

R ya rerYacyretá Aña Cuá – PARAGUAY-ARGENTINA
Environmental and Social Action Plan (ESAP)

No.	Aspect	Action	Output	Delivery Date
ND 1: Assessment and Management of Environmental and Social Risks and Impacts				
1.1	Gender Programs	1. Will develop and implement a Gender Management Plan, which includes: i) measures to manage Project-specific gender risks; ii) training programs for Project workers (including contractors) on human rights, diversity, and inclusion, as well as on the prevention of discrimination, harassment, or bullying; and iii) actions aimed at maximizing the Project's benefits for women, including their participation as workers and suppliers	1. Gender Management Plan 2. Evidence of implementation.	1. Prior to the first disbursement 2. As part of the Environmental and Social Compliance Report (ICAS)
1.2	Emergency Preparedness and Response	1. Develop and implement a specific plan to manage various failure scenarios (structural failure of the new dam or any of its components) that could pose a risk to downstream communities, including the identification of: i) the most likely scenarios; ii) the potentially affected communities; iii) evacuation measures and actions; vi) response procedures; vii) the equipment and resources to be used; viii) the assignment of responsibilities; ix) the alarm systems to be used; x) communication mechanisms with potentially affected communities, local authorities, and response agencies; and xi) periodic training programs.	1. A specific plan to manage different failure scenarios. 2. Evidence of implementation.	1. Prior to the removal of the main dam section. 2. As part of the ICAS.
1.3	Stakeholder Engagement	1. Develop and implement a Stakeholder Engagement Plan that includes: i) the identification and mapping of stakeholders; ii) a summary of past stakeholder consultation and engagement activities; iii) a description of planned stakeholder engagement activities; iv) the roles and responsibilities for implementing these activities; v) a summary of the Project's community grievance mechanism; and vi) procedures for disseminating information to local communities, including (a) the purpose, nature, and scale of the Project, (b) the duration of planned activities, (c) potential risks and impacts and their respective mitigation measures	1. Stakeholder Engagement Plan 2. Evidence of implementation.	1. Prior to the first disbursement 2. As part of the ICAS.
1.4	Complaint Mechanism for Affected Communities	1. As part of the Potential Claims and Conflicts Management Program, develop and implement a formal mechanism for handling questions, complaints, claims, and suggestions (QCS) from the community that includes procedures to: i) receive, respond to, investigate, address, and document complaints from members of local communities and other social stakeholders involved in the Project; ii) record and report complaints and their resolutions; iii) publicize the existence of the mechanism within local communities; iv) make it accessible to vulnerable groups; and v) incorporate specific procedures to address complaints of gender-based violence and harassment.	1. A formal mechanism for handling community PQRS. 2. Evidence of implementation.	1. Before the first disbursement 2. As part of the ICAS.
ND 2: Work and Working Conditions				
2.1	Working Conditions and Terms of Employment	1. Develop and implement a Local Hiring Management Plan, which includes: i) a workforce analysis; ii) a recruitment strategy that prioritizes local communities in the area of influence; iii) measures to promote equal opportunity; iv) training and capacity-building programs; and v) indicators and monitoring mechanisms to evaluate the performance and effectiveness of these measures throughout the Project's implementation.	1. Local Hiring Management Plan. 2. Evidence of implementation.	1. Prior to the first disbursement 2. As part of the ICAS.
2.2	Workforce Reduction	1. Develop and implement a Workforce Reduction Plan that includes: i) measures to facilitate the transfer of workers to other roles whenever	1. Workforce Reduction Plan. 2. Evidence of implementation.	1. Within 180 days prior to the completion of the construction phase

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		possible; ii) training programs aimed at strengthening workers' skills to facilitate their reentry into the workforce; iii) ways to provide information on institutional benefits, support programs, or entitlements to which workers may be entitled; and iv) specific support measures for migrant workers.		2. As part of the ICAS.
2.3	Internal Complaint Handling Mechanism	1. Develop and adopt a mechanism for managing worker complaints, grievances, and reports (PQRS) that includes procedures for: (i) receiving, responding to, investigating, resolving, and documenting complaints from Project workers, including contractors; (ii) addressing cases of sexual and workplace harassment; (iii) training workers on the existence and operation of the mechanism; and (iv) reminding workers of the existence and operation of the mechanism.	1. Worker PQRS management mechanism. 2. Evidence of implementation.	1. Prior to the first disbursement 2. As part of the ICAS.
ND 3: Resource Efficiency and Pollution Prevention				
3.1	Greenhouse Gas	1. Using globally recognized methodologies, submit an updated inventory of your GHG emissions, including the main Scope 3 categories.	1. GHG Emissions Inventory	1. Annually, as part of the ICAS.
		2. Using globally recognized methodologies, submit a report on emissions avoided during the operational phase	2. Annual Report on Avoided Emissions	2. Annually, as part of the ICAS.
ND 4: Community Health and Safety				
4.1	Ecosystem Services	1. Develop and implement an Ecosystem Services Management and Monitoring Plan focused on: i) downstream conditions (fishing and navigability) associated with changes in the flow regime; and ii) the periodic review of monitoring results, in order to promptly identify potential unforeseen effects and define adaptive management measures when necessary	1. Ecosystem Services Management and Monitoring Plan. 2. Evidence of implementation.	1. Within 120 days following the first disbursement. 2. As part of the ICAS.
4.2	Security Personnel	1. Develop and implement a Security Personnel Management Plan that includes procedures for: (i) background checks on applicants for security personnel positions regarding human rights abuses; (ii) the progressive use of force; and (iii) training of security personnel on human rights and the use of force.	1. Security Personnel Management Plan. 2. Evidence of implementation.	1. Before the first disbursement 2. As part of the ICAS.