

Republic of Guatemala

Ministry of Social Development (MIDES)

**STRATEGIC INVESTMENTS IN HUMAN
DEVELOPMENT PROJECT (P510758)**

**ENVIRONMENTAL AND SOCIAL
COMMITMENT PLAN (ESCP)**

DRAFT

- Appraisal Version -

May 26, 2025

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Guatemala (the Borrower) will implement the Strategic investments in human development project (the Project), with the involvement of the Ministry of Social Development (MIDES), as set out in the Loan Agreement (the Agreement). The International Bank for Reconstruction and Development (the Bank), has agreed to provide financing for the Project, as set out in Agreement.
2. The Borrower shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Bank. The ESCP is a part of the Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Borrower shall carry out or cause to be carried out, including, as applicable, their respective timeframes; institutional, staffing, training, monitoring and reporting arrangements; and grievance management. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed and implemented under the Project, consistent with the ESSs, in form and substance acceptable to the Bank. Said E&S documents may be revised from time to time with prior written agreement by the Bank. As provided for under the referred Agreement, the Borrower shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Bank and the Borrower, this ESCP will be revised from time to time, if necessary, to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. In such circumstances, the Bank and the Borrower agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Borrower's Representative specified in the Agreement or the Minister of MIDES. The Borrower shall promptly disclose the updated ESCP.
5. The subsection on "Indicators for Implementation Readiness" below identifies the actions and measures to be monitored to assess Project readiness to begin implementation in accordance with this ESCP. Nevertheless, all actions and measures in this ESCP shall be implemented as set out in the "Timeframe" column below irrespective of whether they are listed in the referred subsection.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	ORGANIZATIONAL STRUCTURE		
	a. MIDES shall establish and maintain a Project Implementation Unit (PIU) with qualified staff and resources to support management of environmental, social, health and safety (E&S) risks and impacts of the Project including: one (1) full-time, dedicated E&S Specialist, with experience on environmental and social management, with qualifications and experience satisfactory to the Bank, and maintained throughout Project implementation to ensure an effective social, environment, health and safety risk management.	a. Establish and maintain the PIU as set out in the Agreement. The E&S specialist shall be hired or appointed no later than three (3) months after the Effective Date and based on terms of reference (ToR) agreed upon and thereafter maintain the PIU and these positions throughout Project implementation.	MIDES
	b. Allocate adequate resources to support management of social, environment, health and safety risks and impacts of the Project, including the implementation of the Stakeholder Engagement Plan (SEP), Labor Management Procedures (LMP), E-waste Management Plan (EWMP), and Grievance Redress Mechanism (GRM).	b. Throughout project implementation.	MIDES
	c. The PIU within MIDES shall be responsible for overall coordination, technical oversight, compliance assurance with fiduciary and reporting requirements, and implementing the Bank's Environmental and Social Framework (ESF) requirements.	c. Throughout project implementation.	MIDES
	d. Enter into collaboration arrangements with the Ministry of Health (MSPAS) to manage E&S risks and impacts of the Project.	d. No later than three (3) months after the Effective Date.	MIDES & MSPAS
B	CAPACITY BUILDING MEASURES		
	a. Allocate sufficient resources and time for the E&S specialist and other PIU staff, as deemed necessary and throughout project implementation, to attend ESF training and additional capacity building activities on environmental, social, health, and safety risk management.	a. Throughout project implementation.	MIDES
	b. Ensure that entities, contractors, and service providers engaged throughout project implementation are provided with training and technical assistance required for strengthening capacities to manage the project's social, environment, health and safety risks, including OHS hazards, electronic waste disposal, stakeholder engagement, grievance mechanism accessible to vulnerable groups and indigenous people, and protocols to protect sensitive personal data and obtain the users' consent.	b. Throughout project implementation.	MIDES
MONITORING AND REPORTING			
C	REGULAR REPORTING		
	Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and	Submit semestral reports to the Bank throughout Project implementation, commencing after the Effective Date.	MIDES

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	safety (E&S) performance of the Project. The reports shall include: • Status of preparation and implementation of E&S documents required under the ESCP. • Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan. • Complaints submitted to the grievance mechanism, the grievance log, and progress made in resolving them. • E&S performance of contractors and subcontractors as reported through monthly contractors' and supervision firms' reports. • Number and status of resolution of incidents and accidents reported under action E below.	Submit each report to the Bank no later than 30 days after the end of each reporting period.	
D	CONTRACTORS' MONTHLY REPORTS Require contractors and supervising firms to provide monthly monitoring reports on E&S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Bank.	Submit the monthly reports to the Bank upon request or as annexes to the reports to be submitted under action C above.	MIDES
E	INCIDENTS AND ACCIDENTS a) Notify the Bank of any incident or accident relating to the project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including those resulting in death or significant injury to workers or the public; acts of violence, discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment; dam failure; forced or child labor; displacement without due process (forced eviction); allegations of sexual exploitation or abuse (SEA), or sexual harassment (SH); or disease outbreaks. Provide available details of the incident or accident to the Bank upon request. b) Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Bank, and implement a Corrective Action Plan that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence.	a) Notify the Bank no later than 48 hours after learning of the incident or accident. Provide available details upon request. b) Provide review report and Corrective Action Plan to the Bank no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Bank.	MIDES MIDES
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.1	ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS a. Prepare as part of the Project Operational Manual (POM) an Environmental and Social Screening Checklists for risk classification of activities for the installation of solid flooring and prefabricated latrines, rehabilitation of walls, provision of improved cookstoves, and water filters consistent with the relevant ESSs. b. Prepare an activity-specific Environmental and Social Management Plan (ESMP).	a. The screening checklist will be part of the POM according to the timeframe established in the Loan Agreement. b. Prepare an activity-specific ESMP prior to the start of activities. Once finalized, cause to implement and monitor the activity-specific ESMP throughout Project implementation.	MIDES MIDES
1.2	MANAGEMENT OF CONTRACTORS Incorporate the relevant aspects of the ESCP, including, inter alia, the Labor Management Procedures, and code of conduct, into the E&S specifications of the procurement documents and contracts with contractors. Thereafter ensure that the contractors comply and that they require their subcontractors to comply with the E&S specifications of their respective contracts. Provide copies of the relevant contracts with contractors and subcontractors to the Bank.	As part of the preparation of procurement documents and respective contracts. Copies of relevant contracts provided to the Bank upon request.	MIDES
1.3	TECHNICAL ASSISTANCE Ensure the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project, including those related to environmental and social instruments, are carried out in accordance with terms of reference acceptable to the Bank, that are consistent with the ESSs, the Environmental and Social Screening Checklist, E-waste Management Plan, and the LMP of the Project. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference. All information and data generated, registered, and managed within the scope of the project shall be protected by adequate information security procedures and protocols, in line with best international practices of personal data protection as reflected in the Project Operations Manual.	Throughout Project implementation.	MIDES
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES Prepare and implement Labor Management Procedures (LMP), in accordance with the applicable requirements of ESS 2. The LMP shall include, inter alia: provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH)), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors,	Prepare, disclose and implement the LMP, in terms acceptable to the Bank, no later than one hundred twenty (120) days after the Effective Date. Once approved, the LMP shall be	MIDES

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	subcontractors, supervisors, and service providers. The above is applicable to all Project workers, including inter alia, those that are hired directly by the Project Implementation Unit (PIU), either as staff or consultants or third-party workers to provide assistance to the Project, or workers hired by contractors and sub-contractors.	implemented throughout Project implementation.	
2.2	GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish and operate an accessible and context-appropriate grievance mechanism for Project workers as, as described in the LMP and consistent with ESS2 and the respective code of conduct.	Establish grievance mechanism prior engaging Project workers and thereafter maintain and operate it throughout Project implementation.	MIDES
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	E-WASTE MANAGEMENT PLAN Prepare and implement an E-Waste Management Plan (EWMP), to manage electronic waste, consistent with ESS3.	Prepare the EWMP in terms acceptable to the Bank no later than one hundred twenty (120) days after the Effective Date and thereafter implement the EWMP throughout Project implementation.	MIDES
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency and pollution prevention and management measures in the activity-specific ESMP to be prepared under action 1.1.b) above.	Same timeframe as 1.1.b)	MIDES
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	COMMUNITY HEALTH AND SAFETY Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, working at height; slips, trips, and falls; material and manual handling; failure to use proper PPE; exposure to hazardous substances; presence of construction materials not adequately stored that could create health and safety risks to the community members or neighbors, especially children, and include mitigation measures in the activity-specific ESMP to be prepared in accordance with the ESSs.	Same timeframe as for the preparation and implementation of the activity-specific ESMP (action 1.1.b))	MIDES
4.2	SEA AND SH RISKS Prepare and implement a SEA/SH Action Plan as part of the LMP and activity-specific ESMP, to assess and manage the risks of SEA and SH.	Include a SEA/SH Action Plan and Code of Conduct no later than one hundred twenty (120) days after the Effective Date as part of the LMP (action 2.1) and thereafter implement	MIDES

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		the SEA/SH Action Plan throughout Project implementation. Same timeframe as for the preparation and implementation of the activity-specific ESMP (action 1.1.b))	MIDES
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
	Currently not relevant to the Project.		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
	Currently not relevant to the Project.		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	INDIGENOUS PEOPLES MEASURES Address barriers and include differentiated measures to ensure participation, robust consultations, communication, and access to project benefits for Indigenous People, consistent with ESS7 as part of the SEP implementation and updates (action 10.1).	Through project implementation.	MIDES
ESS 8: CULTURAL HERITAGE			
	Currently not relevant to the Project.		
ESS 9: FINANCIAL INTERMEDIARIES			
	Currently not relevant to the Project.		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN Update and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.	Update the SEP no later than one hundred twenty (120) days after the Effective Date and thereafter implement throughout Project implementation.	MIDES
10.2	PROJECT GRIEVANCE MECHANISM Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10. The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of	Establish the grievance mechanism no later than one hundred twenty (120) days after the Effective Date and thereafter maintain and operate the mechanism throughout Project implementation.	MIDES

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.		
INDICATORS FOR IMPLEMENTATION READINESS			
The following actions are indicators for implementation readiness: Aa.; 1.1 a); 1.1.b); 2.1; 3.1; 7.1; 10.1; and 10.2.			