

Belize Water and Sanitation Program for Rural Areas (BL-L1045)

Environmental and Social Management Framework

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Abbreviations

Aol	Area of Influence
CoC	Code of Conduct
CSO	Civil Society Organization
DAol	Direct Area of Influence
DOE	Department of the Environment
EA	Executing Agency
E&S	Environmental and Social
EHSS	Environmental, Health, Safety and Social
ESA	Environmental and Social Analysis
ESAP	Environmental and Social Action Plan
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESMPc	Construction Environmental and Social Management Plan
ESMS	Environmental and Social Management System
ESPF	IDB's Environmental and Social Policy Framework
ESPS	Environmental and Social Policy Framework
GHG	Greenhouse Gas
GoB	Government of Belize
GRM	Grievance Redress Mechanism
IAol	Indirect Area of Influence
IDB	Interamerican Development Bank
KBA	Key Biodiversity Area
LMP	Labour Management Procedure
MRD	Ministry of Rural Transformation, Community Development, Labour, and Local Government
NEMO	National Emergency Management Organization
OA	Operational Area
OSG	On-site Generation
PM	Particulate Matter
PPE	Personal Protective Equipment
SCADA	Supervisory Control and Data Acquisition
SEP	Stakeholder Engagement Plan
SIF	Belize Social Investment Fund
USD	United States Dollars
VWB	Village Water Boards

1. Introduction

This Environmental and Social Management Framework (ESMF) of the Belize Water and Sanitation Program for Rural Areas (BL-L1045) introduces the procedures for the environmental and social management of the interventions to be financed under the Program, which are not part of the part of the representative sample.

This ESMF was prepared based on the definition of the measures to mitigate the environmental and social impacts and risks identified in the Environmental and Social Analysis of the projects of the Program sample – representative projects of the Multiple Works Program.

Although the impacts and risks identified in the Environmental and Social Analysis correspond only to the projects in the sample, they are representative of the Program as a whole and, therefore, applicable to other projects to be financed under the operation. The ESMF also includes those responsible for the implementation of mitigation measures, and the mechanism for monitoring and supervision of the expected results.

1.1 Objectives

The specific objectives of the Environmental and Social Management Framework are:

1. Provide a methodology and a set of procedures to ensure the socio-environmental sustainability of the projects financed under the Program;
2. Provide guidelines for compliance with applicable environmental and social legislation; and
3. Establish the guidelines to comply with the IDB Environmental and Social Policy Framework.

1.2 Scope

This Framework must be applied by the executing agency (Belize Social Investment Fund) and its contractors, in order to ensure social and environmental sustainability in the design and execution of the projects to be financed by operation BL-L1045, which are not part of the program's representative sample.

The Framework will also guide compliance with national environmental legislation and the Environmental and Social Performance Standards of the Inter-American Development Bank applicable to the program.

2. Program Description

This chapter presents a description of the Belize Water and Sanitation Program for Rural Areas (BL-L1045), including objectives, components, and costs.

2.1 Background and Justification

While the Belizean economy has begun to recover following the devastating impact of the pandemic, the economic contraction affected the country's capacity to invest in basic services such as Water and Sanitation (W&S), especially in rural areas, where more than 50% of the population lives.¹

In Belize's rural areas, water services are mostly provided by Village Water Boards (VWB), community-based organizations that administrate, operate, and maintain the systems. VWB manage and operate 108 water supply systems in approximately 130 villages, each with less than 4,000 inhabitants, representing about one-third of the country's population.

The Ministry of Rural Transformation, Community Development, Labour, and Local Government (MRD) is the government agency responsible for the monitoring of water services in rural areas, providing financial oversight and capacity building support to VWB. MRD is the entity that also supports the structuring of VWB and approves tariffs set at the village level.

Under the Village Councils Act (VCA) of 2003, VWB must be composed by seven members (president, treasury, secretary, among other positions set in the Act). VWB members are not elected by the village. The VCA establishes that five (out of the seven) members be appointed by MRD and the other two be automatic appointees: the Chairperson of the Village Council (VC) and a member of the Council nominated by the VC. When it comes to investments, VWB do not cover the upfront costs needed to build the water distribution systems. These costs are borne by the national government. Historically, the Belize Social Investment Fund (SIF) has been the agency responsible for the construction of most new water systems in rural areas. VWB are not regulated by the Public Utilities Commission (PUC), an agency established in 1999 to regulate the electricity, telecommunications, and water and sanitation sectors.

Water service provision in rural areas faces several challenges such as: i) the lack of water disinfection equipment and/or practices; ii) the low financial sustainability of VWB; and iii) the inadequate staff capabilities and lack of standard procedures to properly operate and maintain the systems. All these challenges affect the capacity of VWB to maintain service quality among existing customers and to contribute to the rapid and premature equipment and infrastructure deterioration.

¹ Statistical Institute of Belize (SIB), 2022.

Information provided by MRD, estimates that only 38% of VWB are actively disinfecting water, in all cases through a chlorination system based on calcium hypochlorite.² The remaining 62% are not. In most cases, the chlorination equipment installed when systems were built stopped working for lack of proper Operation and Maintenance (O&M).

A 2021 IDB report on water disinfection identified that, even when there is an operational chlorination system in place, VWB typically do not disinfect for four main reasons: (i) lack of financial liquidity to purchase the chlorine; ii) mobility and supply chain issues that make the purchasing of the chlorine challenging and expensive; iii) fear of using chlorination systems incorrectly; and (iv) concerns raised by consumers about the taste and smell of water (high chlorine taste and smell especially in households close to the water distribution tank).³

Lack of active disinfection explain low levels of tap water consumption as users do not trust the quality of the water system. This is why bottled water consumption (for drinking purposes) in rural Belize is extraordinarily high, despite the low-income levels of its population³.

Preliminary 2022 Census data for 23 villages shows that 58% of the households are buying bottled water, at an average cost per gallon of US\$ 0.44Y. In some of these villages, more than 80% of the households are purchasing bottled water on a regular basis.

2.2 Objectives

The general objective of this program is to contribute to improve the quality of water services in Belize's rural areas through the following specific objectives: (i) improving the drinkability of water in rural areas; and (ii) strengthening the institutional capacity of Belize's water sector.

2.3 Components

The Program is structured in two components:

- 1.1 Component 1. Improved water service quality (IDB-OC: US\$3,000,000; IDB-GRF: US\$600,000⁴).** This component will finance the installation of innovative disinfection technologies in rural villages, namely on-site generation (OSG) options with two alternatives depending on water supply conditions: (i) OSG sodium hypochlorite, recommended when no quality problems are detected in raw water; and (ii) OSG mixed oxidants, recommended when water quality problems are detected in raw water, such as the presence of iron, manganese, or organic matter. This component will also finance small rehabilitations at the system level, including pipe replacement, electromechanical equipment, and storage tanks.
- 1.2 Component 2. Institutional strengthening of the water sector (IDB-OC: US\$550,000; IDB-GRF: US\$40,000).** This component will finance training for VWB on O&M, financial

² A 2021 IDB report on water disinfection in Belize identified that some of the reasons for not chlorinating are: (i) the fear of using chlorination system incorrectly; and (ii) concerns raised by consumers about the taste and smell of water (high chlorine smell and taste especially in households close of the water distribution tank). MRD also found that 26 water systems have chlorinators that are not working.

³ [Mapping Income Poverty in Belize Using Satellite Features and Machine Learning](#), IDB, 2020.

⁴ This component will explore financing the improvement in the quality of service to villages with a high presence of migrants.

management and water sources' protection, as well as the development and deployment of a financial management system to address the issue of manual bookkeeping. It will also finance training to promote the participation of women and migrants in VWB. It will also finance information campaigns at the household level on tariff payment, water conservation and use, and tap water consumption. In addition, it will support the implementation of pilot to identify the effect of introducing micro-metering on water consumption and service payment. It will also finance a study to identify the potential of innovative technologies in improving the environmental conditions of the New River, including an analysis on the impact of these technologies in ameliorating certain pollution parameters generated by industrial and wastewater discharges such as phosphorus, total coliform, and dissolved oxygen.

Project Management, Audit and Evaluation (USD 0.5 million). Remaining resources will cover management and supervision costs as well as the operation's external audits and intermediate and final evaluations.

2.4 Costs and Financing

The total cost of the Program is **USD 4.64 million**.

The operation will be executed as an investment loan structured as a Multiple Works Program, as it will finance technically similar but mutually independent works.

The execution and disbursement period will be **five years**.

2.5 Implementation Arrangements

The borrower and Executing Agency (EA) will be the Belize Social Investment Fund (SIF). As EA, SIF will be responsible for administration of the loan resources and the fulfilment of the operation's objectives.

2.6 Expected Benefits

It is estimated that each dollar invested in drinking water in the region's rural areas yields a return of US\$8.2 per dollar.⁵ Globally, access to drinking water reduces episodes of diarrhoea by 75%.⁶ High incidence of diarrhoea in children hinders absorption of nutrients they need to grow and could lead to malnutrition.⁷ There is also a correlation between the availability of water services and productivity and income. Lack of access to water leads to lost labour productivity due to sickness-related absenteeism and/or the need to care for sick children. Time spent

⁵ Agénor, Pierre Richard (2013): Public Capital, Growth and Welfare. Analytical Foundations for Public Policy. Princeton University Press. This return is estimated for Latin America and the Caribbean.

⁶ Wolf, Jennyfer & Hunter, Paul & Freeman, Matthew & Cumming, Oliver & Clasen, Thomas & Bartram, Jamie & Higgins, Julian & Johnston, Richard & Medlicott, Kate & Boisson, Sophie & Prüss-Ustün, Annette. (2018). Impact of Drinking Water, Sanitation and Hand Washing with Soap on Childhood Diarrhoeal Disease: Updated Meta-Analysis and –Regression. Tropical Medicine & International Health. 23. 10.1111/tmi.13051.

⁷ UNICEF (2021). Reimagining WASH. Water Security for all.

obtaining water from sources far from home also affects the potential for income generation. In rural areas, the greatest economic benefit of water availability is the time saved fetching water, which can be used instead for productive activities that generate household income.⁸

The program is expected to directly benefit at least 15,000 households which will gain access to water with improved quality in approximately 30 rural villages. The program is also expected to strengthen about 30 Village Water Boards (VWBs).

⁸ Pickering, A.J. and Davis, J. (2012) Freshwater Availability and Water Fetching Distance Affect Child Health in Sub-Saharan Africa. *Environ. Sci. Technol.*, 2012, 46 (4), pp 2391–2397.

3. Legal and Institutional Framework

This chapter describes the legal, sectoral, and institutional framework, considering the environmental, social, safety and occupational health areas applicable to the Program.

3.1 Belize Legal Framework

This section presents the International Agreements and National regulations related to the Program and projects under analysis. The information is organized by thematic area in order to facilitate the understanding and subsequent reference of each topic.

Environmental Licensing

Table 1 - Environmental Licensing regulations

National Legislation	
Environmental Impact Assessment Regulations S.I. 107/1995 and Amendment - 2020	<p>It establishes that all persons, agencies, institutions (whether public or private), unless exempted pursuant to these Regulations, shall, before embarking on a proposed project or activity, apply to the Department of Environment for a determination whether such project or activity would require an environmental impact assessment (EIA).</p> <p>It also divides the projects into categories that determine, according to their classification, required documentation to be submitted to the DOE:</p> <ul style="list-style-type: none">• Schedule I: It requires an environmental impact assessment. The scope and extent of the environmental impact assessment shall be determined by the DOE.• Schedule II: The DOE shall determine or cause to be determined whether any of the undertakings, projects or activities specified in Schedule II require an environmental impact assessment or a limited level environmental study. <p>In accordance with the classification, this project is classified as Schedule II, (12) Infrastructure projects, (f) A long-distance aqueduct.</p>
Environmental Protection Act Chapter 328 of the Substantive Laws of Belize - Revised Edition 2011	<p>It established the Department of Environment (DOE) and designated it as responsible for monitoring the implementation of the Act and subsequent regulations. The Act provides the DOE with broad regulatory and enforcement authority for the prevention and control of environmental pollution, conservation and management of natural resources, and environmental impact assessment.</p>

National Legislation	
Environmental Protection (Effluent Limitations) Regulations (S.I. 94/1995) and Amendment - 2009	<p>It established a licensing system for effluent discharge under specific conditions. The regulation establishes measures for the treatment of industrial effluents, as well as limitations or standards for physical and chemical effluent parameters.</p> <p>In August 2009, the Effluent Limitation Regulation was amended to include provisions for the treatment of domestic wastewater. This amendment also introduced improvements in effluent standards for both industrial and domestic effluents.</p>
Pollution Regulations (S.I. 56/1996) and Amendment - 2009	<p>These regulations are established to control air, noise, water, and soil pollution. It establishes the prohibition to discharge pollutants into the environment, unless it is done with a permit issued by the Department of the Environment and at acceptable levels of pollutants from certain facilities.</p> <p>In June 2002 and August 2009, the regulations were amended to include, among other things, issues related to commitments under the Montreal Protocol on Substances that Deplete the Ozone Layer.</p>
Environmental Protection (Pollution from Plastics) Regulations - 2020	<p>It addresses the importation, manufacture, sale and possession of prohibited and restricted single-use plastics and Styrofoam products in Belize.</p>
Summary Jurisdiction (Littering Offences) Act Chapter 98 - Revised Edition 2003	<p>It deals with the issue of littering, outlines the process for violation tickets and determines the officials authorized to enforce them.</p>
Belize City Council Act Chap. 85 - Revised Edition 2000	<p>The Belize City Council Act provides for the regulation and assessment of building plans, and streets and public open spaces management.</p> <p>The Council has the responsibility of coordinating activities and operations of all utility agencies and property developers within the Belize city with respect to the excavation and restoration of streets, canals, creeks, and other public right of way, with the object of preventing damage to the city infrastructure and minimizing the disruption of utility services.</p>
The Belize Building Act (No. 131/2003)	<p>This Act and its 2005 Revision repeals the Belize City Building Act (CAP. 131 Revised Edition 2000).</p> <p>It establishes the Central Building Authority to administer the provisions of the Act. The Act establishes that the Authority shall appoint a professional engineer or architect as the Director of Building Control who shall sign and issue all building permits, notices of execution and other related documents. The Authority may appoint construction inspectors in order to determine compliance with the terms of the building permit.</p>
Customs Regulation (Prohibited and Restricted Goods) (Consolidation) (Amendment) Order - 2006	<p>Regulates the issuance of licenses for the import of used tires and lead-acid batteries and for the export of scrap metal by DOE.</p>

National Legislation	
Mines and Minerals Act Chap. 226 - Revised Edition 2000	<p>It regulates the extraction of all non-renewable resources (except petroleum).</p> <p>The Act also addresses dredging and sand mining. Under Section 36, it requires that any application of a mining (includes dredging) license should be accompanied by a proposal for the prevention of pollution, the treatment of wastes, the safeguarding of natural resources and the minimization of the effects of mining on surface and underground water.</p>
Disaster Preparedness and Response Act, Chapter 145 - Revised Edition 2000	<p>It is often referred to as the NEMO Act. The National Emergency Management Organization (NEMO) is responsible for coordinating national responses to disasters. This regulation deals with the response to any kind of disaster, being natural or man induced.</p>

Water and Water Resources Management

Table 2 - Water Resources management regulations

Multilateral Agreements	
UN Convention on the Law of the Sea and ISPS Code - 1994	<p>Its objective is to regulate law and order in the world's oceans and seas establishing rules regarding all uses of the oceans and their resources.</p>
London Convention on the Prevention of Marine Pollution by Dumping of Wastes and Other Matter - 1972	<p>The purpose is to control sea pollution by waste dumping.</p>
National Legislation	
The National Integrated Water Resources Act - 2011	<p>This Act provide for the management, controlled allocation and the sustainable use and protection of the water resources of Belize. It establishes the National Integrated Water Resources Authority with responsibility for the preparation and implementation of a National Water Resources Master Plan, licensing of water abstraction, and responsibility for dealing with issues related to easements required by licensees, control, and protection of groundwater and well drilling, and the protection of gathering grounds. It should be noted, however, that this Act has not been fully implemented.</p>
Water Industry Act Chapter 222 - Revised Edition 2020	<p>This Act regulates the provision and control of water and sewerage services in Belize; promotes the conservation and proper use of water resources; provides for the issuance of licenses to water supply companies; provides for the transfer of the assets and liabilities of the Water and Sewerage Authority to the company or companies authorized by the Public Utilities Commission. This Act repeals the Water and Sewerage Act, Chapter 185 of the Laws of Belize.</p>

Multilateral Agreements	
Public Utilities Commission Act Chapter 223 - Revised Edition 2000	Provides for the establishment of a Public Services Commission to regulate the provision of public services in Belize. The function of the Commission will be to ensure that the services provided by a public service provider are satisfactory and that reasonable rates are charged for such services. Public utilities include water supply and sewerage services.

Socio-Economic Legislation

Table 3 - Socio-Economic Legislation

Multilateral Agreements	
International Labour Organization Conventions Act Chapter 304:01 - Revised Edition 2003	These agreements govern the relationship between contractors and their workers. They include, among others, minimum age, right of association, minimum wage, freedom of association and protection of the right to organize, abolition of forced labor, protection against radiation, paid vacations, etc.
Convention for the Protection of Cultural Property in the Event of Armed Conflict UNESCO (Hague Convention) - 1954	It aims to protect cultural property, such as monuments of architecture, art or history, archaeological sites, works of art, manuscripts, books and other objects of artistic, historical or archaeological interest, as well as scientific collections of any kind, regardless of their origin or ownership.
Rotterdam Convention - 2004	The objective of this Convention is to promote shared responsibility and cooperative efforts among Parties in the international trade of certain hazardous chemicals in order to protect human health and the environment from potential harm and to contribute to their environmentally sound use, by facilitating information exchange about their characteristics, by providing for a national decision-making process on their import and export and by disseminating these decisions to Parties.
National Legislation	
Labour Act Chapter 297 - Revised Edition 2011 and Amendment Act 2020	It establishes the conditions for labor relations between contractors and their workers (hiring of employees, conditions of employment, payment of wages, disputes resolution, etc.).

Workmen's Compensation Act Chapter 303 - Revised Edition 2000	The law establishes provisions on the liability of contractors for workers who are involved in accidents at work or while being transported to their workplace (compensation, insurance, insolvency, etc.).
Social Security Act Chapter 44 - Revised Edition 2011	It requires the contractor to pay worker's social security contributions in case of sickness or injury.
National Legislation	
National Occupational Safety and Health Bill	It is a projected National Law that aims to regulate worker's safety and health. Although it is not yet a law, the provisions of this bill serve as an excellent guide for good practices.
Village Councils Act Chapter 88 Revised edition 2020	It addresses issues affecting the villages management through a village council. It deals with legal proceedings, elections, finances, etc.
Town Council Act Chapter 87 Revised Edition 2020	It establishes Town Councils as body corporate with perpetual succession and a common seal. The Council shall consist of a Mayor and six other members duly elected in accordance with this Act and regulations made thereunder. Town Councils have wide powers to manage the affairs of the towns, and operate within declared town limits. They can make subsidiary laws or by laws for the good governance of the towns.
Protection against Sexual Harassment Act Chapter 107 Revised Edition 2000	This Act provides for the prohibition of sexual harassment in the workplace by an employer to his or her co-workers so that both men and women work in a respectful and pleasant environment.
Families and Children Act Chapter 173 Revised Edition 2000	Protects the rights of families and children. Under this legislation, any member of the public who has knowledge of child abuse has a moral duty to report; while anyone whose occupations involve direct contact with children has a legal obligation to do so.
Pesticides Control Act Chapter 216 Revised Edition 2020	The Pesticides Control Board has the responsibility to license personas to import or manufacture pesticides; to authorize pesticide applicators; and to control the use of them.
Customs and Excise Duties Act Chap 48 Rev. 2000	This Act regulates the importation or exportation of any goods which for the time being is subject to any number of conditions or restrictions and applies to the importation of all groups of metals.
Dangerous Goods Act Chapter 134 - Revised Edition 2011	It regulates activities involving the importation, production, transportation, storage and/or distribution of hazardous substances such as explosives, petroleum products, gunpowder, dynamite, nitroglycerin, gun cotton, gunpowder for explosions, mercury or other metal fulminating agents, colored fireworks, etc.

Traffic and Road Safety

Table 4 - Traffic and Road Safety Legislation

National Legislation	
Public Roads Act - Revised Edition 2003	The Public Roads Act charges the Chief Engineer, subject to the Minister's consent, with the construction, alteration, maintenance and supervision of all public roads of Belize.
Motor vehicles and Road Traffic Act Chapter 230 - Revised Edition 2011	This Act establishes conditions for registration and licensing of motor vehicles; driving and other offences and general conditions relating to the use of roads; legal proceedings, suspension, cancellation and endorsement of Driving Licenses; and fees and duties.

Noise

Table 5 – Noise Legislation

National Legislation	
Pollution Regulations S.I. 56 - 1996 and Amendment - 2009	Part XI of the Pollution Regulations sets out the conditions under which certain activities resulting in the emission of noise nuisance are deemed to be violations.

Solid Waste Management

Table 6 - Urban Solid Waste Management Legislation

National Legislation	
The Solid Waste Management Authority Act, Chap. 224 - Revised Edition 2000	It establishes that The Solid Waste Management Authority regulates the management of waste material resulting from new construction or other work. Contractors are required to properly remove and dispose of all waste material.
Environmental Protection (Prohibition of the open-burning of refuse and other regulations) - 2020	It establishes the prohibition of open-burning and other combustible materials for the protection of the environment. During the period of public emergency, no person shall cause, suffer, allow, or permit open-burning of any refuse or combustible matter on any private or public land. A person that contravenes this regulation commits an offence and is liable on summary conviction to a fine not exceeding five thousand dollars or to a term of imprisonment not exceeding two years.

Hazardous Waste Management

Table 7 - Hazardous Waste Management Regulations

Multilateral Agreements	
Basel Convention on the Control of Trans-boundary Movements of Hazardous Wastes and their Disposal (BASEL) - 1997	The objective is to reduce hazardous waste movements between nations.
National Legislation	
Hazardous Waste Management Regulations -S. I. No. 100/2009	It establishes rules for transport, storage, and disposal of hazardous waste. The regulations do not address hazardous waste contained in domestic waste or waste generated from the use of agrochemicals since these are addressed in other legislations.

Gaseous Emissions Management

Table 8 - Gaseous Emissions Management Legislation

Multilateral Agreements	
United Nations Framework Convention on Climate Change - 1994	The Convention objective is to stabilize greenhouse gas concentrations at a level that would prevent dangerous anthropogenic (human induced) interference with the climate system.
Vienna convention for the Protection of the Ozone Layer - 1978	It establishes that the parties shall cooperate through research and exchange of information in order to better understand and assess the effects of human activities on the ozone layer. The objectives are found in the Montreal Protocol.
Stockholm Convention on Persistent Organic Pollutants - 2004	The Stockholm Convention is a global treaty that aims to protect human health and the environment from the effects of persistent organic pollutants (POPs).
National Legislation	
Nationally Determined Contribution under the United Nations Framework Convention on Climate Change	Belize's Nationally Determined Contribution (NDC) is guided by its commitment to strategically transition to low carbon development while strengthening its resilience to the effects of Climate Change.

Energy

Table 9 – Energy Legislation

National Legislation	
National Energy Policy (Proposal) - 2011	<p>The objective of the policy is to meet the energetic needs of the population through energy efficiency, production, supply, transportation, distribution and end-user systems to contribute to social and economic development in an environmentally sustainable manner.</p> <p>The plan's objectives include: minimize the cost of energy use, minimize the amount of GHG emissions, Maximize the renewability index (percentage of indigenous renewable energy in the total primary energy supply mix), maximize production of energy from indigenous sources, maximize the diversity of the energy supply mix, and maximize the use of electricity in the secondary energy supply mix</p>
Public Utilities Commission Substantive Act Chapter 223 - Revised Edition 2020.	It created the Public Utilities Commission in 2001 incorporating the traditional regulatory agencies, the Electricity Supply Office and the Telecommunications Office, to regulate the electricity, water and telecommunications sectors in Belize.
Electricity Act Chapter 221 - Revised Edition 2020	Provides for the cessation of the functions of the Belize Electricity Board imposed by Part IV of the Belize Electricity Board Act, Cap. 182, R.E. 1980-1990, and sets out the conditions for the Regulation and Provision of Electricity Services and the Licensing of Supply.

Soils

Table 10 – Soils Legislation

Multilateral Agreements	
The United Nations Convention to Combat Desertification (UNCCD) - 1994	The objective of this Convention is to combat desertification and mitigate the effects of drought in countries experiencing serious drought and/or desertification
National Legislation	
Land Utilization Act Chapter 188 - Revised Edition 2000	It provides the primary authority for land-use planning in Belize. The Act requires that government approval be obtained before any parcel of land can be subdivided and provides general authority to regulate land use in order to protect watersheds, prevent soil erosion, control clearing of forest, and regulate the type of development permitted in designated areas.
Land Tax Act, Chapter 58 - 2000	The Department of Lands and Surveys is responsible for the administration of the Land Tax Act, mainly through its valuation and taxation functions.
National Legislation	
The National Lands Act No. 6 - 1992 and SI 191 - Revised Edition 2000	The Act is designed to establish a framework for the management of national lands, where “national lands” means all lands and seabed, other than reserved forest within the meaning of the Forest Act.

Protected Areas

Table 11 – Protected Areas Legislation

National Legislation	
Convention for Nature Protection and Wildlife Preservation in the Western Hemisphere - 1940	Its purpose is to establish national parks, national reserves, natural monuments and strict wilderness reserves in the territories of the parties.
National Protected Areas System Act No. 17 - 2015	It establishes that in the event that a reclassification of the forest reserve is announced, the Ministry of Agriculture must first conduct a public consultation with the people affected by this decision.
National Park System Act SI 215 - 2000	It establishes four types of protected areas: Natural Monuments, National Parks, Natural Reserves and Wildlife Sanctuaries. It addresses the mandatory nature of management plans and their periodic revision, and the successful evaluation of protected areas.

Flora, Fauna and Native Forest

Table 12 - Flora, Fauna and Native Forest Legislation

Multilateral Agreements	
Convention on Biological Diversity. Rio de Janeiro 1992. - Ratified 1993	Its objective is to conserve biological diversity, promote the sustainable use of its components and encourage the equitable sharing of the benefits derived from the natural resource use.
Convention for the Conservation of Biodiversity and Protection of Priority Areas of Central America - 1992	Its objective is to promote sustainable development in order to conserve the biological diversity and biological resources of the Central American region.
Convention on International Trade in Endangered Species of Wild Fauna and Flora - 1975	It was designed to ensure that international trade of animals and plants does not threaten their survival in the wild.
Ramsar Convention on Wetlands of International Importance Especially as Waterfowl Habitat - 1971	Its main objective is to ensure the conservation and sustainable use of Ramsar sites (wetlands).
National Legislation	
Wildlife Protection Act, Chapter 220 - Revised Edition 2010	The Wildlife Protection Act regulates the hunting of wildlife as game or for other use. This act allows for the establishment of regulations controlling hunting by the declaration of closed hunting areas, determining periods for the prohibition of hunting, the prohibition of hunting of specified animals of specific size limits, etc.
The Forest Act, Chapter 123 - Revised Edition 2000	It regulates the exploitation of forest in nationally held lands. The Forest Act authorizes the Minister to declare forest reserves and to de-reserve forest reserves. The act also authorizes Forest Officers from the Forest Department with wide functions to regulate the forest industry.
Forest Fire Protection Act Chapter 212 - Revised Edition 2020	It provides that the Minister may declare any area of Belize to be a fire protection area. The Chief Forest Officer shall prepare a fire protection plan for any area declared to be a fire protected area.

Forest (Protection of Mangroves) Regulations Chap 213 – Revised Edition 2003	It establishes the prohibition to alter, permit, or cause to be altered any mangrove forest in jurisdictional waters without first obtaining a permit from the Department of Forestry. This prohibition applies to both privately and publicly owned land.
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Indigenous People and their Communities

Table 13 - Indigenous Peoples Legislation

Multilateral Agreements	
International Covenant on Civil and Political Rights (Article 27) - 1976	It establishes that in those States in which ethnic, religious, or linguistic minorities exist, persons belonging to such minorities shall not be denied the right, in community with the other members of their group, to enjoy their own culture, to profess and practice their own religion, or to use their own language.
Convention on the Elimination of All Forms of Racial Discrimination 1969	It requires states to take measures to eradicate all manifestations of racial discrimination wherever they exist, including with regard to property.
Charter of the Organization of American States – 1951 and Protocol of Managua (Amendment) - 1993	Article XXIII of the American Declaration affirms that the property rights of indigenous peoples are not defined exclusively by entitlements within a state's formal legal regime, but also include that indigenous communal property arises from and is grounded in indigenous custom and tradition.
Charter of the United Nations - 1945	It seeks to create an international order based on respect for fundamental human rights. To realize this objective, the United Nations established the Human Rights Council, which among other activities continues the special procedures of its predecessor, the Commission on Human Rights, to address violations of human rights in specific contexts. Among these special procedures is the United Nations Special Rapporteur on the Situation of Human Rights and Fundamental Freedoms of Indigenous People.

Cultural Heritage, Archaeological and Historical Sites

Table 14 - Cultural Heritage, Archaeological and Historical Sites Legislation

Multilateral Agreements	
Convention Concerning the Protection of World Cultural and Natural Heritage - 1972	The World Heritage Convention aims to promote cooperation among nations to protect heritage around the world that is of such outstanding universal value that its conservation is important for current and future generations.
Convention on the Means of Prohibiting and Preventing the Illicit Import, Export and Transfer of Ownership of Cultural Property - 1970	The 1970 Convention on the Means of Prohibiting and Preventing the Illicit Import, Export and Transfer of Ownership of Cultural Property urges States Parties to take measures to prohibit and prevent the illicit trafficking of cultural property. It provides a common framework for the States Parties on the measures to be taken to prohibit and prevent the import, export and transfer of cultural property.
Convention for the Safeguarding of the Intangible Cultural Heritage - 2003	The main objectives are to safeguard intangible cultural heritage and ensure respect for the intangible cultural heritage of the communities, groups, and individuals concerned to raise local, national and

	international awareness of the importance of intangible cultural heritage.
The Convention on the Protection and Promotion of the Diversity of Cultural Expressions - 2005	The Convention provides a new framework for informed, transparent and participatory systems of governance for culture.
National Agreements	
National Institute of Culture and History Amendment Act - 2003	This Act empowers the Institute of Archaeology to carry out research, interpretation and the protection of the Archaeological Heritage of Belize. The ownership of all ancient monuments and antiquities shall rest in the Institute of Archaeology, Government of Belize.
Ancient Monuments and Antiquities Act 1972 and Chapter 330 of the - Revised Edition 2000	This Act provides for the protection of declared sites and the protection of archaeological remains discovered during construction sites.
National Cultural Heritage Preservation Act (No. 40) - 2017.	It prohibits the damage, destruction or intentional disturbance of any ancient monument or antiquity, its marking or defacing, or its removal. It further authorizes the Director of Archaeology to take measures for the adequate protection of ancient monuments or antiquities in the event they are threatened by a contractor's operation.

Involuntary Resettlement

Table 15 - Involuntary Resettlement Legislation

National Legislation	
Land Acquisition (Public Purposes) Act Chapter 184 - Revised Edition 2000	It establishes provisions for compulsorily acquiring land for public purposes, assessment and compensation, etc.
Housing and Town Planning Act (HTPA) Chapter 182 - Revised Edition 2000	It deals with Town and Country Planning and also slum clearance and housing.

National Advisory Policies

Table 16 - National Advisory Policies

National Legislation	
Belize 2014-2024 National Environmental Policy and Strategy	The strategy sets out policies, priorities, action plans and expected outcomes for the next ten years (2014-2024) based on a clear assessment of existing environmental challenges and resources and the institutional framework and capacities to address them. This report is intended to be used as an operational/management tool for resource mobilization, capacity building (both institutional and legal), and as guidance for addressing gaps and improvement in the implementation of the Department of Environment (DOE) mandate.
Government of Belize Policy on Adaptation to Global Climate Change	The objectives of Belize's Climate Change Adaptation Policy are to explore and access opportunities being developed through the climate change negotiation process to meet the nation's

	development objectives; prepare all sectors of Belize to meet the challenges of global climate change; promote the development of economic incentives that encourage investment in adaptation measures; develop Belize's negotiating position on climate change at regional and international levels to promote its economic and environmental interests; and encourage the development of appropriate institutional systems to plan for and respond to global climate change.
Horizon 2030 National Development Framework for Belize 2010-2030.	It is a strategic instrument with a multi-sectoral approach relating to the period 2010-2030. The document embodies the vision for Belize in the year 2030 and the core values that are to guide citizen behavior and inform the strategies to achieve this common vision for the future. The Horizon 2030 Framework covers several thematic areas that are organized under four main pillars: 1) Democratic governance for effective public administration and sustainable development; 2) Education for Development - Education for Life; 3) Economic resilience: Generating resources for long term development; 4) The Bricks and the Mortar - Healthy Citizens and a Healthy Environment.
National Legislation	
National Gender Policy	This policy aims to identify the inequalities experienced by both men and women and suggests actions for the correction of gender disparities. This ensures that every citizen has an equal opportunity to participate fully in all actions that have a positive impact on human development.
National Cultural Policy 2016-2026	The National Cultural Policy provides the policy framework for the safeguarding of Belize's tangible and intangible cultural heritage. It calls upon all stakeholders to fulfil their functions within the mores, laws and customs of a multi-cultural and democratic society. It asks that all cultural actors consider the freedoms which are guaranteed within the Constitution of Belize and to allow the fulfilment of these rights so that persons may properly assert their Belizean cultural identity and exercise creativity for personal growth and national development.
National Sustainable Tourism Master Plan for Belize 2030	The National Sustainable Tourism Master Plan for Belize is the strategic guideline for tourism development in Belize up to 2030. The master plan divides the country into seven unique destinations that all together converge in a cohesive offering that make Belize a distinctive and highly competitive destination.
National Protected Areas System Policy and Plan	This plan establishes protected areas as an important resource base for the development and strengthening of economic activities, and therefore seeks to provide local people and tourists with easy access to adjacent tourism-related protected areas.

3.2 IDB Environmental and Social Policy Framework

This section presents a summary of the Environmental and Social Performance Standards (ESPS) that are part of the IDB's Environmental and Social Policy Framework (ESPF). As this Program will be financed with an IDB Loan Operation (BL-L1045), these E&S Performance Standards must be considered during the preparation and implementation of all projects financed under the Program.

Next, Table 17 details the actions to be implemented in the projects in order to comply with them.

ESPS 1 – Assessment and Management of Environmental and Social Risks and Impacts

This Standard applies to all investment finance projects and provides the basis for all other Standards by providing guidance on how to assess and manage environmental and social risks and impacts. It defines the importance of having an Environmental and Social Management System (ESMS).

The objectives of this Standard are:

- To identify and evaluate environmental and social risks and impacts of the project.
- To adopt a mitigation hierarchy and a precautionary approach to anticipate and avoid, or where avoidance is not possible, minimize, and, where residual impacts remain, compensate/offset for risks and impacts to workers, project-affected people, and the environment.
- To promote improved environmental and social performance of Borrowers through the effective use of management systems.
- To ensure that grievances from project affected people and external communications from other stakeholders are responded to and managed appropriately.
- To promote and provide means for adequate engagement with project-affected people and other stakeholders throughout the project cycle on issues that could potentially affect them and to ensure that relevant environmental and social information is disclosed and disseminated.

The Borrower, in coordination with other government agencies and third parties, as appropriate, will conduct a process of environmental and social assessment and establish and maintain an ESMS appropriate to the nature and scale of the project and commensurate with the level of its environmental and social risks and impacts.

The main characteristics of an EMS are:

- Dynamic and continuous process initiated and led by the executing agency.
- It implies a collaboration between the borrower, its workers, the people affected by the project and, when appropriate, other interested parties.
- Uses the “plan, do, check and act” process to manage environmental and social risks and impacts.

The ESMS will incorporate the following elements:

- i. Project-specific environmental and social framework;

- ii. Identification of risks and impacts;
- iii. Management programs;
- iv. Organizational capacity and competency;
- v. Emergency preparedness and response;
- vi. Stakeholder engagement;
- vii. Monitoring and review.

ESPS 2 - Labor and Working Conditions

Environmental and Social Performance Standard (ESPS) 2 recognizes that pursuit of economic growth through employment creation and income generation should be accompanied by protection of the fundamental rights of workers.

The objectives of this Standard are:

- To respect and protect the fundamental principles and rights of workers.
- To promote the fair treatment, non-discrimination, and equal opportunity of workers.
- To establish, maintain, and improve the worker-employer relationship.
- To ensure compliance with national employment and labor laws.
- To protect workers, including workers in vulnerable situations such as women, people of diverse sexual orientations and gender identities, persons with disabilities, children (of working age, in accordance with this ESPS) and migrant workers, workers engaged by third parties, and primary supply workers.
- To promote safe and healthy working conditions, and the health of workers.
- To prevent the use of child labor and forced labor (as defined by the ILO).
- To support the principles of freedom of association and collective bargaining of project workers.
- To ensure that accessible and effective means to raise and address workplace concerns are available to workers.

The scope of application of this Performance Standard depends on the type of employment relationship between the borrower and the project worker. Applies to project workers hired directly by the borrower (direct workers), those hired through third parties to perform work related to core project functions for a significant period (contract workers), and those hired by the borrower's primary suppliers (workers in the main supply chain).

The borrower shall adopt and apply labor management policies and procedures appropriate to the nature and size of the project and its workforce. In the application of this Performance Standard, the requirements related to gender equality and stakeholder participation must also be considered, in accordance with NDAS 9 and 10.

ESPS 3 - Resource Efficiency and Pollution Prevention

Environmental and Social Performance Standard (ESPS) 3 recognizes that increased economic activity and urbanization often generate increased levels of pollution to air, water, and land and consume finite resources in a manner that may threaten people and the environment at the local, regional, and global levels. This ESPS outlines a project-level approach to resource management and pollution prevention and control, and avoidance and minimization of GHG

emissions. It builds on the mitigation hierarchy, and the “polluter pays” principle. It recognizes the disproportionate impact of pollution on women, children, the elderly, and the poor and vulnerable. Appropriate mitigation measures, technologies, and practices should be adopted for efficient and effective resource use, pollution prevention and control, and avoidance and minimization of GHG emissions, in line with internationally disseminated technologies and practices.

The objectives of this Standard are:

- To avoid or minimize adverse impacts on human health and the environment by avoiding or minimizing pollution from project activities.
- To promote more sustainable use of resources, including energy and water.
- To avoid or minimize project-related emissions of GHG.
- To avoid or minimize generation of waste.
- To minimize and manage the risks and impacts associated with pesticide use.

The borrower must apply technically and financially viable and effective measures to improve its efficiency in the consumption of energy, water and other important resources and inputs. In addition, during the design and operation of the project, the borrower must consider alternatives to avoid or minimize greenhouse gas emissions, and the prevention of contamination of the air, water and soil components.

ESPS 4 - Community Health, Safety, and Security

Environmental and Social Performance Standard (ESPS) 4 recognizes that project activities, equipment, and infrastructure can increase community exposure to risks and impacts, including those caused by natural hazards and climate change. In addition, communities that are already subjected to adverse impacts from natural hazards and climate change may also experience an acceleration and/or intensification of adverse impacts due to project activities.

The objectives of this Standard are:

- To anticipate and avoid adverse impacts on the health and safety of the project-affected people during the project life cycle from both routine and non-routine circumstances.
- To ensure that the safeguarding of personnel and property is carried out in accordance with relevant human rights principles and in a manner that avoids or minimizes risks to the project-affected people.
- To anticipate and avoid adverse impacts on the project itself from natural hazards and climate change during the project life cycle.

This ESPS addresses potential risks and impacts to the project-affected people from project activities. It also addresses potential risks and impacts to the project itself that may result from natural hazards and climate change.

Occupational health and safety requirements for workers are included in ESPS 2; environmental standards to avoid or minimize impacts on human health and the environment due to pollution are included in ESPS 3; requirements to address sexual and gender-based violence risks in instances of communal conflict and influxes of outside workers are included in ESPS 9; and stakeholder consultation and information disclosure requirements are included in ESPS 10.

ESPS 5 - Land Acquisition and Involuntary Resettlement

Environmental and Social Performance Standard (ESPS) 5 addresses impacts of project-related land acquisition, including restrictions on land use and access to assets and natural resources, which may cause physical displacement (relocation, loss of land or shelter), and/or economic displacement (loss of land, assets, or restrictions on land use, assets, and natural resources leading to loss of income sources or other means of livelihood).

Unless properly managed, involuntary resettlement may result in long-term hardship and impoverishment for the project-affected people, as well as environmental damage and adverse socio-economic impacts in areas to which they have been displaced. For these reasons, involuntary resettlement should be avoided. However, where involuntary resettlement is unavoidable, it should be minimized, and appropriate measures to mitigate adverse impacts on displaced persons and host communities should be carefully planned and implemented.

The objectives of this Standard are:

- To avoid, and when avoidance is not possible, minimize displacement by exploring alternative project designs.
- To avoid forced eviction.
- To anticipate and avoid, or where avoidance is not possible, minimize adverse social and economic impacts from land acquisition or restrictions on land use by
 - i. providing compensation for loss of assets at replacement cost and transitional hardships;
 - ii. minimizing disruption to their social networks and other intangible assets;
 - iii. ensuring that resettlement activities are implemented with appropriate disclosure of information, consultation, and the informed participation of those affected.
- To improve or restore the livelihoods and standards of living of displaced persons.
- To improve living conditions among physically displaced persons through the provision of adequate housing with security of tenure, and safety at resettlement sites.

ESPS 6 - Biodiversity Conservation and Sustainable Management of Living Natural Resources

Environmental and Social Performance Standard (ESPS) 6 recognizes that protecting and conserving biodiversity, maintaining ecosystem services, and sustainably managing living natural resources are fundamental to sustainable development. The requirements set out in this ESPS have been guided by the Convention on Biological Diversity, which defines biodiversity as “the variability among living organisms from all sources including, inter alia, terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are a part; this includes diversity within species, between species, and of ecosystems.”

Ecosystem services are the benefits that people, including businesses, derive from ecosystems. Ecosystem services are organized into four types: (i) provisioning services, which are the products people obtain from ecosystems; (ii) regulating services, which are the benefits people obtain from the regulation of ecosystem processes; (iii) cultural services, which are the

nonmaterial benefits people obtain from ecosystems; and (iv) supporting services, which are the natural processes that maintain the other services.

The objectives of this Standard are:

- To protect and conserve terrestrial, freshwater, coastal and marine biodiversity.
- To maintain the ecosystem functions to ensure the benefits from ecosystem services.
- To promote the sustainable management of living natural resources through the adoption of practices that integrate conservation needs and development priorities.

Based on the risks and impacts identification process, the requirements of this ESPS are applied to projects (i) located in modified, natural, and critical habitats; (ii) that potentially impact on or are dependent on ecosystem services over which the Borrower has direct management control or significant influence; or (iii) that include the production of living natural resources (e.g., agriculture, animal husbandry, fisheries, and forestry).

ESPS 7 - Indigenous Peoples

Environmental and Social Performance Standard (ESPS) 7 recognizes that Indigenous Peoples, as distinct social and cultural peoples, are often among the most marginalized and vulnerable segments of the population. In many cases, their economic, social, and legal status limits their capacity to defend their rights to, and interests in, lands and natural and cultural resources, and may restrict their ability to participate in and benefit from development that is accordance with their worldview.

There is no universally accepted definition of “Indigenous Peoples.” Indigenous Peoples may be referred to in different countries by such terms as “original peoples” (*pueblos originarios*), “autochthonous peoples” (*pueblos autóctonos*), residents of indigenous counties (*comarcas*) or reserves (*resguardos*), or any other formally recognized indigenous peoples in Latin America and the Caribbean. In the ESPF, the term “Indigenous Peoples” is used in a generic sense to refer to distinct social and cultural peoples possessing some of the following characteristics in varying degrees:

- i. Self-identification as members of a distinct indigenous cultural group and recognition of this identity by others.
- ii. Collective attachment to geographically distinct habitats or ancestral territories in the project area and to the natural resources in these habitats and territories.
- iii. Customary cultural, economic, social, or political laws and institutions that are separate from those of the mainstream society or culture.
- iv. A distinct language or dialect, often different from the official language or languages of the country or region in which they reside.

The objectives of this Standard are:

- To ensure that the development process fosters full respect for the human rights, collective rights, dignity, aspirations, culture, and natural resource-based livelihoods of Indigenous Peoples.
- To anticipate and avoid adverse impacts of projects on communities of Indigenous Peoples, or when avoidance is not possible, to minimize and/or compensate for such impacts.

- To promote sustainable development benefits and opportunities for Indigenous Peoples in a culturally appropriate manner.
- To establish and maintain an ongoing relationship based on Informed Consultation and Participation (ICP) in a culturally appropriate manner with the Indigenous Peoples affected by a project throughout the project's life cycle.
- To ensure the FPIC of the Project-Affected Communities of Indigenous Peoples when the circumstances described in this ESPS are present.

ESPS 8 - Cultural Heritage

Environmental and Social Performance Standard (ESPS) 8 recognizes the importance of cultural heritage for current and future generations. Consistent with the Convention Concerning the Protection of the World Cultural and Natural Heritage, this ESPS aims to ensure that Borrowers protect cultural heritage in the course of their project activities. In addition, the requirements of this ESPS with respect to a project's use of cultural heritage are based in part on standards set by the Convention on Biological Diversity.

The objectives of this Standard are:

- To protect cultural heritage from the adverse impacts of project activities and support its preservation.
- To promote the equitable sharing of benefits from the use of cultural heritage

For the purposes of this ESPS, cultural heritage refers to (i) tangible forms of cultural heritage, such as tangible moveable or immovable objects, property, sites, structures, or groups of structures, having archaeological, paleontological, historical, cultural, artistic, and religious value; (ii) unique natural features or tangible objects that embody cultural values, such as sacred groves, rocks, lakes, and waterfalls; and (iii) certain instances of intangible forms of culture that are proposed to be used for commercial purposes, such as cultural knowledge, innovations, and practices of communities embodying traditional lifestyles.

ESPS 9 - Gender Equality

This ESPS recognizes, regardless of the cultural or ethnic context, the right to equality among genders as established in applicable international agreements. The pursuit of equality requires actions aimed at equity, which implies providing and distributing benefits and/or resources in a way that narrows existing gaps, recognizing that the existence of these gaps can harm people of all genders.

This ESPS aims at identifying potential gender-based risks and impacts and introducing effective measures to avoid, prevent, or mitigate such risks and impacts, thereby eliminating the possibility of reinforcement of pre-existing inequalities or creating new ones. For purposes of this ESPS, affirmative action specifically aimed at closing existing gender gaps, meeting specific gender-based needs, or ensuring the participation of people of all genders in consultations will not constitute discrimination or exclusion.

The objectives of this Standard are:

- To anticipate and prevent adverse risks and impacts based on gender, sexual orientation, and gender identity, and when avoidance is not possible, to mitigate and compensate for such impacts.
- To establish actions to prevent or mitigate risks and impacts due to gender throughout the project cycle.
- To achieve inclusion from project-derived benefits of people of all genders, sexual orientations, and gender identities.
- To prevent SGBV, including sexual harassment, exploitation and abuse, and when incidents of SGBV occur, to respond promptly.
- To promote safe and equitable participation in consultation and stakeholder engagement processes regardless of gender, sexual orientation, and/or gender identity.
- To meet the requirements of applicable national legislation and international commitments relating to gender equality, including actions to mitigate and prevent gender-related impacts.

ESPS 10 - Stakeholder Engagement and Information Disclosure

This ESPS recognizes the importance of open and transparent engagement between the Borrower and stakeholders, especially project-affected people, as a key element that can improve the environmental and social sustainability of projects, enhance project acceptance, and contribute significantly to the project's successful development and implementation. This ESPS is consistent with the objective of implementing the rights of access to environmental information, public participation in the environmental decision-making process, and access to justice in environmental matters.

For the purpose of this ESPS, "stakeholder" refers to individuals or groups who:

- Are affected or likely to be affected by the project ("project-affected people") and
- May have an interest in the project ("other stakeholders").

The objectives of this Standard are:

- To establish a systematic approach to stakeholder engagement that will help the Borrower identify stakeholders, especially project-affected people, and build and maintain a constructive relationship with them.
- To assess the level of stakeholder interest in and support for the project and to enable stakeholders' views to be considered in project design and environmental and social performance.
- To promote and provide the means for effective and inclusive engagement with project-affected people throughout the project's life cycle on issues that could potentially affect or benefit them from the project.
- To ensure that appropriate information on environmental and social risks.

Summary of Compliance with IDB Environmental and Social Policy Framework

Table 17 details the actions that will be conducted to ensure compliance with the requirements established in the Environmental and Social Performance Standards (ESPS) during the preparation and execution of the projects to be financed under the Program.

Table 17 - Summary of Compliance with the IDB Environmental and Social Policy Framework

IDB Environmental and Social Performance Standards (ESPS)		Applies
ESPS 1 – Assessment and Management of Environmental and Social Risks and Impacts		YES/NO
In compliance with the provisions of the Standard, this Environmental and Social Management Framework (ESMF) contains the guidelines for E&S assessment and management of the projects outside of the representative sample of the BL-L1045 Program.		YES
ESPS 2 - Labor and Working Conditions		YES/NO
<p>SIF, the Program's Executing Agency, will adopt and apply labour management policies and procedures appropriate to the nature and size of the projects financed under the Program and their workforce. Those procedures and policies will stipulate the approach for the management of workers in accordance with the requirements of this Performance Standard, and the corresponding national legislation.</p> <p>For these reasons, an Occupational and Community Health and Safety Program will be included on each project's Environmental and Social Management Plan (see Annex 4), with guidelines for a Labor Management Procedure (LMP) – See Annex 6. The objective of the LMP is to define actions and responsibilities of the different employers in relation to the projects (executing agency, contractors, suppliers, etc.). It applies to workers of the Projects hired directly by the Executing Agency (direct workers), to personnel hired through third parties to conduct work related to core functions of the Program for a considerable time (contracted workers) and to those hired by the main suppliers of the implementing agencies (main supply chain workers). Exceptions are public employees subject to the terms and conditions of their labour agreement or arrangement in force in the public sector. The LMP establishes employment relationships based on the principle of equal opportunities and fair treatment.</p> <p>Child or forced labour will not be allowed. The Borrower (or its contractors) will not employ children below the age of 15 (as per IDB's ESPF). The LMP also establishes a specific complaint mechanism for workers (and their organizations, when they exist) so that they can express their concerns about the workplace, and the channelling of complaints about sexual and gender violence.</p> <p>Regarding the acquisition of solar panels by the Program, guidelines are included for the selection of solar panel suppliers, in order to avoid the use of materials obtained through forced labour (see Annex 5).</p>		YES
ESPS 3 - Resource Efficiency and Pollution Prevention		YES/NO

IDB Environmental and Social Performance Standards (ESPS)	Applies
<p>In compliance with this Standard, this ESA establishes the applicable national regulatory framework, considering the environmental, safety, hygiene, and occupational health requirements to be met during the execution of the projects outside the representative sample of the Program, and the Environmental and Social Policy Framework of the IDB. Likewise, it details the guidelines of the Environmental and Social Management Plans (ESMP) to address these aspects in the projects to be financed under the Program.</p> <p>In this regard, compliance with the Bank's ESPS and applicable national regulations will be required. In particular, the ESMP guidelines for projects outside the representative sample will include the following programs (Annex 4): 1- Program for Monitoring and Control of Compliance with Mitigation Measures; 4 – Waste Management; 5 - Effluent Management; 6 - Chemicals Management; 7 - Occupational and Community Health and Safety Program; 9- Socio-environmental Training for Personnel, and 10- Disaster Management and Emergency Response Plan.</p>	YES
ESPS 4 - Community Health, Safety, and Security	YES/NO
<p>With the purpose of avoiding and mitigating impacts and risks in terms of health, safety and protection of the community, the following Management Programs will be included in the ESMP guidelines for all projects to be financed outside the representative sample (Annex 4): 7 - Occupational and Community Health and Safety, 8 – Pest and Vector Control; 9- Socio-environmental Training for Construction Personnel, 10- Disaster Management and Emergency Response, and 11- Community Information and Participation.</p>	YES
ESPS 5 - Land Acquisition and Involuntary Resettlement	YES/NO
<p>In the works of the representative sample of the Program, no need for involuntary resettlement of people was identified, nor for land acquisition. Therefore, projects involving resettlement are not eligible to be financed under the Program.</p>	NO
ESPS 6 - Biodiversity Conservation and Sustainable Management of Living Natural Resources	YES/NO
<p>Projects with significant impacts on critical natural habitats are not eligible to be financed under the Program.</p> <p>In the construction phase of projects outside the representative sample, mitigation measures included in the guidelines for a Flora and Fauna Management Program will be implemented in the Environmental and Social Management Plan at the construction level. In accordance with these guidelines, for reforestation and revegetation works, invasive species will not be used and their use in the compensation of trees and management of green areas is prohibited. The corresponding prevention and mitigation measures are also included in said Program, encouraging the use of native species in reforestation. The Program also establishes the prohibition of hunting of local species. In case of removal of vegetation cover, a compensation program must be included that must guarantee zero net loss of biodiversity, typically using a 3:1 compensation ratio.</p>	YES
ESPS 7 - Indigenous Peoples	YES/NO

IDB Environmental and Social Performance Standards (ESPS)	Applies
<p>In the representative sample, some of the works involve water systems on indigenous communities. It is expected that the project's interventions will have significant positive impacts on the lives of the beneficiary indigenous communities. Projects involving indigenous communities are thus eligible to be financed under the Program. A Socio-Cultural Analysis for the sample projects has been developed as part of the Program preparation, and is published separately.</p>	YES
ESPS 8 - Cultural Heritage	YES/NO
<p>For the projects of the representative sample of the Program, no impacts to sites of recognized historical, paleontological, archaeological, architectural, religious, aesthetic, or other type of patrimonial significance were identified. Projects with significant negative impacts on cultural heritage are not eligible to be financed under the Program.</p>	YES
ESPS 9 - Gender Equality	YES/NO
<p>The Global Gender Gap Index places Belize in the 95th place out of 146 countries. This index measures variables such as the level of political empowerment, health, educational attainment, and economic participation and opportunity for women. Disparities in the job market are highlighted by UNDP's Gender Inequality Index, which ranks Belize 97 out of 189 countries. The labor participation rate (+15 years) of women is 49.9%, while that of men is 80.6%. The percentage of unemployed women in Belize is 11.40%, while that of men is 5.49% (ages between 15 and 64 years). These disparities are also present in the water sector. A SIF report identifies low participation of women in the Operation and Maintenance of rural water systems (below 20%). The report highlights that, in most VWB, decisions within VWB are mostly taken by men. Information collected by the IDB in 20 VWB confirms these low levels of women's participation in VWB, especially when it comes to decision-making. About 30% of total VWB members are women, but only 15% is presided by one (3 out of 20 surveyed VWB).</p> <p>In this context, projects take a cross-cutting approach to gender and, in compliance with this Standard, identify gender risks and impacts and introduce effective measures to avoid, prevent or mitigate them and thus eliminate the possibility of creating inequalities or reinforcing pre-existing ones.</p> <p>The program anticipates the implementation of specific trainings at the Village Water Board (VWB) level to promote the participation of women and underrepresented ethnic groups in VWBs, and contribute to the reduction of existing gender and diversity gaps. Special emphasis will be put in promoting the participation of women from migrant households.</p> <p>Beneficiary data for the Program will be gender disaggregated.</p> <p>Evaluation and management of sexual and gender-based violence related to the Program: within the guidelines of the ESMP for projects under the Program, a Socio-environmental Training Program is incorporated, which includes training on gender issues and the application of a Code of Conduct that includes among other issues, the explicit prohibition of harassing or violent behaviours against women and children in the community, and company employees. Measures are also included in order to minimize the risk of conflicts between contracted workers and</p>	YES

IDB Environmental and Social Performance Standards (ESPS)	Applies
<p>the local population, in order to ensure the creation and maintenance of a positive and free work environment, from: discrimination based on ethnic, racial, gender, gender identity, sexual orientation, or religion; violence, particularly violence against women, girls and adolescents; and child labour.</p> <p>Likewise, in compliance with ESPS 2, the ESMP of projects will incorporate a "Labor Management Procedure" (LMP) (see Annex 6) that is governed by the principles of equality, opportunity and fair treatment and includes labour laws within its regulatory framework regulations on equality and non-discrimination in the workplace.</p> <p>Equitable participation of people of all genders in consultations: The Stakeholder Engagement Plan (SEP) valid throughout the Program cycle (disclosure of information, meaningful consultation, Grievance Mechanisms and Conflict Resolution and Follow-up and Monitoring) contemplating the equitable and inclusive participation of interested parties with the objective of "ensuring that people of all genders and groups at risk of marginalization (ethnicity, race, age and immigration status, people with disabilities) have interaction and participation effective throughout the project execution cycle.</p>	
ESPS 10 - Stakeholder Engagement and Information Disclosure	YES/NO
<p>In compliance with this Standard, a public consultation process was implemented for the projects identified as category B as per the Environmental and Social Data Sheet in Annex 1 of this ESMF.</p> <p>The consultation process considered a gender-sensitive approach and methodology, to promote the equitable participation of men, women, the LGTBI+ community and vulnerable groups. The results of the consultation process during Program preparation are published separately.</p> <p>Likewise, during the design, construction and operation phases of the works, there will be a Grievance Redress Mechanism (GRM) at the Program level (see details on the Stakeholder Engagement Plan, Annex 1 of the ESA),, which will address the concerns of the affected and interested parties throughout the life cycle of the sample projects. Details of the GRM are included in the Program's Stakeholder Engagement Plan (Stakeholder Engagement Plan, Annex 1 of the ESA).</p>	YES

4. Environmental and Social Management Framework

The correct design and environmental and social management of the projects to be financed under the Belize Water and Sanitation Program for Rural Areas (BL-L1045) is directly related to the mitigation of impacts in the design, construction, operational and closure or decommissioning phases.

The incorporation of environmental, social, and occupational health and safety aspects throughout the project cycle is, therefore, fundamental to achieve an adequate management of these impacts.

4.1 Introduction

To comply with the applicable regulations presented in Chapter 3, it is necessary to establish a management system that defines the eligible projects, procedures, roles, and activities required according to the phase of the project cycle.

This procedure covers all infrastructure works included in the Program.

Figure 1 presents the Program's general environmental and social management scheme.

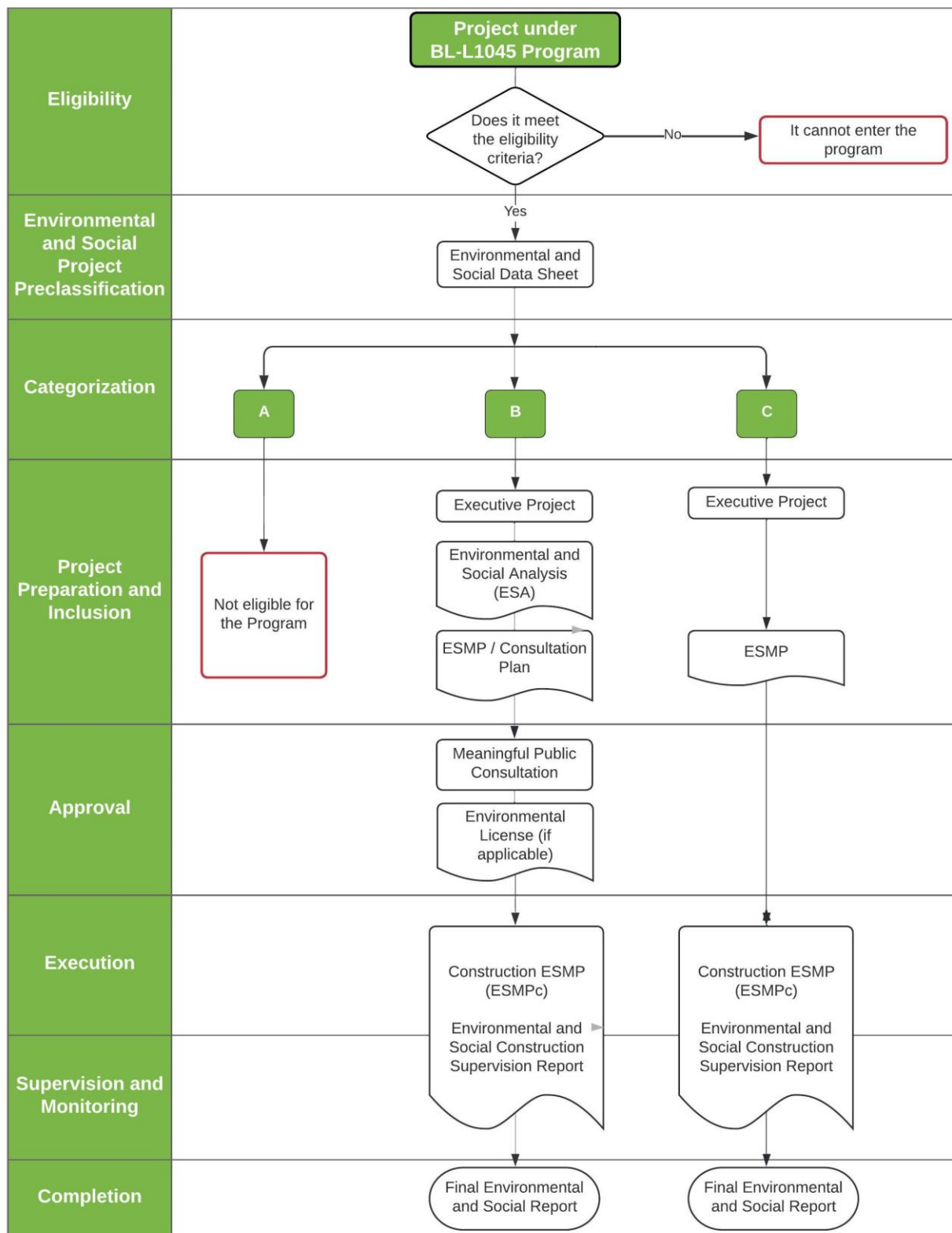


Figure 1 BL-L1045 Program Environmental and Social Management Scheme

4.2 Socio-Environmental Eligibility Criteria for Projects

Projects that have impacts and risks corresponding to **Category A**, according to the IDB's Environmental and Social Policy Framework, will be considered **ineligible** to be financed with Program resources.

A project is defined as Category A if it has "the potential to cause significant negative environmental impacts and associated social effects" or has "significant implications that affect natural resources".

Projects that have at least one of the following characteristics will not be eligible for financing with Program funds:

1. **Involuntary Resettlement:** projects that generate physical resettlement of people.
2. **Indigenous Peoples or Ethnic Minorities:** projects that cause differentiated negative impacts (direct, indirect, or cumulative) to indigenous populations or their individual or collective rights or property.
3. **Irreversible adverse impacts:** projects that require a significant period of time to reverse the negative effects. In this context, *significant* must be analysed and determined in each case.
4. **Critical Natural Habitats:** Projects that involve the loss or significant degradation of critical or important natural habitats. Significant conversion is defined as the removal or severe decline in the integrity of a critical or natural habitat caused by a long-term radical change in land or water use.
5. **Critical Cultural Sites:** projects that cause a significant negative impact on critical cultural property or assets, for example, religious, archaeological, paleontological sites, and other sites.
6. **Economic displacement:** projects that cause adverse impacts related to impacts on livelihoods or economic activities.

In addition, projects related to the production, trade or use of the products, substances or activities listed in the following **Exclusion List**, will not be eligible for financing with Program funds.

Exclusion List⁹

- a) Activities prohibited by the country laws or regulations, ratified international conventions and agreements, or that are subject to phase-out or prohibitions at the international level, such as:
 - i. Polychlorinated biphenyl compounds (PCBs).
 - ii. Pharmaceuticals, pesticides/herbicides, and other hazardous substances subject to phase-out or bans at the international level.
 - iii. Persistent organic pollutants (POPs).
 - iv. Substances harmful to the ozone layer subject to international phase-out.
 - v. Wild flora and fauna or related products regulated by the Convention on International Trade in Endangered Species of Wild Fauna and Flora.

⁹ IDB. Environmental and Social Policy Framework (ESPS). September 2021; Environmental and Social Safeguards (CAF)); IFC Exclusion List (2007).

- vi. Transboundary movement of wastes or waste products, except for safe waste destined for recycling.
- vii. Lead-based paints or coatings in the construction of structures and roads.
- b) Activities prohibited by the country laws or regulations or ratified international conventions and agreements relating to the protection of biodiversity resources or cultural heritage.
- c) Activities that, although they do not contravene the country's normative or regulatory framework, can generate adverse impacts of particular importance for people and the environment, such as:
 - i. Weapons, ammunition and other military goods or technologies.
 - ii. Tobacco.
 - iii. Betting, casinos and equivalent enterprises
 - iv. Radioactive materials
 - v. Loose asbestos fibers or products containing asbestos.
 - vi. Driftnet fishing in the marine environment with nets longer than 2.5 km.
- d) Production or activities involving harmful or exploitative forms of forced or compulsory labor, or harmful child labor.
- e) Production of pharmaceutical products that are being phased out of the market or have been banned internationally, according to the United Nations publication on banned products (Consolidated list of products whose consumption or sale have been banned, withdrawn, severely restricted or not approved by governments, according to its latest version).
- f) Production or activities affecting the ownership of territory or land belonging to, or claimed by, indigenous peoples for adjudication without the full documented consent of such peoples.

4.3 Socio-Environmental Management in the Project Cycle

E&S Management in the Design Phase

During the interventions design phase, SIF, as the Program's Executing Agency (EA), with the possible support of external consultants, will develop the executive project for each work to be financed under the Program.

SIF will apply the "**Environmental and Social Data Sheet**" (Annex 1 of the ESMF) to perform a quick environmental and social categorization of the project (screening), detail the main impacts and mitigation measures to be applied, and determine any additional studies or plans that may be necessary to determine the socio-environmental eligibility of the project.

According to the project category and identified impacts, the socio-environmental assessment requirements are detailed in Table 2.

Table 1 Socio-Environmental Management Instruments by Project Category

Project Category	Socio-Environmental Management Instruments
Category B	<ul style="list-style-type: none"> • Environmental and Social Analysis • Environmental and Social Management Plan • Meaningful Public Consultation Plan and Meaningful Public Consultation • Socio-Cultural Analysis (if applicable) • Environmental and Social Technical Specifications in tender documents
Category C	<ul style="list-style-type: none"> • Environmental and Social Management Plan • Environmental and Social Technical Specifications in tender documents

Based on the categorization results, and for those projects that are classified as **category B**, the SIF, with the assistance of external consultants, will develop the **Environmental and Social Analysis**, in accordance with national regulations and the IDB's Environmental and Social Policy Framework. The minimum contents of the ESA are detailed in **Annex 2**. SIF will also be responsible for verifying that the proposed interventions comply with the Project's Operating Regulations.

Projects classified as category B will require a public consultation. SIF will plan and conduct the corresponding public consultation instances, in accordance with the IDB ESPF Environmental and Social Performance Standard 10, and the guidelines of the Stakeholder Engagement Plan (**Annex 1** of the ESA).

ESA, ESMP, and Meaningful Public Consultation Reports should be published on SIF's website. They shall also be submitted for the Bank's No Objection prior to the start of the bidding process.

SIF will prepare the Bidding documents for works, incorporating the necessary environmental, social, and occupational health and safety clauses and requirements, both general and specific to the project that arise from the socio-environmental evaluation and the delineation of the ESMP detailed therein, and including the needs for periodic reports. These aspects will be included in the Environmental and Social Technical Specifications.

The Executive Bidding Project must outline the minimum content of the Environmental and Social Management Program at the construction level (ESMPc), with the explicit incorporation (in the bidding offers) of socio-environmental management actions in the cost calculation.

The proposals received during the Bidding process must contain a budget that includes the cost of implementing and complying with the environmental, social, and occupational health and safety mitigation measures required by the project to ensure compliance with the IDB's ESMP and applicable national and local regulations.

E&S Management in the Construction Phase

Prior to the project start-up, SIF will confirm to the environmental authority, Department of Environment (DOE), whether an environmental license is needed for the project.

During the Construction Phase, the Contracting Company will be responsible for preparing and implementing the Environmental and Social Management Plan (ESMP), as well as for having the environmental and occupational health and safety clearances and insurance required by the national and local regulatory framework, and other applicable permits, which could include excavation permits, construction permits, permits for occupying public roads, tree extraction permits, waste disposal permits, etc.

Prior to project start-up, the Contractor shall submit to the EA for approval a construction-level Environmental and Social Management Program (ESMPc). This ESMPc shall contain, at a minimum, the programs and subprograms detailed in Annex 4 of this ESMF, together with the specific recommendations arising from the project analysis and as reflected in the Environmental and Social Technical Specifications of the Bidding documents. **Annex 3** presents the indicative constructive ESMPc index. The ESMPc will also contain a Disaster Risk and Climate Change Analysis.

Once the ESMPc has been approved, the Contractor will be responsible for its implementation, providing the necessary means to implement the Programs formulated within its framework. The Contractor must have an environmental and social representative and a person responsible for hygiene and safety, who will be responsible for implementing the ESMPc. Likewise, the contractor must comply and enforce compliance by operators and subcontractors with all the provisions contained in the Plan, national and local environmental legislation, and the IDB's Environmental and Social Policy Framework, during all stages of execution of the works.

The Contractor will prepare monthly reports to SIF, detailing the actions and results of the ESMP implementation.

ESMPc supervision, control and monitoring activities will be conducted by the EA. The EA may conduct inspection visits, prepare internal use reports for the Project, and determine and impose corrective measures based on the terms of the tender documentation.

The environmental enforcement authority may also conduct audits to control the work, in accordance with its competencies.

At the end of the work, the Contractor must submit a Final Environmental and Social Report, which incorporates the information corresponding to the implementation of the ESMP, including records of implementation of plans and programs, and a report on compliance with the environmental and social indicators considered in the different stages of the project cycle.

E&S Management in the Operational Phase

During the operational phase, each Village Water Board will be responsible for the operation and maintenance of the infrastructure executed under the Program, in accordance with their operational practices.

IDB Role

The IDB will be in charge of reviewing and supervising the implementation by SIF of the socio-environmental management system required for the socio-environmental program monitoring. This includes the evaluation and No Objection of the Environmental and Social Analyses (for

category B projects) prior to the works Bidding, of the ESMP guidelines, and of the compliance with the Environmental and Social Action Plan.

The IDB will also evaluate the ESMP and ESMPc implementation, and the compliance with the environmental and social mitigation measures established therein, in order to ensure compliance with the Environmental and Social Policy Framework during the Program. This includes the review and approval of environmental and social compliance reports submitted by DOE, as well as environmental and social monitoring missions. This monitoring is performed at all phases of the project cycle.

Table 3 summarizes the environmental and social management responsibilities of the entities involved in the different phases of the Program.

Table 2 – Roles and Responsibilities of Environmental and Social Management, according to the Project phase

Project Phase	Activity	Responsible	Monitoring	Supervision
Design	Grievance Redress Mechanism (for the duration of the Program)	SIF		IDB
	Executive Project / Engineering Design	SIF		IDB
	Environmental and Social Assessment	SIF (may use external consultants)	SIF	IDB
	Public Consultation	SIF	SIF	IDB
	Preparation of E&S Technical Specifications for Bidding Documents	SIF		IDB
	Environmental Permits (when applicable)	SIF		DOE
Construction	ESMPc: Preparation and Implementation	Contractors	SIF	IDB
	Environmental and Social compliance during construction	Contractors	SIF / DOE	IDB
	E&S Progress Reports	Contractors to SIF (monthly)	SIF	
	E&S Progress Reports	SIF to IDB (half-annually)		IDB
	Final E&S Report	Contractors	SIF	
	Final E&S Report	SIF		IDB
Operation	Operation and maintenance of the water network infrastructure	VWB	MRD	IDB (initial period of 3 years after work completion)

4.4 Environmental and Social Management Plan

The general objective of the Environmental and Social Management Plan (ESMP) is to incorporate environmental and social management aspects into the implementation of the projects to be financed by the Program.

The ESMP's specific objectives are:

- Guarantee and control compliance with current regulations on environmental, territorial, health and safety and environmental and social performance standards of the IDB, at all applicable jurisdictional scales.
- Identify and establish the necessary mitigation measures, establish the monitoring, and control guidelines for their execution, and any other measures that arises as necessary, during the development of the works and the operation of the Project.

The ESMP will be part of the Environmental and Social Technical Specifications that are part of the bidding documents. The preparation of the Environmental and Social Management Program (ESMPc) at the constructive level and its execution is the responsibility of the contractor firm.

The proposed indicative **content index** for ESMPc can be found in **Annex 3**.

The ESMP will include the mitigation measures identified for the project and will consist of a series of programs and sub-programs for each of its phases, including, but not limited to, those detailed in Table 4.

Table 3 - Minimum Programs to be included in the ESMPc of construction phase.

Program Number	Program
1	Monitoring and Control of Compliance with Mitigation Measures
2	Construction Sites
3	Flora and Fauna management
4	Waste Management
5	Effluent Management
6	Chemicals Management
7	Occupational and Community Health and Safety
8	Pest and Vector Control
9	Socio-Environmental Training for Site Personnel
10	Disaster Management and Emergency Response
11	Community Information and Participation
12	Chance Find Procedure
13	Works Closure

The **guidelines and minimum contents of these programs** are presented in **Annex 4**.

4.5 Stakeholder Engagement Plan

In accordance with Environmental and Social Performance Standard 10 of the Environmental and Social Policy Framework, Category B projects to be funded under the Program will require a consultation process.

This consultation process should be conducted in accordance with **the IDB Consultation Guide** (available in <http://dx.doi.org/10.18235/0000776>) and the Planning Guide for **Virtual Consultations in the Context of COVID-19: Guidelines for Government Agencies and Project Executing Units** (available in <http://dx.doi.org/10.18235/0002502>). The process should ensure that, prior to consultation, information is presented to ensure understanding of the socio-environmental impacts and proposed mitigation measures of the projects and related construction processes.

Once the consultations have been conducted, a consultation report should be attached to the final version of the Environmental and Social Analyses of the Projects.

The guidelines for the Public Consultation events of the projects to be financed under the Program are detailed in Annex 1 of this ESA (Stakeholder Engagement Plan).

4.6 Environmental and Social Technical Specifications (ESTS)

The Environmental and Social Technical Specifications (ESTS) will be part of the Bidding Documents. The ESTS will define the obligations of the Contractor in environmental and social matters and will include the ESMP prepared for the Project.

The Contractor shall prepare a **monthly written report** to the EA, describing the status of all environmental and social actions of the project.

At the end of the works, the contractor shall submit a final environmental and social report incorporating all the information corresponding to the implementation of the ESMP, including the implementation records of plans and programs, and an evaluation report of the environmental and social indicators considered in the different phases of the project cycle.

4.7 Grievance Redress Mechanism

The Grievance Management and Dispute Resolution Mechanism aims to arbitrate the means and mechanisms to facilitate the reception of concerns (inquiries, claims, complaints, suggestions) from the stakeholders, and respond to them in order to solve them and anticipate potential conflicts.

In cases where it is not possible to avoid conflicts, it should promote negotiation and strive to achieve its resolution, so that all the stakeholders (including the Program) benefit from the solution.

The Grievance Management and Dispute Resolution Mechanism shall be in operation throughout the Program. The complaint and grievance management procedure shall cover the process of receiving, managing, or handling the complaint and the documented closure of the complaint.

The details of the GRM are included in the Stakeholder Engagement Plan (**Annex 1** of the ESA).

4.8 Reports and Inspections

SIF compliance report to the IDB

SIF will inform the IDB through a **semi-annual report** of the environmental, social, and occupational health and safety monitoring parameters of the projects included in the Program, as well as the status of compliance with IDB environmental and social performance standards and the national legal framework.

Inspections and Audits

To verify environmental and social performance, SIF, the IDB, and the environmental enforcement authority (DOE) may conduct inspections and compliance audits of the Environmental and Social Management System and the Program's Health, Hygiene, and Occupational Safety Management System. The frequency of such inspections shall be defined by each entity.

The contractor, through its socio-environmental staff, will conduct daily inspections to monitor the socio-environmental compliance defined in the project's ESMP.

The inspections will be conducted on the basis of objective evidence that proves compliance with the provisions of the ESMP i.e., not considering what is planned or about to be resolved - and a list will be drawn up of all irregularities detected (nonconformities).

Each inspection will be documented by means of a report which will include:

- The detected non-conformities description, referring to the ESMP program, national, local or IDB performance standard or legislation to which the non-conformity is non-compliant. It shall be accompanied by a photographic and documentary record in annex, together with the non-conformity detection date.
- The corrective action to be implemented in order to resolve the nonconformity. It is the contractor's responsibility to implement the corrective actions to resolve the detected nonconformities.
- The date on which the defined action must be fulfilled, and the person or role responsible for the implementation.
- The indicator of compliance with the action taken: when it is considered that the non-conformity will be closed.
- The non-conformity status (open or closed).

Table 4 – Nonconformities and Corrective Action Plan Register

Project	Identified Non-conformity (with ESMP, national legislation or IDB performance standard) and date	Action	Responsible	Date of execution	Compliance Indicator (when the non-conformity is considered closed)	State

The effectiveness of the corrective actions will be verified based on the compliance indicator and the non-repetition of the same non-compliance in the project.

ANNEXES

Annex 1. Environmental and Social Data Sheet

Part 1: General Project Data

Project: <i>(title)</i>	
General Data	
Objectives	
Main project components	
Expected project results	
Map of the Project's Area of Influence	
Map with traces, and area delimitation of direct and indirect influence of the project.	
Trace Characterization (aqueducts) or Property (Plants and other facilities)	
Relevant characteristics of the physical and biological environment.	
Relevant characteristics of the socioeconomic environment.	
Photographic record of the Project Direct Influence Area (in annex).	
Public consultation	
Did the Project have a Public Consultation Process of interested/affected stakeholder: Yes/No Are there records: Yes/No (if yes, attach them) Does it comply with IDB requirements: Yes/No (perform a gap analysis, using the Public Consultation guidelines included in Annex 5 of the Program's ESMF)	

Part 2: Socio-Environmental Eligibility

2 A. Socio-Environmental Eligibility Criteria Questionnaire	
Criterion	Yes/No - Justification
Significant Impacts Does the project have the potential to cause significant negative impacts? A significant negative impact occurs if: i) it extends over a wide geographical area, ii) it is permanent or occurs over a wide period of time, and iii) it is of high intensity or magnitude.	(If the answer is positive, the project is not eligible to be funded by the Program)

Critical Natural Habitats Does the project involve critical natural habitats? Does the project have the potential to cause significant negative impacts on natural habitats and/or critical natural habitats (protected or planned protected areas, or areas of high biological diversity – wetlands, habitats of endemic or endangered species)?	(If the answer is positive, the project is not eligible to be funded by the Program)
Critical Cultural Heritage and/or Sites Does the project have the potential to cause significant impacts on property or cultural property (e.g., religious, archaeological, paleontological sites, among others)?	(If the answer is positive, the project is not eligible to be funded by the Program)
Involuntary Resettlement Does the project generate resettlement of families or loss of homes? Does the project generate impacts on livelihoods or economic activities?	(Projects requiring people resettlement are not eligible)
Indigenous Peoples or Ethnic Minorities: Does the project cause negative impacts (direct, indirect, or cumulative) to indigenous peoples or their individual or collective rights or property?	(Projects that cause differentiated negative impacts to indigenous populations are not eligible)
Impact on livelihoods Does the project result in the loss of people's livelihoods for a significant number of people?	(Projects that cause significant negative impacts to livelihoods are not eligible)
2 B. Other relevant impacts	
Criterion	Yes/No - Justification
Natural Disaster Risks Location of the project in areas of river flooding or other risks of non-mitigable natural disasters.	Determine if disaster risk analysis will be required according to IDB methodology ¹⁰ .
Impacts on Assets Are easements or expropriations required for the project implementation?	Perform an analysis of land ownership and easements required for project works. If land acquisitions were made for the projects, information must be presented to ensure that it was a process free of negotiation and in good faith.
Other relevant risks and impacts	
Other observations/comments	

¹⁰ IDB Risk Assessment Methodology can be found at <http://dx.doi.org/10.18235/0002041>

Part 3: Categorization

Eligibility and Additional Studies	
Project Category according to IDB ESPS	Justify the category assigned, based on expected impacts and sensitivity of the environment. If the project is <u>Category A</u> (responds positively to any of the points in Section 2.A of this Sheet) it is not eligible to finance under this Program.
Study/Plan requirements according to ESMF requirements: Establish whether the Project requires an ESA.	
Public Consultation Requirements: Determine, based on the above analysis, whether a Public Consultation instance with affected parties and stakeholders is necessary, in accordance with the guidelines of the IDB's ESPS. <ul style="list-style-type: none"> • <u>Category B Projects</u> require a Public Consultation with concerned stakeholders • <u>Category C Projects</u> do not require a Public Consultation 	
Completed: Date:	Revised: Date:

Annex 2. Minimum Content of Environmental and Social Analyses (ESA)

The following is a list of the minimum contents to be developed in the Environmental and Social Analyses of the projects to be financed within the Program framework:

CHAPTER 1: INTRODUCTION. Identify the project to be evaluated, and explain the execution arrangements.

CHAPTER 2: BACKGROUND: Program Description, Objectives. Project Description, Proposed Works and Alternatives Analysis.

It should include a brief description of the main components of the proposed project, a statement of the need for the project and the objectives it will seek to achieve, the implementing agency, a brief history of the project (including alternatives considered), the current status and schedule, and identification of any other related projects. Also include a description of other project preparation activities (e.g., legal analysis, institutional analysis, economic analysis, social assessment, baseline studies).

Provide a brief description of the relevant parts of the project, using maps (at an appropriate scale) where necessary, and including, among other things, the following information: location; general design; size, capacity, etc.; pre-construction activities; construction activities; schedule; staffing and support; facilities and services; operation and maintenance activities; required off-site investments; and lifetime.

CHAPTER 3: LEGAL AND INSTITUTIONAL FRAMEWORK: Applicable National and local Legal Framework. Environmental and Social Policy Framework of the Inter-American Development Bank. Institutional Framework.

Describe relevant laws, regulations and standards governing environmental quality, health and safety, protection of sensitive areas, protection of threatened species and their habitats, sites, land use control, aspects of social management, etc., at the national and local levels, and applicable IDB environmental and social performance standards. The description should highlight its applicability in the project.

CHAPTER 4: ENVIRONMENTAL AND SOCIAL BASELINE: Description of the Natural Environment, Description of the Social Environment, General characteristics of the project direct and indirect influence area, Sociodemographic characteristics, Socio-environmental conflicts in the project direct influence area.

The study area boundaries for assessment and any adjacent or possibly affected areas to be considered with respect to particular impacts should be specified. This delimitation will then be the basis for defining the scope of the project direct and indirect influence areas.

Collect, evaluate, and present baseline information on the relevant environmental characteristics of the study area. Include information about any anticipated changes before the project begins. This

information must refer to the project influence area. For information with a broader spatial scope, it is encouraged that it is only used in direct relation to the project. It is suggested to avoid general information or statistics not connected to the study object.

- a) **Physical environment:** geology; topography, soils; climate; ambient air quality; surface and groundwater; hydrology; existing sources of air emissions; existing polluted water discharges; and water quality.
- b) **Biological environment:** flora; fauna; rare or threatened species; sensitive habitats, including parks and reserves; natural sites with conservation importance, etc.; species of commercial importance; and species with the potential to cause nuisance, vectors or hazards.
- c) **Socioeconomic environment:** population; land use; planned development activities; community structure; employment; distribution of income, goods and services; recreation; public health; cultural heritage; indigenous/tribal peoples; and customs, aspirations and attitudes.

CHAPTER 5: IDENTIFICATION AND ASSESSMENT OF PROJECT RISKS AND IMPACTS. Risk and Impact Assessment, Matrix of Risks and Impacts Associated with the Project, Description of the impacts associated with the Project.

In this analysis, all significant potential impacts of the project will be described and analysed, distinguishing between negative and positive, direct and indirect, cumulative, and immediate and long-term impacts, including potential impacts to protected areas and KBAs. Impacts that are inevitable or irreversible will be identified. Whenever possible, describe impacts quantitatively, in terms of environmental costs and benefits, assigning economic values where feasible. Characterize the scope and quality of available data, explaining significant information gaps and any uncertainties associated with impact predictions. Perform a risk analysis according to the IDB methodology¹¹.

CHAPTER 6: ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN. ESMP Context and objectives, roles and responsibilities in the socio-environmental project management, mitigation programs and measures. Development of the Environmental and Social Management Plan (ESMP) to mitigate Negative Impacts and Enhance Positive Impacts. Recommend feasible and cost-effective measures to prevent or reduce significant negative impacts to acceptable levels and enhance positive impacts. Estimate the impacts and costs of such measures, and the institutional and training requirements to implement them. Detail the ESMP guidelines to be developed in detail by the contractor, including proposed work programs, budget estimates, schedules, staffing and training requirements, and other support services necessary to implement the mitigation measures. Explain how the project will comply with the Bank's requirements and with the environmental and social requirements of the applicable environmental and social performance standards, where relevant.

The ESMP should also detail the grievance management and citizen participation mechanism. Finally, it must detail the reporting requirements by the contractor company, and the guidelines for inspections by the executor.

CHAPTER 7: PUBLIC CONSULTATION: Socialization Background, Socialization within the project framework, Events to be held, Recipients, Presentation date and venue, Event Characteristics, Activity

¹¹ Inter-American Development Bank. Disaster risk assessment and climate change methodology for IDB projects (2019).

record, Responsible. Assist in Inter-Agency Coordination and Public Participation/NGOs. Assist in coordinating the ESA with other government agencies, to gain insight from local NGOs and affected groups, and in maintaining a file of meetings and other activities, communications, and comments and their availability on the project.

CHAPTER 8: CONCLUSIONS. Conclusions. Project Environmental and social viability.

CHAPTER 9: REFERENCES

ANNEXES

Annex 3. Indicative Index of the Environmental and Social Management Plan (ESMPc) at the Construction Level

1. **Cover**, including:
 - Project and Program Name and location.
 - Work's name.
 - Contractor firm.
 - ESMP preparation date.
 - Environmental representative of the company (responsible for implementing the ESMP): name, signature, enabling professional registration.
 - Version control: table indicating revision date, preparation manager, date and approval manager, and major version changes.
2. **Table of Contents**, including all annexes
3. **Introduction**:
 - ESMP Objective and scope.
 - Data of the company, work, location and client
 - Company's environmental, social, quality and occupational health and safety policy.
 - Code of Conduct for employees of the company, which includes, among other topics, the explicit prohibition of harassment or violence against women and children in the community, and employees of the company.
 - Professional responsible for the implementation of the ESMP (name, contact details).
 - Definitions of technical terms and acronyms used throughout the ESMP.
4. **Project Description**
 - Objective and components of the work.
 - Scope and descriptive memory of the work, construction methods.
 - Basic description of environmental and social particularities at construction sites.
5. **Legal regulations** of reference, applicable to the project
6. **Identification of environmental, social and occupational health and safety risks and impacts in the construction phase**
7. **Mitigation measures**. Mitigation measures identified should include:
 - Impact or risk they address
 - Monitoring and follow-up indicators
 - Target performance level values
 - Corrective actions in case of deviations
 - Timeline (when measures are triggered, duration)
8. **Detailed ESMPc Environmental Management Programs (at the construction level)** – at a minimum, this chapter should include all programs listed in Annex 4 of ESMF, and any other programs deemed necessary for the execution of the Project.
9. **Implementation and Operation**
 - Resources required for the ESMP implementation (budget, materials, equipment and human resources)
 - Roles: functional organization chart, role of each key position in terms of ESMP responsibility (Project Manager, Environmental Manager, Occupational Health and Safety Manager, Supervisors and Managers, Operational Personnel, Subcontractors and Suppliers)

- Documentation: guidelines for the preparation, review, approval and filing of documents related to the environmental and social management of the project

10. Operational oversight

- arrangements and responsibilities for monitoring of ESMP implementation
- triggers or periodic review schedule of the ESMP
- Control and measurements: control measures to be implemented
- Assessment of compliance: accepted limit values, criteria
- Non-conformity, preventive, mitigation, corrective, compensatory actions
- Verification of execution and effectiveness of preventive, mitigative, corrective, compensatory actions
- Reporting requirements
- Log control
- Audits
- Reports of ESMP compliance indicators by contractor.

11. Annexes

- Environmental procedures
- Model registration and control sheets
- Internal environmental and social audits model form.

Annex 4. Guidelines for the Environmental and Social Management Plans (ESMPc) at the Construction Level

The ESMP will include the mitigation measures identified for the project, and will consist of a series of programs and sub-programs for each of its phases, including, but not limited to, those detailed in Table 4.

Table 5 - Minimum Programs to be included in the ESMPc of construction phase

Program Number	Program
1	Monitoring and Control of Compliance with Mitigation Measures
2	Construction Sites
3	Flora and Fauna management
4	Waste Management
5	Effluent Management
6	Chemicals Management
7	Occupational and Community Health and Safety
8	Pest and Vector Control
9	Socio-Environmental Training for Site Personnel
10	Disaster Management and Emergency Response
11	Community Information and Participation
12	Chance Find Procedure
13	Works Closure

Program 1: Monitoring and Control of Compliance with Mitigation Measures

Program 1: Monitoring and Control of Compliance with Mitigation Measures	
Socio-environmental effects to be prevented or corrected:	Deviations in implementation of mitigation measures
Management Measures	
<p>For the supervision of compliance with the mitigation measures identified, the Contractor will plan and keep updated a "control panel", which will serve to supervise the execution of each Mitigation Measures planned for the Construction Stage. It shall indicate, at least:</p> <ul style="list-style-type: none"> • actions to be implemented, • necessary material resources, • responsible staff, • indicators of compliance, goals, and frequency of monitoring. 	
Monitoring and Compliance	
Indicators <ul style="list-style-type: none"> • Number of ESHS Non-Conformities (environmental, social and safety and hygiene) identified during the inspections. • Number of ESHS Non-Conformities closed on time. 	
Responsible for the implementation of the measure	Works Director
Responsible for the control of the measure	Works Inspector

Program 2: Construction Sites

Program 2: Construction Sites	
Socio-environmental effects to be prevented or corrected:	Minimize the environmental and social impacts of the preparatory activities of the works
Management Measures	
<p>The works sites must guarantee the minimum impact of the environment and must consider:</p> <ul style="list-style-type: none"> • a materials deposit/collection sector, • a waste collection sector, • provision of water for sanitary use and work use, • appropriate signage, • first aid kit, • electric generator with waterproof base, if necessary, <p>Among the particular recommendations, the following are defined:</p> <ul style="list-style-type: none"> • Work sites will be provided with adequate communication equipment, to able the request of help against emergencies (radios, if necessary). • Work sites will be provided with fire extinguishers or another adequate system against fires. • Personnel must be trained to act in emergency situations, and in the practice of first aid and adequate hygiene practices. • After the finalization of construction activities in each work site, all the remains of materials must be removed. • Raw materials such as: bricks, cement, wood, iron for construction, waterproofing, membrane, additives, wire, nails, sima mesh, etc., will be preferably provided by local businesses and industries. It will be verified that the suppliers comply with the applicable environmental regulations regarding the use or exploitation of natural resources. • The drainage of water surpluses, of the movements and stockpiles of the soil, will be conducted respecting as much as possible its natural course and the levels of runoff of the land, to avoid erosion impacts. 	
Monitoring and Compliance	
Indicators <ul style="list-style-type: none"> • Number of the work sites where the management measures were implemented / number of the current work sites. 	
Responsible for the implementation of the measure	Works Director
Responsible for the control of the measure	Works Inspector

Program 3: Flora and Fauna Management Program

Program 3: Flora and Fauna Management Program	
Socio-environmental effects to be prevented or corrected:	Impacts on vegetation cover and wildlife
Management measures	
<p>Flora</p> <ul style="list-style-type: none"> Once the construction sites are defined, the net area of loss of natural vegetation shall be calculated. The Contractor must implement a revegetation scheme to achieve zero net loss of vegetation. These activities will be agreed with EA prior to the works starting. The minimum compensation ratio for tree removal is 3:1 (3 new trees for every tree removed) The quantification of the revegetated area will be carried out in the fourth month after planting, counting the surviving vegetation. The removal of the vegetal cover will be carried out immediately prior to the execution of the construction activities. The time on the construction sites shall be reduced to a minimum, in order to reduce the disturbance of the natural habitat. The top layer of excavated soil should be stored separately. This soil will be used for ground levelling activities, respecting the edaphic sequence. The introduction of invasive species in revegetation activities is prohibited. <p>Fauna</p> <ul style="list-style-type: none"> Workers must be trained in the identification and protection of native vegetation and wildlife, and how to proceed when encountering potentially dangerous animals. Establish measures to drive away fauna in areas where the clearing of vegetation will take place. The activity will target animals with greater locomotion capacity, mainly medium and large mammals, birds and large lizards. These animals should be chased away to adjacent areas without the need for capture. In the case of less mobile species, their rescue and relocation to nearby areas should be promoted. It is recommended to establish low circulation speeds Proper planning of activities to minimize the presence of workers in natural environments. Whenever possible, the use of machinery will be limited and/or equipment with low noise levels will be used. Hunting ban in the project area. 	
Monitoring and Compliance	
<p>Indicators</p> <ul style="list-style-type: none"> Vegetation cover surface removed, Revegetated cover surface surviving after the fourth month. 	
Responsible for the implementation of the measure	Works Director
Responsible for the control of the measure	Works Inspector

Program 4: Waste Management Program

Program 4: Waste Management Program	
Socio-environmental effects to be prevented or corrected:	Pollution due to improper handling of waste generated on site.
Management measures	
<p>The generation of waste during the construction stage includes similar to household waste (low hazard) and special waste (dangerous). The first category may include packaging waste, plastics, pipe cuttings, wood, cardboard, food scraps, wires, bags of lime and cement, cables, brick, etc. The second category may include items such as rags, wood, filters, gloves, or other solid items contaminated with oils, hydrocarbons, traces of solvents, varnishes, paints; waste from coating and welding electrodes; used oils; containers or packages with remains of the mentioned substances.</p> <ul style="list-style-type: none"> The personnel must be duly trained to differentiate these two groups of waste and maintain their separation between them throughout the entire development of the works, as well as for their correct handling and management. All waste shall be stored separately, according to their nature (reusable or recyclable, household waste, special waste), under suitable conditions to preserve their characteristics and avoid dispersion. The burning or burial of any type of waste generated during the construction period, whether household or special, solid, or liquid, nor the dumping of any type of waste into watercourses or soil will be permitted. Under no circumstances will unattended waste be left on the construction sites, which can be accessed by animals or people. A register of the waste generated in each work site must be carried out, recording the type, volumes, and characterization of waste. whenever possible, the washing of tools and machinery on the construction site will be avoided. When it cannot be avoided, a site will be provided for temporary storage of effluents, which must be removed from the Project Area at the end of each work. <p>Low hazard waste</p> <ul style="list-style-type: none"> If the recycling of some similar-to-household waste is technically and economically feasible, it shall be carried out. If recyclable materials are useful for local residents, they will be delivered to whom request it (after consultation and agreement with the local residents). The waste that was not reused in the Project Area must be safely stored and removed immediately upon completion of each work. <p>Special waste</p> <ul style="list-style-type: none"> Special waste must be stored in suitable containers according to the substance and managed as hazardous waste, in accordance with current legislation. In case of accidental spills, the EA must be notified, and the necessary measures must be taken to contain and eliminate the hydrocarbon or chemical product. The spill must be immediately absorbed with appropriate materials (absorbent cloths, clay, etc.). The soil or vegetation contaminated will be treated as special waste. If any type of pathological waste is generated, due to any personal accident and first aid care, it must be separated and stored properly, and treated in accordance with current legislation. Special waste must be removed daily from construction sites. They can be temporarily stored outside the Project Area in suitable facilities. Its final disposition must be carried out in accordance with current legislation. 	
Monitoring and Compliance	
<p>Indicators</p> <ul style="list-style-type: none"> Volume of waste that can be assimilated to domestic waste managed in accordance with defined standards / Total volume of waste that can be assimilated to urban waste generated by the project. Volumes by type of hazardous waste managed in accordance with defined standards / Total volumes by type of hazardous waste generated by the project. Volume of dry waste and construction surplus managed in accordance with defined standards / Total volume of dry waste and construction surplus generated by the project. <p>Monitoring</p>	

Program 4: Waste Management Program	
<ul style="list-style-type: none"> • Training registration forms for key personnel in the management of different types of waste. • Hazardous waste removal records for final disposal. • Evidence of the certificate of the accredited company to make the final disposal of hazardous waste. 	
Responsible for the implementation of the measure	Works Director
Responsible for the control of the measure	Works Inspector

Program 5: Effluent Management

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN	
Program 5: Effluent Management	
Socio-environmental effects to be prevented or corrected:	Pollution due to inadequate management of effluents generated by work activities.
Management Measures	
<p>The drainage of water surpluses, of the movements and stockpiles of the soil, will be conducted respecting as much as possible its natural course and the levels of runoff of the land.</p> <p>Sectors where there is a risk of spills, leaks or leaks of polluting substances must be equipped with an impermeable floor and a perimeter channel connected to an independent channeling system, which will lead the rainwater that flows through them to treatment devices.</p> <p>For the treatment of the sewage effluents that will be generated during the execution of the work, portable toilets or equivalent in sufficient quantity must be installed, both in the camp and in the work fronts, being supervised by the environmental inspection manager in order to avoid an impact on water resources. The effluents accumulated in these toilets must be removed daily and at the same time sanitized, by an authorized operator or by the service provider.</p> <p>Washing of equipment and machinery (including concrete mixers) will not be permitted in the work sites.</p>	
Monitoring and compliance	
<p>Indicators</p> <ul style="list-style-type: none"> Number of effluent types managed according to defined standards / Total number of effluent types generated by the project. <p>Monitoring</p> <ul style="list-style-type: none"> Record sheet of portable toilet withdrawals and inspections by the contractor to other sources of generation. 	
Periodicity of Supervision of the degree of Compliance and Effectiveness of the Measure	Monthly
Head of Audit	Construction Inspection

Program 6: Chemicals Management

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN	
Program 6: Chemicals Management Program	
Socio-environmental effects to be prevented or corrected:	Pollution due to inadequate management of chemicals used in construction activities
Management Measures	
<p>The person responsible for the work must report and clean up spills of fuels, oils and toxic substances. If there are accidental spills on the ground, they must be removed immediately and notify the Supervision. In the event that this spill exceeds an approximate volume of 5 liters, the affected soil must be removed and treated as special waste. Small spill volumes can be collected with absorbent synthetic materials, rags, sawdust, or sand. The final cleaning of the site can be done with water and detergent.</p> <p>When concrete is produced on <i>site</i>, the application of chemicals that require management measures is sometimes required.</p> <p>An inventory should be made, prior to the commencement of work, of chemical products by classifying them according to the type and degree of physical and health risks of their use.</p> <p>Any flammable substance must be properly protected, safeguarded and stored under safe and restricted conditions according to its use and degree of danger. All chemicals shall be labelled to provide essential information on their classification, the hazards involved and the safety precautions to be observed for workers.</p> <p>The persons in charge of handling the chemical products must ensure that when they are transferred to other containers, their identification and all industrial safety and occupational health precautions that must be taken are maintained, in accordance with the corresponding Plan.</p> <p>It will be mandatory that the work has the technical safety sheets of the chemical products and within the induction training they are made known to their employees. These sheets should contain detailed essential information about your identification, your supplier, your classification, your hazardousness, precautionary measures and emergency procedures. Such records shall constitute a register which shall be accessible to all interested workers and their representatives.</p>	
Monitoring and compliance	
<p>Indicators</p> <ul style="list-style-type: none"> Percentage of compliance in inspections of chemical management facilities and procedures. <p>Monitoring</p> <ul style="list-style-type: none"> Training registration sheets for key personnel in chemical management. Registration sheets for chemical substances stored on site. 	
Periodicity of Supervision of the degree of Compliance and Effectiveness of the Measure	Monthly
Head of Audit	Construction Inspection

Program 7: Occupational and Community Health and Safety

Program 7: Occupational and Community Health and Safety	
Socio-environmental effects to be prevented or corrected:	Accidents and incidents that affect occupational and community health and safety
Management measures	
<p>The contractor will verify, with the appropriate frequency, the compliance with the Requirements and Procedures of the applicable standards according to current legislation, as well as internationally recognized good practices (guidelines of the International Finance Corporation), maintaining a professional or team of professional advisers in the field.</p> <ul style="list-style-type: none"> Workers must be trained in the use of equipment and machinery, as well as in driving vehicles, to comply with all the current regulations in the protected areas. There must be clear identification of all the elements available, in addition to billboards and training notices, as a permanent pedagogical tool. The contractor is responsible for providing the PPE and for conducting an induction to its workers on the types of existing PPE, the appropriate use, the characteristics and the limitations of the PPE. <p>Occupational Health and Safety Subprogram</p> <p>A detailed recognition of the risk factors in each job and the number of workers exposed to each of them must be carried out.</p> <p>The following activities should be considered:</p> <ul style="list-style-type: none"> Conduct 5-minute safety talks each day prior to the start of work. The topics will be programmed based on the risks of the activities carried out according to the progress of the works. Procedures for carrying out activities safely. Check and inspect the proper functioning of equipment and machinery, and risk prevention equipment (fire extinguishers). Application of safety data sheets for dangerous products Provide the appropriate personal protection elements (PPE) necessary for all workers on the construction site. Delimit and use signaling for work areas and storage areas. Develop the Contingency Plan and train workers in its implementation Control the collection, treatment and disposal of residues and waste, applying basic sanitation standards. Ensure that personnel operating equipment are licensed. Train staff in Environment, Health, Hygiene and Occupational Safety. <p>The following are defined as high-risk activities:</p> <ul style="list-style-type: none"> Work at heights and on scaffolding (e.g. water storage tanks) Hot Work (Welding), Machinery maintenance Electrical work (during installation of e.g. pumps) <p>Community Health and Safety Subprogram</p> <p>This subprogram addresses the risks and impacts to the health and safety of communities affected by the project.</p> <p>The Contractor must evaluate the risks and impacts of the project on the health and safety of the affected communities, including those people who, due to their particular circumstances, are vulnerable (children, for instance). Likewise, it must propose mitigation measures in accordance with the mitigation hierarchy.</p> <p>For that, the following aspects will be considered:</p> <ul style="list-style-type: none"> Traffic and road safety. Proper signaling and delimitation of work sites Management and safety of hazardous materials. Ecosystem services: the project's impacts on natural habitats can generate risks and adverse impacts on the health and safety of the affected communities. Emergency preparedness and response (Contingency Plan) 	

Program 7: Occupational and Community Health and Safety	
Labor Management Procedure Subprogram <p>The contractor should develop a Labor Management Procedure (LMP). The objective of the LMP is to define actions and responsibilities of the employer, and it applies to employees working directly for the contractor, as well as to personnel hired through third parties (sub-contractors). Guidelines for the preparation of the LMP are included in Annex 6 of the ESMF of the Program.</p> <p>The LMP has to establish employment relationships based on the principle of equal opportunities and fair treatment. Child or forced labor will not be allowed. The contractor (or its subcontractors) will not allow employment of children under the minimum age of employment permitted by law, and in no case below the age of 15.</p> <p>The contractor will establish a specific grievance redress mechanism for workers (and their organizations, when they exist) so that they can express their concerns about the workplace, and for directing complaints about sexual and gender violence.</p>	
Monitoring and Compliance	
Indicators <ul style="list-style-type: none"> • Frequency rate (number of accidents x 200,000/man-hours worked in the period). • Severity Index (number of serious accidents x 200,000/ man-hours worked in the period). • Fatal Accident Incidence Rate (Number of fatal accidents x 200,000/Number of exposed workers). • Number of personnel using PPE according to the risk of the activity / Total number of personnel. • Number of workers with Medical and Labour Insurance / Total number of workers in the project Monitoring <ul style="list-style-type: none"> • Work accident registration forms. • PPE delivery record forms. • Record sheets for training in the use of PPE. • Certification forms for the use of specific machinery. • Safety procedures for critical activities. • Risk analysis and checklists for critical activities. 	
Responsible for the implementation of the measure	Works Director
Responsible for the control of the measure	Works Inspector

Program 8: Pest and Vector Control

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN	
Program 8: Pest and Vector Control Program	
Socio-environmental effects to be prevented or corrected:	Spread of pests and vectors
Management Measures	
<p>To prevent possible effects on the health of the population, it is recommended that the Contractor hire the services of an authorized and competent company, whose responsibility will be:</p> <ul style="list-style-type: none"> - Perform pest disinfection, prior to the removal of green waste and soil movement. - Coordinate with municipal authorities actions aimed at avoiding the deposit of MSW in adjacent properties without building and in the side streets. <p>Anticipating the use of products with side and residual effects, it is suggested to request and control the protocols of the products used for the elimination of pests.</p> <p>The waste generated by the disinfection actions must also be managed, controlling that the company responsible for the activity proceeds to the removal of the containers used, also requiring proof of disposal of these.</p> <p>No food remains should be left or make fire, as hot food or ash can attract species such as rodents and vipers.</p>	
Monitoring and compliance	
<p>Indicators</p> <ul style="list-style-type: none"> • Number of pest and vector disinfection and control applications carried out / Total number of pest and vector disinfection and control applications provided for in the Program. <p>Monitoring</p> <ul style="list-style-type: none"> • Disinfection certificates, according to scheduled disinfection plan (estimated dates of fumigations, products to be used, safety measures to be implemented, Contingency Plan, etc.). ○ Proof of withdrawal and final disposal of baits. 	
Periodicity of Supervision of the degree of Compliance and Effectiveness of the Measure	Monthly
Head of Audit	Construction Inspection

Program 9: Socio-Environmental training for construction personnel

Program 9: Socio-Environmental training for construction personnel	
Socio-environmental effects to be prevented or corrected:	Lack of knowledge about the role of personnel in the preservation, protection and conservation of the environment and occupational safety in the exercise of their functions.
Management measures	
<p>Socio-Environmental Training</p> <p>To carry out the training, informative meetings will be held prior to the start of the work and, after it has begun, exchange and training meetings with contents adjusted to the requirements of the different works with environmental implications, and drills of acting in situations of emergency.</p> <p>The planning and execution of the training will be carried out under the supervision of the professionals responsible for safety, hygiene, and environment of the Contractor. For the implementation of this Program, the development of at least one informative, exchange and training meeting on each of the following topics will be foreseen:</p> <ul style="list-style-type: none"> • Basic induction in environmental protection. • Evaluation and control of risks. People safety. • Environmental contingencies: spills, fires, etc. • Fire Prevention and Control. • Comprehensive Waste Management. • Protection and management of plant species present in the immediate environment. • Safe handling of chemical substances. • Company Code of Conduct and Gender Issues. <p>Code of Conduct</p> <p>The Contractor shall develop and implement a Code of Conduct for Site Personnel to be included in employment contracts (Contractor and Subcontractors) – in accordance with the guidelines included in the PGL. The Contractor shall take the necessary measures and precautions in order to avoid the generation of gender, social, political, cultural or racial conflicts, and to prevent tumult or disorder on the part of the construction personnel and employees hired by them or by their Subcontractors, as well as for the preservation of order, the protection of the inhabitants and the security of public and private property within the area of influence of the project.</p> <p>This Code prohibits harassment, violence or exploitation, and racism. It must be applied during the working day and outside it, by all the people involved in the project.</p> <p>Sanctions, fines, or dismissals will be applied for non-compliance or infringement of the established rules of conduct, depending on their degree of severity.</p> <p>All construction personnel, regardless of their level of hierarchy, must attend talks and training on the Code. The contractor must implement during the development of the work for all the personnel affected by the work, at least two activities on non-discrimination and gender equity, focused on the following topics: 1) Sexual exploitation of children and adolescents including labor and criminal consequences; and 2) Relationship between men and women at the work level.</p> <p>For the aforementioned activities, an Action Plan must be previously submitted for approval by the Construction Management, which includes in detail those responsible for their implementation, form of work and schedule. At the end of the activities, an evaluation report must be submitted.</p> <p>The contractor must implement, within a period of time to be agreed with the Construction Management, a protocol of sexual harassment at work.</p> <p>In addition, the camp must have hygienic cabinets and changing rooms for people of both sexes, properly installed and signposted. This requirement must be met both for the facilities of the company's personnel and for the premises destined for the Construction Management.</p>	
Monitoring and Compliance	
<p>Indicators</p> <ul style="list-style-type: none"> • Percentage of personnel trained in accordance with the Training Program. • Percentage of training sessions given out of the total training sessions required according to the Training Program. 	
Responsible for the implementation of the measure	Works Director

Program 9: Socio-Environmental training for construction personnel	
Responsible for the control of the measure	Works Inspector

Program 10: Disaster Management and Emergency Response

Program 10: Disaster Management and Emergency Response	
Socio-environmental effects to be prevented or corrected:	Human, economic, and environmental losses associated with an emergency situation and protect areas of social, economic and environmental interest located in the area of influence of the project.
Management measures	
<p>Contingency Prevention and Control Strategies</p> <p>Contractor Responsibilities:</p> <ul style="list-style-type: none"> • Comply with and enforce the general and special regulations, rules, procedures and instructions on health, hygiene, and occupational safety, for which it must: • Prevent and control all risks that may cause accidents at work or professional illnesses. • Identify and correct unsafe conditions in work areas. • Enforce the standards and procedures established in the programs of the environmental management plan. • Develop programs to improve working conditions and procedures aimed at providing greater safety guarantees in the execution of work. • Carry out training and awareness campaigns for workers in relation to the practice of Occupational Health. • Periodically inform each worker about the specific risks of their job, as well as those existing in the work environment in which they work, and indicate the correct way to prevent them. • Ensure that the design, engineering, construction, operation and maintenance of equipment and facilities at the service of the company are based on the norms, procedures and safety standards accepted by the Construction Supervision. • Establish periodic and preventive maintenance programs for machinery, equipment, and locative facilities. • Facilitate the practice of inspections and investigations that, on occupational health conditions, are carried out by the competent authorities. • Provide workers with the necessary and appropriate personal protection elements according to the risk to be protected and in accordance with Industrial Safety recommendations, considering their selection according to use, service, quality, maintenance and replacement. • Define the response plan for emergencies that may occur, with inputs from the National Emergency Management Organization (NEMO) • Have the necessary resources and materials to respond to emergencies. <p>Workers Responsibilities:</p> <ul style="list-style-type: none"> • Carry out their tasks observing the greatest care so that their operations do not result in unsafe acts for themselves or their colleagues, equipment, processes, facilities and the environment, complying with the standards established in this regulation and in the management plan programs environmental. • Carefully monitor the behavior of the machinery and equipment under his charge, in order to detect any risk or danger, which will be communicated in a timely manner to his immediate superior so that he proceeds to correct any human, physical or mechanical failure or environmental risks. that arise in the performance of the work. • Refrain from operating machines or equipment that have not been assigned for the performance of their work, nor allow unauthorized personnel to handle the equipment under their responsibility. • Do not introduce alcoholic beverages or other intoxicating, narcotic or hallucinogenic substances into the workplace, nor appear or remain under the influence of said substances in the workplace. • Workers who operate machines and equipment with moving parts will not wear loose clothing, rings, hoops, bracelets, chains, watches, etc., and if they wear long hair, they will tie it up with a cap or hairnet that completely holds it. • Safely use and maintain work items, safety devices and personal protection equipment supplied by the company and maintain order and cleanliness in workplaces and services. • Collaborate and actively participate in the programs for the prevention of occupational accidents and occupational and community illnesses scheduled by the company, or with its authorization. 	

Program 10: Disaster Management and Emergency Response	
<ul style="list-style-type: none"> • Report in a timely manner the execution of procedures and operations that violate safety regulations and that threaten the integrity of those who execute them, their co-workers and company assets. • The company's vehicle drivers must abide by and comply with the provisions and internal traffic regulations and those of the protected areas, in the execution of their work. • Propose activities that promote Occupational Health in the workplace. • Implement the actions defined in the protocols and strategies for action in emergencies. <p>Fire prevention and control:</p> <p>The Contractor must prevent and/or control fires in its workplace and will use its equipment and fire extinguishers if necessary. The following actions will be implemented:</p> <ul style="list-style-type: none"> • Fight the fire with the closest fire extinguishers to prevent its spread. • Request external support to control the event when necessary, and initiate control procedures with available resources (first response). • Provide the means to maintain permanent communication (radios or telephones). • Evacuate people from the work front and from the camp until the emergency is controlled. • Identify and evaluate the emergency establishing the point of occurrence, the cause, the magnitude, the consequences, the actions to follow and the necessary support for control. <p>Actions in case of floods:</p> <ul style="list-style-type: none"> • If there is any chance of flash flooding, staff should immediately move to higher ground. • Maintain alertness for streams, drainage channels, and other areas that may be flooded suddenly. • Do not drive through flooded areas. <p>Once the emergency is controlled, the emergency coordinator will prepare a final report on it.</p>	
Monitoring and Compliance	
<p>Indicators</p> <ul style="list-style-type: none"> • Number of environmental and health accidents managed in accordance with the defined procedure / Total number of environmental and health accidents that occurred in the project. 	
Responsible for the implementation of the measure	Works Director
Responsible for the control of the measure	Works Inspector

Program 11: Community Information and Participation

Program 11: Community Information and Participation	
Socio-environmental effects to be prevented or corrected:	Misinformation of the public regarding the progress and tasks of the project.
Management measures	
Responsibilities of the Contractor <ul style="list-style-type: none"> The information regarding the implementation and progress of the project will be kept up to date to provide an immediate response to all types of queries, observations, complaints, and claims, identifying problems and adopting actions for their solution at the request of the Works Inspection. A complaints book will be made available to the population, as well as a 24-hour contact telephone number, an e-mail address, and a web interface through which the community can send their claims, complaints, and suggestions. All comments must be analyzed and must have a quick response. The Community Information and Participation Program must be implemented throughout the cycle of the work and with special consideration of reaching all the people benefited by the Program in a clear, transparent, and timely manner. The Contractor will establish a modality of linkage with the community affected by the development of the Work, to whom it will inform about the schedule and the degree of progress of the works. Access to information will facilitate equal access, promoting gender equity, to all interested social sectors. 	
Monitoring and Compliance	
Indicators <ul style="list-style-type: none"> Percentage of complaints managed properly during the month according to the defined mechanism over the total number of complaints generated. Percentage of public consultations carried out over the total number of public consultations required. 	
Responsible for the implementation of the measure	Works Director
Responsible for the control of the measure	Works Inspector

Program 12: Chance Find Procedure

Program 12: Chance Find Procedure	
Socio-environmental effects to be prevented or corrected:	Destruction of historical, cultural, archaeological, and paleontological heritage.
Management measures	
<p>This Program will be implemented throughout the period that these tasks are carried out.</p> <ul style="list-style-type: none"> • A permanent monitoring will be carried out, in search of archaeological elements, in the entire area of direct intervention of the project. • In case of finding any property of possible archaeological interest, the builder must immediately order the suspension of activities that could affect the area. Surveillance should be left in the area of the archaeological sites in order to avoid looting. • If necessary, a new alternative regarding the location of the works should be considered. • The competent national authority will be notified, and their instructions will be followed to proceed with the findings. • Salvage work should be applied to cultural remains that appear during ditching, earth removal, excavations, etc. The rescue will be done in the shortest possible time, but respecting the context of the archaeological remains as much as possible. This must be done by a recognized archaeologist and under supervision. The archaeologist will inspect to determine when and where work can resume. Upon completion of the works, a final report will be prepared detailing the amount and type of material recovered, which will be delivered to the competent authority. • The competent authority should be consulted about the delivery of archaeological materials. 	
Monitoring and Compliance	
<p>Indicators</p> <ul style="list-style-type: none"> • Number of archaeological and cultural resources found in the project and managed according to the defined procedures / Number of archaeological and cultural resources found in the project. 	
Responsible for the implementation of the measure	Works Director
Responsible for the control of the measure	Works Inspector

Program 13: Works closure

Program 13: Works closure	
Socio-environmental effects to be prevented or corrected:	Impacts on the environment once the work is finished.
Management measures	
<ul style="list-style-type: none"> • All the installations used in the execution of the works will be removed. • The study of environmental and social liabilities will be carried out and those detected will be remedied. • All waste and solid materials must be transferred to sites approved by environmental and social supervision. • In the places where the vegetation was removed, it must be revegetated with the use of the same species that were previously found. • Leftover reusable or recyclable materials may be donated. The delivery of materials that constitute environmental liabilities will be prohibited. • Burning of waste during the dismantling process is prohibited. • The dismantled sites must be left in perfect condition and integrated into the environment. 	
Monitoring and Compliance	
Indicators <ul style="list-style-type: none"> • Absence of claims by the authorities, the surrounding population, and the community in general. monitoring <ul style="list-style-type: none"> • Photographic record before and after work 	
Responsible for the implementation of the measure	Works Director
Responsible for the control of the measure	Works Inspector

Annex 5. Guidelines for the Procurement of Solar Panels

SIF must carry out a due diligence process to ensure that solar panels produced under conditions of forced labor are not procured through the Program, and that the working conditions of suppliers comply with current regulations with their personnel.

Table 6 presents guidelines to orient the evaluation of solar panel suppliers.

Table 6 - Labor Evaluation of Solar Panel Suppliers.

Thematic	Key questions	How to verify
Traceability protocol	Does the solar panel supplier have a traceability protocol?	Existing traceability protocol
Policy Supplier Social Responsibility	Does the supplier have a corporate social responsibility policy? If so, can you share it?	Presentation and analysis of the supplier's environmental and social responsibility policy or other similar document (Human Resources Procedures/Policies), and environmental and social responsibility monitoring reports.
	Does the policy address areas covered by International Labour Organization (ILO) labour code standards?	
	Do you communicate your policy to your suppliers?	
	Does the supplier's policy have procedures in place to identify cases of forced labor, address them, and report them to authorities?	
Origin	Can you show where the product is made and where the inputs come from? For example, can you explain where the module, cells, platelets, and polysilicon come from? Are they developed in places where independent audits are allowed?	Documents of origin of parts and supplies of solar panels. Commercial licenses of suppliers.
Independent supplier audit reports	Can you provide the latest independent audit reports on the traceability of your solar panel supplier? Who conducted the audit? Was it done by a qualified and independent third party? Are audits announced or unannounced? How often are audits performed?	Presentation and analysis of the latest audits on traceability.

Thematic	Key questions	How to verify
Historical	<p>Are there past or current legal cases against your provider regarding employment issues?</p> <p>Are there any past or current complaints of conditions that may amount to forced labor that have been reported?</p>	<p>Articles from the press or associations for the defence of workers.</p> <p>Information contained in public records, for example, company records and public documents relating to violations of applicable labor laws, including reports from labor inspections and other law enforcement agencies.</p>

Annex 6. Labour Management Procedure (LMP)

Introduction

The purpose of this Labor Management Procedure (LMP) is to establish the scope and application of ESPS 2 "Labor and Working Conditions" for the BL-L1045 Program.

The Labor Management Procedure will be managed as part of the Environmental and Social Management Plan (ESMP). The requirements included in the LMP will be systematically integrated into the legal requirements of the Program, the tender documents and the contracts of the contracting companies and suppliers.

The LMP is a dynamic document and should therefore be revised and updated as necessary during the life cycle of the Program.

The LMP presents the guidelines, guidelines and minimum contents for the labor management and working conditions of the works of the Program to be fulfilled by the main contractor, the companies involved and the executing agency. The responsibility for ensuring compliance with this procedure shall be the responsibility of SIF.

The LMP is governed by the principles of equality, opportunity and fair treatment ensuring that no employment decisions will be made based on personal characteristics outside the requirements inherent to the job, refraining from discrimination in any aspect of the employment relationship, such as recruitment and hiring, remuneration (wages and benefits), working conditions and terms of employment, access to training, job assignment, promotion, dismissal or retirement and disciplinary practices. Measures shall be taken to prevent and address violence, harassment, intimidation or exploitation, especially with regard to women, persons of diverse sexual orientations and gender identities, persons with disabilities, and migrant workers. Under no conditions shall child or forced labour be permitted.

A safe and healthy work environment shall be ensured, taking into account the risks inherent in the Programme and specific hazards for women, persons of diverse sexual orientations and gender identities, persons with disabilities, children (of working age, in accordance with this Performance Standard), and migrant workers. Measures shall also be taken to prevent accidents, injuries and illnesses that may arise from, be associated with, or occur during work, minimizing, to a reasonable extent practicable, the causes of hazard factors.

Scope of the Labour Management Procedure (LMP)

Environmental and Social Performance Standard 2 "Labor and Working Conditions" of the IDB's Environmental and Social Policy Framework pursues the following objectives:

- Respect and protect the fundamental principles and rights of workers.
- Promote fair treatment, non-discrimination and equal opportunities for workers.
- Establish, maintain and improve relations between workers and the employer.

- Ensure compliance with national legislation on employment and labour.
- Protect workers, including those in vulnerable situations, such as women, persons of diverse sexual orientations and gender identities, persons with disabilities, children (of working age, in accordance with this Performance Standard) and migrant workers, workers hired by third parties and workers in the main supply chain.
- Promote safe and healthy working conditions and promote workers' health. and Prevent the use of child labour and forced labour (as defined by the ILO).¹²

This standard applies to:

- **Direct workers:** are persons employed or hired directly by the borrower to work specifically in relation to the Programme. The direct worker is employed or hired by the borrower, is paid directly by the borrower, and is subject to the borrower's instructions and day-to-day control.
- **Contract workers:** Persons engaged through third parties to perform work related to core functions of the Programme for a considerable period of time where that third party exercises continuous control over the work, working conditions and treatment of the worker in relation to the project¹³
- **Main supply chain workers:** Workers in the main supply chain, provides goods and materials to the project, where the supplier exercises control over this worker for the work, working conditions and treatment of the worker¹⁴

Where public employees are working in connection with the Project on either full-time or part-time basis, they will be subject to the terms and conditions of their existing public sector employment agreement or arrangement, unless their employment or hiring has been effectively legally transferred to the Project.¹⁵

Requirements relating to gender equality and stakeholder participation (including a grievance mechanism) should also be considered in the implementation of this Performance Standard in accordance with ESPS 9 and 10. In no case and under no circumstances shall child and forced labour be permitted.

¹² International Labour Organization.

¹³ The core functions of the project are those corresponding to the construction, production and service processes that are essential for a specific activity, without which it could not continue.

¹⁴ Primary or primary suppliers are those that continuously supply goods or materials essential to the core functions of the project.

¹⁵ ESPS 2 is not intended to interfere with the relationship between the borrower when it comes to a government agency and its public administration officials, who are typically employed under specific terms and conditions that may reflect mandatory legal requirements.

Description of the Project's Workforce.

Identification and characterization of workers involved in the project:

Depending on the activities foreseen in the project, it is estimated that the organization of the workforce involved will be as follows:

1. **Direct workers:** In accordance with the organizational structure foreseen for this Program, it is considered that the direct hiring of personnel under the modality of contracting services will be coordinated by SIF and are mostly linked to the hiring of personnel to carry out the supervision and technical inspections (environmental and social) of works.
2. **Project workers:** It is expected that the largest number of staff will be employed under this category. The contracting companies will carry out the construction works foreseen for each project.
3. **Workers in the main supply chain: Personnel employed by the** companies supplying inputs and infrastructure linked to the works foreseen by the Program. The Program must carry out due diligence to ensure that inputs produced under conditions of forced labor are not procured and that the working conditions of suppliers comply with current regulations with their personnel.

Table 7 – Summary Table of Type of Workers Linked to the Project

Type of Worker	Characteristics
Direct Workers	Individual Consultants directly hired by the Program
Contract workers	Workers hired by the contracting firms hired by the project. It is expected by the type of works that the largest number of people involved in the Program be incorporated under this modality of contracting.
Primary Supplier Workers	The number of workers to be hired under this modality and the specific characteristics will be information provided by the contractor awarded the work.

Assessment of possible occupational hazards

Depending on the activities to be carried out by the staff in the project, the main risks for each of the most relevant jobs must be identified.

The existing risks involve adopting measures for the prevention of accidents and incidents with the development of safe working methods, with a correct choice and training of personnel to perform such work, in addition to using the appropriate tools and personal protection elements (PPE).

The following table provides a brief summary of the main activities, with the possible risks identified and those responsible.

Table 8 – Example of activities and risks identified in the project

Activity Group	Activity	Location	Risks identified	Responsible
Management and Administration	<ul style="list-style-type: none"> Planning, design, execution and implementation, evaluation and monitoring of Projects 	Office: SIF	No specific and significant risks are identified. Possible risks related to occupational health and safety in internal environments (ergonomic risks, accidents, stress, mental load, psychophysical factors)	SIF
Training and Awareness for people hired by the contractor	<ul style="list-style-type: none"> Train, inform and raise awareness especially among construction personnel both orally and in writing about the expected environmental and social problems, the implementation and control of environmental and social protection measures and the specific and relevant aspects applicable to the execution of projects in accordance with current environmental and social regulations and regulations. Conduct gender-sensitive training and code of conduct for all contracted personnel, including the management staff of the contractor company. Have updated the technical file of the personnel with the training carried out and the elements of security and personal protection delivered 	Workshops / offices	No specific and considerable risks are identified as long as the facilities of the workshops comply with current regulations. Possible risks linked to occupational health and safety in internal environments (accidents, stress, mental load, psychophysical factors).	Contractor (Environmental and Social Manager)

Activity Group	Activity	Location	Risks identified	Responsible
Civil works of infrastructure and equipment	<u>Carrying out interventions for improvement of water systems</u>	[Project Locations]	<p>Specific risks are identified that can be avoided with the corresponding security measures and protocols</p> <p>In workshops and place of work:</p> <ul style="list-style-type: none"> • Risks of gender-based violence • Occupational and community accident risks <p>In the recruitment processes:</p> <ul style="list-style-type: none"> • Risk of exclusion of vulnerable groups • Exclusion of local labour and discrimination • Influx of labor from outside the place. <p>In the execution of the planned works:</p> <p>Occupational hazards:</p> <ul style="list-style-type: none"> • Accidents and falls of different levels • Falling objects • Road accidents (circulation of trucks and machinery) • Temporary hearing loss due to operation of equipment and machinery. <p>Ergonomic risks:</p> <ul style="list-style-type: none"> • Forced posture; Repetitive motion; Cargo handling; Application of forces: Overexertion 	Contractor Company

Activity Group	Activity	Location	Risks identified	Responsible
Construction supervision	Supervise the environmental and social management plan, occupational safety and health; monitor environmental, social, health and safety risks, their impacts and actions taken (including in the field, if necessary).	Office / Field activities at the site of implementation of the works	<p>In Office: No specific and considerable risks are identified. Possible risks linked to occupational health and safety in internal environments (accidents, stress, mental load, psychophysical factors).</p> <p>In the field:</p> <p>Risks linked to accidents in the work area. They can be minimized if PPE is properly used.</p>	SIF / Construction Inspection

Description of prevention and mitigation measures to address possible risks in the workplace

Based on the identification of the main risks by activity group, the priority measures to prevent and minimise the risks identified are detailed below, by way of example:

Prevention and mitigation measures in the workshops:

- Implement hygiene, safety and health standards and conditions
- Install workshops of size according to the number of people employed and as required by Laws and Decrees.
- Training and awareness on health and safety, non-discrimination and prevention of gender-based violence, prevention of child exploitation, forced labor, prevention of discrimination and / or violence against people from indigenous communities or vulnerable groups in compliance with the code of conduct.

Prevention and mitigation measures in staff recruitment processes:

- The contractor will seek to approach its recruitment process with a gender perspective, seeking to make equal opportunities for men and women effective.
- Personnel with criminal records related to sexual crimes, sexual harassment, prostitution and trafficking in persons will not be hired in order to protect the integrity of the population linked to the work.
- The contractor will try to prioritize the local skilled and unskilled local labor, especially of the beneficiary parties of the works and surrounding localities.
- Nondiscrimination requires that the contractor/SIF not make employment-related decisions based on personal characteristics, such as gender, race, ethnic, social and indigenous origin, religion, political opinion, nationality, disability and sexual orientation that are not related to job requirements. They cannot affect equality of opportunity or treatment in employment.
- The contractor shall develop and implement the **code of conduct** and provide training for its knowledge and understanding. See Appendix A for the proposed content of the code of conduct. This Code is aimed at ensuring respectful and harmonious ties in the workplace in which the Program and its projects are developed in such a way as to ensure a work environment free of discrimination and/or violence based on gender, gender identity, sexual orientation, cultural identity, religion, ethnic or national origin, trade union membership, disability or any other discrimination typified in current legislation.

Prevention and mitigation measures in the execution of civil works of infrastructure and equipment of the project:

- Review the environment in which the tasks will be developed. If power poles, hazardous materials tanks or other items are present in adjacent areas, they could catch fire or fall on workers in the event of evacuation.
- Provision of personal protection elements (PPE) and tools and machinery in perfect working order.
- Training and advisory programs for the people employed by the contractor on the inherent risks of their tasks and the mitigation measures, actions and good practices to be implemented to ensure the health, safety and hygiene of the employees, the population, and the protection of the environment.

- Code of conduct.
- Evaluate the state of gas, electricity and water facilities near the intervention area.
- Examine the distribution of workspaces verifying that there are no elements that could interfere with a rapid evacuation.
- Identify safe areas.
- Determine accessibility to fire protection equipment, emergency lights, first aid equipment, etc. (they should always be in place of easy access).
- Define the resources available to avoid and respond to an emergency situation.
- Make an inventory of those security elements that the organization has (fire extinguishers, first aid kit, etc.).
- In the case of works carried out in the vicinity of routes, traffic management measures, signaling and communication program to the community must be extreme.

Protocols and procedures to address cases of gender-based violence during the life cycle of the project

The Contractor will establish reporting procedures, protocol for responses to unacceptable conduct and internal accountability measures in situations of gender-based violence within the framework of the operation.

In terms of prevention, in addition to urging the development of actions aimed at dismantling all types of situations of inequality, discrimination and exclusion in the workplace, actions can be implemented to raise awareness and train on gender issues. The training program will be defined according to the demands of the different work teams.

To address cases of gender violence, immediate contact should be made with local authorities who are experts in the field, to ensure adequate treatment of the victim of violence, providing specific advice and accompaniment.

Grievance Redress Mechanism (GRM) for Project Labor Management

The Program has a Grievance Redress Mechanism (GRM), and at the same time the LMP has a simultaneous mechanism that aims to arbitrate the means and mechanisms to facilitate the reception of concerns exclusively (queries, claims, complaints, suggestions) of workers linked to the Projects of the Program, and respond to them in order to solve them, and to anticipate potential conflicts.

Likewise, workers may appeal directly to the courts, applying the general system in force in the country.

Principles of the GRM for the Labour Management Procedure

Each project will have a feedback/claims management system that includes input/reception, analysis, monitoring, resolution and return to the people who are working linked to the projects.

The principles that the system will observe are the same as those that govern the general GRM of the Program:

- The interaction/claims management system will have mechanisms in accordance with the local context and the sociocultural characteristics of the people involved in each project, with special consideration and respect for the most vulnerable groups (young people, women, people with disabilities, migrants, among others).
- The complaint procedures, the process that will follow, the deadline and the resolution mechanisms will be widely disseminated for your knowledge by the interested parties, that is, by direct workers, contractors and primary suppliers.
- In all cases, a record will be kept of the reception, analysis and resolution of claims and conflicts.

GRM Guidelines

In general, the mechanism will follow the following guidelines:

- **Proportional:** The Mechanism will proportionally take into account the level of risk and possible negative impacts on the affected areas.
- **Culturally appropriate:** The Mechanism will be designed to take into account the local customs of the area.
- **Accessible:** The Mechanism will be designed in a clear and simple way so that it is understandable to all people. There will be no cost related to it.
- **Anonymous:** The complainant may remain anonymous, as long as it does not interfere with the possible solution to the complaint or problem. Anonymity is distinguished from confidentiality in that it is an anonymous complaint, the personal data (name, address) of the complainant are not recorded.
- **Confidential:** The Program will respect the confidentiality of the complaint. Information and details about a confidential report will only be shared internally, and only when it is necessary to report or coordinate with the authorities.
- **Transparent:** The process and operation of the Mechanism will be transparent, predictable, and readily available for use by the population.

Management of the specific GRM for the Labor Management of the projects of the Program

The procedure begins with the presentation of the consultation, claim, complaint and / or suggestions (orally or written) by any worker linked to the works. The process ends with the closure and agreement in the resolution of both parties (the claimant and the contractor). The process will be documented by means of a record (in a physical and/or digitized file).

Complaints received by all means of receipt enabled during the implementation of the Project must be attended and classified.

The claims received via the contractors of each work, or agencies of the municipal jurisdiction (if applicable) must be redirected to SIF for management.

Reception and registration of claims for the labor management of the projects of the Program

- Office of contractors (specific modality for operators and employees)
- Suggestion box / complaints book available in the workshopis (Specific for operators and employees).
- SIF offices (via telephone, mail, or other way enabled to make the claim) specific for direct employees, contractors and workers in the main supply chain).
- Offices of the municipalities involved.
- Others (to be defined during the course of the life of the Program).

Claims Evaluation

All claims that enter through the various channels must be registered and managed taking into account the criterion of proportionality (level of risk and possible negative impacts).

In the case of a claim related to employees of the contractor, it will be considered and responded to by the Contractor company with supervision of SIF.

SIF must also resolve all complaints and queries related to the works of the projects of the Program that occur in the labor field of its offices and dependencies.

After receiving a claim, it must be evaluated by SIF in terms of severity, safety implications, complexity and impact, among others, to take immediate action as appropriate. Complaints must be answered in a timely manner according to the urgency of the order.

In the event that the claim or complaint is rejected, the worker will be informed of the decision and the reasons for it. To this end, pertinent, relevant and understandable information will be provided according to the sociocultural characteristics of the workers.

When possible, if additional information is required for the correct evaluation of the complaint, the SIF team will contact the worker to obtain the necessary information.

The file must include, together with the complaint, a summary of the procedures and steps taken. Registration information will be updated periodically to reflect the current status of the case until the complaint has been finalized.

Conflict resolution

In all cases SIF must ensure that the attention of claims and the resolution of conflicts are carried out in an adequate and timely manner, and that all workers linked to the projects of the Program have a satisfactory management of their claim.

Responding to Complaints

Low-importance claims will be dealt with within a maximum of 30 calendar days, medium-importance claims will be dealt with within 15 calendar days and high-importance claims will be

dealt with within a maximum of 7 calendar days. The established deadlines can be adjusted by SIF.

Monitoring and documentation

SIF will be responsible for maintaining an up-to-date database with all documentation and information related to complaints that are submitted as part of labor management. This team is also responsible for following up on the complaint processing process, in coordination with the areas involved, and for facilitating the participation of the worker in the process.

The complaint registry must demonstrate that all of these actions and processes were carried out in accordance with this document.

It will include:

- Date on which the complaint was registered;
- Person responsible for the complaint;
- Information on the corrective measures proposed/communicated by the complainant (if applicable);
- Date on which the complaint was closed; and
- The date of the reply was sent to the complainant.

Deadlines

All complaints must be registered and your proposed solution must be communicated to the interested party within a stipulated period (30 days is suggested). The deadlines set can be adjusted.

Monitoring

Any complaint closed with compliance by the complainant must be monitored for a reasonable period of time in order to verify that the reasons for the complaint or claim were effectively resolved. The estimated period for this purpose is 6 (six) months from the response and / or solution to the claim.

As initially indicated, this document is dynamic in nature, therefore the specific procedures for the implementation of the Grievance Mechanism for Labor Management will be strengthened with the implementation of each project.

Appendix A - Code of Conduct - Model and Suggested Content

Model Standard Code of Conduct for Workers

We are the Contractor company [enter the name of the company Contractor]. We have signed a contract with [enter employer name] to [enter job description, consulting, folder preparation contract, construction or site supervision, work as a skilled worker, watchman, construction assistant, other].

These activities will take place at [enter the Site and other places where the work will be carried out]. Our contract obliges us to implement measures to address environmental and social risks related to assigned work activities, including risks of sexual exploitation, sexual abuse and harassment.

This Code of Conduct is part of our measures to address environmental and social risks related to the construction site [.....] of the BL-L1045 Program. It applies to all our personnel at the managerial, administrative or technical level, workers and other employees at the Construction Site or other places where the Works are being carried out. It also applies to the personnel of each subcontractor and to any other personnel who support us in the execution of the Works and in the administration and management of the Program. All of these individuals are referred to as "Contractor Personnel" and are subject to this Code of Conduct.

This Code of Conduct identifies the behavior we require of all Contractor and executing agency personnel.

Our workplace is an environment where unsafe, offensive, abusive, or violent behavior will not be tolerated and where all people should feel comfortable raising issues or concerns without fear of retaliation.

Contractor/SIF personnel shall:

1. Carry out his duties competently and diligently;
2. Comply with this Code of Conduct and all applicable laws, regulations and other requirements, including requirements to protect the health, safety and welfare of other contractor personnel and any other person;
3. Maintain a safe working environment including:
 - ensure that workplaces, machinery, equipment and processes under the control of each person are safe and free from health risk;
 - use the required personal protective equipment;
 - use appropriate measures relating to chemical, physical and biological substances and agents; and
 - Follow applicable emergency operating procedures.
4. Bring up work situations that he/she believes are unsafe or healthy and move away from work situations that he/she reasonably believes pose an imminent and serious danger to his/her life or health;

5. Do not use violence and treat others with respect, and do not discriminate against specific groups such as women, migrant workers, children and people with disabilities;
6. Not engaging in sexual harassment, which means unwanted sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature with the contractor's or Employer's other personnel;
7. Not engaging in Sexual Exploitation, which means any actual or attempted abuse of position of vulnerability, differential power or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. In Bank-financed operations/projects, sexual exploitation occurs when access to Bank-financed Goods, Works, Consulting or Non-Consulting services is used to extract sexual gain;
8. Not or engage in sexual abuse, which means actual or threatened physical intrusion of a sexual nature, either by force or under unequal or coercive conditions;
9. Engage in any form of sexual activity with persons under the age of 18, except in the case of a pre-existing marriage;
10. To complete the relevant training courses to be given in relation to the environmental and social aspects of the Contract, including health and safety, sexual exploitation and abuse (SA) and sexual harassment (SA) matters;
11. Not to retaliate against anyone who reports violations of this Code of Conduct, either to us or to the Employer, or anyone who makes use of the Contractor's Staff Grievance Management Mechanism or the Program Grievance Management Mechanism.
12. In special cases such as chance finds, training should be given on the heritage value of places, objects for the country. Avoiding looting by carelessness or lack of vigilance.

RAISE CONCERNS

If any person observes behavior that they believe may represent a violation of this Code of Conduct, or that otherwise concerns them, they should raise the issue promptly. This can be done in any of the following ways:

1. Contact [enter the name of the Contractor/SIF's Social Expert with relevant experience in handling cases of sexual exploitation, sexual abuse and harassment, or if such person is not required under the Contract, another person designated by the Contractor to deal with these matters] in writing at this address [write contact address] or by telephone at [insert telephone number] or in person at [place of contact] ;
2. Call [write phone number] to contact the contractor/SIF hotline and leave a message.

The identity of the person shall be kept confidential unless the necessary allegations are reported under national law. Anonymous complaints or denunciations may also be filed and given all due and appropriate consideration. We take all reports of potential misconduct seriously and will investigate and take appropriate action. We will provide recommendations to service providers who can help support the person who experienced the alleged incident, as appropriate. There will be no retaliation against any person who raises a good faith concern for any behavior prohibited by this Code of Conduct. Such retaliation would be a violation of this Code of Conduct.

CONSEQUENCES OF VIOLATING THE CODE OF CONDUCT

Any violation of this Code of Conduct by Staff may result in serious consequences, including termination and possible referral to legal authorities.

FOR CONTRACTED PERSONNEL:

I have received a copy of this Code of Conduct written in a language I understand. I understand that, if I have any questions about this Code of Conduct, I may contact [\[enter contractor/SIF contact person\(s\) with relevant experience \(including sexual exploitation, abuse and harassment cases in handling those types of case cases\)\]](#) requesting an explanation.

Name of staff: [\[insert name\]](#)

Signature:

Date: [\[day month year\]](#)

Countersignature of the authorized representative of the Contractor / SIF:

Signature:

Date: [\[day month year\]](#)

