

## Bahamas COVID-19 Emergency Support

### Environmental and Social Action Plan

No.	Action and Deliverable	Completion Indicator	Completion Milestone
1)	<p>(a) Submit to MIGA the Department of Environmental Planning and Protection (DEPP) under the Ministry of the Environment and Housing (MoEH) determination if Project requires an Environmental Impact Assessment (EIA) and respective certificate of environmental clearance;</p> <p>(b) If certificate of from the Department of Department of Environmental Planning and Protection (DEPP) is required, submit a copy of the EIA and certificate.</p>	<p>a) Written statement from DEPP</p> <p>b) Copy of the EIA and certificate of environmental clearance</p>	<p>a) and b) Prior to the start of construction</p>
2)	<p>Require the external construction company to:</p> <p>(a) undertake an occupational and community health &amp; safety risk analyses (taking into account COVID-19 considerations) for the construction activities related to the project; and</p> <p>(b) develop and implement a construction environmental and social management plan (CESMP) to address the issues raised in the risk analyses, including but not limited to the following sub-plans:</p> <ul style="list-style-type: none"> <li>• An occupational health and safety management sub-plan taking into account, among others the recommendation specified in the World Bank's Interim Note: COVID-19 Considerations in Construction/Civil Works Projects;</li> <li>• Waste Management Plan</li> <li>• Asbestos management sub-plan in line with WBG's Good Practice note on Asbestos (2009) and GoB legislation;</li> <li>• Community health and safety management sub-plan</li> </ul>	<p>a) occupational and community health and safety risk analyses;</p> <p>b) construction environmental and social management plan supported by sub-plans</p>	<p>a) &amp; b) Prior to the start of construction</p>
3)	<p>Develop and implement an Environmental and Social Management System (ESMS) integrated and centralized in one comprehensive system that builds and expands on PHA's existing systems.</p>	<p>ESMS policy, plans and procedures</p>	<p>90 days after effective date of contract of guarantee</p>

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4)	Designate a senior official within the Public Hospital's Authority Risk, Quality & Patient Safety department with overall responsibility for ensuring and reporting on compliance with MIGA's Performance Standards and implementation of this ESAP.	Terms of Reference/ Job Description and signed letter of appointment	Prior to signing of contract of guarantee
5)	Undertake a fire and explosion risk assessment on COVID-19 designated areas and (b) update the Life Safety Management Plan of the public hospitals	a) Fire and explosion risk assessment; b) Updated Life Safety Management Plan	a) 60 days after effective date of contract of guarantee; b) 90 days after effective date of contract of guarantee.
6)	Develop and implement a monitoring and reporting system, per institution, including but not limited to the following parameters: (i) waste, (ii) fuel, (iii) energy, (iv) water consumption, (v) occupational health and safety incidents	Monitoring and reporting system	120 days after effective date of contract of guarantee
7)	a) Develop and implement a stakeholder engagement plan with defined needs, methods, tools, and techniques for stakeholder engagement with (i) directly affected parties; (ii) interested parties and institutional partners; and (iii) disadvantaged and vulnerable individuals and groups.  b) Incorporate tailored messages in regards to social and physiological impacts related to social isolation, including those related to domestic and gender based violence through coordination with other institutions working in this area.	a) Stakeholder engagement plan  b) Domestic and gender based violence tailored messages	a) 30 days after effective date of contract of guarantee  b) 30 days after effective date of contract of guarantee
8)	Develop and implement a structured community grievance mechanism that is accessible to patients and the public and tracks grievances response and reporting, and also allows for confidentiality and anonymous reporting.	Community grievance mechanism and reporting to MIGA on the grievances filed	90 days after effective date of contract of guarantee

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9)	<p>Review and update human resource policies and procedures to incorporate provisions, that apply to all workers (direct, indirect and contracted (including construction workers):</p> <ul style="list-style-type: none"> <li>a) on non-discrimination and equal opportunity;</li> <li>b) related to the prohibition of forced and child labor</li> <li>c) related to sexual harassment and gender-based violence (GBV), including measures to address and protect the workforce.</li> </ul>	Update human resource policies and procedures	90 days after effective date of contract of guarantee
10)	PHA will require the public hospitals to document deviations from the standard working terms and conditions in response to emergency needs posed by COVID-19 (e.g. requiring health care workers to work longer hours than normal) and mitigation measures be implemented to protect such workers (e.g. mandatory rest breaks, third party monitoring).	Document stating deviations to working terms and conditions in response to COVID-19 emergency needs and mitigation measures	As needed (this may become a covenant in MIGA's Contract of Guarantee instead of an ESAP because it is not timebound)
11)	Develop and implement a workers grievance redress mechanism to allow workers (direct, indirect and contracted) to raise issues or concerns and also allow for the raising of anonymous concerns.	Workers grievance redress mechanism and reporting to MIGA on the grievances filed	90 days after effective date of contract of guarantee
12)	Include provisions in third party agreements (or any other similar instrument) to ensure that labor standards (namely forced and child labor and access to workers grievance redress mechanism) and treatment of workers including adequate compensation in line with GoB Labor laws are enforced.	Revised third party agreements with the listed provisions	90 days after effective date of contract of guarantee
13)	The monitoring and evaluation tool of suppliers will be revised and updated to include compliance with national laws and PS 2 requirements as it pertains to forced and child labor and risk of significant safety issues	Revised monitoring and evaluation tool	90 days after effective date of contract of guarantee

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14)	Conduct a site inspection of Bahamas Waste Company to verify how Bahamas Waste is handling the treatment, disposal of hospital wastes and share the findings of the inspection report and corrective actions (if any) with MIGA	Inspection report	90 days after effective date of contract of guarantee
15)	Develop and implement a pesticide use and management plan that outlines procedures to be followed to protect the health and safety of staff, patients and visitors from pest and pesticide hazards	Pesticide use and management plan	90 days after effective date of contract of guarantee