



وزارة المالية

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

**Finance for Jobs III Project (F4J III)  
(P179801)**

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

**May 2023**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Palestinian Liberation Organization (for the benefit of the Palestinian Authority, namely the Ministry of Finance) (hereinafter the “Recipient”) will implement the Finance for Jobs III (F4JIII) Project (the Project), with the involvement of a private sector entity to be contracted by the recipient to act as the Project Implementation Agency (referred to as the “PIA”), as set out in the Grant Agreement. The PIA will assign the implementation of Component 1 of the Project: Development Impact Bond (hereinafter referred to as “DIB”) to “F4J Consulting”, a private sector company with the sole purpose of implementing the DIB. While the PIA itself will undertake the implementation of Component 2 of the Project: Investment Co-Financing Facility (hereinafter referred to as “ICF”). The International Development Association hereinafter (the Association), acting as the administrator of the Trust Fund for Gaza and West Bank, has agreed to provide the original financing (P179801) 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 Grant 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 through the PIA, and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
<b>REGULAR REPORTING</b>			
A	<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, E&amp;S monitoring during implementation of the different activities including stakeholder engagement activities, Labor Management Procedures, health and safety, waste management, compliance with national environmental and social requirements and functioning of the grievance mechanisms.</p>	<p>Submit quarterly reports to the Association throughout Project implementation, commencing after the Project's Effective Date. Submit each report to the Association no later than 15 days after the end of each reporting period.</p>	PIA
<b>INCIDENTS AND ACCIDENTS</b>			
B	<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 injuries, road and traffic incidents, COVID-19 and other communicable diseases, and environmental pollution, occupational health and safety and civil works incidents during the implementation, of subprojects and activities under the project,</p> <p>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, and any information provided by any contractor and/or supervising firm, 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 reports to the Association within a timeframe acceptable to the Association</p>	PIA
<b>ESS I: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
<b>ORGANIZATIONAL STRUCTURE</b>			
I.1	<p>The PIA shall maintain qualified staff and resources to support the management of ESHS risks and impacts of the Project including hiring an Environmental and Social Officer (ESO) responsible for the overall management of the E&amp;S requirements, maintaining the Gaza Office Coordinator who has the function of Gaza E&amp;S Focal Point, and appoint E&amp;S Focal Point responsible for the E&amp;S monitoring of the (DIB) Component.</p>	<p>a. Maintain the qualified staff and resources throughout Project implementation and as set out in the Grant Agreement.</p>	MoF, PIA

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> <li>b. Hire the Environmental and Social Officer no later than (2 months) of the Project Effective Date, and thereafter maintain throughout Project implementation.</li> <li>c. The Gaza Coordinator functioning as an E&amp;S focal point for ICF Gaza Projects shall be maintained throughout project implementation.</li> <li>d. E&amp;S Focal Point responsible for the E&amp;S monitoring of the (DIB) Component is appointed no later than (2 months) of the Project Effective Date, and thereafter maintain throughout Project implementation.</li> </ul>	
<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <ul style="list-style-type: none"> <li>a. Adopt and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.</li> <li>b. Conduct ES screening and as appropriate, prepare, pr have the Companies prepare, consult, disclose, adopt, and implement the sub-project Environmental and Social Impact Assessment (ESIA)/ Environmental and Social Management Plan (ESMP)/OR Environmental and Social (E&amp;S) Management Checklists, Environmental and Social Audits and the respective Corrective Action Plan (CAP)/ESMP, as set out in the ESMF. Exclude any ineligible subprojects’ activities according to the exclusion list set out in the ESMF are screened out of the project support.</li> <li>c. 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 agreements with service providers and subproject proponents. Thereafter ensure that the service providers and</li> </ul>	<ul style="list-style-type: none"> <li>a. The ESMF disclosed on May 15<sup>th</sup>, 2023 will be adopted, and thereafter the ESMF to be implemented throughout Project implementation.</li> </ul>	<p>PIA / Companies</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>subproject proponents comply with the ESHS specifications of their respective contracts.</p>	<p>b. The subproject site-specific ESIA/ESMP/E&amp;S Management Checklists will be prepared, reviewed, cleared by the Bank and publicly disclosed. The subproject site-specific ESIA/ESMP/E&amp;S Management Checklists/CAPs-ESMPs adopted by the respective companies and the PIA before launching the bidding process for the respective activity and prior to the carrying out of subproject that require the adoption of such ESMP/E&amp;S Management Checklists. Once adopted, implement the respective ESMP/E&amp;S Management Checklists throughout Project implementation.</p>	
<p>1.3</p>	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies (including for/by training and capacity building providers, E&amp;S Consultants, and other studies), and any other technical assistance activities under the Project, including, inter alia, the preparation of environmental and social assessment and the respective E&amp;S instrument, 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>	<p>Throughout Project implementation.</p>	<p>PIA</p>
<p><b>ESS 2: LABOR AND WORKING CONDITIONS</b></p>			
<p>2.1</p>	<p><b>LABOR MANAGEMENT PROCEDURES</b></p>	<p>Prepare and Adopt the LMP within one month of the Project Effective Date, and thereafter implement the LMP throughout Project implementation.</p>	<p>PIA</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Prepare, consult on, adapt, disclose, implement, and monitor the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers' relationships, occupational health and safety (including hazard assessment, mitigation measures, personal protective equipment, capacity building requirements, monitoring, reporting, and emergency preparedness and response, 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.		
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 a Workers' grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation	PIA
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<b>WASTE MANAGEMENT PLAN</b> Relevant aspects of this standard shall be considered, as needed, under action 1.2 above, including, inter alia, measures and site-specific plans to manage hazardous and non-hazardous wastes.	Adopt the Waste Management Measures as part of ESIA/ESMPs, ESMP Checklists, and/ or CAPs-ESMPs prior to launching the bidding process for the respective subproject and thereafter implement the waste management measures throughout Project implementation.	PIA
3.2	<b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> Incorporate resource efficiency and pollution prevention and management measures in the ESIA/ESMPs, E&S Audit Corrective Action Plan (CAP), and ESMP Checklists to be prepared under action 1.2 above.	Same timeframe as for the adoption and implementation of the ESMF. Measures included as part of ESIA/ESMPs, ESMP Checklists, and/ or CAPs-ESMPs prior to launching the bidding process for the respective subproject and thereafter implement throughout Project implementation	PIA
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<b>TRAFFIC AND ROAD SAFETY</b> Incorporate measures to manage traffic and road safety risks as required in the ESMPs, ESMP checklists, and E&S Audits to be prepared under action 1.2 above.	When preparing the ESIA/ESMPs, ESMP Checklists, and/ or CAPs-ESMPs. Maintain thereafter throughout Project implementation.	PIA

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.2	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, the behavior of Project workers and response to emergency situations, and include mitigation measures in the ESIA/ESMPs, ESMP Checklists, and/ or CAPs-ESMPs to be prepared in accordance with the ESMF.</p>	<p>When preparing the ESIA/ESMPs, ESMP Checklists, and/ or CAPs-ESMPs. Maintain thereafter throughout Project implementation.</p>	PIA
4.3	<p><b>SEA AND SH RISKS</b></p> <p>a. Adopt and implement and monitor GBV/SEA/SH mitigation measures identified in the ESMF, SEP, and LMP to assess and manage the risks of GBV, SEA, and SH in relation and as an integral part of the actions identified in action 1.2.</p> <p>b. Integrate GBV/SEA/SH redress features in the Project’s Grievance Mechanism as detailed in the project’s SEP and LMP. Assign an appropriate referral mechanism in line with specialized agencies (public or private), including confidential reporting with safe and ethical documentation of SEA/SH cases, to the satisfaction of the Association.</p> <p>c. Define the GBV/SEA/SH requirements and expectations in the bidding documents, including the obligation of all Project related workers to sign a Project specific Code of Conduct (CoC) that addresses GBV/SEA/SH to the satisfaction of the Association.</p>	<p>a. Same timeframe as for the preparation, adoption, and implementation of the ESMF, ESIA/ESMPs, ESMP Checklists, and/ or CAPs-ESMPs, and other tools and methods under action 1.2.</p> <p>b. No later than the Project Effectiveness date.</p> <p>c. Throughout the preparation of bidding documents and prior to engaging with project workers.</p>	PIA
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
This Standard is not relevant.		N. A	N. A
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
Exclude any ineligible subprojects’ activities <i>might have impact on protected areas or critical habitat according to the exclusion list set out in the ESMF. Then</i> , the mitigation hierarchy approach will be applied as needed under the site-specific ESIA/ESMPs in accordance with the guidelines of the ESMF prepared for the Project, and consistent with ESS6		Same timeframe as for the adoption and implementation of the ESMF/ESMP/ESIA and thereafter implement throughout Project implementation	PIA
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
This Standard is not relevant.		N.A	N.A
<b>ESS 8: CULTURAL HERITAGE</b>			
This Standard is not relevant.			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
8.1	<p><b>CHANCE FINDS</b></p> <p>Describe and implement the chance finds procedures, as part of the ESMF /ES instruments of the Project..</p>	Same timeframe as for the adoption and implementation of the ESMF/ESMP/ESIA and thereafter implement throughout Project implementation.	
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
	This Standard is not relevant.	N.A	N.A
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>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>	The SEP disclosed by project appraisal shall be implemented throughout Project implementation and updated as necessary.	PIA
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>The GM currently functioning for the F4J series of projects (SoPs) will be applicable for the Project (as described in the SEP). The GM shall remain accessible and functional to receive and facilitate the resolution of concerns and grievances in relation to the F4J III 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 grievances filled anonymously, in accordance with ESS10 and in a manner acceptable to the Association.</p> <p>Adequate resources shall be provided for the continued operation of the GM. 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 the GM to be operational prior to Project Effectiveness Date. Update the GM within 2 months of Project Effectiveness, and thereafter implement the GM throughout Project implementation.	PIA
<b>CAPACITY SUPPORT</b>			
CSI	<p>The PIA’s ESO, with the help of consultants as required, will provide training to subproject proponents, service providers (including their designated E&amp;S focal points), and project workers on, but not limited to, the following;</p> <ul style="list-style-type: none"> <li>• Environmental and Social Assessment, including screening, ESMPs, E&amp;S Audits, and other management methods and tools as relevant</li> <li>• Environmental and social monitoring and reporting</li> </ul>	<p>Implement training in accordance with the ESMF training schedule. Revise the training plan annually and share it with the Association.</p> <p>Report on training as part of the reporting requirements under section A</p>	PIA



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> <li>• Grievance Mechanisms, including Workers' Grievance Mechanism</li> <li>• Assessment of and mitigation against and prevention and response to SEA/SH</li> <li>• Emergency preparedness and response</li> <li>• Site-specific environmental and social management plans and tools</li> <li>• Stakeholder identification and engagement</li> <li>• Occupational health and safety including hazard assessment of different industrial sectors</li> <li>• E&amp;S considerations in procurement</li> <li>• Code of Conduct for Workers</li> <li>• Labor Management</li> <li>• Gender and Inclusion Issues (e.g. regarding vulnerable groups such as persons with disabilities, women-headed households, people in hard to access areas etc.)</li> </ul>		
CS3	ESO at PIA to attend ESF Fundamentals online training	Within one month of Hiring the ESO	PIA