

**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)**

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

November 20, 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. The Recipients shall 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, all in a manner acceptable to the Association.
4. The Recipients are responsible 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 Association 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 may re-allocate Project funds, as agreed with Association , and/or undertake additional funds mobilization efforts, if needed, to be able to implement actions and measures to address such risks and impacts including decisions on funding for any extra cost originated by unforeseen circumstances.

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).</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 SFD and PWP every six-month during the Project’s implementation and submit updates to the Association in the Project’s narrative 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 48 hours, once confirmed, and Detailed Report within ten days of the initial report 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>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS		
<p>1.1 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, 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 Effective Date and be maintained throughout Project implementation.</p>	<p>UNDP</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
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, in accordance with ESS1 and acceptable to the Association.</p> <p>The ESMF will also include a Toolkit for the screening and management of E&S risks associated with Component 2, particularly the following subcomponents: (a) Subcomponent 2.1- Labor Intensive Community subprojects which will finance Cash for Work (CfW) activities; (b) Subcomponent 2.2 - Community Assets and Component 1.2 (cash for nutrition), . Furthermore, the ESMF will include a process and structure for Environmental and social due diligence and supervision of the MFIs in a manner acceptable to the Association.</p>	<p>UNDP shall update, disclose and implement the existing YECRP ESMF and OHS Framework within two months after the Effective Date of the Financing Agreement, and before carrying out any project activities under Components 1.2 and 2. The ESMF will also cover component 1.2 (cash for nutrition) and no disbursement will be undertaken until the ESMF is adopted for component 1.2.</p>	<p>UNDP in coordination with SFD and PWP</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 after selecting/approving subprojects and before carrying out any project activity.</p> <p>No disbursement will be undertaken under Component 1.2 and Component 2 until site-specific ESMPs/instruments are prepared, disclosed, and adopted.</p>	<p>UNDP in coordination with SFD and PWP</p>

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<p>1.4 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 EHSOs 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. • 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 Component 2.1, Cash for Work and Component 2.2 Community Assets activities and thereafter throughout the carrying out of such activities.</p>	<p>UNDP in coordination with SFD and PWP</p>

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<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>All MFIs will 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>UNDP and the partners shall update the LMP in a manner that is acceptable to the Association and consistent with ESS2.</p>	<p>LMP shall be prepared, disclosed within two months after the Effective Date and enforced throughout project implementation.</p> <p>Update the ESMF to include the LMP and re-disclose the ESMF within two months after the Effective Date.</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>The GM shall be operational prior to the hiring of any project workers and maintained 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; • 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.</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>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.4	<p>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>	The training program shall occur on a monthly basis.	UNDP in coordination with SFD and PWP
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		UNDP in coordination with SFD and PWP
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY: The Implementing Partners shall develop, adopt 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 after the Effective Date and implemented throughout project implementation.	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 (RF), in accordance with ESS5 and in a manner acceptable to the Association. 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 after Effective Date and prior to carrying out of any resettlement activities 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
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). All microfinance institutions (MFIs) will 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>	Prior to implementation of the MFI project activities. MFIs shall maintain organizational capacity for implementing the ESMS throughout Prior beginning to disburse funds provided through the project during 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, in accordance with ESS9 and in a manner acceptable to the Association.</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 and the Micro Finance Institutions (MFIs) 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 preliminary SEP shall be updated, adopted, disclosed within two months after Effective Date and implemented throughout project implementation.</p>	<p>UNDP, MFIs</p>
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 Effective Date and prior to the start of any project activities and shall be maintained throughout Project implementation.</p>	<p>UNDP in coordination with SFD, PWP and MFIs</p>
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"> TOT training on Environmental and Social Assessment and E&S Risk Management (for UNDP, MFIs 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, PWP and MFIs</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<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 implementation0</p>	<p>UNDP in coordination with SFD and PWP</p>