



Jobs for Nature 2.0 is here to help you and your environment.

To carry out Jobs for Nature 2.0 program successfully, it is important for groups to follow the Environment and Social Code of Practice (ESCAP in short).

The ESCAP specify impact factors and mitigation measures for groups to avoid, minimize or mitigate environmental, safety and health risk.

The ESCAP can be defined into 4 key mitigation measures.

- Environmental protection
- Worker and Community Safety
- Health measures
- Social and behavior measures

PROJECT DO'S And DONT'S

Beneficiary Organizations must understand the following project Do's and Don'ts to assist them in carrying out the project.

Project NO / Cakacaka e sega ni Vakadonui

- Project sites can be changed, depending on the group member- NO
- *E rawa ni veisautaki na vanua ni cakacaka, vakatau ga vei ira na lewe ni soqosoqo-Sega*
- Can be used for other projects for example RDF/REDD +- NO
- *Rawa ni Vakayagataki tale ena so na porokaramu me vaka na RDF/RED+-Sega*
- Number of members can be changed once the project starts- NO
- *Rawa ni veisautaki na l wiliwili ni tamata ena gauna sa tekivu kina na cakacaka-sega*
- Can the non-registered members be part of the project activities- NO
- *E rawa ni tiki ni caakacaka e dua e ka a sega ni vola yaca taumada (register)-Sega*
- Can have children working on behalf of parents or relatives- NO
- *E rawa ni ra vakacakacakataki na gone me sosomitaki ira na nodra l tubutubu-Sega*
- Can only have able bodied people/ individuals in the project-NO
- *Era cakacaka ga na tuvaki vaka Vinaka na yagodra-Sega*
- Can provide own seedlings outside the recommended seedling list from the project-NO
- *Rawa ni teivaki na kau ka sega ni tiko ena l lavelave vakarautaki-Sega*
- Can sign on delivery dockets without checking the number of seedlings-NO
- *Rawa nio sainei taka na dokete ni se bera nio wilika na l wiliwili ni l tei ni kau-Sega*
- Wages payment are to be distributed to non-project members- NO
- *Na l sau ni cakacaka e rawa ni wasei talega vei ira era sega ni lewe ni soqosoqo-Sega*
- Signing on behalf of another member is correct -NO
- *E rawa niu sainei ena vukui dua tale-Sega*
- All equipment provided in the project belongs to the village- NO
- *Na l yaya ni cakacaka vakarautaki e nona na koro-Sega*
- Personal Protective Equipment is not to be worn every day of work-NO
- *Na l sulu ni tataqomaki ni cakacaka me kakua ni darami ena veisiga-Sega*
- Pollution is allowed in the project-NO
- *E vakatarai na kena vakacacani na vanua-Sega*
- To plant a tree, beneficiary organization must forested areas- NO
- Proposed Project Sites can be sites of other program project sites-NO
- *E rawa ni vakayagataki na vanua sa digitaki me caka kina na porokaramu oqo e na so tale na porokaramu/ project-sega*

Nai soqosoqo e vakaitavi ena porokaramu oqo e dodonu me na kila na veika e vakadonui kei na veika e sega ni vakadonui.

Project YES / Cakacaka e Vakadonui

- Members can be changed based on the following examples, if the member has migrated (internal/ external), death of the member, not adhering to the group's/JFN program's instruction or breaching CoC and SEA and/ or SH obligations and etc. -YES
- *Rawa ni ra vakaisosomitaki na lewe ni soqosoqo ena gauna sa vakarau tekivu kina na cakacaka-lo*
- Group members to be in the same locality during the project implementation -YES
- *Me ra na tiko vata na lewe ni soqosoqo ena vanua e qaravi kina na cakacaka/project*
- Can provide own seedling as per the recommended seedlings by the project -YES
- *Rawa ni vakarautaka ga na l soqosoqo na nodratou l tei ni kau-lo*
- All grievances are to be lodged to the project management unit of Ministry of Finance-YES
- *Na kudru kece mai na l soqosoqo me vakau ki na Ministry of Finance-lo*
- Any form Sexual Harassment is not allowed in the project-YES
- *E sega ni vakatarai na veivaqaseni ena vanua ni cakacaka oqo.-lo*
- Mistreatment of project members of any form is not allowed-YES
- *E tabu ni ra vakasaurarataki na tamata cakacaka.-lo*
- Consuming alcohol and working is not allowed-YES
- *E tabu ni o cakacaka kevaka o mateni ena yaqona ni viti se yaqona ni valagi.-lo*
- Beneficiary Organizations Committee members are given the power through the project- Yes
- *Na vakatulewa kei na kaukauwa e tiko ena ligadratou na komiti-lo*
- Women above the age of 55 can be part of the project- YES
- *E rawa ni ra vakaitavi ena cakacaka/porokaramu oqo ko ira era sa yacova na yabaki 55 se sivia.-lo*
- Project sites have to be low risk sites-YES
- *Na vanua ni cakacaka e dodonu me taqomaki ka maroroi kina na nodra bula na tamata cakacaka-lo*

If you are a member of a registered village cooperative or community group and are interested in contributing to nature-based solutions, send your questions to:

jobs4nature2@gmail.com
or call/text: 9908115/9908610
or check us out on Facebook
at Ministry of Finance
Or simply visit
<https://www.finance.gov.fj/>



Lawa me Vakamuri



Individuals in the Beneficiary organization will agree while working on the JFN2 subproject. *O koya e lewena na l soqosoqo ka vakadonui me vakaitavi ena cakacakataki ni JFN2 Project me na vakayacora na veika e toqai toka e ra. Au na:*

- a.** Comply with this Code of Conduct and all laws and regulations of Fiji, including protecting the health, safety and well-being of other persons. *Vakamuria na vei lawa kece ka lavaka na matanitu, wili kina na kena maroro na bula ni tamata yadua, kei na nodra taqomaki mai na vakacalaka.*
- b.** Carry out my duties competently and diligently. *Qarava vakavinaka, ka vakaotia sara na l tavi e soli vei au meu qarava.*
- c.** Ensure the proper use of all worksites including not engaging in theft, carelessness, or waste. *Raica na kena taqomaki na vanua ni cakacaka ka me kakua ni vaakayacori kina na butako, vakacacani se benuci.*
- d.** Use specified sanitary facilities provided by the employer and not open areas. *Vakayagataka na veivanua eso ni vakacegu ka vakarautaki.*
- e.** Maintain a safe working environment including by: *Qarauni na kena tuvanni*

vakamatau na vanua ni cakacaka ka okati kina na:

- Wearing personal protective equipment (gumboots and gloves) when required at subproject site. *Kena daramaki na l sulu me taqomaki ira na tamata cakacaka.*
- Following applicable emergency operating procedures. *Vakamuri vakavinaka na l tuvatuva ni leqa tubu koso.*
- Reporting and removing myself from a work situation which is an imminent and serious danger to my life or health. *Na ripotetaki kei na noqu vagalalataki au mai na vanua e rawa ni vakaleqai kina na noqu bula.*
- f.** Not consume alcohol or use of narcotics, drugs or excessive use of kava which can impair senses during work activities, including attending work under the influence of these substances. *Kakua ni taurivaka na wai ni veivakamatenitaki, na wai gaga (drugs) kei na yaqona ka rawa ni vakavuna na noqu sega ni qarava Vinaka na noqu cakacaka.*
- g.** Not discriminate against any person based on family status, ethnicity, race, gender, sexual orientation and identity, age, language, religion, marital status, political or other opinion, national origin, disability, health, or other status. *Sega ni na vakaduiduitaka edua na*

tamata ena vuku ni nona vuvale, kawa tamata, l tutu, marama se turaga, kena l rairai, nona lotu, tuvaki ni yagona, tuvaki ni nona bula, nona vakasama kei na vanua e cavutu mai kina.

- h.** Treat all members of the community(ies) and any affected person(s) with respect, including to respecting their religion, culture, beliefs, and traditions. *Raici ira vakatautauvata na lewe ni l tikotiko kau na rokova na nodra lotu, l tovo vakavanua, kei na nodra vakabauta.*
- i.** Not use language or behavior toward any person that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate. *Kua ni vakayagataka eso na vosa se l vukivuki vua e dua tale, ka sega ni dodonu, veivakalolomataki, vaivakasaurarataki, veibutuki sobu se sega ni kilikili kei na l tovo ni vanua au veiqaravi kina.*
- j.** Comply with all laws of Fiji, including but not limited to, not perpetrating any form of physical or sexual violence. *Vakamuria vakavinaka na lawa kece e lavaki mai na matanitu ka oka kina na veivakasaurarataki, veivaqaseni se vevakamavoataki (Physical and sexual violence)*
- k.** Not exploit, engage in any form of sexual harassment including unwelcome sexual advances, requests for sexual favors, and other unwanted verbal or physical conduct of

a sexual nature toward any other persons at or around the subproject sites. *Kua ni okati au ena l veivakasaurarataki me vaka na l tovo kaukauwa ni veiyacovi, veiyacovi me l sau ni dua na ka, vosa viavialevu, vosacataka e dua kei na so tale na l tovo sega ni dodonu.*

- l.** Will report any form of sexual harassment witnessed through grievance redress mechanism to manager or to the Project Management Unit. *Kauta vaka ripote keu raica edua na l vukivuki ni veivaqaseni se l tovo kaukauwa.*
- m.** Ensure that children are not present at project site or involved in carrying out group activities. *Raica me ra kakua ni lakova na gone na vanua e qaravi tiko kina na cakacaka.*
- n.** Report through the grievance redress mechanism or to my manager any breaches of this Code of Conduct. *Ripotetaka ki vua na manidia kevaka e dua vei ira na lawa oqori e sa mai voroki.*
- o.** Not retaliate against any person who reports violations of this Code of Conduct. *Sega ni sauma lesu vua e dua e tukuna ni voroka na vei lawa e so oqori.*