**Bogota COVID-19 Pillar 1**

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| **Environmental and Social Action Plan (ESAP)** |
| **No.** | **Item** | **Deliverable** | **Deadline** |
|  | **Performance Standard 1: Environmental and Social Assessment and Management System** |
| **1** | Provide MIGA with a copy of the template contract with the end-users and/or sub-projects in compliance with the Performance Standards and MIGA requirements  | Copies of contracts/agreements  | 120 days after effective date of contract for existing contracts or contracts about to commence Thereafter 30 days prior to any future contracts  |
| **2** | Update the Environment Management Policy to include social aspects, as well as commitments towards compliance with the MIGA Performance Standards (PSs)  | Updated Environmental and Social (E&S) Management Policy | Draft E&S Management Policy 90 days after recruitment of an Environmental and Social (E&S) ConsultantFinal E&S Management Policy 30 days after draft |
| **3** | Engage an E&S Consultant to develop and implement an Environmental and Social Management System (ESMS) in line with Performance Standard (PS) 1 requirements. The ESMS will include the following elements: (i)Policy; (ii) identification of risks and impacts; (iii) management programs; (iv) organizational capacity and competency; (v) emergency preparedness and response;(vi) stakeholder engagement; and (vii) monitoring, measurement and review. The ESMS will also include a COVID-19 Risk Management Plan. | Terms of Reference/Job Description and signed letter of appointment Draft ESMSFinal ESMS  | Recruit an E&S Consultant 90 days after effective date of contract of guaranteeDraft ESMS 90 days after recruitment of E&S Consultant Final ESMS 30 days after ESMS draft  |
| **4** | Designate a senior official within the *Secretaria Distrial de Salud* with overall responsibility for ensuring and reporting on compliance with MIGA’s PSs, ESMS development and implementation of the agreed Environemntal and Social Action Plan (ESAP) | Terms of Reference (ToR)/ Job Description (JD) and signed letter of appointment | Condition Precedent  |
| **5** | Develop E&S training and capacity building materials for the management of E&S risks and impacts Conduct E&S training and capacity building to the relevant SDS staff  | E&S training materialsE&S training records  | E&S training materials 90 days after recruitment of an E&S ConsultantE&S training records 30 days after development of training materials  |
| **6** | Hire a suitably qualified life and fire safety (L&FS) professional to develop and implement a L&FS Plan for the expansion and upgrade of existing hospitals  | ToR/JD and signed letter of appointmentDraft L&FS Plan Final L&FS Plan  | Recruit L&FS professional 90 days after effective date of contract of guaranteeDraft L&FS plan 90 days after recruitment of L&FS Professional Final L&FS plan 30 days after draft plan |
| **7** | L&FS professional will assess existing infrastructure and ensure that it is in accordance with the L&FS / structural section of the World Bank Group (WBG) General Environmental Health and Safety (EHS) Guidelines | L&FS assessment | 120 days after effective date of contract guarantee  |
| **8** | Develop and implement a Stakeholder Engagement Plan (SEP) in line with the PSs and scaled to the Project risks and impacts that will: (i) incorporate the existing Social Health Management Process and procedures, (ii) outline SDS’s objectives in terms of stakeholder engagement; and (iii) describe the activities to be conducted with the stakeholders during each stage of the Project’s development. The SEP will also include procedures for documenting engagement activities and ensure that the vulnerable population is identified and consulted. | Draft SEPFinal SEP  | Draft SEP 90 days after recruitment of E&S ConsultantFinal SEP 30 days after draft |
| **9** | Ensure that the grievance redress mechanism (GRM) tracks and reports on grievances and responses specific to the Project sub-components  | Updated GRM  | Draft updated GRM 90 days after recruitment of E&S ConsultantFinal updated GRM 30 days after draft |
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|  | **Performance Standard 2: Labor and Working Conditions** |
| **10** | Provide workers with documented information regarding their rights under national labor and employment law. Develop and maintain a system that keeps all applicable records of all its directly contracted workers  | Contracts that include the type of workers’ data and information that will be retained by the Project Enterprise.Copies of the system that keeps records of all its directly contracted workers. | 90 days after effective date of contract of guarantee90 days after effective date of contract of guarantee |
| **11** | Develop and implement policies and procedures related to gender-based violence (GBV), including sexual harassment, Code of Ethics, disciplinary procedures and employee grievance mechanism. These policies and procedures will be applied to the sub-networks and contractors.  | GBV policies and procedures  | Draft GBV policies and procedures 60 days after recruitment of E&S ConsultantFinal GBV policies and procedures 30 days after draft |
| **12** | Ensure that contracts with third party suppliers include conditions and requirements regarding the prevention of child labor, forced labor, discriminatory conducts, as well as the disclosure of grievance mechanisms that would be available for all workers | Third party supplier contracts  | 120 days after effective date of contract for existing contracts or contracts about to commence Thereafter 30 days prior to any future contracts |
| **13** | Develop a monitoring procedure/protocol to frequently carry out inspections on monitor high-risk primary suppliers | Third party supplier monitoring procedure  | 60 days after effective date of contract guarantee  |
|  | **Performance Standard 3: Resource Efficiency and Pollution Prevention** |
| **14** | Ensure that there are proper waste management measures related to the disposal of infectious waste from service providers and that the waste is disposed of in an environmentally sound manner  | Copies of the minutes of the contracts with evidence of the inclusion of a clause related to the compliance of the appropriate measures for waste management | 60 days after effective date of contract guarantee  |