

**Palestinian Liberation Organization (for the
benefit of the Palestinian Authority) through
the Ministry of Education and Higher
Education**

**Supporting an Education Reform Agenda for
Improving Teaching, Assessment and Career
Pathways Phase 2
(P507451)**

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

Negotiations Version

February 1st, 2025

Updated on March 20th, 2025

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Palestine Liberation Organization for the benefit of the Palestinian Authority (the Recipient) will implement the Supporting an Education Reform Agenda for Improving Teaching, Assessment and Career Pathways Phase 2 Project (the Project), with the involvement of the Ministry of Education and Higher Education (MoEHE), as set out in the Trust Fund Grant Agreement (the Agreement). The International Development Association (the Bank), acting as the administrator of the Trust Fund for Gaza and the West Bank, has agreed to provide the financing for the Project, as set out in Agreement.
2. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Bank. The ESCP is a part of the Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, their respective timeframes; institutional, staffing, training, monitoring and reporting arrangements; and grievance management. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed and implemented under the Project, consistent with the ESSs, in form and substance acceptable to the Bank. Said E&S documents may be revised from time to time with prior written agreement by the Bank. As provided for under the referred Agreement, the Recipient shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Bank and the Recipient, this ESCP will be revised from time to time, if necessary, to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. In such circumstances, the Bank and the Recipient agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Recipient's Representative specified in the Agreement or the Ministry of Planning and International Cooperation (MoPIC). The Recipient shall promptly disclose the updated ESCP.
5. The subsection on "Indicators for Implementation Readiness" below identifies the actions and measures to be monitored to assess Project readiness to begin implementation in accordance with this ESCP. Nevertheless, all actions and measures in this ESCP shall be implemented as set out in the "Timeframe" column below irrespective of whether they are listed in the referred subsection.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	ORGANIZATIONAL STRUCTURE Maintain the existing Project Coordination Unit (PCU) established for SERATAC Phase 1 (P177299) and Improving Early Childhood Development in West Bank & Gaza project (P168295), with qualified staff and resources to support management of environmental, social, health and safety (E&S) risks and impacts of the Project, including ES Officer (ESO) in Ramallah office, and a part time ESO currently working remotely.	Maintain the PCU and these positions throughout Project implementation.	MoEHE/PCU
B	CAPACITY BUILDING MEASURES Prepare and implement the following capacity building measures for PCU staff, consultants, community workers and project workers on: <ul style="list-style-type: none"> • Development and implementation of Labor Management measures • Worker's health and safety in education Sector • Awareness of labor and working conditions and health and safety for KG operator • Grievance Mechanism, including Workers' Grievance Mechanism • Grievance Mechanism, including communities' Grievance Mechanism • Stakeholder engagement and the implementation of the Stakeholder Engagement Plan (SEP) • Addressing the risks of sexual exploitation or abuse and sexual harassment (SEA and SH) (prevention and response). • Implementation E-waste Management measures 	Throughout Project implementation	MoEHE/PCU
MONITORING AND REPORTING			
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. The reports shall include: <ul style="list-style-type: none"> • Status of preparation and implementation of E&S documents required under the ESCP. • Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan. • Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them. • E&S performance of contractors and subcontractors as reported through monthly contractors' and supervision firms' reports. • Number and status of resolution of incidents and accidents reported under action E below. 	Submit quarterly reports to the Bank throughout Project implementation, commencing after the Project Effective Date. Submit each report to the Bank no later than 15 days after the end of each reporting period.	MoEHE/PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
D	<p>CONTRACTORS' MONTHLY REPORTS</p> <p>Require contractors and supervising firms to provide monthly monitoring reports on E&S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Bank.</p>	Submit the monthly reports to the Bank upon request.	MoEHE/PCU
E	<p>INCIDENTS AND ACCIDENTS</p> <p>Notify the Bank of any incident or accident relating to the project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including those resulting in death or significant injury to workers or the public; acts of violence, discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment; forced or child labor; displacement without due process (forced eviction); allegations of sexual exploitation or abuse (SEA), or sexual harassment (SH); or disease outbreaks. Provide available details of the incident or accident to the Bank upon request.</p> <p>Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Bank, and implement a Corrective Action Plan that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence.</p>	<p>Notify the Bank no later than 48 hours after learning of the incident or accident. Provide available details upon request.</p> <p>Provide review report and Corrective Action Plan to the Bank no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Bank.</p>	MoEHE/PCU
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENTS</p> <p>Update and implement SERATAC Phase I Social Impact Assessment (SIA) for the Project, consistent with the relevant ESSs.</p>	Update the SIA no later than two months of Project Effective Date, and thereafter implement the SIA throughout Project implementation.	MoEHE/PCU
1.2	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia SEP, SIA, the Labor Management Procedures, and code of conduct, into the E&S specifications of the procurement documents and contracts with contractors and 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 supervision firms to the Bank.</p>	As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Bank upon request.	MoEHE/PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.3	<p>TECHNICAL ASSISTANCE</p> <p>Carry out the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project in accordance with terms of reference acceptable to the Bank, that are consistent with the ESSs. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.</p>	Throughout Project implementation.	MoEHE/PCU
1.4	<p>CONTINGENT EMERGENCY RESPONSE FINANCING</p> <p>1. Ensure that the CERC Manual includes a description of the E&S assessment and management arrangements for the implementation of Part 4, in accordance with the ESSs.</p> <p>2. Implement the E&S provisions of the CERC Manual, and any assessments and plans required therein.</p>	<p>1. The preparation of the CERC Manual in form and substance acceptable to the Bank is a withdrawal condition under Section III.B of Schedule 2 of the Agreement.</p> <p>2. In accordance with the timeframes specified in the CERC Manual</p>	MoEHE/PCU
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Update the SERATAC Phase I Labor Management Procedures (LMP) for the project and implement the updated LMP</p>	Update the LMP within two months of Project Effective Date, and thereafter implement the LMP throughout Project implementation.	MoEHE/PCU
2.2	<p>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</p> <p>Prepare and implement OHS Management measures to assess and manage the OHS risks and impacts of the Project, as a part of project LMP.</p>	Same timeframe as for the preparation and implementation of the LMP.	MoEHE/PCU
2.3	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Maintain and operate the grievance mechanism for Project workers established under SERATAC Phase 1, as described in the LMP and consistent with ESS2.</p>	Maintain and operate the grievance mechanism throughout Project implementation.	MoEHE/PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN Update the SERATAC Phase 1E-Waste Management Plan (EWMP) for the Project and adopt and implement the updated EWMP as part of the POM.	Update the EWMP no later than 90 days after Project Effective Date) and thereafter implement the updated EWMP throughout Project implementation.	MoEHE/PCU
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate energy efficiency measures in the project design and the technical specification of supplies.	Throughout Project implementation	MoEHE/PCU
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	COMMUNITY HEALTH AND SAFETY Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, accidents/incidents, SEA/SH, data privacy, limited universal access, accessibility barriers, response to emergency situations, and include mitigation measures in the POM.	Same timeframe as for the preparation and implementation of the POM.	MoEHE/PCU
4.2	SEA AND SH RISKS Assess and manage the risks of SEA/SH arising from Project activities and include SEA/SH mitigation measures, proportionate to the level of risk, in the POM.	Same timeframe as for the preparation and implementation of the POM.	MoEHE/PCU
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
	Not Relevant		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
	Not Relevant		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
	Not Relevant		
ESS 8: CULTURAL HERITAGE			
	Not Relevant		
ESS 9: FINANCIAL INTERMEDIARIES			
	Not Relevant		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.	The SEP was adopted on January 28 th , 2025. An updated version of the SEP was adopted on March 20 th , 2025. Thereafter implement the SEP throughout Project implementation.	MoEHE/PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>Maintain, and operate the existing GM, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p>	Maintain and operate the grievance mechanism throughout Project implementation.	MoEHE/PCU
INDICATORS FOR IMPLEMENTATION READINESS			
<p>The following actions are indicators for implementation readiness:</p> <p>1.1 Social Impact Assessment updated, and adopted to include SEA/SH and community health and safety measures, and E&S risks and impacts within two months of Effective Date</p> <p>2.1 The Labor Management Procedures (LMP) updated to address education sector OHS management within two months of Project Effective Date.</p> <p>3.1 E-waste management plan updated and adopted as part of the POM within 90 days of the Project Effective Date</p>			