

The Palestine Liberation Organization (for the benefit of the Palestinian Authority)

West Bank and Gaza Emergency Social Protection COVID-19 Response Project (P176199)

Restructuring and Additional Financing

ENVIRONMENTAL and SOCIAL COMMITMENT PLAN (ESCP)

December 9, 2021

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Palestine Liberation Organization (for the benefit of the Palestinian Authority) (the **Recipient**) shall implement the West Bank Emergency Social Protection COVID-19 Response Project (the **Project**), with the involvement of the Ministry of Finance (MoF)/PCU and the Ministry of Social Development (MoSD), the Ministry of Labor (MoL) and the Palestinian Fund for Employment and Social Protection (PFESP). The International Development Association, (hereinafter the Association) has agreed to provide financing for the Project.
2. The Recipient shall implement material measures and actions so that the Project is implemented in accordance with the Environmental and Social Standards (**ESSs**). This Environmental and Social Commitment Plan (**ESCP**) sets out material measures and actions, to be carried out or caused to be carried out by the Recipient, including the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, grievance management and the environmental and social assessments and instruments to be prepared or updated, disclosed, consulted upon, adopted and implemented under the ESCP and the ESSs, all in a manner acceptable to the Association.
3. Implementation of the material measures and actions set out in this ESCP shall be monitored and reported to the Association by the Recipient as required by the ESCP and the conditions of the legal agreement.
4. As agreed by the Association and the Recipient, 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 Recipient *or delegate(s)*, shall agree to the changes with the Association and shall update the ESCP to reflect such changes. Agreement on changes to the ESCP shall be documented through the exchange of letters signed between the Association and the Recipient or delegate(s). The Recipient shall promptly disclose the updated ESCP.
5. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the Recipient shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts.

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/AUTHORITY |
|---------------------------------|--|--|---|
| MONITORING AND REPORTING | | | |
| A | REGULAR REPORTING: 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 implementation of the parent project’s Environmental and Social Management Framework (ESMF), Labor Management Procedures (LMP), stakeholder engagement activities and grievances log. | Starting from the Effective Date, two-month/bi-monthly reports shall be submitted throughout the project implementation. | Environmental and Social Officer (ESO)/Project Coordination Unit (PCU) MoF. |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/AUTHORITY |
|--|---|--|---|
| B | <p>INCIDENTS AND ACCIDENTS: Inform the Association about any incident or accident caused by or affecting Project implementation which has had or is likely to have a significant adverse impact on the workers, communities, the public, or the natural environment.</p> <p>The following shall be given ultimate priority:</p> <ul style="list-style-type: none"> Notify the Association within 48 hours of any incident or accident related to the Project or that has or could have a significant adverse effect on the environment, the affected communities, the public, or the workers included, for example, occupational accidents that could result in death or serious injury, cases of GBV or violence against minors, injuries, falls, vehicle accidents, electrocution, and uncontrolled electricity supply problems. Provide sufficient details regarding the incident or accident, and indicate immediate measures taken to address it. Prepare a report of the causes of the incident and submit it to the Association, detailing summary findings of the Root Cause Analysis (RCA). <p>An incident register shall be maintained at all construction sites, throughout the duration of the works.</p> | <p>a. Promptly after taking notice of the incident or accident from involved Ministry/NGO, but no later than one calendar day from its occurrence</p> <p>b. Any incident or accident shall be notified immediately by the involved Ministry to the Association after occurrence. Fatalities shall be reported within 24 hours after occurrence.</p> <p>c. The details regarding the incident or accident shall be provided no later than 48 hours after the initial notification</p> <p>d. RCA shall be submitted no later than 10 days after the initial notification</p> | <p>ESO/PCU (MoF)</p> <p>Health and Safety Specialist (HSS) and Palestinian Fund for Employment and Social Protection (PFESP) team</p> |
| <p>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</p> | | | |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/AUTHORITY |
|-------------------------------|---|---|------------------------------|
| 1.1 | <p>ORGANIZATIONAL STRUCTURE:</p> <p>The PCU for the parent project shall also serve as the PCU for the restructured and AF project. The Environment and Social Officer (ESO) and the Health and Safety Specialist (HSS) already hired by the PCU (housed in the Palestinian Fund for Employment and Social Protection (PFESP) who is implementing the Cash 4 Work (C4W) component, and report to the MoF PCU) of the parent project shall continue to support the management, monitoring and supervision of environmental and social risks and impacts of the Project. They will be supported by short term consultants (if required during project implementation) to be recruited in agreement with the Association.</p> | <p>a) The ESO was recruited in December 2020 and shall be maintained throughout the Project implementation.</p> <p>b) The HSS was recruited in February 2021 and shall be maintained throughout the Project implementation.</p> | MoF |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/AUTHORITY |
|-------------------------------|---|--|---|
| 1.2 | <p>ENVIRONMENTAL AND SOCIAL ASSESSMENT/MANAGEMENT PLANS AND INSTRUMENTS/ CONTRACTORS</p> <p>a. The Environmental and Social Management Framework (ESMF) of the parent project to be updated, consulted, disclosed, adopted and implemented for the AF Project, and shall include the Corrective Action Plan (CAP) based on the Environmental and Social Audit conducted for the parent project, that was approved and cleared by the Association and disclosed at MoF website on 21 September 2021.</p> <p>b. Assess the E&S risks and impacts of proposed Project activities in accordance with the ESMF, the Environmental and Social Standards (ESSs), the Environmental, Health and Safety Guidelines (EHSGs), and other relevant Good International Industry Practice (GIIP), including relevant WHO guidelines for COVID-19.</p> <p>c. Prepare, disclose, adopt, and implement any environmental and social management plans (ESMPs) or other instruments required for the respective Project activities as per the Project ESMF, in a manner acceptable to the Association once subprojects are identified.</p> <p>d. Incorporate the relevant aspects of this ESCP, including, inter alia, any environmental and social management plans or other instruments, ESS2 requirements, and any other required Environmental, Social, Health and Safety (ESHS) measures, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply with the ESHS specifications of their respective contracts.</p> | <p>a. The updated ESMF shall be prepared and disclosed within one month of the Effective Date and before the start of relevant project activities and implemented, along the CAP, thereafter during Project implementation.</p> <p>b. E&S assessments shall be conducted before the carrying out of the relevant Project activities.</p> <p>c. ESMPs/E&S instruments shall be prepared, consulted on and disclosed before the carrying out of the relevant Project activities, and thereafter implemented throughout the carrying out of such activities.</p> <p>d. The relevant ESHS measures shall be incorporated into the procurement documents before launching the procurement process for the relevant Project activities, and thereafter implemented throughout the carrying out of such activities.</p> | <p>ESO and HSS/PCU (MoF) in coordination with (PFESP)</p> |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/AUTHORITY |
|---|--|--|------------------------------|
| 1.3 | <p>EXCLUSIONS: Exclude the following types of activities as ineligible for financing under the Project:</p> <ul style="list-style-type: none"> • Civil works that include construction of new facilities or rehabilitation of existing ones • Activities that may cause long term, permanent and/or irreversible adverse impacts • Activities that have high probability of causing serious adverse impacts to human health • Activities that may have significant adverse social impacts and may give rise to significant social conflict • Activities that may involve permanent resettlement or land acquisition/ land use restrictions or adverse impacts on cultural heritage. • All the other excluded activities that will be set out in the ESMF. | <p>These exclusions shall be applied as part of the assessment process conducted under action 1.2.b. above as set forth in the ESMF.</p> | <p>ESO/PCU (MoF)</p> |
| <p>ESS 2: LABOR AND WORKING CONDITIONS</p> | | | |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/AUTHORITY |
|-------------------------------|--|--|---|
| 2.1 | <p>LABOR MANAGEMENT: Labor Management Procedures (LMP) shall be updated or the AF Project (by updating the LMP for the Parent Project), consulted, disclosed, implemented, monitored and evaluated throughout Project implementation. The Project shall be carried out in accordance with the applicable requirements of ESS2, in a manner acceptable to the Association, including through, inter alia, the LMP, and implementing adequate occupational health and safety (OHS) measures (including personal protective equipment and emergency preparedness and response measures), setting out grievance arrangements for Project workers including SEA/SH complaints, and incorporating labor requirements into the ESHS specifications of the procurement documents and contracts with contractors/NGOs and supervising firms.</p> | <p>a. LMP shall be updated, consulted on and disclosed within one month of the Effective Date and before the start of relevant project activities and implemented throughout AF Project implementation</p> <p>b. All other specified measures shall also be adopted or put in place within one month of the Effective Date and implemented throughout the Project implementation period.</p> <p>c. Measures concerning contractors/NGOs and supervising firms shall be adopted before launching the procurement process for the relevant Project activities and implemented thereafter throughout the implementation of the relevant Project activities.</p> | <p>ESO and HSS/PCU (MoF)</p> <p>PFESP</p> |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/AUTHORITY |
|-------------------------------|---|--|--------------------------------|
| 2.2 | <p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>a. Direct workers GM established under the parent project shall continue to be applicable for the AF and shall be maintained throughout the implementation of the project.</p> <p>b. The selected NGOs shall put in place a Grievance Mechanism for their workers to cover project activities as described in the LMP and consistent with requirements under relevant national law and ESS2, and maintained and operated for the Project, in a manner acceptable to the Association. The contracted workers' GM shall receive and lodge workers' complaints, concerns, difficulties. Project-related grievances from all Project workers including relating to compensation, discrimination, OHS concerns, SEA/SH, and any others as described in the updated LMP.</p> | <p>a. Maintain throughout the Project implementation.</p> <p>b. Starting after signing the contract(s) with the NGO(s) and maintain throughout the Project implementation.</p> | ESO/PCU (MoF) |
| 2.3 | <p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES: The Project shall be carried out in accordance with the Occupational Health and Safety (OHS) measures in line with the ESMF, LMP and WHO guidelines on COVID-19 in a manner acceptable to the Association.</p> <p>The OHS measures shall address: (a) hazards to project workers; (b) preventive and protective measures; (c) training of project workers and maintenance of training records; (d) documentation and reporting of occupational accidents, diseases and incidents; (e) emergency prevention and preparedness and response arrangements to emergency situations; and (f) remedies for adverse impacts such as occupational injuries, deaths, disability and disease.</p> | The OHS measures shall be implemented throughout Project implementation. | ESO and HSS/PCU (MoF) PFESP |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/AUTHORITY |
|--|--|---|--------------------------------|
| ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT | | | |
| 3.1 | Relevant aspects of this standard shall be considered, as needed, under action 1.2 above, including, inter alia, measures to manage health care wastes and other types of hazardous and non-hazardous wastes and pesticides management once the relevant subprojects are identified. | Throughout Project implementation. | ESO/PCU (MoF) |
| ESS 4: COMMUNITY HEALTH AND SAFETY | | | |
| 4.1 | Relevant aspects of this standard shall be considered, as needed, under action 1.2 above. A Community Health and Safety Management Plan (CHSMP) shall be prepared for the AF project (by updating the CHSMP of the parent project) disclosed and adopted for the Project. No use of military or security personnel is envisaged in the implementation of Project activities. | The Community Health and Safety Management Plan (as part of the ESMF) shall be updated, disclosed and adopted not later than one month of the Effectiveness Date; and thereafter implemented throughout Project implementation. | ESO and HSS/PCU (MoF) PFESP |
| 4.2 | GBV and SEA/SH RISKS: Adopt and implement measures to assess and manage GBV/SEA/SH risks in line with the updated CHSMP of the parent project and the site-specific environmental and social management instruments to be developed under action 1.2 above. | Throughout project implementation | ESO and HSS/PCU (MoF) PFESP |
| ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT | | | |
| 5.1 | This standard is not relevant | N/A | N/A |
| ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES | | | |
| 6.1 | This standard is not relevant | N/A | N/A |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/AUTHORITY |
|---|--|---|------------------------------|
| ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES | | | |
| 7.1 | This standard is not relevant | N/A | N/A |
| ESS 8: CULTURAL HERITAGE | | | |
| 8.1 | This standard is not currently relevant | N/A | N/A |
| ESS 9: FINANCIAL INTERMEDIARIES | | | |
| 9.1 | This standard is not relevant | N/A | N/A |
| ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE | | | |
| 10.1 | <p>STAKEHOLDER ENGAGEMENT PLAN:</p> <p>a. Update the Stakeholder Engagement Plan (SEP) prepared for the parent project and consulted for the AF project and restructuring. The SEP shall be disclosed and implemented throughout the project.</p> <p>b. Report back to stakeholders according to the mechanisms prescribed in the updated SEP.</p> <p>c. Prepare and share with the Association reports on the implementation of the updated SEP.</p> | <p>a. The updated SEP was updated and disclosed on October 01, 2021. The SEP shall be implemented throughout the implementation of the AF project.</p> <p>b. Reporting back to stakeholders shall be carried out according to the frequency prescribed in the SEP.</p> <p>c. Bi-Monthly reporting on the implementation of the SEP shall be provided to the Association, starting from the Effective Date and throughout Project implementation. Annual reports shall be prepared and shared with the Association for review and approval throughout Project implementation</p> | ESO/PCU (MoF) |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/AUTHORITY |
|------------------------------------|---|--|------------------------------|
| 10.3 | <p>GRIEVANCE MECHANISM: The grievance mechanism (GM) that was developed for the parent project shall remain accessible and functional to receive and facilitate the resolution of concerns and grievances in relation to the AF Project in accordance with ESS10 and in a manner acceptable to the Association. Adequate resources shall be provided for the continued operation of the GM. The GM shall also receive, register and address concerns and grievances related to GBV/SEA/SH in a safe and confidential manner, including through the referral of survivors to gender-based violence support service providers.</p> | The GM is operational and shall be maintained throughout the implementation of the Project. | ESO/PCU (MoF) |
| CAPACITY SUPPORT (TRAINING) | | | |
| | <p>The Recipient shall deliver the following training programs:</p> <p>a. Training to be provided to targeted groups [e.g. PCU staff, MOSD staff, PFESP staff, social workers, stakeholders, NGOs] on:</p> <ul style="list-style-type: none"> • Environmental and Social Assessment and Environmental and Social Management Plans • ESHS inclusion/reflection in procurement/bidding documents • Environmental and social monitoring and reporting • Emergency preparedness and response • Community health and safety. • Stakeholder mapping and engagement • Grievance Redress • Prevention and response to potential cases of SEA/SH | An annual training program and calendar shall be prepared at the beginning of each year and shared with the Association and training shall be conducted based on the agreed annual training plan | MoF/ MoSD/ PFESP |

| MATERIAL MEASURES AND ACTIONS | TIMEFRAME | RESPONSIBLE ENTITY/AUTHORITY |
|---|---|------------------------------|
| <p>b. Training for the workers of the contractors:</p> <ul style="list-style-type: none"> • GM and Code of Conduct including for prohibition of SEA/SH • OHS including Emergency Preparedness and Response arrangements and procedures. • ESHS responsibilities including the implementation of the E&S instruments. | <p>Starting after signing the contract(s) with the contractor(s). Training shall be conducted by grouping few contractors together for purposes of the training</p> | |