

**United Nations Development Programme (UNDP)
in partnership with the Small and Micro
Enterprise Promotion Service (SMEPS), and the
Public Works Project (PWP)**

**Sustainable Fishery Development in Red Sea
and Gulf of Aden (SFISH) (P178143)**

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

April 2022

1. United Nations Development Programme (*UNDP*) (***The Recipient***) will implement the Sustainable Fishery Development in Red Sea and Gulf of Aden (SFISH) (P178143) (**the Project**), with the involvement of the following Implementing Partners: Small and Micro Enterprise Promotion Service (SMEPS) and Public Works Project (PWP), as set out in the Financing Agreement (International Development Association (IDA) Grants). The **Association** has agreed to provide financing for the Project.
2. United Nations Development Programme (*UNDP*) (***The Recipient***) shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Association. The ESCP is a part of the Grant Agreement and the Project Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement(s).
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that ***The recipient*** shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the **Association**. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the **Association**.
4. As agreed by the **Association** and the [***The recipient***], this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the [***The recipient***] and the **Association** agree to update the ESCP to reflect these changes through an exchange of letters signed between the [**Association**] and the [***The recipient***]. The [***The recipient***] shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
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 instruments required under the ESCP, stakeholder engagement activities and 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>Starting from the Effective Date, UNDP shall consolidate monitoring reports from SMEPS 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 SMEPS 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, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury</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.</p> <p>Subsequently, at the Association’s request, UNDP shall prepare an investigation report on the incident or accident and propose any measures to prevent its recurrence.</p>	<p>Notify the Association no later than 48 hours after learning of the incident or accident.</p> <p>Initial Investigation Report within 48 hours and detailed investigation report within ten days indicating possible causes and proposing corrective actions</p>	<p>UNDP in coordination with SMEPS and PWP</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
C	<p>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> <ol style="list-style-type: none"> 1. The Contractor/Bidder shall propose an Environmental, Social, Health and Safety (ESHS) Specialist as the Contractor’s Key Personnel at the Site. 2. All Contractors/Bidders shall submit the Code of Conduct (CoC) that will apply to the Contractor’s employees and subcontractors. 3. Contractors/Bidders develop, apply and monitor ESMP-C, as relevant, and provide regular progress reports to UNDP 	<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.</p> <p>1,2,3 Throughout Project Implementation) and within 30 days from contract signing.</p>	<p>UNDP in coordination with PWP.</p>
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>UNDP shall establish and maintain a coordination unit with qualified staff and resources to support the management of environmental and social risks and impacts of 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, to be assigned to the Project and to support the management of ESHS risks and impacts. At a minimum,</p>	<p>E&S, GBV and OHS specialists shall be hired/maintained by UNDP no later than one month after the project Effectiveness Date and be maintained throughout Project implementation.</p>	<p>UNDP,</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>UNDP have an international Environmental and Social specialist, one Environmental officer; one Social officer, and one OHS officer.</p> <p>Each Implementing Partners will hire one Environmental Specialist, one Gender and Social officers as well as other E&S staff as deemed necessary.</p> <p>Each Contractor shall hire an Environmental, Social, Health and Safety (ESHS) Specialist stationed as the Contractor’s Key Personnel at the Site.</p>		<p>PWP nd SMEPS</p> <p>Contractors</p>
1.2	<p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <p>Prepare, disclose, adopt, and implement the Environmental and Social Management Framework (ESMF) consistent with the relevant Environmental and Social Standards and acceptable to the Association.</p> <p>The ESMF shall include the list of ineligible activities, provisions ESHS risks, and SEA/SH. The ESMF shall also include a due diligence checklist to assess whether the proposed subproject may lead to physical or economic resettlement impacts or land use restrictions.</p> <p>Under UNDP’s supervision and in line with the ESMF, SMEP will develop procedures and checklist to assess the environmental and social risks of the microgrant program..</p> <p>UNDP shall ensure that SMEP carries out environmental and social assessment of the subprojects in line with the ESMF/ SEP and the ESSs to identify and assess the environmental and social risks and impacts of the Project and appropriate mitigation measures in a manner consistent with the relevant Environmental and Social Standards and in a manner acceptable to the Association.</p>	<p>UNDP shall prepare, disclose and implement the ESMF, Gender Action Plan and Security Management Plan prior to the project appraisal, and thereafter implement the ESMP throughout Project implementation.</p> <p>These procedures and checklist will be approved by the Bank and in place before the start of the microgrant program</p>	<p>UNDP in coordination with SMEPS and PWP</p>
1.3	<p>MANAGEMENT OF CONTRACTORS</p>		

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<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"> • Specifications on GBV/SEA/SH risk management, Labor Management Plan, ESHS specifications and waste management, the EHSGs and other relevant GIIP; • a security management plan for their staff and equipment. • a Code of Conduct (CoC) for all Contractor’s employees and subcontractors. • Non-compliance remedy for possible E&S violation should be included in the contract with contractors/subcontractors. <p>Ensure thereafter that contractors comply with the above during their contract execution.</p> <p>Selection of contractors: Ascertain that the contractors are legitimate and reliable entities and able to comply with the relevant environmental and social requirements of the Project.</p> <p>Incorporate the relevant aspects of the ESCP, including the relevant E&S instruments and/or plans, and the Labor Management Procedures, and GM into the procurement documents with contractors.</p> <p>Performance monitoring: Monitor the performance of the contractors to ensure that they comply with the environmental and social requirements of their respective contracts.</p>	<p>During evaluation of bidders</p> <p>Prior to the preparation of Project/Subproject procurement documents.</p> <p>Supervise contractors throughout Project/Subproject implementation</p>	<p>UNDP in coordination with PWP</p>
<p>1.4 TECHNICAL ASSISTANCE</p>		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Ensure that the consultancies, studies, capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.	Throughout Project implementation.	UNDP in coordination with SMEPS and PWP
1.5	<p>PERMIT, CONSENTS AND AUTHORIZATION:</p> <p>Obtain or assist in obtaining, as appropriate, the permits, consents and authorizations that are applicable to the Project/Subproject from relevant national authorities, pursuant to applicable national laws.</p> <p>Comply or cause to comply, as appropriate, with the conditions established in these permits, consents and authorizations throughout Project implementation.</p>	Obtain licenses and permits prior to carrying out any Project/Subproject activity requiring a license.	UNDP, SMEPS and PWP
1.6	<p>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 physical or economic 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. 	During the assessment process conducted under action 1.2. above.	UNDP, SMEPS and PWP

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> All the other excluded activities set out in the ESMF of the Project. 		
ESS 2: LABOR AND WORKING CONDITIONS			
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 ESS2 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 as a stand-alone document in a manner that is acceptable to the Association and consistent with ESS2. All project workers will sign a Code of Conduct (CoC).</p>	LMP to be prepared and disclosed prior to appraisal and implemented throughout project implementation.	UNDP, SMEPS, PWP
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>	Grievance mechanism operational prior to engaging Project/Subproject workers, to be disseminated to Project/Subproject workers prior to commencing any works and maintained throughout Project/Subproject implementation.	SMEPS and PWP under the supervision and management of UNDP
2.3	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p>	Daily implementation of OHS measures.	UNDP in coordination with SMEPS and PWP

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>Adopt and implement occupational, health and safety (OHS) measures, including the risk of explosion of a remnant of war (ERW) during catch activities, as described in the LMP and 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, and the implementation of the security management plan; • Provide visible commitment and leadership to occupational health and safety; • Identify and evaluate risks and normalize the activities (rules, instructions, and procedures); • Report on all incidents and accidents; • Evaluate the indicators of OHS performance; • Carry out internal audits of OHS MS; • Evaluate OHS training requirements. 	<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>2.4 PROJECT WORKERS TRAINING:</p> <p>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 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 SMEPS and PWP</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Assess impacts from waste generation, emission and discharge expected from the subproject activities during all phases and include relevant mitigation measures into the subproject specific ESMPs.</p> <p>Ensure adherence of conducted activities with ESMPs.</p> <p>Prepare guidelines based on Good International Industry Practices (GIIP) for safe and sustainable fisheries.</p> <p>Creating awareness amongst fishers about safe and sustainable fisheries.</p>	<p>UNDP shall prepare and disclose the ESMF prior to appraisal and prepare and implement site-specific ESMPs throughout project’s implementation</p>	<p>UNDP in coordination with SMEPS and PWP</p>
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> <p>To manage community health and safety, the IPs will:</p> <ul style="list-style-type: none"> • Restrict access to worksites and construction areas to prevent unauthorized entry, • Place adequate signboards to divert pedestrian and community members away from the construction works, 	<p>UNDP shall prepare, disclose and implement the ESMF and prepare subsequent subproject-specific ESMPs during implementation</p>	<p>UNDP in coordination with SMEPS and PWP</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> Place flagmen to reroute vehicles away from the construction areas. Raise awareness among communities about health and safety risks, including on SEA/SH, COVID-19 and other communicable diseases, and road safety, as part of the Stakeholder Engagement Plan (SEP). 		
4.2	<p>COMMUNITY HEALTH AND SAFETY</p> <p>Prepare, adopt, and implement measures and action to assess and manage specific risks and impacts to the community arising from Project activities.</p> <p>All visitors to the work area shall wear PPEs, such as safety shoes, hard hats and vest.</p> <p>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.</p> <p>Other potential risks such as illicit/inappropriate behavior of Project workers, risks of labor influx, response to emergency situations might require additional mitigation measures to be included in the ESMPs, to be prepared, as relevant, in accordance with the ESMF, and in a manner acceptable to the Association.</p>	UNDP shall prepare and disclose the ESMF prior to appraisal and prepare and implement site-specific ESMPs before commencement of works and apply them throughout project’s implementation	UNDP in coordination with SMEPS and PWP
4.3	<p>SEA AND SH RISKS</p> <p>Prepare, adopt, and implement measures and actions to assess and manage the risks of gender-based violence (GBV) and sexual exploitation and abuse and harassment (SEAH). This will include:</p>	UNDP shall prepare and disclose the GBVAP prior to effectiveness and implement throughout project’s implementation	UNDP in coordination with SMEPS and PWP

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> 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. Conduct community and workers’ training and awareness on GBV & SEA, grievance/feedback processes for reporting SEA & GBV cases. 		
4.4	<p>SECURITY MANAGEMENT</p> <p>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>	<p>UNDP shall prepare SMP prior to appraisal and implement throughout the implementation phase Prior to engaging security personnel and thereafter implemented throughout Project implementation.</p>	UNDP
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT POLICY FRAMEWORK</p> <p>Not relevant as any subproject leading to physical or economic resettlement will be excluded from the financing.</p>		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS: Assess the subproject risks and impacts on biodiversity and implement the mitigation measures included in the ESMF and subsequent site-specific ESMPs to mitigate the risks and impacts on biodiversity. Furthermore, World Bank EHS Guidelines are applicable to this project including the general EHS guidelines, and EHS guidelines for Aquaculture (2007).</p>	UNDP shall prepare and disclose the ESMF prior to appraisal and prepare and implement site-specific ESMPs throughout project's implementation	UNDP in coordination with SMEPS and PWP
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	<p>INDIGENOUS PEOPLES PLAN: In line with the policy interpretation in Yemen and Djibouti, this ESS is not relevant for the project.</p>		
ESS 8: CULTURAL HERITAGE			
8.1	<p>CHANCE FINDS: Prepare and adopt chance finds procedure as part of the project ESMF and Subproject's ESMP. Subprojects will be screened and assessed for potential impacts on cultural heritage and relevant mitigation measures will be included in the Subproject's ESMPs and construction contracts.</p>	Chance finds procedure is included in the ESMF which UNDP shall prepare and disclose prior to appraisal and prepare and chance find procedures will be included in subproject's ESMP which will be prepared and cleared prior to commencing subproject activities and implemented throughout Project implementation	UNDP in coordination with SMEPS and PWP

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 9: FINANCIAL INTERMEDIARIES			
9.1	ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM (ESMS) NA		
9.2	FI ORGANIZATIONAL CAPACITY NA	NA	NA
9.4	SENIOR MANAGEMENT REPRESENTATIVE e NA	NA	NA
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION Prepare, disclose, adopt and implement the Stakeholder Engagement Plan (SEP) including the Project grievance mechanism (GM) in a manner that is consistent with ESS10 and acceptable to the Association. Issues raised in the stakeholder meetings and the proposed solutions will also be documented. The SEP will be updated once community consultations are conducted	The SEP shall be updated, adopted, disclosed prior to appraisal. Prior to, and throughout, the implementation of the activities specified in Stakeholder Engagement Plan. Within 1 month of project effectiveness	UNDP in coordination with SMEPS and PWP
10.2	PROJECT GRIEVANCE MECHANISM		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<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 (SMEPS 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>	<p>UNDP in coordination with SMEPS and PWP</p>
CAPACITY SUPPORT			
CS1	<p>Several training should be required to project staff, stakeholders, communities, and project workers, including:</p> <ul style="list-style-type: none"> • TOT training on Environmental and social assessment and management, including on the use of remote supervision • Gender and SEAH prevention and management and referral pathways. • 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>All these training should take place during the first year of the project (for UNDP and IPs professional staff).</p>	<p>UNDP in coordination with SMEPS and PWP</p>
CS2	<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. 	<p>Project/Subproject workers throughout Project/Subproject implementation</p>	<p>UNDP in coordination with SMEPS and PWP</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> Communicable disease and COVID-19 awareness sessions to project workers and 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>Training on i) Gender-Based Violence Risk Mitigation; and ii) disability inclusion.</p>	<p>Project staff, contractors, and contractor employees as well as local Communities participating in the Project/Subproject, particularly women) throughout Project/Subproject implementation.</p>	