

## P-5 Influx Management Plan

Aim and Objective				
<p>This <b>P-5 Influx Management Plan (IMP)</b> addresses the risks and potential impacts from the influx of people that are attracted to the Project area, including from local areas such as Bahomea and Malango regions, elsewhere in Guadalcanal Province, and elsewhere in Solomon Islands. HEC's influx control will mainly focus on Core Land (including access roads Lot 2 and 3 and Main works) where HEC has direct control. Influx control is more limited on the Lot 1 access road which is public road. The Solomon Islands Government, through the Project Office, has the responsibility for influx activities within the 50 m infrastructure corridor along Lot 1. An Influx Committee has been established under the Social Impact Monitoring Plan along Lot 1 comprising the Project Office, THL, HEC, and representatives from the Solomon Islands Police Force and Guadalcanal Province.</p>				
Summary of Impacts and Risks				
<p>A peak workforce of up to 550 people is expected during the construction phase of the Project. The proportion of the workforce that will be comprised of foreign workers, and Solomon Islands nationals. This includes a range of skilled, semi-skilled and unskilled workers. The influx of workers and followers, including people selling goods and services, opportunists, jobseekers, their families, and squatters, can lead to adverse social and environmental impacts to local communities. These impacts are likely to be borne by the communities that are most likely to be physically and socially affected by the construction and operation of the Project and its ancillary facilities. These include the villages located along the Project access roads and Tina River such as Vera'ande, Valele, Valele, Verakambikambi, Marava, Ngongoti, Managikiki, Valesala Namopila, Pachuki, Habusi, Vuramali, Haimane, Horohotu and Tina. Other communities that may be affected by influx are benefit-sharing communities. These include people and communities located throughout the Malango cultural area who are expected to benefit economically, for example through direct employment, training, and the supply of services and goods from the Project, along with the beneficiaries of the investments under the Community Benefit Sharing Programme (CBSP) that are primarily located in Bahomea.</p> <p>Adverse impacts from influx include:</p> <ul style="list-style-type: none"> <li>• increased competition for local supply and services such as water, food and energy</li> <li>• increased demands on the ecosystem and natural resources</li> <li>• increased volume of traffic, and higher risk of accidents</li> <li>• potential social conflicts</li> <li>• increased risk of spread of communicable diseases</li> <li>• increased rates of illicit behaviour and crime</li> </ul> <p>The Influx Management Plan has links with a number of other plans including <b>P-3 Stakeholder Engagement and Communication Plan (SECP)</b>, <b>P-4 Human Resources and Labour Management Plan (HRLMP)</b>, <b>P-6 Grievance Redress Mechanism (GRM)</b>, <b>P-7 Security Management Plan (SMP)</b>, <b>P-9 Workers Code of Conduct (WCC)</b>, <b>P-10 Community Health and Disease Vector Management Plan (CHDVMP)</b>, <b>P-11 Traffic Management Plan (TMP)</b>, <b>P-12 Waste Management and Point Source Prevention Plan (WMPSP)</b>, <b>M-4 Social Impact Monitoring Plan (SIMP)</b>. Many of the monitoring requirements identified in this document will be measured as requirements of other plans.</p>				
Mitigation and Management Actions				
#	Issue or Risk	Action	Timing / Frequency	Responsibility
P-5-1.	Non-local people coming to the area and competing with locals for jobs.	<ul style="list-style-type: none"> <li>• The formal recruitment process outlined in <b>P-4 Human Resources and Labour Management Plan</b> will be implemented to deter jobseekers and squatters from visiting the Project site. This includes transparent advertising and recruitment of roles, and a recruitment hierarchy with a focus on the hiring of locals as a priority over expatriates. The <b>P-4 HRLMP</b> identifies upfront the positions available during the construction period for skilled, semi-skilled or unskilled workers. Refer to <b>Annex P-4-II</b> HEC Human Resources Policy and Procedure.</li> <li>• Local community members with the appropriate skills will be identified early in the construction phase to reduce the potential for people claiming to be local to access job opportunities. The PO have conducted a survey of local villagers to identify those interested in work opportunities for the construction of the Project. The survey will identify preliminary skills and experience. Based on the survey, the PO and local training providers will provide training to women, young people and other job seekers in the Project area, on subjects such as safety and health, money management, driving, plant operation, trades, and other relevant subjects.</li> <li>• Pasifiki HR (local HR Development Contractor) have run training sessions to explain what jobs are available on the Project, the application process and to find out what positions people might be interested in. In addition, training for project communities on relevant topics such as job readiness, financial literacy, avoiding gender bias, hospitality, catering, administrative skills, computer literacy, food processing and gardening have been run by the CBSP.</li> <li>• HEC Human Resources will maintain a database of interested candidates including their qualifications and training. HEC CLOs will assist people, particularly women, in the CBSP area to understand and engage with the HEC recruitment programme.</li> <li>• A communications and media campaign was led by the PO Communications Team from October 2020 to January 2021, to deliver a strong and consistent message across a range of channels that while construction is about to get underway, for now the labour requirements are met, and anyone travelling into the Project area from outside is unlikely to find employment. It also covered the recruitment hierarchy whereby all jobs will be first offered to local Guale people from CBSP communities.</li> </ul>	Throughout construction	HEC HR Manager
P-5-2.	Disruption of lifestyle and day-to-day routines, and perceived corruption of traditional life by the project and associated activities and workers.	<ul style="list-style-type: none"> <li>• Provisions in <b>P-9 Workers Code of Conduct</b> will be enforced to ensure workers engage respectfully with the local community.</li> <li>• New workers will receive induction training, which includes information about expectations/standards for workplace behaviour, prohibition of sexual harassment, anti-discrimination policy, cultural awareness, and gender awareness. A full list of training programmes is provided in the <b>P-1 CESMP</b>.</li> <li>• HEC and THL will work together to educate communities about the social and health risks arising from the wider Project workforce. These messages will be delivered through existing training programmes delivered by HEC and through the CBSP, and will cover areas such as sexual health awareness, and training for women to develop skills for employment.</li> </ul>	Throughout construction	HEC HR Manager HEC Training Supervisor
P-5-3.	Increased incidence of alcohol and drug use, or gambling influenced behaviour, such as violence (against women, and in general), prostitution, sexualisation of young women, sexual assault, verbal abuse, theft and damage to property, conflict	<ul style="list-style-type: none"> <li>• As provided for in <b>P-9 Workers Code of Conduct</b> alcohol and drug policies, the Project workforce will be required to adhere to a strict "no alcohol, drugs or gambling" policy at all times. This includes locally sourced kwaso (distilled alcohol) and betel nut. This means zero tolerance on work sites, in the workers' camp, in businesses serving the workforce in Core Land and along access roads.</li> <li>• As described in <b>P-11 Traffic Management Plan</b>, HEC will undertake frequent and random alcohol breath tests and drug testing of employees throughout the construction phase. Driving behaviour on the access roads will be monitored (via random speed checks) and modified by training and disciplinary action if necessary to reduce impacts on local villages and communities.</li> <li>• As described in <b>P-7 Security Management Plan</b>, HEC will engage a private security subcontractor (Midland Security Services Limited) to provide overall surveillance for the Core Area and Workers' Accommodation Camp. The security subcontractor will ensure that criminal activities and unwanted behaviours are kept to a minimum, and that any illegal activities are reported to Police. Only authorised personnel will be permitted to enter the Core Land.</li> <li>• HEC and THL will maintain open communications with the Police to inform them of any ongoing issues and trends within the Core Area and surrounds.</li> <li>• Strategies such as making wages payments directly into workers' accounts on a weekday (not Friday) will be investigated and trialed if possible.</li> </ul>	Throughout construction	HEC HR Manager HEC Camp and Office Manager HEC E&S Supervisor HEC Security Contractor Solomon Islands Police Force

P-5-4.	The establishment of illegal squatter settlements on vacant land or in the upper watershed, with associated social and biodiversity impacts	<ul style="list-style-type: none"> <li>• HEC and its security subcontractor will control access to the upper watershed using patrolled gates at the entrance to the Core Land. The security post will be guarded 24 hours a day, 7 days a week.</li> <li>• Unauthorised persons will not be allowed entry to the Direct Impact Area. HEC and THL will work closely with project-affected communities, including the five landowning groups of the Tina Core Land Owning Company (TCLC), to monitor and manage any encroachment into the upper catchment by drawing on existing community networks and leaders to dissuade settlers and squatters from accessing the area.</li> <li>• HEC will regularly visit the upper catchment to check for evidence of squatters, and report any squatters found to the Project Office. Where necessary, HEC and the Project Office will liaise with the local communities, Ministry of Lands, Housing and Survey and/or the Police to discuss options for issuing trespass/eviction notices and any further legal action required.</li> <li>• The Influx Committee and Solomon Islands Police Force will enforce no settlement within Core Land and the 50 m infrastructure corridor.</li> <li>• Any instances of social disturbance, conflict or violence will be elevated immediately to the Police with mediation of disputes by kastom (traditional) processes preferred as a means of resolution (as per <b>P-6 Grievance Redress Mechanism</b>).</li> </ul>	Throughout construction	HEC Security Contractor Influx Committee Solomon Islands Police Force
P-5-5.	Pressure on social services from workers causing tension in the local community.	<ul style="list-style-type: none"> <li>• HEC is providing the following facilities to reduce pressure on local social services: <ul style="list-style-type: none"> <li>- As per <b>P-11 Traffic Management Plan</b>, Project staff will be transported to the work site each day using dedicated shuttle service provided by HEC, avoiding the need to drive or use other transport options.</li> <li>- The Workers Accommodation Camp will be self-contained and provide expatriate staff with accommodation, food, water and sanitation facilities.</li> <li>- The Site Office will include a six-bed medical facility with doctor and nursing staff, for treatment of minor to moderate injuries.</li> </ul> </li> </ul>	Mobilisation and throughout construction	HEC Project Manager HEC HSE Manager HEC Camp and Office Manager
P-5-6.	Informal or formal markets are established in areas connected to the Project.	<ul style="list-style-type: none"> <li>• The establishment of stalls can create beneficial business opportunities for locals but can also lead to adverse impacts such generation of waste, vegetation clearance, pollution of soil and water, and disruption to communities, particularly if established by non-locals. The establishment of stalls therefore needs to be monitored and managed by the Influx Committee, with support from Project Security and the Solomon Islands Police Force.</li> <li>• There is potential for the Influx Committee to establish a formal market in a designated location: <ul style="list-style-type: none"> <li>- Following consultation and signed agreement with communities, the Influx Committee could establish an area for an organised market.</li> <li>- An appropriate location for the market will be determined in consultation with SIG and communities, taking into consideration available land (e.g., land currently owned by SIG for designation).</li> <li>- The PO will work with communities to distribute information about small enterprises, both formal and informal, who are allowed to set up stalls, with limits on volume/type of goods sold (no drugs, no alcohol, no employed children of school age, etc.)</li> <li>- Negotiate with communities a set of controls for the operation of the market(s) including days and times of operation; who can establish a stall (with priority for local people); waste management and sanitation; excluding children aged 15 years and under as stall holders/workers etc; and a drugs and alcohol ban.</li> <li>- Upon completion of construction the market location shall be disbanded and the area rehabilitated and revegetated, unless the community requests otherwise.</li> </ul> </li> </ul>	Throughout construction	Influx Committee HEC Security Contractor Solomon Islands Police Force
P-5-7.	Entertainment venues such as night clubs may be established near the Camp. This may attract more people to the area, and/or increased unwanted behaviours.	<p>The following controls will be implemented:</p> <ul style="list-style-type: none"> <li>• All Project workers (including subcontractors) will be prohibited from going to entertainment venues established in or near the Project area or Camp.</li> <li>• Workers at the Camp will not be permitted to leave at night to go to an entertainment venue. Workers who wish to leave the Camp at night and on weekends must get permission from the security manager and have an acceptable reason, and record their intended destination/activities. Leaving to go drinking on week nights will not be a valid reason to grant a permit. Applications and permits for Camp leave will be recorded and security practices scrutinized by THL and the OE as part of ongoing compliance checks.</li> <li>• Strict rules will be enforced to restrict visitors to the Camp and no visitors will be allowed at night.</li> </ul>	Throughout construction	Security Subcontractor
P-5-8.	Squatter populations could be targeted by Project contractors as cheap labour to exploit.	<ul style="list-style-type: none"> <li>• All employers and subcontractors on the Project will strictly adhere to the Project's safeguards requirements, including recruitment and labour practices detailed in <b>P-4 HRLMP</b>. HEC will ensure sub-contractors do not employ squatters and will impose penalties for non-compliance using procurement processes.</li> </ul>	Throughout construction	HEC Construction Manager HEC Administration Manager

**Monitoring Requirements**

#	Title	Description	Target / Performance Indicator	Timing / Frequency	Responsibility
P-5-A.	Weekly monitoring	<ul style="list-style-type: none"> <li>• The presence of unauthorised stallholders, settlers and squatters shall be monitored via routine site inspections. Any encroachment within Core Land will be dealt with via HEC's security subcontractor in the first instance. Any encroachment that cannot be resolved, or is identified outside of Core Land (e.g. Lot 1), will be directed to PO and/or the Police as appropriate or utilising established community systems as noted in P-5-4.</li> </ul>	No illegal encroachment within Core Land No illegal clearing within Core Land	Weekly	Security Subcontractor
P-5-B.	Related monitoring requirements covered in other plans	<ul style="list-style-type: none"> <li>• As per <b>M-4 Social Impact Monitoring Plan</b> a Social Impacts Monitoring Report shall be prepared every six months. This will include data and information collected by the PO E&amp;S Monitoring Team, PO Gender Focal Point, and CBSP Manager, and shall be prepared for the E&amp;S Safeguards Manager</li> <li>• Records of local recruitment, procurement and job training shall be monitored as per <b>P-4 Human Resources and Labour Management Plan</b>.</li> <li>• Grievances shall be recorded and resolved as per <b>P-6 Grievance Redress Mechanism</b>.</li> </ul>	Refer individual plans	Data and results reported in the quarterly E&S Monitoring Reports	Various

**Supporting Documents**

Annex	Name	Description
P-5-I.	Baseline data for project-affected persons and risk context	Summary of baseline data including population, demographics, community health facilities, transportation, water supply, household energy, waste management services, sanitation. Also includes project labour requirements and risks/vulnerabilities.
P-5-II.	Additional details on influx management indicators and frequencies of collection	Information on monitoring and data collection proposed by PO in the TRHDP Socio-economic Monitoring Framework.

P-5-III.	Influx Control Plan	Outlines the mechanism for setting out clear boundary of influx management between HEC/ its sub-contractors with THL and PO.
P-5-IV.	Influx control actions by organisations other than HEC	Describes influx control actions by organisations other than HEC and their sub-contractors.