

**United Nations Children Fund (UNICEF)  
World Food Programme (WFP)  
Save the Children International (SCI)**

**Republic of Yemen  
Restoring Education and Learning (REAL) (P175036)**

# **Environmental and Social Management Framework (ESMF)**

**6 September 2021 2021**

## **Restoring Education and Learning (REAL) Project (P175036) Environmental and Social Management Framework**

Prepared by United Nations Children Fund (UNICEF)  
World Food Programme (WFP)  
Save the Children International (SCI)

### **Document History**

Preliminary Draft	For internal review	14 February 2021
SCI contribution		17 February 2021
UNICEF contribution		3 March 2021
WFP contribution		7 March 2021
v1 draft	For internal review	29 April 2021
SCI contribution		4 May 2021
WFP contribution		6 May 2021
v2 draft	For internal review	12 May 2021
v3 draft	For internal review	16 May 2021
v4 draft	For internal review	18 May 2021
v5 draft	For internal review	25 May 2021
v5 draft	Submitted to WB	31 May 2021
WB Comments on v5 draft	Received by Implementing Agencies	8 June 2021
v6 draft	For internal review	13 June 2021
SCI review		14 June 2021
UNICEF review		28 June 2021
v7 draft	Submitted to the World Bank	14 July 2021
WB Quality Control comments	Received by Implementing Agencies	16 July 2021
WB comments on v7 draft	Received by implementing agencies	30 July 2021
v8 draft and Response Matrix	Submitted to World Bank	

# Table of Contents

<i>Document History</i> .....	<i>ii</i>
<b>Table of Contents</b> .....	<b>i</b>
<b>List of Tables</b> .....	<b>v</b>
<b>List of Figures</b> .....	<b>v</b>
<b>Acronyms</b> .....	<b>vi</b>
<b>Executive Summary</b> .....	<b>viii</b>
<b>1. Introduction and Background</b> .....	<b>1</b>
1.1 <i>Introduction</i> .....	<i>1</i>
1.2 <i>Rationale</i> .....	<i>1</i>
1.3 <i>Lessons learned</i> .....	<i>1</i>
<b>2. Project Description</b> .....	<b>3</b>
2.1 <i>Project Targeting</i> .....	<i>3</i>
2.2 <i>Project Components</i> .....	<i>6</i>
Component 1. <i>Priority interventions to sustain access and ensure learning</i> .....	<i>6</i>
Component 2. <i>Strengthening local capacity and system resilience</i> .....	<i>7</i>
Component 3. <i>Project Support, Management, Evaluation and Administration</i> .....	<i>8</i>
Component 4. <i>Contingent Emergency Response</i> .....	<i>8</i>
2.3 <i>Implementation arrangements</i> .....	<i>8</i>
2.3.1 <i>Coordination</i> .....	<i>10</i>
2.3.2 <i>Project Operational Manual</i> .....	<i>10</i>
<b>3. Legal and Institutional Framework</b> .....	<b>11</b>
3.1 <i>World Bank Requirements</i> .....	<i>11</i>
3.1.1 <i>World Bank Environmental and Social Framework</i> .....	<i>11</i>
3.1.2 <i>Environmental and Social Risk Classification</i> .....	<i>11</i>
3.1.3 <i>Environmental and Social Commitment Plan</i> .....	<i>11</i>
3.1.4 <i>Labour Management Procedures</i> .....	<i>12</i>
3.1.5 <i>Environment, Health and Safety Guidelines</i> .....	<i>12</i>
3.1.6 <i>Stakeholder Engagement and Information Disclosure</i> .....	<i>12</i>
3.2 <i>National Requirements and Policies</i> .....	<i>14</i>
3.2.1 <i>National Environmental Action Plan</i> .....	<i>14</i>
3.2.2 <i>Environmental Protection Law</i> .....	<i>14</i>
3.2.3 <i>Water Law</i> .....	<i>16</i>
3.2.4 <i>Labour</i> .....	<i>17</i>
3.2.5 <i>International Conventions</i> .....	<i>17</i>
3.3 <i>UNICEF</i> .....	<i>18</i>
3.3.1 <i>Application in the context of the Project</i> .....	<i>20</i>
3.4 <i>WFP</i> .....	<i>20</i>
3.4.1 <i>UN Environmental and Social Sustainability Framework</i> .....	<i>20</i>
3.4.2 <i>WFP's Environmental Policy</i> .....	<i>21</i>
3.4.3 <i>Application in the context of the Project</i> .....	<i>23</i>
3.5 <i>SCI</i> .....	<i>23</i>
3.5.1 <i>Code of Conduct</i> .....	<i>23</i>
3.5.2 <i>Human Resources Manual</i> .....	<i>24</i>
3.5.3 <i>Protection from Sexual Exploitation and Abuse (PSEA) Policy</i> .....	<i>24</i>
3.5.4 <i>Whistle Blowing Policy</i> .....	<i>25</i>

3.5.5	<i>Child Safeguarding Policy</i> .....	25
3.5.6	<i>Policy on staff health, safety and security</i> .....	26
3.5.7	<i>Human Trafficking and Modern Slavery Policy</i> .....	26
3.5.8	<i>Diversity, Equity &amp; Inclusion Policy</i> .....	27
3.5.9	<i>Anti-Harassment and Bullying Policy</i> .....	27
3.5.10	<i>Fraud, Bribery and Corruption Policy</i> .....	28
3.5.11	<i>Grievance Policy</i> .....	28
3.5.12	<i>Standard Operating Procedures to decrease the spread of COVID-19 in office or workplace</i> .....	29
3.5.13	<i>Application in the context of the Project</i> .....	29
3.6	<b>Comparison between World Bank Requirements and Yemeni Requirements</b> .....	29
4.	<b>Environmental and Social Baseline</b> .....	38
4.1	<b>Education Sector</b> .....	38
4.2	<b>Vulnerable Groups</b> .....	41
4.3	<b>COVID-19</b> .....	41
4.4	<b>Climate</b> .....	42
4.5	<b>Climate change-related cross-sector challenges</b> .....	42
5.	<b>Potential Environmental and Social Risks and Mitigation</b> .....	43
5.1	<b>Overall Risks and Impacts</b> .....	43
5.2	<b>Selection, Design and Siting risks</b> .....	43
5.3	<b>Risks Specific to Project Activities</b> .....	44
5.4	<b>Contractor Related Risks and Impacts</b> .....	50
6.	<b>Labour Management Procedures</b> .....	53
6.1	<b>Overview of Labour Use on the Project</b> .....	53
6.1.1	<i>Type of Workers (paragraph 3 of ESS2)</i> .....	53
6.1.2	<i>Community Workers</i> .....	53
6.1.3	<i>Primary Suppliers</i> .....	53
6.2	<b>Labour Influx</b> .....	53
6.3	<b>Number of Project Workers</b> .....	53
6.3.1	<i>Direct Workers</i> .....	53
6.3.2	<i>Contracted Workers</i> .....	55
6.3.3	<i>Community Workers</i> .....	55
6.4	<b>Assessment of Key Potential Labour Risks</b> .....	56
6.5	<b>Overview of Labour Requirements</b> .....	57
6.5.1	<i>Comparison of ESS2 and Yemeni Labour Code Requirements</i> .....	57
6.5.2	<i>Working Conditions and Management of Worker Relationships</i> .....	78
6.5.3	<i>Protecting the Work Force</i> .....	80
6.5.4	<i>Grievance Mechanism (paragraphs 21-23 of ESS2)</i> .....	80
6.5.5	<i>Occupational Health and Safety (paragraphs 24-32 of ESS2)</i> .....	82
6.5.6	<i>Contracted Workers (paragraphs 31-33 of ESS2)</i> .....	82
6.5.7	<i>Primary Supply Workers (Paragraphs 39 to 42 of ESS2)</i> .....	85
6.6	<b>Responsible Staff</b> .....	85
6.6.1	<i>Implementing Agencies</i> .....	85
6.6.2	<i>Contractors and subcontractors</i> .....	86
7.	<b>Subproject Procedures to Address Environmental and Social Issues</b> .....	87
7.1	<b>Exclusion List</b> .....	87
7.2	<b>Screening</b> .....	87
7.3	<b>Environmental and Social Risk Management Instruments</b> .....	88
7.3.1	<i>Subprojects requiring a full ESIA and ESMP</i> .....	88
7.3.2	<i>Subprojects only requiring an ESMP</i> .....	88
7.4	<b>Consultations during Project Preparation</b> .....	89

7.4.1	UNICEF .....	89
7.4.2	World Food Program.....	91
7.4.3	SCI.....	92
7.5	Consultations during Project Implementation.....	94
7.6	Grievance Mechanism .....	94
7.7	Implementation of Subproject Mitigation Measures .....	95
<b>8.</b>	<b>Monitoring and Reporting .....</b>	<b>96</b>
8.1	Monitoring Arrangements .....	96
8.1.1	UNICEF .....	96
8.1.2	WFP.....	97
8.1.3	SCI.....	97
8.2	Subproject Environmental and Social Database .....	97
8.3	Monitoring of ESMPs.....	98
8.4	Monitoring of Contractors.....	98
8.5	Completion Reports.....	99
<b>9.</b>	<b>Resources and Responsibilities .....</b>	<b>100</b>
9.1	UNICEF .....	100
9.2	WFP.....	101
9.3	SCI.....	101
9.3.1	Direct Project Management.....	102
9.3.2	Governorate Level Management.....	102
<b>Annex 1.</b>	<b>Labour Code, Act No. 5 of 1995 (Unofficial translation by the International Labour Organisation) .....</b>	<b>103</b>
	Chapter I. General Provisions .....	104
	Chapter II. Rules on Employment.....	106
	Chapter III. Contracts of Employment.....	109
	Chapter IV. Regulations of the Employment of Women and Young Persons .....	113
	Chapter V. Wages and Allowances.....	115
	Chapter VI. Hours of Work, Rest, and Leave .....	117
	Chapter VII. Regulations of Work and Penalties .....	120
	Chapter VIII. Training .....	123
	Chapter IX. Occupational Safety and Health .....	125
	Chapter X. Insurances .....	127
	Chapter XI. Labour Inspection.....	128
	Chapter XII. Labour Disputes and Legitimate Strikes .....	129
	Chapter XIII. Workers' and Employers' Organizations.....	133
	Chapter XIV. Penalties .....	134
	Chapter XV. Final Provisions.....	134
<b>Annex 2.</b>	<b>Environmental, Social, Health and Safety Requirements for Contractors ...</b>	<b>136</b>
	Contractor Environmental and Social Management Plan (C-ESMP).....	136
	ESHS Training.....	136
	Orientation Training.....	136
	Visitor Orientation.....	136
	New Task Employee and Contractor Training.....	137
	Construction Site Management .....	137
	Vegetation .....	137
	Protection of the Existing Installations.....	137
	Waste from Construction Activities.....	137
	Air Quality.....	138
	Hazardous and Toxic Materials.....	138
	Area Signage.....	139

<b>Health and Safety</b> .....	<b>139</b>
<i>Severe Weather and Facility Shutdown</i> .....	139
<i>Lavatories and Showers</i> .....	139
<i>Potable Water Supply</i> .....	139
<i>Clean Eating Area</i> .....	139
<i>Personal Protective Equipment (PPE)</i> .....	140
<i>Noise</i> 140	
<i>First Aid and Accidents</i> .....	140
<i>Communicable Diseases</i> .....	141
<i>COVID-19</i> .....	141
<i>Vector-Borne Diseases</i> .....	142
<b>Road safety and Traffic Safety</b> .....	<b>142</b>
<b>Emergencies</b> .....	<b>143</b>
<b>Stakeholder Engagement</b> .....	<b>144</b>
<b>Labour Force Management</b> .....	<b>144</b>
<i>Labour Influx</i> .....	144
<i>Labour Conditions</i> .....	144
<i>Insurance</i> .....	145
<i>Grievance Mechanism for Workers</i> .....	145
<i>Protection from Sexual Exploitation and Abuse</i> .....	145
<i>Protection from Child Labour</i> .....	146
<i>Code of Conduct</i> .....	146
<b>Contractor Environmental and Social Reporting</b> .....	<b>148</b>
<b>Annex 3. Template for Subproject Screening</b> .....	<b>150</b>
<i>Screening Form for Potential Environmental and Social Issues</i> .....	150
<i>Conclusions of the screening:</i> .....	151
<b>Annex 4. Indicative Outline of Subproject ESIA</b> .....	<b>152</b>
<b>Annex 5. Indicative Outline of a Subproject ESMP</b> .....	<b>154</b>
<b>Annex 6. Map of Women Protection Services in Yemen (September 2020)</b> .....	<b>156</b>
<i>Women Safe Shelters</i> .....	184

## List of Tables

Table 1. List of indicators along with their weight towards the composite indicator .....	4
Table 2. Implementing Arrangement by Activity .....	9
Table 3. Key Elements of UNICEF’s SESSP .....	18
Table 4. Comparison of World Bank and Yemeni Environmental and Social Requirements relevant to the Project .....	30
Table 5. Environmental and social risks and impacts and matching mitigation measures by subcomponent .....	45
Table 6. Potential ESHS risks and impacts associated with the activities of REAL Contractors .....	50
Table 7. Summary of SCI direct worker requirements .....	54
Table 8. Comparison of ESS2 requirements and requirements under the Yemeni Labour Code Law 95/05 .....	58
Table 9. Monitoring plan .....	98

## List of Figures

Figure 1. Project results chain (copied from the Project Appraisal Document) .....	5
Figure 2. Priority areas or REAL Project interventions in Yemen, based on the four key indicators .....	6
Figure 3. Share of Households with not All Children Regularly Attending School. Average in December 2019 from WFP monthly mobile phone survey .....	40
Figure 4. Pillars of SCI’s Safeguarding Policy Framework .....	<b>Error! Bookmark not defined.</b>

## Acronyms

CAAFAG	Children Associated with Armed Forces and Groups
CHS	Core Humanitarian Standard on Quality and Accountability
CEDAW	Convention on Elimination of all Forms of Discriminations Against Women
CO	Country Office
COVID-19	Corona Virus Disease 19
DPG	Development Partners Group
EdU	SCI's Education Unit
ESS	Environmental and Social Standard
FAO	Food and Agriculture Organisation
FAQ	Frequently Asked Questions
FGD	Focus Group Discussion
FLA	Field Level Agreement
FSAC	Food Security and Agriculture Cluster
GBV	Gender Based Violence
GEO	Governorate Education Office
GIZ	German Agency for International Cooperation
GM	Grievance Mechanism
GPE	Global Partnership for Education
GRM	Grievance and Redressal Mechanism (UNICEF)
HACT	Harmonized Approach to Cash Transfers
IASC	Inter-Agency Steering Committee
IDP	Internally Displaced Person
INGO	International Non-Governmental Organisation
IOM	International Organization for Migration
IRG	Internationally Recognized Government (of Yemen)
ISCP	Interim Country Strategic Plan (WFP)
KII	Key Informant Interview
LEG	Local Education Group
MAI	Ministry of Water and Irrigation
MEAL	Monitoring, Evaluation, Accountability and Learning
MoWE	Ministry of Water and Environment
NGO	Non-Governmental Organization
NWRA	National Water Resources Authority
OS	Operational Standard
PBP	Performance Based Payment
PDQ	Program Development of Quality

预览已结束，完整报告链接和二维码如下：

[https://www.yunbaogao.cn/report/index/report?reportId=5\\_812](https://www.yunbaogao.cn/report/index/report?reportId=5_812)

