Palestine Liberation Organization (for the benefit of the Palestinian Authority) / through the Ministry of Finance and Planning

Social Recovery and Job Creation Project in West Bank and Gaza

(P508729)

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

Negotiation Version

February 26, 2025

Updated for Additional Financing

January 20, 2026

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ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Palestine Liberation Organization for the benefit of the Palestinian Authority (the Recipient) is implementing the Social Recovery and Job Creation Project in West Bank and Gaza (the Project), under the responsibility of the Ministry of Finance and Planning (MoFP), as the agency with the involvement of the Municipal Development Lending Fund (MDLF) responsible for the implementation of Component 1 of the Project and with the NGO Development Centre (NDC) as the agency responsible for the implementation of Component 2 of the Project, all in coordination with the Ministry of Local Government (MoLG), Ministry of Agriculture (MoA), Prime minister's office (PMO), and the Ministry of Labor (MoL), and as set out in the Trust Fund Grant Agreement (the Agreement). The International Bank for Reconstruction and Development/International Development Association (the Bank), acting as the administrator of the Trust Fund for Gaza and the West Bank, has agreed to provide additional financing for the Project, as set out in Agreement. This ESCP supersedes previous versions of the ESCP for the Project and shall apply both to the original and the additional financing for the Project referred to above.
2. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Bank. The ESCP is a part of the Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Agreement.
3. Without limitation to the foregoing, ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, their respective timeframes; institutional, staffing, training, monitoring and reporting arrangements; and grievance management. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed and implemented under the Project, consistent with the ESSs, in form and substance acceptable to the Bank. The Bank may revise said E&S documents from time to time with prior written agreement. As provided for under the referred Agreement, the Recipient shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Bank and the Recipient, this ESCP will be revised from time to time, if necessary, to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. In such circumstances, the Bank and the Recipient agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and theRecipient's Representative specified in the Agreement or Minister of MoFP. The Recipient shall promptly disclose the updated ESCP.
5. The subsection on "Indicators for Implementation Readiness" below identifies the actions and measures to be monitored to assess Project readiness to begin implementation in accordance with this ESCP. Nevertheless, all actions and measures in this ESCP shall be implemented as set out in the "Timeframe" column below irrespective of whether they are listed in the referred subsection.

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	**ORGANIZATIONAL STRUCTURE** a) Maintain the Project Management Unit (PMU) at MoFP with qualified staff and resources to support management of environmental, social, health and safety (E&S) risks and impacts of the Project and AF including, maintaining the Environmental, Health and Safety Specialist, and the Social Specialist. b) Maintain the qualified E&S staff, including environmental and social specialists, and E&S consultants, to support management of environmental, social, health and safety risks of the Project and AF in coordination with MoFP. c) Maintain the assigned E&S focal point to support management of environmental, social, health and safety risks and impacts of the Project and AF in coordination with MoFP d) Maintain the assigned E&S focal point to coordinate ESF requirement with MoFP and MDLF. e) Maintain the assigned E&S focal point to coordinate ESF requirement with MoFP. f) Maintain the assigned E&S focal point to coordinate ESF requirement with MoFP g) Maintain the assigned E&S focal point to coordinate ESF requirement with MoFP h) For new agencies to be supported under component 3, the agencies are to assign E&S focal point to coordinate ESF requirement with MoFP within two months of joining the Project.	a) Maintain the PMU and qualified staff throughout Project and the AF implementation. b) Maintain qualified E&S staff positions throughout Project and AF implementation. Maintain the E&S consultants position throughout Project and the AF implementation. c) Maintain the assigned E&S focal point of the Project and thereafter maintain the positions throughout Project and AF implementation. d) Maintain the assigned E&S focal point of the Project and thereafter maintain the positions throughout Project and AF implementation. e) Maintain the assigned E&S focal point of the Project and thereafter maintain the positions throughout Project and AF implementation. f) Maintain the assigned E&S focal points of the Project and thereafter maintain the position throughout Project and AF implementation. g) Maintain the assigned E&S focal points of the Project and thereafter maintain the positions throughout Project and AF implementation. h) Assign E&S focal point within two months of joining the Project, and thereafter maintain throughout Project implementation	a. MoFP b. MDLF c. NDC d. MoLG e. MoA f. MoL g. PMO h. MoFP

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
B	**CAPACITY BUILDING MEASURES** Implement the following capacity building plan: • Training for PMU staff and Project and AF workers in MoFP, MoLG, MoA, MoL, NDC on ESF fundamentals, OHS, GM, stakeholder mapping and engagement, development and implementation of mitigation measures within the ES instruments, addressing the risks of sexual exploitation or abuse and sexual harassment (SEA and SH) (prevention and response), Code of Conduct for Workers, Gender and Inclusion of vulnerable groups emergency preparedness and response, community health and safety and reporting. • Capacity Building for LGUs on ESF fundamentals, workers health and safety, awareness on UXO risk management and Workers' Grievance Mechanism • Capacity Building for NGOs and CBOs on ESF fundamentals and OHS, environmentally safe practices, Workers' Grievance Mechanism, Prevention of and response to potential SEA/SH incidents	Throughout Project and AF implementation	MoFP/PMU MDLF/MoLG NDC MoFP/MoA/MoL/PMO
MONITORING AND REPORTING			

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C	**REGULAR REPORTING** Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (E&S) performance of the Project and AF. The reports shall include: • Status of preparation and implementation of E&S documents required under the ESCP. • Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan. • Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them. • E&S performance of contractors and subcontractors as reported through monthly contractors' NGOs, CBOs, Municipalities, LGUs and supervising firms' reports. • Number and status of resolution of incidents and accidents reported under action E below.	Submit semi-annual reports to the Bank throughout Project and the AF project implementation. Submit each report to the Bank within 30 days after the end of each semi-annual period. And submit ES progress updates to the Bank upon request	MoFP/ PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
D	**CONTRACTORS' MONTHLY REPORTS** Require contractors and supervising firms to provide monthly monitoring reports on E&S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Bank.	Submit the monthly reports to the Bank upon request.	MoFP/PMU MoLG MDLF NDC MoA MoL PMO

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E	**INCIDENTS AND ACCIDENTS** Notify the Bank of any incident or accident relating to the project and AF which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including those resulting in death or significant injury to workers or the public; acts of violence, discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment; forced or child labor; displacement without due process (forced eviction); allegations of sexual exploitation or abuse (SEA), or sexual harassment (SH); or disease outbreaks. Provide available details of the incident or accident to the Bank upon request. Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Bank, and implement a Corrective Action Plan that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence.	Notify the Bank no later than 48 hours after learning of the incident or accident. Provide available details upon request. Provide review report and Corrective Action Plan to the Bank no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Bank.	MoFP/ PMU MoLG MDLF NDC MoA MoL PMO
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	**ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS** 1. Implement the Environmental and Social Management Framework (ESMF) for the Project and AF, consistent with the relevant ESSs 2. Prepare, or require LGUs and NGOs to prepare and implement Environmental and Social Management Plan (ESMP) or Environmental and Social Checklists (ESC) or ES measures for the Project and AF, consistent with the relevant ESSs, applying the exclusion list as set out in the ESMF. 3. Implement UXO Risk Assessment Protocol as set out in the ESMF for the project and the AF. 4. MoFP and MDLF to conduct a standalone annual E&S audit for component 1 of the project first year, thereafter, the annual ES audit will be conducted for the project and AF, consistent with the relevant ESSs. The findings and Corrective Action Plan, reviewed and cleared by the Bank, shall be implemented throughout Project and AF implementation.	1. Implement the ESMF that was disclosed on August 2025, throughout Project and AF implementation 2. Prepare the ESMP or ESC or ES measures prior to carrying out relevant activity, and thereafter implement the ESMP, ESC and ES measures throughout Project and AF implementation. 3. Throughout the Project and the AF implementation 4. E&S audit will be conducted for the project first year, and thereafter will be conducted on an annual basis during the implementation of the project and AF, Corrective Action Plan shall be implemented throughout Project and AF Implementation	1. MoFP/PMU/MDLF/ NDC/MoL/MoA/MoLG 2. MDLF/NDC/MoFP/PMU/MoLG/MoA/PMO 3. MDLF 4. MoFP/PMU/ MDLF

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.2	**MANAGEMENT OF CONTRACTORS** Incorporate the relevant aspects of the ESCP, including, inter alia, ESMF, SEP, LALF and code of conduct, into the E&S specifications of the procurement documents and contracts with contractors supervising firms. Thereafter ensure that the contractors and supervising firms comply and that they require their subcontractors to comply with the E&S specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and supervising firms to the Bank.	As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project and AF implementation. Copies of relevant contracts provided to the Bank upon request.	MoFP/PMU MDLF/MoLG NDC MoFP/MoA/MoL/PMO
1.3	**TECHNICAL ASSISTANCE** Carry out the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project and AF in accordance with terms of reference acceptable to the Bank, that are consistent with the ESSs. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.	Throughout Project and AF implementation.	MoFP/PMU MDLF/MoLG NDC MoFP/MoA/MoL/PMO
1.4	**CONTINGENT EMERGENCY RESPONSE FINANCING** 1. Ensure that the CERC Manual includes a description of the E&S assessment and management arrangements for the implementation of Component 4, in accordance with the ESSs. 2. Implement the E&S provisions of the CERC Manual including, if applicable, any assessments and plans required therein.	1. The preparation of the CERC Manual, as relevant in form and substance acceptable to the Bank is a withdrawal condition under Section I-H of Schedule 2 of the Trust Fund Grant Agreement. 2. In accordance with the timeframes specified in the CERC Manual including, if applicable, any assessments and plans required therein.	MoFP/PMU

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ESS 2: LABOR AND WORKING CONDITIONS			
2.1	**USE OF RECIPIENT'S LABOR MANAGEMENT FRAMEWORK** A. Ensure that labor management measures and working conditions of Project and AF workers are consistent with this ESCP and with the Recipient's labor framework, which includes, inter alia, the country´s relevant policy, legal and institutional framework, including its national, departmental, or local implementing institutions, and the applicable laws, regulations, procedures, and implementation capacity. B. Promptly notify the Bank of any changes to the Recipient's labor framework that may materially adversely affect the Recipient's ability to manage the labor risks and impacts of the Project and AF in line with ESS2 and the immediate measures taken or that are planned to be taken to address said changes and the ensuing potential risks and impacts of the Project and AF. If, in the opinion of the Bank, such changes adversely affect relevant ESHS risk management aspects of the Project and AF, the Recipient shall agree to implement measures and actions to address them in a manner acceptable to the Bank. The ESCP shall be updated to reflect such agreed actions. C. Implement Labor Management measures for forced and child labor for the Project and AF as part of the ESMF. D. Implement OHS management measures to assess and manage the OHS risks and impacts of the Project and AF as a part of the ESMF. E. Require contractors and subcontractors to prepare and implement OHS Management Measures in accordance with ESMF.	A. Throughout the project and AF implementation. B. Notify the Bank immediately after taking notice of the change to the Recipient's labor framework. Subsequent actions, if requested by the Bank, shall be reflected in an updated ESCP as indicated in paragraph 4 of the Initial Section of this ESCP. C. Same timeframe as for the implementation of the ESMF. D. Same timeframe as for the implementation of the ESMF. E. Throughout the Project and AF implementation.	MoFP/PMU MDLF/MoLG NDC MoFP/MoA/MoL/PMO
2.2	**GRIEVANCE MECHANISM FOR PROJECT WORKERS** a. MoFP and their beneficiary partners to maintain and operate a grievance mechanism for Project and AF workers, as described in the ESMF and consistent with ESS2. b. MDLF to maintain and operate a grievance mechanism for Project and AF workers, as described in the ESMF and consistent with ESS2. c. MDLF to ensure that beneficiary LGUs establish and operate a grievance mechanism for Project and AF workers, as described in the ESMF and consistent with ESS2.	a. Maintain and operate grievance mechanism throughout Project and AF implementation. b. Maintain and operate the grievance mechanism throughout Project and AF implementation c. Maintain and operate it throughout Project and AF implementation	a. MoFP/ MoL/Mo A/MolG b. MDLF c. MDLF/LGUs.

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	d. NDC and their beneficiary partners to maintain and operate grievance mechanism for Project and AF workers, as described in the ESMF and consistent with ESS2.	d. d. Maintain grievance mechanism) prior to engaging Project workers and thereafter maintain and operate it throughout Project and AF implementation	d. NDC/NGOs

ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	**WASTE MANAGEMENT MEASURES** Prepare and implement waste management measures, as part of the ESMF prepared for the Project and AF, to manage hazardous (including E-waste, pesticides, fertilizers) and non-hazardous wastes, consistent with ESS3.	Same timeframe as for the preparation and implementation of action 1.1.	MoFP/PMU MoLG MDLF NDC MoA MoL PMO
3.2	**RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT** Implement resource efficiency and pollution prevention and management measures in the ESMF.	Same timeframe as for the preparation and implementation of action 1.1.	MoFP/PMU MDLF/MoLG NDC MoFP/MoA/MoL
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	**TRAFFIC AND ROAD SAFETY** Incorporate measures to manage traffic and road safety risks as required in the ESMF.	Same timeframe as for the implementation of the ESMF.	MDLF/LGUs

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4.2	**COMMUNITY HEALTH AND SAFETY** Assess and manage specific risks and impacts to the community arising from Project and AF activities, including, inter alia, behavior of Project and AF workers, exposure of beneficiaries of SEA/SH, inequitable access, data privacy, food safety and hygiene, accidents/incidents, potential finding of UXO, response to emergency situations, and include mitigation measures in the ESMF.	Same timeframe as for the preparation and implementation of the ESMF.	MoFP/PMU MDLF NDC MoA MoL PMO
4.3	**SEA AND SH RISKS** Prepare and implement SEA/SH mitigation measures, as part of ESMF, to assess and manage the risks of SEA and SH.	Same timeframe as for the preparation and implementation of the ESMF.	MoFP/PMU

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ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
MATERIAL MEASURES AND ACTIONS		**TIMEFRAME**	**RESPONSIBLE ENTITY**
5.1	**LAND AQUISITION AND LIVELIHOOD FRAMEWORK** 1. Update Land Acquisition and Livelihood Framework (LALF) for the AF, redisclose, adopt and implement the updated LALF for the Project and AF, consistent with ESS5. 2. Prepare, consult, disclose and implement site-specific Land Acquisition and Livelihood Plans (LALPs), whenever required as set out in the LALF and consistent with ESS5.	1. Update the LALF within two months of the Project AF effective date and thereafter adopt and implement the LALF throughout Project and AF implementation. 2. Prepare the site-specific LALP once the technical designs and locations of interventions are available and implement the respective LALP prior to carrying out the relevant works, including ensuring that before taking possession of the land and related assets, full compensation has been provided and as applicable displaced people have been resettled and moving allowances have been provided.	MoFP/PMU MDLF LGUs
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	**BIODIVERSITY RISKS AND IMPACTS** Assess, prepare and implement biodiversity management measures and plans as identified as part of the ESMPs/ESMP checklists/ES guidelines prepared as part of action 1.1, consistent with ESS6.	Same timeframe as for the preparation of action 1.1. Implement the measures and plans throughout Project and AF implementation	MoPIC/PMU MDLF NDC
ESS 8: CULTURAL HERITAGE			
8.2	**CHANCE FINDS** Implement the Chance Finds Procedures, as part of the ESMF, consistent with ESS 8.	Same timeframe as for the preparation and implementation of the ESMF. Implement the procedures throughout Project and AF	MoFP/PMU MDLF

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		implementation	
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	**STAKEHOLDER ENGAGEMENT PLAN** Prepare and disclose an addendum to the Project SEP for the AF, and implement a Stakeholder Engagement Plan (SEP) for the Project and AF, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable	The addendum to the SEP was disclosed on January 20, 2026, and thereafter implement the SEP throughout Project and AF implementation.	MoFP/PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.		
10.2	**PROJECT GRIEVANCE MECHANISM** Publicize , maintain, and operate the existing accessible grievance mechanisms in MDLF and MoFP to receive and facilitate resolution of concerns and grievances in relation to the Project and AF, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project and AF- affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10. Strengthen, maintain, and operate the existing accessible grievance mechanisms in beneficiary LGUs to receive and facilitate resolution of concerns and grievances in relation to the Project and AF, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project and AF- affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10. Strengthen , maintain, and operate the existing accessible grievance mechanisms in NDC and beneficiary NGOs to receive and facilitate resolution of concerns and grievances in relation to the Project and AF, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project and AF-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10. The grievance mechanisms are equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.	Publicize, maintain and operate the existing Complaints Unit throughout Project implementation. Strengthen and operate the grievance mechanism(s) prior to Project Effective Date and thereafter maintain and operate the mechanism throughout Project and AF implementation. Strengthen, maintain and operate the mechanism throughout Project and AF implementation. Throughout Project and AF implementation.	MoFP/PMU MDLF LGUs NDC NGOs
INDICATORS FOR IMPLEMENTATION READINESS			
5.1 The LALF updated and adopted within two months of the AF Project Effective Date.			

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