Palestinian Ministry of Finance and Planning (MoFP)

PALESTINIAN INVESTMENT PREPARATION FACILITY PROJECT

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Environmental and Social Management Framework (PIPFP-ESMF)
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Executive Summary

The Palestinian Investment Preparation Facility Project PIPFP is a technical assistance project financed by the World Bank to support the Palestinian Authority in preparing a strong pipeline of priority public investment projects in the West Bank. The Project does not finance construction or physical works. Instead, it supports feasibility studies, preliminary and detailed designs, economic and financial analyses, and the preparation of environmental and social instruments required to make future investments implementation-ready and suitable for financing.

The World Bank's Environmental and Social Policy requires that in addition to the environmental and social (E&S) risks associated with the TA activities themselves (e.g. preparation of technical studies, detailed designs), the potential E&S risks of downstream investments (if they materialize) must also be included in risk classification. Hence, while the Project itself involves only technical assistance, some of the investments it will prepare may be large, complex infrastructure with environmentally and socially significant impacts. For this reason, the Project is classified as High Environmental and Social Risk in accordance with the World Bank Environmental and Social Framework (ESF), reflecting: (i) the wide array of downstream environmental and social risks linked to potential major infrastructure investments across sectors; (ii) the potentially broad geographical coverage of activities across the West Bank, including remote and security-sensitive areas; (iii) the volatile political and security context which may affect mobility, fieldwork, and implementation; and (iv) institutional capacity constraints in managing environmental and social risks of this scale and complexity. This classification does not arise from direct impacts of the technical assistance activities themselves, but from the potential magnitude and complexity of downstream investments that may be prepared under the Project. The Project also promotes integration of climate resilience, resource efficiency, and low-carbon considerations into investment preparation, consistent with the goals of the Paris Agreement and national climate commitments.

The Project Preparation Facility Environmental and Social Management Framework (PIPFP-ESMF) provides the rules and procedures for identifying and managing these risks during the project preparation stage. It sets clear exclusion criteria, a step-by-step screening and risk classification process, and guidance on the type of environmental and social instruments that may be required for different types of investments. The PIPFP-ESMF also clearly defines responsibilities: the Ministry of Finance and Planning, through the Project preparation unit (PPU), is responsible for screening proposed investments, preparing terms of reference, and supervising environmental and social studies, while responsibility for implementation of mitigation measures and compliance during any future construction and operation will rest solely with the Recipient and/or the relevant implementing agencies and the entity financing the downstream investment, under the legal and environmental and social framework applicable to that financing arrangement. Through this approach, the PIPFP-ESMF helps ensure that projects prepared under the PIPFP are environmentally and socially sound, well prepared, and suitable for financing by the PA, private sector, World Bank or other development partners. The World Bank's responsibility under this Project extends to the technical assistance activities financed by the Project and does not extend to supervision of downstream physical investments not financed by the Bank.

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1. Project Description

1.1. Project Objective

The Palestinian Investment Preparation Facility Project (PIPFP) is a World Bank–financed Investment Project Financing (IPF) operation providing technical assistance to the Ministry of Finance and Planning (MoFP) and Line Ministries and Agencies (LMAs) to prepare a pipeline of priority public investment projects.

The Project finances technical assistance activities only and does not include financing for physical works or implementation of infrastructure investments. The pipeline of investments to be prepared will be determined during implementation following the applicable national decision-making process and may include major infrastructure projects across sectors such as energy, water, wastewater, solid waste management, transport, education, health, and environment.

At appraisal, all Project activities are expected to focus on the West Bank. Any future extension of Project activities to Gaza-related investment preparation would be subject to the applicable decision-making and World Bank approval processes.

1.2. Project Components

The Project is structured around three complementary components.

Component 1: Preparation of Priority Investments (US$13 million).

This component finances technical assistance for preparation of priority public investment projects, including pre-feasibility and feasibility studies, preliminary and detailed technical designs, economic and financial appraisals, environmental and social assessments, procurement strategies, and institutional and implementation arrangements. The objective is to prepare bankable and implementation-ready projects that may be financed by the Palestinian Authority, development partners, international financial institutions, or private investors.

The Ministry of Finance and Planning (MoFP), through the Project Preparation Unit, is responsible for reviewing and screening investment preparation requests against agreed selection criteria and exclusion lists, coordinating with LMAs to ensure alignment with sector priorities, procuring preparation activities, and ensuring quality control of outputs.

Prepared investments will be made available for financing to a range of potential financiers, including the Palestinian Authority budget, development partners, international financial institutions, and private investors. Upstream screening and preparation of PPP-suitable investments may be supported in coordination with the International Finance Corporation (IFC), as and when relevant.

Component 2: Strengthening Institutional and Technical Capacities for Investment Preparation (US$5 million).

This component supports strengthening institutional capacity within MoFP and LMAs to enhance investment prioritization, preparation efficiency, coordination across sectors, and alignment with

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the Palestinian Authority's Reform Agenda. Activities include advisory services, technical experts, training programs, and development of operational guidance to improve investment preparation systems.

Activities under this component may include:

- Provision of embedded advisors within LMAs and central agencies;
- Procurement of external consultants to provide on-demand technical, financial, environmental, and social expertise;
- Delivery of training programs and study tours on good international practice in investment preparation.

Capacity development covers, inter alia, technical design, economic and financial appraisal, environmental and social risk management, procurement, monitoring and evaluation, risk identification and mitigation, and institutional and implementation arrangements.

The component also supports institutional strengthening through the development of guidance materials, policy documents, and coordination procedures to embed the Project Preparation Facility within the national investment prioritization and sequencing system.

Component 3: Project Management (US$2 million).

This component finances project management, administration, and operational costs associated with the implementation of West Bank–focused activities. It supports staffing of the PPU within the Project preparation unit (PPU)[1], fiduciary management, procurement, financial management, audits, reporting, coordination, and compliance with World Bank requirements.

1.3. Prospective Beneficiaries

The primary beneficiaries of the Project are national and sub-national institutions of the Palestinian Authority involved in the identification, preparation, and prioritization of public investments. These include MoFP, Line Ministries and Agencies, and other public entities responsible for sectoral planning and project preparation.

Indirect beneficiaries include local governments, public service providers, and communities across the West Bank that are expected to benefit from improved quality, readiness, and financing of future public investments prepared under the Project. By strengthening upstream investment preparation capacity, the Project contributes to improved service delivery, economic recovery, and longer-term development outcomes.

1.4. Implementation Arrangements

The Project is implemented by the MoFP through a dedicated Project preparation unit (PPU). The PPU is responsible for overall project coordination, fiduciary management, and compliance with

[1] Project preparation unit (PPU): is the unit established within MoFP to manage and coordinate preparation of selected priority investments under the Palestinian Investment Preparation Facility.

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World Bank requirements, including implementation of the World Bank's Environmental and Social Framework (ESF).

Line Ministries and Agencies act as beneficiary entities for investment preparation activities. They provide sectoral inputs, participate in screening and consultations, and review and endorse preparation outputs, including environmental and social studies.

Consultants engaged under the Project are responsible for delivering technical assistance outputs in accordance with approved Terms of Reference, applicable national legislation, and the World Bank ESF.

The Project does not engage contractors for physical works. Environmental and social requirements developed during project preparation are intended to inform future procurement and implementation arrangements under separate financing operations. The World Bank's responsibility under this Project extends to the technical assistance activities financed by the Project and does not extend to supervision of downstream physical investments not financed by the Bank. This limitation also applies to the implementation of outputs prepared under the technical assistance, including construction based on feasibility studies or detailed designs, and implementation of ESMPs or other E&S instruments.

1.5. Scope of the Environmental and Social Management Framework

This PIPFP-ESMF establishes the principles, procedures, and institutional arrangements for identifying, assessing, and managing environmental and social risks associated with investments prepared under the Project.

The PIPFP-ESMF applies to all Project components and all technical assistance activities financed under the Project, including feasibility studies, designs, capacity building, and preparation of environmental and social instruments. While the Project does not finance implementation of downstream investments, the PIPFP-ESMF focuses on upstream risk identification and preparation, ensuring that environmental and social considerations are appropriately integrated into feasibility studies, designs, and advisory outputs. Responsibility for implementation of mitigation measures during construction and operation remains with the entities financing and implementing downstream investments under separate financing arrangements.

2. Environmental and Social Policies, Regulations, and Laws

This section summarizes the regulatory and policy framework applicable to the Palestinian Investment Preparation Facility Project(PIPFP), with emphasis on the rationale for applying the World Bank Environmental and Social Framework (ESF) to Project-financed activities.

The Project finances technical assistance only and does not include physical works. Accordingly, the ESF is applied to ensure that potential downstream environmental and social risks and impacts of future investments are identified and addressed early during project preparation, through appropriate screening, scoping, and preparation of environmental and social instruments.

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National environmental and social laws and policies are referenced to provide contextual background. However, they do not replace the requirements of the ESF for activities supported under the Project.

2.1. National Environmental and Social Legal and Policy Framework (Contextual Overview)

Environmental and social management in the West Bank is governed by a set of national laws, regulations, and institutional mandates addressing environmental protection, labor and working conditions, land administration, public health, biodiversity conservation, cultural heritage, grievance redress, and emergency response. Key oversight responsibilities are held by the Environmental Quality Authority and relevant line ministries.

The national framework establishes important requirements for environmental assessment, labor protection, land management, and protection of natural and cultural resources. However, institutional capacity and enforcement constraints, as well as the fragile and conflict-affected context, may limit the effectiveness of relying solely on national systems to manage environmental and social risks associated with complex infrastructure investments.

Accordingly, national legislation is referenced in this PIPFP-ESMF for contextual and informational purposes only. Environmental and social risk management for Project-supported activities is governed by the World Bank ESF.

Table 1: Key National Environmental and Social Legal and Policy Framework (Contextual Reference)

Law / Regulation	Description and Relevance
Palestinian Basic Law (2003)	Establishes fundamental rights and principles, including the right to a clean and balanced environment, forming the constitutional basis for environmental and social protection.
Palestinian Environmental Law No. 7 of 1999	Provides the overarching legal framework for environmental protection, natural resource management, environmental assessment, monitoring, and permitting of development activities.
Local Councils Law No. 1 of 1997	Defines the mandates of local government units in planning, licensing, solid waste management, and municipal service delivery.
Labor Law No. 7 of 2000 and Minimum Wage Decree No. 4 of 2021	Regulates labor relations, working conditions, occupational health and safety, prohibition of child labor, wages, and workers' rights.
Public Health Law No. 20 of 2004	Governs public and environmental health matters, including disease prevention, occupational health, food safety, and environmental sanitation.
Agriculture Law No. 2 of 2003 and Decree-Law No. 14 of 2018	Regulates agricultural practices, sustainable land use, protection of forests and rangelands, and use of fertilizers and pesticides.
Law No. 1 of 2000 on Charitable Associations and Civil Society Organizations	Regulates the registration, operation, and oversight of civil society organizations.
Cabinet Decision No. 02/113 of 2021 on Electronic Waste Management	Classifies electronic waste as hazardous and regulates its collection, storage, transport, and disposal.
Land Ownership Law No. 3 of 2011	Regulates land tenure, registration, and dispute resolution related to land ownership.
Land Expropriation Law No. 2 of 1953	Provides the legal basis for expropriation of private land for public interest purposes, subject to compensation.

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Law / Regulation	Description and Relevance
Grievances and Complaints System Decree No. 8 of 2016	Establishes procedures for receiving, processing, and resolving public complaints.
Jordanian Antiquities Law No. 51 of 1966 and Palestinian Tangible Cultural Heritage Law of 2018	Provide the legal framework for protection of archaeological sites, cultural heritage resources, and chance find procedures.
Disability Law No. 4 of 1999	Protects the rights of persons with disabilities and promotes non-discrimination and accessibility.
Relevant occupational health and safety regulations and ministerial instructions (as applicable)	Establish standards and requirements for workplace safety, inspections, and exposure limits across sectors.
Hazardous Waste Management By-Law No. 6 of 2021	Regulates licensing, handling, transport, treatment, and disposal of hazardous waste, consistent with international conventions.
Decision No. 16 of 2023 on Construction and Demolition Waste	Establishes requirements for management, reuse, recycling, permitting, and disposal of construction and demolition waste.
Cabinet Decision No. 16 of 2013 on Sewer Connections	Regulates connection to public sewer networks, wastewater treatment standards, and industrial discharge controls.
National Solid Waste Management Strategy (2010–2014) and any subsequent updates, as applicable	Provides a strategic policy framework for solid waste management, recycling, and environmentally sound disposal practices.
Council of Ministers Resolution No. 9 of 2012 on Agricultural Pesticides	Regulates registration, import, distribution, and use of agricultural pesticides.
GBV policies, protocols, and referral pathways (as applicable)	Provide the institutional framework for prevention, response, protection, and survivor-centered referral related to GBV, SEA, and SH.
Civil Defense Law No. 3 of 1998	Regulates emergency response, disaster risk management, and civil defense functions.

Detailed national legal provisions relevant to specific investments will be addressed, as appropriate, during preparation of feasibility studies and environmental and social assessments under the Project.

2.2. World Bank Environmental and Social Standards and Relevance to the Project

The Palestinian Investment Preparation Facility Project is governed by the World Bank Environmental and Social Framework (ESF), which constitutes the primary and binding framework for environmental and social risk management for Project-supported activities.

The Project has been classified as High Environmental and Social Risk, reflecting the potential magnitude and complexity of downstream investments that may be prepared under the Project, rather than direct impacts of the technical assistance activities.

Table 2: Relevant World Bank Environmental and Social Standards (ESSs) and Relevance to the Project

Environmental and Social Standard	Relevance to the Project
ESS1: Assessment and Management of Environmental and Social Risks and Impacts	Relevant as the Project finances technical assistance for preparation of downstream investments that may involve large-scale and complex infrastructure with potentially significant environmental and social risks. ESS1 provides the overarching framework for screening, risk classification, exclusion,

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Environmental and Social Standard	Relevance to the Project
	and determination of appropriate environmental and social instruments during project preparation.
ESS2: Labor and Working Conditions	Relevant to direct and contracted Project workers engaged in technical assistance activities, including occupational health and safety and SEA/SH risks.
ESS3: Resource Efficiency and Pollution Prevention and Management	Relevant due to potential downstream risks related to resource use, pollution, and waste management that may arise from investments prepared under the Project and assessed during project preparation.
ESS4: Community Health and Safety	Relevant due to potential downstream community health and safety risks, including security-related risks in a fragile and conflict-affected context, traffic and road safety risks, explosive remnants of war (ERW), including unexploded ordnance (UXO), and SEA/SH risks.
ESS5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement	Relevant as downstream investments prepared under the Project may involve land acquisition or restrictions on land use. These risks will be identified during screening and reflected in the scope of environmental and social instruments prepared at the project preparation stage.
ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources	Relevant due to the potential for downstream investments to affect natural habitats, biodiversity, and ecosystem services, requiring early identification and assessment during project preparation.
ESS7: Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities	Not applicable, as there are no identified Indigenous Peoples or Sub-Saharan African Historically Underserved Traditional Local Communities in the West Bank.
ESS8: Cultural Heritage	Relevant due to the presence of tangible and intangible cultural heritage resources in areas where future investments may be located, requiring screening and inclusion of chance find procedures during project preparation.
ESS9: Financial Intermediaries	Not applicable
ESS10: Stakeholder Engagement and Information Disclosure	Relevant to ensure meaningful stakeholder engagement, information disclosure, and grievance redress during the preparation of downstream investments, proportionate to identified risks.

For all technical assistance activities financed under the Project:

- The World Bank Environmental and Social Framework constitutes the primary and binding framework for environmental and social risk management.
- National environmental and social laws and policies are applied as relevant and to the extent consistent with the ESF.
- Where gaps exist between national requirements and the ESF, the provisions of the ESF prevail for purposes of Project-supported activities.

3. Environmental and Social Risks Management

This section sets out the tools, procedures, and institutional arrangements for identifying, assessing, managing, and monitoring environmental and social (E&S) risks associated with activities financed under the PIPFP.

The PIPFP finances technical assistance only, including feasibility studies, conceptual and detailed designs, business cases, and preparatory environmental and social assessments. The Project does not finance physical works or the implementation of investments. Accordingly, E&S risk management under the PIPFP focuses on upstream screening, scoping, and preparation of

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appropriate E&S instruments, to ensure that downstream investments emerging from the PIPFP are environmentally and socially sound and consistent with the World Bank Environmental and Social Framework (ESF).

The nature and depth of E&S assessment required for each activity will be proportionate to the potential downstream risks and impacts and commensurate with the stage of project preparation, in line with ESS1 and good international practice.

SEA/SH Risk Management: SEA/SH risk management is integrated into the PIPFP-ESMF to ensure that institutional systems, stakeholder engagement, and grievance mechanisms (for TA activities and supported investments) are aligned with World Bank ESF requirements. In line with ESS1, ESS2, ESS4, and ESS10, the project adopts a zero-tolerance policy on Sexual Exploitation (SEA) and Sexual Harassment (SH). Annex 6 provides the detailed SEA/SH Risk Management Approach, including safeguards to be applied during preparation and implementation, and guidance for developing a SEA/SH Action Plan for downstream investments based on the recommended mitigation measures identified through the SEA/SH screening tool in Annex 5.

3.1. Exclusion Criteria

Activities proposed for financing under the PIPFP shall be screened at an early stage against a defined set of Exclusion Criteria. Any activity that meets one or more of the exclusion criteria set out below shall be deemed ineligible for support under the PIPFP and shall not proceed to preparation.

The exclusion criteria apply to all technical assistance activities financed under the PIPFP, including feasibility studies, designs, business cases, and preparatory environmental and social assessments. The purpose of the exclusion criteria is to ensure that the PIPFP does not support the preparation of downstream investments that are inconsistent with Palestinian national legislation, international obligations, or the World Bank Environmental and Social Framework (ESF), or that pose unacceptable environmental or social risks that cannot be adequately mitigated.

Accordingly, the PIPFP will not support the preparation of downstream investments that:

- Activities that exclusively involve demining and/or the removal of military ordnance.
- Production, trade, storage, transport and handling of significant volumes/commercial usage scale of hazardous chemicals, including but not limited to, radioactive materials and PCBs (Polychlorinated biphenyls).
- Military, security, or law-enforcement operations.
- Prisons and detention centers.
- Facilities involving nuclear, radioactive (excluding for medical purposes), or weapons-related materials.
- Activities that will cause significant irreversible damage to the environment, natural habitats, cultural heritage, or protected areas.

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- Facilities that handle banned chemicals, or unsustainable extraction of natural resources.
- Activities that contravene Palestinian law or international agreements.
- Purely commercial or financial intermediary schemes not aligned with public-investment objectives.

- Investments located entirely in Area C or primarily benefiting Area C areas shall not be eligible for support under the PIPFP, unless otherwise agreed with the World Bank. However, where it is not practically feasible to completely avoid Area C, downstream investments that include limited or unavoidable segments located in Area C, particularly linear infrastructure such as bulk water conveyance systems, transmission lines, or Bus Rapid Transit (BRT) corridors, are not automatically excluded. Such investments shall be subject to enhanced environmental and social screening to assess access, security, permitting, land-related issues, occupational and community health and safety, implementation feasibility, and contextual risks. Preparation support under the PIPFP shall proceed only where appropriate permits, coordination arrangements, and proportionate risk mitigation measures are identified and reflected in the preparation outputs, and subject to World Bank agreement, including LEGEN review as required.

Any proposed activity that triggers one or more of the above criteria shall be screened out at the concept stage and will not be supported for further preparation. The application of the exclusion criteria is documented through the Environmental and Social Screening process, as detailed in Annex 4 (Exclusion List Screening) of this PIPFP-ESMF.

The exclusion criteria are applied in a precautionary manner, without prejudice to the possibility that similar types of investments may be supported under other financing instruments subject to different risk management arrangements.

3.2. Environmental and Social Screening Process and Risk Classification

All activities proposed for support under the PIPFP are subject to an Environmental and Social (E&S) Screening Process at an early stage of preparation. The screening process is a core risk-management tool designed to identify potential downstream environmental and social risks and impacts, determine the applicability of the World Bank Environmental and Social Standards (ESSs), assign a preliminary E&S risk classification, and define the type and scope of E&S instruments required during project preparation.

Given the technical assistance–only nature of the PIPFP, the screening process does not assess detailed site-specific construction-level impacts in detail. Instead, it focuses on identifying and characterizing potential downstream environmental and social risks associated with the future design, construction, and operation of the proposed investments, the sensitivity of the investment context, and the institutional and capacity requirements needed to ensure that any subsequent implementation would be consistent with the World Bank Environmental and Social Framework (ESF).

Screening Stages

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The E&S screening process consists of the following sequential steps:

Step 1: Initial Eligibility and Exclusion Screening

All proposed activities are first screened against the Exclusion Criteria defined in this PIPFP-ESMF and detailed in Annex 4 (Exclusion List Screening). Any activity that meets one or more exclusion criteria is deemed ineligible and is not considered for further preparation under the PIPFP.

Step 2: Preliminary Environmental and Social Risk Identification

For eligible activities, an initial E&S screening is carried out using the Project's standardized screening tools (Annex 5). This step identifies potential downstream environmental and social risks and impacts based on:

- Type and nature of the proposed investment;
- Location, land use, and proximity to environmentally or socially sensitive areas;
- Likely scale and footprint of future works;
- Potential land acquisition or land use restrictions;
- Labor and working conditions risks;
- Community health and safety considerations;
- Risks related to biodiversity, cultural heritage, SEA/SH, and social inclusion; and
- Security, access, and mobility constraints that may affect fieldwork/data collection and subsequent implementation.

As part of the preliminary E&S risk identification, the PPU Environmental and Social Specialists shall conduct an early site visit to the proposed investment location, where security and access conditions allow, prior to finalizing the preliminary E&S risk classification and identifying the required E&S instruments. The site visit shall verify the proposed location, environmental and social sensitivities, land use and ownership context, potential receptors, access and security conditions, and any apparent environmental, social, OHS, community health and safety, biodiversity, cultural heritage, or land-related risks. Where a site visit is not feasible due to security, access, or other constraints, the PPU shall document the reasons and apply alternative verification methods, including review of maps, satellite imagery, photos, technical documents, land records, permits, official data, and consultations with the proposing line ministry, relevant authorities, local government units, and other key stakeholders.

Practical Screening Guidance for the PPU

The PPU Environmental and Social Specialists shall undertake screening based on a review of available technical, environmental, social, legal, and contextual information. This shall include, as relevant, the investment concept notes, preliminary feasibility information, route alignments or site layouts, location maps and coordinates, land ownership and land use information, existing permits or approvals, available environmental and social baseline data, utility and infrastructure information, records of previous complaints or disputes, security and access information, and any available information on sensitive environmental or social receptors.

During screening, the PPU shall consult and coordinate with the proposing line ministry or agency, the relevant investment owner, local government units, competent authorities, and other key

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stakeholders, as appropriate. The purpose of this interaction is to verify the investment scope, confirm site conditions and constraints, identify potential E&S risks early, and determine the appropriate E&S risk classification and required E&S instruments. All information sources, consultations, assumptions, and data gaps used during screening shall be documented in the screening form and retained in the Project E&S records.

Step 3: Applicability of Environmental and Social Standards

Based on the screening results, the applicability of the relevant World Bank ESSs is determined. This ensures that the scope of E&S assessment and the selection of instruments are aligned with the specific risks and impacts associated with the downstream investment concept.

Step 4: Preliminary E&S Risk Classification

Each activity is assigned a preliminary E&S risk category (Low, Moderate, Substantial, or High), reflecting the potential downstream risks and impacts and the complexity of mitigation required. The risk classification is indicative and may be refined as project definition advances during preparation. The preliminary E&S risk classification will be subject to World Bank review, as applicable.

Step 5: Determination of Required E&S Instruments

Based on the risk classification and applicable ESSs, the screening process identifies the type and level of E&S instruments required to be prepared under the PIPFP, which may include:

- Environmental and Social Management Plan (ESMP);
- Environmental and Social Impact Assessment (ESIA) with ESMP;
- SEA/SH Action Plan;
- Stakeholder Engagement Plan (SEP);
- Land Acquisition and Livelihood Framework or site-specific instruments, where relevant;
- Investment-specific labor-related measures to be reflected in ToRs and preparation outputs, as relevant;
- Other site-specific management plans as appropriate.

Following the determination of the required E&S instruments, the PPU shall prepare the relevant Terms of Reference (ToRs) for the preparation of such instruments. The ToRs for ESIAs, ESMPs, and other required E&S assessments or management plans shall be submitted to the World Bank for review and clearance prior to procurement or mobilization of consultants, unless otherwise agreed with the World Bank and reflected in the POM.

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Figure 1. Environmental and Social Screening and Instrument Preparation Process

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Roles and Responsibilities

The E&S screening is conducted by the Environmental and Social Specialists of the PPU along with the E&S specialists within the implementing agency and with support from technical assistance consultants as needed. The screening is based on information provided by the proposing line ministry or agency and is documented and retained as part of the Project's E&S records.

During the Project preparation phase financed under the PIPFP, environmental and social screening outcomes, risk classification, and proposed environmental and social instruments shall be prepared in accordance with the World Bank ESF and shall be subject to review by the World Bank in line with the ESCP and applicable implementation arrangements. For downstream investments financed by entities other than the World Bank, responsibility for review, approval, and implementation of environmental and social instruments during the execution phase shall rest with the relevant implementing agencies and the financing entity, in accordance with the legal and environmental and social framework governing that financing arrangement.

The MoFP, through the PPU, shall be responsible for conducting environmental and social screening, preparing terms of reference for environmental and social instruments, and supervising and monitoring their preparation. Responsibility for implementation and compliance monitoring of approved environmental and social instruments during subsequent project implementation shall rest with the relevant implementing ministry and the financing entity.

Where downstream investments are expected to be financed by entities other than the World Bank, and where the financier is known at the time of preparation, the applicable environmental and social requirements, roles, and review arrangements shall be agreed in advance. The Ministry, through the PPU, shall remain responsible for environmental and social screening, preparation of terms of reference, and supervision of environmental and social instruments, while responsibility for review and monitoring of implementation shall rest with the relevant financing entity and implementing ministry, ensuring consistency with the core principles of the World Bank Environmental and Social Framework.

Documentation and Disclosure

The results of the E&S screening process, including the assigned risk category and required E&S instruments, are documented using standardized forms and referenced in the project preparation documentation. Screening outcomes inform subsequent feasibility studies, designs, and E&S assessments and are disclosed in accordance with the Project's Stakeholder Engagement Plan.

E&S Process Summary

The Project Preparation Unit-PPU and downstream investment owners/beneficiaries will ensure that all identified risk mitigation measures are incorporated into site-specific E&S instruments prior to commencement of any downstream implementation activities.

A summary of the project's E&S assessment and preparation process is presented in the table below.

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The PPU shall ensure that counterpart obligations for Bank review and clearance, including submission of ToRs and relevant E&S instruments, are reflected in the E&S process and documented in the project preparation file.

Table 3 below clarifies the key E&S preparation steps, responsible parties, World Bank review/clearance role, and counterpart submission obligations, including the requirement to submit ToRs for E&S instruments and relevant draft/final E&S instruments to the World Bank for review and clearance, unless otherwise agreed with the World Bank and reflected in the POM.

Table 3: Project E&S Risk Assessment and Preparation Process

Project Phase	Procedure	Responsible Party	World Bank Role / Counterpart Submission Obligation
Project Identification / Pre-Feasibility Screening / Early Preparation	Conduct initial screening against the Exclusion Criteria using Annex 4 to confirm whether the proposed investment is eligible for preparation support under the PIPFP.	P Environmental and Social Specialists, in coordination with the investment owner / line ministry and with support from technical assistance consultants, as needed.	PPU documents the exclusion screening outcome and retains it in the project file. The outcome shall be shared with the World Bank as required, particularly where eligibility is uncertain or where Bank guidance is needed.
	Conduct full Environmental and Social Screening of the proposed downstream investment using Annex 5; identify applicable ESSs; assess preliminary E&S risks and impacts; assign preliminary E&S risk classification; and identify required E&S instruments.	PPU Environmental and Social Specialists, in coordination with the investment owner / line ministry and with support from technical assistance consultants, as needed.	PPU documents the screening outcomes and shares them with the World Bank as required. The Bank may review the screening outcomes, proposed risk classification, and proposed E&S instruments.
Preparation of E&S Instruments	Prepare ToRs for required E&S instruments, including ESIA, ESMP, SEP, RP/LRP, SEA/SH Action Plan, biodiversity assessment, cultural heritage assessment, OHS Plan, or other instruments required based on screening	PPU with support from the investment owner / line ministry and technical consultants, as needed	PPU shall submit ToRs for required E&S instruments to the World Bank for review and clearance before procurement, unless otherwise agreed with the Bank and reflected in the POM.
Feasibility Study / Design	Prepare draft E&S instruments in accordance with cleared ToRs, the PIPFP-ESMF, ESCP, SEP, relevant ESSs, WBG EHS Guidelines, national requirements, and prospective donor requirements where known.	Qualified consultants, under PPU supervision and in coordination with the investment owner / line ministry	PPU shall submit draft ESIAs and other E&S instruments to the World Bank for review and comments, as applicable.
	Conduct ESIA, ESMP, or other required E&S assessment/management instrument, as determined by screening.	PPU with support from consultants and the investment owner	World Bank reviews and clears ESIAs and other E&S instruments, unless otherwise agreed and reflected in the POM.
	Carry out stakeholder engagement activities (as per SEP)	PPU with support from consultants and the investment owner	PPU documents consultation outcomes and how feedback was

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			addressed. Consultation records are included in the draft/final E&S instruments submitted to the Bank, as applicable.
	Preparation of land-related instruments (where applicable)	PPU with support from consultants and the investment owner	PPU submits applicable land-related instruments to the World Bank for review and clearance, as required.
Finalization and Disclosure	Revise and finalize E&S instruments based on comments from the PPU, investment owner / line ministry, stakeholders, and the World Bank. Disclose final cleared instruments.	Consultants, PPU, and investment owner / line ministry.	PPU submits final E&S instruments to the World Bank for review and clearance, unless otherwise agreed and reflected in the POM. PPU ensures disclosure in accordance with the SEP and ESCP.
Detailed Design & Tendering	Ensure mitigation measures are reflected in designs, cost estimates, technical specifications, and procurement-ready documents.	Investment owner / line ministry, with PPU support	PPU confirms that relevant E&S mitigation measures are integrated into the investment preparation package and submits relevant outputs to the Bank as applicable.
	Ensure ESMP, EPRP, OHS, labor, SEA/SH, stakeholder engagement, waste management, traffic management, and chance find requirements are reflected in procurement documents.	Investment owner / line ministry, with PPU support	World Bank reviews E&S instruments and relevant preparation outputs as applicable under the ESCP/POM.
	Prepare or update site-specific plans where required, including Chance Find Procedure, Traffic Management Plan, Waste Management Plan, OHS Plan, Emergency Preparedness and Response Plan, or other plans.	Investment owner / line ministry, with PPU and consultant support.	PPU submits relevant site-specific plans to the Bank where required by the cleared E&S instruments or POM.
Future Construction Works	Implement and monitor ESMP and other E&S plans during construction, where the investment proceeds to implementation.	Investment owner / future implementer	The World Bank has no supervision responsibility for downstream implementation.
	Update ESIA/ESMP and other E&S instruments as required during future implementation.	Investment owner / future implementer	if the future investment is financed by the Bank, updates will follow the requirements of the relevant Bank-financed operation. If not Bank-financed, responsibility rests with the future implementer / financier.

The preparation of site-specific E&S instruments generally represents a small fraction of total downstream investment costs. However, in contexts affected by fragility, access restrictions, or security constraints, environmental and social risks may be more complex and require additional mitigation measures to be reflected in preparation outputs and cost estimates.

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MoFP, through the PPU, will ensure that downstream investment owners acknowledge, as part of project preparation agreements, their obligation to comply with the E&S requirements identified in the preparation outputs during future implementation.

Preparation, Review, Consultation and Disclosure of E&S Instruments

Following completion of E&S screening and determination of the required E&S instruments, the PPU shall coordinate the preparation of the relevant E&S instruments for each selected downstream investment, proportionate to the nature, scale, location, and risk classification of the proposed investment. These instruments may include, as applicable, an ESIA, ESMP, SEP, RP/LRP, SEA/SH Action Plan, biodiversity assessment or management plan, cultural heritage assessment or management plan, traffic management plan, waste management plan, emergency preparedness and response plan, or other site-specific instruments identified through screening.

The preparation process shall follow the steps below:

1. **Confirmation of required instruments:** Based on screening results, the PPU shall confirm the applicable ESSs, preliminary E&S risk classification, and required E&S instruments, in coordination with the relevant line ministry or investment owner.
2. **Preparation of ToRs:** The PPU, with support from the investment owner and technical consultants where needed, shall prepare ToRs for the required E&S instruments. The ToRs shall be consistent with the PIPFP-ESMF, relevant ESSs, World Bank Group EHS Guidelines, applicable national requirements, and prospective donor requirements where known.
3. **World Bank review and clearance of ToRs:** ToRs for required E&S instruments shall be submitted to the World Bank for review and clearance prior to procurement or consultant mobilization, unless otherwise agreed with the World Bank and reflected in the POM.
4. **Preparation of draft instruments:** Qualified consultants shall prepare the draft E&S instruments under the supervision of the PPU and in coordination with the relevant line ministry or investment owner. The PPU shall ensure that the instruments are technically sound, proportionate to the identified risks, and aligned with the project design and feasibility studies.
5. **Stakeholder consultation:** Draft E&S instruments shall be consulted with relevant stakeholders, including affected communities, vulnerable groups, local authorities, and other interested parties, in accordance with the SEP and ESS10. Consultations shall be carried out in an accessible and culturally appropriate manner, and records of consultations shall be included in the draft and final instruments.
6. **Revision and finalization:** The consultant shall revise the E&S instruments based on comments received from the PPU, line ministry/investment owner, stakeholders, and the World Bank, as applicable.
7. **World Bank review and clearance:** ESIAs and other E&S instruments shall be submitted to the World Bank for review and clearance, unless otherwise agreed with the World Bank and reflected in the POM.
8. **Disclosure and integration into preparation outputs:** Final cleared E&S instruments shall be disclosed in accordance with the SEP and ESCP and attached to the investment preparation package. The PPU and investment owner shall ensure that relevant mitigation, monitoring, OHS, labor, SEA/SH, stakeholder engagement, and reporting requirements are reflected in feasibility studies, designs, cost estimates, procurement-ready documents, and future implementation arrangements.

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3.3. Roles and Responsibilities for E&S Risk Management

The Ministry of Finance and Planning (MoFP), through the PPU, will determine the E&S risk and the related E&S instrument to be prepared by the proponent/owner (line ministries or public agencies) of a downstream investment based on Environmental and Social Screening (ANNEX5), which represents a tool for identification of potential E&S risks and impacts related to the respective investment.

The contents of the project-related ESIAs/ESMPs and other relevant E&S instruments will be shared with relevant stakeholders in a form, language, and manner that is accessible and culturally appropriate, including Arabic and English, and, where relevant, other languages or accessible formats required to ensure meaningful access by affected stakeholders . Consultations with affected communities on the E&S risks, impacts, and proposed mitigation measures will be carried out early in project preparation and documented in the relevant E&S instruments.

Records of meetings and consultations with stakeholders will be included in the draft and final E&S assessment documents.

At this stage, the PPU will provide training to the owners/beneficiaries of the proposed downstream investments and to other staff engaged in preparation of these investments, as outlined in the PIPFP-ESMF. The training will cover the key principles of the World Bank's ESF, national E&S requirements, and the specific measures and procedures set out in the PIPFP-ESMF and subsequent project-specific instruments. It will be practical and role-specific:

Providing general awareness sessions for project beneficiaries and managers, and more in-depth technical guidance for staff directly responsible for applying screening procedures and preparing and reviewing E&S deliverables.

Project owners/beneficiaries will ensure that environmental and social requirements relevant to the investment are adequately reflected in project preparation outputs and, where applicable, are incorporated into procurement-ready documentation to be used during future implementation.

For all downstream investments, the site-specific ESIAs (including ESMP sections), ESMPs, and other relevant E&S instruments prepared under the Project will be attached to the project preparation package and made available for use by future financiers and implementing entities. These instruments include potential impacts that may occur during downstream implementation and the measures required to mitigate them.

In addition, the preparation outputs will specify the environmental, social, and OHS requirements, and include standard environmental and social clauses/provisions suitable for incorporation into future works contracts.

The future implementing entity will require the selected contractor to prepare, prior to commencement of works, a Contractor Environmental and Social Management Plan (C-ESMP), i.e., the contractor's site-specific plan for implementing the ESMP, including OHS, traffic management, waste management, emergency preparedness, labor management, and community health and safety measures.

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In order to raise awareness and develop responsible capacities, the provision of environmental and social training courses for contractors' management and employees during downstream implementation will be the responsibility of the future implementing entity and its supervision arrangements, as applicable.

The roles and responsibilities for the project's preparation and subsequent implementation stages are presented in the table below.

Table 4: Roles and Responsibilities

Responsible party	Responsibilities
Ministry of Finance and Planning (MoFP) through the PPU	- Prepare and implement the PIPFP-ESMF and related project-level E&S instruments applicable to the preparation phase, and submit them for World Bank approval, as applicable. - Screen all proposed downstream investments in accordance with the PIPFP-ESMF; submit each Screening Questionnaire with the assigned E&S risk rating to the World Bank for review in accordance with the ESCP[2], prior to final determination of the investment's E&S risk classification; - Prepare TORs for required Environmental and Social Assessments (ESAs) and ensure that site-specific ESAs are prepared in accordance with the PIPFP-ESMF, World Bank ESSs, applicable EHS Guidelines[3], and agreed TORs; - Submit to the World Bank for prior review and clearance the TORs related to the preparation of investments with substantial and high E&S risks[4]; - Review and clear all site-specific ESIAs/ESMPs and other relevant E&S instruments prepared by contracted consultants for investments supported under the Project; - Submit to the World Bank for prior review and clearance selected site-specific E&S instruments, as defined in the ESCP (e.g., first substantial-risk investments and all high-risk investments); - Advise project owners on incorporating ESMPs and labor-related requirements (as applicable), and standard E&S clauses into procurement-ready documentation for future implementation; - Work with line ministries/project owners to identify and engage stakeholders according to the Stakeholder Engagement Plan (SEP), and support preparation of investment-level SEPs proportionate to risk, including consideration of vulnerable groups and gender aspects; - Establish and operate a project-level Grievance Mechanism (GM) for project-affected parties, and provide regular reports on GM implementation to the World Bank; - Summarize environmental and social issues related to PIPFP preparation activities in regular progress reports submitted to the World Bank. - Prepare ToRs for required E&S instruments, including ESIAs, ESMPs, SEPs, RPs/LRPs, SEA/SH Action Plans, biodiversity assessments, cultural heritage assessments, or other instruments as required by screening, and submit them to the World Bank for review and clearance prior to procurement, unless otherwise agreed with the World Bank and reflected in the POM.
Line ministries / public agencies as beneficiaries/owners of downstream investments	- Cooperate/work closely with MoFP/PPU during the preparation of selected downstream investments. - Provide data and information required for screening and preparation activities.

[2] It will be the WB decision to review/approve each individual Screening Questionnaire, especially for substantial/high risk projects or to agree with the assigned E&S risk and consider moving to on spot-checking for those projects with moderate or low E&S risk.

[3] https://documents1.worldbank.org/curated/en/157871484635724258/pdf/112110-WP-Final-General-EHS-Guidelines.pdf

[4] Only for those WB financed downstream investments under PIPF Component 1

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	- Are responsible for supporting the preparation of ESIAs/ESMPs and other E&S instruments with direct support from the PPU and contracted consultants. - When financing is secured outside the PIPFP, are responsible for contracting and monitoring the full implementation of the investment, including: contracting construction works execution, contracting works supervision consultancy services for the duration of implementation. - Ensure that ESMP/C-ESMP requirements are implemented correctly and in a timely manner by contractors during downstream implementation. - Ensure timely and successful implementation of land-related instruments, where applicable. - Perform environmental and social monitoring as defined in project-specific E&S instruments during downstream implementation. - Oversee contractor compliance and monitoring. - Collect information on environmental and social issues during implementation and consolidate these into regular progress reports for the relevant financier(s).
Contractors (downstream implementation stage)	- Execute works in accordance with contractual environmental, social, and OHS requirements. - Prepare and implement Contractor site-specific ESMPs (C-ESMPs). - Prepare and implement site-specific land-related instruments, as required, in accordance with approved E&S instruments. - Prepare and implement Labor Management Procedures (LMPs). - Implement labor management procedures and grievance mechanisms for workers. - Manage the contractor-level grievance mechanism and communicate grievances to the Employer regularly through ESMP monitoring reports. - Monitor site activities on a regular basis (daily, weekly, monthly, as applicable). - Prepare ESMP progress reports for review by the Supervising Engineer and Employer. - Compensate or remedy damages occurring during construction (e.g., impacts on local businesses or infrastructure) in accordance with the ESMP and contractual provisions.
World Bank	- Review and clear the Project PIPFP-ESMF, SEP, and ESCP and disclose approved documents on the World Bank website. - Review screening and E&S risk classification decisions, as agreed in the ESCP. - Review and clear TORs and selected E&S deliverables for substantial and high-risk downstream investments prepared under the Project, as specified in the ESCP. - Conduct implementation support focused on ensuring that the PIPFP preparation process is consistent with the World Bank ESS requirements. - Review and clear ToRs for required E&S instruments and selected E&S deliverables, including ESIAs and other E&S instruments.

3.4. Compliance, Monitoring, and Review

Compliance with E&S requirements under the PIPFP will be ensured through the implementation of the Environmental and Social Commitment Plan (ESCP), the PIPFP-ESMF, and associated project-level instruments, in accordance with the World Bank Environmental and Social Framework (ESF).

Given that the PIPFP finances technical assistance activities only, compliance and monitoring focus on the quality, completeness, and consistency of upstream E&S risk management

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processes, including screening, preparation, review, consultation, and disclosure of environmental and social instruments for downstream investments.

Compliance with ESCP Commitments

The MoFP, through the PPU, is responsible for ensuring compliance with all actions and measures set out in the ESCP. Key ESCP commitments relevant to compliance and monitoring include, inter alia:

- Establishment and maintenance of institutional capacity for E&S risk management, including qualified environmental and social specialists;
- Preparation, disclosure, and implementation of the PIPFP-ESMF, including the Environmental and Social Screening Tool and exclusion criteria;
- Application of E&S screening and risk classification to all technical assistance activities and proposed downstream investments;
- Preparation, consultation, disclosure, and review of E&S instruments (e.g., ESIAs, ESMPs, LMPs, SEA/SH action plan, SEPs), as required;
- Implementation of stakeholder engagement and grievance redress mechanisms;
- Regular monitoring, reporting, and incident notification in accordance with the ESCP.

Compliance with ESCP actions will be monitored against the agreed timeframes and responsibilities specified in the ESCP, irrespective of whether actions are identified as indicators of implementation readiness.

Review of Project Activities and E&S Deliverables

All technical assistance activities financed under the PIPFP, including pre-feasibility studies, feasibility studies, designs, and preparatory E&S assessments, will be subject to systematic E&S review by the PPU to ensure consistency with:

- The ESF and relevant Environmental and Social Standards (ESSs);
- The procedures and requirements set out in the PIPFP-ESMF;
- The terms of reference cleared by the World Bank, where applicable.

Environmental and social instruments prepared under the Project will be reviewed to confirm that they are proportionate to the potential downstream risks and impacts, technically sound, internally consistent, and suitable for use by future financiers and implementing entities. Selected E&S deliverables, including those associated with substantial- and high-risk downstream investments, will be submitted to the World Bank for prior review and clearance in accordance with the ESCP.

Monitoring and Reporting

MoFP/PPU will monitor E&S performance throughout Project implementation and will prepare regular E&S monitoring reports for submission to the World Bank, as specified in the ESCP. These reports will include, at a minimum:

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- Status of preparation, consultation, disclosure, and updating of E&S instruments;
- Summary of E&S screening outcomes and applied risk management measures;
- Stakeholder engagement activities undertaken in accordance with the SEP;
- Status and resolution of grievances received through the Project grievance mechanism(s);
- Performance of consultants and service providers with respect to E&S requirements;
- Summary of incidents, accidents, or significant issues reported and addressed.

3.5. Grievance Redress Mechanism and Incident Reporting

The Project-level Grievance Mechanism (GM), established in accordance with ESS10 and described in the SEP, will be monitored by the PPU to ensure that it remains accessible, functional, and effective throughout Project implementation. Monitoring will include tracking the number, nature, and resolution status of grievances, including those related to SEA/SH, while ensuring confidentiality and survivor-centered handling where applicable. Worker grievances (ESS2) shall be managed through the separate Workers' Grievance Mechanism described in Section 3.6.

Incidents and Corrective Actions

Any incident or accident related to the Project that has, or is likely to have, a significant adverse effect on the environment, communities, or workers, including allegations of SEA/SH, will be reported to the World Bank within the timeframes specified in the ESCP. The PPU will ensure that such incidents are reviewed, root causes are identified, and corrective action plans are prepared and implemented, as agreed with the Bank.

Adaptive Management and Review

Compliance, monitoring, and review arrangements under the PIPFP are designed to support adaptive management. Where monitoring identifies gaps, emerging risks, or changes in the Project context, MoFP/PPU will propose appropriate corrective or adaptive measures, including updates to E&S instruments or procedures, subject to World Bank concurrence where required.

3.6. Labor Management and Workers' Grievance Mechanism

The PIPFP is a technical assistance–only operation and does not finance civil works or physical construction. Project workers are therefore limited to:

- Direct workers engaged by the Project preparation unit (PPU), including civil servants assigned to the Project and individual consultants. And,
- Contracted workers, including consulting firms, technical experts, and advisors engaged to deliver feasibility studies, designs, analytical work, and environmental and social instruments. No community workers or primary supply workers are anticipated.

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Labor management under the PIPFP shall be implemented in accordance with the World Bank ESF, particularly ESS2, applicable Palestinian labor legislation, and relevant World Bank Group Environmental, Health and Safety (EHS) Guidelines. [5]

All non-civil servant project workers shall be engaged under written contracts or terms of reference that clearly define roles, duration, remuneration, working hours, leave entitlements, confidentiality obligations, and termination provisions. Occupational health and safety measures proportionate to office-based and field-based technical assistance activities shall be applied, including safe travel practices, duty of care arrangements for field missions, and measures to prevent harassment, sexual exploitation and abuse, and sexual harassment (SEA/SH). Requisite measures will be developed in accordance with ESS2 and national law, and shall be reflected in procurement documents and contracts with consultants and firms.

Where Project-supported preparation activities require field-based technical work, including surveys, site inspections, geotechnical investigations, or similar activities—particularly in areas with access or security constraints (including Area C)—the PPU shall ensure that proportionate occupational health and safety measures are applied to address contextual and security-related risks.

Such measures shall include, as relevant: prior coordination with the client, relevant line ministries, and competent authorities regarding access and permitting requirements (including, where applicable, coordination with COGAT or other relevant authorities); verification of required permits prior to mobilization; preparation of a task-specific Occupational Health and Safety (OHS) Plan proportionate to the nature of the field activity; provision and mandatory use of appropriate personal protective equipment (PPE); availability of first-aid kits and basic medical supplies during field missions; establishment of clear communication and check-in protocols for field teams; and development of emergency preparedness and response procedures, including incident reporting protocols, evacuation arrangements where feasible, and identification of nearby medical facilities.

These measures shall apply to both direct workers and contracted consultants engaged under the Project.

Workers' Grievance Mechanism

A Workers' Grievance Mechanism shall be established and operated by the MoFP/PPU to receive and address concerns and complaints from all project workers, including direct workers and contracted workers. The workers' GM shall be accessible, confidential, transparent, and free from retaliation, and shall allow grievances to be submitted anonymously if desired. It will cover issues related to working conditions, contractual matters, occupational health and safety, workplace conduct, and labor rights.

[5] https://documents1.worldbank.org/curated/en/157871484635724258/pdf/112110-WP-Final-General-EHS-Guidelines.pdf

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The Social Specialist at the PPU shall be responsible for administering the workers' GM, maintaining grievance records, ensuring timely resolution, and reporting on worker grievances as part of routine environmental and social monitoring. Currently, the PPU is being supported by the Social Recovery and Jobs Creation Project (SRJCP) E&S Staff as the PPU does not have E&S specialists in place, and GM responsibilities will be managed by the SRJCP Social Specialist. Once the PPU's Social Specialist is on board, the GM responsibilities will be transferred to him/her. Details of the Workers' GM are provided in the PIPFP Stakeholder Engagement Plan and a commitment to operate the GM is included in the Project's ESCP.

Grievances related to SEA/SH shall be handled through confidential and survivor-centered procedures, with referral to appropriate support services where required, and in line with World Bank guidance and the Project's ESCP. Information on the workers' GM, including submission channels and procedures, shall be communicated to all project workers at the start of their engagement. Grievances shall be acknowledged and addressed within defined service standards proportionate to the nature and severity of the complaint, consistent with the ESCP.

3.7. Stakeholder Consultations and Feedback

In accordance with ESS10 and the project SEP, the Ministry of Finance and Planning (MoFP) has conducted a series of comprehensive stakeholder consultations during the project preparation phase to inform the design of the PIPFP-ESMF and ensure the integration of environmental and social considerations into the project's framework. These sessions targeted institutional stakeholders, civil society organizations (CSOs), and representative groups for vulnerable populations.

Summary of Consultation Activities

The consultation process involved a multi-layered approach to ensure broad and inclusive participation:

- **Institutional Consultations:** Between August and December 2025, MoFP held meetings with key line ministries (PWA, PENRA, MoLG, MoH, etc.) and development partners to align the PIPFP's governance and technical assistance with national priorities and international best practices.
- **Targeted Bi-lateral Consultations:** In February 2026, dedicated sessions were held with CSOs and NGOs, including the Women's Affairs Technical Committee (WATC), Stars of Hope Society (representing persons with disabilities), and environmental networks like PENGON and PHG.
- **Multi-Stakeholder Workshop:** A centralized online consultation was held on February 22, 2026, where the draft ESMF and SEP were presented to 21 representatives from public and private sectors to discuss E&S risk management, screening procedures, and the Grievance Mechanism (GM).

Key Feedback and Framework Integration

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The feedback received during these sessions has been directly incorporated into the procedural requirements of this ESMF:

- **Community-Based Risk Identification:** Stakeholders emphasized that E&S screening must go beyond technical data to include "lived realities." Consequently, the Screening Questionnaire (Annex 5) includes specific prompts for local community dynamics and contextual security risks.
- **Inclusivity and Accessibility:** Based on recommendations from disability and youth organizations, the ESMF requires that all downstream ESIAs and SEPs include tailored measures for accessible communication formats and venues.
- **SEA/SH Protections:** Feedback from women's rights organizations highlighted the need for safe, confidential reporting. This led to the reinforcement of the SEA/SH Risk Management Approach (Annex 6) and the inclusion of survivor-centered referral pathways in the project GM.
- **Transparency in Prioritization:** Institutional stakeholders requested clarity on how projects are selected. The ESMF now explicitly links E&S screening outcomes to the broader project selection and prioritization process managed by the PPU.

Continuous Engagement

- Stakeholder consultation is not a one-time event; for each downstream investment prepared under the PIPFP, a site-specific consultation process will be triggered as defined in the Step-by-Step Screening Process (Section 3.2). All future E&S instruments (ESIA, ESMP, RP) will be subject to local disclosure and public consultation before being finalized.
- A detailed log of all consultations conducted during the preparation of this framework is provided in Annex I of the project SEP.

Preliminary Stakeholder Identification and Categorization

In alignment with ESS10 and the project's Stakeholder Engagement Plan (SEP), stakeholders for the upstream PPF activities and anticipated downstream investments have been systematically identified and categorized into three primary groups:

- **Project Affected Parties (PAPs):** At the upstream preparation stage, PAPs primarily consist of the national and local institutional entities directly involved in or affected by the preparation and capacity-building activities. Key PAPs include the Ministry of Finance and Planning (MoFP), participating Line Ministries and Agencies (LMAs) such as the PWA, MoLG, PENRA, and EQA, as well as selected Local Government Units (LGUs). This category also encompasses the civil servants, technical staff, and project workers (both direct and contracted) responsible for delivering the technical assistance and studies.
- **Other Interested Parties (OIPs):** These are individuals or organizations that may not be directly executing the preparation packages but have a strong interest in the project's governance, policy alignment, transparency, and outcomes. This broad group includes regulatory and oversight government entities, international development partners and donors (e.g., IFC, UNDP, EU), Civil Society Organizations (CSOs) and environmental/social NGO networks (e.g., PENGON, PNGO), academic institutions, private sector representatives, and professional associations.

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- **Disadvantaged and Vulnerable Groups:** To ensure equitable participation, the project has identified groups that may face barriers to accessing information or engaging in standard consultations due to social, economic, physical, or contextual constraints. These groups include women and women-headed households, persons with disabilities, economically excluded individuals, youth, rural and agriculture-dependent communities, populations in access-restricted areas (ARAs), refugees, and internally displaced persons (IDPs). During the upstream phase, the project will primarily engage these groups through trusted representative organizations and tailored, accessible outreach methods.

  As downstream investments are formally selected and their specific footprints become clear, this preliminary stakeholder mapping will be refined and detailed through investment-specific SEPs to accurately reflect the locally affected communities and context-specific vulnerable groups.

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4. ANNEXES

ANNEX 1: Generic Terms of Reference (ToR) for Environmental and Social Impact Assessment (ESIA)

1. Background and Purpose

These Generic Terms of Reference (ToR) for Environmental and Social Impact Assessment (ESIA) provide a structured framework for assessing potential environmental and social risks and impacts of proposed investments that, based on environmental and social screening, are assessed as requiring a stand-alone ESIA due to the nature, scale, location, and level of potential downstream risks.

The ESIA prepared under this ToR is undertaken at the project preparation stage and is intended to inform project design, decision-making, and future financing options. The PIPFPdoes not finance construction or operation of investments. Accordingly, the ESIA focuses on identifying and assessing potential downstream environmental and social risks and impacts and defining mitigation and management measures to be implemented under future financing and implementation arrangements.

The ESIA shall be prepared in accordance with applicable national laws and regulations and the World Bank Environmental and Social Framework (ESF), including the relevant Environmental and Social Standards (ESSs).

2. Executive Summary

The executive summary shall concisely present the key environmental and social issues associated with the proposed investment, significant findings of the assessment, recommended mitigation and management measures, and key conclusions. It shall be written in non-technical language and suitable for public disclosure.

3. Introduction

- Purpose of the ESIA: Description of the objectives, scope, and rationale of the ESIA.
- Project Overview: Brief description of the proposed investment, including location, nature, objectives, and justification.
- Assessment Scope and Methodology: Summary of the approach, methods, and limitations of the assessment.

4. Policy, Legal, and Administrative Framework

- World Bank ESF: Identification of applicable Environmental and Social Standards and rationale for their applicability.
- National Framework: Overview of relevant national environmental and social laws, regulations, permits, and approval requirements.
- Institutional Context: Identification of competent authorities and institutional responsibilities relevant to environmental and social management.

5. Project Description

- Project Components: Detailed description of all components, associated facilities, and activities.

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- Project Area of Influence: Geographic, ecological, social, and temporal boundaries of influence, supported by maps and diagrams.
- Project Phases: Description of anticipated construction, operation, and decommissioning phases, as relevant for downstream implementation.

6. Environmental and Social Baseline Conditions
- Environmental Baseline: Physical, biological, and ecological conditions in the project area.
- Social Baseline: Socio-economic characteristics, land use, livelihoods, vulnerable groups, and community infrastructure.
- Sensitive Receptors: Identification of environmentally and socially sensitive areas and populations.
- Baseline data shall include gender context, risks of exclusion, and SEA/SH and GBV risks, with attention to vulnerable or disadvantaged groups

Baseline data shall be proportionate to the scale and risk profile of the proposed investment and sufficient to support impact assessment.

7. Environmental and Social Impact Assessment
- Impact Identification and Assessment: Analysis of potential positive and negative environmental and social impacts associated with the proposed investment, including cumulative impacts where relevant.
- The assessment shall explicitly analyze risks of SEA/SH and GBV, particularly in relation to labor influx, community interactions, and gender inequalities
- Significance of Impacts: Assessment of magnitude, duration, reversibility, and likelihood of impacts.
- Residual Impacts: Identification of impacts that cannot be fully mitigated and opportunities for environmental or social enhancement.

8. Analysis of Alternatives
- Alternatives Considered: Systematic comparison of feasible alternatives, including design, location, technology, and the “no-project” option.
- Comparative Assessment: Evaluation of alternatives based on environmental and social impacts, technical feasibility, costs, and benefits.
- Preferred Option: Justification of the selected alternative from an environmental and social perspective.

9. Environmental and Social Management Plan (ESMP)
- Mitigation Measures: Measures to avoid, minimize, mitigate, or offset adverse environmental and social impacts.
- The ESMP shall include SEA/SH risk management measures proportionate to the risk level identified
- Monitoring Measures: Environmental and social monitoring indicators, frequency, and reporting requirements.
- Institutional Arrangements: Roles and responsibilities for implementation, monitoring, and reporting of the ESMP under future financing arrangements.
- Capacity Needs: Identification of institutional capacity gaps and recommended strengthening measures, where applicable.
- Indicative Costs: Estimated costs associated with implementation of mitigation and monitoring measures.

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10. Labor, Occupational Health and Safety, and Community Health and Safety
    - Labor and Working Conditions: Identification of potential labor-related risks consistent with ESS2.
    - Occupational Health and Safety: Assessment of OHS risks associated with future construction and operation activities.
    - Community Health and Safety: Identification of risks to surrounding communities, including traffic safety, exposure to pollution, emergency preparedness, security-related risks, SEA/SH and GBV consistent with ESS4.

Mitigation measures shall be defined for incorporation into future implementation arrangements.

11. Stakeholder Engagement and Information Disclosure
    - Stakeholder Identification: Identification of affected and interested parties and Vulnerable Groups.
    - Consultation Process: Description of stakeholder engagement activities conducted during ESIA preparation, ensuring effective participation of vulnerable groups.
    - Feedback Integration: Summary of key issues raised by stakeholders and how they have been addressed.
    - Disclosure: Disclosure arrangements consistent with ESS10.

12. Reporting and Documentation
    - ESIA Report Structure: Description of the structure and content of the ESIA report.
    - Accessibility: Preparation of a non-technical summary suitable for public disclosure and translation into relevant local languages, as appropriate.

13. Conclusions and Recommendations
    - Summary of Findings: Key conclusions of the ESIA.
    - Recommendations: Environmental and social recommendations to inform project design, decision-making, and future financing.

14. Annexes
    - Supporting technical studies, baseline data, maps, consultation records, and other relevant documentation.

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ANNEX 2 – Generic Terms of Reference for Resettlement Plan (RP)

1. Background and Purpose

These Generic Terms of Reference (ToR) apply to the preparation of a Resettlement Plan (RP) for investments supported under the PIPFP, where environmental and social screening indicates that land acquisition, restrictions on land use, or involuntary resettlement may be required.
The RP prepared under this ToR is undertaken at the project preparation stage to inform project design, decision-making, and future financing arrangements. The PIPFP does not finance land acquisition, compensation, relocation, or implementation of resettlement activities. Accordingly, the RP focuses on identifying potential resettlement impacts and defining principles, entitlements, mitigation measures, institutional arrangements, and budget estimates to be implemented under future financing and implementation arrangements, in accordance with the World Bank Environmental and Social Standard 5 (ESS5).

2. Objectives of the Assignment

The objectives of the assignment are to:

- Prepare a Resettlement Plan consistent with ESS5 and applicable Palestinian laws and regulations;
- Identify and assess the nature and magnitude of land acquisition and resettlement impacts associated with the proposed investment;
- Establish eligibility criteria, entitlement frameworks, and valuation principles consistent with replacement cost requirements;
- Define resettlement and livelihood restoration measures to restore or improve the livelihoods and living standards of Project Affected Persons (PAPs);
- Establish grievance redress arrangements related to land acquisition and resettlement; and
- Provide clear institutional, implementation, and budgetary frameworks to guide future resettlement implementation.

3. Scope of Work

The RP shall include, as appropriate, the following sections.

3.1 Project Description

- Description of the proposed investment and components requiring land acquisition or restrictions on land use.
- Geographic scope and affected areas.

3.2 Potential Resettlement Impacts

- Identification of activities triggering resettlement or access restrictions.
- Delineation of the zone of impact.
- Analysis of alternatives considered to avoid or minimize resettlement.
- Measures incorporated into project design to reduce resettlement impacts.

3.3 Socio-Economic Studies and Census

- Census of Project Affected Persons (PAPs), including establishment of a cut-off date.
- Socio-economic baseline of affected households, including livelihoods, income sources, and living conditions. The socio-economic baseline shall include gender roles, risks of exclusion, and potential SEA/SH and GBV of vulnerable groups.

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- Assessment of magnitude of physical and economic displacement.
- Identification of vulnerable groups requiring special assistance, with specific attention to potential risks of exclusion, SEA/SH, and GBV
- Provisions for updating baseline information prior to implementation, as required.

3.4 Land Tenure and Property Systems

As relevant, analysis of:

- Land tenure and ownership arrangements, including customary and informal rights;
- Use of common property resources;
- Land markets and transfer systems; and
- Implications of tenure systems for resettlement implementation.

3.5 Legal and Institutional Framework

- Review of applicable national laws and regulations governing land acquisition, valuation, compensation, and dispute resolution.
- Applicability of ESS5 and identification of gaps between national systems and ESS5 requirements.
- Measures to address identified gaps to ensure compliance with ESS5.
- Institutional roles and responsibilities for resettlement planning and implementation under future financing arrangements.

3.6 Eligibility and Entitlements

- Definition of eligible PAP categories.
- Eligibility criteria and cut-off dates.
- Entitlement matrix covering compensation, assistance, and livelihood restoration measures.

3.7 Valuation and Compensation Framework

- Methodology for valuation of affected assets at replacement cost.
- Description of proposed compensation types and payment modalities.
- Principles for addressing non-title holders and informal users, consistent with ESS5.

3.8 Resettlement and Livelihood Restoration Measures

- Compensation measures for different categories of PAPs.
- Livelihood restoration and transitional assistance measures.
- Support measures for vulnerable groups and shall be gender-sensitive, addressing SEA/SH and GBV risks.

3.9 Relocation Planning (if applicable)

Where physical relocation is anticipated:

- Identification and assessment of potential relocation sites;
- Site preparation and infrastructure requirements;
- Measures to prevent land speculation and influx;
- Legal arrangements for tenure security at relocation sites.

3.10 Housing, Infrastructure, and Social Services

- Arrangements for housing, infrastructure, and services for resettled households and host communities, as relevant.
- Coordination with sectoral service providers.

3.11 Environmental Considerations

- Identification of environmental impacts associated with resettlement and relocation activities.
- Mitigation measures, coordinated with the project's environmental assessment.

3.12 Stakeholder Engagement and Community Participation

- Stakeholder identification and engagement strategy consistent with ESS10.

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- Summary of consultations conducted with PAPs and host communities.
- Integration of PAPs' views into RP design.
- Measures to ensure effective participation of vulnerable groups.

3.13 Grievance Redress Mechanism

- Description of accessible and transparent grievance redress mechanisms for resettlement-related complaints with confidential and survivor-centered channels for SEA/SH and GBV-related complaints, with referral pathways to appropriate support services.
- Linkages with judicial, administrative, and customary dispute resolution systems.

4. Implementation Arrangements

- Roles and responsibilities of institutions involved in RP implementation under future financing.
- Coordination mechanisms between agencies.
- Capacity assessment and recommended strengthening measures, as needed.

5. Implementation Schedule

- Indicative schedule covering RP preparation, disclosure, implementation, and monitoring.
- Linkages between RP implementation and overall project implementation schedule.

6. Costs and Budget

- Itemized cost estimates for all resettlement activities.
- Contingencies and inflation allowances.
- Sources of funding and flow of funds under future financing arrangements.

7. Monitoring and Evaluation

- Internal monitoring arrangements and indicators.
- Independent monitoring and evaluation framework.
- Involvement of PAPs in monitoring, where appropriate.
- Use of monitoring results to inform adaptive management during implementation.

8. Timetable and Deliverables

The Consultant shall submit the following deliverables to the implementing agency:

- Inception Report, including methodology and work plan;
- Census and socio-economic survey report;
- Consultation summary report;
- Draft Resettlement Plan; and
- Final Resettlement Plan incorporating stakeholder and World Bank comments.

The final RP shall be disclosed by the implementing agency in accordance with ESS5 and ESS10 requirements.

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ANNEX 3: Chance Find Procedures

Downstream investment activities that are prepared under the Palestinian Investment Preparation Facility Project (PIPFP) could impact sites of social, sacred, religious, or heritage value. “Chance find” procedures will apply when such sites are identified during future construction or excavation activities, and the related downstream investment may proceed subject to the requirements and clearance of the competent authorities.

1. Cultural property includes monuments, structures, works of art, or sites of significant points of view, and are defined as sites and structures having archaeological, historical, architectural, or religious significance, and natural sites with cultural values. This includes cemeteries, graveyards and graves.
2. The list of negative attributes which will make a downstream investment ineligible for support includes any activity that will adversely impact cultural property.
3. In the event of finding properties of cultural value during construction and/or excavation works, the following procedures for identification, protection from theft, and treatment of discovered artifacts should be followed and included in standard bidding documents and works contracts:
    - Stop the construction/excavation activities in the area of the chance find.
    - Delineate the discovered site or area.
    - Secure the site to prevent any damage or loss of removable objects.
    - Notify the Supervising Engineer (or the designated site supervisor), who in turn will notify the responsible local authorities and the Ministry of Tourism and Antiquities (MoTA).
    - Responsible local authorities and MoTA will be in charge of protecting and preserving the site before deciding on subsequent appropriate procedures.
    - Decisions on how to handle the finding shall be taken by the responsible authorities and MoTA. This could include changes in the layout (such as when finding an irremovable remain of cultural or archaeological importance), conservation, restoration and salvage.
    - Implementation of the authority decision concerning the management of the finding shall be communicated in writing by MoTA.
    - Construction/excavation work could resume only after written permission is given from the responsible local authorities and MoTA concerning safeguarding of the heritage.
4. These procedures must be referred to as standard provisions in construction/excavation contracts for downstream investments. During implementation supervision, the Environmental/Social supervision arrangements (e.g., supervision consultant or implementing entity E&S staff) shall monitor the above requirements relating to the treatment of any chance find encountered.
5. Relevant findings should be recorded in the supervision and progress reporting of the financing and implementing entity. Where the World Bank finances a downstream investment, relevant findings will also be recorded in World Bank supervision reporting, and implementation completion reporting will assess the overall effectiveness of cultural heritage mitigation and management measures, as appropriate.

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ANNEX 4: Exclusion List Screening

Purpose and Application

At the investment preparation initiation stage, all proposed downstream investments to be supported under the PIPFP shall be screened against the approved Exclusion List to identify activities that are not eligible for preparation under the Project, either due to national legal constraints or incompatibility with the World Bank Environmental and Social Framework (ESF).

As the PIPFP finances technical assistance only, this screening applies to investment concepts proposed for preparation, including feasibility studies, designs, and preparatory environmental and social assessments. It does not constitute a detailed assessment of construction- or operation-level impacts, but focuses on identifying whether the nature, context, or anticipated downstream risks of the proposed investment render it ineligible for support under the PIPFP.

No proposed downstream investment that fails the Exclusion List screening shall proceed to further preparation under the Project.

This Annex supports the Ministry of Finance and Planning (MoFP), through the Project Preparation Unit (PPU), in conducting an initial eligibility screening of proposed downstream investments based on their core characteristics, sector, scale, location, and environmental and social sensitivity.

Any "YES" answer to the questions below indicates that the proposed downstream investment is not eligible for preparation under the PIPFP, unless otherwise specified.

Project Information[6]:

Project Title	
Type of Proposed Investment	☐New project ☐Extension/Modification/Modernization/Transformation-conversion ☐Replacement ☐Other (please specify):
Proposed Location:	Exact address and/or coordinates; location map
Implementing Line Ministry / Agency:	
Brief Description of Proposed Investment Activities:	**Brief Description of Proposed Investment Activities:** • Background, purpose, and objectives • Indicative scope and design • Expected outputs • Anticipated beneficiaries (population served, households, users) **Main Technical Characteristics (Indicative):** • Type and nature of the proposed investment • Estimated capacity, length, size, or output

[6] This part is completed based on the information submitted by the proposing Line Ministry or Agency during the investment preparation request stage and is subsequently reviewed and validated by the Environmental and Social Specialists of the Project Managment Unit (PMU) at the MoFP.

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	• Greenfield or associated with an existing facility • Stand-alone facility or associated with an existing large-scale facility
New Infrastructure Required (if any)	(e.g., access roads, pipelines, power supply)
Indicative Change in Environmental or Social Context	• Potential land-use changes • Interaction with surrounding environment and communities
Associated Facilities	(Additional infrastructure required for the investment to function but not proposed for preparation under the PIPFP)
Estimated Cost	
Indicative Start / Completion Date:	

Screening against Exclusion List

Screening Question	Yes / No	Details/Comments (if any)
A. Activities Ineligible for World Bank Support, if the answer is 'Yes'		
1. Does the proposed investment or sub-project exclusively deal with demining activities and/or the removal of military ordnance, including unexploded ordnance (UXO) or explosive remnants of war (ERW)?		
2. Does the proposed investment involve the production, trade, storage, transport, or handling of significant volumes or commercial-scale use of hazardous chemicals, including but not limited to radioactive materials or polychlorinated biphenyls (PCBs)?		
3. Is the proposed investment related to military, security, or law-enforcement operations, including facilities or services supporting such activities?		
4. Does the proposed investment involve the construction, rehabilitation, or expansion of prisons, detention centers, or similar correctional facilities?		
5. Does the proposed investment involve facilities using nuclear, radioactive (excluding medical or diagnostic purposes), or weapons-related materials or infrastructure?		
6. Is the proposed investment likely to cause significant, irreversible damage to the environment, including natural habitats, legally protected areas, cultural heritage, or other sensitive environmental or social receptors?		
7. Does the proposed investment involve facilities that handle banned chemicals or activities associated with the unsustainable extraction or use of natural resources?		
8. Does the proposed investment include any activity that contravenes Palestinian law or applicable international agreements to which Palestine is a party?		

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Screening Question	Yes / No	Details/Comments (if any)
9. Does the proposed investment involve purely commercial activities or financial intermediary schemes that are not aligned with public-investment objectives or fall outside the mandate of the PIPFP?		
10. Is the proposed investment located in, or primarily benefiting, Area C? If the investment includes limited or unavoidable Area C segments, particularly for linear infrastructure, has enhanced screening been conducted to assess access, permitting, security, land-related risks, OHS, community health and safety, implementation feasibility, and contextual risks?		

Screening Result

☐ Accepted for further preparation under the PIPFP

☐ Rejected – Ineligible under the Exclusion List

(If rejected, specify the relevant exclusion criterion number.)

Screening Responsibility

Screening conducted by (PPU**):**

Name:

Title:

Date:

Signature:

Screening reviewed by (MoFP / PPU**):**

Name:

Title:

Date:

Signature:

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ANNEX 5 - Environmental and Social Screening Questionnaire

This Environmental and Social Screening Questionnaire constitutes the second stage of the screening process and shall be applied to all investments and technical assistance activities selected for preparation under the PIPFP ("Government-Selected Investments").

Objective of the Screening

The objective of this Screening Questionnaire is to support the Project preparation unit (PPU) at the Ministry of Finance and Planning (MoFP) in:

1. Identifying and assessing potential environmental and social (E&S) risks and impacts associated with proposed Government-Selected Investments to be prepared under the PIPFP; and
2. Determining the appropriate Environmental and Social risk classification and identifying the required E&S management instruments in accordance with the World Bank Environmental and Social Framework (ESF).

Use of this Screening Questionnaire enables the PPU to form an initial, proportionate view of potential downstream risks and impacts associated with future investment implementation.
It does not replace project-specific E&S assessments, nor does it substitute for detailed Environmental and Social Impact Assessments (ESIAs), Environmental and Social Management Plans (ESMPs), or other site-specific instruments that may be required at later stages.
Risk Classification Considerations
In determining the appropriate E&S risk classification, the following aspects shall be considered:

- Type, scale, and complexity of the proposed investment;
- Location, environmental sensitivity, and land context;
- Nature and magnitude of potential environmental and social risks and impacts;
- Institutional capacity and commitment of the beneficiary entity to manage E&S risks in line with the ESSs;
- Contextual risks, including conflict, access restrictions, security conditions, and institutional constraints in the West Bank that may affect implementation of mitigation measures.

For the purposes of this Screening Questionnaire, "environmental and social" includes environmental impacts, occupational and community health and safety, labor and working conditions, land and resettlement impacts, impacts on vulnerable groups, biodiversity, and tangible and intangible cultural heritage.
All questions should be answered. Where a question is not relevant, indicate "Not Applicable"; where information is unavailable, indicate "No Information at This Stage." Supporting information should be attached where relevant.
Completed screening forms shall be signed, archived by the PPU, and made available to the World Bank upon request during implementation support missions.

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Section A: Project Information[7]:

Project Title	
Sector	
Type of the project	☐New project ☐ Expansion / rehabilitation / modernization ☐ Institutional ☐Other (specify):
Project Location	Exact address and/or coordinates, location map
Implementing / Beneficiary Entity:	
Brief Description of the Proposed Investment and financed activities:	- Objective and rationale - Main components and outputs - Indicative beneficiaries - Status of preparation (concept / pre-feasibility / feasibility)
Main Technical Characteristics (if applicable):	(capacity, size, length, output, design features)
Associated Facilities:	(Any infrastructure required for the investment to function but not financed under PIPFP)
Land Requirements (if known):	(Ownership, use, access restrictions, temporary/permanent needs)
Estimated Cost	
Indicative Timeline:	
ESMF Risk Classification and Project Applicable ESSs per the ESMF	
Date and Day of Screening	

Section B1: Environmental and Social Screening Questionnaire[8]

No.	Questions	Answer		Risk Level Probable L, M, S, H	If answer is "yes": Due diligence/Action
		Yes	No		
ESS1: Assessment and Management of Environmental and Social Risks and Impacts					
1	*Is the proposed investment located in or near environmentally or socially sensitive areas (e.g., protected areas, high biodiversity value areas, wetlands, cultural heritage sites)?*				Further assessment required through ESIA/ESMP.
2	Does the investment rely on associated facilities that may introduce additional E&S risks?				Associated facilities must be included in E&S risk assessment.

[7] This part is completed based on the information submitted by the proponent of the government selected investment during the application phase and subsequently reviewed by the MoPF PIPFP Experts.

[8] The E&S Screening Questionnaire will be filled out by the MoFP PIPFP's assigned E&S Experts.

No.	Questions	Answer		Risk Level Probable L, M, S, H	If answer is "yes": Due diligence/Action
		Yes	No		
3	Are the anticipated E&S risks likely to be manageable using known and feasible mitigation measures?				**If No:** Exclude from PIPFP support.
4	Is the downstream investment likely to involve large-scale civil works with potentially significant or irreversible impacts?				Full ESIA required.
5	Are there any anticipated potential impacts and risks to the physical environment, including water resources, atmospheric emissions, noise, solid waste, or ecological degradation?				ESIA/ESMP/ ES Checklist/ SEP
6	Is there a risk of capturing project benefits by certain parties? Or diversion of financed activities benefits?				SEP, GRM
7	Is there a risk of lack of monitoring of financed activities due to remoteness of location?				SEP, GRM
8	Is there a likelihood that the activities would have inequitable or discriminatory adverse impacts on affected populations? Or to exclude individuals or groups? Including vulnerable and marginalized groups?				SEP, GRM
9	Does the financed activities management have the institutional environmental and social capacity to manage and implement the E&S risks and mitigation measures?				ESIA/ESMP/ ES Checklist
ESS2: Labor Rights and Working Conditions					
1	Will preparation or future implementation involve direct, contracted, or primary supply workers?				**If Yes:** Labor Management Procedures (LMP) required.
2	Are there potential risks of child labor, forced labor, or unsafe working conditions?				**If Yes:** Exclude from PIPFP support.
3	Will occupational health and safety risks be present during preparation or future implementation?				**If Yes:** Include OHS measures in ESMP/LMP.
4	Are there potential GBV/SEA/SH risks? Are the financed activities expected to be sensitive to such risks?				Apply SEA/SH risk management approach in Annex 6 If "Yes": Complete Section B2: SEA/SH Risk Assessment Tool to determine the level of risk and identify mitigation measures.
5	Is there a risk that any employment resulting from the execution of the financed activities will be biased towards marginalized and vulnerable groups (e.g., women, people with disability)				LMP, ESIA/ESMP, GRM
6	Is there a risk of unfair recruitment process if the financed activities will require recruitment activities?				LMP, GRM
ESS3: Resource Efficiency and Pollution Prevention and Management					
1	Is the downstream investment likely to generate waste, emissions, or pollution affecting air, soil, or water?				Prepare a site-specific ESMP or ESIA, as appropriate to the scale, nature, and level of risk of the downstream investment.

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No.	Questions	Answer		Risk Level Probable L, M, S, H	If answer is "yes": Due diligence/Action
		Yes	No		
2	Does the investment involve hazardous materials or legacy contamination risks?				Prepare a site-specific ESIA and/or ESMP, commensurate with the identified risks and impacts of the downstream investment.
3	Does the investment expected to be associated with generation of e-waste?				E-WMP/E-W Guidelines incorporated in ESMP
4	Is the subproject expected to be associated with generation of substantial quantities of construction/demolition waste?				ESIA/ESMP/ ES Checklist
5	Is the subproject expected to entail the use/generation of hazardous chemical material/waste?				ESIA/ESMP/ ES Checklist
6	Is the subproject expected to generate dust/noise/vibrations/nuisance?				ESIA/ESMP/ ES Checklist
ESS4: Community Health and Safety					
1	Could the downstream investment pose risks to community health and safety (traffic, safety hazards, exposure to pollution)?				Address the risks through a site-specific ESMP or ESIA, including Community Health and Safety measures and relevant provisions of the SEP.
2	Is labor influx anticipated that may affect local communities?				Apply a SEP and a site-specific ESMP including Labor and Working Conditions requirements and the Community Health & Safety measures.
3	Are SEA/SH risks foreseeable?				Apply SEA/SH risk management approach in Annex 6 If "Yes": Complete Section B2: SEA/SH Risk Assessment Tool to determine the level of risk and identify mitigation measures.
4	Are the financed activities expected to carry discriminatory or adverse negative impacts on vulnerable and marginalized groups?				ESIA/ESMP/ ES Checklist/ SEP
5	Are the financed activities expected to include measures to facilitate the access of vulnerable or disadvantaged persons to the benefits of the project? (examples: transportation, strategic location that is reachable by the stakeholders, facility and meeting hall equipment, ramps, and others)				ESIA/ESMP/ ES Checklist/ SEP
6	Do the financed activities carry any high or substantial risks of causing incidents to the population and neighboring communities?				ESIA/ESMP
7	Is there a risk of increasing the probability / creating GBV potential impacts due to the execution of financed activities?				ESIA/ESMP, GRM
	Do the financed activities have the potential to upset community dynamics? (Impacts on community culture, roles, religious believes, and				SEP GRM

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No.	Questions	Answer		Risk Level Probable L, M, S, H	If answer is "yes": Due diligence/Action
		Yes	No		
	social structure. For example: introducing information that could contradict with the local society's beliefs or religion)				
	Will the financed activities present hazards to community members on the sub-project site?				ESIA/ESMP
	Will the financed activities pose traffic and road safety hazards?				Traffic and Road Safety Plan/ incorporated in ESIA/ESMP
	Has the site been directly shelled or include rubble and/or unexploded ordnance (UXO/ERW) risks at the time of the project identification?				ESIA/ESMP
ESS5: Land Acquisition, Restrictions on Land Use, and Involuntary Resettlement					
1	Is land acquisition, restriction of access, or displacement (physical or economic) likely?				If "Yes": Apply the project RF. The feasibility study and ESIA must assess land-related risks and explore alternatives to avoid or minimize displacement. If impacts cannot be avoided, prepare a RP in line with ESS5.
2	Are vulnerable groups potentially affected by land-related impacts?				If "Yes": Refer to and apply the project RF prepare a RP.
3	Will the project cause impact on livelihood that cause loss of income of the affected persons (temporarily or permanently loss of crops, fruits, trees …etc.)				SEP Livelihood Restoration Plan (LRP), as part of the Resettlement Plan (RP)
ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources					
1	Is there a risk that the financed activities will result in any impacts on biodiversity or natural resources?				If "Yes": Prepare site specific ESIA and if determined that project area includes critical habitats exclude from financing. ESMP
2	Will the investment impact sensitive or protected areas?				ESIA/ESMP
3	Is there a risk that the investment will result in (i) changes to landscapes and habitat (ii) habitat fragmentation (iii) increased water consumption (iv) contamination of natural habitats?				ESIA/ESMP
ESS8: Cultural Heritage					
1	Is the investment located near known or potential cultural heritage sites?				If "Yes": Apply Chance Find Procedures Conduct prior investigation and develop a Cultural Heritage Management Plan if the assessment indicates it is needed.
2	Is the project site known to have the potential for the presence of cultural and natural heritage remains?				
ESS10: Stakeholder Engagement and Information Disclosure					
1	Are there disadvantaged or vulnerable groups who may face barriers to participation?				If "Yes": Ensure inclusive engagement strategies in the SEP; consider alternative formats/accessibility.

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No.	Questions	Answer		Risk Level Probable L, M, S, H	If answer is "yes": Due diligence/Action
		Yes	No		
2	Is opposition, social tension, or reputational risk anticipated?				

Section B: *SEA/SH Risk Assessment* for Investment Project Financing involving Major Civil Works

NO.	Assessment question	Scoring option	Numerical scoring
SEA/SH Risk Assessment Tool Section B2-1 - Country Context – Questions 1-13 *This section is defined using statistical data and studies from relevant organizations. The ratings and scoring for Questions 1–13 have already been completed and must be applied as reference values when assessing the project context. Users should not alter these ratings, but instead use them to inform and complement the screening in Section B2-2* 4.75			
1	Prevalence of intimate partner violence (IPV)	High	0.5
2	Prevalence of any form of sexual violence (SV)	High	1
3	Prevalence of child marriage (defined as marriage before age 18 reported by women)	Low	0
4	State Department Trafficking in Persons report rating	Medium	0.25
5	Is the project in a fragile, conflict, or violence affected (FCV) country?	High	0.5
6	Laws on sexual harassment	High	0.5
7	Laws on marital rape	High	0.5
8	Laws on domestic violence	High	0.5
9	Wife beating justified for at least one specific reason	Low	0
10	Prevalence of help seeking to stop violence	High	0.5
11	National action plan on addressing violence against women and girls/GBV	High	0.5
12	GBV working group	Low	0
13	Does the country have a national referral pathway protocol for GBV service provision?	Low	0
SEA/SH Risk Assessment Tool Section B2-2 - Project Context – Questions 14-25 *The next section focuses on project-specific factors. Users should review and complete the screening questions for Section B, and then sum the ratings to determine the overall SEA/SH risk level for the project*[9].			

[9] Guidance for Completing Section B2 2 (Project Context): Read each question carefully, Select the answer option that best matches your project situation, Write down the numerical rating shown next to that option, After answering all questions (Q14–25), add the ratings together to get the Project Context Score, Combine this score with the fixed Country Context Score (4.75) to calculate the Final SEA/SH Risk Score, Do not change the Country Context Score-it is already completed.

14	Is the project in an area of the country with an active humanitarian or emergency situation?	Yes **[0]** No **[2]**	
15	How much infrastructure, construction, upgrading or rehabilitation does your project entail?	Small amount **[0]** Medium amount **[0.5]** Major amount **[1]**	
16	Risk profile of the labor influx	Low **[0]** Medium **[1]** High **[2]**	
17	Were consultations undertaken with women's groups?	Yes **[0]** Unknown **[0.5]** No **[1]**	
18	Issues related to GBV and GBV-related concerns about the project have arisen in the community engagement discussions ?	No **[0]** Unknown **[1]** Yes **[2]**	
19	Are military or paid security forces being contracted as part of the project?	No **[0]** Unknown **[0.5]** Yes **[1]**	
20	Is the project region or province in the lowest poverty quartile of the country?	No **[0]** Unknown **[0.5]** Yes **[1]**	
21	Is the project located in hard-to-supervise areas?	Compact or easily accessed project areas **[0]** Hard to supervise area **[2]**	
22	Is the project being implemented in rural, peri-urban or urban areas?	Urban **[0]** Peri-urban **[0.5]** Rural **[1]**	
23	Is the project construction near school route or other pedestrian access that women and girls use for their daily activities?	No **[0]** Yes **[1]**	
24	Will the project be able to monitor implementation across the full span (both in terms of geographic spread and duration) of the work?	Yes **[0]** Unknown **[1]** No **[2]**	
25	Are female workers in close proximity to male workers with limited supervision?	Yes **[1]** Unknown **[0.5]** No **[0]**	
Total Assessment Risk scoring for project context (Q14-Q25)		*[Insert here the sum of rating from q14 to Q25]*	
Total Assessment Risk scoring for country context (Q1-Q13)		*(Automatic sum for Q1 to Q13 is)*	*4.75*
Final Score		*[inset here the sum of 4.75 +(the total sum of project context rating Q +*	

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SECTION C1: SUMMARY OF THE SCREENING PROCESS

	E&S Screening	Results and Recommendations		
	Relevant ESSs for this subproject	List ESSs		
Anticipated Phase of Downstream Investment (Construction/ Operations)	Summary of Critical Risks and Impacts identified	Risk / Impact	Individual Risk/ Impact Rating (low, moderate, substantial, High)	Due diligence/Action Next Steps
	1.			
	2.			
	3.			
	4.			
	5.			

SECTION C2: SEA/SH Risk Scoring for investment Project Financing involving Major Civil Works

Risk Tier	Score out of 25
Low risk	0-12.25
Moderate risk	12.5-16
Substantial risk	16.25-18
High risk	18.25-25

Recommended Actions to Address Project-Induced SEA/SH Risks according to each risk tier is available in the Good Practice Note: Addressing Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) in Investment Project Financing involving Major Civil Works (page 27-36) Table 2: Recommended Actions to Address Project-Induced SEA/SH Risks
https://documents1.worldbank.org/curated/en/099430304232515972/pdf/IDU-0df177e9-284c-4850-bdf5-10a5cb6607b3.pdf

Additional Assessment Requirements	
Screening Result	Summary of Screening Result Justification
1. No further E&S assessment required	e.g. "Low risk project"
2. No further E&S assessment required but could require E&S mitigation measures clauses and checklist, or a simple ESMP depending on technical recommendation	e.g. "Low to Moderate risk project"
3. Detailed ESMP with SEA/SH action plan	e.g. "Moderate risk project.
4. Detailed ESMP/ESIA with SEA/SH action plan	e.g., "substantial risk project.
5. Prepare SEA/SH action plan	For High SEA/SH assessment scoring
Is this activity excluded under the Project	Yes / No

Section D: Screening Conclusion
Proposed E&S Risk Classification:
☐ Low ☐ Moderate ☐ Substantial ☐ High
Justification:

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(Brief explanation based on highest identified risk)
Required E&S Instruments:

☐ ESIA
☐ ESMP
☐ LMP
☐ SEP
☐ RF / RP
☐ SEA/SH action plan
☐ Other (specify)

Screening Conducted by (Environmental Specialist – PPU**):**

Name / Signature / Date
Screening Conducted by (Social Specialist – PPU**):**

Name / Signature / Date
Reviewed and approved by (PPU **Manager):**

Name / Signature / Date

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ANNEX 6 - SEA/SH Risk Management

Although the project will not finance construction, it will support upstream activities such as feasibility studies, technical assessments, and institutional capacity building. ESMF integrates SEA/SH risk management to ensure institutional systems, stakeholder engagement, and grievance mechanisms remain aligned with World Bank ESF requirements. Potential SEA/SH risks are linked to the downstream effects of future infrastructure investments, where labor influx and the establishment of worker camps near communities may increase exposure to Gender-Based Violence (GBV), SEA, and SH, especially among women, children, and displaced or marginalized populations.

The project commits to a zero-tolerance policy on Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH). All project activities will comply with the World Bank Environmental and Social Framework (ESF), in particular ESS1 (Assessment and Management of Environmental and Social Risks), ESS2 (Labor and Working Conditions), ESS4 (Community Health and Safety), and ESS10 (Stakeholder Engagement). SEA/SH risk management will be embedded across all phases of project preparation, implementation, and monitoring, ensuring that prevention, mitigation, and response measures are systematically integrated into institutional systems and aligned with World Bank good practice.

To address these potential risks, the project will implement a comprehensive set of SEA/SH safeguards:

Codes of Conduct

- All consultants, project staff, and workers engaged under the PIPFP will be required to sign and adhere to a Code of Conduct that explicitly prohibits SEA/SH.
- The Code will outline expected standards of behavior and consequences for violations.
- Awareness sessions will be conducted to ensure all personnel understand the behavioral standards and the specific clauses of the Code of Conduct, reinforcing accountability and compliance.

Grievance Mechanism (GM)

- The grievance mechanism will incorporate dedicated SEA/SH reporting channels, as detailed in the Stakeholder Engagement Plan (SEP).
- Confidentiality, anonymity, and survivor consent will be mandatory safeguards, ensuring that survivors can report SEA/SH incidents safely and without fear of retaliation.
- SEA/SH grievances will be logged separately from other cases, using secure anonymized coding systems, with no identifiable information recorded in logbooks.
- Survivors will be referred, with their informed consent, to the national referral mechanism for GBV services.

Awareness and Training

- Training sessions will be conducted for PPU staff, consultants, and line ministries on SEA/SH risks, behavioral standards, survivor centered response, and referral pathways.
- Awareness raising activities will inform communities about the availability of SEA/SH grievance pathways, reinforcing trust in the mechanism and encouraging safe reporting.

Monitoring and Reporting

- The Social Specialist will oversee SEA/SH grievance handling, ensuring that cases are managed in line with ESF requirements.
- Regular monitoring will assess the effectiveness of SEA/SH grievance handling, with adjustments made as needed to strengthen survivor protection and accountability.

Development of SEA/SH Action Plan

The Project preparation unit (PPU) will prepare SEA/SH Action Plan if required, based on the results of the SEA/SH screening tool provided in Annex 5 (Section B2). The SEA/SH Action Plan acts as a roadmap to capture the approach to assess, mitigate, and monitor project SEA/SH risks. The Action Plan includes specific arrangements for the project to address SEA/SH risks, along with their timing, parties responsible, and the budget, such as:

- How the project will identify or map the GBV service providers to which SEA/SH survivors will be referred, and the services that will be available
- How the project will provide information to project actors and the community on reporting SEA/SH incidents to the grievance mechanism

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- Arrangements to develop the Accountability and Response Framework
- An awareness-raising strategy, information dissemination, reporting protocols, and referral protocols
- Arrangements to implement and monitor mitigation actions.

Preparation will follow the World Bank's guidance note and template ensuring alignment with ESF requirements and WB SEA/SH good practice.

For detailed guidance on preparing the Action Plan, refer to the World Bank Good Practice Note Addressing SEA/SH in Investment Project Financing involving Major Civil Works, specifically the section on SEA/SH Action Plan and Accountability and Response Framework (paragraph 58–63 /on pages 22–24).
SEA/SH GPN link: https://documents1.worldbank.org/curated/en/099430304232515972/pdf/IDU-0df177e9-284c-4850-bdf5-10a5cb6607b3.pdf
Action Plan template link:

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ANNEX 7-Terms of Reference for Environmental and Social Consultants

ANNEX 7A: Environmental Specialist / Environmental Consultant ToR

To be used for investments as required

1. Introduction

1.1 Project Background

Add information regarding the investment, including components and implementation arrangements.

MOFP is supporting the design of [name of investment] under the World Bank's Palestinian Investment Preparation Facility Project. In alignment with the World Bank Environmental and Social Framework (ESF), its Environmental and Social Standards (ESSs), and as part of project preparation and appraisal, MOFP has prepared and disclosed key environmental and social instruments, including the Environmental and Social Commitment Plan (ESCP), Stakeholder Engagement Plan (SEP), and the Project Preparation Facility Environmental and Social Management Framework (PIPFP-ESMF). These documents outline MOFP's commitments to manage environmental and social risks, promote inclusive stakeholder engagement, and uphold the principles of transparency, sustainability, accountability, and environmental and social risk management throughout project preparation and implementation.

- The SEP can be accessed through: provide link
- The ESCP can be accessed through: provide link
- The PIPFP-ESMF can be accessed through: provide link

Furthermore, the Project-relevant Environmental and Social Standards (ESSs) are:

- ESS1 – Assessment and Management of Environmental and Social Risks and Impacts
- ESS2 – Labor and Working Conditions
- ESS3 – Resource Efficiency and Pollution Prevention and Management
- ESS4 – Community Health and Safety
- ESS5 – Land Acquisition, Restrictions on Land Use and Involuntary Resettlement
- ESS6 – Biodiversity Conservation and Sustainable Management of Living Natural Resources
- ESS8 – Cultural Heritage
- ESS10 – Stakeholder Engagement and Information Disclosure

Further information about the World Bank ESF and ESSs is available through the following link: https://www.worldbank.org/en/projects-operations/environmental-and-social-framework

The design of the investment [add name] identifies the need for the recruitment/assignment of a dedicated Environmental Specialist within the PPU as a key measure to ensure effective environmental risk screening, assessment, management, monitoring, reporting, and integration of environmental mitigation measures into the investment preparation process. The Environmental Specialist will play a central role in supporting the preparation, review, and supervision of E&S instruments and tools under the

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[add name] ESCP and PIPFP-ESMF, including [add name of E&S instruments/measures], in coordination with the Social Specialist, OHS Specialist where required, technical teams, line ministries, consultants, and relevant stakeholders.

This Terms of Reference (ToR) outlines the responsibilities, scope of work, qualifications, and deliverables for the recruitment or assignment of a qualified Environmental Specialist to support [add name of investment] preparation and/or implementation in accordance with [add name of financier as appropriate] environmental and social requirements, the World Bank ESF, and relevant national environmental policies, laws, and regulations.

1.2 Environmental and Social Assessment of the Investment

- **Environmental Risk Rating:** include risk rating and provide rationale
- **Social Risk Rating:** include risk rating and provide rationale

1.3 E&S Safeguards: E&S Tools and Instruments

As outlined in the background section above, the [add name of investment] will be prepared and/or implemented in compliance with the [add name of financing agency as appropriate] E&S policy, the World Bank ESF, and applicable Palestinian laws, policies, and regulations governing environmental and social aspects relevant to the project.

In alignment with the [add name of investment] Environmental and Social Commitment Plan (ESCP), a suite of environmental and social instruments will be prepared and implemented throughout the project lifecycle. These instruments will provide the rules and procedures for identifying, assessing, managing, and monitoring risks during various stages of the project. They will set out a step-by-step screening and risk classification process, and guidance on the type of environmental and social instruments required for different types of investments.

The Environmental Specialist to be engaged under this ToR will play a central role in supporting the preparation, coordination, review, and implementation of environmental risk management instruments and tools. This includes supporting environmental screening and risk classification; preparation and review of Terms of Reference for E&S instruments; oversight of environmental assessments and management plans; monitoring of environmental risks; integration of environmental measures into feasibility studies, designs, bidding documents, and preparation outputs; and reporting on environmental performance in accordance with the ESCP and PIPFP-ESMF.

2. Objective of the Assignment

The objective of this assignment is to support the effective implementation of the environmental and social commitments under the PIPFP by providing technical expertise and operational support on environmental risk management in alignment with the World Bank Environmental and Social Framework (ESF), the PIPFP-ESMF, the ESCP, the SEP, the World Bank Group Environmental, Health and Safety Guidelines, and relevant Palestinian environmental policies and regulations.

Specifically, the Environmental Specialist will ensure the consistent and quality implementation of the project's environmental risk management measures, including environmental screening, risk classification, preparation and review of E&S instruments, pollution prevention, waste management, biodiversity and natural habitat protection, cultural heritage screening, climate and resource efficiency considerations,

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occupational and community health and safety considerations, incident reporting, and environmental monitoring.

The Environmental Specialist will work under the implementing agency PPU and in close coordination with the Social Specialist, OHS Specialist where required, procurement and technical teams, project stakeholders, line ministries, consultants, and the World Bank team. The specialist will ensure that project activities are environmentally sound, technically practical, and compliant with applicable Environmental and Social Standards, particularly ESS1, ESS2, ESS3, ESS4, ESS6, ESS8, and ESS10.

3. Scope of Work: Main Duties and Responsibilities

Under the overall supervision of the implementing agency PPU, the Environmental Specialist will be responsible for leading, coordinating, and supporting the implementation of the project's environmental risk management activities in line with the [name of financing agency] E&S policies, the World Bank ESF, and relevant national laws and regulations.

The Environmental Specialist will ensure that all environmental aspects of the project are addressed in a timely, practical, and risk-based manner. Specific responsibilities include, but are not limited to, the following [adapt according to the need of the specific investment under design]:

I. Oversight and Implementation of Environmental Risk Management Instruments

- Oversee, prepare, and support the drafting and implementation of environmental risk management instruments as outlined in the ESCP, PIPFP-ESMF, SEP, and other E&S instruments.
- Coordinate with the Social Specialist and consultants preparing ESIAs, ESMPs, Resettlement Plans, Stakeholder Engagement Plans, Biodiversity Management Plans, Cultural Heritage Management Plans, Emergency Preparedness and Response Plans, and any other E&S instruments, as required.
- Ensure that environmental instruments are consistent with the [name of financing agency] E&S policy, World Bank ESF, World Bank Group EHS Guidelines, national requirements, and prospective donor policies, and are consulted and disclosed as applicable.
- Collaborate with the Social Specialist to conduct initial eligibility screening of proposed activities using the Exclusion List, ensuring that any activity triggering exclusion criteria is documented and screened out.
- Conduct environmental screening using the Environmental and Social Screening Questionnaire, identify potential downstream environmental risks and impacts, assign or support the assignment of a preliminary E&S risk classification, and define the type and scope of required E&S instruments.
- Incorporate relevant aspects of the ESCP, PIPFP-ESMF, SEP, Labor Management Procedures, OHS measures, emergency preparedness, incident reporting, waste management, pollution prevention, resource efficiency, biodiversity, cultural heritage, and community health and safety measures into the E&S specifications of consultancies, feasibility studies, business cases, capacity building and training, and any other technical assistance activities financed under [name of investment].
- Ensure that consultants and supervising firms incorporate and comply with the E&S specifications in their contracts, and verify that any sub-consultants are also required to adhere to these provisions.

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- Integrate environmental risks and mitigation requirements into the Terms of Reference for studies, training, consultancies, feasibility studies, ESIAs, ESMPs, bidding documents, and technical designs to ensure consistency with the ESF and national legislation.
- Coordinate and review completed studies to confirm compliance with ToR requirements and relevant environmental standards.
- Supervise consultants and supervising firms engaged under the project and confirm that they provide periodic monitoring reports on E&S performance in accordance with the reporting requirements specified in their ToRs and contracts, and in line with the ESCP.

II. Environmental Risk Identification, Monitoring, and Mitigation

- Identify, monitor, and manage environmental risks and impacts throughout project preparation and implementation, with a focus on risks related to pollution, hazardous and non-hazardous waste, air emissions, dust, noise, vibration, wastewater, soil and water contamination, resource efficiency, biodiversity, natural habitats, ecosystem services, cultural heritage, occupational health and safety, community health and safety, emergency risks, and climate-related risks.
- Ensure that environmental mitigation measures outlined in the E&S instruments are applied across relevant institutions such as line ministries, agencies, local governments, consultants, and other partners preparing downstream investments.
- Review environmental baseline information and identify key environmental sensitivities, receptors, constraints, and data gaps.
- Ensure the application of the mitigation hierarchy: avoid, minimize, mitigate, restore, and compensate/offset where applicable and consistent with the ESF.

III. Environmental Screening, Site Verification, and Technical Review

- Conduct early site visits to proposed investment locations where security and access conditions allow.
- Where site visits are not feasible due to security, access, or other constraints, document the reasons and apply alternative verification methods, including maps, satellite imagery, photos, technical documents, official data, land records, permits, and stakeholder input.
- Review project concept notes, preliminary designs, route alignments, location maps, coordinates, technical studies, permits, environmental baseline data, and other relevant documents.
- Verify potential environmental sensitivities, including nearby communities, schools, health facilities, water bodies, wadis, agricultural lands, protected areas, biodiversity-sensitive areas, cultural heritage sites, utilities, and other receptors.
- Provide technical environmental input to feasibility studies, technical designs, cost estimates, and preparation outputs to ensure that environmental risks are considered early in project design.

IV. Pollution Prevention, Resource Efficiency, and Waste Management

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- Identify and assess risks related to air emissions, dust, noise, vibration, wastewater, solid waste, hazardous waste, construction and demolition waste, chemicals, contaminated materials, and accidental spills.
- Ensure that E&S instruments include appropriate measures for pollution prevention, waste segregation, safe handling, storage, transport, disposal, and emergency response.
- Ensure that resource efficiency measures are considered, including water efficiency, energy efficiency, materials efficiency, and climate-resilient design.
- Support the integration of circular economy, recycling, reuse, and waste minimization measures where technically and economically feasible.
- Review and provide input to waste management plans, pollution prevention plans, emergency response plans, and environmental monitoring plans.

V. Biodiversity, Natural Habitats, and Ecosystem Services

- Screen proposed investments for potential impacts on natural habitats, protected areas, forests, wadis, biodiversity-sensitive areas, ecosystem services, agricultural lands, and other sensitive environmental receptors.
- Ensure that biodiversity-related risks are properly assessed and that mitigation measures are included in the relevant E&S instruments.
- Recommend the preparation of biodiversity assessments, biodiversity management plans, or habitat restoration plans where required.
- Promote integration of Nature-based Solutions, climate-resilient approaches, and sustainable management of natural resources where relevant.
- Coordinate with relevant national authorities and technical specialists where biodiversity or natural habitat risks are identified.

VI. Cultural Heritage and Chance Finds

- Screen proposed investments for potential impacts on tangible and intangible cultural heritage.
- Coordinate with the Social Specialist and relevant national authorities where cultural heritage risks are identified.
- Ensure that chance find procedures are included in relevant E&S instruments and future procurement/implementation documents.
- Review and support the preparation of cultural heritage assessments or management plans where required.

VII. Occupational Health and Safety, Community Health and Safety, and Emergency Preparedness

- Identify and assess OHS and community health and safety risks related to technical assistance activities, site visits, field surveys, and anticipated downstream investments.

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- Review risks related to excavation, working at height, traffic interface, electrical works, confined spaces, hazardous substances, wastewater exposure, solid waste handling, heavy equipment, emergency situations, UXO/ERW, security-related hazards, and other risks as relevant.
- Coordinate with the OHS Specialist, where assigned, to ensure that OHS and emergency preparedness requirements are adequately reflected in E&S instruments and investment preparation outputs.
- Ensure that Emergency Preparedness and Response Plans include relevant procedures for accidents, fire, spills, hazardous materials, security incidents, UXO/ERW, extreme weather events, medical evacuation, and communication protocols.
- Ensure that relevant environmental, OHS, and community health and safety requirements are integrated into procurement-ready documents and future contractor obligations, including Contractor ESMPs, site-specific OHS plans, and incident reporting procedures.

VIII. Stakeholder Engagement and Disclosure Support

- Support the Social Specialist in consultation and engagement activities related to environmental risks, impacts, and mitigation measures.
- Ensure that environmental information is presented in a clear, accessible, and culturally appropriate manner.
- Participate in consultations with affected communities, relevant authorities, line ministries, local governments, and other stakeholders where environmental issues are expected to be significant.
- Support documentation of environmental concerns raised during consultations and ensure that relevant feedback is reflected in revised E&S instruments, where appropriate.

IX. Capacity Building and Institutional Strengthening

- Identify environmental capacity building needs for the PPU, line ministries, agencies, local governments, consultants, and other relevant partners.
- Support the development and implementation of a capacity-building plan, including budget, expertise, and timeframe, in line with the project E&S instruments.
- Design and deliver training programs on environmental risk management, ESF compliance, environmental screening, pollution prevention, waste management, resource efficiency, biodiversity, cultural heritage, climate resilience, emergency preparedness, incident reporting, and environmental monitoring.
- Contribute to strengthening institutional capacity at the implementing agency PPU to oversee and coordinate environmental safeguard functions across project activities.

X. Coordination and Communication

- Coordinate closely with the project teams and maintain regular communication with relevant staff across relevant institutions, including line ministries, agencies, local governments, consultants, and other partners.

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- Coordinate with the Social Specialist to ensure integrated environmental and social risk management.
- Coordinate with the OHS Specialist, technical specialists, biodiversity specialists, cultural heritage specialists, or other experts where required based on screening outcomes.
- Represent the project in relevant meetings, missions, consultations, technical reviews, and stakeholder coordination events.
- Participate in relevant donor missions and prepare environmental inputs for E&S briefings, aide memoires, and mission reports.

XI. Monitoring, Evaluation, and Reporting

- Support the PPU in monitoring the implementation of environmental risk mitigation measures and reporting on E&S compliance.
- Contribute to the preparation of periodic progress reports to the donor, including updates on screening, E&S instruments, environmental risks, mitigation measures, monitoring results, incident reporting, capacity building, and consultation outcomes.
- Report on any incident or accident relating to the project which has, or is likely to have, a significant adverse effect on the environment, affected communities, the public, or workers, including pollution incidents, spills, hazardous waste incidents, serious OHS incidents, security-related incidents, or other events requiring notification under the ESCP.
- Provide available details of the incident or accident to the relevant parties within the established timeframe in line with ESCP requirements.
- Prepare and submit periodic E&S reports to the PPU Director.
- Prepare and submit regular environmental and E&S progress reports to the donor per the ESCP.

XII. General Tasks and Duties

- Update environmental documents, tools, and instruments for the project as required and as agreed with the donor and/or specified in the ESCP.
- Support the preparation and updating of environmental screening forms, checklists, guidance notes, ToRs, review templates, and monitoring tools.
- Support integration of environmental requirements into feasibility studies, designs, cost estimates, procurement documents, and preparation outputs.
- Perform any other relevant duties assigned by the PPU Director.

4. Required Qualifications and Experience

- At least a bachelor’s degree in environmental engineering, environmental science, environmental management, civil/environmental engineering, natural resources management, or other relevant environmental discipline. A master’s degree is preferred.
- Minimum 5 years of relevant work experience in environmental assessment and management.

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- Experience working with governmental, intergovernmental, and/or regional organizations; previous experience with World Bank projects and international development agencies is an asset.
- Knowledge of environmental and social frameworks and standards, including the World Bank ESF or similar, is preferable.
- Demonstrable expertise and prior experience in environmental risk management, including identification and mitigation of risks related to pollution prevention, waste management, resource efficiency, biodiversity, natural habitats, cultural heritage, OHS, community health and safety, and climate-related risks.
- Experience preparing or reviewing ESIAs, ESMPs, environmental audits, environmental screening forms, environmental monitoring plans, and environmental ToRs.
- Knowledge of World Bank Group Environmental, Health and Safety Guidelines and Good International Industry Practice.
- Experience in infrastructure sectors relevant to the PIPFP pipeline, such as water, wastewater, energy, solid waste, transport, public facilities, urban infrastructure, or environmental regeneration.
- Familiarity with Palestinian environmental legislation, environmental permitting procedures, and institutional arrangements is an advantage.
- Experience in stakeholder consultations and disclosure related to environmental risks is an asset.
- Has good management skills, particularly workshop organizing and moderation, communication skills and reporting, as well as the ability to work in a team.
- Proven ability to communicate effectively, understand environmental and community concerns, and engage with project affected people and project management teams positively and constructively.
- Experience in capacity building and institutional strengthening for government agencies, particularly in environmental risk management.
- Excellent knowledge of written and oral communication in Arabic, and good command and professional use of English language is preferred.
- Full command of Microsoft applications, particularly Word, Excel, and PowerPoint, and other relevant software and digital skills.
- Self-motivated, dynamic, and able to work under pressure.

5. Time Frame and Contract

The contract is a full-time based contract, and the duration of the assignment is [ ], extendable to the full length of the project, subject to satisfactory performance, project needs, and availability of financing.

6. Facilities Provided by the Client

The Environmental Specialist will be hosted at the implementing agency at [add location], and will be provided with normal and customary expenditures for official travel, accommodation, printing, and telephone charges. Official travel will be reimbursed at the cost of less than first class.

7. Ethical Considerations

1. The specialist is required to provide professional, objective, and impartial advice, at all times holding the Employer's interest's paramount, strictly avoiding conflicts with other assignments or his/her own corporate interests, and acting without any consideration for future work.
2. In completion of the work described, the specialist should not have other professional interests that might result in a real or apparent conflict of interest. For example, as part of his/her professional work or employment in another organization.
3. The specialist has an obligation to disclose to the Employer any situation of actual or potential conflict that impacts his/her capacity to serve the best interest of the Employer. Failure to disclose such situations may lead to the disqualification of the specialist or the termination of the assignment.
4. The specialist is obligated to protect the entity's information, maintain its confidentiality, and not leak or disclose it to any third party.

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ANNEX 7B: Social Specialist TOR (to be used for investments as required)

1. Introduction

1.1. Project Background

Add information regarding the investment including components and implementation arrangements.
MOFP is supporting the design of [name of investment] under the World Bank's Palestinian Investment Preparation Facility Project. In alignment with World Bank Environmental and Social Framework (ESF), its Environmental and Social Standards (ESSs), and as part of project preparation and appraisal, MOFP has prepared and disclosed key environmental and social instruments, including the Environmental and Social Commitment Plan (ESCP) and Stakeholder Engagement Plan (SEP). These documents outline MOFP's commitments to manage environmental and social risks, promote inclusive stakeholder engagement, and uphold the principles of transparency, equity, and accountability throughout project implementation.

- The SEP can be accessed through: *provide link*
- The ESCP can be accessed through: *provide link*

Furthermore, The Project-relevant Environmental and Social Standards (ESS) are:

- ESS1 – Assessment and Management of Environmental and Social Risks and Impacts
- ESS2 – Labor and Working Conditions
- ESS3 – Resource Efficiency and Pollution Prevention and Management
- ESS4 – Community Health and Safety
- ESS5 – Land Acquisition, Restrictions on Land Use and Involuntary Resettlement
- ESS6 – Biodiversity Conservation and Sustainable Management of Living Natural Resources
- ESS8 – Cultural Heritage
- ESS10 – Stakeholder Engagement and Information Disclosure

Further information about the World Bank ESF and ESSs are available through the following link: https://www.worldbank.org/en/projects-operations/environmental-and-social-framework

The design of the investment [add name] identifies the need for the recruitment of a dedicated Social Specialist within the PPU as a key measure to ensure effective implementation of stakeholder engagement activities, coordination of social risk mitigation activities, management of grievances (including sensitive Sexual Exploitation and Abuse (SEA)/Sexual Harassment (SH)-related complaints), and capacity building (as required). The Social Specialist will play a central role in supporting the monitoring of social risks, drafting and supervising the preparation of E&S instruments and tools per the [add name] ESCP including the [add name of E&S instruments/measures], in addition to E&S capacity building, strengthening institutional systems for inclusive delivery, and ensuring compliance with the applicable ESSs among other activities detailed in this TOR.

This Terms of Reference (ToR) outlines the responsibilities, scope of work, qualifications, and deliverables for the recruitment of a qualified Social Specialist to support [add name of investment] implementation in accordance with [add name of financier as appropraite] and relevant national social and labor policies and legislation.

1.2. Environmental and Social Assessment of the investment

- **Environmental Risk Rating:** ***include risk rating and provide rationale***
- **Social Risk Rating:** ***include risk rating and provide rationale***

1.3. E&S Safeguards: E&S tools and Instruments

As outlined in the background section above, the [add name of investment] will be implemented in compliance with the [add name of financing agency as appropriate) E&S policy, in addition to applicable Palestinian laws, policies, and regulations governing the environmental and social aspects relevant to the

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project. In alignment with the [add name of investment] Environmental and Social Commitment Plan (ESCP), a suite of environmental and social instruments will be prepared and implemented throughout the project lifecycle. These will provide the rules and procedures for identifying and managing risks during various stages of the project. They set out a step-by-step screening and risk classification process, and guidance on the type of environmental and social instruments that may be required for different types of investments.

The Social Specialist to be engaged under this TOR will play a central role in supporting the preparation, coordination, and implementation of the aforementioned instruments and tools. This includes overseeing the implementation of key social risk management instruments as outlined in the [add name] ESCP including the [add name of E&S instruments], monitoring their implementation, supporting institutional capacity building, coordinating with relevant ministries and stakeholders, and ensuring that social risks such as exclusion, SEA/SH, labor-related issues, and grievances are effectively managed. The Social Specialist will also contribute to the design and delivery of training on social risk management and inclusion and ensure that reporting and documentation are maintained in accordance with the ESCP.

2. Objective of the Assignment

The objective of this assignment is to support the effective implementation of the environmental and social commitments under the PIPFP by providing technical expertise and operational support on social risk management in alignment with the World Bank Environmental and Social Framework (ESF) and relevant Palestinian policies and regulations.

Specifically, the Social Specialist will play a central role in ensuring the consistent and quality implementation of the project's social risk mitigation measures, as outlined in the Environmental and Social Commitment Plan (ESCP), the Stakeholder Engagement Plan and other relevant instruments. This includes ensuring the integration of inclusive, participatory, and gender-sensitive approaches across project activities, strengthening social accountability and grievance mechanisms, and supporting institutional capacity building across implementing partners.

The Social Specialist will work under the implementing agency PPU and in close coordination with environmental and technical counterparts, project stakeholders, line ministries. The specialist will ensure that project activities are socially inclusive, responsive to the needs of marginalized groups, and compliant with applicable Environmental and Social Standards (ESS), particularly ESS1, ESS2, ESS3, ESS4, ESS5, ESS6, ESS8 and ESS10.

3. Scope of Work: Main Duties and Responsibilities

Under the overall supervision of the implementing agency PPU, the Social Specialist will be responsible for leading, coordinating, and supporting the implementation of the project's social risk management activities in line with the [name of financing agency] E&S policies and relevant national laws and regulations.

The Social Specialist will ensure that all social aspects of the project are addressed in a timely, inclusive, participatory, and conflict-sensitive manner. Specific responsibilities include, but are not limited to, the following *[adapt according to the need of the specific investment under design]*:

I. Oversight and Implementation of Social Risk Management Instruments

- Oversee, prepare, and support the drafting and implementation of key social risk management instruments as outlined in the ESCP and SEP, and other E&S instruments, coordinate and provide oversight as needed, with the Environmental Specialist and consultants preparing (if required) the Resettlement Plan (RP)and Environmental and Social impact assessments (ESIA) and any other ES instruments, to ensure coherence with the [name of financing agency] E&S policy, national requirements, and prospective donor policies, and are consulted and disclosed.
- Prepare the SEA/SH Action Plan (if required), consistent with the World Bank SEA/SH Good Practice Note, ESS requirements, and national legislation; identify potential SEA/SH risks linked to

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upstream technical assistance and anticipated downstream investments and design preventive and mitigation measures; and integrate SEA/SH provisions into Terms of Reference for consultancies, feasibility studies, training, and other technical assistance activities.

- Collaborate with the Environmental Specialist to conduct initial eligibility screening of proposed activities using the Exclusion List, ensuring that any activity triggering exclusion criteria is documented and screened out.
- Collaborate with environmental specialist and conduct screening using Environmental and Social Screening Questionnaire, identify potential downstream environmental and social risks and impacts, assign a preliminary E&S risk classification, and define the type and scope of E&S instruments including appropriate mitigation measures required during project preparation.
- Incorporate the relevant aspects of the ESCP, including, inter alia, SEP, the ESMF, OHS measures, workers' GM, code of conduct, and others into the E&S specifications of consultancies, feasibility studies, business cases, capacity building and training, and any other technical assistance activities financed under [name of investment] with contractors and supervising firms. Thereafter ensure that the consultants and supervising firms incorporate and comply with the E&S specifications in their contracts, and verify that any sub-consultants are also required to adhere to these provisions
- Integrate social risks and impacts into the Terms of Reference (TORs) for studies, training, and consultancies (including feasibility studies, ESIAs, ESMPs, Resettlement Plans, and bidding documents) to ensure consistency with the ESF and national legislation. Coordinate and review the completed studies to confirm compliance with the TOR requirements
- Supervise consultants and supervising firms engaged under the project, and confirm that they provide periodic monitoring reports on E&S performance in accordance with the reporting requirements specified in their Terms of Reference and contracts, and in line with the ESCP.
- Support the implementation of the Labor Management Procedures (if required).
- Monitor compliance with labor requirements for PPU staff and contracted consultants.

II. Social Risk Identification, Monitoring, and Mitigation

- Identify, monitor, and manage social risks and impacts throughout project implementation, with a focus on risks related to exclusion, gender-based violence (GBV), sexual exploitation and abuse (SEA), sexual harassment (SH), labor issues, land access and use, community health and safety, among others identified in the E&S tools and instruments.
- Ensure that mitigation measures outlined in the E&S instruments are applied across relevant institutions such as line ministries, and other partners preparing for downstream investments.

III. Stakeholder Engagement and Inclusion

- Ensure implementation of the Stakeholder Engagement Plan (SEP), including coordination of stakeholder engagement activities across the different stakeholder levels; project affected parties, interested parties, and vulnerable and marginalized groups.
- Conduct effective consultation and engagement activities with the project stakeholders and report on stakeholder engagement activities in E&S progress reports.
- Conduct inclusive consultations and engagement with vulnerable and marginalized groups to ensure their participation in project planning and monitoring.
- Provide support in conducting training on social issues, public awareness and timely information disclosure.

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- Ensure providing project stakeholders, especially the vulnerable and marginalized groups, with timely, relevant, and understandable access to project information, and consult with them in a culturally appropriate manner.
- If needed, guide the update of Stakeholder Engagement Plan, monitor stakeholder mapping and identification, and oversee the implementation of SEP activities to ensure inclusive engagement with affected, interested, and vulnerable groups.
- Maintain documentation of stakeholder consultations, including summaries, feedback, and follow-up actions.

IV. Grievance Mechanism (GM)

- Oversee and coordinate the implementation of the project GM and ensure accessibility and responsiveness for all project stakeholders.
- Ensure integration of SEA/SH-sensitive pathways within the GM, provide training to staff and partners on survivor-centered grievance handling procedures, and log SEA/SH cases separately using secure anonymized coding.
- Monitor GM performance and ensure timely resolution of complaints; provide regular reporting to the PPU and donors (if relevant).
- Facilitate the establishment and effective functioning of dedicated workers' grievance channels across all implementing entities and service providers, in compliance with ESS2.
- Provide orientation, technical assistance, and periodic refresher training to relevant line ministries, agencies, consultants and consulting firms on the functioning, protocols, and escalation procedures of the GM, including proper handling of sensitive complaints.
- Ensure that grievances are properly logged, tracked, and reported, and contribute to the regular consolidation of GM data for periodic reports submitted to the PPU and the donor [if relevant].

V. Support to Preparation and Review of Site-Specific Instruments

- Draft, review, and support the preparation and implementation of site-specific social instruments, If necessary.
- Ensure alignment with the project E&S instruments (as required) and national laws and legislation, as well as Good International Practices (GIP), and provide technical guidance to partners on addressing identified social risks.

VI. Gender and Social Inclusion

- Integrate gender-responsive and disability-inclusive approaches into all project activities, with a focus on improving participation, benefit-sharing, and access for women and PWDs.
- Support the implementation of specific gender and social inclusion measures outlined in the ESCP, SEP, including targeted actions to promote inclusion of vulnerable groups.
- Ensure that project design integrates gender-responsive and disability-inclusive approaches, with particular attention to the participation, benefit-sharing, and access of vulnerable groups, women, and persons with disabilities.
- Contribute to the development and delivery of targeted training and awareness-raising on GBV/SEA/SH prevention and response for project stakeholders.

VII. Capacity Building and Institutional Strengthening

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- Identify social capacity building needs for the Project PPU, and relevant partners, line ministries and agencies.
- Support the development and implementation of a capacity-building plan (including budget, expertise, and timeframe) in line with the project E&S instruments.
- Design and deliver training programs on social risk management, ESF compliance, grievance mechanisms, stakeholder engagement, gender and social inclusion, and SEA/SH prevention for staff of the PPU, partners, and line ministries.
- Contribute to strengthening institutional capacity at the implementing agency PPU to oversee and coordinate social safeguard functions across project activities.

VIII. Coordination and Communication

- Coordinate closely with the project teams and maintain regular communication with relevant staff and across relevant institutions such as line ministries, and other partners.
- Represent the project in relevant meetings, missions, consultations, and stakeholder coordination events and participate in relevant meetings especially during the donors' missions and prepare all reports for the mission on E&S aspects.

IX. Monitoring, Evaluation, and Reporting

- Support the PPU in monitoring the implementation of social risk mitigation measures and reporting on E&S compliance.
- Contribute to the preparation of periodic progress reports to the donor, including, not limited to, updates on SEP implementation, GM performance, social risk mitigation, and capacity building activities.
- Report on 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; forced or child labor; allegations of sexual exploitation or abuse (SEA), or sexual harassment (SH); or disease outbreaks. Provide available details of the incident or accident to the relevant parties within the established timeframe in line with the ESCP requirements.
- Prepare and submit periodic E&S reports to the Project preparation unit (PPU) director.
- Prepare and submit regular E&S progress reports to the donor per the ESCP.

X. General Tasks and Duties

- Update E&S documents, tools, and instruments for the project as required and as agreed with the donor and or specified in the ESCP.
- Any other relevant other duties as assigned by PPU Director.

4. Required Qualifications and Experience

- At least a bachelor's degree in social sciences, gender studies, development studies, or other social sciences degree. A masters' degree is preferred.
- Minimum 5 years relevant work experience in the field of social management.
- Experience working with governmental, intergovernmental and/or regional organizations, previous experience with World Bank projects and International Development Agencies is an asset.

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- Knowledge of Environmental and Social frameworks and standards including the World Bank ESF, or similar, is preferrable.
- Demonstrable expertise and substantial prior experience in social risk management, including identification and mitigation of risks related to resettlement and land acquisition, involuntary displacement, social exclusion, community health and safety, and occupational health and safety
- Experience in identifying and managing SEA/SH risk mitigation measures and survivor-centered grievance handling
- Experience in stakeholder analysis, participatory community consultations, and engagement, with specific attention to marginalized and vulnerable groups, including women, youth, elderly, persons with disabilities, and populations in remote or access-restricted areas.
- Has good management skills, particularly workshop organizing and moderation, communication skills and reporting, as well as having the ability to work in a team.
- Proven ability to communicate effectively, understand community and stakeholder perspectives and vulnerabilities and to engage with project affected people and project management teams positively and constructively.
- Experience in capacity building and institutional strengthening for government agencies, particularly in social risk management.
- Excellent knowledge of written and oral communication in Arabic, and good command and professional use of English language is preferred.
- Full command of Microsoft applications, particularly Word, Excel & PowerPoint, and other relevant software and digital skills.
- Self-motivated, dynamic, and able to work under pressure.

5. Time Frame and Contract

The contract is a full time based contract, and the duration of the assignment is one year extendable to the full length of the project.

6. Facilities Provided by the Client:

The Social Specialist will be hosted at the implementing agency at [add location], and will be provided with normal and customary expenditures for official travel, accommodation, printing, and telephone charges; official travel will be reimbursed at the cost of less than first class.

7. Ethical Conciderations

1. The specialist is required to provide professional, objective, and impartial advice, at all times holding the Employer's interests paramount, strictly avoiding conflicts with other assignments or its own corporate interests, and acting without any consideration for future work.
2. In completion of the work described, the specialist should not have other professional interests that might result in a real or apparent conflict of interest. For example, as part of his/her professional work or employment in another organization.
3. The specialist has an obligation to disclose to the Employer any situation of actual or potential conflict that impacts its capacity to serve the best interest of its Employer. Failure to disclose such situations may lead to the disqualification of the specialist or the termination of its assignment.
4. The specialist is obligated to protect the entity's information, maintain its confidentiality, and not leak or disclose it to any third party.

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ANNEX 7C: Occupational Health and Safety Specialist TOR

To be used for investments as required

1. Introduction

1.1 Project Background

Add information regarding the investment, including components and implementation arrangements.

MOFP is supporting the design of [name of investment] under the World Bank's Palestinian Investment Preparation Facility Project. In alignment with the World Bank Environmental and Social Framework (ESF), its Environmental and Social Standards (ESSs), and as part of project preparation and appraisal, MOFP has prepared and disclosed key environmental and social instruments, including the Environmental and Social Commitment Plan (ESCP), Stakeholder Engagement Plan (SEP), and the Project Preparation Facility Environmental and Social Management Framework (PIPFP-ESMF). These documents outline MOFP's commitments to manage environmental, social, health and safety risks, promote inclusive stakeholder engagement, and uphold the principles of transparency, accountability, occupational health and safety, and environmental and social risk management throughout project preparation and implementation.

- The SEP can be accessed through: provide link
- The ESCP can be accessed through: provide link
- The PIPFP-ESMF can be accessed through: provide link

Furthermore, the Project-relevant Environmental and Social Standards (ESSs) are:

- ESS1 – Assessment and Management of Environmental and Social Risks and Impacts
- ESS2 – Labor and Working Conditions
- ESS3 – Resource Efficiency and Pollution Prevention and Management
- ESS4 – Community Health and Safety
- ESS5 – Land Acquisition, Restrictions on Land Use and Involuntary Resettlement
- ESS6 – Biodiversity Conservation and Sustainable Management of Living Natural Resources
- ESS8 – Cultural Heritage
- ESS10 – Stakeholder Engagement and Information Disclosure

Further information about the World Bank ESF and ESSs is available through the following link: https://www.worldbank.org/en/projects-operations/environmental-and-social-framework

The design of the investment [add name] identifies the need for the recruitment/assignment of an Occupational Health and Safety (OHS) Specialist as a key measure to ensure that OHS risks are adequately identified, assessed, mitigated, monitored, and integrated into the investment preparation process. The OHS Specialist will play a central role in supporting the preparation, review, and implementation of OHS-related measures under the [add name] ESCP and relevant E&S instruments, including [add name of E&S instruments/measures], in coordination with the Environmental Specialist, Social Specialist, technical teams, line ministries, consultants, and relevant stakeholders.

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This Terms of Reference (ToR) outlines the responsibilities, scope of work, qualifications, and deliverables for the recruitment or assignment of a qualified OHS Specialist to support [add name of investment] preparation and/or implementation in accordance with [add name of financier as appropriate] environmental and social requirements, the World Bank ESF, the World Bank Group Environmental, Health and Safety Guidelines, and relevant national labor, occupational health and safety, and public safety requirements.

1.2 Environmental and Social Assessment of the Investment

- **Environmental Risk Rating:** include risk rating and provide rationale
- **Social Risk Rating:** include risk rating and provide rationale
- **OHS Risk Profile:** include key OHS risks relevant to the investment and provide rationale

1.3 E&S Safeguards: E&S Tools and Instruments

As outlined in the background section above, the [add name of investment] will be prepared and/or implemented in compliance with the [add name of financing agency as appropriate] E&S policy, the World Bank ESF, and applicable Palestinian laws, policies, and regulations governing labor, occupational health and safety, public safety, and environmental and social aspects relevant to the project.

In alignment with the [add name of investment] Environmental and Social Commitment Plan (ESCP), a suite of environmental and social instruments will be prepared and implemented throughout the project lifecycle. These instruments will provide the rules and procedures for identifying, assessing, managing, and monitoring risks during various stages of the project. They will set out a step-by-step screening and risk classification process and guidance on the type of E&S instruments required for different types of investments.

The OHS Specialist to be engaged under this ToR will play a central role in supporting the preparation, coordination, review, and implementation of OHS-related instruments, procedures, and tools. This includes supporting OHS risk screening and risk assessment; preparation and review of OHS inputs to Terms of Reference for E&S instruments; review of OHS provisions in ESIAs, ESMPs, OHS Plans, Emergency Preparedness and Response Plans, Traffic Management Plans, Contractor ESMPs, and other relevant instruments; monitoring of OHS risks; integration of OHS measures into feasibility studies, designs, bidding documents, technical specifications, bills of quantities, and preparation outputs; and reporting on OHS performance in accordance with the ESCP and PIPFP-ESMF.

2. Objective of the Assignment

The objective of this assignment is to support the effective implementation of the environmental and social commitments under the PIPFP by providing technical expertise and operational support on occupational health and safety risk management in alignment with the World Bank Environmental and Social Framework (ESF), the PIPFP-ESMF, the ESCP, the SEP, the World Bank Group Environmental, Health

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and Safety Guidelines, Good International Industry Practice, and relevant Palestinian labor and OHS requirements.

Specifically, the OHS Specialist will ensure the consistent and quality implementation of the project's OHS risk management measures, including OHS screening, field safety planning, review of OHS risks in downstream investments, preparation and review of OHS-related instruments, emergency preparedness and response, incident reporting, workers' safety measures, contractor OHS requirements, and OHS monitoring.

The OHS Specialist will work under the implementing agency PPU and in close coordination with the Environmental Specialist, Social Specialist, procurement and technical teams, project stakeholders, line ministries, consultants, supervising firms, and the World Bank team. The specialist will ensure that project activities and downstream preparation outputs adequately address occupational health and safety risks and comply with applicable Environmental and Social Standards, particularly ESS1, ESS2, ESS3, ESS4, ESS8, and ESS10.

3. Scope of Work: Main Duties and Responsibilities

Under the overall supervision of the implementing agency PPU, the OHS Specialist will be responsible for leading, coordinating, and supporting the implementation of the project's occupational health and safety risk management activities in line with the [name of financing agency] E&S policies, the World Bank ESF, the World Bank Group EHS Guidelines, Good International Industry Practice, and relevant national laws and regulations.

The OHS Specialist will ensure that all OHS aspects of the project are addressed in a timely, practical, and risk-based manner. Specific responsibilities include, but are not limited to, the following [adapt according to the need of the specific investment under design]:

I. Oversight and Implementation of OHS Risk Management Requirements

- Oversee, prepare, and support the drafting and implementation of OHS-related measures as outlined in the ESCP, PIPFP-ESMF, Labor Management Procedures, SEP, and other E&S instruments.
- Coordinate with the Environmental Specialist, Social Specialist, and consultants preparing ESIAs, ESMPs, OHS Plans, Emergency Preparedness and Response Plans, Traffic Management Plans, Waste Management Plans, Contractor ESMPs, and any other relevant E&S instruments, as required.
- Ensure that OHS requirements are consistent with the [name of financing agency] E&S policy, World Bank ESF, ESS2, World Bank Group EHS Guidelines, national labor and OHS requirements, and Good International Industry Practice.
- Collaborate with the Environmental and Social Specialists to conduct initial eligibility screening of proposed activities using the Exclusion List, ensuring that any activity triggering exclusion criteria is documented and screened out.

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- Support environmental and social screening using the Environmental and Social Screening Questionnaire, identify potential downstream OHS risks and impacts, support assignment of the preliminary E&S risk classification, and define the type and scope of OHS instruments or mitigation measures required during project preparation.
- Incorporate relevant OHS aspects of the ESCP, PIPFP-ESMF, Labor Management Procedures, workers' GM, Code of Conduct, emergency preparedness, incident reporting, field safety procedures, traffic safety, UXO/ERW awareness, and workers' health and safety requirements into the E&S specifications of consultancies, feasibility studies, business cases, capacity building and training, and any other technical assistance activities financed under [name of investment].
- Ensure that consultants, supervising firms, and sub-consultants incorporate and comply with OHS specifications in their contracts, workplans, field activities, and reporting.
- Integrate OHS risks and mitigation requirements into the Terms of Reference for studies, training, consultancies, feasibility studies, ESIAs, ESMPs, OHS Plans, bidding documents, technical specifications, and design outputs.
- Coordinate and review completed studies to confirm compliance with ToR requirements and relevant OHS standards.
- Supervise consultants and supervising firms engaged under the project and confirm that they provide periodic monitoring reports on OHS performance in accordance with reporting requirements specified in their ToRs and contracts, and in line with the ESCP.

II. OHS Risk Identification, Monitoring, and Mitigation

- Identify, monitor, and manage OHS risks and impacts throughout project preparation and implementation, with a focus on risks related to fieldwork, site visits, surveys, stakeholder engagement activities, and anticipated downstream investments.
- Identify and assess risks related to excavation, trenching, working at height, scaffolding, lifting operations, confined spaces, electrical works, traffic interface, heavy equipment, hazardous substances, fire, heat stress, wastewater exposure, biological hazards, solid waste handling, hazardous waste, UXO/ERW, security-related hazards, and emergency situations.
- Ensure that OHS mitigation measures outlined in the E&S instruments are applied across relevant institutions such as line ministries, agencies, local governments, consultants, and other partners preparing downstream investments.
- Review OHS baseline information and identify key safety hazards, receptors, constraints, emergency response limitations, and data gaps.
- Ensure that the hierarchy of controls is applied, including elimination, substitution, engineering controls, administrative controls, and personal protective equipment.

III. Field Safety, Site Verification, and Technical Review

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- Develop, review, and support implementation of safety procedures for PPU staff, consultants, and other project personnel undertaking site visits, surveys, field investigations, or consultations.
- Ensure that field visits are conducted only where security and access conditions allow and that pre-visit risk assessments are undertaken.
- Where site visits are not feasible due to security, access, or other constraints, document the reasons and support the use of alternative verification methods, including maps, satellite imagery, photos, technical documents, official data, land records, permits, and stakeholder input.
- Review project concept notes, preliminary designs, route alignments, location maps, coordinates, technical studies, site access arrangements, utility information, and security/access information from an OHS perspective.
- Verify potential OHS risks related to construction methods, operation and maintenance requirements, site access, adjacent communities, traffic, utilities, public facilities, schools, health facilities, markets, and other receptors.
- Provide technical OHS input to feasibility studies, technical designs, cost estimates, and preparation outputs to ensure that OHS risks are considered early in project design.

IV. OHS Inputs to Design, Technical Specifications, and Procurement Documents

- Review feasibility studies, preliminary designs, detailed designs, technical specifications, and bills of quantities to ensure OHS risks are adequately addressed.
- Recommend design measures to eliminate or reduce OHS risks, including safe access, safe maintenance provisions, fall protection, traffic separation, safe excavation, safe electrical systems, adequate ventilation, emergency access, and safe operation and maintenance arrangements.
- Ensure that OHS mitigation measures are included in cost estimates, technical specifications, bidding documents, and future procurement/contracting documents.
- Support integration of OHS requirements into future contractor obligations, including Contractor ESMPs, site-specific OHS Plans, workers' training, PPE, incident reporting, emergency response, workers' grievance mechanism, and Code of Conduct requirements.
- Review OHS provisions in consultant and contractor-related documents to ensure clarity, enforceability, and consistency with ESS2 and the World Bank Group EHS Guidelines.

V. Emergency Preparedness and Response

- Support the preparation, review, and implementation of Emergency Preparedness and Response Plans for technical assistance activities and anticipated downstream investments.
- Ensure emergency procedures address, as relevant, accidents, serious injury, fire, traffic incidents, hazardous material spills, security incidents, UXO/ERW, extreme weather, medical evacuation, communication protocols, and stop-work/withdrawal procedures.

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- Advise on minimum emergency preparedness arrangements, including first aid, emergency contacts, evacuation routes, communication systems, incident escalation, coordination with service providers, and emergency drills where relevant.
- Coordinate with relevant authorities and service providers where appropriate, including Civil Defense, ambulance services, police, municipalities, utilities, line ministries, and local authorities.

VI. Incident and Accident Management

- Support the PPU in reporting, reviewing, and investigating OHS incidents and accidents related to project activities, fieldwork, site visits, consultant activities, or downstream preparation activities.
- Report on any incident or accident relating to the project which has, or is likely to have, a significant adverse effect on the environment, affected communities, the public, or workers, including serious injury, fatality, traffic accident, fire, spill, disease outbreak, security incident, UXO/ERW incident, forced or child labor, or SEA/SH allegation where relevant.
- Provide available details of the incident or accident to the relevant parties within the established timeframe in line with ESCP requirements.
- Assist in incident investigation, root-cause analysis, and preparation of corrective action plans.
- Track implementation of corrective actions and support integration of lessons learned into project procedures, field safety requirements, ToRs, E&S instruments, and training materials.

VII. Workers' Health and Safety, Labor Interface, and Workers' GM

- Support the implementation of OHS aspects of the Labor Management Procedures, where required.
- Monitor compliance with OHS and labor-related requirements for PPU staff, consultants, consulting firms, and other project workers.
- Ensure that workers are informed of applicable OHS requirements, emergency arrangements, reporting channels, workers' GM, Code of Conduct, and field safety procedures.
- Support the Social Specialist in ensuring that workers' grievance channels are accessible, functional, confidential where needed, and responsive to OHS-related complaints.
- Ensure that project workers and consultants conducting fieldwork have appropriate safety procedures, insurance, competent staff, PPE, first aid arrangements, and emergency response procedures.

VIII. Community Health and Safety Interface

- Coordinate with the Environmental and Social Specialists to identify OHS issues that may affect community health and safety, including traffic risks, public exposure to worksites, hazardous materials, noise, dust, emergency incidents, security risks, and UXO/ERW risks.

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- Ensure that community-facing safety risks are reflected in ESIAs, ESMPs, Traffic Management Plans, Emergency Preparedness and Response Plans, and consultation materials.
- Support development of measures to protect communities, including signage, barriers, safe access, public awareness, traffic management, communication procedures, and emergency coordination.

IX. Capacity Building and Institutional Strengthening

- Identify OHS capacity building needs for the PPU, line ministries, agencies, local governments, consultants, supervising firms, and other relevant partners.
- Support the development and implementation of a capacity-building plan, including budget, expertise, and timeframe, in line with the project E&S instruments.
- Design and deliver training programs on OHS risk management, ESS2 requirements, field safety, emergency preparedness, incident reporting, PPE, traffic safety, excavation safety, working at height, electrical safety, hazardous materials, fire safety, UXO/ERW awareness, and contractor OHS management.
- Support the development of practical OHS checklists, field safety guidance notes, emergency contact sheets, incident reporting templates, and monitoring tools.
- Contribute to strengthening institutional capacity at the implementing agency PPU to oversee and coordinate OHS functions across project activities.

X. Coordination and Communication

- Coordinate closely with project teams and maintain regular communication with relevant staff across institutions, including line ministries, agencies, local governments, consultants, supervising firms, and other partners.
- Coordinate with the Environmental Specialist and Social Specialist to ensure integrated environmental, social, health and safety risk management.
- Coordinate with technical specialists, security focal points, emergency service providers, biodiversity specialists, cultural heritage specialists, or other experts where required based on screening outcomes.
- Represent the project in relevant meetings, missions, consultations, technical reviews, and stakeholder coordination events where OHS issues are discussed.
- Participate in relevant donor missions and prepare OHS inputs for E&S briefings, aide memoires, and mission reports.

XI. Monitoring, Evaluation, and Reporting

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- Support the PPU in monitoring the implementation of OHS risk mitigation measures and reporting on E&S compliance.
- Contribute to the preparation of periodic progress reports to the donor, including updates on OHS risk screening, field safety, OHS instruments, mitigation measures, monitoring results, incident reporting, training, and capacity building.
- Review and consolidate OHS monitoring information from consultants, supervising firms, and relevant line ministries/agencies.
- Prepare and submit periodic OHS inputs to E&S reports to the PPU Director.
- Prepare and submit regular OHS and E&S progress reports to the donor per the ESCP.

XII. General Tasks and Duties

- Update OHS documents, tools, procedures, and instruments for the project as required and as agreed with the donor and/or specified in the ESCP.
- Support the preparation and updating of OHS screening forms, checklists, guidance notes, ToRs, review templates, field safety tools, emergency response procedures, and monitoring tools.
- Support integration of OHS requirements into feasibility studies, designs, cost estimates, procurement documents, and preparation outputs.
- Perform any other relevant duties assigned by the PPU Director.

4. Required Qualifications and Experience

- At least a bachelor's degree in occupational health and safety, engineering, environmental health, civil engineering, industrial safety, public health, or other relevant discipline. A master's degree is preferred.
- Professional OHS certification is preferred, such as NEBOSH, IOSH, OSHA, or equivalent.
- Minimum 5 years of relevant work experience in occupational health and safety management.
- Experience working with governmental, intergovernmental, and/or regional organizations; previous experience with World Bank projects and international development agencies is an asset.
- Knowledge of environmental and social frameworks and standards, including the World Bank ESF, ESS2, World Bank Group EHS Guidelines, or similar, is preferable.
- Demonstrable expertise and prior experience in OHS risk management, including identification and mitigation of risks related to construction, infrastructure, utilities, transport, energy, water, wastewater, solid waste, field safety, emergency preparedness, and contractor OHS management.
- Experience preparing or reviewing OHS Plans, Emergency Preparedness and Response Plans, Traffic Management Plans, Contractor ESMPs, incident reports, root-cause analyses, corrective action plans, and OHS monitoring plans.

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- Knowledge of Good International Industry Practice for occupational health and safety.
- Experience working in fragile, conflict-affected, access-constrained, or security-sensitive environments is an advantage.
- Familiarity with Palestinian labor, OHS, public safety, and emergency response requirements and institutional arrangements is an advantage.
- Experience in stakeholder consultations and communication related to safety risks is an asset.
- Has good management skills, particularly workshop organizing and moderation, communication skills and reporting, as well as the ability to work in a team.
- Proven ability to communicate effectively, understand worker and community safety concerns, and engage with project affected people and project management teams positively and constructively.
- Experience in capacity building and institutional strengthening for government agencies, particularly in OHS risk management.
- Excellent knowledge of written and oral communication in Arabic, and good command and professional use of English language is preferred.
- Full command of Microsoft applications, particularly Word, Excel, and PowerPoint, and other relevant software and digital skills.
- Self-motivated, dynamic, and able to work under pressure.

5. Time Frame and Contract

The contract may be a [full-time, part-time, or short-term] assignment, depending on the risk profile of the investment, the need for specialized OHS support, and the requirements identified through screening. The duration of the assignment shall be [insert duration], extendable subject to satisfactory performance, project needs, and availability of financing.

6. Facilities Provided by the Client

The OHS Specialist will be hosted at the implementing agency at [add location], as required, and will be provided with normal and customary expenditures for official travel, accommodation, printing, and telephone charges. Official travel will be reimbursed at the cost of less than first class.

7. Ethical Considerations

1. The specialist is required to provide professional, objective, and impartial advice, at all times holding the Employer's interests paramount, strictly avoiding conflicts with other assignments or his/her own corporate interests, and acting without any consideration for future work.

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2. In completion of the work described, the specialist should not have other professional interests that might result in a real or apparent conflict of interest. For example, as part of his/her professional work or employment in another organization.
3. The specialist has an obligation to disclose to the Employer any situation of actual or potential conflict that impacts his/her capacity to serve the best interest of the Employer. Failure to disclose such situations may lead to the disqualification of the specialist or the termination of the assignment.
4. The specialist is obligated to protect the entity's information, maintain its confidentiality, and not leak or disclose it to any third party.

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ANNEX 8: TERMS OF REFERENCE FOR THE RECRUITMENT OF A GENDER-BASED VIOLENCE (GBV) SPECIALIST AT THE PPU (IF REQUIRED)

Important: The following Terms of Reference may also be adapted and used for the recruitment of GBV specialists, if and as required, for specific investments as warranted by each investment risk level.

The ToR needs to be tailored to the needs, risks, reach and other realities of each project, including its SEA/SH commitments in the ESCP and in the SEA/SH Action Plan (when available). At the end of these TOR some good practices are reflected that be helpful to incorporate from the beginning of the recruitment process to support identify strong candidates.

Substantial and high-risk projects, both in civil works and human development (HD), are recommended to retain GBV specialists in the implementing agency as early as possible, to assist with risk assessment and roll out of mitigation measures. Moderate risk level projects with civil works may consider doing so, depending on the needs on the project. If a GBV specialist is not mobilized, tasks related to implementation, monitoring and reporting of SEA/SH risks should be integrated in TOR and responsibilities of the implementing agency social expert.

At the end of these TOR, in annex, some good practices for successful recruitment of GBV specialists are listed, recognizing that such expertise may be limited, but often exist, in many of the contexat we operate, and knowing where to search it and how to assess it is critical to the effective mobilization of this expertise.

1. BACKGROUND AND RATIONALE

Thirty-five percent of women worldwide have experienced either physical and/or sexual violence by intimate partners or other actors (WHO 2013). The World Bank recognizes that addressing gender-based violence (GBV) globally is critical for closing gaps between men and women, ensuring a lasting impact on a reduction in poverty, and promoting inclusive and sustainable economic growth.

Nonetheless, the ESF Good Practice Notes for addressing Sexual Exploitation and Abuse and Sexual Harassment in Investment Project Financing involving Major Civil Works (GPN SEA/SH for Civil Works) and for Human Development operations recognize that World Bank-financed projects may exacerbate GBV risks, including risks for sexual exploitation and abuse (SEA) as well as sexual harassment (SH), by a range of actors linked to project implementation in both public and private spheres in a number of ways, such as the following:

· Projects with a large influx of workers may introduce and/or increase the risk of gender-based violence/sexual exploitation and abuse/sexual harassment (GBV/SEA/SH) of women and

· Children (especially the more vulnerable e.g. with disabilities, in displaced communities) or the risk of early marriage in a community where marriage to an employed man is seen as the best strategy for an adolescent girl's livelihood and social security.

· When land redistribution occurs—for example due to resettlement for civil works—women may be extremely vulnerable to SEA/SH, in addition to risks of intimate partner violence and backlash. This is particularly true in countries where the legal systems preclude women from holding titles to land.

· Human Development operations, with a high level of person-to-person activity, multiple layers of organizational hierarchy, and a focus on the delivery of essential services and/or goods that need to be made available to every person, including the most vulnerable groups, may create or exacerbate existing real or perceived power differentials, exposing beneficiaries to risks of sexual exploitation and abuse at the hands of project actors. Workers can be exposed to risks of sexual harassment, but also sexual abuse by community members, especially when working in isolation, and in remote or conflict-affected regions.

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The World Bank's Environmental and Social Standards (ESS) set out specific requirements relating to the identification and assessment of environmental and social risks and impacts associated with projects financed by the World Bank. The Good Practice Notes were prepared to assist Task Teams and Borrowers in establishing an approach to identifying risks of SEA/SH which investment project financing (IPF) operations involving major civil works and in Education, Social Protection and Jobs (SPJ), and Health, Nutrition and Population (HNP) sectors may present and to advise on how best to manage such risks. The Notes build on World Bank experience and good international industry practices, including those of other development partners permitting the project to manage SEA/SH risks and impacts in the context of the Environmental and Social Framework, notably the following Environmental and Social Standards:

ESS 1: Assessment and Management of Environmental and Social Risks and Impacts;
ESS 2: Labor and Working Conditions;
ESS 4: Community Health and Safety; and
ESS 10: Stakeholder Engagement and Information Disclosure.
And also
ESS 5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement; and
ESS 7: Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities

These Terms of Reference (ToR) are developed to be used for the recruitment of a GBV specialist, who will be part of the PPU and responsible for supporting the project in the identification and management of SEA/SH risks related to specific investments (if and as required).

2. PROJECT CONTEXT *(to be adapted if needed for specific investment projects)*

The Palestinian Investment Preparation Facility Project (PIPFP) is a World Bank financed operation in the amount of US$20 million designed to support the Palestinian Authority (PA) to operationalize its newly established Project Preparation Facility (PIPFP) and strengthen national systems for investment preparation. Building on the Cabinet endorsed establishment of the PIPFP and its Project Management Unit (PPU) in September 2025, the project aims to achieve two complementary results: (i) help create a pipeline of bankable, ready-to-finance priority investments that can attract resources from development partners and, where feasible, private capital; and (ii) enhance institutional and technical capacities across government to prepare high-quality investment projects.

The project finances upstream preparation activities only, including the technical, financial, and environmental and social preparation needed to bring selected investments to implementation-ready stage, alongside institutional strengthening and project management support. Importantly, the project does not finance downstream construction, and the specific investments to be prepared will be identified and prioritized during implementation through the PIPFP governance process and in cooperation with LMAs. The initial focus is on preparing West Bank related investments, with any future extension to support preparation of Gaza recovery and reconstruction investments contingent on conditions and governance clarity. To help broaden financing options, the project also supports early screening of investments that could be suitable for Public Private Partnership (PPP) approaches and related upstream advisory support. The Project will fund the following components: (i) Preparation of priority investment projects; (ii) Strengthened public sector's institutional and technical capacity for project preparation; and (iii) Project management, including staffing, administrative, and operational costs for the Project preparation unit (PPU) to be established within the PPU.

In accordance with the World Bank ESF policy for technical assistance TA, in addition to the E&S risks associated with the preparation of technical studies and detailed designs, the E&S risks of downstream investments must also be included in risk classification. The Project will provide TA to the Palestinian Ministry of Finance and Planning MOFP and LMAs for the preparation of a wide range of technical studies, including pre-feasibility and feasibility studies, preliminary or detailed designs, and associated E&S assessments for future bankable construction and/or rehabilitation of infrastructure assets for public or

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private investment. The pipeline of priority investment projects for preparation will be fully determined after PA cabinet approval (during the Project implementation phase) and will likely include major infrastructure projects ranging from reconstruction of damaged assets to greenfield projects in a wide range of sectors including energy, water, wastewater treatment, waste management and recycling, transport, education, health, and environment. It is expected that the pipeline will have a wide array of downstream E&S risks and physical impacts, including air, soil, water and noise pollution, waste generation and handling, occupational and community health and safety (including sexual exploitation and abuse and sexual harassment (SEA/SH) issues, socio-economic, resettlement and land related impacts, impacts on biodiversity and cultural heritage, and risks related to labor.

The E&S risks for this PIPFP operation are assessed as 'high', and eight of the ten ESF standards are found to be relevant at appraisal. The risk classification is due to (i) the wide array of downstream E&S risks linked to pipeline major infrastructure investments across a range of sectors ; (ii) the large geographical coverage of project activities where the pipeline may potentially cover the entire territory of the West Bank, including remote locations and areas with significant law and order and security challenges; (iii) the volatile political and security context in the West Bank which can have serious implications for implementation of downstream investments due to significant delays in construction, increased security risks for project personnel/workers, equipment and project affected communities due to military incursions and settler violence, and challenges in movement of material and personnel and monitoring due to increased restrictions on access and mobility. Mobility and access restrictions and security issues can also slow down the execution of TA activities and pose risks to project workers, especially when fieldwork/data collection needs to be conducted in security hotspots; and (iv) limited capacity of the MoFP and LMAs for management of E&S risks of this nature and magnitude.

3. NATIONAL AND PROJECT CONTEXT IN RELATION TO GBV AND SEA/SH

The types of GBV recurrent in Palestine include domestic violence and intimate partner violence, which remain the most reported forms. Economic violence is widespread, particularly in Gaza and northern governorates, where displacement and scarcity of basic needs increase vulnerability. Sexual harassment and exploitation are underreported due to stigma, fear of retaliation, and weak reporting mechanisms, while early and forced marriage continues in some communities, often exacerbated by poverty and instability. In Gaza and the West Bank, overcrowded shelters, economic hardship, and disrupted protective systems heighten risks of SEA/SH. Power imbalances between project workers and local communities may lead to exploitation, especially where women and girls depend on aid or employment opportunities. Cultural norms can trivialize violence or discourage reporting, creating barriers to accountability. Potential SEA/SH risks are also linked to downstream effects of future infrastructure investments, where labor influx and worker camps near communities may increase exposure to GBV, SEA/ SH, especially among women, children, and displaced or marginalized populations. Grievance channels often remain difficult to access due to limited adaptation, lack of privacy, and insufficient accommodations. Preliminary SEA/SH risks identified in the concept ESRS for downstream investments include GBV, SEA/SH affecting women and children, particularly vulnerable groups such as persons with disabilities and displaced communities, arising from potential labor influx and the establishment of worker camps for large or complex infrastructure projects located near communities.

As a result, the Palestinian Investment Preparation Facility Project (PIPFP) has committed to put in place measures to identify and mitigate the risks of SEA/SH linked to project implementation and the design of investments supported under the TA, in line with existing good practices and a survivor-centered approach, including those developed in the World Bank SEA/SH Good Practice Note for operations with civil works and for Human Development Operations (as appropriate) https://documents1.worldbank.org/curated/en/099430304232515972/pdf/IDU-0df177e9-284c-4850-bdf5-10a5cb6607b3.pdf.

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https://thedocs.worldbank.org/en/doc/0e0825d39c28f61080380c6be9c40811-0290032022/original/SEA-SH-GPN-for-HD-Operations-CESSO-Issue-Version-September-26-2022.pdf

The PIPFP project will adopt key SEA/SH safeguards, including Codes of Conduct for all staff and workers, a dedicated grievance mechanism with confidential reporting and survivor-centered referral pathways, awareness and training programs for personnel and communities, and monitoring by the Social Specialist to ensure accountability. For downstream activities, screening tools in the ESMF will determine risk levels, with mitigation measures proportionate to the risks identified and consistent with the World Bank Good Practice Note, such as a standalone SEA/SH Action Plan for high-risk projects or integration of SEA/SH Action Plans within the ESMP for substantial and moderate risks.

Measures will include *(select as appropriate and required)*:

- The mobilization of a GBV specialist within the PPU /Project Implementing Agency;
- A mapping of available GBV support services with the establishment of safe and ethical referral pathways connecting survivors to minimum holistic care in areas of project implementation;
- Regular consultations with women beneficiaries, women and girls' groups and other groups at risk at the community level;
- Sensitization of communities on GBV, including specifically risks SEA/SH linked to the project, as well as on the risk mitigation measures put in place in the project implementation areas, including as codes of conduct, grievance mechanism, and available GBV services;
- The roll-out and enforcement of codes of conduct/behavioral standards prohibiting SEA/SH and any sexual contact with children as condition of employment to all those working in connection with the project, and the training of project workers;
- The establishment of a grievance mechanism (GM) with pathways for the safe, confidential and ethical reception and management of SEA/SH complaints, and strict adherence to an accountability and response protocol;
- SEA/SH training for project stakeholders, including managers and focal points;
- The establishment of safe spaces in facilities built, upgraded or refurbished as part of the project;
- The integration of SEA/SH mitigation and response requirements, including those related to codes of conduct and worker training, reporting and collaborating with the project GM, and accountability and response framework in contracts for civil works and other (as relevant);
- For high-risk projects with civil works: The engagement of a Third-Party Monitoring entity to verify compliance of all project actors in alignment with the provisions of the project SEA/SH action plan;
- The SEA/SH incident response in line with a survivor-centered approach and the project Accountability and Response Framework.

4. OBJECTIVES

These Terms of Reference relate to the recruitment of a GBV specialist to lead, as part of the PPU / Project Implementing Agency, efforts to identify and manage GBV risks, and especially SEA/SH, related to project implementation.

The specific objectives of the GBV Specialist's mandate are as follows:

a. Lead the project's efforts to identify on an adaptive basis SEA/SH risks (and, as needed, GBV risks) related to the implementation of its activities;

b. Support the implementation and regular review and adaptation of appropriate SEA/SH prevention, mitigation and response strategies as outlined in the project SEA/SH Action Plan (where relevant), including by reflecting the relevant actions and requirements across relevant project safeguard/ESF plans, TORs, procurement plans, etc. and coordinating and supervising contracts of GBV service providers and other relevant technical support consultants; and

c. Support the PPU in the monitoring, evaluation and reporting related to activities to prevent, respond and mitigate risks of SEA/SH as part of its E&S reporting, by ensuring the ethical monitoring and

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reporting on indicators related to prevention and response activities and the functioning of the GM, by analyzing the different activities in relation to gaps in performance and adjustments to be made, and by contributing to periodic progress reports and work plan of the project.

5. MANDATE AND TASKS OF THE GBV SPECIALIST

Under the supervision of the Project Coordinator, the GBV Specialist will ensure that SEA/SH risk issues are considered in the implementation of all activities of the Project and rolled out according to the project ESCP commitments and timelines agreed upon in the SEA/SH Action Plan and related E&S instruments. (add references/links as relevant).

The specific tasks of the GBV Specialist can be summarized as follows:

1. Identification of SEA/SH risks and GBV risks, as needed:

- Contribute to the development of terms of reference for the preparation of environmental and social safeguard instruments and ensure the integration and implementation of SEA/SH risk mitigation measures as provided for in these documents, including the Environmental and Social Commitment Plan (ESCP), the social assessment process including the Environment and Social Impact Assessment (ESIA), Environment and Social Screening and the Environmental and Social Management Framework and Plan (ESMF/P), which also includes the SEA/SH Action Plan; the Labor Management Plan (LMP); the Stakeholder Engagement Plan (SEP), and the related Grievance Mechanism procedures; as relevant in the Security Management Plan (SMP) and Resettlement Plan (RP);
- Ensure that the assessment of SEA/SH risks is integrated into the social assessment and informs the development of tailored mitigation measures;
- Ensure that risks are assessed, including through regular consultations carried out in safe and enabling spaces as directed under the SEP, and that mitigation measures are updated throughout project implementation based on feedback received and lessons learned (including through incident response).

2. Implementation of SEA/SH risk prevention, mitigation and response activities:

a. Supervision of service providers and contractors' contracts:

- Contribute to the integration of clauses specific to SEA/SH in Procurement Documents, as well as in contracts, in terms of reference and in the codes of conduct of contractors and consultants (firms, supervision consultant, supervising engineers, etc.);
- Contribute to the selection process of contractors by assessing the effectiveness of contractors' SEA/SH risk mitigation plans;
- Review supervising engineer reports and ensure that they include compliance with SEA/SH requirements (i.e. % of active project workers who have signed codes of conduct prohibiting SEA/SH, have been trained, etc.)
- Support the development of safe recruitment procedures, to be implemented by all project implementation stakeholders;
- Oversee and monitor contractors and consultants' compliance with requirement to repot SEA/SH incident and provide support to promote survivor-centered response.

b. Supervision of GBV NGOs/consultants *(if needed for downstream investments):*

- Contribute to the development of terms of reference for the recruitment of a GBV NGO/CSO/consortium/consultant that can be engaged to support the implementation of SEA/SH mitigation and response activities, including worker trainings, community awareness-raising, service referrals, roll out of GM, case management, etc.;
- Oversee all the services of these specialist consultants, which could include the development and validation of methodology for GBV service mapping and hotspots areas around project area, community consultations, stakeholder training, outreach campaigns, and proximity monitoring of project partners and

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staff, monitoring adherence to workplan and timelines and identifying and addressing challenges in a timely manner;

- Review consultants' narrative and financial reports and provide feedback;
- Facilitate coordination between GBV service providers and other project stakeholders, including to ensure coordination of timelines and relevant project-related messaging;
- Collaborate and coordinate with the GBV service providers and support/lead the development and implementation of a SEA/SH training plan throughout the project, which will include, among others, workers, project staff, as well as community actors, and which will address the risks of GBV/SEA/SH, the appropriate and ethical response to SEA/SH incidents, and the implementation of the Code of Conduct and the GM.

c. Support the implementation of the Grievance Mechanism (GM) and project survivor-centered response to SEA/SH incidents:

- Ensure coordination and timely implementation of SEA/SH reporting pathways in the GM, including: i. the development of GM standard operating procedures and tools for receiving, responding to and reporting SEA/SH incidents in line with a survivor-centered approach, prioritizing survivor safety, confidentiality, dignity and rights at all steps of the process and prioritizing linking survivors to care, based on their need and wishes; ii. the training of GM stakeholders involved in the management of SEA/SH incidents; iii. the coordination of the GM SEA/SH committee, tasked with SEA/SH incident response, according to the project accountability and response framework; iv. the monitoring of the GM functions, including regular field monitoring to verify the proper functioning of the GM, the accessibility and functionality of entry channels, and the quality of services in the referral pathway;
- Ensure compliance with the guiding principles regarding privacy and security in the ethical collection, storage, and sharing of data related to SEA/SH incidents;
- Support MoFP's/Implementing Agencies safe, confidential and ethical reporting of SEA/SH incidents to the World Bank, in line with requirements in the ESCP and Financing agreement.

d. Coordination and collaboration:

- Train project stakeholders (including other PPU staff, contractors, supervision and other consultants, GBV NGO, etc.) to ensure they all understand the project SEA/SH commitments and the role they need to play, including the functioning of the GM;
- Collaborate with other PPU experts, including the two Specialists in Environmental and Social Safeguards, in their activities and integration of SEA/SH risk mitigation actions and messages in other ESF activities and plans, as relevant;
- Participate in periodic project coordination meetings and, if necessary, on construction sites, to gather feedback from companies and service providers on the implementation of the GM, to be able to adapt the mechanism using lessons learned;
- Promote coordination among project stakeholders involved in the implementation of SEA/SH activities, including GBV service providers, contractors, and other key implementation actors;
- Coordinate with other key national actors involved in GBV prevention and response, including other specialists in World Bank-financed operations, duty-bearer ministries and structure at the central and regional level, lead UN agencies and CSOs involved in coordination of GBV prevention and response at the country level and in regions of project implementation to ensure that project SEA/SH risk mitigation activities are informed and build on existing efforts to address GBV in the country; and
- Inform and involve, as appropriate, government structures in the project intervention zones on project activities and SEA/SH risk mitigation actions carried out within the framework of the Project.

3. Monitoring and reporting:

- Support the development/finalization of the SEA/SH Action Plan;
- Develop and implement a related SEA/SH work plan and monitoring and evaluation plan, including key indicators and targets, in order to map out implementation of the SEA/SH Action Plan;

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- Support the monitoring of indicators related to SEA/SH work plan/Action Plan implementation, including those related to the reporting of SEA/SH incidents, and the functioning of the GM SEA/SH reporting pathways;
- Review reports on implementation of SEA/SH risk mitigation activities by supervising engineers, GBV service providers, Third Party Monitor and other project stakeholders and provide feedback;
- Provide quarterly report on progress and challenges related to the implementation of SEA/SH commitments, as included in the ESCP and SEA/SH Action Plan, as part of PPU reporting on ESCP implementation and on E&S activities;
- Document good practices or success stories following implementation of SEA/SH risk mitigation measures; and
- Propose adjustments to the program of SEA/SH prevention and response activities and appropriate measures to ensure their proper implementation.
- Maintain close and regular communication and coordination with the World Bank Social Team.

4. REPORTS

The GBV Specialist will report to PPU Project Director (or as specified in the Project Operations Manual) They will prepare their quarterly activity reports as agreed so that the successive integration of all these reports allows the preparation of quarterly and annual progress reports of the project activities on environmental and social safeguarding aspects. These reports will summarize of the achievements of the quarter or year and will present the main issues raised and the solutions provided together with the strengths and weaknesses of the actions taken. They will also present the forecast for the following quarter. Such reports shall be due in line with the commitment in the ESCP.

5. PROFILE OF THE CANDIDATE *(TO BE ADAPTED AS REQUIRED)*

- Holder of a master's degree or equivalent, in gender, social sciences, law, project management, or any other similar discipline;
- At least eight years of overall professional experience;
- At least five years of experience in overseeing implementation of GBV prevention and response activities; experience in preventing and responding to SEA/SH will be an added value;
- A minimum of five years of experience in conducting awareness-raising campaigns on women's rights, gender equality, GBV would be an asset;
- Excellent knowledge of the guiding principles and ethics that govern working with GBV survivors with a survivor-centered approach and good practices in the implementation of SEA/SH prevention and response activities;
- Experience in developing and facilitating training and capacity building activities and plans;
- Good experience with safe and ethical GBV data collection, management, and analysis methods and applying survivor-centered approaches;
- Capabilities in situational analysis of GBV issues;
- Working experience in humanitarian settings will be considered an asset;
- Good knowledge of the World Bank's environmental and social framework policies, including the Bank approach to SEA/SH risk management, is an asset;
- Good knowledge of national legislation and accountability on GBV as well as women's and children's rights;
- Experience of working in the field of child protection and knowledge on prevention of child sexual exploitation, abuse and sexual harassment would be considered an asset;
- Excellent knowledge of written and oral communication in Arabic, and good command and professional use of English language is preferred, and
- A good command of computer tools (Word, Excel, Internet, etc.).

Female applications are strongly encouraged.

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6. DURATION AND LOCATION OF THE MISSION

INSERT THE DURATION OF EXECUTION ACCORDING TO THE IMPLEMENTING AGENCY/PROJECT CONTRACTUAL MODALITIES, [e.g. The duration of execution of the mission is one year renewable with a trial period of three (3) months.] Renewal is validated only after the Satisfactory Performance Assessment of the GBV Specialist is approved by [include approving authority].

The mission is planned within the PPU at MOFP, West Bank. Regular field missions within the country to the project sites will be necessary for the successful implementation of the mandate.

The procurement process will be conducted by the CV comparison method in accordance with the World Bank's new procurement regulations.

Annex 1: Good practices to consider when recruiting a GBV specialist

Dissemination of the TORs where the expertise exist:

· In addition to regular advertisement of these TORs on newspapers and other government's means of regular communication, to make the recruitment successful, it is important that this opportunity (and any other SEA/SH-related recruitment) get widely disseminated among the networks including GBV professionals in country. For this reason, Clients are encouraged to identify GBV coordination Ministries and UN agencies and seek their support in disseminating these TORs among GBV communities of practice, working groups, sub-clusters and other similar mechanisms.

Composition of the recruitment panel

· Ensure the presence of the project's social development or safeguard specialist.

· Ensure the involvement of GBV expertise within the recruitment panel. This can be outsourced from another project financed by the Bank or an institution that has expertise in GBV (e.g., the line Ministry for Gender/Social Affairs or equivalent, a specific UN agency like UNFPA, etc.). This GBV expertise can be relevant and useful at different stages of the recruitment process, i.e., drafting of interview questions and tests, support the shortlisting and interview process, provide mentoring support to the panel members, and support the final analysis.

· Have at least one woman on the recruitment panel.

Evaluation of a candidate's GBV experience, skills and expertise

• Depending on the procurement modalities, there are different opportunities to assess candidates' GBV experience and skills (CV review, test, interview, case study). Like in any other field, it is difficult to assess a candidate's experience solely on the basis of the review of a written application such as the CV and cover letter. To the extent possible, use weighted criteria to assess candidates against TOR requirements, and attribute specific weight to each different portion of the assessment (CV, test, interview, etc.).

Tips for interviews and tests:

· Avoid only asking questions that are strictly theoretical questions, such as "provide the definition of GBV, SEA or SH or what is the difference between sex and gender?" In principle, any candidate who prepares a minimum for the interview and memorizes their script should be able to answer these types of questions; it does not capture their capacity for analysis and applying theory to practice. As such, it may be more useful to gauge their capacity to apply concepts and theory to the project context and to the project (ex: the project aims to xxxx and will implement activities in xxx targeting xxxx. In your opinion, how can this project exacerbate some risks of GBV, including SEA/SH? Give us specific examples).

· Try to add scenario types of questions. For example:

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1. Give an example of a situation where you implemented the principles of the survivor-centred approach (confidentiality, timely access to care services, obtaining informed consent, respect for survivors' choices and self-determination, non-discrimination); what were the challenges faced and how did you overcome them? Examples can be drawn from their experience in caring for GBV survivors, collecting GBV data, preparing awareness-raising campaigns or carrying out community consultations targeting women/girl groups on sensitive issues, etc.
2. Another issue: The project will need to put in place a grievance mechanism that is adapted to the collection and handling of sensitive complaints, including SEA/SH incidents. Based on your knowledge and experience, what do you think could be some of the barriers faced by survivors of GBV to report or file such a complaint? What measures or solutions would you consider in order to deal with these bottlenecks and challenges? What would be the first steps that you would recommend when receiving information about a SEA/SH incident? What are some of the challenges that you see in managing incident data?

· Consider weighting questions that are specific to the key technical elements around how to manage incident response, questions around scenarios, etc. so that the questions related to the more difficult technical questions are weighted appropriately.

· Prepare prompts or follow-up questions (hence the importance of having GBV expertise on the panel).

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ANNEX 9: Project Code of Conduct (may be adapted for specific investments as required)

1. Introduction

The Palestinian Ministry of Finance and Planning MOFP herein referred to as the "Ministry", is committed to ensuring a work environment, which minimizes any negative impacts on the local environment, communities, and its workers. MOFP is also strongly committed to creating and maintaining an environment in which Gender Based Violence (GBV), Sexual Exploitation and Abuse (SEA), and Sexual Harassment (SH) have no place, and where they will not be tolerated by any employee, sub-contractor, supplier, associate or representative of MOFP. This document, which is to be circulated and signed by the "Project Workers", as defined in the World Bank's Environmental and Social Framework (ESF), and its Environmental and Social Standard (ESS2) – on Labor and Working Conditions, will govern and set the basis for the ethical relations and values between project workers, between management and employees and vice versa, and the relation of project workers with the community. The Code of Conduct defines labor standards that aim to achieve decent and humane working conditions. This Code of Conduct (CoC) has been prepared in line with the World Bank's Environmental and Social Framework (ESF) , The World Bank's Code of Ethics, the Palestinian Code of Conduct for Civil Jobs , Palestinian Labor Law, and national laws and accepted good labor practices.

2. Definitions

- Project Direct Workers: As defined by the World Bank's ESF ESS2, direct workers are people employed or engaged directly by the project proponent (MOFP) to work specifically in relation to the project.
- Project Contracted Workers: As defined by the World Bank's ESF ESS2, contracted workers are people employed or engaged through third parties to perform work related to core functions of the project, regardless of location.
- Sexual and Gender based violence: An umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed differences between males and females (i.e., gender). It includes acts that inflict physical, sexual or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty.
- Sexual Exploitation and Abuse (SEA) : Is defined as any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.
- Sexual Abuse: "The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions."
- Sexual Harassment : Unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of sexual nature.
- Sexual Harassment versus SEA : SEA occurs against a beneficiary or member of the community. Sexual harassment occurs between personnel/staff of an organization or company and involves any unwelcome sexual advance or unwanted verbal or physical conduct of a sexual nature. The distinction between the two is important so that agency policies and staff training can include specific instruction on the procedures to report each.
- Consent: is the choice behind a person's voluntary decision to do something. Consent for any sexual activity must be freely given, ok to withdraw, made with as much knowledge as possible, and specific to the situation. If agreement is obtained using threats, lies, coercion, or exploitation of power imbalance, it is not consent.

3. Purpose and Objectives

This CoC was prepared to ensure transparency and accountability between project workers, management, and the community. It aims to set the basis and achieve common understanding of the principles that align with MOFP and the World Bank's principles. It describes the ethical norms and behaviors expected from the project workers, from management, and from the Ministry.

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This code of Conduct is part of the measures to deal with environmental and social risks related to the Works implemented in relation to this project. It applies to all of what the Environmental and Social Standard on Labor and Working Conditions (ESS 2) define as "Project Workers".

The purpose of this Code of Conduct is to:

1. Create a common understanding of what is expected from each worker, relations between workers, management, and the institution.
2. Define the behavior that is required and expected from all project workers.
3. Eliminate a workplace environment where unsafe, offensive, abusive or violent behavior will not be tolerated.
4. Achieve a workplace environment where all persons should feel safe and comfortable in raising issues or concerns without fear of retaliation.
5. Create a common understanding of what constitutes Sexual Exploitation and Abuse, and Sexual Harassment.
6. Create a shared commitment to standard behaviors and guidelines for company employees to prevent, report, and respond to SEA and SH, and;
7. Create an understanding that breach of this code of conduct will result in disciplinary action.

4. Required Conduct

All project workers are required to:

1. Carry out his/ her duties competently and diligently.
2. Comply with this Code of Conduct and all applicable laws.
3. Comply with the applicable regulations and other requirements, including requirements to protect the health, safety, and well-being of other workers, staff, personnel, the community, and any other person.
4. Maintain a safe working environment through;

a. Ensuring that the workplace, machinery, equipment and processes under each person's control are safe and do not pose any risk to health;
b. Wear required personal protective equipment as required;
c. Use appropriate measures relating to chemical, physical and biological substances and agents
d. Follow applicable emergency operating procedures.

5. report work situations that he/she believes are not safe or healthy and remove himself/herself from a work situation which he/she reasonably believes presents an imminent and serious danger to his/her life or health;
6. Report any situation where conflict of interest might arise, defined as situations where personal interests may interfere with the worker's ability to perform official duties in an impartial manner;
7. Decline any forms of payment, bribe, gifts, facilitation, or other forms of benefits that could provide preferential treatment for a third party;
8. There shall be no use of forced labor, including bonded labor or other forms of forced labor. Workers must report any such occurrences.
9. There shall be no recruitment of child labor. Children as defined by the ESF and the Palestinian Labor Law as being of under 18 years old shall not be recruited to work in relation to this project. Project workers must report any institution, employer, contractor, supplier or other entities employing child labor.
10. treat other people with respect, and not discriminate against specific groups such as women, people with disabilities, migrant workers or children;
11. not engage in Sexual Harassment, which means unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature with other project workers;
12. not engage in Sexual Exploitation, which means any actual or attempted abuse of position of vulnerability, differential power or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another;
13. not engage in Sexual Abuse, which means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions;
14. not engage in any form of sexual activity with individuals under the age of 18, except in case of pre-existing marriage;

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15. Employers shall recognize and respect the right of employees to freedom of association and collective bargaining.
16. report violations of this Code of Conduct; and
17. not retaliate against any person who reports violations of this Code of Conduct, whether to the PPU, senior management or MOFP, or who makes use of the project's Grievance Redress Mechanism.
18. With respect to the communicable disease , project workers are required to abide with the Ministry of Health's (MoH) Workers are required to implement the measures as constructed by MoH in collaboration with the WHO.

5. Raising Concerns

If any person observes behavior that he/she believes may represent a violation of this Code of Conduct, or that otherwise concerns him/her, he/she should raise the issue promptly. This can be done through the Project Workers' Grievance Redress Mechanism (GRM) available on the Ministry's website.

The person's identity will be kept confidential, unless reporting of allegations is mandated by the country law. Anonymous complaints or allegations as well as Gender Based Violence (GBV) grievances, and Sexual harassment, exploitation and abuse grievances may also be submitted through the GRM and will be given all due and appropriate consideration. We take seriously all reports of possible misconduct and will investigate and take appropriate action. We will provide warm referrals to service providers that may help support the person who experienced the alleged incident, as appropriate.
There will be no retaliation against any person who raises a concern in good faith about any behavior prohibited by this Code of Conduct. Such retaliation would be a violation of this Code of Conduct.

6. Consequences Of Violating the Code of Conduct

Any violation of this Code of Conduct by Contractor's Personnel may result in serious consequences, up to and including termination and possible referral to legal authorities.

FORM OF AKNOWLEDGEMENT

I have received a copy of this Code of Conduct written in a language that I comprehend. I understand that if I have any questions about this Code of Conduct, I can contact the Environmental and Social Specialist requesting an explanation.

Name of Project Worker: [_____]

Signature: _____

Date: (day month year): _____

Countersignature of authorized representative of MOFP:

Signature: _____

Date: (day month year): _____

ATTACHMENT 1: Behaviors constituting Sexual Exploitation and Abuse (SEA) and behaviors constituting Sexual Harassment (SH)

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Individual Signed Commitment regarding Gender and Sexual Based Violence

I, _____, acknowledge that sexual exploitation and abuse (SEA) and sexual harassment (SH), are prohibited. As an employee of the Palestinian Investment Preparation Facility (PIPFP) project and/ or the Ministry of Finance and Planning in Palestine, I acknowledge that SEA and SH activities on the work site, the work site surroundings, at workers' camps, or the surrounding community constitute a violation of this Code of Conduct. I understand SEA and SH activities are grounds for sanctions, penalties or potential termination of employment. Prosecution of those who commit SEA and SH may be pursued if appropriate.

I agree that while working on the project I will:

- Treat all persons, including children (persons under the age of 18), with respect regardless of sex, race, color, language, religion, political or other opinion, national, ethnic or social origin, gender identity, sexual orientation, property, disability, birth or other status.
- Commit to creating an environment which prevents SEA and SH and promotes this code of conduct. In particular, I will seek to support the systems which maintain this environment.
- Not participate in SEA and SH as defined by this Code of Conduct and as defined under Palestinian laws.
- Not use language or behavior towards women, children or men that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
- Not participate in sexual contact or activity with anyone below the age of 18. Mistaken belief regarding the age of a child is not a defense. Consent from the child is also not a defense. I will not participate in actions intended to build a relationship with a minor that will lead to sexual activity.
- Not solicit/engage in sexual favors in exchange for anything as described above.
- Unless there is the full consent of all parties involved, recognizing that a child is unable to give consent and a child is anyone under the age of 18, I will not have sexual interactions with members of the surrounding communities. This includes relationships involving the withholding or promise of actual provision of benefit (monetary or non-monetary) to community members in exchange for sex—such sexual activity is considered "non-consensual" under this Code.
- Not engage in child labor and report any incidents of child labor I come aware of.

I commit to:

- Adhere to the provisions of this code of conduct both on and off the project site.
- Attend and actively partake in training courses related to preventing SEA and SH as requested by my employer.
- If I am aware of or suspect SEA and SH, at the workplace, project site or surrounding community, I understand that I am encouraged to report it to the Grievance Reporting Mechanism (GRM) or to my manager. The safety, consent, and consequences for the person who has suffered the abuse will be part of my consideration when reporting. I understand that I will be expected to maintain confidentiality on any matters related to the incident to protect the privacy and security of all those involved.

Sanctions:

I understand that if I breach this Individual Code of Conduct, my employer will take disciplinary action which could include:

- Informal warning or formal warning
- Additional training.
- Loss of salary.
- Suspension of employment (with or without payment of salary).
- Termination of employment.
- Report to the police or other authorities as warranted.

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I understand that it is my responsibility to adhere to this code of conduct. That I will avoid actions or behaviors that could be construed as SEA and SH. Any such action will be a breach this Individual Code of Conduct. I acknowledge that I have read the Individual Code of Conduct, do agree to comply with the standards contained in this document, and understand my roles and responsibilities to prevent and potentially report SEA and SH issues. I understand that any action inconsistent with this Individual Code of Conduct or failure to act mandated by this Individual Code of Conduct may result in disciplinary action and may affect my ongoing employment.

Name of Project Worker: [_____]

Signature: _____
Date: (day month year): _____

Countersignature of authorized representative of MOFP:

Signature: _____

Date: (day month year): _____

ATTACHMENT 1 TO THE CODE OF CONDUCT FORM

BEHAVIORS CONSTITUTING SEXUAL EXPLOITATION AND ABUSE (SEA) AND BEHAVIORS CONSTITUTING SEXUAL HARASSMENT (SH)

The following non-exhaustive list is intended to illustrate types of prohibited behaviors

Examples of sexual exploitation and abuse include, but are not limited to:

- A project worker tells a member of the community that he/she can get them jobs related to the work site (e.g. cooking and cleaning) in exchange for sex.
- A project worker that is responsible for vaccines says that they can provide vaccinations to women in exchange for sex.
- A project worker rapes, or otherwise sexually assaults a member of the community.
- A project worker denies a person access to the Site/ services unless he/she performs a sexual favor.
- A project worker tells a person applying for employment under the Contract that he/she will only hire him/her if he/she has sex with him/her.

Examples of sexual harassment in a work context

- project worker comment on the appearance of another project worker or staff (either positive or negative) and sexual desirability.
- When a project worker complains about comments made by another worker on his/her appearance, the other project worker comment that he/she is “asking for it” because of how he/she dresses.
- Unwelcome touching of a worker / staff by another project worker
- A project worker tells another project worker that he/she will get him/her a salary raise, or promotion if he/she sends him/her naked photographs of himself/herself.

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