

Republic of Guatemala
Guatemala Emission Reduction Program (P167132)

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN
(ESCP)

June 2021 (negotiated)
Revised July 2024

Borrower: Guatemala
Project Executing Unit: INAB
Program Entity: MINFIN
ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Program Entity, the Republic of Guatemala, represented by the Ministry of Public Finance (MINFIN) is planning the implementation of the Emissions Reduction Program (the RE Program). The program will be implemented through the Ministry of Public Finance (MINFIN) as the Program Entity and the National Forest Institute (INAB) as the Program Executing Unit, in accordance with the provisions of Decree No. 202020 of the Congress of the República, published in the Diario de Centro América on April 16, 2020. In addition, it will have the participation of the Ministry of Environment and Natural Resources (MARN), Ministry of Agriculture, Livestock and Food (MAGA), the National Council of Areas Protected (CONAP). The ER Program Measures will be carried out through different governmental and nongovernmental actors under the supervision of the Program Executing Unit INAB. The International Bank for Reconstruction and Development, acting as Trustee for Tranche A and Tranche B of the Carbon Fund of the Forest Carbon Partnership Facility (hereinafter, the Trustee), has agreed to enter into Emission Reductions Payment Agreement (ERPA)s for the Program.
2. The Republic of Guatemala will implement material measures and actions to ensure that the Program is implemented in accordance with the Environmental and Social Standards (ESSs) of the World Bank's Environmental and Social Framework (ESF). This Environmental and Social Commitment Plan (ESCP) sets out the material measures and actions, any specific documents or plans, as well as the timing for each of these.
3. The Republic of Guatemala will implement the Program in a manner that is consistent with the E&S documents required under the ESSs and referred to in this ESCP, namely the Environmental and Social Management Framework (ESMF) and its Annexes and subsequent plans, as applicable, which includes, inter alia: a) Integrated Pest Management Guidelines; b) Biodiversity Action Plan; c) Guidelines for Forest Management Plans both for commercial and small-scale activities; d) Cultural Heritage Protection Plan, e) Labor Management Plan (LMP); f) Resettlement Policy Framework (RPF) and subsequent plans, as applicable; g) Indigenous Peoples Planning Framework (IPPF) and subsequent plans, as applicable; h) Process Framework (PF) and subsequent plans, as applicable; and i) Stakeholders Engagement Plan (SEP).
4. The Republic of Guatemala, through the Executing Unit and through the legal instruments aimed at the implementation of the program (agreements or contracts), is responsible for compliance with the ESCP, even if the different ministries, agencies or units to which referenced in point 1 are responsible for carrying out specific ESCP measures. To this end, a budget plan has been established for the Executing Unit. Part of the budget is allocated to the implementation and monitoring of the ESCP.
5. As agreed between the Trustee and the Republic of Guatemala, this ESCP may be updated periodically during the execution of the program, to reflect changes in the program, unforeseen circumstances, or in response to the evaluation of the results of the program carried out according to this ESCP. In such circumstances, the Republic of Guatemala will agree with the Trustee and update the ESCP to reflect the changes. The agreements on the changes made to the PCAS will be documented through the exchange of letters signed by the Trustee and the Republic of Guatemala. The Republic of Guatemala will promptly release the updated ESCP.
6. When there are changes in the Program, unforeseen circumstances or their results derive in changes in the risks and impacts during the execution of the Program, the Republic of Guatemala will manage with the corresponding entities so that they program the necessary resources within their own assigned budget, to implement the actions and measures that allow addressing these risks and impacts.

Guatemala Emission Reduction Program (P167132) ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN July 2024			
MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
A	<p>IMPLEMENTATION PERIOD: This ESCP and the environmental and social documents related to the ER Program are applicable to the emissions reduction period between January 1, 2020 until date of the ERPAs and throughout implementation of the ER Program.</p>	Throughout the term of the ERPAs.	INAB, through the Executing Unit of the Program.
B	<p>PERIODIC PRESENTATION OF REPORTS: Prepare and submit to the Trustee monitoring reports on the environmental and social performance of the ER Program Measures, including the implementation of the environmental and social instruments referred to in the ESCP, including the ERP Monitoring Report of the FCPF¹, Annexes 1, 2, 3, 4.</p> <p>For the report on the period prior to the signing of the ERPA (from January 1, 2020 until date of the ERPAs), the monitoring report shall contain information on the compliance with the ESSs during this period, as well as the proposed remedial actions in the event of finding compliance gaps, and the plan for the implementation of said remedial actions (called “action plan”).</p>	<p>ER Monitoring Reports at the conclusion of each Reporting Period. In years where there is no ER Monitoring Report requirement under the ERPAs (i.e., in years that are in the middle of a Reporting Period), there is still annual reporting as required as per ESF rules and regulations.</p> <p>ER monitoring report of the Executing Unit that includes compliance with the ESSs, for the first monitoring period which includes the period prior to the signing of ERPAs (from January 1, 2020 until date of the ERPAs and January 1, 2021 until the signing of the ERPA).</p> <p>Independent verification shall be carried out after the self-reporting of the Executing Unit, in a way as to be able to correct eventual gaps that may be identified.</p>	INAB, through the Executing Unit of the Program

¹ See: https://www.forestcarbonpartnership.org/sites/fcp/files/2019/Sep/FCPF%20Emission%20Reductions%20Monitoring%20Report_2019_ES.pdf

		These monitoring reports must be delivered according to the deadlines indicated in the Program Operating Manual (MOP).	
C	<p>INCIDENTS AND ACCIDENTS REPORTING: Promptly notify the Trustee of any incident or accident related to the ER Program which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, among others, any accident that results death, serious or multiple injuries, in areas where ER Program Measure(s) (as defined in ERPA General Conditions) are implemented. Subsequently, prepare a report on the incident or accident, including the site, the number of workers or residents of the community or other people involved, indicating the immediate measures taken to address it, whether there were any injuries, and any information or report provided by any contractor and supervising entity, and propose any measures to prevent its recurrence.</p>	<p>The implementers of REDD+ initiatives commit to notify the Executing Unit, according to the procedures and timeframes to be established by the Executing Unit, within 48 hours of learning of the incident or accident.</p> <p>Furthermore, the Executing Unit will notify the Trustee within the timeframes established in coordination with the Trustee, and the report on the event will be provided as requested, within an acceptable timeframe to the Trustee.</p>	INAB, through the Executing Unit of the Program.
D	<p>BENEFIT SHARING PLAN (BSP): The Benefit Sharing Plan for the ER Program requires that early REDD+ Programs, new REDD+ Programs, and Guatemalan Protected Areas Management System (SIGAP for its acronym in Spanish) Models develop their own benefit sharing plans, which must comply with the principles of benefit sharing defined in the Emissions Reduction Program (see Section 2.3 of the Program). One of these principles is transparency and social inclusion. Transparency includes decision-making and management of funds. The implementers of early REDD+ Programs, new REDD+ Programs, and SIGAP Management Models should make the sub-BSP available to the public in a way that is culturally appropriate. Furthermore, the beneficiaries of the BSP may use the Feedback and Gradience Redress Mechanism to submit complaints.</p>	The implementers of early REDD+ Programs, new REDD+ Programs and SIGAP Management Models must submit the BSP for approval to the Executing Unit, at the latest six months after the beginning of the Reporting Period for which it intends to receive results-based payments. Furthermore, they must be registered in MARN's Registry of Programs for the Removal and Reduction of GHG Emissions.	INAB, through the Executing Unit of the Program, in coordination with Program partner institutions (MARN, MAGA, CONAP).

E	<p>THIRD PARTY MONITORING: The Trustee might arrange for independent third-party monitoring of implementation of the environmental and social instruments, as well as the Benefit Sharing Plan. Third party monitoring would be separate from the verification of emissions reduction generated by the ER Program. <i>In case the Trustee decides third party monitoring is required,</i> The Trustee will review the information of third-party monitoring, along with the selfreporting and verification (verifying the volume of the emissions reduction generated) to determine whether to pay fully or partially under the ERPA to the Program Entity.</p> <p>The Republic of Guatemala commits to cooperating fully with any third-party monitor arranged by the Trustee to monitor the implementation of the ESCP, including the environmental and social instruments referred to therein, and/or the Benefit Sharing Plan (BSP), including, inter alia, by providing timely and complete records, data, reports, and facilitating any site visits by the third-party monitor.</p>	During implementation of the ER Program	INAB, through the Executing Unit of the Program, in coordination with program partner institutions (MARN, MAGA, CONAP).
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE: a. INAB shall establish and maintain the Executing Unit of the Program with qualified staff and resources for managing E&S risks of the ER Program.</p>	Within three months after the signing of the ER Program and throughout its implementation.	INAB.
	<p>b. Establish an Environmental and Social team/unit, including an Environmental Specialist and a Social and Gender Specialist, with clear responsibilities to implement all the commitments established in the ESMF and other environmental and social documents prepared in compliance with the ESCP and the ESS.</p>	Within three months after the signing of the ER Program and throughout its implementation.	INAB, through the Executing Unit of the Program.

	<p>c. The Executing Unit will develop and maintain adequate institutional and collaboration arrangements with the Entity of the Program (MINFIN), as well as with other partner agencies involved in Program implementation (including MARN, MAGA, CONAP): (i) to establish its participation in the Benefit Sharing National Committee, (ii) formalize their participation in regular monitoring and evaluation of the implementation of environmental and social measures.</p>	<p>Within three months after the signing of the ER Program and throughout its implementation.</p>	<p>INAB, through the Executing Unit of the Program, in coordination with Program partner institutions (MARN, MAGA, CONAP).</p>
	<p>d. MINFIN to allocate adequate resources for providing oversight, supervision, coordination for the implementation of the ESCP and the implementation of the E&S management, including all the instruments.</p>	<p>Throughout project implementation.</p>	<p>The Republic of Guatemala.</p>
<p>1.2</p>	<p>ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK (ESMF): Prepare, disclose, consult, adopt and implement an Environmental and Social Management Framework (ESMF) for the ER Program, in a manner acceptable to the Trustee. The ESMF will be prepared pursuant to ESS1 and will include information on vulnerable groups and specific measures to prevent their potential social exclusion. The ESMF includes, inter alia, a Stakeholder Engagement Plan (SEP), a Process Framework (PF), an Indigenous Peoples Planning Framework (IPPF), Guidelines on Cultural Heritage, Guidelines for Forest Management Plans, Labor Management Procedures, Guidelines for a Biodiversity Action Plan, Integrated Pest Management Guidelines, and requirements for developing site specific Environmental and Social Management Plans.</p> <p>The Program Entity shall screen and exclude from the program any ER Program Measures that may fall within the exclusion criteria set out in the ESMF.</p>	<p>Has been prepared before appraisal of the Program, finalized before signing of the ER Program, and will be implemented throughout all stages of the ER Program.</p>	<p>INAB, through the Executing Unit of the Program, in coordination with Program partner institutions (MARN, MAGA, CONAP).</p>

1.3	<p>MANAGEMENT TOOLS AND INSTRUMENTS: Take the necessary measures that implementers of REDD+ initiatives prepare, consult, adopt and implement specific E&S Plans in accordance with the Environmental and Social Management Framework (ESMF) and its annexes.</p> <p>Take the necessary measures to ensure that REDD+ initiatives implement the measures in a manner that is consistent with the ESMF and its Annexes.</p>	<p>During implementation of the ER Program and</p> <ul style="list-style-type: none"> (i) before execution of the actions that require specific environmental and social plans to be prepared in accordance with the ESMF. (ii) during implementation of actions initiated to meet the Environmental and Social Standards (ESSs), supervised by the Executing Unit. 	<p>For monitoring, INAB, through the Program Executing Unit, will lead the monitoring process as detailed in the Project Operational Manual.</p>
1.4	<p>PERMISSIONS, CONSENTS, AND AUTHORIZATIONS: Take the necessary measures to ensure that implementers of REDD+ initiatives obtain the permissions, consents, and authorizations applicable to the Program from the pertinent national authorities, as applicable.</p>	<p>Throughout ER Program implementation, prior to the start of activities requiring permissions, consents, or authorizations.</p>	<p>INAB, through the Executing Unit of the Program.</p>
1.5	<p>TECHNICAL ASSISTANCE: Take the necessary measures to ensure that REDD+ initiatives obtain support through studies and training, and that any technical assistance provided within the Program complies with the requirements of the Environmental and Social Standards (ESSs).</p>	<p>Throughout ER Program implementation, beginning with the signing of the ER Program and with the timeframe stipulated in the last page of this ESCP.</p>	<p>INAB, through the Executing Unit of the Program</p>
1.6	<p>INCLUSION OF NEW ACTIVITIES: Under the ER Program, new activities may be included as part of the ER Program during implementation, subject to prior review/due diligence by the Trustee. If the due diligence reveals that an activity cannot be managed according to the environmental and social instruments, the activity should be submitted to retrofitting through corrective E&S action plans, or it will not be included in the ER Program.</p>	<p>The consequences of including new activities on the compliance with the ESSs and the need for retrofitting through corrective E&S action plans for Program management will be analyzed in-depth during the due diligence of any new initiative or activity.</p>	<p>INAB, through the Executing Unit of the Program, in coordination with Program partner institutions (MARN, MAGA, CONAP).</p>

1.7	<p>MONITORING AND VERIFICATION OF SAFEGUARDS: Any gap that is identified by the report of the Executing Unit and by Trustee through supervision should be remedied through corrective measures and action plans, which should be implemented prior to carrying out monitoring and independent verification by a third party for a given Reporting Period on environmental and social performance. In case the gaps have not been adequately filled at the time of carrying out third party monitoring, the emissions reduction corresponding to the activities in question will not be counted.</p>	<p>The consequences of potential noncompliance of activities with the ESCP, or the environmental and social instruments and the need for retrofitting for Program management will be analyzed in depth during the due diligence / prior review and remedied by the Executing Unit.</p>	<p>INAB, through the Executing Unit of the Program, in coordination with Program partner institutions (MARN, MAGA, CONAP).</p>
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES: INAB shall develop labor management procedures (LMP) consistent with national legislation and ESS2, in a manner acceptable to the Trustee. The LMP shall contain a code of conduct. These procedures will apply for workers participating in the ER Program.</p>	<p>Has been prepared before appraisal of the Program, finalized before signing of the ER Program, and will be implemented throughout all the stages of the ER Program.</p>	<p>INAB, through the Executing Unit of the Program, in coordination with Program partner institutions (MARN, MAGA, CONAP).</p> <p>Implementation: Funds from the implementers of REDD+ initiatives.</p>
2.2	<p>GRIEVANCE MECHANISM FOR PROGRAM WORKERS: A grievance mechanism for ER Program workers will be established, maintained, and operated according to what is described in the Labor Management Procedures. The grievance mechanism will provide a code of conduct and recommendations on how to treat victims of gender-based violence, including sexual exploitation and abuse, and sexual harassment, and will mainstream gender considerations.</p>	<p>Throughout implementation of REDD+ initiatives during Program implementation.</p>	<p>INAB as the executing entity of the Program, with the partner institutions (MARN, CONAP, MAGA) and the entities responsible for the implementation of the REDD+ initiatives.</p>
2.3	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES: Entities implementing ER Program measures and the BSP are required to carry out their activities in accordance with the occupational, health and safety (OHS) measures, including preparedness and response to emergencies in accordance with the guidelines of the ESMF, the ESSs and World Bank Group guidelines on environment, health, and safety.</p>	<p>Throughout implementation of REDD+ initiatives during Program implementation.</p>	<p>INAB, through the Executing Unit of the Program, in coordination with REDD+ initiatives.</p>

2.4	<p>TRAINING OF PROGRAM WORKERS: Train Program Workers to increase awareness of the risks to and mitigation measures for impacts on local communities, including matters related to health and prevention of gender violence, including harassment and sexual aggression.</p>	Throughout implementation of REDD+ initiatives during Program implementation.	INAB, through the Executing Unit of the Program.
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE AND HAZARDOUS MATERIALS MANAGEMENT: Take the necessary measures to ensure that implementers of REDD+ initiatives comply with the commitment not to use pesticides for vegetation control as established in the Integrated Pest Management Guidelines.</p>	Throughout Program implementation.	INAB, through the Executing Unit of the Program, in coordination with Program partner institutions (MARN, MAGA, CONAP), within the framework of their responsibility, in coordination with the entities responsible for implementation of REDD+ initiatives.
3.2	<p>INTEGRATED PEST MANAGEMENT PLAN GUIDELINES Develop and implement an Integrated Pest Management Plan Guidelines (IPMP Guidelines) as part of the ESMF.</p>	Has been prepared before appraisal of the Program, finalized before the signing of the ER Program, and will be implemented throughout all the stages of the ER Program.	INAB, through the Executing Unit of the Program, in coordination with the Program partner institutions (MARN, MAGA, CONAP), within the framework of their responsibility, in coordination with the entities responsible for the implementation of REDD+ initiatives.
ESSS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY: Take the necessary measures to ensure that implementers of REDD+ initiatives include traffic and road safety management measures in the site specific ESMPs, if so required by the ESMF.</p>	Throughout implementation of REDD+ initiatives during Program implementation.	INAB, through the Executing Unit of the Program, in coordination with the entities responsible for implementation of REDD+ initiatives.

4.2	<p>COMMUNITY HEALTH AND SAFETY: Entities implementing the ER Program Measures and the BSP will prepare and implement measures, including Codes of Conduct and their enforcement, to manage impacts to the community arising from Program activities, including the management of the behavior of Program workers, response to emergency situations, and, if so required by the ESMF, include these measures in the site specific ESMPs to be prepared in accordance with the ESMF.</p>	Throughout implementation of REDD+ initiatives during Program implementation.	INAB, through the Executing Unit of the Program, in coordination with the entities responsible for implementation of REDD+ initiatives.
4.3	<p>SECURITY MANAGEMENT: Take the necessary measures to ensure that implementers of underlying activities undertake measures and actions to evaluate and manage human security risks. This is aimed at the communities affected by the Program and Program workers who might need to hire security personnel to protect their employees, installations, assets, and operations, in accordance with the guidelines of the World Bank Group on the use of security personnel. These measures and actions will be part of the Labor Management Procedures and if applicable, the ESMP which will be prepared in accordance with the ESMF.</p>	Throughout implementation of REDD+ initiatives during Program implementation.	INAB, through the Executing Unit of the Program, in coordination with the entities responsible for implementation of REDD+ initiatives.
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>PROCESS FRAMEWORK AND ECONOMIC LOSSES: Prepare, consult, disclose, adopt and implement a Resettlement Policy Framework (RPF) and a Process Framework (PF) in accordance with ESS 5, in a manner acceptable to the Trustee. Require and ensure that REDD+ initiatives implement the measures in a manner consistent with the RPF and the PF.</p>	The instruments been prepared and consulted before appraisal of the Program, finalized before signing of the ER Program and will be implemented throughout all the stages of the ER Program.	INAB, through the Executing Unit of the Program, in coordination with the entities responsible for implementation of REDD+ initiatives. Preparation of the Interinstitutional Coordination Committee (ICC) of the INAB.

5.2	<p>RESETTLEMENT PLANS: Apply the exclusion criteria of the RPF and ensure that implementers of REDD+ initiatives consistently apply the exclusion criteria and develop, prepare, consult, and implement specific Resettlement Plans consistent with the requirements of RPF and ESS 5, if these should be necessary (e.g., economic losses).</p>	<p>Prepare, approve, and begin implementation before any land acquisition or impact on the affected persons.</p>	<p>INAB, through the Executing Unit of the Program, in coordination with the entities responsible for implementation of REDD+ initiatives, if applicable.</p>
5.3	<p>MONITORING AND REPORTING: In case of resettlement or economic losses, INAB will designate a specialist to monitor social safeguards and resettlement plans, who will submit reports at the end of each monitoring period on the progress made in the implementation of the plans.</p>	<p>If necessary, before beginning of resettlement activities and during implementation of the resettlement.</p>	<p>INAB, through the Executing Unit of the Program, in coordination with the entities responsible for implementation of REDD+ initiatives.</p>
<p>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</p>			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS: Prepare, consult, disclose and implement a Biodiversity Action Plan and Guidelines for Forest Management Plans in accordance with ESS 6 and in a manner acceptable to the Trustee.</p>	<p>Guidelines have been prepared before appraisal of the Program, finalized before the signing of the ER Program and will be implemented throughout all the stages of the ER Program.</p>	<p>INAB, through the Executing Unit of the Program, in coordination with Program partner institutions (MARN, MAGA, CONAP), within the framework of their competence.</p>
6.2	<p>Take the necessary measures to ensure that implementers of REDD+ initiatives implement the Guidelines for a Biodiversity Action Plan and Guidelines for Forest Management Plans as provided for in the annex of the ESMF.</p>	<p>Throughout implementation of the ER Program.</p>	<p>INAB, through the Executing Unit of the Program, in coordination with the entities responsible for the implementation of REDD+ initiatives.</p>
<p>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</p>			
7.1	<p>INDIGENOUS PEOPLES FRAMEWORK: Prepare, consult, disclose, adopt and implement an Indigenous Peoples Planning Framework (IPPF) in accordance with ESS 7 and in a manner acceptable to the Trustee.</p>	<p>Framework been prepared before appraisal of the Program, finalized before the signing of the ER Program, and will be implemented throughout all the stages of the ER Program.</p>	<p>INAB, through the Executing Unit of the Program, in coordination with Program partner institutions (MARN, MAGA, CONAP), within the framework of their competence, in coordination with the entities responsible for implementation of REDD+ initiatives.</p>

7.2	INDIGENOUS PEOPLES PLANS: Take the necessary measures to ensure that implementers of REDD+ initiatives prepare, consult, disclose, adopt and implement, as applicable, Indigenous Peoples Plans (IPPs) consistent with the requirements of ESS 7 and the IPPF.	Indigenous Peoples Plans must be prepared and implemented before start of in the respective activities by REDD+ initiative implementors.	INAB, through the Executing Unit of the Program, in coordination with the entities responsible for implementation of REDD+ initiatives.
7.3	MONITORING AND REPORTING: INAB will designate a specialist in charge of monitoring social safeguards and indigenous peoples plans. This specialist will submit reports at the end of each monitoring period on the progress made in the implementation of the plans.	Before start of activities that require Indigenous Peoples Plans.	INAB, through the Executing Unit of the Program, in coordination with the entities responsible for implementation of REDD+ initiatives.
ESS 8: CULTURAL HERITAGE			
8.1	CHANCE FINDS: Prepare, consult, disclose, and implement the Protection of Cultural Heritage Standards in line with ESS 8 and in a manner acceptable to the Trustee. The guidelines include chance find procedures and consider tangible and intangible cultural heritage.	Guidelines have been prepared before appraisal of the Program, finalized before signing of the ER Program, and will be implemented throughout all the stages of the ER Program.	INAB, through the Executing Unit of the Program, in coordination with Program partner institutions (MARN, MAGA, CONAP), within the framework of their competence.
8.2	Take the necessary measures to ensure that implementers of REDD+ initiatives implement the Protection of Cultural Heritage Standards as established in the ESMF and its Annexes, as applicable.	Implemented throughout all the stages of the ER Program, as applicable.	INAB, through the Executing Unit of the Program, in coordination with the entities responsible for implementation of REDD+ initiatives.
ESS 9: FINANCIAL INTERMEDIARIES			
Not relevant to the Program.			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION: Prepare, consult, disclose and implement a Stakeholder Engagement Plan (SEP) acceptable to the Trustee and aligned with ESS 10.	Plan has been prepared before appraisal of the Program, finalized before signing of the ER Program, and will be implemented throughout all the stages of the ER Program.	INAB, through the Executing Unit of the Program, in coordination with Program partner institutions (MARN, MAGA, CONAP), within the framework of their competence.

10.2	<p>IMPLEMENTATION OF THE SEP: Implement the SEP.</p>	Throughout ER Program implementation.	INAB, through the Executing Unit of the Program, in coordination with the entities responsible for implementation of REDD+ initiatives.
10.3	<p>PROGRAM GRIEVANCE MECHANISM: As described in the ESMF, IPPF, RPF, PF and SEP (and other environmental and social instruments), prepare and make the necessary arrangements to establish the grievance mechanism of the Program acceptable to the Trustee. The GRM shall contain subsections or specific segments to process in a differentiated manner work-related complaints and those related to gender-based violence, including sexual exploitation and abuse, and sexual harassment. It should also cover complaints associated with ESS 7 and include the necessary provisions to into account sociocultural specificity of indigenous peoples.</p>	The Trustee will verify that this mechanism is in place before effectiveness of the Program and that it is maintained throughout its implementation.	INAB as the executing entity of the Program, with the partner institutions (MARN, CONAP, MAGA) and the entities responsible for the implementation of the REDD+ initiatives.
10.4	<p>PUBLICATION OF ENVIRONMENTAL AND SOCIAL MANAGEMENT INSTRUMENTS: The Environmental and Social Management Framework (ESMF) of the Program and its subsequent Annexes and plans, as applicable to be consulted and disclosed. The Annexes of the ESMF include: - Integrated Pest Management Guidelines; - Guidelines for a Biodiversity Action Plan; - Guidelines for Forest Management Plans both for commercial and small-scale activities; - Protection of Cultural Heritage Standards; - Labor Management Procedures (LMP); - Resettlement Policy Framework (RPF) and subsequent plans, as applicable; - Indigenous Peoples Planning Framework (IPPF) and subsequent plans, as applicable; - Process Framework (PF) and subsequent plans, as applicable; and - Stakeholder Engagement Plan (SEP).</p>	<p>Draft versions of the frameworks were prepared and published before appraisal and the final versions disclosed before signing of the Emissions Reduction Program Agreement (ERPA)².</p> <p>Draft versions of plans will be published when needed and before any REDD+ initiative is implemented.</p>	<p>INAB, through the Executing Unit of the Program, for framework documents.</p> <p>Entities responsible for implementation of REDD+ initiatives for individual plans.</p>

² See INAB page for the published documents consulted. They will be updated with the final version. URL: <http://portal.inab.gob.gt/index.php/noticias/programa-inversion-forestal-fip>

CAPACITY SUPPORT (TRAINING)		
MEASURES AND ACTIONS	TIME PERIOD	RESPONSIBLE ENTITY/AUTHORITY
<ul style="list-style-type: none"> • Provide sufficient training to the staff of the Executing Unit and of the entities responsible for implementation of REDD+ initiatives on compliance with the ESMF and other instruments, and on the Environmental and Social Standards of the World Bank. • Carry out, among others, specific training on: Indigenous Peoples Planning Framework (IPPF), Process Framework, Resettlement Policy Framework, biodiversity and corresponding action plans, Stakeholder Engagement Plan, Grievance Mechanism, and labor Management Procedures in the context of the Labor Management Framework, including monitoring and preparation of reports during implementation of the ER Program and reports on compliance of ESS for emissions generated prior to the signing of the ERPA. • Program workers will receive training and documentation on labor management procedures, including the claim mechanism required by ESS 2. • Sufficient training will be provided to the staff of the Executing Unit and of the entities responsible for implementation of REDD+ initiatives on prevention of gender-based violence and care for victims. • Facilitate the conditions for community monitoring once the specific activities of the Program’s environmental and social management instruments and of the Benefit Sharing Plan, are identified. 	<p>Training will be provided after Appraisal/signature of the ERPAs and before Program implementation begins, with a view to providing training on time for the preparation of the first ER Monitoring Report which will include evidence demonstrating that the emission reductions generated prior to the signing of Emissions Reduction Program Agreements (ERPAs) were generated in a manner that is consistent with the ESMF and ESCP.</p> <p>Training will be provided to Program workers once the contracts are signed and before the execution of the service.</p>	<ul style="list-style-type: none"> • The Trustee will provide initial training to the Executing Unit on compliance of the ESMF and other instruments, on the Environmental and Social Standards of the World Bank, the preparation of plans, and on prevention of gender-based violence and other specific priority subjects, such as monitoring and preparation of reports. • The Executing Unit will provide specific training to and the entities responsible for implementation of REDD+ initiatives on the preparation of E&S plans. • The Executing Unit and the entities responsible for implementation of REDD+ initiatives will provide specific training to program workers.