

**ESS4: Community Health and Safety**



**Community Health and Safety Plan**

**March 30, 2023**

**CEPF Grant #112938**

**Environmental Awareness Group**

**"Accelerating Locally Led Conservation Action in Antigua and Barbuda"**

## **Grant Summary**

- 1. Grantee organization:** Environmental Awareness Group
- 2. Grant title:** Accelerating Locally Led Conservation Action in Antigua and Barbuda
- 3. Grant number:** 112938
- 4. Grant amount (US dollars):** \$393,389.35
- 5. Proposed dates of grant:** 1 May 2023 to 30 April 2026
- 6. Countries or territories where project is located:** Antigua and Barbuda

**Full name, title, telephone numbers, and electronic mail address of grantee personnel responsible for the health and safety plan**

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### **7. Project components:**

One of the components of this project seeks to engage EAG volunteers to assist with the co-management of the North East Marine Management Area (NEMMA) and Redonda KBAs within Antigua and Barbuda, through the development and implementation of the Offshore Islands Guardian Programme and the training and deployment of tour guides who will support the sustainable financial management of the EAG. The Offshore Islands Guardian Programme will be key in supporting monitoring and management of invasive species and wildlife, increasing public awareness to minimize threats, and reduce unsustainable use of biodiversity in the NEMMA and Redonda KBAs.

The project will also include stakeholder consultations in the development of management mechanisms for the NEMMA and Redonda KBAs, and will therefore require significant contact with a range of stakeholders within the areas.

The project will help to strengthen EAG's institutional capacity to implement the actions enshrined in EAG's Strategic Plan, which are therefore being implemented through this project. It will therefore better enable the EAG to co-manage the NEMMA and Redonda KBAs in Antigua and Barbuda, targeting critically endangered species of reptiles in both KBAs.

### **8. Risks to community health and safety:**

The below Table 8.1 provides an overview of the sub-project by activity, identifying potential risks, their probability and their rating.

*Table 8.1: Potential risks to community health and safety from this sub-project.*

Activity	Risk	Risk Probability	Risk Rating
<b>Component 1: Develop Sustainable Financing Mechanism for the EAG to facilitate effective co-management of the NEMMA KBA and the Redonda KBA (2023 - 2025)</b>			
Face to face consultations and meetings with stakeholders on the development of ecotourism products	Transmission of communicable diseases, such as COVID-19, to stakeholders.	High	High
	Risks related to hurricanes, earthquakes and other natural disasters.	High	High

Activity	Risk	Risk Probability	Risk Rating
Training tour guides to provide guided tours in the NEMMA and Redonda KBAs	Accidents involving persons and vehicles	Low	Low
Engaging with tourists through the guided tours	Sexual exploitation, abuse and harassment	Low	High
Participating in face-to-face tourism exchange			
<b>Component 2: Further the establishment of the Offshore Islands Nature Reserve in the NEMMA KBA through the completion of a Financial Feasibility Study (2023-2024)</b>			
Site visits and stakeholder consultations	Transmission of communicable diseases, such as COVID-19, to local stakeholders.	High	High
Facilitation of validation workshop	Natural hazards such as hurricanes, earthquakes	High	High
	Accidents involving persons and vehicles	Low	Low
	Sexual exploitation, abuse and harassment	Low	High
<b>Component 3: Strengthen conservation management of the CR Antiguan Racer, CR Redonda Ground Lizard, and CR Redonda Anole in the NEMMA and Redonda KBAs through the development and implementation of species specific Conservation Action Plans (2023-2024)</b>			
Face to face workshops and trainings	Transmission of communicable diseases, such as COVID-19, to local stakeholders	High	High
Field visits and surveys over long periods	Natural hazards such as hurricanes, earthquakes	High	High
Field work conducted in dangerous terrain	Accidents involving persons and vehicles	High	High
	Sexual exploitation, abuse and harassment	Low	High
<b>Component 4: Develop a network of committed individuals for environmental conservation within Antigua and Barbuda's KBAs through a strategic conservation capacity-building programme (2023-2026)</b>			
Offshore Islands Guardians Programme (training sessions, monitoring)	Transmission of communicable diseases, such as COVID-19, to local stakeholders as they implement the Citizen Science programme.	High	High

Activity	Risk	Risk Probability	Risk Rating
	Natural hazards such as hurricanes, earthquakes	High	High
	Accidents involving persons and vehicles	Low	Low
	Sexual exploitation, abuse and harassment	Low	High
<b>Component 7: Project management</b>			
N/A			

## 9. Risk mitigation measures

### Mitigation against the risk of transmission of COVID-19

The last case of COVID-19 for Antigua and Barbuda was reported in October 2022, and there have been zero confirmed cases since. This has also been mitigated against through a thorough deployment of COVID-19 vaccines. However, due to the virality of the pandemic it is possible for these numbers to change drastically. EAG will continue to adhere to national protocols and should the rate increase, EAG will take additional measures as recommended. Over the life of the project, national protocols may change (become less or more stringent than at present) and EAG will adapt its mitigation approach and methods accordingly to ensure compliance and safeguard the health of stakeholders. EAG will adhere to basic prevention strategies that include in times of high transmissibility use of masking.

The following measures will be put in place:

- Workshops, training sessions and meetings: Face to face sessions with stakeholders will be held following COVID19 protocols. This will include meeting rooms where sufficient space to accommodate participants while observing social distancing and maximum occupancy protocols. We will ensure that the necessary handwash or sanitization stations are in place.
- EAG will host virtual and/or hybrid (virtual and face-to-face)meetings and workshops where feasible which will help to reduce the potential for spread of COVID19.
- EAG will facilitate hybrid sessions with a few stakeholders being accommodated in EAG's meeting room (which meets COVID19 protocols) to ensure access to online resources to provide data where stakeholders might not have WIFI Access.

### Mitigation against the risk of hurricanes, earthquakes and other natural disasters

EAG will seek to host face to face sessions outside of the hurricane season where feasible. EAG will ensure that they pay close attention to national bulletins regarding hazards such as hurricane and flooding and implement the recommended safeguards and not jeopardize stakeholders. EAG will work along with the National Office of Disaster Services (NODS), as necessary, to ensure that a disaster plan is followed. The EAG also has a Health and Safety Protocol which will be followed.

EAG will stay in contact with CANARI & CEPF to ensure that they are aware of how the natural hazard affects project implementation activities so that additional time (if needed) can be discussed.

### Mitigation against sexual abuse, exploitation, harassment

EAG will implement a code of conduct, and training on the Grievance Mechanism to reduce the potential for these issues and to provide confidence in the grantee in appropriately managing these types of issues should they arise. Some of these activities will be in partnership with government agencies to raise awareness of these issues and move towards reducing the occurrence of these issues.

Mitigation against accidents associated with vehicle usage.

The EAG engages a range of boat captains to facilitate transfer to and from the offshore islands within the NEMMA KBA. They also engage with the only helicopter company to provide transportation to Redonda. Safety regulations for vessels are followed by all vehicle operators and safety vests/life jackets are provided on all vessels. Insurance is covered by the operators of the vehicles (boat and helicopter) and covers potential harm to passengers. EAG also provides insurance (Workmen's Compensation) for all staff and volunteers who engage in field work on an annual basis.

Waste Management and Disposal

Waste from EAG's operations is containerized and taken away by the National Solid Waste Management Authority according to national stipulations.

**10. Relevant laws in project countries**

EAG will ensure that staff adhere to the laws and guidelines outlined in Table 10.1.

*Table 10.1: Laws pertaining to community health and safety*

Country	Law	Relevance to ESS4
Antigua and Barbuda	Environmental Protection and Management Act (2015)	Provides for measures for the control and mitigation of all forms of environmental degradation or pollution including the management of pesticides and other hazardous substances to protect human health and maintain the quality of the environment.
Antigua and Barbuda	Public Health Act (1957; amended)	Makes provisions for various matters relating to public health, including with regards to notification and control of infectious diseases.

**11. Measures to avoid risk of COVID-19:**

In addition to the measures above, EAG will continue to follow protocols and implement actions as recommended by the Government of Antigua and Barbuda and required by CEPF while ensuring health and safety of stakeholders.

**12. Emergency preparedness and response plan:**

EAG will work along with the National Office of Disaster Services (NODS) to guide the organization's work in response to emergency events, including hurricanes, earthquakes, other natural disasters, and the Central Board of Health (CBH) in response to COVID-19 and other infectious diseases. EAG will be guided by these national agencies.

**13. Measures to mitigate risks relating to security personnel:**

Not applicable.

**14. Timeline and Resources:**

The implementation of mitigation measures will occur throughout the entire project time frame. The overall cost of implementing the plan is mostly included in the CEPF project as shown in Table 14.1 below, with costs representing total costs over the lifetime of the project.

*Table 14.1: Implementation schedule and estimated costs for this CHSP*

Action	Implementation Schedule	Cost Estimate (USD)
Insurance for EAG staff and volunteers	May 2023 – April 2026	USD1281
Support for online meetings and mobilization (data, Zoom, and telephone calls)	Annual subscription and internet costs throughout the life of the project May 2023 to April 2026	USD4400 XCD697 for Inet

**15. Monitoring Arrangements:**

EAG will monitor and evaluate the effectiveness of the measures listed above through regular communication and coordination with all its staff, consultants, the CEPF Secretariat, RIT and key project stakeholders such as grantees, government agencies and other in-country partners. EAG will report on its efforts and results in bi-annual reports to the CEPF Secretariat as well as in RIT site visits and CEPF supervision missions.

Primary monitoring responsibility will fall to the Science Communications Officer, who will complete a monthly checklist based on a basic reporting form, which EAG will develop. The monthly checklist will verify that appropriate measures were followed and identify if any concerns or reports were raised, and make recommendations for action as necessary.

**16. Disclosure:**

This Community Health and Safety Plan will be disclosed publicly on EAG's LinkTree and specific measures and steps within the plan will be communicated to stakeholders as needed (i.e., in preparation of meetings, workshops, events and other in-person gatherings and any other relevant circumstances

**DISCLAIMER:** CI/CEPF review of the health and safety plan and recommended revisions/additions to the actions, budget or monitoring and evaluation do not supersede applicable requirements in occupational and health standards and CI/CEPF does not assume, and specifically disclaims, any duty of care with respect to Grantee and Grantee personnel. Grantee must consult all applicable occupational and health standards when developing this health and safety plan for the Project.

**17. Other Engagement Activities:**

The project is seeking to establish a structured program for engaging and retaining volunteers through the Offshore Islands Guardian Programme, that will also improve and sustain the co-management of the NEMMA and Redonda KBAs. Engagement with volunteers has been ongoing since EAG's inception in 1989, but this programme seeks to ensure that there is a transparent

method of managing the engagement that also allows for upward mobility within the volunteer system. The project will therefore build on existing training and engagement that has become more robust in the past 5 years.

Some of the Offshore Islands Guardians will also have the opportunity to establish sustainable livelihoods through this project as they will be trained as tour guides with specific emphasis on the existing work of the EAG in the NEMMA and Redonda KBAs. This not only ensures they are engaged as monitors but further incentivizes their support. All engagement on these opportunities will be transparently communicated to all relevant individuals.

Engagement with stakeholders in the NEMMA KBA is also critical for this project, as consultants will be engaging with a range of stakeholders to establish financial sustainability plans and studies. Engagement with these stakeholders is common for the EAG as partnership and consultation has been a hallmark of the work that the EAG has done over the years. Most recently the EAG also engaged with a range of key stakeholders on the development of the Technical Feasibility Study for the development of the Offshore Islands Nature Reserve. Therefore, stakeholders are familiar with the concepts and familiar with the work of the EAG and its overall desire for improved management of the NEMMA KBA.