

**United Nations Children's Fund (UNICEF)
United Nations Office for Project Services (UNOPS)
World Health Organization (WHO)**

**For the Benefit of the
Republic of Yemen**

**Third Additional Financing for the
YEMEN EMERGENCY HUMAN CAPITAL PROJECT
(YEHCP) (P176570)**

**Additional Financing (YEHCP-AF1) (P178655)
Second Additional Financing (YEHCP-AF2) (P181317)
Third Additional Financing (YEHCP-AF3) (P181633)**

NEGOTIATED VERSION

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

25 October 2024

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The United Nations Children's Fund, the World Health Organization, and the United Nations Office for Project Services (hereinafter UNICEF, UNOPS, and WHO or the Recipients) for the Benefit of the Republic of Yemen shall implement the Yemen Emergency Human Capital Project (YEHCP) - Third Additional Financing (AF3) (YEHCP-AF3; P181633) (the Project) with the involvement of selected implementing partners, i.e., local agencies that the Recipients may engage to facilitate implementation of the Project as set out in the Financing Agreements. The International Development Association (the Association) has agreed to provide the original financing (P176570), the first additional financing (AF1) (P178665), the second additional financing (AF2) (P181317), and the third additional financing (AF3) (P181633) for the Project, as set out in the referred agreements. This ESCP supersedes previous versions of the ESCP for the Original Financing (P176570), the first additional financing (AF1) (P178665), and the second additional financing (AF2) (P181317), and shall apply to such Original project, AF1, AF2, and AF3.
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 extent and mode of the Association's monitoring with respect to environmental and social performance will be proportionate to the potential environmental and social risks and impacts of the Project. The ESCP is a part of the Financing Agreements. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreements.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipients shall respectively 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 Recipients, 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 Recipients agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipients (Representative for UNICEF, Regional Director - Middle East for UNOPS, World Health Organization Country Office Representative for WHO). The Recipients shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
MONITORING AND REPORTING¹			
A	<p>REGULAR REPORTING</p> <p>Each Recipient shall 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, the status of preparation and implementation of E&S documents required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanisms.²</p>	<p>Each Recipient shall continue to provide to the Association the monitoring reports semi-annual, as part of the Project’s technical progress report, throughout the Project implementation. Submit each report to the Association no later than 45 days after the end of each reporting period.</p>	<p>UNICEF, UNOPS, WHO respectively</p>
B	<p>INCIDENTS AND ACCIDENTS</p> <p>a) Each Recipient 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, 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>For SEA/SH incidents, the notification and any follow up reporting shall be shared with the Association’s corporate Grievance Redress Service (GRS).</p> <p>Notwithstanding the above and associated timeframe, the Recipients will report alleged incidents of SH involving the Recipient’s Staff³ and</p>	<p>a) Notify the Association within 48 hours after learning of the incident or accident.</p> <p>b) Provide the report on SEA/SH incidents to the Association’s GRS within 10 days of the notification, and the report on any other incident or accident to the Association’s task team within 30 days of the notification. Depending on the circumstances, this timeframe may be extended with the written agreement of the Association.</p> <p>c) Upon request, share Contractor’s and Implementing Partners’ notifications and reports to the Association within 7 days following the Association’s request, unless otherwise agreed to with the Association.</p>	<p>UNICEF, WHO, UNOPS respectively</p>

¹ Information and documents provided to the Association under part B (“Incidents and Accidents”), C (“Contractors’ and Implementing Partners’ Reports”) and 1.3(b) (“Management of Contractors and Implementing Partners”) of this ESCP will be (a) marked as “Information Provided by Member Countries or Third Parties in Confidence” pursuant to the Bank’s Access to Information Policy, and (b) assigned the security classification of “confidential” pursuant to the Bank Directive on Information Classification and Control, i.e., the information will only be: (i) disseminated within the Association on a “need to know” basis; and (ii) shared with third parties on agreement with the Recipients.

² UNICEF refers to the Grievance Mechanism as the Complaints and Feedback Mechanism, but it has the same meaning of Grievance Mechanism as per ESS10.

³ “Staff” means an individual who holds a letter of appointment with the Recipient or is on loan to the Recipient by another UN organization or specialized agency under the terms of the Inter-organization Agreement Concerning Transfer, Secondment or Loan of Staff among the Organizations Applying the United Nations Common System of Salaries and Allowances, it being understood that Staff have the status of “officials” under the General Convention.

	<p>Non-Staff Personnel⁴ through the annual reports of the Recipients’ integrity offices to the Recipients’ respective executive boards, which are made publicly available.</p> <p>For any other incidents or accidents, the notification and any follow up reporting shall be shared with the Association’s task team.</p> <p>b) Provide a report to the Association with sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any Contractor⁵ and/or Implementing Partner⁶, as appropriate.</p> <p>c) At the Association’s request, share the Contractor or Implementing Partner incident notification and report, redacted to remove Personal Data⁷.</p>		
MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
C	<p>CONTRACTORS’ AND IMPLEMENTING PARTNERS’ REGULAR REPORTS</p> <p>Each Recipient shall require Contractors and Implementing Partners to provide regular monitoring reports, at a minimum on a bi-annual basis, on ESHS</p>	<p>Upon request, submit Contractors’ and Implementing Partners’ reports to the Association within 14 days following the Association’s request.</p>	<p>UNICEF, WHO, UNOPS respectively</p>

In Process

⁴ "Non-Staff Personnel" means an individual, other than Staff, in a contractual relationship with, and under the direct administrative authority of, the Recipient, other than through a letter of appointment under the Staff Rules and Regulations, including Consultants (who have the status of "experts on mission" under the General Convention), interns, UNVs, and stand-by arrangements.

⁵ "Contractor" means a legal entity, or an individual other than Staff/ Non-Staff Personnel, with which the Recipient has concluded a Project-related institutional contract.

⁶ "Implementing Partner" means a legal entity, other than a government entity, with which the Recipient has concluded a partnership agreement related to Project implementation.

⁷ "Personal Data" means any information relating to a Data Subject, meaning a natural person who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural, or social identity of that natural person.

	performance in accordance with the metrics specified in the respective Terms of Reference and contracts, and at the Association’s request, submit such reports to the Association, redacted to remove Personal Data.		
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>The Recipients shall maintain their own respective management structures to implement the Project (Project Management Units or PMUs) with sufficient and qualified staff and adequate resources to support management of ESHS risks and impacts related to the activities of each Recipient including the functions of environmental specialist, health and safety specialist, gender specialist, social specialist, all with qualifications and experience acceptable to the Association. For purposes of Component 2, local implementing partners shall also use site engineers/consultants as needed to perform the monitoring and reporting functions.</p>	Maintain the PMUs with adequate staffing throughout project implementation.	UNICEF, WHO, UNOPS respectively
1.2	<p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <p>a) Each Recipient shall update, adopt, and implement an Environmental and Social Management Framework (ESMF), for their respective part of the project, consistent with the relevant ESSs and acceptable to the Association.</p> <p>b) Adopt and implement an Environmental and Social Management Plan (ESMP) or Environmental and Social Action Plan (ESAP) as set out in the ESMF, if applicable.</p>	<p>a) Update the ESMF prepared for the Original Financing and AF1 and AF2 within two months after the Effective Date Once agreed with the Association, the updated ESMF will apply to the Original Financing, AF1, AF2, and AF3 of the Project and implemented throughout Project implementation. In the interim, the ESMF for the Original Financing parent project that was updated for the AF1 and AF2 will continue to be implemented until the revised version is adopted.</p> <p>b) Adopt the ESMP or ESAP before launching the bidding process for the respective civil works that requires the adoption of an ESMP or ESAP. Once adopted, implement the respective ESMP or ESAP throughout Project implementation.</p>	<p>UNICEF, WHO, UNOPS respectively</p> <p>UNICEF, WHO, UNOPS respectively</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.3	<p>MANAGEMENT OF CONTRACTORS AND IMPLEMENTING PARTNERS</p> <p>a) Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contractual arrangements with Contractors and Implementing Partners. Thereafter ensure that the Contractors and Implementing Partners comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p> <p>b) At the Association’s request, share Project or Project-specific contracts/agreements with Contractors and Implementing Partners with the Association, redacted to remove Personal Data and confidential business information.</p> <p>c) At the Association’s request, share summaries of the Recipients’ assessment of Implementing Partner capacity to implement the ESS for the Project and any capacity enhancement measures.</p> <p>d) At the Association’s request, in relation to an incident or accident reported under Action B, , share the Recipients’ full assessment⁸ of Implementing Partner capacity to implement the ESS for the Project and any capacity enhancement measures, provided that in the event the relevant Recipient determines that the Implementing Partner reasonably objects to such sharing, a meeting between the Association, the Recipients and the Implementing Partner shall be organized.</p>	<p>a) As part of the preparation of procurement documents and respective contracts. Supervise Contractors and Implementing Partners throughout Project implementation.</p> <p>b) Share with the Association within 14 days of the Association’s request, unless otherwise agreed to with the Association.</p> <p>c) Share with the Association within 14 days of the Association’s request, unless otherwise agreed to with the Association.</p> <p>d) Share with the Association within 14 days of the Association’s request, unless otherwise agreed to with the Association. With the understanding that any meeting to take place within these 14 days, unless agreed otherwise.</p>	<p>UNICEF, WHO, UNOPS respectively</p>

⁸ A full assessment would typically be the micro assessment, PSEA assessment and other relevant technical assessments/observations that are generated from time-to-time during the lifecycle of the Project.

<p>1.4</p>	<p>CONTINGENT EMERGENCY RESPONSE COMPONENT (CERC)</p> <p>(a) Ensure that the CERC Manual includes a description of the ESHS assessment and management arrangements for the implementation of the CERC component in accordance with the ESSs.</p> <p>(b) Adopt any environmental and social instruments E&S instruments which may be required for activities under the CERC component of the Project, in accordance with the CERC Manual and the ESSs, and thereafter implement the measures and actions required under said E&S instruments, within the timeframes specified in said E&S management plans or instruments.</p>	<p>(a) The adoption of the CERC Manual and, if applicable, other documents as relevant in form and substance acceptable to the Association is a withdrawal condition under Section IV.B (c) of Schedule 2 of the Financing Agreements.</p> <p>(b) Adopt any required E&S instrument and include it as part of the respective procurement documents and contractual arrangements, if applicable, and in any case, before carrying out of the relevant Projectactivities for which the E&S instrument is required. Implement the E&S instruments in accordance with their terms, throughout Project implementation.</p>	<p>UNICEF, WHO, UNOPS respectively</p>
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In Process

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.5	<p>THIRD PARTY MONITORING</p> <p>The Recipients shall engage Third Party Monitoring Agent(s) on the terms of reference satisfactory to the Association, to provide independent review of project implementation and verification of project results and adherence to all Environmental & Social requirements of the Project Operations Manual (POM), the ESCP and all ESHS instruments, including through, inter alia: periodic site visits, assessment of local context and conditions, interviews, awareness raising, training and preparation of reports.</p> <p>Each monitoring report prepared by the Third-Party Monitoring Agent(s) shall cover a period of three (3) months.</p>	Third-Party Monitoring Agent(s) are maintained throughout Project implementation.	UNICEF, WHO, UNOPS respectively
1.6	<p>TECHNICAL ASSISTANCE</p> <p>Ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training and any other technical assistance activities under the Project, including, inter alia, the environmental and social instruments to be supported under the TA 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.</p>	Throughout Project implementation.	UNICEF, WHO, UNOPS respectively
ESS 2: LABOR AND WORKING CONDITIONS			
2.1.	<p>LABOR MANAGEMENT PROCEDURES</p> <p>(a) Each Recipient shall update, adopt and implement a Labor Management Procedures (LMP) for AF2, including, inter alia, provisions on working conditions, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct⁹ (including relating to SEA and SH), forced labor, child labor, grievance arrangements for the Project, applicable requirements for contractors, and subcontractors, and include reference to the procedures for operating the sub-projects sites and conducting the activities in accordance with Communicable Diseases Infection Prevention and</p>	<p>a) The Labor Management Procedures (LMP) of the project shall be updated and adopted within two months after the Effective Date. Once agreed with the Association, the updated LMP will apply to the Original Financing, AF1, AF2, and AF3 of the Project and implemented throughout Project implementation. In the interim, the LMP for the Original Financing that was updated for AF2 will continue to be implemented until the revised version is adopted.</p>	<p>a) UNICEF, WHO and UNOPS respectively</p>

⁹ For the purposes of this Project, the term Code of Conduct is used by UNICEF interchangeably with the term Standards of Conduct.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	<p>Control Recommendations.</p> <p>(b) Require project workers, and Eligible Health Workers benefitting from Cash Transfers to have a mandatorily enforceable¹⁰ Code of Conduct (CoC) or equal behavioral standard in place and receive training on the same.</p> <p>(c) Require Eligible Community Volunteers benefitting from Cash Transfers to have a mandatorily enforceable¹¹ CoC or equal behavioral standard in place and ensure the Eligible Community Volunteers understand the content of the CoC.</p>	<p>b) Within 2 months from the Effective Date, Governate Health Officers and District Health Officers involved in the Project sign the CoC. Within 6 months from the Effective Date, other Eligible Health Workers benefitting from Cash Transfers sign the CoC, as further outlined in the POM, unless otherwise agreed to with the Association.</p> <p>c) Ensure the Eligible Community Volunteers benefitting from Cash Transfers understand the content of the CoC and the Project’s Grievance Mechanism during their routine interactions with primary health centers and health units, as further outlined in the POM.</p>	<p>b) UNICEF and WHO</p> <p>c) UNICEF</p>
2.2	<p>GRIEVANCE MECHANISM¹² FOR PROJECT WORKERS</p> <p>The Grievance Mechanism (GM) accessible to Project workers shall be maintained, as described in the LMP and consistent with ESS2.</p>	<p>The GM shall be maintained and operational prior to engaging Project workers and throughout the Project implementation.</p>	<p>UNICEF, WHO, UNOPS respectively</p>
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>INFECTION PREVENTION CONTROL AND WASTE MANAGEMENT PLAN</p> <p>Each Recipient shall incorporate infection prevention control and waste management measures in the ESMFs and ESMPs, as applicable.</p>	<p>Update and disclose the IPC & MWP for the Project, within two months after the Effective Date of the Project, and thereafter, implement it throughout the project implementation.</p> <p>In the interim, the IPC & MWP for the Original Financing that was updated for AF2 will continue to be implemented until the revised version is adopted.</p>	<p>UNICEF, WHO, UNOPS respectively</p>

¹⁰ "Enforceability of the CoC means suspension of Cash Transfers to the Eligible Health Worker or Community Volunteer. Enforceability does not require taking any further legal action beyond suspension of the Cash Transfer.

¹¹ Ibid.

¹² UNICEF refers to the Grievance Mechanism (GM) as Complaints and Feedback Mechanism (CFM), but it has the same meaning as the GM as per ESS 10.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Incorporate resource efficiency and pollution prevention and management measures in the ESMF to be prepared under action 1.2 above.</p>	The ESMFs shall be updated within two months after the Effective Date of the Project and implemented throughout Project implementation period.	UNICEF, WHO, UNOPS respectively
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY</p> <p>Include and implement measures to mitigate traffic and road safety risks as required in the ESMF and ESMPs, as applicable, to be developed under action 1.2 above.</p>	Same timeframe as for the adoption and implementation of the ESMF and ESMPs.	UNICEF, WHO, UNOPS respectively
4.2	<p>COMMUNITY HEALTH AND SAFETY</p> <p>Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, exposure to hazardous materials, activities that present risk of injuries; the potential for community exposure to communicable diseases; risks of the use of security personnel; risks of labor influx, response to emergency situations, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.</p>	Same timeframe as for the adoption and implementation of the ESMF and ESMPs.	UNICEF, WHO, UNOPS respectively
4.3	<p>GBV AND SEA AND SH RISKS</p> <p>Each Recipient shall update and implement a SEA/SH Action Plan to assess and manage risks of SEA/SH in accordance with ESS4.</p>	The SEA/SH Action Plan shall be updated within two months after the Effective Date of the Project. Once agreed with the Association, the updated SEA/SH Action Plan will apply to the Original Financing, AF1, AF2, and AF3 of the Project. In the interim, the SEA/SH Action Plan for the Original Financing, updated for the AF1 and AF2, shall be implemented. Thereafter, implement and update SEA/SH Action Plan throughout Project implementation.	UNICEF, WHO and UNOPS respectively

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
4.4	<p>SECURITY RISK MANAGEMENT</p> <p>Each Recipient shall update their respective security management plan (SMP) consistent with the UNSMS policy framework¹³ and the ESSs, and thereafter assess and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard project workers, sites, assets, and activities, as set out in each SMF/SMP. .</p>	<p>Each SMP shall be updated and adopted within two months of Project Effective Date. Once agreed with the Association, the updated SMPs will apply to the Original Financing, AF1, AF2, and AF3 of the Project, and thereafter implemented throughout Project implementation. In the interim, the SMP for the Original Financing that was updated for AF2 will continue to be implemented until the revised version is adopted.</p>	<p>UNICEF, WHO, UNOPS respectively</p>
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT FRAMEWORK</p> <p>Update, adopt and implement a Resettlement Framework (RF) which was prepared for the parent project, consistent with ESS5.</p>	<p>Update the RF no later than two months after Effective Date. Once agreed with the Association, the updated RF will apply to the Original Financing, AF1, AF2 and AF3 of the Project. and thereafter implement the updated RF throughout Project implementation. In the interim, the RF for the Original Financing that was updated for AF2 will continue to be implemented until the revised version is adopted.</p>	<p>UNOPS</p>
5.2	<p>RESETTLEMENT PLANS</p> <p>Adopt and implement a resettlement action plan (RAP) for each activity under the Project for which the RPF requires such RAP, as set out in the RPF, and consistent with ESS5.</p>	<p>Adopt and implement the respective RPs, including ensuring that before taking possession of the land and related assets, full compensation has been provided and (as applicable) displaced people have been resettled and moving allowances have been provided.</p>	<p>UNOPS</p>
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>Sub-projects involving significant impacts on biodiversity or living natural resources, or their habitats shall be eliminated at E&S screening stage as per the exclusion list in the ESMF and will not be</p>	<p>Throughout Project implementation</p>	<p>UNOPS</p>

¹³ The United Nations Security Management System (UNSMS) is designed to enable the safe delivery of UN mandates and programmes within acceptable security risk levels. For additional details, please refer to <https://www.un.org/en/safety-and-security/unsms-and-iasmn>. Saving Lives Together (SLT), is a series of recommendations aimed at enhancing security collaboration between the United Nations, International Non-Governmental Organisations and International Organisations to which the World Bank and UNICEF are party. Each Recipient’s activities are governed by the UNSMS, which, through designated officials in collaboration with Heads of UN Offices, ensures the security of their premises and staff.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	eligible for project financing.		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
	Not relevant as there are no known groups which meet the criteria of IP/SSAHUTLCs as per ESS7.		
ESS 8: CULTURAL HERITAGE			
8.1	<p>CHANCE FINDS Implement the chance finds procedure described in the ESMF and included in all site-specific ESMPs involving sub-projects with earthmoving activities.</p> <p>Sub-projects involving impacts to physical cultural heritage shall be eliminated at E&S screening stage and will not be eligible for project financing.</p>	Describe the chance find procedures in the ESMF and ESMPs. Implement the procedures throughout Project implementation.	UNOPS
ESS 9: FINANCIAL INTERMEDIARIES			
	Not relevant		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION Update, adopt and implement the joint Stakeholder Engagement Plan (SEP) which was prepared by all Recipients for the original project, AF1 and AF2, consistent with ESS10.</p>	The SEP was updated and disclosed on: September 9, 2024 (UNICEF) September 15, 2024 (UNOPS) September 17, 2024 (WHO) Thereafter implement it throughout Project implementation.	UNICEF, WHO UNOPS

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
10.2	<p>PROJECT GRIEVANCE MECHANISMS</p> <p>Maintain, publicize, 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.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p>	Maintain existing GMs throughout Project implementation.	UNICEF, WHO, UNOPS respectively

In Process

CAPACITY SUPPORT (TRAINING)			
CS1	<p>Each Recipient will provide orientation/sensitization and training to targeted groups, including personnel involved in Project implementation, and Eligible Health Workers and Eligible Community Volunteers benefitting from Cash Transfers about relevant topics.</p> <p>Training topics may include the following:</p> <ul style="list-style-type: none"> • Conducting toolbox meetings on OHS issues including the use of PPEs; • Grievance mechanisms for workers and communities; • GBV, including Code of Conduct to prevent GBV and SEA/SH; • Occupational Health and Safety (OHS); • Conducting inclusive and accessible stakeholder engagement; • Labor Management Procedures and mitigating and identifying labor risks; • Community health and safety (including emergency prevention and preparedness, response arrangements to emergency); • Identifying and mitigating exclusion risks, addressing risks to vulnerable and disadvantaged groups and individuals; • ESMP/ESAP preparation; • Training on SEA and GBV disclosure handling to call center agents; • Good practices in grievance management, record keeping and reporting; • Reporting requirements. • The infection prevention control and waste management measures outlined in the ESMF and ESMPs. • Traffic and Road Safety. <p>Target groups include the following:</p> <ul style="list-style-type: none"> • Stakeholders including contractors; and • Project workers (OHS guidelines, provisions relating to LMP, GBV Risk). 	Throughout Project implementation.	UNICEF, WHO, UNOPS respectively