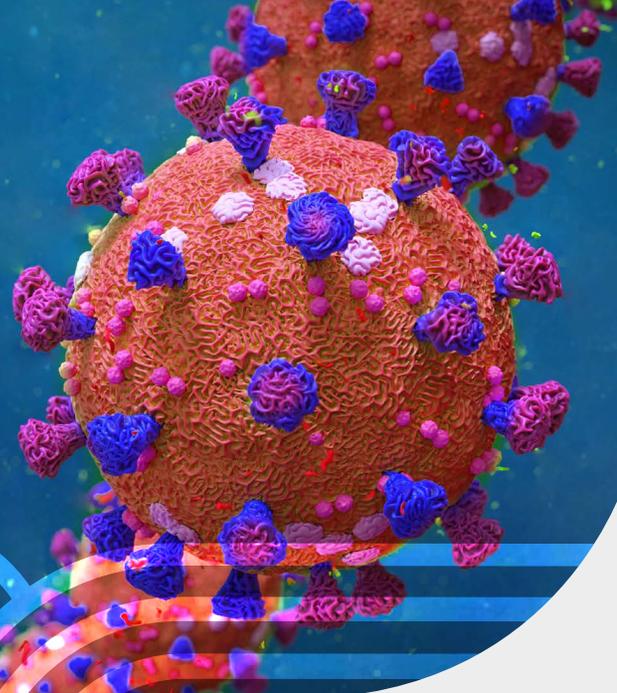


# Guidance for the Agriculture Sector on COVID-19: Risks and Response Framework



## Maintaining Agriculture Operations During the COVID-19 Pandemic

The coronavirus disease (COVID-19) is caused by SARS-CoV-2 and is a new infectious disease that has triggered a global public health pandemic. COVID-19 is affecting all regions of the world, including Latin America and the Caribbean, prompting both public health and economic crises. Organizations across sectors, including governments, the private sector and citizens are responding to this unprecedented scenario by taking measures to prevent the spread of COVID-19, while maintaining vital sectors of the economy active.

Under the COVID-19 pandemic, agriculture operations are essential to food security and population health, widespread social stability, the reduction of social conflict, and national and international economies. Impacts associated with COVID-19 are already affecting food supplies, the food and agricultural sectors, and supply chains - from producers to processors, traders, transporters, and consumers. Major COVID-19 sector risks include market (e.g. demand) shifts and closures, price increases in food and associated supplies, supply chain delays and shortages, access to appropriate personal protective equipment (PPE), loss of confidence in food safety, and disruption in logistics and transportation.

Keeping the agriculture sector resilient and responsive to changing demands hinges on keeping workers healthy, predominantly for two reasons. First, the primary route of

transmission for COVID-19 is through person-to-person contact (WHO & FAO, 2020). This means when a worker becomes infected, the rest of the workforce is also at risk. This poses a threat to the entire operation and its capacity to produce and process food. Second, agriculture workers may be more vulnerable to contracting COVID-19 because they may be temporary, mobile and migrant, especially if they are farmworkers. Workers may live in crowded substandard housing where physical distancing is not possible and lack access to basic sanitation, making frequent hand-washing difficult. They may also have lower literacy levels and likely have limited information about COVID-19 prevention measures. Workers often do not have access to national health services making it more likely that they have untreated pre-existing conditions that increase their susceptibility to infection. In addition, limited access to appropriate health services also means there is a lower likelihood that these workers will get tested and receive appropriate care if COVID-19 symptoms appear.

The focus of this guidance paper is to support improvements to agriculture workers' health, safety and well-being, which are essential for the agriculture sector. It was designed for the agriculture sector with a focus on: (a) fresh food production in farms, (b) processing facilities and their suppliers, and (c) transport of supplies and workers into these operations.

### Keeping Agriculture Workers Healthy is Essential

Under the current scenario, company leadership – owners, boards and senior managers – are encouraged to take urgent action to identify and address risks and gaps in their environmental and social management systems associated with their COVID-19 response. This is important to keep food supply chains active and safeguard the health and well-being of workers.

Agriculture operations are labor intensive and often require large and highly mobile workforces from multiple regions, especially during the harvesting season. A company's human resource requirements and its management practices can influence the health and safety of workers, and the communities supporting the operations, where workers live and/or integrate. Ensuring that workers and those involved in the supply chain have access to basic sanitation, clean water, national health services, appropriate in-house company health services, and adequate working and living conditions that reduce transmission of COVID-19, is crucial (IFC, 2012; IFC & EBRD, 2009).

The guidance paper provides indicative support to IDB Invest's agriculture sector clients to assess their health and safety risks linked to the COVID-19 pandemic and to serve as input into the decision-making process of their operations. This guidance paper is intended for owners, managers and supervisors of farms and processing facilities, who are expected to oversee their fresh product suppliers and labor force at the farms with the implementation of COVID-19 prevention measures. This guidance paper aligns with international best practice and includes information available to date (IFC, OSHA).

### Agriculture Sector Workers can be Highly Vulnerable

- The agriculture sector employs some of the most vulnerable people in society, including mobile and migrant workers, Indigenous People, women, the elderly and entire family groups.
- The location of agricultural operations play an important role in COVID-19 transmission risks. Operations are often located in rural regions where access to basic services are often limited, inequity and poverty are high, and where employment conditions can be irregular, temporary and do not include worker's protection (e.g. paid sick leave).
- It is recognized that in Latin American and Caribbean countries, many agricultural producers live in poverty. In 2016, 48% of the regions rural population lived in poverty and 40% lived in extreme poverty (FAO, 2018). 64% of the region's rural areas lack access to improved sanitation (IDB, 2019; World Bank, 2019).
- Women face inequity in agricultural operations in terms of access to land, credit, technical assistance, employment and income (IDB, 2019). Women account for only 20% of agricultural jobs (FAO, 2019), receive substantially lower pay (than their male counterparts), and can have lower-quality, informal or temporary jobs (OECD, 2018).
- The COVID-19 global response is triggering changes in working conditions, making it critical for business owners, operators and managers to take extra measures to protect and preserve human rights obligations and commitments.
- Job insecurity and retrenchment has emerged as a critical issue facing agricultural operations, given the need to reduce workforce size and to put in place physical distancing measures.

### How to use this Guide

This guidance paper is comprised of two elements. First, a visual depiction of agriculture context risks that can influence COVID-19 disease transmission is presented in the *Agriculture Context Risk and Response Framework for COVID-19* (Figure 1). This figure highlights contextual challenges the agriculture sector faces in terms of protecting workers against COVID-19 infection. At the center of the diagram, are key management components to respond to COVID-19. Second, a *COVID-19 Response and Management Checklist for the Agriculture Sector* (Table 1) is provided, which compiles the latest recommendations across key management components required to respond to COVID-19 risk in the agriculture sector.

Clients are advised to first review the *Agriculture Context Risk and Response Framework for COVID-19* (Figure 1) to consider the unique risks specific to their own operations. With this context in mind, clients are then advised to fill out the *COVID-19 Response and Management Checklist for the Agriculture Sector* (Table 1), identifying which management measures have been fully implemented, which have been partially implemented and which have not been implemented to date. Once the checklist has been completed, clients can get an overview of the potential gaps in their management system response to COVID-19. Box 1 provides high-level recommendations to help clients interpret the results and determine the best course of action after having filled out the checklist.

### Important Considerations

- This document is intended to reflect non-binding recommendations.
- Each recipient should develop its response to the impact of COVID-19 considering the circumstances of its business or project and all applicable laws and regulations, using its own independent judgment.
- IDB Invest makes this guidance paper available to each recipient on a non-reliance basis and shall not be responsible in any manner for any use made of this guidance paper by any person.
- This guidance paper is not a replacement for following national, regional or local mandates on COVID-19 (e.g., stay at home orders). All operations must keep abreast of, and follow any national, regional and local mandates on COVID-19 in the jurisdiction where they operate.
- This Guidance aligns with IDB Invest's Environmental and Social Sustainability Policy, which includes the IFC Performance Standards (PS) and the World Bank/IFC Environmental Health and Safety (EHS) Guidelines.
- The dynamic nature of the current COVID-19 pandemic requires that operations stay abreast of, and incorporate, new guidance on COVID-19 as it becomes available.
- In addition to worker and community health and safety considerations, projects may need to consider additional legal and contractual factors in making operational decisions.

## Agriculture Context Risks and Response Framework for Covid-19

Figure 1 outlines the main conditions and risks in the agriculture sector in four main contexts: farming, transportation, processing, and communities.

These four contexts present risks and conditions inherent in the agriculture sector that are important to consider in order to manage the risk of COVID-19 transmission in plantations, transportation, and food processing facilities. The wheel diagram reflects the key components of a COVID-19 Response Framework, based on best practice and the latest recom-

mendations by international organizations (e.g. FAO, CDC, WHO, etc.). The focus of the agriculture sector's response to COVID-19 should be guaranteeing worker health and safety, as depicted by the center circle in the diagram. The components of the COVID-19 Response Framework can apply to one or more of the four core areas represented: farming, transportation, processing and communities. Clients should determine the applicability in each of their own operations and within their legal and regulatory framework.

### Communities

Communities near farms and processing facilities, or along transportation corridors may have limited health services and inadequate sanitation and water supply to properly address COVID-19 transmission and cases - putting communities, including workers, at risk. Local health system may be quickly overwhelmed limiting effectiveness of local response.

### Farming

Farms are located in rural regions and their workers are often vulnerable. Farm workers may be migrants, lack access to health services, have insecure jobs and include aging, at-risk populations. Women workers often face inequities. Literacy levels are low and there may be limited information on the pandemic and prevention measures. Housing/accommodations may be crowded and may lack access to proper sanitation and clean water supply.



### Processing

Processing facilities may require workers to operate in close contact, which could lead to the quick spread of COVID-19. Processing facilities are often located on rural areas and may lack access to adequate sanitation and water supply. Literacy levels can be low and there may be limited information on the pandemic and prevention measures. High number of workers are women who face inequities.

### Transportation

Transportation involves the movement of supplies and people into farms, the movement of people to communities and the delivery of food to processing facilities. Transportation represents a unique risk in spreading COVID-19 across regions, nations and internationally. Drivers hold heightened COVID-19 exposure risk.

### COVID-19 Response and Management Checklist for the Agriculture Sector

Table 1 provides a framework across nine management components to protect workers' health. Under each component are specific measures that should be included as part of a COVID-19 Response Plan or as part of a similar process/procedure within an Environmental and Social Management System. Clients are advised to go through the checklist to determine if the recommended measures are in place in their operations. Each statement can be answered with either a **No**, **Partially** or a **Yes** response.

If there are any measures in the checklist marked **Partially** or **No**, this should prompt management to determine what measures can be put in place

to fill the gaps outlined in the checklist. The checklist also provides references with further detail on how to fill gaps. If all items on the checklist are marked **Yes**, this means that the plantation/facility has the basic measures in place to manage COVID-19 risks in its operation to the extent possible. All clients are advised to continuously review public updates to the COVID-19 pandemic, in collaboration with local officials and to re-evaluate their COVID-19 response on an ongoing basis.

Box 1 below provides an overview of how to interpret the results of Table 1 and provides recommended next steps once the checklist has been completed.

#### BOX 1

#### Interpreting the COVID-19 Response and Management Checklist Results

The results of the checklist will give the client a sense of their existing management response to COVID-19 at their operations based on the level of management measures they have in place in each of the components in Table 1. The responses to Table 1 can be interpreted as follows:

YES	PARTIALLY	NO
<p>Means that risk is managed to the best extent possible following available international guidance. If the majority of measures are marked Yes in Table 1, operations have measures in place to manage risk and should maintain continuous implementation, monitoring and update of COVID-19 management efforts as the situation evolves.</p>	<p>Means that risk management requires attention for the particular item. Caution is needed as there are unmanaged risk to worker health and safety, that also pose risk to the entire operation. "Partially" responses should prompt management to analyze gaps and identify appropriate measures to implement missing health measures and safeguards as soon as possible.</p>	<p>Means that risk is unmanaged in the specified area. This can present a high risk context for worker health and the operations. "No" responses should immediately prompt management to analyze gaps and identify appropriate measures to implement missing health measures and safeguards as soon as possible.</p>

If there are several "No" and/or "Partially" responses to Table 1, the company may not be prepared with systems and processes for effective response to COVID-19 to keep workers healthy and safe, and operations running. If this is the case, the company may need to consider taking steps in their operations in order to make sure that important gaps in their COVID-19 response can be addressed.

**Table 1** Note: Professional judgement is necessary when filling out Table 1. This table should be completed by a senior management team, or someone who is knowledgeable about the operation, taking into account the legal and regulatory framework applicable to the operation. When in doubt on how to use the table, use a conservative approach. That is, if it is not certain that the operation meets the criteria under each number, then choose a **Partially** or **No** response. This will prompt senior and mid-level management to review and ensure adequate measures are in place to address risks to the extent possible. Only if there is certainty that the operation meets the criteria, choose **Yes**.

TABLE 1 - COVID-19 RESPONSE AND MANAGEMENT CHECKLIST FOR THE AGRICULTURE SECTOR	Yes	Partially	No
<b>I. Management System</b>			
<p><b>1. Management Commitment and Leadership</b> - Company leadership has established a risk management committee to ensure continued operations as best as possible during the COVID-19 pandemic. Scenario planning has been conducted for different situations that could impact business operations and workers.</p> <ul style="list-style-type: none"> <li>• Internal audits pointing to emerging risks, deficiencies and corrective actions are being conducted.</li> <li>• Where relevant, company boards are actively engaged in decision making regarding response actions.</li> <li>• Timely and relevant communication with health officials, suppliers and investors occur regularly. Topics include COVID-19 related business impacts, response measures, new policies/practices implemented to safeguard workers and the continuation of business (Refer to No. 5 for Communication with Workers).</li> </ul> <p>For further guidance, see IDB Invest Corporate Governance on COVID-19 and the Board of Directors: <a href="#">English</a>, <a href="#">Spanish</a>.</p>			
<p><b>2. COVID-19 Response Plan</b> - A COVID-19 Response Plan has been developed to protect workers from COVID-19, in line with any national and/or regional guideline. This may be a stand-alone plan or integrated into other plans as part of an existing Environmental and Social Management System.</p> <ul style="list-style-type: none"> <li>• The Plan covers the components included in this checklist, and is adapted to the risks of COVID-19 specific to each operation and the context it is in. This plan has been developed with input from local health officials (Refer to No. 6 Collaboration with Government Authorities and Health Officials).</li> <li>• The Plan has been discussed and approved by the board of directors or senior management where relevant.</li> <li>• The Plan is aligned with international guidelines (WHO, OSHA, IFC Performance Standards).</li> </ul>			
<p><b>3. Resources</b> - Responsibility has been assigned for the execution of the COVID-19 Response Plan, budgets have been allocated and they are being implemented.</p> <ul style="list-style-type: none"> <li>• Allocated resources are appropriate based on the number of workers and scale of the operation and allows for safe physical distancing measures<sup>1</sup>, including appropriate responses should there be any COVID-19 outbreaks onsite (Refer to No. 19 Protocol for a COVID-19 Outbreak at Operations).</li> <li>• Person responsible for the Plan has the necessary technical capacity and authority to implement actions and audit/monitor conditions. <ul style="list-style-type: none"> <li>○ This individual is responsible for keeping track of changing guidelines, regulations and executive orders on COVID-19 and updating procedures with management as necessary.</li> <li>○ As part of Plan, a staff member has been assigned responsibility for monitoring worker health conditions (Refer to No. 7 Monitor and Document Worker Health Conditions)</li> </ul> </li> </ul>			

<sup>1</sup>As of April 17, 2020 a safe physical distance was defined as 6 feet. However, this may change, and the latest guidance needs to be reviewed at the time this checklist is implemented. For the latest guidance see Center for Disease Control and Prevention (CDC) guidelines - [Social Distancing, Quarantine and Isolation](#).

TABLE 1 - COVID-19 RESPONSE AND MANAGEMENT CHECKLIST FOR THE AGRICULTURE SECTOR	Yes	Partially	No
<p><b>4. Plan Implementation</b> - There is evidence that the operation is implementing the COVID-19 Response Plan and that it is being monitored, reviewed and improved on an ongoing basis.</p> <ul style="list-style-type: none"> <li>Progress is reported regularly to senior management (and the board of directors) for review, on-going risk-assessment, adapting action and improvements to plan components.</li> </ul>			
<p><b>5. Communication with Workers</b> - The operation is communicating with workers effectively and regularly on COVID-19. They are aware of what management is doing to protect them and their families from future risks and are guided on interventions being considered. This fluid communication with workers helps workers to adapt quickly to operational changes to address COVID-19 challenges.</p> <ul style="list-style-type: none"> <li>Workers have a chance to monitor company commitments and voice their specific challenges and impacts regarding COVID-19 to management, either in regular meetings or via a grievance mechanism. Management takes worker concerns into consideration in decision-making. Grievances are addressed in a timely fashion.</li> </ul>			
<b>II. Collaboration with Government Authorities and Health Officials</b>			
<p><b>6. Continuous Collaboration with Local Authorities and Health Officials</b> - The company coordinates actions with local authorities and health officials and is regularly updated on how to respond to the changing dynamics of pandemic conditions.</p> <ul style="list-style-type: none"> <li>Company has discussed health care response capacity with local health officials and has a clear understanding of the level of healthcare available for its own workforce. Recommendations have been sought from local health authorities regarding how to respond to COVID-19 cases on-site. (<i>Refer to No. 19 Protocol for a COVID-19 Outbreak at Operations</i>).</li> <li>Company has discussed the availability of COVID-19 tests and local testing capacity with authorities and when/where available workers who exhibit symptoms can be tested.</li> <li>To the extent feasible, the company supports local pandemic efforts for joint gains (e.g. disseminating accurate information on COVID-19 prevention among workers' families and the general public; medical equipment; personal protective equipment donations of approved hand-sanitizers, etc.).</li> </ul>			
<b>III. Prevention Measures and Physical Distancing</b>			
<p><b>7. Monitor and Document Worker Health Conditions</b> - Workers undergo a COVID-19 symptom assessment as they arrive to work daily.</p> <ul style="list-style-type: none"> <li>The assessment reviews the known symptoms of COVID-19, exposure to people with confirmed COVID-19 diagnosis and travel history. - (<i>Poster CDC Stay Home if You are Sick: <a href="#">English</a>, <a href="#">Spanish</a></i>).</li> <li>Workers with COVID-19 symptoms are immediately sent home or to medical care. If a worker resides in on-site worker housing, the worker will be provided separate accommodation (<i>Refer to No.19 Protocol for a COVID-19 Outbreak at Operations</i>).</li> <li>There is a protocol in place that clearly outlines what the operations does if workers exhibit symptoms of COVID-19. This will include self-isolation protocols, notification to local health authorities, provision of care while self-isolating and may require further action; including testing, as described in Section 19.</li> <li>Workers who stay home due to COVID-19 symptoms are not reprimanded or face job loss for not coming to work and are paid sick leave.</li> </ul>			
<p><b>8. Hand Washing</b> - Hand washing stations are readily available, with soap and water and workers are required to use them.</p> <ul style="list-style-type: none"> <li>Hand-washing facilities are located at work entrances and near eating areas and restrooms.</li> <li>Additional hand-washing supplies are provided close to work areas which allow for frequent handwashing among workers.</li> <li>Operations have signs/posters showing proper hand-washing techniques in relevant languages. (<i>PAHO Poster Handwashing <a href="#">English</a>, <a href="#">Spanish</a></i>)</li> <li>Workers are not penalized for taking time to wash their hands, this includes for piece-rate workers as well as hourly workers and others with different compensation schemes.</li> </ul>			

TABLE 1 - COVID-19 RESPONSE AND MANAGEMENT CHECKLIST FOR THE AGRICULTURE SECTOR	Yes	Partially	No
<p><b>9. Routine Disinfection of Surfaces and Objects</b> - Procedures have been established for the routine cleaning of surfaces and objects throughout the workday (e.g. water containers, steering wheels, shared tools, shared workstations, door handles, seat belts, inside toilet facilities and high contact areas).</p> <ul style="list-style-type: none"> <li>• Approved food-safe disinfecting products against the virus that causes COVID-19 are used.</li> <li>• Manufacturer's instructions for the use of disinfection products to keep users safe are used (e.g. safety requirements, PPE required, etc.).</li> <li>• Products are replenished regularly to support regular disinfecting practices.</li> </ul> <p>For further guidance see <a href="#">FAO Food safety in the time of COVID-19</a></p>			
<p><b>10. Hygiene Practices</b> - Standard hygiene practices are followed at the operation.</p> <ul style="list-style-type: none"> <li>• Restrooms are cleaned regularly.</li> <li>• Soap and water and single-use towels/air dryers are provided.</li> <li>• Supplies of water, soap paper towels, and toilet paper are replenished regularly, before they run out.</li> </ul> <p>For further guidance see <a href="#">CDC Cleaning and Disinfecting Your Facility</a></p>			
<p><b>11. Provision of Appropriate PPE</b> - Workers who are not already using protective respiratory devices with a particle cartridge or canister designed to protect against pesticide use are provided masks or other approved face shields to protect against COVID-19 transmission.</p> <p>For further guidance see <a href="#">CDC Use of Cloth Face Coverings to Help Slow the Spread of COVID-19</a></p>			
<p><b>12. Changing Processes to Achieve Physical Distancing</b> - A safe physical distance is always kept between workers including in the fields (outdoors), in buildings/process lines and in vehicles.</p> <p><b>Shifts</b></p> <ul style="list-style-type: none"> <li>• Worker numbers have been limited by staggering work shifts or increasing the number of shifts (with less workers).</li> <li>• Shift workers are kept together as part of a unit (during work, breaks, housing arrangements) to limit potential spread if infection occurs. The sharing of tools/rotation of stations is minimized, where possible.</li> <li>• Workers who are able to work remotely, based on their job function, are doing so.</li> </ul> <p><b>Change in work practices</b></p> <ul style="list-style-type: none"> <li>• Workflow processes have been reviewed/ revised to adjust labor intensive processes when viable (e.g. washing produce) in a way that allows for safe physical distancing while maintaining food safety and that is not in violation of sector/industry food safety standards.</li> <li>• Work practices, stations and processes (e.g. line speed) have been changed as feasible to allow workers to keep a safe physical distance while working.</li> <li>• Breaks and lunch times have been staggered to keep safe physical distance.</li> <li>• Additional seating and shade structures have been put in place to allow workers to take breaks and hydrate while keeping physical distance.</li> <li>• Where maintaining the recommended physical distances are not possible, non-porous barriers between workers are provided.</li> </ul> <p><b>Retrenchment:</b></p> <ul style="list-style-type: none"> <li>• Actions have been taken to reduce the risk of retrenchment. If unavoidable, measures should be implemented to ensure retrenchment is conducted responsibly, well-managed and in line with national regulations and best practice, to the extent feasible. (For further guidance see <a href="#">IFC Interim Advice for IFC Clients on Supporting Workers in the Context of COVID-19</a>).</li> <li>• Legal status complications that may arise for mobile/migrant workers as a result of retrenchment are proactively addressed.</li> <li>• In cases of retrenchment, company ensures sick workers get paid sick leave from national health insurance or similar program according to national regulations.</li> <li>• Workforce restructuring prioritizes equal opportunities for women.</li> </ul>			

TABLE 1 - COVID-19 RESPONSE AND MANAGEMENT CHECKLIST FOR THE AGRICULTURE SECTOR	Yes	Partially	No
<b>IV. Worker Awareness and Training</b>			
<p><b>13. Worker Awareness/Training on COVID-19</b> - Training on worker prevention measures on COVID-19 is being provided in a way that is understandable to all workers, including those with little to no literacy and in different languages based on worker needs. (CDC poster Share facts about COVID-19: <a href="#">English</a>, <a href="#">Spanish</a>).</p> <p><b>Training topics include:</b></p> <ul style="list-style-type: none"> <li>• What COVID-19 is and how it spreads (CDC poster “What you should know about COVID-19 to protect yourself and others”: <a href="#">English</a>, <a href="#">Spanish</a>).</li> <li>• Recognizing symptoms and when to seek medical attention (CDC posters “Symptoms of COVID-19”: <a href="#">English</a>, <a href="#">Spanish</a>; “Prevent the spread of COVID-19”: <a href="#">English</a>).</li> <li>• Preventing the spread if you become ill (CDC poster “Stay home if you are sick”: <a href="#">English</a>, <a href="#">Spanish</a>).</li> <li>• Basic prevention measures at work (that workers can also apply in their homes):               <ul style="list-style-type: none"> <li>◦ Frequent hand-washing; avoid touching face; coughing/sneezing etiquette; cleaning/disinfecting surfaces safely; physical distancing; not coming to work sick (CDC posters “Stop the spread of germs”: <a href="#">English</a>, <a href="#">Spanish</a>, <a href="#">Portuguese</a>; “How to protect yourself and others”: <a href="#">English</a>)</li> <li>◦ Keeping your family and households safe (CDC’s <a href="#">Cleaning And Disinfecting Your Home</a>, and CDC’s <a href="#">Guidance for Large or Extended Families Living in the Same Household</a>).</li> </ul> </li> </ul>			
<b>V. Safe Transportation and Delivery</b>			
<p><b>14. Transportation of workers</b> - Alternative transportation measures have been put in place to allow for proper hygiene and keeping physical distance among workers in vehicles.</p> <ul style="list-style-type: none"> <li>• An increase in the transportation fleet to reduce number of workers in each vehicle has been considered, as appropriate.</li> <li>• Van/bus windows are kept open when possible to increase ventilation. Hand sanitizer (containing 60% ethanol or 70% isopropanol according to the CDC) is provided for workers as they enter the bus/vehicle. For further guidance see: (<a href="#">Cornell University's Institute for Food Safety: Transporting Farmworkers</a>)</li> <li>• Surfaces are sanitized before and after transporting workers. Also see: (<a href="#">Cornell University's Institute for Food Safety: Sanitize tractors</a>)</li> </ul> <p><i>Note: An alternative to transporting large numbers of workers each day to and from the worksite may include putting in place safe and appropriate housing facilities on-site to prevent disease transmission between workers and communities. If this approach is taken, housing facilities must allow for safe physical distancing (Refer to No.17 Prevention Measures for Worker Accommodations and Places for Workers to Rest) and must meet safe housing standards per IFC PS4. Under this scenario, workers' rights to rest, breaks and mobility should be followed per IFC PS2.</i></p>			

TABLE 1 - COVID-19 RESPONSE AND MANAGEMENT CHECKLIST FOR THE AGRICULTURE SECTOR	Yes	Partially	No
<b>V. Safe Transportation and Delivery</b>			
<p><b>15. Delivery/Transportation of Supplies</b></p> <ul style="list-style-type: none"> <li>Entrance at the operations fence line is restricted, if possible, to avoid drivers being a source of disease transmission. There is a designated location point for regular deliveries that is outside the fence (e.g. drop-boxes or drop-off locations near the road).</li> <li>When it is not possible to limit vehicles/trucks from entering the operation, there is a designated area away from high traffic areas for drop-off/pick-up.</li> <li>Protocols are reviewed/revise to keep delivery drivers in their vehicles at all times. If delivery drivers must hand-off documents or other items to operation staff, they must wear face-masks and use alcohol-based hand sanitizers and paper towels which will be previously provided to them for easy access/use prior to hand-off of documents and post hand/off.</li> </ul> <p><i>Refer to section on Supplier Management.</i></p> <p><i>Note: If the operation is coordinating with local government and health officials to establish agricultural security zones (where people are not allowed access in or out of the zone) to prevent the spread of COVID-19 from entering, care must be taken to protect the rights/ access to food, water and safety for people within and outside of the zone. Workers must consent to participate in this process. It is strongly recommended where operations have been implemented or are considering implementing the use of public or private security measures, ensure they adhere to the Voluntary Principles on Security and Human Rights to effectively manage serious risks associated with such practices.</i></p>			
<b>VI. Supplier Management</b>			
<p><b>16. COVID-19 Response Plan Requirements for Suppliers and Support</b> - Operations have shared relevant Plan requirements with their suppliers, including awareness materials, and supplier implementation is being monitored.</p> <ul style="list-style-type: none"> <li>The company has shared this checklist and has provided the specific requirements expected for suppliers.</li> <li>The company has provided suppliers with resources, to the extent feasible, to support them with meeting COVID-19 Response Plan measures (e.g. worker education pamphlets, relevant local health contact phone numbers and resources, etc.).</li> </ul> <p><b>Drivers</b></p> <ul style="list-style-type: none"> <li>Physical distancing requirements and basic training has been provided to delivery drivers. Drivers keep appropriate physical distance when picking up or dropping off deliveries. Face masks and sanitizer are provided to drivers. (Refer to No.15 Delivery/Transportation of Supplies.)</li> </ul>			
<b>VII. Worker Accommodation and Places for Workers to Rest</b>			
<p><b>If there are no worker accommodations/spaces for leisure at the operation, proceed to the next section.</b></p> <p><b>17. Prevention Measures for Worker Accommodation and Places for Workers to Rest</b> - Measures have been put in place to ensure physical distancing, frequent handwashing and cleaning of surfaces within worker housing.</p> <p><i>Requirements (these also apply to temporary housing structures):</i></p> <ul style="list-style-type: none"> <li>All housing structures, including temporary ones developed as part of a COVID-19 response, meet IFC PS2 Standard requirements (for further guidance see <a href="#">IFC PS2 and Workers' Accommodation: Processes and Standards</a>).</li> <li>Workers that work in the same shift are housed together (to the extent feasible considering gender differences).</li> <li>People with COVID-19 symptoms are not allowed to enter accommodations.</li> <li>Sleeping arrangements allow for a safe physical distance to be kept between workers.</li> <li>Workers have a place to shower and wash hands with soap and water regularly. Paper towels are provided.</li> <li>Surfaces in worker housing are cleaned daily.</li> <li>Workers are provided with the means to keep safe physical distance during non-work hours.</li> </ul>			

TABLE 1 - COVID-19 RESPONSE AND MANAGEMENT CHECKLIST FOR THE AGRICULTURE SECTOR	Yes	Partially	No
<b>VIII. Supporting Workers' Livelihoods</b>			
<p><b>18. Supporting Workers' Livelihoods</b> - The operation provides and/or identifies resources/ partners to provide necessities and protections to support workers' livelihoods during the COVID-19 pandemic, especially for vulnerable workers.</p> <p><b>Specific measures include</b></p> <ul style="list-style-type: none"> <li>• Workers' rights are protected (following IFC PS2).</li> <li>• Food and water are provided to workers and their families if they have difficulty accessing them.</li> <li>• Operations support workers in accessing food and water, if food availability is affected due to the pandemic.</li> <li>• Paid sick leave or care leave is provided where possible and in line with national regulations.</li> <li>• Opportunities for the provision of childcare are researched, if this is a barrier to work. If childcare is provided, it is in-line with physical distancing and national regulations.</li> <li>• If Indigenous People or communities form part of the business/supply chain, specific measures are considered and implemented that respect cultural, socio-economic, and language differences, and health vulnerabilities along with Indigenous Rights (<a href="#">The 2020 Pandemic: the need for urgent, culturally appropriate responses for Indigenous Peoples.</a>).</li> <li>• Operations help migrant/mobile workers with:               <ol style="list-style-type: none"> <li>i. Accommodations and food support for them and their families, if workers reside outside the region and cannot return home due to travel restrictions.</li> <li>ii. Access health insurance and services.</li> </ol> </li> </ul>			
<b>IX. Protocol for COVID-19 Outbreak at Operations</b>			
<p><b>19. A Specific Protocol to Respond to a COVID-19 Outbreak at the Operation is in Place</b> - Early coordination with local authorities and health providers has taken place to develop a Protocol on how the company can respond to COVID- 19 cases among workers. A Protocol has been developed and preparation measures are being implemented. This Protocol is a component of the Emergency Preparedness and Response Plan.</p> <ul style="list-style-type: none"> <li>• The operation has a local person for emergency preparedness and response (EPR) that has relevant training (e.g. health and safety) and coordinates with the staff in charge of the COVID-19 Response Plan.</li> <li>• The Protocol outlines different levels of response based on the number of cases on-site (e.g., 1, 10, 100) and at what point the operation may need to temporarily close to stop an outbreak, especially if there is limited health capacity in the operational context.</li> </ul> <p><b>Plan includes the following measures:</b></p> <ul style="list-style-type: none"> <li>• There is a Protocol for when/how company will communicate suspected cases to health officials.</li> <li>• Plan defines how/when workers will be tested if COVID-19 symptoms appear, and how contact tracing will be done (as feasible) in coordination with health officials.</li> <li>• Plan outlines how ill workers that live on-site will be isolated safely in separate housing and monitored until they recover. It also outlines how cleaning of housing for sick workers will be conducted (Refer to <a href="#">CDC's Cleaning And Disinfecting Your Home</a>, <a href="#">CDC Prevent the spread of COVID-19 if you are sick</a>)</li> <li>• Plan outlines what health resources will be put in place to monitor ill workers on-site (if they will be hired by company or if they can rely on resources provided by the health sector).</li> <li>• Plan outlines when critically ill workers will need to be taken to medical facilities for care (Refer to <a href="#">CDC's Prevent the spread of COVID-19 if you are sick</a>), which medical facilities will be used and how the worker will be transported safely (protecting others from contracting the infection during transport).</li> <li>• Plan outlines how outbreak updates will be provided to the workforce in a timely and regular fashion (e.g. daily updates) and how prevention measures will be reinforced.</li> <li>• If worker retrenchment is unavoidable due to an outbreak, a retrenchment plan following national regulations and best practices, to the extent possible, is developed (Refer to <a href="#">Retrenchment in No. 12 Changing Processes to Achieve Physical Distancing</a>).</li> </ul> <p>For further guidance on collective accommodation, refer to: <a href="#">CDC Interim Guidance for Homeless Service Providers to Plan and Respond to Coronavirus Disease 2019 (COVID-19)</a> and <a href="#">CDC Guidance for Institutes of Higher Education</a>.</p>			

# Guidance for the Agriculture Sector on COVID-19: Risks and Response Framework

## References

- CAL/OSHA, (2020). COVID-19 Infection Prevention for Agricultural Employers and Employees. Retrieved from <https://www.dir.ca.gov/dosh/Coronavirus/COVID-19-Infection-Prevention-in-Agriculture.pdf>
- FAO, (2019). FAOSTAT Food and Agriculture Data. Retrieved from <http://www.fao.org/faostat/en/#home>
- IDB, (2019). Agriculture Sector Framework Document. Retrieved from <http://idbdocs.iadb.org/wsdocs/getdocument.aspx?docnum=EZSHARE-2051054064-5>
- IFC, 2005. Good Practice Note: Managing Retrenchment. Retrieved from <https://www.ifc.org/wps/wcm/connect/e417f063-41a3-45d8-8c2d-bc08d058e857/Retrenchment.pdf?MOD=AJPERES&CVID=jkD10-G>
- IFC, 2012. Performance Standards on Assessment and Management of Environmental and Social Risks and Impacts – PS1, PS2, PS4. Retrieved from <http://www.ifc.org/performancestandards>
- IFC, 2020. Interim Advice for IFC Clients on Supporting Workers in the Context of COVID-19. Retrieved from [https://www.ifc.org/wps/wcm/connect/b27193d8-b024-4830-83cf-f93e931b240a/Tip+Sheet\\_Interim+Advice\\_Supporting+Workers\\_COVID19\\_April2020.pdf?MOD=AJPERES&CVID=n68cRHo](https://www.ifc.org/wps/wcm/connect/b27193d8-b024-4830-83cf-f93e931b240a/Tip+Sheet_Interim+Advice_Supporting+Workers_COVID19_April2020.pdf?MOD=AJPERES&CVID=n68cRHo)
- IFC & EBRD, (2009). Workers' accommodation: processes and standards. Retrieved from [https://www.ifc.org/wps/wcm/connect/60593977-91c6-4140-84d3-737d0e203475/workers\\_accomodation.pdf?MOD=AJPERES&CACHEID=ROOTWORKSPACE-60593977-91c6-4140-84d3-737d0e203475-jqetNIh](https://www.ifc.org/wps/wcm/connect/60593977-91c6-4140-84d3-737d0e203475/workers_accomodation.pdf?MOD=AJPERES&CACHEID=ROOTWORKSPACE-60593977-91c6-4140-84d3-737d0e203475-jqetNIh)
- OECD, (2018). OECD Economic Surveys: Chile. Retrieved from [http://dx.doi.org/10.1787/eco\\_surveys-chl-2018-en](http://dx.doi.org/10.1787/eco_surveys-chl-2018-en)
- World Bank, (2019). World Development Indicators. Retrieved from <https://databank.worldbank.org/reports.aspx?source=world-development-indicators#>
- WHO & FAO (2020). COVID-19 and Food Safety: Guidance for Food Business. Retrieved from <https://www.who.int/publications-detail/covid-19-and-food-safety-guidance-for-food-businesses>

## Acknowledgement

This “Guidance for the Agriculture Sector on COVID-19: Risks and Response Framework” was jointly prepared by the Environmental, Social and Governance (SEG) Division of IDB Invest and The Terron Group. It was led by Paula Valencia, IDB Invest Environmental and Social Officer and Tania Barron, The Terron Group Managing Partner and Social/Health Lead, with contributions from Dr. Janis Shandro, The Terron Group Senior Health and Safety Specialist, and input from the SEG Team and Cornell College of Agriculture and Life Science staff, under the guidance of Luiz Gabriel Todt de Azevedo, ESG Division Chief, IDB Invest.



IDB Invest, the private sector institution of the Inter-American Development Bank (IDB) Group, is a multilateral development bank committed to supporting the private sector in Latin America and the Caribbean. It finances sustainable enterprises and projects to achieve financial results that maximize economic, social and environmental development for the region. IDB Invest works across sectors to provide innovative financial solutions and advisory services that meet the evolving demands of its clients. For more information visit [www.idbinvest.org](http://www.idbinvest.org).

Copyright © 2020 Inter-American Development Bank. This work is licensed under a Creative Commons IGO 3.0 Attribution-NonCommercial-NoDerivatives (CC-IGO BY-NC-ND 3.0 IGO) license (<http://creativecommons.org/licenses/by-nc-nd/3.0/igo/legalcode>) and may be reproduced with attribution to the IDB and for any non-commercial purpose. No derivative work is allowed. Any dispute related to the use of the works of the IDB that cannot be settled amicably shall be submitted to arbitration pursuant to the UNCITRAL rules. The use of the IDB's name for any purpose other than for attribution, and the use of IDB's logo shall be subject to a separate written license agreement between the IDB and the user and is not authorized as part of this CC-IGO license.

Any dispute related to the use of the works of the IDB that cannot be settled amicably shall be submitted to arbitration pursuant to the UNCITRAL rules. The use of the IDB's name for any purpose other than for attribution, and the use of IDB's logo shall be subject to a separate written license agreement between the IDB and the user and is not authorized as part of this CC-IGO license.

Note that link provided above includes additional terms and conditions of the license.

The opinions expressed in this publication are those of the authors and do not necessarily reflect the views of the Inter-American Development Bank, its Board of Directors, or the countries they represent.

