

**The Regional Organization for the Conservation  
of the Environment of the Red Sea and Gulf of  
Aden**

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

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

**March 30, 2022**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Regional Organization for the Conservation of the Environment of the Red Sea and Gulf of Aden (PERSGA) (the Recipient) will implement the Program on Sustainable Development of Fisheries in Red Sea and Gulf of Aden (the Project), with the involvement of the PERSGA member countries, as set out in the Financing Agreement. The International Development Association (the Association), has agreed to provide financing (P178143) for the Project, as set out in the referred 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 Association. The ESCP is a part of the Financing Agreement. 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 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 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 Recipient and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient [PERSGA]. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	Submit bi-annual reports to the Association throughout Project implementation, commencing after the Effective Date. Submit each report to the Association] no later than 15 days after the end of each reporting period.	PERSGA
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>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 for example during training events. Provide 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, as appropriate.</p> <p>Subsequently, at the Association’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the Association no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the Association within a timeframe acceptable to the Association</p>	PERSGA
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish and maintain a Project Coordinating Unit (PCU) with qualified staff and resources to support management of ESHS risks and impacts of the Project including an Environmental and Social Specialist (ESS).</p>	Establish and maintain a PCU as set out in the financing agreement. Hire or appoint the ESS within one month after Project effectiveness, and thereafter maintain these positions throughout Project implementation.	PERSGA
	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>Adopt and implement an Environmental and Social Actions (ESA) to be specified in the Project Operations Manual (POM) for Component 1 of the Project, consistent with the relevant ESSs, and LMP.</p>	Adopt the ESA and LMP by Project effectiveness, and thereafter implement throughout Project implementation.	
1.3	<p><b>TECHNICAL ASSISTANCE</b></p>	Throughout Project implementation.	PERSGA

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Ensure that the consultancies, studies, capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.		
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<b>LABOR MANAGEMENT PROCEDURES</b>  Develop, adopt and implement the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.	Adopt the LMP no later than Project effectiveness, and thereafter implement the LMP throughout Project implementation.	PERSGA
2.2	<b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b>  Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	Establish grievance mechanism prior engaging Project workers and thereafter maintain and operate it throughout Project implementation	PERSGA
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	Not Relevant		
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<b>COMMUNITY HEALTH AND SAFETY</b>  Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, COVID-19 risks during training events and include mitigation measures as part of the POM.	Same timeframe as for the adoption and implementation of the POM.	PERSGA
4.2	<b>SEA AND SH RISKS</b>  Adopt and implement a SEA/SH Action Plan as part of the POM to assess and manage the risks of SEA and SH.	Adopt the SEA/SH Action Plan prior to commencement of project activities, and thereafter implement the SEA/SH Action Plan throughout Project implementation.	PERSGA

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	Not Relevant		
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b> [the relevance of ESS6 is established during the ESA process. As with other ESSs, ESS6 may require the adoption of specific measures that may be set out in an E&S instrument (e.g. ESMP) already mentioned in the section under ESS1 above or as a stand-alone instrument or a separate measure or action. <b>See examples below</b> ].			
6.1	Not Relevant		
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	Not Relevant		
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	Not Relevant		
<b>ESS 9: FINANCIAL INTERMEDIARIES</b> [This standard is only relevant for Projects involving Financial Intermediaries (FIs).]			
9.1	Not Relevant		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>Develop, adopt 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>	Adopt the SEP prior to Project Appraisal, and thereafter implement the SEP throughout Project implementation.	PERSGA
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></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.</p>	Establish the grievance mechanism within two months after Project effectiveness, and thereafter maintain and operate the mechanism throughout Project implementation.	PERSGA

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	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.		
<b>CAPACITY SUPPORT</b>			
CS1	Training to be provided to project workers, as relevant on <ul style="list-style-type: none"> <li>•</li> <li>• GBV, and SEA/SH prevention, management and referral pathways</li> <li>• Operationalization of Grievance Mechanism described in the SEP</li> </ul>	Once the project workers are hired and prior to implementation of project activities	PERSGA