

# **REVIEW AND ASSESSMENT REPORT**

OF THE

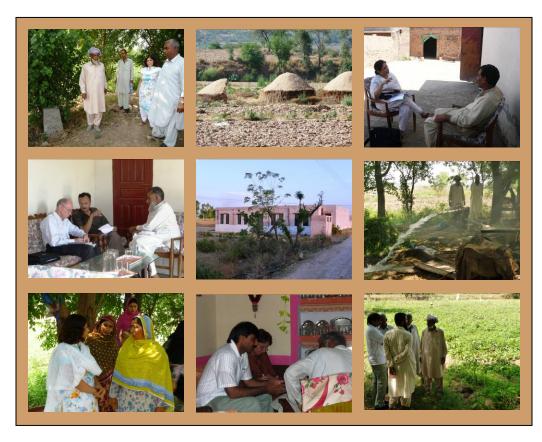
# **SPECIAL PROJECT FACILITATOR**

ON THE

# RAWALPINDI ENVIRONMENTAL IMPROVEMENT PROJECT

**IN PAKISTAN** 

ADB Loans 2211/2212(SF)-PAK (13 December 2005)



July 2009

## **ABBREVIATIONS**

ADB – Asian Development Bank

AP – affected person
BoR – Board of Revenue
CDR – City District Rawalpindi

CWUS - Urban Services Division, Central and West Asia Department

EA - executing agency
IA - implementing agency
LAA - Land Acquisition Act
LAC - land acquisition collector

m – meter

NESPAK - National Engineering Services Pakistan (Pvt) Limited

OSPF - Office of the Special Project Facilitator

PMU – Project Management Unit
PRM – Pakistan Resident Mission
RAR – Review and Assessment Report

REIP - Rawalpindi Environmental Improvement Project

RP – resettlement plan

STP – sewage treatment plant

WASA – Water and Sanitation Authority

The original English version of this report was translated by OSPF consultants into Urdu. In case of discrepancy, the English version will prevail.

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#### **EXECUTIVE SUMMARY**

The Asian Development Bank's (ADB) Rawalpindi Environmental Improvement Project (REIP)<sup>1</sup> in Pakistan includes as one of its subprojects the construction of a sewage treatment plant (STP) for Rawalpindi. The City District Rawalpindi is the executing agency, and the implementing agency for the STP is the Water and Sanitation Authority. ADB suspended the REIP on 3 February 2009. The project is scheduled to close on 31 August 2009. The construction of the STP will be pursued under a new ADB-supported project.

The Office of the Special Project Facilitator (OSPF) received a complaint about the STP on 28 May 2009 and registered it on 4 June 2009. The complainants' main issue is the compensation offered for their land, which they believe is too low. In addition, the valuation assigned to one village is substantially higher than that of the three other affected villages, and the land is differently categorized. Further, the complainants have raised concerns over possible harm to the environment due to the STP, which might also lower the value of nearby properties not acquired for the plant itself. The distance of the STP ponds from their houses is another issue. With population growth in Rawalpindi, they fear the plant may have to be expanded in the future. They also question the selection of the STP site near their village and are concerned about groundwater contamination.

To determine the eligibility of the complaint, OSPF held discussions with the Urban Services Division of ADB's Central and West Asia Department and fielded a mission to Pakistan from 11 to 16 June 2009 to interview the leader of the complainants, visit the project site, hold a meeting with a large group of complainants, and interview concerned ADB staff. OSPF also held meetings with the Project Management Unit (PMU) and officials in the Punjab provincial government. OSPF determined the complaint to be eligible on 18 June 2009.

The complainants say that the land categories do not match realities: irrigated land was classified as non-irrigated. Affected persons (APs) accepted payment for their land, and about 18 cases are currently in court contesting the valuation. Some of the complainants said that they did not know about the possibility of contesting the valuation. The Government is of the opinion that the land in Adiala is worth more than in the other villages and that the price assessment was just and fair. If it was not fair, the court would rule in favor of the plaintiffs and the Government would implement the court's ruling. The PMU and ADB are both of the opinion that they cannot intervene in the court's deliberations. In addition, complainants, especially tenants, are also concerned that they will lose their livelihood. The PMU and ADB contend that the updated RP will include provisions for tenants. The local government explains that, according to a government policy, permanent residents of the district can apply for district cadre posts once the STP is physically completed. The Government wants to build the STP and is convinced that the location has been definitively selected. It is also sure that environmental concerns can be addressed. It is unclear whether the complainants are ready to discuss options and take suggestions other than higher compensation into consideration at this stage. Suggestions were made by all parties to sit together and discuss the issues.

There is a need to respond to the complainants' priority concern first and find out how long it will take the court to rule on the compensation. The Government should also reconfirm its decision to construct the STP, while ADB and the Government will have to discuss the sequence of interventions and tell APs how long they will be able to continue cultivating their land. Thorough orientations on the Land Acquisition Act, the land valuation, its process, and

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<sup>&</sup>lt;sup>1</sup> ADB. 2005. Report and Recommendation of the President to the Board of Directors on Proposed Loans to Pakistan for the Rawalpindi Environmental Improvement Project. Manila. Loans 2211-PAK and 2212(SF)-PAK for \$20 million and \$40 million, respectively, approved on 13 December 2005.

reasons for differences in compensation should be provided. The Resettlement Plan should be implemented according to ADB policy, and briefings on realistic future employment opportunities should be provided to APs. Briefings on site selection, flooding impacts, odor, and monitoring responsibilities should be conducted. OSPF will facilitate small group discussions with the complainants to explain the Review and Assessment Report, support their decision making in Step 5 of the consultation process, and facilitate discussion among all three parties if requested. OSPF recommends working out a course of action, with OSPF staff and a local consultant to serve as independent facilitators of the process.

## I. BACKGROUND

## A. The Project

1. The Asian Development Bank's (ADB) Rawalpindi Environmental Improvement Project (REIP)<sup>1</sup> in Pakistan comprises (i) environmental sanitation (including sewerage, sewage treatment, stormwater drainage, solid waste management, slaughterhouse replacement, and public toilets), (ii) water supply improvement (including replacement of tubewells, rehabilitation and construction of distribution networks, water meter installation, and water supply and sanitation facilities in schools), and (iii) institutional development (including development of municipal management, an urban environmental development plan, asset management, and urban planning). One of the subprojects is the construction of a sewage treatment plant (STP) for Rawalpindi. The City District Rawalpindi (CDR) is the executing agency (EA). One of the implementing agencies (IAs) is the Water and Sanitation Authority (WASA). ADB suspended the REIP on 3 February 2009. The project is scheduled to close on 31 August 2009. Construction of the STP is expected to be pursued under a new ADB-supported project.

# B. The Complaint

The Office of the Special Project Facilitator (OSPF) received a complaint about the STP by e-mail on 28 May 2009. OSPF acknowledged receipt of the complaint, requested additional information, and then registered the complaint on 4 June 2009. The complainants' main issue is the compensation offered for their land, which they believe is too low. In addition, the valuation assigned to the village of Adiala is substantially higher than that of the three other affected villages-Jabbar Miana, Gidhpur, and Gorakhpur-and the land is differently categorized. Besides the question of fair compensation, the complainants have raised concerns over possible harm to the environment due to the STP, such as creating unpleasant odors, allowing mosquitoes to breed, contaminating groundwater, and affecting the flow of river water so as to create floods or erode the land, especially in Jabbar Miana. These negative effects, they fear, will also lower the value of nearby properties that are not to be acquired for the plant itself. They think the ponds of the STP will only be 300 meters (m) from their houses, whereas STP design standards generally require a distance of 500 m from inhabited areas. The complainants also say they are concerned that, with population growth in Rawalpindi, the plant may have to be expanded in the future, thus eventually requiring even more land. They also question the selection of the STP site near their village, saying (based on an early environmental report) that it was originally planned for another location but was moved to their area for political rather than technical reasons.

## C. Determination of Eligibility

3. To determine the eligibility of the complaint, OSPF held discussions with the Urban Services Division of ADB's Central and West Asia Department (CWUS) and checked how CWUS had dealt with the complainants' earlier concerns. OSPF also fielded a Mission to Pakistan from 11 to 16 June 2009, led by the Special Project Facilitator. The Senior Project Facilitation Specialist also participated in some of the meetings with government officials. The Mission interviewed the leader of the complainants, visited the project site, and held a meeting with a large group of complainants. The Mission also interviewed concerned ADB staff and held meetings with the Project Management Unit (PMU) of the IA and officials in the Punjab

<sup>&</sup>lt;sup>1</sup> ADB. 2005. Report and Recommendation of the President to the Board of Directors on Proposed Loans to Pakistan for the Rawalpindi Environmental Improvement Project. Manila. Loans 2211-PAK and 2212(SF)-PAK for \$20 million and \$40 million, respectively, approved on 13 December 2005.

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provincial government. OSPF determined the complaint to be eligible on 18 June 2009. The complaint letter is on the OSPF website.<sup>2</sup>

#### II. **REVIEW AND ASSESSMENT**

#### **Objectives and Methodology** Α.

- The objectives of the review and assessment were to (i) explore the history of the 4. complaint, (ii) confirm the key stakeholders, (iii) identify the key issues of the complaint, (iv) explore the stakeholders' readiness for joint problem-solving, and (v) recommend a course of action.
- 5. The review and assessment included (i) a desk-based review of documents, including the Report and Recommendation of the President, back-to-office reports, memoranda of understanding, and the 2007 Resettlement Plan (RP) and the draft of its 2009 update; (ii) interviews with ADB staff and management involved in the Project; (iii) site visits; (iv) individual interviews with the complainants' representative and with complainants;<sup>3</sup> and (v) interviews with government stakeholders, the EA, and the IA. The interviews were conducted using semistructured questionnaires. A local facilitator and two translators supported OSPF in interviewing complainants and government stakeholders.
- This Review and Assessment Report (RAR) seeks to present the issues as the different 6. parties explained them to OSPF and is intended to assist the stakeholders in better understanding each others' needs, interests, and concerns, and to help them consider options to address those concerns. It is not intended to provide judgments on any issues related to the Project or evaluations of any stakeholder groups or individuals, nor to make a set of expert recommendations on how issues should be solved.
- 7. OSPF's role is to facilitate solutions to the issues as described by the different stakeholders, and to initiate and guide the consultation process. OSPF offers help to the parties involved in the Project to resolve their issues through (i) setting the stage for the complainants' decision making, (ii) providing opportunities for them to meet and discuss strategies, and (iii) providing processes conducive for all parties to arrive at solutions. It is OSPF's responsibility to treat all parties with respect and to assure a fair process. It is not OSPF's role to decide whether parties' actions, opinions, or perceptions are right or wrong or to arbitrate in favor of one of the parties.

#### В. Identification of Stakeholders

#### 1. Complainants

The complaint letter came from affected persons (APs) from the village of Jabbar Miana, but during the eligibility mission, members of the three other affected villages-Adiala, Gorakhpur, and Gidhpur-joined the complaint. Most of them are small landowners. Many of them own the land jointly with brothers and sisters. Three complainants are tenants. There are female APs, but none of them signed the complaint. The complainants' land is located in the plain of the Soan River and is irrigated by tube wells or by water pumped using animal traction. It is easy to get water, they say; the water table is high because they are near the river. They

<sup>&</sup>lt;sup>2</sup> http://www.adb.org/Documents/SPF/REIP-Complaint-letter.pdf

The list of complainants was verified. The total number of complainants is 25, all male. Twenty-four were interviewed directly, and one was interviewed over the telephone. OSPF held a separate meeting with six female family members.

cultivate wheat, pulses, melons, cabbage, carrots, and other vegetables. They also grow fodder for their cattle. Some of them have trees. They selected Mr. Qazi Asad Mahmood as their representative, because he is an educated person and is genuinely interested in the complaint, since his land would be affected by the STP. Mr. Qazi Asad is a lawyer; they trust that he can represent them well, and they have full confidence in him.

# 2. Government and Related Agencies

9. CDR is the EA of the Project. WASA is the IA for the STP. The PMU is located at the WASA building in Rawalpindi. The PMU reports to the Housing, Urban Development, and Public Health Engineering Department in Lahore. A number of consultants, engineers, and social development specialists support the PMU in the implementation of the Project. A resettlement consultant supported by a team of three resettlement assistants of the PMU is currently updating the RP. Overall responsibility for implementation of the RP lies with the project director. A new land acquisition collector (LAC) was deputed from the Board of Revenue (BOR) on 20 April 2009 to be responsible for land acquisition as required in the Land Acquisition Act (LAA) of 1894. His tasks include announcing awards and paying compensation. The LAC and the resettlement team are required to cooperate in implementing the RP. An environment specialist is also part of the PMU.<sup>4</sup>

# 3. Central and West Asia Urban Services Division and Pakistan Resident Mission

10. CWUS is responsible for administration of the Project; until early March 2009 the project officer was based in ADB Manila. The new project officer is based in the Pakistan Resident Mission (PRM) in Islamabad and is in regular contact with REIP management, staff, and consultants to monitor the progress of project implementation and to discuss areas of concern. CWUS and PRM staff explained to the REIP and the Government of Punjab the reasons for the suspension of the Project. Two resettlement specialists, based in PRM, have conducted a number of missions since September 2008. They asked the PMU to prepare an update of the RP, a draft of which was completed in June 2009 and is currently being revised to reflect ADB's comments. The environment specialist is based in ADB Manila and joined the resettlement specialists' mission in September 2008. He recommended the recruitment of an environment specialist for the REIP.

#### C. Identification of Issues

- 11. This section summarizes the views expressed by the various stakeholders and organizes them around a manageable set of the most pertinent issues. The purpose is not to validate but rather to describe the issues and concerns from the perspectives of the different parties.
- 12. The issues have been grouped into the following categories:
  - Compensation and Livelihood
  - Location of the STP
  - Safe Environment

<sup>&</sup>lt;sup>4</sup> OSPF could not interview him, since he was on sick leave.

#### 1. Compensation and Livelihood

- Compensation. Land acquisition is done according to the LAA, which has provisions for grievance redress that both BoR and the REIP must follow. The District Price Assessment Committee assessed the compensation rates for the persons affected by the STP. Most of the complainants think that their land is far more valuable and the compensation was not enough. "In our society, land is associated with social status. If we get proper compensation, at least we can save some face." In addition, according to the complainants, a more favorable rate was given to Adiala village. In some cases, they claim, land was not classified according to the existence of a well or a tube well,<sup>5</sup> and complainants got less than they expected. It appears that complainants' information on the LAA is sketchy, and very often incomplete information is passed from AP to AP. Most APs in the four villages accepted payment for their land, mostly in 2007, some of them under protest,<sup>6</sup> and about 18 cases are currently in court contesting the valuation. Some of the complainants said that they did not know about the possibility to contest the valuation. The Government is of the opinion that the land in Adiala is worth more than in the other villages and that the price assessment was just and fair. If it was not fair, the court would rule in favor of the plaintiffs and the Government would implement the court's ruling. It is unclear whether those who did not go to court can benefit from a ruling in favor of the APs. At the same time, ADB has requested the PMU to revise the RP and implement it after ADB approval. Both the RP and the LAA require paying compensation for land, crops, trees, and other assets before the acquiring agency can take possession of the land.8 The PMU and ADB are both of the opinion that they cannot intervene in the court's deliberations.
- 14. **Livelihood.** Complainants state that after the construction of the bridge over the River Soan in 1999 the villages of Gidhpur and Jabar Miana are better connected to markets and the farmers have been able to earn much more. They regret very much that this is all being taken from them now. They are farmers, have no other income, and will lose their livelihood. Some of them say that they are losing their entire lands. They say that they do not know how to earn money in any other way. The tenants will lose their work they have been farming the land for over 20 years; together with their families they depend on the income and feel quite desperate. Other complainants are concerned with their future, since they had purchased the land to have a source of income during old age. The PMU and ADB mention that the updated RP will include provisions for tenants. The local government explains that, according to government policy, permanent residents of the district can apply for district cadre posts. Once the STP is physically completed, the PMU will know how many jobs are needed for its operation and maintenance. The schedule for new expenditures will be worked out, which will indicate the number of positions.

#### 2. Location of the STP

15. Some complainants are of the opinion that the STP should be built on barren land or on government land, but definitely not on their agricultural land. The Government says that it has

<sup>&</sup>lt;sup>5</sup> A few mentioned that the land record was not updated after tube wells had been established.

<sup>&</sup>lt;sup>6</sup> Under the LAA, it is permissible to accept compensation under protest, thus leaving open the possibility of contesting the valuation even though compensation has been received.

Of the 25 complainants, 20 have received compensation for their land, 1 has not, and 1 has received partial compensation. Three complainants are tenants. Of the 20 who have already received compensation, 12 have filed cases in court.

<sup>&</sup>lt;sup>8</sup> Taking possession of the land implies that the land-acquiring agency fences the acquired land. Currently, the APs are still cultivating their land.

<sup>&</sup>quot;We are worried about future generations. What can we offer them if we lose our present source of livelihood?" "This land is our inheritance and a gift from our parents. We do not want to sell our land, as this is not only a source of livelihood but a symbol of social status."

no other land available for the construction of this STP. It also insists that this site was identified after thorough consideration of alternatives. It is very concerned because the sewage system of the City of Rawalpindi urgently needs this STP.

#### 3. Safe Environment

16. The complainants are concerned about mosquitoes, flooding and erosion, groundwater contamination, and bad odors from the STP. "We have heard that STPs cause environmental problems and smell. Maybe we will not get safe drinking water? We do not know what will happen." They are afraid that the STP will also have a negative affect on the land in the vicinity and make the environment unbearable for the population. The local government is concerned about the quality of the water that the APs currently use for irrigation. They are convinced that the STP will improve the health situation not only of the citizens of Rawalpindi, but also of the villagers adjacent to the STP. Some complainants think that the STP will be built too close to residences. Some are afraid that they may have to leave the area. The PMU together with the design engineer and the sewerage drainage expert conducted an orientation meeting for the APs in the school at Gorakhpur on 9 June 2009, explained the design of the STP, and responded to APs' gueries. They explained that the issue of flooding will be addressed by constructing a flood protection bund with a height based on 100 years of flood data. It was further explained that a buffer zone around the STP will be established and afforested. The PMU, WASA, and the local government are further of the opinion that any technical concern can be dealt with. The open ponds of the STP, for example, will be properly lined so that sewage water will not seep through and contaminate the groundwater.

# D. Options Identified

17. As a starting point for discussion, OSPF here summarizes the options mentioned by the complainants, the Government, or ADB: (i) constructing the STP on barren land; (iii) constructing the STP as planned following the LAA and the RP, which provides for APs' grievances to be dealt with and avoids, reduces, or mitigates impacts according to ADB policy; (iii) increasing the compensation rates; (iv) providing employment, a health clinic, a park, and/or other social infrastructure to the APs; (v) continuing farming the land until a solution agreeable to all is found; and (vi) discontinuing the construction of the STP and returning the land to the APs.

## E. Assessment of Problem-Solving Probability

- 18. The main concern is the compensation rate. Complainants, including a few from Adiala, insist that they should receive higher compensation. This issue is currently with the court. The PMU says that it has successfully asked the court to expedite the process and combine the cases. No other interventions are currently possible. It is unclear how long it will take before the court rules. Cases are at different stages of being heard. In some cases the APs were asked to give evidence; in other cases BoR was asked to give evidence and the LAC brought the records to the court.
- 19. The complainants think that cancelling the project would solve their problems. They are willing to repay the compensation they already received and think if they get their land back, they would be able to repay in installments over 5-10 years. The Government has stressed that it will definitely construct the STP at the proposed location, because it is needed for the City of Rawalpindi. The PMU is convinced that it will come up with an appropriate design, to be vetted by an international expert who can address any issue raised. The PMU made efforts to orient the APs on the STP and responded to concerns in June 2009.

20. It is unclear whether the complainants are ready to discuss options and consider suggestions other than higher compensation at this stage. However, some complainants suggested that the Government, ADB, and members of the affected persons committees formed during the recent update of the RP, including the elders in the villages, sit together and discuss the issues as they traditionally do in communities in Punjab. The complainants also expressed their willingness to give their time and participate in such meetings.

#### III. RECOMMENDATIONS AND PROPOSED COURSE OF ACTION

#### A. Recommendations

21. There is a need to respond to the complainants' priority concern first. A realistic assessment is required of the time it will take the court to rule. The opinions expressed to OSPF ranged from a few months to at least a decade. The Government should also tell the complainants that this STP will assuredly be constructed. ADB and the Government will have to discuss the sequence of interventions (construction of missing links in the sewage system and implementation of the RP), including the complete disbursement of compensation for land and nonland assets, so that it can provide APs with a definite idea of how long they will be able to continue cultivating their land. OSPF proposes a set of ground rules (see Appendix) to make sure interactions among the parties are respectful and appropriate. These ground rules will be discussed with the parties and adjusted as needed.

## B. Proposed Course of Action

22. The proposed course of action is a compilation based on stakeholders' suggestions for addressing their concerns. Some of these activities were suggested by the complainants, some by the Government, and some by ADB. The list is not exclusive. The parties will comment on the proposed activities. And the list will be discussed during the multistakeholder consultation, when it can again be adjusted and changed as the parties see fit.

# 1. Compensation and Livelihood

- ADB and the PMU should make a realistic assessment of the time needed until a court ruling can be expected.
- ADB and the Government of Punjab should agree on a plan for the inclusion of the REIP into the proposed new project.
- The LAC together with BoR, the PMU, and ADB and PMU resettlement specialists should provide APs with an appropriate, easy to understand brochure that explains the LAA, highlighting the individual steps in land acquisition and the APs' opportunities for making applications and raising their grievances.
- The LAC together with BoR, the PMU, and ADB resettlement specialists should conduct
  a briefing session on land valuation; explain the process, the categorization of the land,
  and how the District Price Assessment Committee came up with the land prices for the
  four villages; and provide reasons why the land in Adiala was valued higher than in the
  other three villages.
- The PMU should conduct a briefing and inform the complainants of employment opportunities in the STP, the recruitment process, and a time frame; and engage in an

open and transparent process of recruiting permanent residents of the district, especially those affected by the STP, once the STP is constructed.

• The PMU should implement the updated and ADB-approved RP according to the ADB Policy on Involuntary Resettlement and following the implementation schedule proposed in the RP. Thorough briefings on the RP, the entitlement matrix, and other salient issues should be provided to the complainants and other APs.

#### 2. Location of the STP

 The PMU environment specialist and a PMU engineer should prepare a briefing on the site selection—based on the National Engineering Services Pakistan (Pvt) Limited (NESPAK) preparatory technical assistance<sup>10</sup>—for ADB, the complainants, and other APs.

#### 3. Safe Environment

- The PMU should prepare a presentation for CWUS, PRM, the complainants, and other APs on the results of the assessment of the possible flooding impacts of the STP on the villages that was done by NESPAK in an additional study.
- The PMU should conduct another orientation session for complainants and APs and inform them about the safety measures, including the lining of the ponds to avoid groundwater contamination.
- The PMU should circulate the results of the odor study that will be undertaken during the detailed design stage (simulation model) to stakeholders and present the results in an appropriate way to CWUS, PRM, the complainants, and other APs.
- The PMU environment specialist should brief the complainants and other APs on his monitoring responsibilities, and an agreement should be reached on how to keep them regularly informed.

#### 4. Proposed Schedule

23. The next steps in the consultation process are proposed as follows:

Action	Date
RAR prepared in English for translation into Urdu	20 Jul 2009
RAR translated into Urdu and cross-checked by OSPF consultant	25 Jul 2009
Submission of RAR to parties by e-mail and courier	25 Jul 2009
3 days for distribution to complainants – completed by	28 Jul 2009
OSPF explains RAR to PMU, if needed	8 Aug 2009
OSPF explains RAR to complainants in small group discussions	9–11 Aug 2009
Complainants take decision to continue with consultation process – 7 days	18 Aug 2009
Parties provide comments on RAR – 14 days	1 Sep 2009
OSPF works out a draft course of action, taking into consideration parties' comments	22 Sep 2009
Multistakeholder consultation to agree on course of action	last week of Sep/first week of Oct
Implementation of course of action	Dates to be agreed upon during multistakeholder consultation

<sup>&</sup>lt;sup>10</sup> TA 4098-PAK.

24. OSPF proposes to prepare a draft agreement on a course of action after (i) the complainants have decided whether they want to continue with the consultation process, and (ii) the parties have provided their comments on the RAR. This draft agreement for a course of action will be discussed in a multistakeholder consultation in late September or early October.

9 Appendix

#### PROPOSED GROUND RULES

Interactions of all parties involved in the dialogue process are suggested to be as follows:

- (i) Only one person will speak at a time, and no one will interrupt when another person is speaking.
- (ii) Each participant will wait to be recognized by the facilitator before speaking.
- (iii) Each person will express his or her own views, or the views of his or her organization, rather than speaking for others.
- (iv) In view of time constraints and in order to allow for maximum participation, participants will keep their comments short and to the point.
- (v) All mobile phones must be switched off or put on silent mode.
- (vi) Any disagreement must be focused on the issues, not on one another; participants will not make personal attacks and will respect each others' views.
- (vii) Participants will address one another in respectful ways, avoid side conversations, and keep the discussion focused and constructive.
- (viii) It is important to find creative, innovative solutions; therefore, participants should avoid judging ideas prematurely, look for ways to improve proposals, and try to remain open minded.
- (ix) No party will give interviews, make statements in the media, or try to get messages across using the media.
- (x) The facilitator will help implement the ground rules once they are accepted by all participants.

The parties should discuss and agree on the ground rules, and add or remove or change them as they work out the course of action. Ground rules can always be revised if and when the parties consider that changes are necessary.