

**Palestine Liberation Organization (for the
benefit of the Palestinian Authority) /
through the Ministry of Planning and
International Cooperation
Social Recovery and Job Creation Project in
West Bank and Gaza
(P508729)**

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

Appraisal Version

February 13, 2025

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Palestine Liberation Organization for the benefit of the Palestinian Authority (the Recipient) will implement the Social Recovery and Job Creation Project in West Bank and Gaza Project (the Project), under the responsibility of the Ministry of Planning and International Cooperation (MoPIC), as the agency with the involvement of the Municipal Development Lending Fund (MDLF) responsible for the implementation of Component 1 of the Project and with the NGO Development Centre (NDC) as the agency responsible for the implementation of Component 2 of the Project, all in coordination with the Ministry of Local Government (MoLG), Ministry of Agriculture (MoA), and the Ministry of Labor (MoL), and as set out in the Trust Fund Grant Agreement (the Agreement). The International Bank for Reconstruction and Development/International Development Association (the Bank), acting as the administrator of the Trust Fund for Gaza and the West Bank, has agreed to provide the original 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 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. The Bank may revise said E&S documents from time to time with prior written agreement. 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 Minister of MoPIC. 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	ORGANIZATIONAL STRUCTURE <ul style="list-style-type: none"> a) Establish the Project Management Unit (PMU) at MoPIC 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 an environmental, health and safety specialist. b) Maintain the qualified E&S staff, including environmental and social specialists, and hire E&S consultants, to support management of environmental, social, health and safety risks of the Project in coordination with MoPIC. c) Assign E&S focal point to support management of environmental, social, health and safety risks and impacts of the Project in coordination with MoPIC d) Assign E&S focal point to coordinate ESF requirement with MoPIC and MDLF. . e) Assign E&S focal point to coordinate ESF requirement with MoPIC. f) Assign E&S focal point to coordinate ESF requirement with MoPIC. 	<ul style="list-style-type: none"> a) Establish the PMU, maintain the social specialist and hire an environmental, health and safety specialist within two months of the Project Effective Date, and thereafter maintain the PMU and qualified staff throughout Project implementation. b) Maintain qualified E&S staff positions throughout Project implementation. Hire E&S consultants within two months of the Project Effective Date and thereafter maintain the position throughout Project implementation. c) Assign E&S focal points within two months of the Project Effective Date and thereafter maintain the positions throughout Project implementation. d) Assign E&S focal point within two months of the Project Effective Date, and thereafter maintain throughout Project implementation. e) Assign E&S focal point within two months of the Project Effective Date, and thereafter maintain throughout Project implementation. f) Assign E&S focal point within two months of the Project Effective Date, and thereafter maintain throughout Project implementation. 	<ul style="list-style-type: none"> a. MoPIC b. MDLF c. NDC d. MoLG e. MoA f. MoL

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
B	<p>CAPACITY BUILDING MEASURES</p> <p>Prepare and implement the following capacity building measures:</p> <ul style="list-style-type: none"> • Training for PMU staff and Project workers in MoPIC, MoLG, MoA, MoL, NDC on ESF fundamentals, OHS, GM, stakeholder mapping and engagement, development and implementation of mitigation measures within the ES instruments, addressing the risks of sexual exploitation or abuse and sexual harassment (SEA and SH) (prevention and response), Code of Conduct for Workers, Gender and Inclusion of vulnerable groups emergency preparedness and response, community health and safety and reporting. • Capacity Building for LGUs on ESF fundamentals, workers health and safety, awareness on UXO risk management and Workers' Grievance Mechanism • Capacity Building for NGOs and CBOs on ESF fundamentals and OHS, environmentally safe practices, Workers' Grievance Mechanism, Prevention of and response to potential SEA/SH incidents 	Throughout Project implementation	MoPIC/PMU MDLF/MoLG NDC MOPIC/MoA/MoL
MONITORING AND REPORTING			
C	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (E&S) performance of the Project. The reports shall include:</p> <ul style="list-style-type: none"> • Status of preparation and implementation of E&S documents required under the ESCP. • Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan. • Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them. • E&S performance of contractors and subcontractors as reported through monthly contractors' NGOs, CBOs, Municipalities, LGUs and supervising firms' reports. • Number and status of resolution of incidents and accidents reported under action E below. 	Submit quarterly reports to the Bank throughout Project implementation, commencing after the Project Effective Date. Submit each report to the Bank no later than 15 days after the end of each reporting period.	MoPIC/ PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
D	<p>CONTRACTORS' MONTHLY REPORTS</p> <p>Require contractors and supervising firms to provide monthly monitoring reports on E&S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Bank.</p>	Submit the monthly reports to the Bank upon request.	MoPIC/PMU MoLG MDLF NDC MoA MoL
E	<p>INCIDENTS AND ACCIDENTS</p> <p>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; 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>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.</p>	<p>Notify the Bank no later than 48 hours after learning of the incident or accident. Provide available details upon request.</p> <p>Provide review report and Corrective Action Plan to the Bank no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Bank.</p>	MoPIC/ PMU MoLG MDLF NDC MoA MoL
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</p> <p>1. Prepare and implement Environmental and Social Management Plan (ESMP) or Environmental and Social Checklists (ESC) or ES measures for the Project, consistent with the relevant ESSs.</p> <p>2. Prepare, adopt and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.</p> <p>3. Require LGUs and NGOs to prepare and implement the site-specific Environmental and Social Management Plans (ESMP) or Environmental and Social Checklists (ESC) or ES measures, as set out in the ESMF. The proposed activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project.</p>	<p>1. Prepare the ESMP or ESC or ES measures prior to carrying out relevant activity, and thereafter implement the ESMP, ESC and ES measures throughout Project implementation.</p> <p>2. Prepare the ESMF no later than two months of the Project Effective Date, and thereafter implement the ESMF throughout Project implementation.</p>	MoPIC/PMU MDLF/MoLG NDC MoPIC/MoA/MoL

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		3. Prepare the ESMP/ ESC /ES measures and incorporate the ESMP/ ESC/ES measures as part of the respective bidding documents for the respective activity prior to the carrying out of activity that requires the preparation of such ESMP/ ESC/ ES measures. Once finalized, implement the respective ESMP/ ESC / ES measures throughout Project implementation.	
1.2	MANAGEMENT OF CONTRACTORS Incorporate the relevant aspects of the ESCP, including, inter alia, ESMF, SEP, LALF and code of conduct, into the E&S specifications of the procurement documents and contracts with contractors supervising firms. Thereafter ensure that the contractors and supervising firms comply and that they require their subcontractors to comply with the E&S specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and supervising firms to the Bank.	As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Bank upon request.	MoPIC/PMU MDLF/MoLG NDC MoPIC/MoA/MoL
1.3	TECHNICAL ASSISTANCE Carry out the consultancies, studies (including feasibility studies, if applicable), 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.	MoPIC/PMU MDLF/MoLG NDC MoPIC/MoA/MoL
1.4	CONTINGENT EMERGENCY RESPONSE FINANCING 1. Ensure that the CERC Manual includes a description of the E&S assessment and management arrangements for the implementation of Component 4, in accordance with the ESSs. 2. Implement the E&S provisions of the CERC Manual including, if applicable, any assessments and plans required therein.	1. The preparation of the CERC Manual, as relevant in form and substance acceptable to the Bank is a withdrawal condition under Section I-H of Schedule 2 of the Trust Fund Grant Agreement. 2. In accordance with the timeframes specified in the CERC Manual including, if applicable, any assessments and plans required therein.	MoPIC/PMU
ESS 2: LABOR AND WORKING CONDITIONS			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.1	<p>USE OF RECIPIENT'S LABOR MANAGEMENT FRAMEWORK</p> <p>A. Ensure that labor management measures and working conditions of Project workers are consistent with this ESCP and with the Recipient's labor framework, which includes, inter alia, the country's relevant policy, legal and institutional framework, including its national, departmental, or local implementing institutions, and the applicable laws, regulations, procedures, and implementation capacity.</p> <p>B. Promptly notify the Bank of any changes to the Recipient's labor framework that may materially adversely affect the Recipient's ability to manage the labor risks and impacts of the Project in line with ESS2 and the 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, in the opinion of the Bank, such changes adversely affect relevant ESHS risk management aspects of the Project, the Recipient shall agree to implement measures and actions to address them in a manner acceptable to the Bank. The ESCP shall be updated to reflect such agreed actions.</p> <p>C. Prepare and implement Labor Management measures for forced and child labor for the Project as part of the ESMF.</p> <p>D. Prepare and implement OHS management measures to assess and manage the OHS risks and impacts of the Project as a part of the ESMF.</p> <p>E. Require contractors and subcontractors to prepare and implement OHS Management Measures in accordance with ESMF.</p>	<p>A. Throughout Project implementation</p> <p>B. Notify the Bank immediately after taking notice of the change to the Recipient's labor framework. Subsequent actions, if requested by the Bank, shall reflected in an updated ESCP as indicated in paragraph 4 of the Initial Section of this ESCP.</p> <p>C. Same timeframe as for the preparation and implementation of the ESMF.</p> <p>D. Same timeframe as for the preparation and implementation of the ESMF.</p> <p>E. Throughout Project implementation</p>	<p>MoPIC/PMU MDLF/MoLG NDC MoPIC/MoA/MoL</p>
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>a. MoPIC and their beneficiary partners to establish and operate a grievance mechanism for Project workers, as described in the ESMF and consistent with ESS2.</p> <p>b. MDLF/ and their beneficiary partners to establish and operate a grievance mechanism for Project workers, as described in the ESMF and consistent with ESS2.</p> <p>c. NDC and their beneficiary partners to establish and operate grievance mechanism for Project workers, as described in the ESMF and consistent with ESS2.</p>	<p>a. Establish grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.</p> <p>b. Establish grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation</p> <p>c. Establish grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation</p>	<p>a. MoPIC/ MoL/Mo A</p> <p>b. MDLF/ LGUs</p> <p>c. NDC/NG Os</p>
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
3.1	<p>WASTE MANAGEMENT MEASURES</p> <p>Prepare and implement waste management measures, as part of the ESMF prepared for the Project, to manage hazardous (including E-waste, pesticides, fertilizers) and non-hazardous wastes, consistent with ESS3.</p> <p>Adopt and implement RMSP (P178723) UXO Risk Assessment Protocols p as part of the ESMF</p>	Same timeframe as for the preparation/adoption and implementation of the ESMF	MoPIC/PMU MoLG MDLF NDC MoA MoL
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Incorporate resource efficiency and pollution prevention and management measures in the ESMF.</p>	Same timeframe as for the preparation and implementation of the ESMF.	MoPIC/PMU MDLF/MoLG NDC MoPIC/MoA/MoL
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY</p> <p>Incorporate measures to manage traffic and road safety risks as required in the ESMF .</p>	Same timeframe as for the preparation and implementation of the ESMF.	MDLF/LGUs
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, behavior of Project workers, exposure of beneficiaries of SEA/SH, inequitable access, data privacy, food safety and hygiene, accidents/incidents, potential finding of UXO, response to emergency situations, and include mitigation measures in the ESMF.</p>	Same timeframe as for the preparation and implementation of the ESMF.	MoPIC/PMU MDLF NDC MoA MoL
4.3	<p>SEA AND SH RISKS</p> <p>Prepare and implement SEA/SH mitigation measures, as part of ESMF, to assess and manage the risks of SEA and SH.</p>	Same timeframe as for the preparation and implementation of the ESMF	MoPIC/PMU
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>LAND AQISITION AND LIVELIHOOD FRAMEWORK</p> <p>1. Update Land Acquisition and Livelihood Framework (LALF) for RMSP (P178723), redisclose, adopt and implement the updated LALF for the Project, consistent with ESS5.</p> <p>2. Prepare, consult, disclose and implement site-specific Land Acquisition and Livelihood Plans (LALPs), whenever required as set out in the LALF and consistent with ESS5.</p>	1. Update, redisclose and adopt the RMSP LALF no later than two months of the Project Effective Date, and thereafter implement the updated LALF throughout Project implementation.	MoPIC/PMU MDLF LGUs

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		2. Prepare the site-specific LALP once the technical designs and locations of interventions are available, and implement the respective LALP prior to carrying out the relevant works, 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.	
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	BIODIVERSITY RISKS AND IMPACTS Assess, prepare and implement a biodiversity management measures as part of the ESMF, consistent with ESS6.	Same timeframe as for the preparation and implementation of the ESMF.	MoPIC/PMU MDLF NDC
ESS 8: CULTURAL HERITAGE			
8.2	CHANCE FINDS Describe and implement the chance finds procedures, as part of the ESMF, consistent with ESS 8.	Same timeframe as for the preparation and implementation of the ESMF. Implement the procedures throughout Project implementation.	MoPIC/PMU MDLF
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN 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.	The SEP was adopted February 13, 2025 and thereafter implement the SEP throughout Project implementation.	MoPIC/PMU
10.2	PROJECT GRIEVANCE MECHANISM		MoPIC/PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>Update, maintain, and operate the existing accessible grievance mechanisms in MDLF and MoPIC 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>Strengthen, maintain, and operate the existing accessible grievance mechanisms in beneficiary LGUs 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>Review, maintain, and operate the existing accessible grievance mechanisms in NDC and beneficiary NGOs 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 mechanisms 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>	<p>Update and operate the grievance mechanism(s) prior to Project Effective Date and thereafter maintain and operate the mechanism throughout Project implementation.</p> <p>Strengthen and operate the grievance mechanism(s) prior to Project Effective Date and thereafter maintain and operate the mechanism throughout Project implementation.</p> <p>Update and operate the grievance mechanism(s) prior to Project Effective Date and thereafter maintain and operate the mechanism throughout Project implementation.</p>	<p>MDLF</p> <p>LGUs</p> <p>NDC NGOs</p>
INDICATORS FOR IMPLEMENTATION READINESS			
<p>The following actions are indicators for implementation readiness:</p> <p>A ToR to hire an Environmental, Health and Safety Specialist at MoPIC during preparation.</p> <p>A ToR to hire an Environmental and Social Consultants at MDLF.</p> <p>1.1 The ESMF prepared, adopted within two months of Project Effective Date.</p> <p>5.1 The LALF updated and adopted within two months of the Project Effective Date.</p> <p>10.2 Project Grievance Mechanisms updated/reviewed two months prior to the Project Effective Date.</p>			