

United Nations Development Programme (UNDP)

Yemen Emergency Social Protection Enhancement and COVID-19 Response Project (ESPECRP) (P173582)

Additional Financing (P177020) and Second Additional Financing (P180358)

Final version

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

March 2, 2023

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The United Nations Development Program (“UNDP”) (“Recipient”) (for the benefit of the Republic of Yemen), will jointly implement the Emergency Social Protection Enhancement and COVID-19 Response Project (ESPECRP) (“the Project”) (for the benefit of the Republic of Yemen), with the involvement of the following implementing partners (IPs): the Yemen Social Fund for Development (SFD) and the Public Works Project (PWP) , and Small and micro enterprise promotion service (SMEPs). The Association has agreed to provide financing for the Project. This ESCP supersedes previous versions of the ESCP for the Project and shall apply both to the original, the additional financing and the second additional financing for the Project referred to above.
2. 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 Financing Agreement for the Second Additional Financing (hereinafter referred to as “AF2”). Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings described to them in the referred agreement.
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 Recipient is responsible for compliance with all ESCP requirements even where implementation of specific measures and actions is conducted by IPs. The Recipient shall require IPs to implement measures and actions specified in ESCP and ESF through their contractual relationship with the IPs, monitoring of IPs’ compliance, reporting to the Association, and cooperation with the IPs to remedy any instances of non-compliance identified. 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 Recipient, 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 Recipient 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 Association, and the Recipient shall promptly disclose the updated ESCP.

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 Environment and Social (E&S) instruments required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s). 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>Submit consolidated monitoring reports from SFD and PWP every six-months during the Project's implementation and submit updates to the Association in in the Project's narrative progress reports no later than (15) fifteen days after the end of each reporting period.</p>	<p>UNDP (with SFD, SMEPs and PWP responsibilities defined in their respective subsidiary agreements)</p>
B	<p>INCIDENTS AND ACCIDENTS</p> <p>UNDP shall 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. These reports will be submitted to the Association.</p>	<p>Throughout Project Implementation, Report within 48 hours, on accidents or incidents once confirmed, and provide a subsequent detailed report detailing the accident or incident within (10) ten days indicating possible causes and proposing corrective actions.</p>	<p>UNDP, (With SFD, PWP and SMEPs responsibilities defined in their respective subsidiary agreements)</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
C	<p>CONTRACTORS IMPLEMENTING PROGRESS REPORTS</p> <p>The bidding documents shall include the requirements for the contractor to manage ESHS risks, security 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>The contractors shall propose an ESHS, Prior to implementation at worksites.</p> <p>Regular monitoring to the implementing agencies at a frequency as defined in their contracts; the implementing agencies will consolidate these reports every six months and submit them to the Association in conjunction with the project progress reports throughout Project Implementation and within (30) thirty days from contract signing, or upon request of the Association.</p>	<p>UNDP, (with SFD, SMEPs, and PWP responsibilities defined in their respective subsidiary agreements)</p>
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>UNDP shall maintain the coordination unit as established under the Parent Project 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 maintain environmental and social staff and resources mobilized under the Parent Project, including environmental, social, GBV and OHS specialists.</p> <p>UNDP shall ensure that the IPs will each maintain their environmental, social, GBV and mobilize other necessary E&S specialists under the project when necessary.</p>	<p>Throughout the project implementation</p> <p>E&S specialists shall be hired/maintained by UNDP no later than one (1) month after the Effective Date and shall be maintained throughout Project implementation.</p>	<p>UNDP</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.2	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT Update, 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, and the exclusion list in accordance with ESS1.</p> <p>The updated ESMF will also include a Toolkit for the screening of risks associated with cash transfers (CT) under Part 2: : Geo-focused bundles to reduce food insecurity and malnutrition: (a) Subcomponent 2.1: Cash for Nutrition (CfN); (b) Subcomponent 2.2: Cash for Work (CfW); (c) Subcomponent 2.3: Community Assets; and (d) Subcomponent 2.4: Economic Opportunities and food market resilience. Furthermore, the ESMF will include a process and structure for Environmental and social due diligence -including screening- and supervision of the MFIs in a manner acceptable to the Association.</p>	<p>UNDP shall update, disclose and implement the existing project ESMF and OHS Framework within two months after the Effective Date. Once approved, the updated ESMF will apply to the Parent Project, AF1 and AF2. In the interim, the ESMF for the Parent Project and AF1 shall be implemented.</p>	<p>UNDP, (with SFD, PWP and SMEPs responsibilities defined in their respective subsidiary agreements)</p>
1.3	<p>MANAGEMENT TOOLS AND INSTRUMENTS 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 Part 2 of the Project until site-specific ESMPs/ESAP instruments are prepared, disclosed, and adopted.</p>	<p>UNDP (with SFD, PWP and SMEPs responsibilities defined in their respective subsidiary agreements)</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>1.4 MANAGEMENT OF CONTRACTORS 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/ ESAP 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 ESHGs and other relevant GIIP; a security management measures for their staff and equipment. • An Environmental, Social, Health and Safety (ESHS) focal points stationed as the Contractor’s Key Personnel at the Site. • develop and enforce 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>Prior to launching the procurement process for the Cash for Work, community contracting and Community Assets activities and thereafter supervise contractors throughout the carrying out of such activities.</p>	<p>UNDP (with SFD, PWP and SMEPs responsibilities defined in their respective subsidiary agreements)</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.5	<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 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</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. The IPs will implement labor management procedures following the national labor regulations and ESS 2 for the hiring of project workers including contractor’s workers and community 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 update and enforce the Labor Management Procedures (LMP) of the Parent Project and consistent with ESS2. All project workers will sign a Code of Conduct (CoC).</p> <p>The Recipients shall require all MFIs to prepare and implement Labor Management Procedures for their own workforce in accordance with ESS2 including Occupational Health and Safety (OHS) measures and grievance mechanisms for their own workforce.</p>	<p>LMP shall be updated, disclosed within two months after the Effective Date of the AF2 and enforced throughout project implementation. Once approved, the updated LMP will apply to the Parent Project, AF1 and AF2. In the meantime, the Parent Project and Additional Financing LMP will continue to be implemented until the revised version is in place.</p>	<p>UNDP (with SFD, PWP and SMEPs responsibilities defined in their respective subsidiary agreements)</p>
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>The grievance mechanism required under ESS2 shall be described in the LMP to be updated. The Recipients shall require the IPs to maintain and operate the grievance mechanism already established for Project workers, as described in the LMP and consistent with ESS2.</p>	<p>The GM shall continue to be operational prior to the hiring of any project workers and maintained throughout project implementation.</p>	<p>UNDP (UNDP, with SFD and PWP responsibilities defined in their respective subsidiary agreements)</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 IPs 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, • Provide insurance coverage for project workers, • 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 throughout the project.</p> <p>Contractor’s OHS requirements to be incorporated into the contracts as part of the bidding documents.</p>	<p>UNDP (with SFD, PWP and SMEPs responsibilities defined in their respective subsidiary agreements)</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.4	<p>PROJECT WORKERS TRAINING: The IPs 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>	The training program shall start prior to implementation at the worksites and occur on a monthly basis.	UNDP (with SFD, PWP and SMEPs responsibilities defined in their respective subsidiary agreements)
ESS 3: RESOURCE EFFECIENCY AND POLLTION PREVENTATION AND MANAGEMENT			
	Relevant aspects of this standard shall be considered, as needed, under action 1.2 above, including, inter alia, provisions on waste management will be included in the ESMF	Prior to implementation at the worksite and throughout the project.	UNDP (with SFD, PWP and SMEPs responsibilities defined in their respective subsidiary agreements)
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY: The IPs shall develop, adopt and implement site-specific traffic management plans (as part of the ESMP/ESAP) – 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>	Prior to the preparation and implementation of the ESMPs/ESAPs at the worksite.	UNDP (with SFD, PWP and SMEPs responsibilities defined in their respective subsidiary agreements)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
		its updated AF1 shall be implemented, until the revised version of AF2 is in place.	
4.3	<p>GBV AND SEA RISKS: Update, adopt, and implement the stand-alone Gender-Based Violence Action Plan (GBV Action Plan) prepared under the Parent Project, 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 updated as a stand-alone document within two months after the Effective Date of the AF2. Once approved, the updated GBV action plan will apply to the Parent Project, AF1 and AF2. In the interim, the Parent Project and updated AF1 GBV action plan shall be implemented.	UNDP, (with SFD, PWP and SMEPs responsibilities defined in their respective subsidiary agreements)
4.4	<p>SECURITY PERSONNEL: Prepare, adopt, and implement a stand-alone Security Personnel Management Plan consistent with the requirements of ESS4.</p>	Prior to engaging security personnel and thereafter implemented throughout Project implementation.	UNDP
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
	<p>RESETTLEMENT PLANS: Not relevant</p>		
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			
	Not relevant.		
ESS 9: FINANCIAL INTERMEDIARIES			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
9.1	<p>ESMS: Assess ESMS of all potential eligible FIs, as per Project activity component 2.4 (b).</p> <p>The Recipients shall cause all MFIs to prepare, adopt, and maintain an environmental and social management system (ESMS) acceptable to the Association and approved by its senior management or Board of Directors, as appropriate, and will disclose relevant parts of their ESMS on their website.</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 to manage and monitor E&S risks in subprojects.</p>	Prior to the implementation of the MFI project activities, MFIs shall maintain organizational capacity, including assigning focal points to implement the ESMS.	UNDP, (with SFD, PWP and SMEPs responsibilities defined in their respective subsidiary agreements)
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 in accordance with ESS9.</p>	Prior to implementation of project activities to be implemented by respective MFI	UNDP
9.3	<p>REPRESENTATIVE: Designate a 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 adopt, disclose, and implement the updated Stakeholder Engagement Plan (SEP) in a manner that is consistent with ESS10.</p>	<p>The preliminary UNDP SEP for the Parent Project has been disclosed prior to appraisal of the Parent Project and has been updated to include the activities of the AF1 and AF2. The updated SEP was disclosed on February 21, 2023¹] and will be implemented throughout Project implementation.</p>	UNDP
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>UNDP will update and 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.</p> <p>A reporting system for grievance mechanisms (GMs), shall be developed, adopted and maintained by UNDP.</p>	<p>GM is operational and shall be maintained throughout Project implementation.</p>	UNDP
CAPACITY SUPPORT (TRAINING)			

¹ <https://documents.worldbank.org/en/publication/documents-reports/documentdetail/099222502212320622/p18035801c8acd0b0a3630e358b03b8813>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
CS1	<p>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, MFIs and IP 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 Remote Monitoring Implementation 	Capacity building and training activities to start from the effective date of the AF2 and to be implemented throughout Project implementation	UNDP, (with SFD, PWP, SMEPs and MFI responsibilities defined in their respective subsidiary agreements)
CS2	<p>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). 	Prior to subprojects' implementation or ESMP/ESAP, workers shall train on the safety requirements, PPEs, work to permits and other and these training modules shall be trained throughout the project implementation	UNDP, (with SFD, PWP and SMEPs responsibilities defined in their respective subsidiary agreements)

United Nations Children’s Fund (UNICEF)

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

**Additional Financing (P177020)
and**

Second Additional Financing (P180358)

Final version

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

March 6, 2023

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The United Nations Children’s Fund (“UNICEF”) (hereinafter the “Recipient”), (for the benefit of the Republic of Yemen) will implement the Social Protection Enhancement and COVID-19 Response Project (SPECRP) (“the Project”), with the involvement of the following implementing partner (IP): the Yemen Social Fund for Development (SFD). The Association has agreed to provide financing for the Project. This ESCP supersedes previous versions of the ESCP for the Project and shall with respect to activities from the date it is agreed apply both to the original, the additional financing and the second additional financing for the Project referred to above.
2. The Recipients 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 Financing Agreement for the Second Additional Financing (hereinafter referred to as “AF2”). Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement.
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 Recipient has the responsibility for compliance with all ESCP requirements even where implementation of specific measures and actions is conducted by IP. 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 Recipient, 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 Recipient will agree to the changes with the Association and shall update the ESCP to reflect such changes. Agreement on changes to the ESCP shall be documented through the exchange of letters signed between the Bank and the Recipient will promptly disclose the updated ESCP.

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 Environment and Social (E&S) instruments required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s). 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, UNICEF shall consolidate monitoring reports from SFD every six-months during the Project’s implementation and submit updates to the Association in the Project’s narrative progress reports.</p>	<p>UNICEF</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 shall provide sufficient details regarding the incident or accident, indicating immediate remedial measures taken or that are planned, timeline for the planned measures as appropriate. Subsequently, UNICEF shall prepare a detailed report on the incident or accident and propose any measures to prevent its recurrence.</p> <p>UNICEF will provide the Association 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, Report within 48 hours, on accidents or incidents once confirmed, and provide a subsequent detailed report detailing the accident or incident within (10) ten days indicating possible causes and proposing corrective actions.</p>	<p>UNICEF</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>UNICEF shall 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>UNICEF shall maintain environment and social staff mobilized under the Parent Project to support the management of ESHS risks and impacts concerning the CT component.</p> <p>UNICEF shall require SFD to maintain E&S staff and hire additional staff, as needed and in agreement with the Association.</p>	Mobilized E&S specialists shall be maintained by UNICEF and SFD throughout Project implementation.	UNICEF, (with SFD responsibilities defined in their subsidiary agreement)
1.2	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT</p> <p>Update, 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 includes a Toolkit for the screening of risks associated with the cash transfers (CT) component in a manner acceptable to the Association.</p>	The ESMF of the Parent Project shall be updated and disclosed within two months after the Effective Date of the AF2. Once approved, the updated ESMF will apply to the Parent Project, AF1 and AF2. In the interim, the ESMF for the Parent Project shall be implemented.	UNICEF
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>	Plans or instruments to be prepared and implemented immediately before carrying out any project activity.	UNICEF

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>
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.</p> <p>UNICEF shall update the Labor Management Procedures (LMP) of the Parent Project, in accordance with UNICEF policies and procedures, consistent with ESS2.</p> <p>The LMP will also 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 will ensure that its IP carry out the Project in accordance the Labor Management Procedures following the national labor regulations, consistent with ESS2 and in a manner acceptable to the Association and consistent with ESS2 and UNICEF’s regulations and rules for the hiring of project workers, including contractor’s workers. Accordingly, prior to carrying out activities under the Project, UNICEF will cause its IP to ensure that all Project workers sign a code of conduct (CoC) to uphold ethical standards, and comply with relevant ESS2 obligations and national labor legislation.</p>	<p>The Labor Management Procedures (LMP) of the Parent Project shall be updated and will be disclosed within two months after the Effective Date of the AF2. Once approved, the updated LMP will apply to the Parent Project, AF1 and AF2. In the meantime, the Parent Project LMP will continue to be implemented until the revised version is in place</p> <p>All Projects workers shall sign the CoC prior to carrying out activities under the Project.</p>	<p>UNICEF (with SFD responsibilities defined in their subsidiary agreement)</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>The grievance mechanism required under ESS2 shall be described in the LMP to be updated. The IP shall maintain, and operate the grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	The GM shall be maintained throughout project implementation.	UNICEF (with SFD responsibilities defined in their subsidiary agreement)
2.3.	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p> <p>Adopt and implement occupational, health and safety (OHS) measures which are relevant to the CT component as described in the ESMF.</p> <p>UNICEF to ensure that the IP shall 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. 	Implementation of OHS measures during payment cycles and adherence by UNICEF IP and vendors during the project implementation.	UNICEF (with SFD responsibilities defined in their subsidiary agreement)
2.4	<p>PROJECT WORKERS TRAINING:</p> <p>The IP shall provide training to all their workers, prior to commencement of project activities as needed.</p>	The training program shall occur on a monthly basis.	UNICEF (with SFD responsibilities defined in their subsidiary agreement)

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
ESS 3: RESOURCE EFFICIENCY AND POLLTION PREVENTATION AND MANAGEMENT		
Not relevant		
ESS 4: COMMUNITY HEALTH AND SAFETY		
<p>4.1 COMMUNITY HEALTH AND SAFETY: Update, adopt, and implement measures and action to assess and manage specific risks and impacts to the community arising from Project activities in accordance with ESS4. 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 update and implement the security management plans to ensure security of Project workers in accordance with ESS4.</p>	<p>The Security Management Plan (SMP) shall be updated within two months after the Effective Date of the AF2 and prior to commencing project activities and implemented throughout the Project implementation. Once approved, the updated SMP will apply to the Parent Project, AF1 and AF2. For avoidance of doubt, NICEF will apply the SMP prepared under the Parent Project and as updated for the First Additional Financing pending the update.</p>	<p>UNICEF, (with SFD responsibilities defined in their subsidiary agreement)</p>
<p>4.2 GBV AND SEA RISKS: Update, adopt, and implement the Gender-Based Violence Action Plan (GBV Action Plan) of the Parent Project, to assess and manage the risks of gender-based violence (GBV) and Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH), in accordance with ESS4. 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>	<p>The GBV action plan to be updated within two months after the Effective Date of the AF2. Once approved, the updated GBV action plan will apply to the Parent Project, AF1 and AF2. In the interim, the GBV action plan for the Parent Project shall be implemented.</p>	<p>UNICEF, (with SFD responsibilities defined in their subsidiary agreement)</p>
<p>4.3 SECURITY PERSONNEL: Maintain and implement a stand-alone Security Personnel Management Plan (SMP) consistent with the requirements of ESS4. 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>	<p>Security Personnel Management Plan (SMP) shall be adopted within two months of the Effective Date of AF2 and implemented throughout Project implementation. In the interim, the SMP for the Parent Project shall be implemented.</p>	<p>UNICEF, (with SFD responsibilities defined in their subsidiary agreement)</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
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.		
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 adopt with UNDP, disclose, and implement the updated Stakeholder Engagement Plan (SEP) in a manner that is consistent with ESS10.</p>	<p>The updated UNICEF/UNDP SEP was disclosed [on February 21, 2023.²]</p>	<p>UNICEF, UNDP (with SFD, PWP responsibilities defined in their subsidiary agreement)</p>

² <https://documents.worldbank.org/en/publication/documents-reports/documentdetail/099222502212320622/p18035801c8acd0b0a3630e358b03b8813>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>UNICEF will update and 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.</p> <p>A reporting system for grievance mechanisms (GMs) shall be maintained by UNICEF and shall be based on common principles.</p>	GMs to be maintained operational throughout Project implementation.	UNICEF, (with SFD responsibilities defined in their subsidiary agreement)
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. 	Capacity building and training activities to start from the effective date of the AF2 and to be implemented throughout project implementation	UNICEF (with SFD responsibilities defined in their subsidiary agreements)