

United Nations Development Programme

Unifying Pathways, Linkages, and Inclusive Facilitation of Transformative Services for Decommissioned Combatants Project (UPLIFT DC)

[P510557]

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

[For Appraisal]

16 September 2025

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The United Nations Development Programme (UNDP) (the Recipient) will implement the Unifying Pathways, Linkages, and Inclusive Facilitation of Transformative Services for Decommissioned Combatants (UPLIFT DC) Project (the Project), as set out in the Grant Agreement. The International Bank for Reconstruction and Development (the Bank), acting as the administrator [of] the Bangsamoro Normalization Trust Fund, has agreed to provide USD 2,000,000 financing for the Project, as set out in Agreement.
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 Bank. The ESCP is a part of the Grant Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the 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, their respective timeframes; institutional, staffing, training, monitoring and reporting arrangements; and grievance management. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed and implemented under the Project, consistent with the ESSs, in form and substance acceptable to the Bank. Said E&S documents may be revised from time to time with prior written agreement by the Bank. As provided for under the referred Agreement, the Recipient shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Bank and the Recipient, this ESCP will be revised from time to time, if necessary, to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. In such circumstances, the Bank and the Recipient agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Recipient's Representative specified in the Agreement or the Country Resident Representative of the United Nations Development Programme Philippines. The Recipient shall promptly disclose the updated ESCP.
5. The subsection on "Indicators for Implementation Readiness" below identifies the actions and measures to be monitored to assess Project readiness to begin implementation in accordance with this ESCP. Nevertheless, all actions and measures in this ESCP shall be implemented as set out in the "Timeframe" column below irrespective of whether they are listed in the referred subsection.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain a Project Management Unit (PMU) with qualified staff and resources to support management of environmental, social, health and safety (E&S) risks and impacts of the Project, including a Social Specialist and Environmental Specialist.</p>	No later than 30 days after the effectiveness date and thereafter maintain these positions throughout Project implementation.	UNDP Resident Representative
B	<p>CAPACITY BUILDING PLAN/MEASURES</p> <p>Prepare and implement the relevant capacity building, institutional –strengthening measure and orientation activities:</p> <ul style="list-style-type: none"> • Training and orientation for PMU staff, stakeholders, and communities on the project E&S risks and impacts, relevant ESSs, project E&S instruments, Grievance Redress Mechanism (GRM), Prevention of Sexual Exploitation and Abuse (PSEA) and Gender Equality, Disability, Sexual Harassment and Gender-Based Violence, Social Inclusion (GEDSI), and E&S monitoring and supervision. 	Within six months after the project effectiveness	UNDP Programme and Project Personnel
MONITORING AND REPORTING			
C	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Bank, as part of the overall project progress reports, regular monitoring reports on the environmental, social, health and safety (E&S) performance of the Project, including but not limited to the implementation of the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism.</p>	Submit semestral reports to the Bank throughout Project implementation, commencing after the Effective Date. Submit each report to the Bank no later than [30] days after the end of each reporting period.	Project Manager
	<p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the Bank of any incident or accident relating 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 those resulting in death or significant injury to workers or the public; acts of violence, discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment; dam failure; forced or child labor; displacement without due process (forced eviction); allegations of sexual exploitation or abuse (SEA), or sexual harassment (SH); or disease outbreaks. Provide available details of the incident or accident to the Bank upon request.</p>	<p>Notify the WB no later than 48 hours after learning of the incident or accident. Provide available details upon request.</p> <p>Provide subsequent report to the Bank within a timeframe acceptable to the Bank.</p>	Project/Programme GRM Secretariat

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Bank, and implement a Corrective Action Plan that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence.		
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS Monitor and supervise implementation of E&S requirements. Update and disclose the SEP and ESCP as needed.	Throughout project implementation	UNDP Programme and Project Personnel
1.2	MANAGEMENT OF CONTRACTORS Incorporate the relevant aspects of the ESCP into contractual arrangements. The consultants and contractors will abide by Recipient's guidelines, including Code of Conduct, Safeguarding Policy, Prevention of Sexual Exploitation and Abuse, Emergency Plans, Travel Security Policy, Modern-Day Slavery and Anti-Trafficking Policy, and Whistleblower Policy. Thereafter ensure that the consultants and contractors comply with the ESHS specifications of their respective contracts.	As part of the preparation of procurement documents and respective contracts. Supervise consultants/contractors throughout Project implementation. Copies of relevant contracts provided to the Bank upon request.	Project Manager/PMU with support from UNDP Human Resources and Procurement team
1.3	TECHNICAL ASSISTANCE Carry out the consultancies, studies, capacity building, training, and any other technical assistance activities under the Project in accordance with terms of reference acceptable to the Bank, that are consistent with the ESSs. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.	Throughout Project implementation.	Project Manager with support from UNDP Programme Team and Results and Quality Team
1.4	CONTINGENT [EMERGENCY] [EARLY] RESPONSE FINANCING Not relevant		
1.5	ASSOCIATED FACILITIES Not relevant		
1.6	USE OF [BORROWER/RECIPIENT'S] ENVIRONMENTAL AND SOCIAL FRAMEWORK Promptly notify the Bank of any changes to the Borrower's E&S Framework that may materially adversely affect the Borrower's ability to manage the E&S risks and impacts of the Project in line with the ESSs and immediate measures taken or that are planned to be taken to address said changes and the ensuing potential risks and impacts of the Project. If such changes adversely affect relevant E&S risk management aspects of the Project, the Borrower and the Bank shall agree to implement relevant measures and actions to address them.	After Bank's approval date of the project, and thereafter implement throughout Project implementation.	Project Manager with support from UNDP Programme Team and Results and Quality Team

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	The ESCP shall be updated to reflect such agreed actions.		
1.7	COMMON APPROACH Not relevant		
1.8	ACTIVITIES SUBJECT TO RETROACTIVE FINANCING Not relevant		
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Ensure that Project workers are engaged in the implementation of the Project in accordance with ESS2. To this end, implement the following measures as applicable:</p> <ul style="list-style-type: none"> a) Provide Direct and Contracted Project Workers with information and documentation that is clear and understandable regarding their terms and conditions of employment through written contracts setting out their rights, including, inter alia, rights related to hours of work, wages, overtime, compensation, and benefits, as well as written notice of termination of employment, and details of severance payments, as applicable. b) Implement occupational health and safety (including personal protective equipment, defensive driving, and emergency preparedness and response) measures, considering the General Environmental, Health and Safety Guidelines (EHSGs), the industry-specific EHSGs and other Good International Industry Practice (GIIP), as relevant. c) Implement measures, as applicable, to, inter alia: (i) prevent the use of all forms of forced labor and child labor; (ii) enable workers to benefit from, inter alia, access to grievance mechanisms without fear of retaliation; and (iii) provide effective freedom to form and join workers organizations or alternative mechanisms for expressing their concerns and protect their rights related to labor and working conditions. d) Develop a code of conduct for workers, which shall include measures to prevent and respond to sexual exploitation and abuse, and sexual harassment (SEA/SH) cases. e) Establish and operate a grievance mechanism for Direct and Contracted Project Workers. f) Incorporate the relevant requirements above in the E&S specifications of the procurement documents and contracts with third parties that engage Project workers in the implementation of the Project. 	<p>As part of the preparation of procurement and recruitment documents and respective contracts. Supervise consultants/contractors throughout Project implementation.</p>	<p>UNDP Programme, Human Resource and Project Personnel</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and operate a grievance mechanism for Project workers, as described in the SEP and consistent with ESS2.</p>	Establish GM within 30 days of the Effectiveness Date and thereafter maintain throughout the Project implementation	UNDP Programme and Project Personnel
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>Ensure that the replaced electronic devices including laptops, tablets, and mobile phones, if any, will be used for other purposes.</p>	Throughout Project Implementation	UNDP Programme and Project Personnel
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>SEA AND SH RISKS</p> <p>Prevent SEA and SH and all project staff should complete the mandatory induction and refresher trainings on prevention and response to sexual misconduct. SEA/SH concerns incorporated in the Grievance Redress Mechanism of UNDP. Apply and implement the PCAT Assessment – a tool intended to provide UNDP with the necessary assurance of partners’ organizational capacities on both SEA and SH, determining monitoring and support activities, and serve as a baseline form tracking progress in line with the standards on both SEA and SH as appropriate.</p>	Establish the grievance mechanism at the start of Project implementation and thereafter maintain and operate the mechanism throughout Project implementation.	Project Manager with support from UNDP PSEA Focals
4.2	<p>SECURITY MANAGEMENT</p> <p>Proper and timely coordination with GPH, MILF partners, and the security forces in the target areas are crucial to ensure alignment with peacebuilding protocols and minimize risks to personnel and beneficiaries.</p>	Throughout Project implementation.	Project Manager with support from the Programme Team
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			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN</p> <p>Update and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.</p>	<p>Implement the SEP no later than two months before projected start date of the project and thereafter implement the SEP throughout Project implementation.</p> <p>Update the SEP when needed.</p>	<p>Project Manager with support from the Programme Team</p>
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10 and UNDP policies and procedures.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of complaints related to the social and environmental impacts of the Project.</p>	<p>Establish the grievance mechanism prior to the start of Project implementation, and thereafter maintain and operate the mechanism throughout Project implementation.</p>	<p>Project Manager</p>
<p>INDICATORS FOR IMPLEMENTATION READINESS</p> <p>The following actions are indicators for implementation readiness:</p> <ul style="list-style-type: none"> (i) Completion of Project Operation Manual (POM) which includes reference to the E&S risks and impacts and ESCP and SEP implementation (ii) Appointment/recruitments of the E&S specialist in the PMU (iii) Training of E&S staff and related stakeholders (iv) Memoranda of Understanding or other written agreements/arrangements between PMU and other concerned agencies, as relevant, to ensure proper coordination of E&S risk management activities 			