

**United Nations Development Programme (UNDP)
in partnership with the Social Fund for
Development (SFD), and the Public Works Project
(PWP)**

**Yemen Social Protection Enhancement and
COVID-19 Response Project (ESPCRP) (P173582)**

[Draft Final]

**ENVIRONMENTAL AND SOCIAL
COMMITMENT PLAN (ESCP)**

November 14, 2020

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The United Nations Development Program (“UNDP”) and the United Nations Children’s Fund (“UNICEF”) (“UNICEF” together with “UNDP” hereinafter the “Recipients”), will jointly implement the Social Protection Enhancement and COVID-19 Response Project (SPECRP) (“the Project”) and are the recipients of the International Development Association (IDA) Grants, with the involvement of the following implementing partners (IPs): the Yemen Social Fund for Development (SFD) and the Public Works Project (PWP). The Association has agreed to provide financing for the Project.
2. Under the Association Environmental and Social Framework (“ESF”), the Association and the Recipients are required to agree on an Environmental and Social Commitment Plan (“**ESCP**”) that sets out material standard measures and actions required for the Project to meet Environmental and Social Standards. Accordingly, the Association and the Recipients agree to this ESCP for purposes of implementing the Project.
3. Insofar as the same is not inconsistent with the Recipients’ policies and procedures, the Recipients will comply with this ESCP, and any other Environmental and Social documents required under the ESF, such as Environmental and Social Management Plans (ESMP), Resettlement Plans (RP), and Stakeholder Engagement Plans (SEP), the Gender Based Violence (GBV) Action Plan, and the timelines specified in those Environmental and Social documents as relevant to each project component.
4. The Recipients have the responsibility for compliance with all ESCP requirements even where implementation of specific measures and actions is conducted by Implementing Partners (IPs).
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the Association by the Recipient as part of the Recipients’ monitoring and reporting requirements in the legal agreements, and the Association will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the Association and the Recipients, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such circumstances, the recipients will agree to the changes with the Association and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the Bank and the Recipients will promptly disclose the updated ESCP.
7. Where Project changes, unforeseen circumstances, or project performance result in changes to the risks and impacts during project implementation, the Recipients shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&S documents required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s).</p> <p>Monitoring Reports shall be describing project implementation progress and compliance status of the environmental, social, occupational health and safety, mitigation measures, and the functioning of the grievance redress mechanism.</p> <p>-</p>	<p>Starting from the Effective Date, UNDP shall consolidate monitoring reports from SFD and PWP every six-month during the Project’s implementation and submit them to the Association in conjunction with the Project’s progress reports.</p>	<p>UNDP in coordination with SFD and PWP (as relevant)</p>
B	<p>INCIDENTS AND ACCIDENTS</p> <p>UNDP will promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers</p> <p>UNDP shall provide sufficient details regarding the incident or accident, indicating immediate remedial measures taken or that are planned, timeline for the planned measures, and any information provided by any contractor and supervising entity, as appropriate. Subsequently, UNDP shall prepare an investigation report on the incident or accident and propose any measures to prevent its recurrence.</p> <p>These reports will be submitted to the Association.</p>	<p>Throughout Project Implementation. Initial Investigation Report within 24-48 hours and Detailed Investigation Report within ten days indicating possible causes and proposing corrective actions.</p>	<p>UNDP in coordination with SFD and PWP</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>C CONTRACTORS IMPLEMENTING PROGRESS REPORTS</p> <p>The bidding documents shall include the requirements for the contractor to manage ESHS risks, SEA/SH risks and security issues during the construction activities. The contractor shall regularly submit monitoring reports to the implementing agencies during operations. The implementing agencies will consolidate and submit these reports to the association. These requirements include, but not limited, the following:</p> <ul style="list-style-type: none"> • The Contractor/Bidder shall propose an Environmental, Social, Health and Safety (ESHS) Specialist as the Contractor’s Key Personnel at the Site. • All Contractors/Bidders shall submit the Code of Conduct (CoC) that will apply to the Contractor’s employees and subcontractors. 	<p>Regular monitoring to the implementing agencies at a frequency as defined in their contracts; the implementing agencies will consolidate these reports every six month and submit them to the association in conjunction with the project progress reports. throughout Project Implementation) and within 30 days from contract signing.</p>	<p>UNDP in coordination with PWP and SFD</p>
<p>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</p>		

	MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>UNDP shall define their own respective management structures to implement the Project and reflect it in the final ESMF.</p> <p>UNDP shall identify and hire qualified staff and resources with environmental and social expertise, and an OHS specialist, depending on the nature of the project components implemented by each agency, to be assigned to the Project and to support the management of ESHS risks and impacts. At a minimum,</p> <ul style="list-style-type: none"> - UNDP shall hire one Environmental Specialist, one Social Specialist and one GBV Specialist. - The Implementing Partners will each hire one Environmental Specialist, one Social Specialist and one GBV Specialist as well as other E&S staff as deemed necessary. 	<p>E&S specialists shall be hired by UNDP no later than one month after the project Effectiveness Date and be maintained throughout Project implementation.</p>	<p>UNDP</p>
1.2	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT</p> <p>Prepare, disclose, adopt and implement the Environmental and Social Management Framework (ESMF), which shall include provisions on Occupational Health and Safety (OHS), labor management, ESHS risks, and SEA/SH.</p> <p>The ESMF will also include a Toolkit for the screening of risks associated with cash for works (CfW) components, and for the management of E&S risks in subprojects, in a manner acceptable to the Bank.</p>	<p>UNDP shall update, disclose and implement the existing YECRP ESMF and OHS Framework within two months of project effectiveness, and before carrying out any project activities in communities</p>	<p>UNDP in coordination with SFD and PWP</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.3	<p>MANAGEMENT TOOLS AND INSTRUMENTS</p> <p>Prepare, disclose, adopt, and implement any environmental and social assessments and management plans or other instruments required, in accordance with the ESSs and the ESMF.</p>	<p>Plans or instruments to be prepared and implemented immediately after selecting/approving subprojects and before carrying out any project activity.</p> <p>No disbursement will be undertaken under Component 2 until site-specific ESMPs/instruments are prepared, disclosed, and adopted.</p>	UNDP in coordination with SFD and PWP
1.4	<p>MANAGEMENT OF CONTRACTORS</p> <p>Ensure that the relevant environmental and social requirements are incorporated into the project tender and contractual documents, and reflected in the Contractor’s ESMP (C-ESMP),</p> <p>The contractor’s ESMP should include the following key obligations:</p> <ul style="list-style-type: none"> • Specific GBV/SEA/SH actions, Labor Management plans, ESHS specifications and waste management, the EHSs and other relevant GIIP; a security management measures for their staff and equipment; • An Environmental, Social, Health and Safety (ESHS) Specialist stationed as the Contractor’s Key Personnel at the Site. • develop and enforce Code of Conduct (CoC) for all Contractor’s employees and subcontractors. <p>Ensure thereafter that contractors comply with the above during their contract execution.</p>	<p>Prior to launching the procurement process for the Cash for Work and Community Assets activities and thereafter throughout the carrying out of such activities.</p>	UNDP in coordination with SFD and PWP

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>1.5 EXCLUSION</p> <p>The following types of activities will be ineligible for financing under the Project:</p> <ul style="list-style-type: none"> • Activities that may cause long term, permanent and/or irreversible adverse impacts (e.g. loss of major natural habitat); • Activities that may have significant adverse social impacts and may give rise to significant social conflict; • Activities that may affect lands or other vulnerable minorities; • Activities, including new constructions or expansions, that may involve, physical relocation or adverse impacts on cultural heritage; • New constructions or expansions that may involve permanent resettlement or land acquisition; • Activities that have high probability of causing serious adverse effects to human health and/or the environment not related to treatment of COVID-19 cases; • All the other excluded activities set out in the ESMF of the Project. 	<p>During the assessment process conducted under action 1.2. above.</p>	<p>UNDP, SFD and PWP</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
ESS 2: LABOR AND WORKING CONDITIONS		
<p>2.1 LABOR MANAGEMENT PROCEDURES</p> <p>The project shall be carried out in accordance with the applicable requirements of ESS2 in a manner acceptable to the Association. The implementing partners will implement labor management procedures following the national labor regulations and ESS 2 for the hiring of project workers including contractor’s workers. The procedures will include terms and conditions of employment including hours of work, wages, overtime, compensation and benefits, holidays, leaves, etc. The procedures will set out measures to prevent and address harassment, intimidation and/or exploitation.</p> <p>UNDP shall prepare the Labor Management Procedures (LMP) of the project and shall be included in the ESMF. All project workers will sign a Code of Conduct (CoC).</p> <p>UNDP and the partners shall update the LMP in a manner that is acceptable to the Association and consistent with ESS2.</p>	<p>LMP to be prepared, disclosed and implementation started before the project effectiveness and enforced throughout project implementation.</p> <p>Update the ESMF to include the LMP and re-disclose the ESMF within two months of project effectiveness.</p>	<p>UNDP in coordination with SFD and PWP</p>
<p>2.2 GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>The grievance mechanism required under ESS2 shall be described in the LMP. The Implementing Partners (IPs) shall establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	<p>Throughout project implementation.</p>	<p>SFD and PWP under the supervision and management of UNDP</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>2.3 OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES Adopt and implement occupational, health and safety (OHS) measures as described in the ESMF. In addition, the IPs will develop and implement (prior to the commencements of any construction work) a specific OHS management plan and will perform safety audits and site visits to be carried out monthly.</p> <p>The Implementing partners will also:</p> <ul style="list-style-type: none"> • Ensure that an appropriate level of management and resources are in place to comply with the occupational health and safety requirements, including the free distribution of PPEs; • Provide visible commitment and leadership to occupational health and safety; • Identify and evaluate risks and normalize the activities (rules, instructions, and procedures); • Analyze all incidents and accidents; • Evaluate the indicators of OHS performance; • Carry out internal audits of OHS MS; • Evaluate OHS training requirements, • Carry out the medical follow-up of the workers. 	<p>Daily implementation of OHS measures.</p> <p>Monitoring and implementation of OHS measures and monthly safety inspections.</p> <p>Contractor’s OHS requirements to be incorporated into the contracts as part of the bidding documents.</p>	<p>UNDP in coordination with SFD and PWP</p>
<p>2.4 PROJECT WORKERS TRAINING: The Implementing Partners shall provide training to all their project workers, prior to any activity or site work, on basic ESHS risks associated with the proposed activities and construction works and the workers’ responsibility. Site specific ESMP to include weekly Toolbox meetings at the work sites.</p> <p>Site engineers will provide a weekly or ad-hoc (if and when required) toolbox talks and/or meetings with the construction workers on ESHS risks associated with the construction activities, which have been executed during the past week and for those which are foreseen to be carried out during the next week.</p>	<p>The training program shall occur on a monthly basis.</p>	<p>UNDP in coordination with SFD and PWP</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
ESS 3: RESOURCE EFFECIENCY AND POLLTION PREVENTATION AND MANAGEMENT			
	Provisions on waste management will be included in the ESMF		UNDP in coordination with SFD and PWP
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY:</p> <p>The Implementing Partners will develop and implement a site-specific traffic management plan (as part of the ESMP) – if needed – with details on traffic volume, routes and time of travel. The plan will ensure the presence of flagmen and adequate signs along the routes, indications of alternative routes. Drivers employed by the Project are trained, and vehicle safety is regularly inspected.</p>	Same timeframe for the preparation and implementation of the ESMPs.	UNDP in coordination with SFD and PWP

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
4.3	<p>GBV AND SEA RISKS: Prepare, adopt, and implement a stand-alone Gender-Based Violence Action Plan (GBV Action Plan), to assess and manage the risks of gender-based violence (GBV) and Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH).</p> <p>The GBV Action Plan shall include provision on GBV- sensitive grievance mechanisms (GMs) in compliance with ESS10. GMs shall have multiple channels through which complaints can be registered in a safe and confidential manner for survivors of SEA/SH.</p>	The GBV action plan to be developed as a stand-alone document within two months of Project effectiveness.	UNDP in coordination with SFD and PWP
4.4	<p>SECURITY PERSONNEL: Prepare, adopt, and implement a stand-alone Security Personnel Management Plan consistent with the requirements of ESS4, in a manner acceptable to the Association.</p>	Prior to engaging security personnel and thereafter implemented throughout Project implementation.	UNDP
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT PLANS: Develop, adopt and implement the Resettlement Framework prepared and disclosed prior project appraisal.</p> <p>Prepare, adopt, and implement resettlement plans (RPs) as needed in accordance with ESS 5 and consistent with the requirements of the Resettlement Framework (RF) and before carrying out the associated activities, in a manner acceptable to the Association.</p>	<p>RF to be prepared, disclosed and adopted within two months to Project effectiveness and shall be maintained throughout project implementation.</p> <p>RPs to be prepared, adopted and disclosed before commencement of civil works.</p>	UNDP in coordination with SFD and PWP
5.2	<p>GRIEVANCE MECHANISM UNDP will update the existing GM systems under the ongoing ECRP in compliance with ESS5 and ESS10.</p>	Within two months of Project effectiveness.	UNDP in coordination with SFD and PWP
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
	Not relevant.		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
	Not relevant.		
ESS 8: CULTURAL HERITAGE			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
8.1	<p>CHANCE FINDS: Prepare, adopt, and implement the chance finds procedure described in the ESMF to be developed for the Project.</p>	Throughout Project implementation	UNDP in coordination with SFD and PWP
ESS 9: FINANCIAL INTERMEDIARIES			
9.1	<p>ESMS: Assess ESMS of all potential eligible FIs, as per Project activity component 2.3 (b).</p> <p>Whereas MFIs' ESMS were not available or inadequate, an ESMS shall be developed in compliance with the requirements of the ESMF and ESS9. MFIs shall appoint a representative from the senior management to manage and monitor E&S risks in subprojects.</p>	Prior to implementation of the MFI project activities. MFIs shall maintain organizational capacity for implementing the ESMS throughout Project implementation.	UNDP in coordination with SFD
9.2	<p>FI ORGANIZATIONAL CAPACITY: Plans or instruments to be prepared immediately after selection/approval of subprojects and before the start of the loan guarantee program and on-lending activities and thereafter throughout the implementation of such activities. Instruments to be prepared - as needed.</p>	Prior to implementation of project activities to be implemented by respective MFI	UNDP
9.3	<p>SENIOR MANAGEMENT REPRESENTATIVE: Designate a senior management representative to have overall accountability for environmental and social performance of FI subprojects and for identifying, contacting, communicating, and maintaining a regular dialogue with local, formal, and informal authorities, and beneficiaries to facilitate smooth execution of project activities.</p>	Prior to implementation of project activities to be implemented by respective MFI	UNDP
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>UNDP shall update and implement the Preliminary Stakeholder Engagement Plan (SEP) in a manner that is consistent with ESS10 and acceptable to the Association.</p>	<p>The SEP shall be updated, adopted, disclosed within two months of Project effectiveness date and implemented throughout project implementation.</p>	UNDP
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>UNDP will publicly make accessible grievance arrangements as described in the SEP, to receive and facilitate resolution of concerns and grievances in relation to the Project, in a manner consistent with ESS10 and acceptable to the Association.</p>	<p>A reporting system for grievance mechanisms (GMs), shall be developed, adopted and maintained by UNDP and (SFD and PWP) and shall be based on common principles.</p> <p>GMs will be monitored under the technical coordination of UNDP and shall be operational two month after the Effectiveness Date and prior to the start of any project activities and shall be maintained throughout Project implementation.</p>	UNDP in coordination with SFD and PWP
CAPACITY SUPPORT (TRAINING)			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>CS1 Trainings will be required for project staff, stakeholders, communities and project workers, including:</p> <ul style="list-style-type: none"> • TOT training on Environmental and Social Assessment and E&S Risk Management (for UNDP and IPs professional staff); • Gender, GBV and SEA/SH Prevention and Response • Stakeholder Mapping and Engagement and Community Participation • Disaster Risk Reduction and Management; Community health and safety • TOT on Gender and GBV and Community-Response and Protection • Remote Monitoring Implementation 	<p>Throughout project implementation</p>	<p>UNDP in coordination with SFD and PWP</p>
<p>CS2 Training for Project workers on OHS including on emergency prevention and preparedness and response arrangements to emergency situations:</p> <ul style="list-style-type: none"> • Training sessions covering the detailed activities for the subprojects, their safety requirements, PPEs usage and maintenance, permit to work, and emergency procedures for all workers. • Cholera and COVID-19 awareness sessions to qualified community members, who will then conduct door to door campaigns in the targeted areas to raise health and environmental awareness among communities. • Emergency Response Plan (details about the nearest hospital or medical center, responsibilities and chain of command for all works, drills and first aid, and a list of trained first aiders to be known by all workers). 	<p>Throughout project implementation</p>	<p>UNDP in coordination with SFD and PWP</p>

**United Nations Children’s Fund (UNICEF) in
partnership with the Social Fund for Development
(SFD)**

**Yemen Social Protection Enhancement and
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[Draft Final]

**ENVIRONMENTAL AND SOCIAL
COMMITMENT PLAN (ESCP)**

November 14, 2020

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The United Nations Development Program (“UNDP”) and the United Nations Children’s Fund (“UNICEF”) (“UNICEF” together with “UNDP” hereinafter the “Recipients”), will jointly implement the Social Protection Enhancement and COVID-19 Response Project (SPECRP) (“the Project”) and are the recipients of the International Development Association (“IDA”) (hereinafter the “Association”) Grants, with the involvement of the following implementing partner: the Yemen Social Fund for Development (SFD). The Association has agreed to provide financing for the Project.
2. Under the Association Environmental and Social Framework (“ESF”), the Association and the Recipients are required to agree on an Environmental and Social Commitment Plan (“**ESCP**”) that sets out material standard measures and actions required for the Project to meet Environmental and Social Standards. Accordingly, the Association and the Recipients agree to this ESCP for purposes of implementing the Project.
3. Insofar as the same is not inconsistent with the Recipients’ policies and procedures, the Recipients will comply with this ESCP, and any other Environmental and Social documents required under the ESF, such as Environmental and Social Management Plans (ESMP), , and Stakeholder Engagement Plans (SEP), The Gender Based Violence (GBV) Action Plan, and the timelines specified in those Environmental and Social documents as relevant to each project component.
4. The Recipients have the responsibility for compliance with all ESCP requirements even where implementation of specific measures and actions is conducted by Implementing Partner (IP).
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the Association by the Recipient as part of the Recipients’ monitoring and reporting requirements in the legal agreements, and the Association will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the Association and the Recipients, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such circumstances, the Recipients will agree to the changes with the Association and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the Bank and the Recipients will promptly disclose the updated ESCP.
7. Where Project changes, unforeseen circumstances, or project performance result in changes to the risks and impacts during project implementation, the Recipients shall provide additional funds the Association and the recipient will agree to implement actions and measures to address such risks and impacts including decision on funding for any extra cost originated by unforeseen circumstances.
8. Below are the measures and actions identified by the Recipient, UNICEF and in some areas SFD as implementing partner, with the Association.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&S documents required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s).</p> <p>Monitoring Reports shall be describing the project implementation progress and its compliance status of the environmental, social and the Occupational Health and Safety, mitigation measures, and the functioning of the grievance redress mechanism</p> <p>-</p>	<p>Starting from the Effective Date, UNICEF shall consolidate monitoring reports from SFD every six month during project implementation and submit them to the Association in conjunction with the Project’s progress reports.</p>	<p>UNICEF in coordination with SFD</p>
B	<p>INCIDENTS AND ACCIDENTS</p> <p>UNICEF will promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers.</p> <p>UNICEF will provide the Bank with a description of the Significant Event and measures that are taken or planned to be taken to address the Event.</p>	<p>Throughout Project Implementation.</p> <p>Initial Incident Report within 24-48 hours and Detailed Report within ten days indicating possible causes and proposing corrective actions.</p>	<p>UNICEF</p>
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>UNICEF shall define their own respective management structures to implement the Project and reflect it in the final ESMF.</p> <p>UNICEF shall identify and allocate qualified staff and resources in agreement with the association to support the management of ESHS risks and impacts concerning the CT component.</p> <p>SFD shall maintain E&S staff and hire additional staff, as needed and in agreement with the association</p>	<p>Social specialists shall be identified and assigned by UNICEF no later than one month prior to the start of CT activities.</p>	<p>UNICEF in coordination with SFD</p>
1.2	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT</p> <p>Prepare, disclose, adopt and implement the Environmental and Social Management Framework (ESMF), which shall include provisions on the E&S risks relevant to the CT component.</p> <p>The ESMF will include a Toolkit for the screening of risks associated with the cash transfers (CT) component in a manner acceptable to the Association.</p>	<p>UNICEF shall update the SIA prepared for Cash Transfer under YECRP-AF5 and provide inputs to the Project ESMF to cover the CT component. The ESMF will be finalized and disclosed within two months of Project effectiveness.</p>	<p>UNICEF</p>
1.3	<p>MANAGEMENT TOOLS AND INSTRUMENTS</p> <p>Prepare, disclose, adopt, and implement any environmental and social assessments and management plans or other instruments required, in accordance with the ESSs and the ESMF.</p>	<p>Plans or instruments to be prepared and implemented immediately before carrying out any project activity.</p>	<p>UNICEF</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.4	<p>EXCLUSION</p> <p>Exclude the following types of activities as ineligible for financing under the Project:</p> <ul style="list-style-type: none"> • Activities that may have significant adverse social impacts and may give rise to significant social conflict; • All the other excluded activities set out in the ESMF of the Project. 	<p>During the assessment process conducted under action 1.2. above.</p>	<p>UNICEF</p>
<p>ESS 2: LABOR AND WORKING CONDITIONS</p>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>The project shall be carried out in accordance with the applicable requirements of ESS2 in a manner acceptable to the Association. The implementing partners will implement labor management procedures following the national labor regulations and in compliance with ESS2 and UNICEF’s regulations and rules for the hiring of project workers, including contractor’s workers. The procedures will set out measures to prevent and address harassment, SEA/SH, intimidation and/or exploitation as defined in the UNICEF regulations and rules.</p> <p>UNICEF shall prepare the Labor Management Procedures (LMP) of the project and shall be included in the ESMF. All project workers will sign a Code of Conduct (CoC).</p> <p>UNICEF shall develop the LMP in a manner that is acceptable to the Association and consistent with ESS2, and in accordance with UNICEF policies and procedures.</p>	<p>UNICEF shall prepare the Labor Management Procedures (LMP) of the project to be included in the ESMF – and will be disclosed within two months of effectiveness.</p>	<p>UNICEF in coordination with SFD</p>
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>The grievance mechanism required under ESS2 shall be described in the LMP. The Implementing Partners (IPs) shall establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	<p>Procedures enforced throughout project implementation</p>	<p>UNICEF in coordination with SFD</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.3.	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES Adopt and implement occupational, health and safety (OHS) measures which are relevant to the CT component as described in the ESMF.</p> <p>The Implementing partners will also:</p> <ul style="list-style-type: none"> • Ensure that an appropriate level of management and resources are in place to comply with the occupational health and safety requirements, including the free distribution of PPEs; • Provide visible commitment and leadership to occupational health and safety; • Identify and evaluate risks and normalize the activities (rules, instructions, and procedures); • Analyze all incidents and accidents; • Evaluate the indicators of OHS performance; • Carry out internal audits of OHS MS; • Evaluate OHS training requirements, • Carry out the medical follow-up of the workers. 	<p>Implementation of OHS measures during payment cycles and adherence by UNICEF implementing partners and vendors during the project implementation.</p>	<p>UNICEF in coordination with SFD</p>
2.4	<p>PROJECT WORKERS TRAINING: The Implementing Partner shall provide training to all their workers, prior to commencement of project activities as needed.</p>	<p>The training program shall occur on a monthly basis.</p>	<p>UNICEF in coordination with SFD</p>
ESS 3: RESOURCE EFFICIENCY AND POLLTION PREVENTATION AND MANAGEMENT			
	<p>Not relevant</p>		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>COMMUNITY HEALTH AND SAFETY: Prepare, adopt, and implement measures and action to assess and manage specific risks and impacts to the community arising from Project activities. Due to COVID-19 risks, activities involving community gatherings shall comply with social distancing and other COVID-19 risks prevention requirements in compliance with WHO guidelines and ESS4. UNICEF shall maintain and implement the security management plans to ensure security of Project workers.</p>	Prior to commencing project activities.	UNICEF in coordination with SFD
4.2	<p>GBV AND SEA RISKS: Prepare, adopt, and implement a stand-alone Gender-Based Violence Action Plan (GBV Action Plan), to assess and manage the risks of gender-based violence (GBV) and Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH). The GBV Action Plan shall include provision on GBV- sensitive grievance mechanisms (GMs) in compliance with ESS10. GMs shall have multiple channels through which complaints can be registered in a safe and confidential manner for survivors of SEA/SH.</p>	The GBV action plan to be developed as a stand-alone document within two months of project effectiveness.	UNICEF in coordination with SFD
4.3	<p>SECURITY PERSONNEL: Maintain and implement a stand-alone Security Personnel Management Plan consistent with the requirements of ESS4, in a manner acceptable to the Association. UNICEF will ensure full compliance with the security guidelines set in the UNSMS, IA Saving Life Together (STL) and UNICEF security procedures to ensure project workers' security.</p>	Security Personnel Management Plan adopted within two months of effectiveness and implemented throughout project implementation.	UNICEF
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
	Not relevant.		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
	Not relevant.		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
	Not relevant.		
ESS 8: CULTURAL HERITAGE			
	Not relevant.		
ESS 9: FINANCIAL INTERMEDIARIES			
	Not relevant.		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>UNICEF shall update and implement the Preliminary Stakeholder Engagement Plan (SEP) in a manner that is consistent with ESS10 and acceptable to the Association.</p>	<p>The SEP shall be updated, adopted, disclosed within two months of Project effectiveness and implemented throughout project implementation.</p>	UNICEF
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>UNICEF will publicly make accessible grievance arrangements as described in the SEP, to receive and facilitate resolution of concerns and grievances in relation to the Project, in a manner consistent with ESS10, and acceptable to the Association.</p>	<p>A reporting system for grievance mechanisms (GMs), shall be developed, adopted and maintained by UNICEF/SFD and shall be based on common principles.</p> <p>GMs shall be operational within two months after the Effectiveness Date and prior to the start of any project activities and shall be maintained throughout Project implementation.</p>	UNICEF and SFD
CAPACITY SUPPORT (TRAINING)			
CS1	<p>Trainings will be required for project staff, stakeholders, communities and project workers, including:</p> <ul style="list-style-type: none"> • Gender, GBV and SEA prevention and management and referral pathways. • Training for project workers on OHS including COVID-19 preventive measures. 	<p>Throughout project implementation. These trainings will be agreed with the World Bank prior to start of implementation of project activities.</p>	UNICEF in coordination with SFD