms will be used to report back to the stakeholder;

- Email communication with the stakeholder;
- In case an official letter is required, an official letter will be sent to the stakeholder;
- Follow up meetings will be held with stakeholders to determine acceptability of the proposed solutions.

9. MONITORING AND REPORTING:

It is likely that changes occur during implementation of the project. In this regard the project activities might change, project stakeholders may change, new stakeholders may be introduced, the level of influence and interest of stakeholders may change. Thus, it is important to periodically review the SEP. Hence, it is proposed to review the plan during mid-term and if necessary, revise the plan.

As for reporting, minutes of all the public/stakeholder meetings held and log records of grievances received and how it was handled will be included as part of the project quarterly reports prepared and will be communicated by the PMU to the UNEP.

Furthermore, annual reports of stakeholder engagement activities undertaken by the project will be prepared and disclosed publicly through the website of the Ministry and Atoll Council. This may be part of project annual report or maybe a standalone report. In addition, those staff who are involved in dealing with public will be provided with required necessary specialist trainings for successful implementation of this plan.

10. BUDGET ESTIMATE FOR SEP IMPLEMENTATION:

Due to nature of the project being capacity building most of the expense for implementation of SEP will be on stakeholder consultation workshops, trainings and public consultation session. The following Table 8 enlist the budget estimate for implementation of SEP. Assumption is made that stakeholder consultation workshop will involve approximately 50 people and public consultations will involve around 100 people. The budget estimates are consisting of the logistical expenses for the workshops.

Type of Stakeholder Engagement	No. Participants	No.Pax	Rate (MVR)	Total Budget Estimate (MVR)
Stakeholder Consultation workshops	100	10	35,000	350,000
Public Consultation	65	10	65,000	650,000
Consultation Meetings	35	15	10,000	150,000
Focus Group meetings	25	5	35,000	175,000
Steering Committee Meetings	11	2	5,000	10,000
Total				1,335,000

11. STAKEHOLDER ENGAGEMENT MATRIX

Name of Stakeholder	Classification	Mandate / Role	Project Relevance	Engagement Requirement
Ministry of Environment Climate Change and Technology	Responsible Agency	<p>The Ministry of Environment, Climate Change and Technology (MECCT) is mandated to formulate policies, procedures, and standards to implement laws and regulations related to the Ministry's portfolio – environment, climate change, energy, water and sanitation, and meteorology.</p> <p>MECCT serves as the umbrella organization for the Environment Protection Agency (EPA), Maldives Meteorological Service (MMS), Maldives Energy Authority (MEA), UNESCO Baa Atoll Biosphere Reserve Office (BR Office).</p>	<ul style="list-style-type: none"> - The Ministry of Environment, Climate Change and Technology (MECCT) makes policy for biodiversity conservation. - MECCT hosts a number of important donor-supported projects within the broad environment sector, and serve as the project's national Executing Agency, including oversight at the Minister's level in order to facilitate coordination among closely related and potentially synergistic projects. - Project PMU is hosted by MECCT - Responsible for timely execution of project components and ensure monitoring of project implementation according to local law. 	<p>Overview: MECCT will play a leading role throughout the project implementation process, update information on donor supported projects and will be involved in key decision points.</p> <p>Components: All</p> <p>Method: Through comments and feedback to documents and reports prepared by PMU and consultants, workshops, field assessments, individual consultations with officials.</p> <p>Participation as a key stakeholder in project Steering Committee and working groups.</p> <p>Timing: All stages of project implementation</p>
Ministry of Tourism (MoT)	Implementing Partner	<p>Ministry of Tourism (MoT) is the government agency mandated to formulate policies, develop tourism at a national level, and carry out long-term planning, development, monitoring, and regulatory functions. Ministry of tourism leases government lands and islands for tourist facility development, conducts quality monitoring and registers tourist facilities and operators.</p>	<ul style="list-style-type: none"> - This Ministry is a key and powerful government stakeholder as it regulates an industry worth over half of the direct and indirect national income. - The ministry will be a close partner in the Project, and during the project implementation phase opportunities for cooperation, collaboration in implementation of project components will be pursued. 	<p>Overview: MoT will be engaged in implementation of project components related to tourism sector. They will be consulted during the project implementation process to identify the policies, plans and opportunities in the tourism sector to conduct project activities in line with existing policies of the sector. A direct partnerships, collaboration and facilitation with MoT is crucial for the project implementation.</p> <p>Components: 1 & 3</p> <p>Method: Through one on one meetings, workshops, information sharing via mail, individual consultations with senior officials.</p> <p>Timing: All stages</p>

Name of Stakeholder	Classification	Mandate / Role	Project Relevance	Engagement Requirement
Ministry of Fisheries Marine Resources and Agriculture (MoFMRA)	Implementing Partner	The Ministry of Fisheries Marine Resources and Agriculture (MoFMRA) has the overall mandate for the sustainable management and development of fisheries, agriculture and marine resources of the nation.	<ul style="list-style-type: none"> - This Ministry is a critical partner of the proposed project because of its management of significant parts of the national economy. - The ministry will play a critical role in the design and implementation of food production related activities under Component 1, which will require significant changes to the way agriculture and fisheries are managed, including the impacts of agriculture on the marine environment (e.g. expanding horticulture is using very large amounts of ground water). 	<p>Overview: As an important stakeholder and beneficiary, MoFMRA and its umbrella organization the Maldives Marine Research Institute (MMRI) will be consulted and engaged throughout the project implementation. Additionally, Fisheries and Agriculture department will play a key role in supporting fisheries and agriculture related components of the project.</p> <p>Components: All</p> <p>Method: Through workshops, baseline assessments and individual consultations with senior officials.</p> <p>Timing: All stages</p>
Ministry of National Planning and Infrastructure (MNPI)	Other Interested Party	Ministry of National Planning and Infrastructure (MNPI) is mandated to formulate and develop land use and housing policy, maintain national GIS system, formulate building and urban design standards and implement regulations including roads, coastal protection, land reclamation and harbours development.	<ul style="list-style-type: none"> - MHI is an important stakeholder as it regulates land and land ownership on the islands, and it will be a valuable technical partner for Component 1 towards introducing best practise in the construction sector, and Component 3 where the development of the GIS will be highly important. 	<p>Overview: MNPI will be engaged in project design. They will be consulted throughout the project implementation stage.</p> <p>Components: 1 & 3</p> <p>Method: Through workshops, individual consultations with senior officials.</p> <p>Timing: During the baseline analysis for construction related components and formulation of sustainable construction practices under project</p>

Name of Stakeholder	Classification	Mandate / Role	Project Relevance	Engagement Requirement
Local Government Authority (LGA)	Implementing Partner	<p>The LGA is an organisation within the Ministry of Home Affairs, broadly responsible for the administration of the 2010 Decentralisation Law and the governance oversight and support of Atoll and Island Councils.</p> <p>The LGA is mandated to monitor and ensure that the work and activities of councils created under this Act function in accordance with the Constitution, formulate rules of procedure for Women Development Committees (WDCs), coordinate the work of the councils at national level and conduct capacity building trainings for the local councils.</p>	<ul style="list-style-type: none"> - The LGA will be an important partner in the Project in facilitating and guiding selection of demonstration sites, running decentralised and participatory governance of e.g. the proposed MMA, and guiding capacity building. 	<p>Overview: LGA will be engaged in project implementation. They will be consulted throughout the implementation process and during field assessments to liaise with local councils and WDC's.</p> <p>Components: All</p> <p>Method: Through workshops, individual consultations with senior officials.</p> <p>Timing: Formulation of management plans for MMAs/ PAs</p>

Name of Stakeholder	Classification	Mandate / Role	Project Relevance	Engagement Requirement
Maldives National University (MNU)	Implementing Partner	The Maldives National University was established on 15th February 2011 and operates across 4 campuses and 18 Learning Centers across the country.	<ul style="list-style-type: none"> - MNU will be a key partner in the Project especially in Component 2 related to the acquisition and dissemination of knowledge of biodiversity as well as the establishment of the National Biodiversity and Outreach Center. - It is also expected that the University will ultimately house both the Marine Research Centre and the Environmental Research Centre; MNU will therefore contribute substantially in kind to the project and benefit from lessons learnt and capacity building, especially directed towards issues like natural resource accounting and biodiversity documentation and planning. 	<p>Overview: MNU will be engaged as a project implementation. They will be consulted throughout the project implementation process as capacity building is a main component of the project.</p> <p>Components: All</p> <p>Method: Through workshops, individual consultations with MNU and Faculty of Science.</p> <p>Timing: Implementation of the capacity related components and specific components related to MNU</p>
Maldives Linguistic Academy (MLA)	Other Interested Party	The Maldives Linguistic Academy (MLA) or <i>Dhivehibahuge Academy</i> was established in August 2011 under the umbrella of Maldives College of Higher Education (now the Maldives National University) with the mandate as the authority on Dhivehi linguistics and to promote, research and preserve the Maldivian language, history and culture.	<ul style="list-style-type: none"> - This group consists of professionals and academics and has a mission of researching and understanding Maldives non-material heritage, including oral histories and traditional knowledge. The group will be collaborating on activities under Component 2 for building and disseminating knowledge of biodiversity and other natural capital. 	<p>Overview: MLA will be consulted for the design of activities and knowledge materials production under component 2</p> <p>Components: 2</p> <p>Method: Through workshops and individual consultations.</p>

Name of Stakeholder	Classification	Mandate / Role	Project Relevance	Engagement Requirement
Department of Heritage (DoH)	Other Interested Party	Department of Heritage (DoH) was established in October 2010 with the objective of promoting and preserving the tangible Maldivian heritage, culture and traditions for the future generations. This mandate was previously held within the structure of the National Centre for Linguistics and Historical Research (NCLHR) before its various functions were handed to other institutions.	<ul style="list-style-type: none"> - DoH is the mandated government institution to promote local culture, traditions and Maldivian heritage. DoH identifies and maintains historic and archeological records, Museums and is the registrar of heritage sites and monuments. - As such there is need for capacity development and maintenance for identifying new and already enlisted natural Maldivian heritage in the country. 	<p>Overview: DoH will be engaged and consulted in the project implementation to identify existing natural heritage in the locality of the project and required input for their preservation for green growth planning and development.</p> <p>Components: 1 & 2</p> <p>Methods: Through workshops, individual consultations with DoH.</p> <p>Timing: Baseline analysis, Workshops, Field assessments</p>
Maldives Association for the Tourism Industry (MATI)	Other Interested Party	The Maldives Association of Tourism Industry (MATI) is a non-governmental, non-profit organization formed in 1982 by major local tourist resort leaseholders and operators, for the purpose of promoting tourism in the Maldives.	<ul style="list-style-type: none"> - There are currently over 130 tourist resorts in the Maldives. - The project will work with specific resorts in the demonstration sites, but MATI will be a key partner as well in developing industry-wide coordination and agreement on sustainable tourism activities that mainstreams biodiversity & NC, including promoting minimum standards and the exchange of information and experience in environmental management 	<p>Overview: MATI will be consulted to garner support from the tourism sector for the project and promoting minimum standards and the exchange of environmental management information and experience of tourist resorts.</p> <p>Components: 1</p> <p>Method: Through the PPG workshop, field consultation and individual consultations.</p> <p>Timing: Baseline analysis, Workshop 1 & 2</p> <p>Gender: Consult with MATI and individual resorts and tourist establishments in the location to obtain gender-disaggregated baseline information and set targets for capacity development activities.</p>

Name of Stakeholder	Classification	Mandate / Role	Project Relevance	Engagement Requirement
Maldives Association for the Construction Industry (MACI)	Other Interested Party	Maldives Association of Construction Industry (MACI) is a non-governmental organization formed in 2001 to represent, secure and sustain the interests of all the stakeholders of the Maldivian construction industry.	<ul style="list-style-type: none"> - The construction industry is a major employer and source of investment in the Maldives. Dredging and changes to island shapes through harbors and sea walls are a major threat to the marine biodiversity if done in a poorly designed and uncontrolled manner. - The Project will seek to develop close partnership with MACI in order to facilitate knowledge transfer, promote soft engineering solutions, and encourage best practices with respect to coastal planning, predictive of impacts and vulnerabilities. 	<p>Overview: MACI will be engaged in project implementation to obtain support and cooperation of construction companies and promoting soft engineering solutions and best practices in coastal planning.</p> <p>Components: 1 &3</p> <p>Method: Through workshops, individual consultations</p> <p>Timing: Workshops, baseline analysis</p>
Maldives Transport and Contracting Company (MTCC)	Other Interested Party	Maldives Transport and Contracting Company Plc (MTCC) incorporated in 1980 is a leading public company established with the objective to contribute towards the development of infrastructure and transport service in the country.	<ul style="list-style-type: none"> - MTCC provides a range of services such as construction and project management services including construction of government funded harbours, land reclamation and coastal defences, logistical operations, public transport services, engineering and docking service apart from a number of other businesses. - MTCC's CSR approach is to use their resources, expertise and know-how to forge partnerships that will in turn create a positive impact in the communities where they operate. Therefore, the project will seek to partner with MTCC to obtain knowledge on current best practices locally and promoting soft engineering in government coastal development projects. 	<p>Overview: MTCC will be consulted in project implementation to obtain support and cooperation in promoting soft engineering solutions, best practices and CSR in coastal planning and development works.</p> <p>Components: 1 &3</p> <p>Method: Through workshops, individual consultations</p> <p>Timing: Workshops, baseline analysis</p>

Name of Stakeholder	Classification	Mandate / Role	Project Relevance	Engagement Requirement
Laamu Atoll Council and Island Councils	Affected Party	<p>The Local Councils are accountable to the Local Government Authority (LGA) and governed by the Local Council Election Act 2010 and Decentralisation Act 2010.</p> <p>Atoll councils are mandated to oversee administrative and development work and to coordinate and monitor the activities and functioning of the elected island councils which prepares island development plans and has a management mandate of the island with a women's development committee (WDC) advising on key women's issues.</p>	<ul style="list-style-type: none"> - The representatives of the main beneficiary of the project are the councils of Laamu Atoll. - The Atoll and Island Councils hold considerable authority on the basis of the Constitution and the 2010 Decentralization Act. - Although resources and authorities are still largely retained in the National Government Ministries, the success of the Project will depend on guidance and commitment from local communities, and therefore the project will have a very close contact with the local councils in order to increase understanding and buy-in from directly affected populations. 	<p>Overview: Laamu Atoll Council and Island Council members will be engaged in project implementation.</p> <p>Components: All</p> <p>Method: Council members will be part of local taskforce during implementation of project, included to the stakeholder workshops and field consultations, information sessions and training programs.</p> <p>Timing: Meetings, Workshops, Field experiences</p>
Women's Development committee	Affected Party	<p>Women's committees were formed in the islands as an informal institution since 1970's to engage in island development activities and programmes and they functioned as a support base for community engagement rather than emancipation of women until their dissolution after the Decentralization Act and establishment of Women's Development Committees (WDC's) within the Island Council's mandate.</p>	<ul style="list-style-type: none"> - they functioned as a support base for community engagement - WDC has a wider role in organizing community level activities such as waste management, community events and working alongside councils to provide support in implementation of community level activities and programs. - Project contains activities focused specifically on women's groups. - Key beneficiary of components related women. 	<p>Overview: WDC will be, consulted and invited to stakeholder workshops during project implementation. Included as participants in training programs and engaged in project activities according to GAP.</p> <p>Components: All</p> <p>Method: Consultation through Workshops, Field consultations.</p> <p>Timing: Meetings, Workshops, Field experiences</p>

Name of Stakeholder	Classification	Mandate / Role	Project Relevance	Engagement Requirement
Civil society and local communities of Laamu Maldives Fishermen's Association (MFA) Maldives Farmers and Agriculture Association (MFAA) Farmers groups Environmental NGO's	Affected Party	Non-governmental and civil society organizations are governed by the Associations Act (Law no. 1/2003) and are registered in the Ministry of Home Affairs. This includes NGO's advocating, promoting and creating awareness on socioeconomic and environmental sectors or issues.	<ul style="list-style-type: none"> - The main beneficiary of the project is the community of Laamu Atoll. - The Project will include the participation of a wide range of stakeholders in civil society, including relevant sectoral associations and groups. - Community Facilitators will be selected from target islands and trained to become key staff supporting implementation of Component 1. - Capacity building opportunities and awareness will be focused on the community groups. - Small grants will be largely focused on this group of the community. - Contributors to baseline reports and assessments. 	<p>Overview: Key NGOs will be identified, consulted and invited to stakeholder workshops during project implementation. MFA, MFAA, local farmers, fishermen, construction and tourism business associations and local environmental NGO's will be consulted for their support and potential involvement in the project.</p> <p>Components: All</p> <p>Method: Consultation through Workshops, Field consultations.</p> <p>Timing: Meetings, Workshops, Field experiences</p>
National Bureau of Statistics (NBS)	Other Interested Party	National Bureau of Statistics within the Ministry of Finance and Treasury is mandated with national accounts (for all sectors) and is responsible for collating and dissemination of national statistics and mandated to conduct national census.	<ul style="list-style-type: none"> - NBS is keen to expand the national accounts for a more representative system of wealth accounting incorporating the key natural capital flows and values of the Maldives. - - NBS will be a key stakeholder for mainstreaming of NC objectives into government finance, development planning and policy. 	<p>Overview: NBS will be engaged in project design. They will be consulted throughout the project implementation process.</p> <p>Components: 3</p> <p>Method: Through workshops and individual consultations</p> <p>Timing: Meetings, Baseline assessments, Workshop</p>

Name of Stakeholder	Classification	Mandate / Role	Project Relevance	Engagement Requirement
Ministry of Education	Other Interested Party	Ministry of Education (MoE) is the government agency with the mandate for the formulation and implementation of education policies. Education Development Centre (EDC) under the policy guidance of MoE is responsible for specifying the curriculum materials for the secondary level.	<ul style="list-style-type: none"> - The project will involve developing and incorporating marine NC objectives into the secondary school curriculum for the implementation of activities under Component 2. 	<p>Overview: MoE will be engaged in project implementation to facilitate proper design of activities for the component 2 related to the school curriculum.</p> <p>Components: 2</p> <p>Method: Through workshops and individual consultations with MoE and Curriculum Development Centre.</p> <p>Timing: Meetings, workshop, Baseline assessment</p>
Private sector & related local businesses in Laamu Atoll	Affected Party	Local private sector business related to agriculture, fisheries, tourism and construction will have interest in the project activities, green technology and how the project may impact them, their employees and work.	<ul style="list-style-type: none"> - Private local businesses related to the project will have interest in income related issues and technology resulting from the project. 	<p>They will be invited to local stakeholder workshops and discussed during field assessments.</p> <p>Component: 1 & 2</p> <p>Method: Through the field consultation, individual consultations, and workshop</p> <p>Timing: Field visits and local workshop</p>
Environment Protection Agency	Implementing partner	Environmental Protection Agency (EPA) is mandated to be the regulatory agency in matters related to environment as prescribed by the Environment Protection and Preservation Act (EPPA) 4/93	<ul style="list-style-type: none"> - Regulatory agency for Environment Protection and Preservation. - Implementing agency for Protected area and species regulation. - Implementing agency for EIA regulation. - Key stakeholder in MMA and PA management and NCA 	<p>Overview: EPA will be engaged in project implementation to facilitate proper design of activities for the component related to the MMAs, Protected Areas, Natural Capital Accounting and all environment related components</p> <p>Components: All</p> <p>Method: Through workshops and individual consultations.</p> <p>Timing: Meetings, workshop, Baseline assessment</p>

prepared by Ali Nizar for *Enhancing National Development through Environmentally Resilient Islands (ENDHERI) Project*

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I. Green Building, Handhuvaaree Hingun, Male' 20352, Republic of Maldives

layout: Ali Nizar

ACRONYMS

ASPIRE	Accelerating Sustainable Private Investments in Renewable Energy
BR	Biosphere Reserve
ENDHERI	Enhancing National Development through Environmentally Resilient Islands
EPA	Environmental Protection Agency
GEF	Global Environment Facility
KZM	Integrated Coastal Zone Management
KAP	Knowledge Attitudes and Practices
LECRd	Low Emission and Climate Resilient Development
MMA	Marine Managed Area
MECCT	Ministry of Environment, Climate Change and Technology
MCEP	Maldives Clean Environment Project
NC	Natural Capital
NGO	Non-Governmental Organization
UNDP	United Nation Development Program
UNEP	United Nation Environment Program
WDC	Women's Development Committee

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The Government of the Republic of Maldives through the Ministry of Environment, Climate Change and Technology is implementing Enhancing National Development through Environmentally Resilient Islands (ENDHERI) project financed by Global Environment Facility (GEF) and assisted by United Nations Environment Program (UNEP) with the objective of enhancing reef protection, resilience and ecosystem recovery by reducing development impacts in a selected project site the Maldives, enabled for replication nationally through public awareness and integrating the values of marine biodiversity and other natural capital in national.

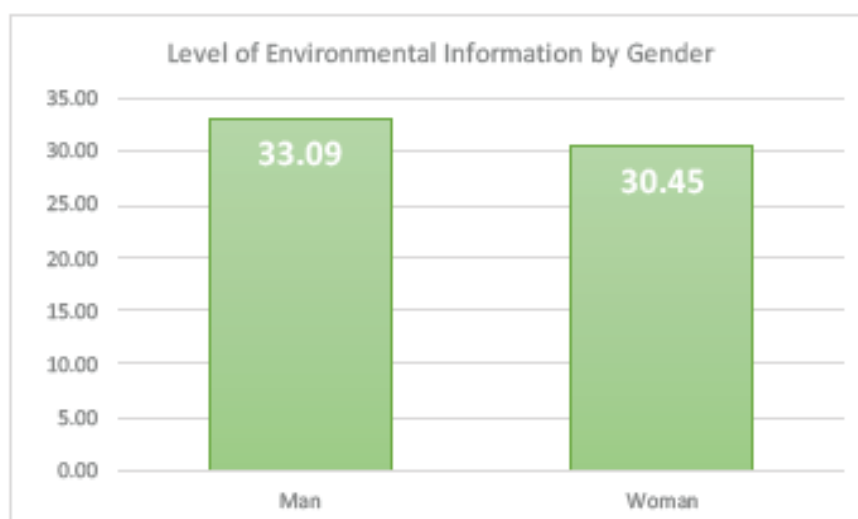
This project aims to assist the government of the Maldives in its implementation of new environmental policies and transition towards national adoption of Green Growth atoll development that will sustain marine Natural Capital (NC) and strengthen the resilience and recovery of reef ecosystems. This will be informed by learning from atoll-wide integrated coastal zone management within a Managed Marine Area / Biosphere Reserve framework, and the application of innovative sustainability practices and standards in agriculture, fisheries, tourism and construction sectors as the basis for transforming the human ecological footprint in Laamu Atoll, and taking this up to national level through sector transformation, spatial planning and improved governance based on NC accounting. The intermediate objective of this transformation is to minimize the flows of pollutants from land-based activities into the adjacent marine environment, and reduce marine-based drivers of reef degradation including baitfish and reef fisheries. Overall, the project seeks to enhance reef ecosystem integrity and resilience through sustainable management, reducing development impacts and integrating NC accounting into national planning.

Communication is an integral part of this project as capacity and social capital development is the focus of all the subcomponents. This document will serve as a guide to plan and shape the communications and outreach efforts of the project going forwards. This document is in turn informed by the preliminary scoping of existing projects and players engaged in similar efforts in the region, the findings from the KAP study conducted in Laamu, and baseline data gathered for fisheries, agriculture and waste management sectors.

The objective of this communication plan is to fulfil the following:

1. Ensure that key national and local partners, participating communities, and private sector bodies are aware of the project objectives and activities and understand the value and benefit of mainstreaming biodiversity and marine natural capital in socio-economic and sector development.
2. Ensure that there is sound understanding of KZM, MMA/BR and sector sustainability approaches for improving biodiversity conservation and marine NC and mainstreaming it in to national planning.

Key deliverables for communications components require baseline KAP scores on environmental awareness to see an 80% increase in the end-line reassessment, with specific benchmark criteria for age and gender.



Level of knowledge as indicated by respondents of the Environmental Awareness Baseline KAP Survey

A self-assessment of environmental knowledge provided an index of 31%, which sets the 80% improvement target at 55%.

Level of knowledge and awareness reported by the community for specific environmental topics including climate change, sustainable development and ecological footprint were also obtained in the KAP survey for benchmark target groups and the results are presented in the KAP findings report.

Additionally, targets have been set for the number of students in Laamu to participate in field studies on coastal and marine biodiversity conservation, with mid-term target of 450 students, and end of project target of 750 students.

External Communications

Project Sensitization

Key national and local partners, participating communities, and private sector bodies should be made aware of the project objective and activities, and understand the value and benefit of mainstreaming biodiversity and marine natural capital in socio-economic development.

Social Capital

Knowledge of Integrated Coastal Zone Management, Marine Managed Areas and Biosphere Reserves, as well as approaches to improving biodiversity conservation and marine natural capital and mainstreaming it in to national planning should be delivered thoroughly to the communities.

Advocacy

Decision makers at local and central government should be targeted to keep them well informed of the concepts and planned implementation of natural capital accounting with the goal of facilitating national replication of NC accounting. Avenues of intergovernmental and inter-agency communications should be also be provided and maintained.

Project Profile

The project's achievements and milestones should be documented and publicised to gain exposure and establish branding. The functions and responsibilities of the implementing and executing agencies, source of funding, and contributions of co-partners should be distinctly identified and communicated to beneficiaries. Up to date collection and categorization of local media coverage serves as a good indicator of the project's public profile and public sentiment towards the project deliverables.

This also includes consistency in brand identity, such as usage of project and partner logos in all applicable cases, and maintaining a specific visual identity in communication products within the same category.

Internal Communications

Media monitoring

Mainstream media and social media platforms of partners should be monitored and documented for coverage of ENDHERI project coverage, or events that are linked to the project financially or institutionally. Up to date collection and categorization of local media coverage serves as a good indicator of the project's public profile and public sentiment towards the project deliverables.

Knowledge Management

Make project information organized and more accessible. The project involves a considerable number of co-financiers and collaborators and project information should be organized and collected in a way that makes it easy for stakeholders to have ready access to the information at various levels of details, and to be repurposed for other communication products. This includes project workplan components, fund allocations, reports and survey data.

This also includes cataloguing and updating a library of all photo and video footage that is captured by project.

Opportunities

- The establishment of Baa Atoll Biosphere Reserves and Nature Parks in Addu Atoll and Fuahmulah means that there is more acceptance from the community for protected areas and the restrictions that come from such designations.
- Recent amendments to the decentralization act provide more autonomy to island and atoll councils regarding resource use management and planning within the boundaries of their jurisdiction.
- Tourism development within Laamu and revised regulations regarding hospitality services in the islands means that there is a financial incentive towards conservation of ecologically significant areas.
- Air routes to Laamu and easy sea transport to most islands makes physical meetings a viable communications channel
- High mobile internet penetration and prevalence of social media usage allows for cost effective communication and dissemination of messages.
- ENDhERI has a permanently staffed satellite office in the atoll capital, within atoll council premises, tremendously convenient in logistics and communication.
- Two of the project's co-financiers (Six Senses Laamu, Blue Marine Foundation) are established and active in Laamu, and engaging with community in environmental conservation efforts.
- ENDhERI is involved with the establishment of a Knowledge Centre as part of Housing Development Corporations' planned Heritage Island that would house a wealth of data on Maldivian biodiversity.

Challenges

- There is low regard for environmental conservation projects, and the most recent major project in Laamu, LECReD, was not recalled favourably by some parts of Laamu island communities.
- ENDhERI project has no fund allocations for infrastructure development, something highly sought out by the local government and island communities.
- There is a high attachment of economic value, specifically tourism potential as the basis for environmental conservation.
- Newly protected areas might restrict economic / leisure activity for some communities.
- Historically established habits such as sand mining that are harmful to the environment.
- Environmental conservation concepts and technologies often includes technical jargon that are not translated well in to Dhivehi.

Existing players

Government

While there are some planned developmental projects in Laamu that would have positive environmental impacts such as water supply, sewerage and waste, there is no such project that is being carried out at present. There have also been no environmental awareness programs carried out in the atoll recently or planned in the short term. Laamu is included in the Maldives Clean Environment Project, but infrastructure components of that project has not begun in Laamu.

Other future projects targeting Laamu at various planning and development stages include the provision of Water Supply and Sanitation and Solid Waste Management in Laamu Gan, ASPIRE solar energy project, as well as a Laamu Atoll tourism training facility under the MNU. Some or all of these projects might begin to be implemented during ENDHERI project's timeframe, so it bears monitoring.

Reimagining Tourism is a joint initiative between the government and UNDP on finding more inclusive, resilient and sustainable tourism pathways in the Maldives, and started in early 2021 with a focus on developing local tourism in Laamu atoll.

Commercial and Non-Governmental

Six Senses Laamu is one of the first resort developments in the region and is actively involved in environmental conservation efforts, and often works closely with Blue Marine Foundation and other environment focused charities and NGOs under the collective label of Maldives Underwater Initiative.

Six Senses Laamu and Blue Marine Foundation has carried out Eku Eky Laamu and Laamaafaru Festival for the past several years involving the Laamu community.

Both are also co-financiers with the ENDHERI project.

Horizon Fisheries Laamu has carried out environment focused initiatives in the atoll in association with Blueyou Consulting in 2020, indicating an interest in regional CSR.

Island and Atoll Councils

Island and Atoll Councils should be the first step of contact in any official communication effort, and their buy-in for project activities is essential to achieving project goals. With the revised decentralization act, councils have greater control over resource usage and fund allocation, making it vital that the councils are kept fully informed of project targets and achievements. Local government is also one of the main targets for capacity building with regards to Natural Capital accounting.

Utilities

In addition to being a significant employer in most of the outer atolls, utilities (water & electricity) are also closely linked with environmentally damaging usage habits, and presents a mutually beneficial partnership to increase public awareness on these issues.

NGOs

Active NGOs are highly motivated towards causes benefiting the community, and essential in mobilizing the community in environmental activities. A roster of all active NGOs should be maintained for all islands, and their input should be sought out in planning island and atoll level community events.

Women's Development Committee

An emphasis should be given to include the Women's Development Committee in all sensitization activities, as they are the most direct bridge to that particular demographic in each island. Women are also involved in decisions regarding water resource usage waste disposal and agricultural activities. Further guidance on the involvement of WDC would be informed by the project's Gender Action Plan.

Schools (Management / Students)

Communicating with students provides an excellent opportunity to instill knowledge and challenge existing misconceptions on a number of topics relevant to the project such ecological significance of protected areas, impact of human activities on the ecosystem, best practices and modern advancements in sustainable development, and career opportunities available in the sector.

Students would also be separately targeted via school management / Education Ministry for more wide reaching communication such as the addition of relevant content in to their curriculum and extracurricular activities.

Other stakeholders identified within the project documents:

Environment Protection Agency

Ministry of Fisheries, Marine Resources and Agriculture

Maldives Marine Research Institute

Ministry of National Planning and Infrastructure

Ministry of Tourism

Local Government Authority

Maldives National University

Maldives Linguistic Academy (MLA)

Ministry of Arts, Culture and Heritage (MACH)

Maldives Transport and Contracting Company (MTCC)

Ministry of Gender, Family and Social Services (MGFSS)

Ministry of Economic Development (MED)

Maldives Bureau of Statistics (NBS)

Ministry of Education (MoE)

GEF partner Agencies and projects

LINDP Maldives

IUCN (REGENERATE)

Private sector & related local businesses

Horizon Fisheries Complex

Civil society and local community Groups;

Farmers groups (eg. Laamu Farmers association from Fanadhoo)

Social groups and youth sports and Environmental NGO's (eg. Mundoo youth group, MFG in Maavah island

}

Maldives Fishermen's Association (MFA)

Hope for Women (HFW)

Non-governmental Environmental Research Organizations operating In Maldives specializing in Marine research

Maldives Association for the Tourism Industry (MATI)

Maldives Association for the Construction Industry (MACI)

The following are the key messages that would guide all outward communications from the project.

Direct financial incentives are not the core drive for conservation efforts.

One of the main components of this project is assisting with the relevant agencies on the process of designating environmentally protected areas in Laamu atoll, and providing technical assistance to beneficiaries towards the process of managing these areas. Tourism is a major alternative economic activity for these areas as traditional subsistence and commercial economic activity is restricted. Due to this there is often the perspective among the community and business owners that protection of these areas is vital because of the possible tourism income they will generate. A case should be made instead for the ecological and ecosystem services value provided by such designations.

Behavioral change is needed to sustain environmental conservation.

There are behaviors observed and reported from the community that are harmful to the environment that persists due to lack of enforcement, life-style traditions and lack of knowledge. The impact of everyday activities on the environment and the role that every individual can play to minimize their negative environmental impact should be explained.

Protected areas belong to the community, so does the responsibility.

There is some misunderstanding regarding the status of the protected areas once the designation is officially announced and also the involvement and jurisdiction of the various stakeholders that are active in these areas. The dos and don'ts that follows from protected area designation and linked regulations should be widely communicated to the community. Community ownership of these areas should be reaffirmed and through that, the responsibility that is entrusted to the island communities in managing the area should be well communicated.

Links between ecosystem services and the community.

Ecosystem services provide a number of services to the community, the full financial cost of which could only be determined with natural capital valuations. These ecosystem services should be highlighted and communicated along with the risks of additional funding and resources that would need to be diverted towards providing these same services should these ecosystems are damaged.

There are a number of tactics available to fulfill communication needs. They can be used independently or in any number of combinations depending on specific communication objectives, target demographics and budget considerations. The following are a list of core activities that will make up the project's communications initiative but it is by no means intended to be exhaustive. More avenues need to be explored and are very likely to make themselves evident as more project components start to be implemented.

Outreach Task Force

Establishing an outreach taskforce that represents all islands of Laamu ensures that there is immediate feedback during both the planning and execution stages of all communication activities. For communication tactics that are focused on the island communities of Laamu or involving the participation of said communities, the taskforce would also facilitate community engagement and take on the responsibility of disseminating information via channels that are not directly accessible (such as private viber groups and hobbyist facebook pages). There should be a convenient online platform where inter-taskforce communications and materials could be shared.

Target Audience: Island communities, NGOs

Social Media posts

With a majority of the local communities relying on social media for news, keeping a constant presence on social media is essential. Social media should be the main outlet to give coverage to project activities, but even during period of lower public interaction between the project and target communities, there should be a regular stream of environmental awareness material relevant to the project components in infographic and video form.

Target Audience: Island communities, General public

Face to Face meetings

Face to face meeting is the preferred channel for information-intensive two-way communication where a very specific audience is targeted and their feedback is required. This could take the form of workshops, seminars or simple presentations. This is especially suitable for initial project sensitization and awareness building activities that focus on specific topics. Audio-visual aids, and interactive activities should be integrated based on the target demographics and content that is being delivered.

Target Audience: Councils, Students, Occupational sectors (Fishermen, Farmers etc)

Billboards

Billboards are perfect to deliver a succinct visual and text message that is "broadcast" 24/7 to a broad

swath of the community in a very cost effective manner. In outer atolls, low population density combined with high pedestrian traffic means more information could be provided via billboards.

To be effective, billboards should be located in areas of high congregation and replaced or swapped out with new content within regular frequency, and should never be left out to be faded / vandalized.

Target Audience: Island communities

Public Events

Public events are a collection of activities that utilize a multitude of different communication tactics (social media promotions, information sessions, field activities) that brings along all stakeholders together, that could either be tied to a specific project milestone or a general iterative event that compliments all project components and highlights achievements for a given period. This is one of the costliest and resource heavy tactics but one that massively raises brand profile and reach for all outreach components. Events should be planned well in advance, appropriately budgeted and well-coordinated with all key stakeholders.

Target Audience: Island communities

Editorials and articles

Editorials and articles in mainstream newspapers serves to raise the project profile outside of key beneficiaries, and serves to increase general public awareness on environmental topics. Editorials can be presented on behalf of renowned experts / senior officials from the sector for additional credibility.

Target Audience: Island communities, General public

Branding

Branding is a component that acts complementary to all of the above tactics in fulfilling the communications objective of raising the project profile, and establishing an easily identifiable brand. This includes but is not limited to the creation of a project logo, slogans and their usage guidelines, and mediums on which such imagery could be distributed. Possible branding opportunities include the use of upright banners at events, environment-friendly give-away items, and work apparel for project staff.

Target Audience: Island communities

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Monitoring & Evaluation

Project documents and the KAP survey provides hard benchmarks to evaluate the effectiveness of the project communications as indicated previously. For individual tactics outlined in the annual communication timeline, intended targets are given.

It is essential that the community awareness activities be followed up with periodic evaluation and monitoring activities so that the impact on community's understanding of the project activities and perceptions on the project deliverables is recorded. This would also be used to determine which of the communication products and mediums are most effective and should be prioritized as the project moves ahead. This could be done through focus groups and feedback via the atail level outreach and communication task force.

Posts on social media enables to closely monitor and track the reach and effectiveness of the communication and this should be recorded for individual posts.

For physical face-to-face activities and events, gender disaggregated attendance records and feedback forms should be used so that the effectiveness and engagement could be assessed.

Routine community sensitization meetings could also be used to do gather the community sentiments toward the project.



Activity	Target				
	Project reporting year ends on June				
	2021	2022	2023	2024	2025
Community environmental awareness indicator (KAP)	53% - Baseline				55%
Students participated in field studies		250	450	600	750
Students participated in environmental awareness assemblies	300	600	900	1200	1500
Infographic posted	6	30	54	78	102
Environmental awareness topics for occupational sectors	-	75% of farmlands	75% of farmlands	75% of farmlands	75% of farmlands
Percentage of registered farmers and registered fishing vessels participated		75% of fishing vessels	75% of fishing vessels	75% of fishing vessels	75% of fishing vessels
Environmental awareness billboards	4	8	12	16	21
Annual Events	-	1	2	3	3
Billboards / features published on major newspapers	1	3	5	7	9
Community videos	12	24	36	48	52
Stakeholder information workshops held	1	2	3	4	5

ENDHERI Communications Timeline for 2022 (Timeline activities for the next year to be renewed and finalized by end of May each year)												
Activities	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter		
	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Social Media / Infographics Fortnightly Information Posts	2	2	2	2	2	2	2	2	2	2	2	2
Community Meetings Project Sensitization												
Environmental awareness topics (schools)				3	9							
Billboards Protected area billboards				3								
Environmental awareness topics							2					2
Events												
ENDHERI annual event											1	
Public Relations						1						1
Project Article on a major local news website												
Media appearances (as needed)												
Video stories												
Videos on project milestones impacts & achievements	1	1	1	1	1	1	1	1	1	1	1	1
Community stories for social media												
Knowledge Sharing Workshop												
Protected Area Workshop												
Natural Capital Accounting Workshop			1									1

ANNEX 11: GENDER ACTION PLAN

Gender Assessment and Gender Mainstreaming Action Plan

1. Gender equality and social issues relevant for the project were studied as part of the project development process through desk study, consultative meetings with major stakeholders including the Ministry of Gender, Family and Social Services (MGFSS), discussions with Hope for Women (HFW)- a non-governmental organization involved in gender and social work, and field visits to all the inhabited islands of Laamu atoll in July and December 2018 including discussions with Women's Development Committees (WDC's), local NGO's, women and community groups.
2. The objectives of the gender assessment were to analyse the current situation regarding gender equality, and to identify gender equality, capacity building and gender accountability activities for inclusion in a Gender Mainstreaming Action Plan for the project, to be tracked as part of the project's monitoring and evaluation (M&E) system. Results of the Gender Assessment and Gender Mainstreaming Action Plan for the project are presented below.

Background

3. The situation of gender equality, conditions, and position of women and empowerment in the Maldives is determined by social, political, and economic relationships and culture. The social organization of the Maldives has evolved over a long time under the influence of complex ethnic origins; but united in a common dependence on seabound travel, trade and sourcing of food. Although cultural determinants of gender roles continue to be powerful in the country, constitutional equality, good primary and secondary education and opportunities for medical care, education and office employment, mean that nationally the *UNDP Gender Inequality Index* (GII)¹ is equivalent to the average GII in OECD Countries. However, there exists a major gender and socio-economic disparity between the capital and the more isolated atolls due to a lack of mobility, employment opportunities, and the difficulty of providing educational and health services.
4. According to the NBS, Maldives has a registered population of 378,114 with an inter-censal population growth rate of 1.67% and 193,989 males and 184,125 females in 2017. Much of the population live in the islands outside the capital Male' - Male has registered 69,376 persons while the atolls registered 308,738. Laamu atoll where the project is based has a registered population of 17,902 with almost equal number of males (9,177) and females (8,725). Laamu islands registered local population ranged from 290 in Mundoo island to 4,829 in Gan island in 2017.

Gender Policy & Institutional Arrangement

5. The Constitution of the Maldives (2008) guarantees equality between men and women in law and practice. Gender mainstreaming has been adopted as national policy to integrate gender perspectives in policy, planning and budgeting. In August 2016, the Maldives passed a new Gender Equality Act with the objective of eliminating discrimination between genders and established the roles of government agencies – notably the Ministry of Law and Gender (later the Ministry of Gender and Family) – in implementation of the law. Nevertheless, although formally the Maldives has demonstrated remarkable progress towards gender equality, much remains to be done.
6. The mandate of the Ministry of Gender and Family is to protect and promote the rights of vulnerable groups including women's rights and empowerment, gender equality, family well-being child rights, elderly rights, disability rights and their well-being and social protection services throughout the country. In terms of women's rights, empowerment and gender equality, the focus is on empowerment of women in social economic and public life and remove all forms of discrimination and violence against women. There are a few non-governmental organisations working in the country for gender equality, women's rights, empowerment of women and women's health, which include the Society for Health

1 2014 UN Human Development Index report for the Maldives

Education (SHE), Live & Learn, Hope for Women (HFW), Maldives Women's Chamber of Commerce (MWCC), etc.

Gender Equality and Women's Empowerment

Women in Local Governance

7. Women's committees were formed in the islands as an informal institution since 1970's to engage in island development activities and programmes and they functioned as a support base for community engagement rather than emancipation of women until their dissolution after the Decentralization Act and establishment of Women's Development Committees (WDC's) within the Island Council's mandate. WDC's are elected and require holding two sittings annually within the Council Secretariat for which the elected WDC members are provided a meeting allowance from the Island Council budget and no other remunerations are allocated. WDC's may engage in fundraising and business activities where all finance raised must be deposited to the Council Budget and requires the Council authorization for utilization. Island councils do not generally allow WDC's to hold meetings without the representation of the Island Council. WDC's are seen active where the elected Island Councilors and WDC have personally made good working arrangements to acquire private funds for development activities through CSR and grant aid activities, although this is not always the case where WDC's demand more independent working arrangements and resource allocation for their contribution to island development activities.
8. Political participation of women at senior decision-making levels is particularly found to be weak in the Maldives and in the Local Councils only 4% of Council members are females. In November 2018, a new government administration was elected in the Maldives pledging more powers to the Local Councils including decentralized budgets. Amendments to decentralization act makes it mandatory to reserve 2 seats of the council to only women and women's development committees consist of elected members from local community. In some islands of Laamu WDC has a wider role in organizing community level activities such as waste management, community events and working along side councils to provide support in implementation of community level activities and programs. The members of WDC is given a remuneration of MVR 5000 per month.
9. Significant leadership role has not been taken by women, with the legal incentives given under amendment of Decentralization act. Additional effort is needed to empower and facilitate women to be more vocal in matters of community interest and explore opportunities to lead communities of Laamu.

Employment Situation

10. In 2017, 60% of the employees of the Maldives Civil Service were female and for Laamu atoll where there are around 800 employed in the civil service it is the same case. However, when it comes to salary of civil servants about 46% of females compared with 54% males received salaries over MVR10,000 nationally. Only 16% of all civil servants in atolls are in the salary bracket above MVR 10,000 and among these 8% are females. The main professions held by females in the civil services are administrative, teachers and nurses. Females hold 40% of the executive rank in the Maldives civil service. In the atolls the civil service has 4% female executives whereas about 31% Civil service executives are males from the atolls. Similarly in the local council membership only 6% are females in the entire country.
11. However, in the tourism sector, limited mobility and social mores mitigate against women finding employment in tourism. Only 4% of employed Maldivian women and 15% of employed Maldivian men work in the tourism sector² while in 2014, tourist resorts employment statistics show that a small proportion of females (7.8%) compared with males (92.1%) were employed in the tourist resort islands. Among the females, only a tiny fraction were local women (1.1%)³ the rest being expatriates. Laamu atoll has one luxury resort island in operation (Six Senses Resort developed on Olhuveli Island) while at least four more planned resort developments are underway.

² Census 2006, National Bureau of Statistics (Note: 2014 Census did not disaggregate service sector)
³ Population and Housing Census, 2014, National Bureau of Statistics, Maldives

12. Tourist guest house development in local islands was encouraged by the government more recently to overcome the barrier of local employment in private resorts and to increase direct economic benefits to locals. Currently, there are over 491 tourist guesthouses spread across the atolls catering to budget travelers seeking more local experience. In Laamu atoll, only Gan Island has developed five smaller hotels (tourist guesthouses) offering a total of 226 beds but the staff employment from managers to labourers remain mainly expatriate from neighbouring countries. Few local women take up short term employment as receptionists at the guesthouses, while the guesthouses reported providing hospitality orientation programmes and work experience placements (internship) for secondary students.
13. In fisheries, the most visible activity of fish harvesting is performed exclusively by men, but women are involved in the preharvest and postharvest stages, and are more involved than men in post-harvesting activities, especially in fish processing. Because women's work in the sector is less visible and less recognized, women are often overlooked in policy making and resource allocation and thus often miss out on incentives to improve the productivity of the sector such as credit, technologies, and training⁴. The Maandhoo Fisheries Complex located in Maandhoo an uninhabited island connected by the link road from Fonadhoo in the South and Gan from the North, currently employ 543 staff including about 187 Maldivians working mainly in the technical areas and only a few Maldivian women working in office administration although they are given better incentives than men⁵.
14. Informal employed population of 73,632 constitutes 52% of the employed persons. Women tend to have higher employment (40%) in the informal sector than men (31%) and it is higher in Atolls (38%) than in Male' (31%) possibly due to formal employment availability in the capital. Women have traditionally held family and land-based responsibilities, including a predominant role in agriculture, which is an important element of the Laamu local economy. Although women were found to provide basic farm labour they have a limited role in management of farms and financial management. They are generally unaware of the revenue earned for their crops, quantities harvested or the cost on inputs⁶. More recently, some of the women NGO groups have been active in modern agriculture activities. For example, in Laamu atoll Women's Farmers Association from Fonadhoo island have been actively working in agriculture using greenhouse systems through a small grant programme under the Mangroves for the Future (MFF) Programme.
15. Recent studies conducted by MOFA in Laamu atoll, where 1711 farmers are registered reveal that there is no discrimination in access to land between men and women. Both can own and lease lands on equal terms, although in practice it is mostly owned or leased by men.

Women's Education and Health

16. Statistics from the Maldives National University (MNU) indicate significant gender disparities in the student intake from 2007 to 2011, in various areas of study⁷. It also provides insights into existing gender stereotypes within sectors and the disproportionate participation of women in education and health, while men are over-represented by a large margin in the area of engineering and technology. A more equitable representation is seen in management and computing studies. However, the continuing gender stereotypes evident in these figures pose a significant barrier to women's capacity to participate and contribute alongside men, in a variety of areas that are critical to the social and economic development of the country.
17. Health sector performance and women's health indicators are important for the wellbeing of the women and their participation in economic and development activities. In the Maldives female life expectancy at birth (74.7%) is slightly higher than men (73.0%). The maternal mortality ratio/100,000 live births was 44 in 2016, neonatal mortality/100 livebirths was 5.3, Total Fertility Rate (Censuses) or (Children per Woman) was 2.46. The infant mortality rate has been improved from 16/1000 live births in 2006 to 8/1000 live births in 2017.

⁴ ADB (2014) Maldives: Gender equality diagnostic of selected sectors, <http://www.finance.gov.mv/v2/uploadedcontent/posts/intpub/Post1385-2014.pdf>

⁵ PPG Field Information through consultation with management of Maandhoo Fisheries Complex in July 2018

⁶ Commercialization of Agriculture in the Maldives, Asian Development Bank 2005

⁷ Maldives NGO Shadow Report to the Committee on the Elimination of Discrimination Against Women, Hope for Women 2012

Gender Mainstreaming Intervention through the Project

18. Having assessed the socio-economic status of women in the country and in the project location of Laamu atoll through the desk study, stakeholder meetings and field visits it was established that most of the women are employed in the informal sector, through fisheries, agricultural and home-based economic activities. Therefore, the project will ensure that women and women's groups are engaged and receive benefit from the project activities.
19. In the PPG stakeholder meetings and discussions it was inquired as to how the project could facilitate empowerment of women, promote equal rights and engagement of youth. The following suggestions were made.

Local Procurement

- Establish a project implementation unit in Laamu atoll supported by locally procured staff
- Ensure WDC, womens NGOs and groups are involved in project implementation at island level.
- Ensure any established E-library or database/portal under the project shall be accessible to the local islands and council, with personnel trained at island level for local planning purposes which is mandated to the local Councils through the Decentralization Act.

Gender Equality

- Ensure gender equality in the allocation of roles and jobs in marine area management and project activities.

Information, Skills Training & Economic Empowerment

- Provide data and information for businesses and obtain data from the community cottage industry which is lacking.
- Conduct appropriate training and skills development for WDC's, women NGO's and community groups targeting women and livelihood activities.
- Empowerment of women is specifically recommended for economic activities such as agricultural activities and fish production (eg. Rihaakuru making) or cooperative model with support for business and marketing. (eg. collection of Garudhiya or Rihaakuru from households and contribute to large scale Cooperative business).
- Take into account the informal businesses conducted by women and assisting such groups in managing books and business with assistance provided through arrangement made with students and youth.

Grants & Livelihood Support

- Provide a small grants scheme under the project for supporting sustainable livelihoods that relates to better management of natural capital; this can also provide women extra help to perform economically if they are disadvantaged.

20. To address the above points, a **Gender Mainstreaming Action Plan** for the project is presented below to ensure:
 - a) That the project team and recruitment of staff for the project management unit will take gender into consideration and that opportunities are provided wherever possible, targeting Laamu Atoll women.
 - b) During the project design, formulation and implementation, women are engaged and represented in discussions at all levels and the institutions established to promote the wellbeing of women and youth.
 - c) The project takes into account the livelihood activities of women in Laamu atoll during its technical and financial support while contributing to the sustainable development goals through conservation of biodiversity and natural capital accounting.
 - d) All activities and programmes of the project shall consider women and youth empowerment.

Project component/ Outcome	Project output	Gender focus in the project output	Activities necessary for incorporating the gender focus into the project output and the responsible parties	Indicator	Baseline	Goal
Component 1: Green growth development for Laamu Atoll in the fisheries and agriculture, tourism and construction sectors						
Outcome 1.1: Increased sustainability of marine and coastal natural resource management under a Green Growth Strategy for Laamu Atoll	Output 1.1.1: Green Growth Strategy, Marine Managed Area/Biosphere Reserve and Sustainable Development Plans for Laamu Atoll and selected islands implementation advanced through capacity development, participatory planning and operational support	Ensure Women's Development Committees, women's NGOs/groups and the institutions established to promote the wellbeing of women and youth are represented in all levels in the participatory MMA and Investment planning process and programmes implementation at island level	<ul style="list-style-type: none"> ▪ Identification of stakeholders, adequate communication with WDC's, women and youth groups in the project activities ▪ Design and development of gender responsive data collection tools by the project ▪ Collection of gender disaggregated data in project activities by PIU. ▪ Ensure women and youth groups in Laamu atoll are given adequate training in participatory planning and decision making through MED Business Centres and NGO's. ▪ Project Technical Committee ensure that Terms of reference (TOR) for all Programmes and project activities include gender equality criteria. 	% females in Laamu Atoll directly benefiting from ICZM, MMA and Green Growth related activities % of gender responsive natural resources management/ MMA plans formulated within the project period	N/A (baseline to be determined in year 1) 0	At least 50% females 100% of green growth policies and MMA plans developed in Laamu atoll are gender responsive
Project component/ Outcome	Project output	Gender focus in the project output	Activities necessary for incorporating the gender focus into the project output and the responsible parties	Indicator	Baseline	Goal
	Output 1.1.2: Three SEEA-EEA based Natural Capital Accounts (NCA) established and operationalized for Laamu Atoll (freshwater; marine & coastal ecosystems; key marine species	Local islands and council personnel are trained to collect data, feed data and retrieve information from data management portals/systems established under the project and able to utilize resources for local planning purposes.	<ul style="list-style-type: none"> ▪ Gender disaggregated information collected on trainees from Laamu atoll under the project by NBS/PIU/Trainers. 	% females in Laamu atoll directly benefiting from NCA trainings	0	At least 50% are female

Project component/ Outcome	Project output	Gender focus in the project output	Activities necessary for incorporating the gender focus into the project output and the responsible parties	Indicator	Baseline	Goal
Outcome 1.2: Reduction in emissions originating from Laamu Atoll fisheries through implementation of green and M practices in the fisheries sector. Pollution, climate change, and marine resource management and protection.	Output 1.2.1: Targeted island communities sensitized to and increasingly apply eco-technologies for sustainable food production and disposal of domestic waste	Conduct appropriate training and skills development for WDC's, women NGO's and community groups targeting women and sustainable food production and waste management activities that will result in green growth and ICZM good practices.	<ul style="list-style-type: none"> ▪ Design and development of gender responsive data collection tools for the food production and waste management activities ▪ Collection of gender disaggregated data on communities engaged in livelihood, food production and waste management activities by PIU. ▪ Training in sustainable food production for the communities through extension support programmes with MFMRA and environmental guidance by Ministry of Environment ▪ Training for Cooperative business and finance management with Ministry of Economic Development (MED)/business development Service centre (BDSC) for Community groups in food production. ▪ Small Grants support for Laamu community to adopt eco-technologies for sustainable food production through small grants programme. 	% females in Laamu Atoll directly benefiting from sustainable food production & economic activities, including small grants that minimize pollution of groundwater and marine environment.	0	At least 50% of direct beneficiaries are female

Project Component/ Outcome	Project output	Gender focus in the project output	Activities necessary for incorporating the gender focus into the project output and the responsible parties	Indicator	Baseline	Goal
	Output 1.2.2: Increased uptake of sustainable tuna bait and demersal reef fisheries in conformity with the draft Maldives Fisheries Master Plan	Community awareness will target fishers and women engaged in value-added production of tuna and demersal reef fishery for sustainable harvesting and production.	<ul style="list-style-type: none"> ▪ Collection of gender disaggregated data of participants by PIU ▪ Conduct awareness and training activities for fisher, women and youth groups in collaboration with MFMRA and Fisherman’s Association training centre in Laamu atoll. ▪ Financial/Technical support to conduct training and awareness towards sustainable bait fishery and demersal reef fishery through training centre in Laamu. ▪ Provide technical support and training for sustainable fisheries and to setup cooperative business models for fishers to benefit from sustainable production certification from Maandhoo factory to benefit environmental conservation and community livelihood projects in local islands. 	% females in Laamu Atoll directly benefiting from awareness programmes and activities towards sustainable bait fishery and demersal reef fishery. % females and youth benefitting from CZM and environmental projects resulting from sustainable certification for cooperatives.	0 0	At least 50% are female: At least 50% females and youth

Project component/ Outcome	Project output	Gender focus in the project output	Activities necessary for incorporating the gender focus into the project output and the responsible parties	Indicator	Baseline	Goal
	Output 1.2.3: Partnership, policy and implementation standards for Green Growth established with the Atoll Council, national construction firms and Tourism Operators on Laamu Atoll, and registered nationally	Ensure involvement of women and youth in Laamu atoll partnership programmes and activities towards conservation and reef monitoring work, sustainable construction practices, and in the capacity building for reporting through Atoll & Island Councils.	<ul style="list-style-type: none"> ▪ Collection of gender disaggregated data of participants by PIU ▪ Conduct appropriate training activities for Council staff, WDC, women and youth on standards and monitoring. 	% females and youth benefitting from training towards developing, monitoring standards and implementation	0	At least 50% of trained are female and youth.

Component 2. Building social capital for a green economy

Outcome 2.1: Increased understanding of values and tendencies on the natural and cultural diversity of the islands and communities and sustainable development on Laamu Atoll and nationally	Output 2.1.1: Biodiversity conservation and Green Growth in Laamu Atoll and nationally supported by increased awareness among targeted groups and a National Biodiversity Knowledge Centre	Ensure women are provided equal opportunity for participation in outreach planning and activities Ensure that the project Outreach Plan is gender responsive	<ul style="list-style-type: none"> ▪ Design and development of gender responsive data collection tools ▪ Collection of gender disaggregated data ▪ There is equal job opportunity nationally in job applications. Therefore, these should be maintained while placing procurement requirements for any job opportunities for consultancy, subcontracting and other TA provided by the project ▪ Women are known to be a key target group for environmental awareness raising and educational activities, influencing family members and especially children. 	% females participated in the Outreach Plan formulation Number of women organisations represented % females employed as project contractors % females participating in awareness raising events	0 0 0 0	At least 50% participant are female All WDC's and Wome NGO's are represented At least 50% are female At least 50% are female
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Project component/ Outcome	Project output	Gender focus in the project output	Activities necessary for incorporating the gender focus into the project output and the responsible parties	Indicator	Baseline	Goal
	Output 2.1.3: Increased capacity development for cross-curricular delivery of coastal and marine biodiversity and NC subjects in national schools, and incorporation of NC accounting in natural sciences and environmental management curricula at MNU	Ensure capacity development with engagement of teachers and lecturers for delivery of coastal and marine biodiversity and natural capital subjects provide equal opportunities for both gender participation as well as no discrimination of gender in product content.	<ul style="list-style-type: none"> ▪ Identification of trainers, teachers and lecturers and content production for capacity development through schools and MNU ▪ Collection of gender disaggregated data of trainers and participants. ▪ Review of product and content for use in capacity development for gender bias 	<p>% female teachers and lecturers trained for delivery of coastal and marine biodiversity and NC subjects.</p> <p>% of gender responsive capacity building content developed for school and MNU</p>	N/A (baseline to be determined in year1) 0	<p>At least 50% females</p> <p>All products and content (100%) are gender responsive</p>

Component 3. Mainstreaming Natural Capital Accounting (NCA) into fisheries and agriculture, tourism and construction sectors

Outcome 3.1: Increased institutional capacity, updated and integration of Accounting Government Policy and Programs on marine diversity conservation	Output 3.1.1: Increased institutional capacity programme implemented and national methodology on NC Accounting established – based on the SEEA-EEA framework, for National NC-responsive statistics, policies, plans and budgeting	Ensure NCA capacity building include women for empowerment in the national statistics, SDG monitoring and natural capital accounting sectors	<ul style="list-style-type: none"> ▪ Identification of government and public institutions towards NCA and capacity needs. ▪ Gender disaggregated data in training and capacity building through organizing agency/PIU/PMU/MEE 	% females participating in training	0	At least 50% trained are females
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Project component/ Outcome	Project output	Gender focus in the project output	Activities necessary for incorporating the gender focus into the project output and the responsible parties	Indicator	Baseline	Goal
	Output 3.1.2: NC objectives integrated into government finance, development planning and policy informed by datasets and valuation of development scenarios through the NC Accounts	Ensure the capacity development for management of NC datasets and valuation of development scenarios incorporates gender equality	<ul style="list-style-type: none"> ▪ Identification of government and public institutions towards NCA and capacity needs. ▪ Gender disaggregated data in training and capacity building through organizing agency/PIU/PMU/ MEE ▪ 	% females participating in training % females participating in project-appointed bodies	0 0	At least 50% trained are females At least 50% are female
Outcome 3.2: Enhanced protection of coral reefs and other marine resources through actions by the appropriate agencies and institutions, including risk and disaster preparedness and response	Output 3.2.1: NC flows and values, footprint analysis, and biodiversity protection targets established and reported on for three sector businesses or operational plans	Ensure institutional capacity building is gender responsive	<ul style="list-style-type: none"> ▪ Preparing gender responsive training TORs and criteria ▪ Collection of gender disaggregated data by ME/ Project Director 	% females received training	0	At least 50% are female
Outcome 3.3: Strengthened inter-sectoral coordination and institutional arrangements that incorporate gender-responsive approaches. A support mechanism for development of the fisheries and aquaculture, including risk and disaster preparedness and response	Output 3.3.1: NC-based spatial planning governance framework established including a technical inter-ministerial Spatial Planning Task Force and modalities for full stakeholder involvement	Ensure institutional capacity building for NC-based spatial planning will be gender responsive	<ul style="list-style-type: none"> ▪ Preparing gender responsive training TORs and criteria ▪ Collection of gender disaggregated data by ME/ Project Director 	% females received training % females participating in project-appointed bodies	0 0	At least 50% are female At least 50% are female

Project component/ Outcome	Project output	Gender focus in the project output	Activities necessary for incorporating the gender focus into the project output and the responsible parties	Indicator	Baseline	Goal
Component 4: Knowledge management and M&E						
Outcome 4.1: Improved knowledge management and sharing of lessons learned in Green Growth between local and national levels	Output 4.1.1: Project lessons captured and disseminated to project stakeholders and to other GEF and non-GEF projects and partners	Ensure women have equal opportunity for participation in knowledge sharing events and equal access to knowledge resources	<ul style="list-style-type: none"> Collection of gender disaggregated data by ME/ Project Director 	% females participating in knowledge management events	0	At least 50%
Outcome 4.2: Project monitoring system iterates, systematically provides information on progress, and informs adaptive management ensure results	Output 4.2.1: Capacity established for participatory and efficient monitoring and evaluation and adaptive management	Ensure women have equal opportunity for employment opportunities in the PMU or PIU and involved in the project management and monitoring	<ul style="list-style-type: none"> Preparing gender responsive procurement TORs and criteria Collection of gender disaggregated data by ME/ Project Director Qualified women and Youth from Laamu atoll are prioritized in PIU jobs. 	% females employed in PIU and Project Management % females trained in PIU and Project Management	0	At least 50% 100%

ANNEX 12: GRIEVANCE REDRESS MECHANISM

This Grievance Redress Mechanism (GRM) is designed for the GEF-funded project “Enhancing National Development through Environmentally Resilient Islands (ENDhERI)”, implemented by Ministry of Environment, Climate Change and Technology. This GRM is aimed to record, monitor, and resolve grievances/complaints and accommodate where possible any request and suggestions proposed by the project affected parties. The scope of this GRM is to redress any grievances/complaints regarding the project activities particularly regarding civil works and transportation works under the project. Any grievance/complaints which may arise in the project area however not due to a direct or indirect intervention of project activities will not be addressed under the GRM.

Details of the GRM

The table below provides details of grievance redress mechanism (GRM) developed for “Enhancing National Development through Environmentally Resilient Islands (ENDhERI)”. GRM is based on the Environmental and Social Management Framework (ESMF) of the project. The GRM consist of two Tiers. The following are the information regarding Nodal Person for Contact, Composition of GRM committee, Contacts, Communication and Other Facilitation by Project and Timeframe to address grievance.

The GRM contains 2 Tiers and includes the main key partners in implementation of the project. The council is the first point of contact. The ENDhERI PIU will maintain the registry for formal and informal complaints and facilitate the process of addressing the issue with the relevant councils and atoll council.

The Tier 2 is led by the Project PMU within MECCT and relevant key agencies and regulatory authorities are included at this level, depending on the type of complaint

Tiers of Grievance Mechanism	Nodal Person for Contact	Composition of GRM committee	Contacts, Communication and Other Facilitation by Project	Timeframe to address grievance
<p>First Tier: Laamu Island Councils or Atoll Council</p> <p>(Grievance/complaints regarding the project activities in Laamu Atoll will be addressed by Island Councils or Atoll Council</p>	<p>Laamu Island Councils and Atoll council will be the first point of contact. Designated contact persons will be established within the Council with a designated contact number.</p> <p>The designated person from councils will in turn lodge the complaint to</p>	<ul style="list-style-type: none"> • GRM focal point from Laamu Atoll or Island Councils (Chairperson of the committee) • An Administrator from Atoll Council • A Representative of Affected Persons (AP) • A Representative of the ENDhERI PIU <p>Note: Special consideration will be given to ensure gender balance in the GRC Tier</p>	<ul style="list-style-type: none"> • Details of GRM should be publicly displayed in official website and/or social media pages of Council, MECCT (and/or the project), including contact details of the nodal person in each tier. • Grievances can be reported informally by contacting the council through email / telephone / in person. • If the grievance cannot be resolved informally, an aggrieved party should submit a complaint on the Tier I Complaint Form. A copy of the form (with the council seal) will be provided to the aggrieved party as evidence of receipt. • Electronic version of the complaint form will be available from the websites and/or of MECCT and the atoll council. Hard copies of the form will be available from the council front office. • Council will aid fill the form for those who cannot write. • ENDhERI PIU maintain separate online registries for informal and formal complaints and maintain records 	<p>15 Days</p>
	<p>registry maintained by ENDhERI PIU</p>		<p>of all complaints received and councils can update the registry.</p>	

- If the complaint is resolved within 15 working days, the council should communicate the decision to the aggrieved party in writing.
- The aggrieved party should acknowledge the receipt of decision and submit their agreement or disagreement with the decision within 10 working days to Councils.
- If no acknowledgement is submitted by the aggrieved party within this period, then the decision will be considered as accepted.
- If the GRC requires more time to resolve the grievance/complaint, this requirement should be communicated to the aggrieved party in writing and the aggrieved party should consent and sign-off the request for the extension to take effect. The extension period can be additional 15 working days.
- The GRM focal point of ENDhERI PIU and Atoll Council will manage and provide feedback to Aggrieved Party on grievances submitted.

<p>Second Tier: Ministry of Environment, Climate Change and Technology (MECCT)</p>	<p>Community Co-management Consultant at the Project Management Unit (PMU) will be the focal point.</p>	<ul style="list-style-type: none"> • Project manager (Chairperson) • A Civil servant of MECCT • A Representative of Aps • Community Co-management Consultant • Representative from Key sector (Fisheries, Agriculture, URA, EPA, Education, MNPI) <p>Note: Special consideration will be given to ensure gender balance in the GRC Tier 2</p>	<ul style="list-style-type: none"> • If the grievance cannot be resolved through Tier 1 GRC to the satisfaction of the aggrieved party or if the issue is outside the jurisdiction of the Atoll or Island Council an aggrieved party may submit a complaint on the Tier 2 Complaint Form. • Or else, Tier 1 GRC may forward the unresolved grievances directly to Tier 2 GRC with the consent of the aggrieved party. • A copy of the form (with MECCT seal) will be provided to the aggrieved party as evidence of receipt. Electronic version of the complaint form will be available from the websites and/or social media pages of MECCT and the council. Hard copies of the form will be available from the council and MECCT front office. • A copy of the Tier 1 Complaint Form should be submitted with the Tier 2 Complaint Form. • MECCT will forward the grievance to PMU. • PMU screens the grievance and determine if it's related to PROJECT. If it is unrelated, the aggrieved party will be notified in writing and the way forward 	<p>15 working days</p>
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			<p>shall be outlined to them including the necessary government institutions to follow up.</p> <ul style="list-style-type: none">• Environment and Social Safeguards Officer at the PMU will be the contact person in processing a grievance through the Second Tier.• PMU will discuss the matter with Environmental Protection Agency (EPA) and other relevant institutions, where deemed necessary to obtain their views and suggestions. PMU will also arrange site visits and hold onsite discussions and meetings, if necessary.• The PMU will be responsible to ensure that there is no cost imposed on the aggrieved person, due to the grievance mechanism at the second tier.• If the complaint is resolved within 15 working days, the PMU should communicate the decision to the aggrieved party in writing.• The aggrieved party should acknowledge the receipt of decision and submit their agreement or disagreement with the decision within 10 working days.• If no acknowledgement is submitted by the aggrieved	
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party, then the decision will be considered as accepted.

- If more time is required to address the grievance/complaint, this requirement should be communicated to the aggrieved party in writing, and the aggrieved party should consent and sign-off the request for the extension to take effect. The extension period can be additional 15 working days.
- If the grievance is not resolved to the satisfaction of the aggrieved party within 15 working days since the submission of the grievance to tier 2, the aggrieved party may notify the MECCT, in writing, the intention to resort to legal action or intention to approach Grievance Redress Service of the UNEP.