وزارة المالية

Palestinian Authority
Ministry of Finance

FINANCE FOR JOBS III PROJECT

Project ID: P179801

"The Finance for Jobs (F4J) Series of Projects (SOP)"

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK (ESMF)

March 2023

Environmental and Social Management Framework (ESMF)
Finance for Jobs III Project

To address the potential impact of Finance for Jobs III (F4J III) Project, an Environmental and Social Management Framework (ESMF) has been developed. The ESMF will facilitate compliance with Palestinian policies and the World Bank's environmental and social standards (ESSs) of the Environmental and Social Framework (ESF). The ESMF is intended to be used as a practical instrument during the formulation, design, implementation, and monitoring of project components of the F4JIII to ensure that the environmental and social issues are integrated into project-supported activities.

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The document describes in a non-technical manner the proposed project and presents major findings of the Environmental and Social risk analysis of the proposed F4J III Project.

The document provides a summary of environmental and socioeconomic conditions and the how the proposed project and its sub-projects' activities could affect the environment and people. In addition, the ESMF describes what actions must be taken to reduce the effects on the environment or people.

This ESMF will ensure that the implementation of individual sub-projects will be carried out in an environmentally and socially sustainable manner.

List of Acronyms

AF	Additional Financing
ARA	Access Restricted Areas
BOD	Biological Oxygen Demand
CAP	Corrective Action Plan
CBO	Community Based Organization
CIA	Cumulative Impact Assessment
CoC	Code of Conduct
COD	Chemical Oxygen Demand
DIB	Development Impact Bond
EA	Environmental Assessment
EFE	Education for Employment
EHS	Environment, Health, and Safety
EHSG	Environment, Health, and Safety Guidelines
EQA	Environment Quality Authority
ESIA	Environmental and Social Impact Assessment
ESIRT	Environmental and Social Incident Response Toolkit
ESF	Environmental and Social Framework
ESO	Environmental and Social Officer
ESS	Environmental and Social Standards
E&S	Environmental and Social
ESA	Environmental and Social Assessment
ESIA	Environmental and Social Impact Assessment
ESMF	Environmental and Social Management Framework
ESMP	Environmental Management Plan
ESRS	Environmental and Social Review Summary
F4J	Finance for Jobs
FPCCIA	Federation of Palestinian Chambers of Commerce, Industry and Agriculture
FCV	Fragility, Conflict and Violence

FDI	Foreign Direct Investment
GBV	Gender Based Violence
GDP	Gross Domestic Product
GIIP	Good International Industry Practice
GM	Grievance Mechanism
HACCP	Hazard Analysis Critical Control Points
HWMP	Hazardous Waste Management Plan
ICF	Investment Co-Financing Facility
ICT	Information and Communication Technologies
IEE	Initial Environmental Evaluation
ILO	International Labor Organization
IPM	Integrated Pest Management
IT	Information Technology
IVA	Independent Verification Agent
KPIs	Key Performance Indicators
L&FS	Life and Fire Safety
LGU	Local Government Units
LMP	Labor Management Procedures
MCM	Million Cubic Meters
M&E	Monitoring and Evaluation
MENA	Middle East & North Africa
MoA	Ministry of Agriculture
MoH	Ministry of Health
MoF	Ministry of Finance
MoL	Ministry of Labor
MoSD	Ministry of Social Development
MoTA	Ministry of Tourism and Antiquities
NES	National Employment Strategy
NCCI	National Chamber of Commerce and Industry

NGO	Non-Governmental Organization
NSP	National Spatial Plan
OHS	Occupational Health and Safety
OIP	Other Interested Parties
OP	Operational Policy
OP/BP	Operational Policy/Bank Procedures
PA	Palestinian Authority
PAP	Project Affected Parties
PC	Project Counterpart
PCR	Physical Cultural Resources
PCBS	Palestinian Central Bureau of Statistics
PDO	Project development Objective
PEAP	Palestinian Environmental Assessment Policy
PEL	Palestinian Environment Law
PENRA	Palestinian Energy and Natural Resources Authority
PH	Potential Hydrogen
PIA	Project Implementing Agency
PID	Project Information Document
PMP	Pest Management Plan
PEL	Palestinian Environment Law
PEAP	Palestinian Environmental Assessment Policy
PLL	Palestinian Labor Law
PPAB	Public-Private Advisory Board
PPE	Personal Protective Equipment
PMP	Pest Management Plan
RCA	Root Cause Analysis
SCAP	Safeguards Corrective Action Plan
SEA	Sexual Exploitation and Abuse
SH	Sexual Harassment

SOP	Series of Projects
TOR	Terms of Reference
TSS	Total Suspended Solids
TVET	Technical And Vocational Education and Training
VOC	Volatile Organic Compounds
WB	World Bank
WBG	World Bank Group
WHO	World Health Organization

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Executive Summary

1. Introduction

The Palestinian labor market is struggling due to political turmoil, economic instability, and restrictions on movement and trade. Unemployment, and particularly underemployment among young people, exists with a large disparity between the West Bank and Gaza Strip. Additionally, the private sector, which is a key player in employment generation faces hurdles, including a fragmented business environment and firm-level barriers. Efforts to address these challenges in the West Bank and Gaza Strip have focused on promoting entrepreneurship, skills development, vocational training, and creating a more conducive business environment. The Palestinian Authority (PA), through the National Employment Strategy (NES), aims to address the gaps by guiding supply and demand, boosting the private sector's resilience, and creating decent employment opportunities.

The Finance for Jobs series of projects (SOP) aims to tackle specific obstacles that have been identified through consultations with stakeholders and analysis conducted by the World Bank Group, in line with the PA's vision with the overall objective of creating sustainable jobs and boosting private sector development.

The F4J series of projects were initiated with a first project; F4J I that closed satisfactorily on January 31, 2022. F4J I was followed by a second project; F4J II, that is currently under implementation with satisfactory results. The F4J II also includes two Additional Financings aimed at COVID-19 recovery. The F4J III being the latest project in this SOP, builds on the success and lessons learnt from its predecessors, and is being designed within a programmatic approach aiming at optimizing the impact and effectiveness of the innovative financial instruments developed and tested; these are (i) Development Impact Bond (DIB), (ii) Investment Co-Financing Facility (ICF). F4J III will continue to expand on the scope of intervention of these financial instruments.

2. Purpose and Rationale of the ESMF

The Environmental and Social Management Framework (ESMF) is a practical tool that will be used throughout the F4J III project to ensure that environmental and social aspects are integrated into all project activities. The ESMF will provide guidance on environmental and social assessments, tools, and management plans. Its objective is to avoid or minimize negative impacts and facilitate compliance with relevant policies, acts, and laws. As the project locations and beneficiary groups are yet unknown at this point, the ESMF will provide procedural guidance for environmental and social planning and management during the implementation stage. The ESMF will be periodically reviewed and updated as necessary.

3. F4J III Components and Development Objective

As the third project in the F4J SOP, the F4J III project will utilize two financing instruments that were developed and tested through its predecessors, where the third instrument that was developed in the previous projects in the SOP, the Entrepreneurship Ecosystem Matching Grants (EEMG), will not be continued through the F4J III. Additionally, unlike ICF under the previous projects, the DIB was limited to the West Bank only, hence the F4J III will expand the geographic scope of the DIB to cover Gaza Strip as well. As such, the financial instruments selected to be utilized in the F4J III will aim to address constraints that affect private investment and job opportunities across the West Bank and Gaza.

- Component 1 is the Development Impact Bond (DIB) for Skills Development for Employment, which aims to mobilize private sector financing and expertise to enhance skills development and employment outcomes for young people and women.

- Component 2 is the Investment Co-Financing Facility (ICF), which supports commercially viable private sector investments which otherwise may not be considered viable due to market and institutional failures and other Fragile Conflict Violent (FCV) risk considerations.
- Component 3 involves project management, which is carried out by the Project Implementation Agency (PIA), contracted by the Ministry of Finance (MOF).

The Proposed PDO of F4J III is "To sustain and expand the scope of the innovative financial instruments tested under F4J I & II, to incentivize private investment mobilization and job creation."

4. Implementation Arrangements

The Ministry of Finance (MOF) is the signatory and recipient of the World Bank grant for the F4J III project. The PIA, is responsible for implementing the project, managing the account, and ensuring fiduciary aspects such as financial management, procurement, and environmental & social safeguards as well as the overall management of the Second Component. For the first component, a separate legal entity called F4J Consulting has been created to oversee and implement the DIB component, with a board of directors and a dedicated management team. The project is also guided by a Public-Private Advisory Board (PPAB) that functions as a steering committee guiding the strategic project interventions, the committee is chaired by MoF and has board members of different public sector institutions that include Ministry of National Economy (MoNE), Ministry of Labor (MoL), Palestinian Central Bureau of Statistics (PCBS), Palestine Capital Market Authority, Association of Banks, Business Women Forum, Palestinian Businessmen Association, the Federation of Palestinian Chambers of Commerce, Industry and Agriculture (FPCCIA), in addition to an Observer member set on a rolling basis from the Donor Community. Moreover, for the F4J III, the Environment Quality Authority (EQA) is being considered to be included in the PPAB.

5. Applicable Laws, Legislations, and Policies

The Palestinian legal framework relevant for the environmental and social management and safeguarding of the F4J III project and its components include mainly:

- Palestinian Environmental Law (PEL),
- Palestinian Environmental Assessment Policy (PEAP),
- Cabinet Decision No. 16 of 2013 regarding connecting residences and facilities to the public sewer network,
- Public Health Law,
- Palestinian Labor Law (PLL) and the Ministry of Labor different acts on OHS,
- Minimum Wage Act,
- Grievance and Dispute Resolution Acts,
- National GBV Referral System,
- And other sectoral laws and legislations relevant to subprojects' industries under the ICF.

An overview of the relevant Palestinian laws and regulations are provided in chapter 3.

The Environmental and Social Standards (ESSs) relevant to the project are ESS1, ESS2, ESS3, ESS4, ESS6, and ESS10. The measures to address the environmental and social risks and impacts are included in project instruments, including this ESMF, Labor Management Procedures (LMP), and Stakeholder Engagement Plan (SEP).

6. Potential Environmental and Social Impacts and Relevant Mitigation Measures

The F4J III project aims to have positive environmental and social impacts by promoting the green economy and providing skills development and employment opportunities for vulnerable groups, particularly women and youth. The F4J III will support employment-generating projects that wouldn't have been feasible without its intervention. Nevertheless, negative E&S impacts could also be associated with the project's implementation.

Components 1 and 2 of the projects have different natures, with Component 1-DIB, being limited in scope to skill development activities, while Component 2-ICF may result in environmental impacts such as pollution, health and safety hazards, and waste management. The exact nature and severity of the impacts cannot be determined until the sub-project locations and activities are identified, but these risks can be mitigated through environmentally friendly measures and relevant strategies.

Environmental Risks: The environmental risk rating for the project has been proposed as "Substantial".F4JIII is expected to have positive environmental and social impacts including capacity building and job creation, in addition to promoting green economy. The project activities include skills training and employment under the Development Impact Bond (DIB), and partially support the investment to expand/rehabilitate businesses under the Investment Co-Financing Facility (ICF) in different sectors including but not limited to agri-business, manufacturing, food processing and other business sectors. The target beneficiaries, where the eligible sectors, locations, and the scale of investment, are yet to be identified. The Project is expected to have adverse environmental impacts and risks during construction/rehabilitation/expansion of the facilities including air pollution, noise, hazardous and nonhazardous waste generation, industrial wastewater generation, and occupational health and safety of workers related to construction activities. The project is not expected to cause impact on cultural heritage; however, it is expected to have potential impacts on biodiversity conservation assessed under ESS6. Potential risk of pollution, correlated to the proximity of the project location to the natural resources, is further assessed under ESS3. Related impacts to supporting expansion of manufacturing processes, might include improper management of different wastes and industrial wastewater, air pollution from operation of machineries, and land contamination due improper management of different types of waste, and weak capacity and compliance with occupational health and safety requirements for the industry. Operation of the activities is expected to have potential risks related water and air pollution related to operation of machineries, health and pollution risks related to the generation and improper (domestic and industrial) wastewater disposal/treatment, generation of nonhazardous and hazardous waste, including end of life waste generated from the different activities including PV cells, batteries, equipment), and improper handling and disposal of fertilizers and pesticides. Although not expected due to the scale, the number of activities and the scattered spatial location, the potential cumulative impacts will be further assessed under site specific environmental Impact Assessments (ESIAs).

Social Risks: The social risks are limited in nature and scale, while the project aims to support skills development and employment opportunities particularly for vulnerable and marginalized groups such as women and youth, there is a risk of social exclusion or inequitable access for these groups to project benefits. Other risks include labor and working conditions, community health and safety issues, potential incidents of GBV/SEA/SH, exclusion of some locations and biased grant management, and inadequate stakeholder engagement. Risks related to child labor are not expected within the project, yet in sub-projects supported within the ICF component in remote and rural areas, or marginalized locations such as the Gaza Strip, child labor risks might arise, however improbable. Based on the above, the social risk rating of the project is expected to remain "Moderate". Additionally, at the project's concept stage, the SEA/SH rating has been determined as 'moderate' using the Bank's SEA/SH risk screening tools for the social protection sector and for civil works.

As such, the Environmental and Social Risk Classification (ESRC) for the project at this stage until the exact industries and sectors under the ICF, training and capacity building activities under the DIB, as well as sub-project locations are identified, is recommended to be assigned as "Substantial".

In terms of mitigation of the aforementioned risks, generic measures have been addressed for each identified environmental and social risk depending on project component, with relevant management tools and methods per the project applicable ESSs.

7. Environmental and Social Assessment

The PIA will adopt a clear approach to environmental and social management procedures consistent with the Legal Agreement, the ESCP, the Operations Manual and the ESMF to allow project development activities to follow the ESF and its ESSs. Additionally, the ESMF guides the project's implementation to comply with national requirements especially those related to environmental approvals by EQA, aiming to harmonize the project's ESA with the national requirements.

8. Environmental and Social Screening

Each subproject under the ICF and activity proposed under the DIB components will undergo an E&S screening to verify whether the activity is eligible for financing under the project, assess the associated potential impacts, suggest relevant mitigation measures, classify the activity in terms of environmental and social risks severity (i.e., High, substantial, moderate, low), identify monitoring requirements, formulate E&S clauses to be included in bidding documents, and guide the subproject/ activity towards further environmental and social assessment if needed.

The first step of the screening process is to cross-reference the potential risks against an exclusion list that is specific to the project. The list contains environmental and social aspects that if expected from a subproject/ activity, then the adverse impacts will be against the development objective of the project and will cause significant E&S impact to the physical and social environments. If a subproject/ activity is then deemed eligible, the screening proceeds to identify the potential environmental and social risks associated with the implementation, drafting relevant mitigation measures, and assigning an E&S risk classification for the project.

Depending on the classification, the subsequent steps are determined in terms of additional detailed screening and E&S management tools and methods such as E&S audits, ESMP checklists, and site-specific ESMPs in addition to risk-specific management plans such as OHS plans, Chance Find Procedures, E-waste Management Plan, PMP, and others. All of the safeguard tools and methods that could be applied under the F4J III project as mentioned above are described in detail under section 7.2.

The screening step of the F4J III will also require subproject proponents under the ICF to furnish proof of submitting a licensing request to MoNE and proof of environmental permit request if available. This will help ensure that subprojects are also complying with national requirements and laws.

The screening process is detailed in chapter 6 with figure 7 of the ESMF portraying the screening processes of the F4J III Project.

9. ESMF Implementation Arrangements

DAI Global (DAI) is the current PIA responsible for managing F4JI and F4JII. DAI is a global development company that provides comprehensive solutions to address social and economic challenges around the world. DAI works in partnership with governments, civil society organizations, and the private sector to design and implement projects that promote sustainable development, poverty reduction, and inclusive growth. Their services range from strategic planning and policy

formulation to program implementation, monitoring, and evaluation. DAI is known for its expertise in project management, technical assistance, capacity building, and knowledge sharing.

The F4J III will be implemented through a PIA that will be contracted by the MoF similar to the F4J I & F4J II, the contracting arrangements have not yet been finalized and the PIA has not yet been selected. While the current assessment was conducted for the current PIA of the F4J I & F4J II (i.e., DAI) including maintaining qualified staff and resources to support management of environmental and social risks and impacts of the project, including hiring and maintaining an ESO in the West Bank. The Gaza office coordinator will remain the E&S focal point for projects implemented in Gaza. The PIA that will be hired to implement F4J III shall ensure presence of the same requested qualifications in both West Bank and Gaza.

For the ESMF and E&S instruments' implementation, the ESO and the PIA Gaza office's environmental and social focal point will be responsible for ensuring the project's compliance with this ESMF as well as the LMP, SEP, and ESCP prepared for the project. The DIB component will have a separate entity for its implementation, called the "F4J Consulting". F4J Consulting is a private sector company that has been established to manage the DIB component under the previous projects in the SOP. F4J Consulting, with its own management procedures and hierarchy, will conduct the necessary coordination on E&S aspects through a DIB E&S focal point to be assigned for the F4J III Project.

Subproject proponents will assign E&S focal points to manage day-to-day E&S requirements as per the environmental and social instruments, and they will supervise contractors/suppliers to ensure adherence to monitoring parameters including mitigation measures. Contractors/suppliers and their workers will be implementing E&S mitigation measures and plans as laid out in the ESMF, and mitigation measures required will be included and budgeted in agreements with the contractors.

Under F4JIII, the PIA will constantly liaise with the EQA to address the national environmental requirements of subprojects under the ICF component. To ensure the project compliance with the national environmental and social requirements, the MoF and EQA are discussing assigning EQA as part of Public-Private Advisory Board (PPAB) that acts as the F4J SOPs' steering committee.

10. Monitoring and Reporting

The goal of monitoring is to measure the success rate of the activities, determine whether interventions have handled negative impacts, and to determine whether further interventions are required. The environmental and social monitoring aims to record environmental impacts resulting from the subproject activities and ensure that mitigation measures identified earlier are implemented to reduce adverse impacts and enhance positive impacts from project activities. The ESO will be responsible for monitoring activities and conducting site visits to West Bank subprojects and DIB activities, where the Gaza Office Coordinator and E&S focal point will monitor activities and subprojects in Gaza and share the reports with the ESO to consolidate. Additionally, environmental, and social focal points will be appointed at subproject proponent (ICF) and service provider (DIB) levels to manage the day-to-day E&S requirements and report monthly to ESO at the PIA. The PIA will prepare and submit quarterly monitoring reports to the World Bank on the environmental and social performance of the project and share them with the Project's Counterpart, the MoF. The ESO will develop a monitoring system and calendar with required monitoring indicators, stakeholders, and responsibilities. The ESO will conduct at least one site visit per quarter for each proposed project component. The E&S Quarterly Progress Reports and monitoring reports will be shared with the World Bank, and governmental stakeholders with monitoring duties over subprojects will be continuously consulted and notified of monitoring activities.

A system and timeline for incident reporting has also been established under the ESMF, requiring the PIA to report any incident to the Bank within 48 hours with a follow up detailed report within 10 days.

11. Implementation Arrangements and Capacity Building Requirements

Based on the assessment of the existing capacity of the PIA and the different parties/stakeholders engaged in the project implementation, a capacity development and training plan has been prepared. The previous projects under the F4J SOP have applied the old safeguard policies (O.Ps), with the previous PIA relying on external E&S consultant for E&S screenings, ESMPs, E&S audits, monitoring, and other activities. For the F4J III a qualified Environmental and Social Officer (ESO) will be hired, Moreover, the current Gaza office coordinator has received various trainings with the World Bank on the ESF and ESSs and has acted as an E&S focal point for the F4J II. Hence, the Gaza office coordinator will remain the E&S focal point for projects implemented in Gaza. The Capacity Building chapter identified capacity building requirements and the training plan that will be funded under component 3 of the Project.

For the DIB component, "F4J Consulting" has been established as a legally separate entity that has its own management procedures and hierarchy, comprising of a board of directors of different private sector entities. Coordination between the PIA and F4J Consulting on E&S aspects will be done through a DIB E&S focal point that will be assigned for the F4J III Project. This focal point shall also be responsible for GM management and reporting.

Moreover, subproject proponents under the ICF will assign E&S focal points to manage the day-to-day E&S requirements as per the environmental and social instruments.

In terms of capacity development, the capacity building requirements include ESO training on the ESF and ESSs, E&S focal points training on E&S safeguards and project E&S instruments, subproject proponents and service providers awareness sessions, Occupational Health and Safety (OHS) training for subproject proponents, and advanced OHS training for the ESO and E&S focal points. Details of the E&S capacity building plan is available in table 4 of Chapter 10.

12. Information Disclosure

The F4J SOP has a dedicated website; www.f4j.ps, which will be used to disclose project documents, including the ESMF, SEP, LMP, and ESCP. The website is available in both English and Arabic, and all future project-related documents will be published there. Project updates and information will also be posted on the website and the project's social media, including the F4J Facebook page; https://www.facebook.com/F4Jproject . The website also includes details about the project's grievance mechanism and uptake channels, which may be updated to cover new requirements under the ESF and ESSs for F4J III. The ESMF will be publicly disclosed with a translation of its executive summary after approval by the World Bank and MoF. Further details on information disclosure and the proposed information disclosure strategy for the project will be available in the SEP.

13. Consultation and Stakeholder Engagement

To fulfill the requirements of ESS10, the PIA has prepared a stakeholder engagement plan (SEP). Project Affected Parties (PAPs) including vulnerable groups and Other Interested Parties (OIPs) have been identified in the SEP. The SEP will be continuously updated, specifically in accordance with the identified needs. All relevant information needs to be made available to stakeholders in a timely manner, including planned subcomponents of the project, management measures, and monitoring activities.

For the preparation of the project's ESMF and SEP, stakeholder engagement activities have been conducted as part of the preparation of the project. A public meeting was conducted for the purpose

of consulting project's stakeholders on the ESMF. Additionally, a meeting with EQA was set to consult on the ESMF and ensuring the incorporation of national requirements. To the moment of drafting this ESMF, 3 public consultation meetings with different identified stakeholders and one individual meeting with EQA were held. Discussions, concerns, and remarks raised have been recorded and studied to be integrated within the relevant F4J III E&S instruments. Details and minutes of meetings are available in the SEP. Site specific ESMPs/ESIAs will also be consulted during project implementation. The meetings were organized with the purposes and dates provided below;

Date	**Meetings and Consultations**
March 1,2023	Public consultation workshop was carried out virtually (Online), to discuss the design of the Stakeholder Engagement Plan.
March 1,2023	Public consultation workshop was carried out virtually (Online), to discuss the engagement of the vulnerable individuals and groups in the project activities
March 2,2023	Public consultation workshop was carried out virtually (Online), to introduce the stakeholders to the ESMF suggested for the F4J III
March 9, 2023	Individual meeting with EQA in person to discuss the project's ESMF and the ESA process in line with EQA's national requirements

14. Grievance Mechanism

Under the F4J II, the PIA has established a Grievance Mechanism (GM) to provide stakeholders with a transparent, effective, and timely mechanism to provide feedback and voice their concerns. The GM has different channels to receive complaints from different types of stakeholders, and it has been updated to include complaints' filing measures to minimize risk of exposure to COVID-19, channels for accepting GBV (SEA / SH) grievances, and anonymous complaints. The F4J III project will ensure that each subproject will include a GM system with accessible channels and effective procedures. The F4J III's GM is based on two parallel mechanisms, one for community-level grievances against the project and another for direct workers' complaints and grievances. Contractors and suppliers will also be required to furnish a contracted workers' GM based on the project's Workers' GM Manual. A detailed description of the project's GM is available in the SEP, while the Workers' GM is available in the LMP. Currently, grievances can be submitted;

- **Electronically** by filling out the complaint form and attaching all the related supporting documents to the following link: http://www.f4j.ps/publish/38
- **Verbally** by calling the F4J Office at +970 2 296 4840 to file a complaint with an F4J staff member.
- **In person** by visiting the F4J offices in Ramallah and/or Gaza where you can complete the complaint form and sign it in person.
- **Social Media** by sending messages to the project's facebook page as this means is commonly used by the majority of communities unaware of project details, its website, or other contact details. Depending on the case, complainants may be called or asked to fill in the electronic form. If difficult, the grievance can be registered via the social media platform chat.

All uptake mechanisms stated above will allow for anonymous uptake of grievances and the project's GM will include the procedures required for handling and resolving anonymous grievances.

Moreover, Communities and individuals who believe that they are adversely affected by a project supported by the World Bank may also complaint directly to the Bank through the Bank's Grievance Redress Service (GRS): (http://projectsbeta.worldbank.org/en/projects-operations/products-and-services/grievance-redress-service).

A complaint can be submitted to the Bank GRS through the following channels:

- By email: grievances@worldbank.org
- By fax: +1.202.614.7313
- By mail: The World Bank, Grievance Redress Service, MSN MC10-1018,1818 H Street Northwest, Washington, DC 20433, USA.

15. ESMF Implementation Indicative Budget

Cost estimates will need to be prepared for all the mitigation and monitoring measures to be proposed in the site-specific E&S risk management in accordance with the ESMF. The total estimated cost for the implementation of ESMF including the capacity development, SEP activities, training plan, development of site-specific E&S tools, and the implementation of risk management measures is US$ 347,270. The budget takes into account 10% contingency as well.

Associated estimated costs include; (i) the hiring of a full-time ESO to supervise the overall E&S requirements of the project described within the ESMF, LMP, SEP and stated under the ESCP, (ii) implementation of the training plan and capacity building needed to ensure appropriate implementation of the E&S mitigation measures on Project and subproject levels, (iii) stakeholder engagement activities including awareness raising through means such as digital media and printed material, engagement sessions and meetings, workshops and events, (iv) preparation of site-specific E&S management tools such as ESMPs and E&S audits, (v) translation cost of prepared documents to be submitted to EQA for approval, and (vi) 10% contingency of total budget.

1. Introduction

1.1. Background

The Palestinian labor market is significantly affected by the prevailing conditions and environment in the West Bank and Gaza, which are characterized by economic instability, political turmoil, substantial macroeconomic imbalances, and restrictions on movement, access, and trade. As well as adverse effects on vulnerable communities and social exclusions, particularly in Gaza. Moreover, these challenges are exacerbated by fiscal difficulties and stagnant socio-economic situation that existed even before the onset of the COVID-19 pandemic[1]. Despite noteworthy efforts to reduce the deficit from 21% of gross domestic product (GDP) in 2006 to around 6% in 2021, the fiscal situation continues to be challenging due to the dire situation especially in Gaza, insufficient donor aid, and the persistent withholding of revenues collected on behalf of the Palestinian Authority by Israel.

The labor market in the West Bank and Gaza faces significant obstacles due to the high levels of unemployment and underemployment, particularly among young people. When the Palestinian Authority took control in 1994, it was faced with a poorly regulated, highly segmented, and distorted labor market. This history has led to esoteric labor market rules that have made it difficult to guide the labor market toward innovation, employment opportunities and higher-earning jobs.

The Palestinian labor force is estimated to be around 1.151 million, showing an increase of around 115,000 compared to 1.036 million in 2021. This has been largely driven by increased labor force participation, as more workers returned to the labor market after COVID-19's easing of restrictions. Despite the increase in employment, the unemployment rate yet remains at 25% in the 3rd quarter of 2022 with a total underutilization of labor at 31%. This is further compounded by the large disparity in the unemployment rate between the West Bank and Gaza Strip, as this rate reached 47% in Gaza Strip compared to 13% in the West Bank. The unemployment rate by sex reached 20% among males compared to 43% among females (PCBS Q3,2022[2]).

The private sector, which is critical in creating employment opportunities, faces challenges in the West Bank and Gaza due to the hazardous business environment, market, and institutional failures that increase costs, reduce demand, and compromise the return on investment. Even when a commercial venture is sound, high risk, high costs, low and uncertain demand lead to low overall investments and job creation.

Firm-level barriers are also a major challenge for investors, who must contend with a significant fixed cost to evaluate a market, identify opportunities and partners, and establish an appropriate investment strategy. Additionally, difficulties in returning capital (such as VAT taxes), information asymmetry or lack of information, and high transaction costs pose obstacles to a profitable investment. These challenges impede investor activity and must be addressed to unlock greater investment and growth opportunities.

Efforts to address the employment challenges in Palestine have focused on promoting entrepreneurship, skills development, and vocational training to enhance the employability of young people. Additionally, the Palestinian Authority has been working to promote foreign investment and create a more conducive business environment to support job creation in the private sector. However, sustained efforts are needed to address the structural challenges facing the employment sector in Palestine and create opportunities for decent and sustainable work.

[1] https://www.worldbank.org/en/country/westbankandgaza/publication/economic-update-april-2022
[2] PCBS Press Release on the Results of the Labor Force Survey, Third Quarter, 2022: https://www.pcbs.gov.ps/post.aspx?lang=en&ItemID=4353

To address the gaps and formulate a national vision and direction, the PA in 2021 launched the National Employment Strategy (NES) with overarching objectives to; (i) strengthen the labor market governance and develop active labor market policies and programs, (ii) guide supply by firmly aligning education, including higher education, and skills within labor market needs, and (iii) address demand by boosting the private sector's resilience and capacity to increase productivity and create decent employment opportunities for job seekers, particularly youth and women.

1.2. Finance for Jobs (F4J) Series of Projects (SOP) Overview

The Finance for Jobs series of projects aims to tackle specific obstacles that have been identified through consultations with stakeholders and analysis conducted by the World Bank Group. These impediments are believed to have a substantial impact on the performance of firms and the creation of employment opportunities in sectors with promising prospects for private investment. One of the key issues is the lack of investment financing, including a shortage of high-risk/early-stage capital. Another challenge is the mismatch of skills between the private sector's requirements and the competencies possessed by graduates, which is compounded by inadequate investment in training and business upgrading. Additionally, there are various investment climate constraints, although many of the more distorting factors are beyond the control of the Palestinian Authority (PA). In cases where it is feasible and aligned with the project's overall objectives and core activities, efforts will be made to provide support to address these constraints that affect the targeted sectors.

The F4J SOP commenced with a first project (F4J I; P151089) that closed satisfactorily on January 31, 2022, which was followed by a second project (F4J II; P159337) that is currently under implementation with satisfactory results. The first project (F4J I) with an amount of US$5 million, primarily undertook the upstream detailed design, capacity building, and beginning of the testing of selected innovative financial instruments, along with generating initial lessons learned. The second project (F4J II) is financing full testing and implementation of the selected financial instruments. It amounts to US$24.5 million and includes two Additional Financings aimed at COVID-19 recovery.

As of December 2022, the Finance for Jobs (F4J) Series of Projects (SoP) through its ICF financial instrument has successfully financed about 14 ICF projects with a value of $10.3 million and has successfully mobilized around $55 million in private sector capital, creating around 1,050 jobs. This included establishing the first private investment in solar energy in Gaza, supported jointly by IBRD, IFC, and MIGA. In late 2019, the SoP launched the World Bank's first Development Impact Bond (DIB), – an innovative instrument that blends impact investing, results-based financing, and public-private partnership to achieve skills development and employment for the youth. By end of December 2022, DIB has mobilized $1.8 million in private investment and enrolled 1,055youth in the program, leading to more than 450 program participants finding employment, of which 311 beneficiaries have reached 6-months jobs sustainment. By end of December 2022, DIB was limited to the West Bank, however currently in early 2023, 2 test groups will be launched in Gaze under DIB 1Through F4J I (Closed January 2022). The project also supported 48 start-up enterprises through its Entrepreneurship Ecosystem Matching Grants (EEMG) and COVID-19 response program.

1.3. Challenges and Lessons Learnt from Previous F4J Projects

The programmatic approach for the implementation of the F4J SOP builds upon the experience and allows for a continuous learning process to be integrated into the project design, implementation, and evaluation. This approach also facilitates the transfer of knowledge and best practices from one project to another, allowing for the refinement of strategies and approaches to achieve project objectives.

Implementing the F4J I & II as well as the two AFs for F4J II built upon experience in implementing the different project components. Both projects have been implemented under the old safeguard policies, making the F4J III the first project in the series to adopt the ESF and its ESSs. The incorporation of lessons learned from the previous projects in the series is critical in the preparation and

implementation of the new project, especially the environmental and social aspects that ensure sustainable outcomes of project operations. Key challenges that were facing the implementation of the previous F4J Projects included;

- DAI the current PIA, reported that most companies are unable to fulfill environmental and social safeguards requirements on their own. In addition, investors usually avoid engaging E&S consultants or officers as they consider this an unnecessary expense and a burden on already limited resources. This practice, in turn, leads to limited capacity for effective management of sub-project E&S requirements/ESMP preparation and implementation.
- DAI reported that some sub-projects also have additional requirements and need approvals from the Palestinian Quality Authority (EQA) which were often unanticipated and required further steps such as translation of ESMPs to Arabic or modifying ESMPs to match the EQA's TORs.
- Reporting formats and ESMP outlines vary from one project to another, which makes reporting and monitoring by different consultants difficult, and the reports are not unified, making third-party review difficult.
- there has been no clear timeline for the approval and review of ESMPs and other E&S documents, making it hard to plan future activities.
- No dedicated ESO was hired at the PIA to ensure the implementation of the prepared instruments and E&S management plans of subprojects.
- The DIB component was not required to be covered in the E&S instruments under the old safeguard policies. And while the DIB was implemented with best practices in health and safety, management plans and procedures were not created for the component's activities, making its E&S management impromptu and without clear planning and monitoring.

As such, throughout the implementation of the previous projects, the PIA has highlighted the following as lessons learned that are should be reflected in the preparation of the F4J III Project:

- In order to address capacity and resource constraints, The PIA has contracted consultants to prepare sub-project E&S instruments, and to monitor the implementation of E&S requirements. In addition, the PIA has also conducted awareness raising workshops to increase the understanding of investors and companies' staff regarding the Project's E&S safeguards requirements.
- Regarding EQA requirements, the PIA will consult the Bank about EQA requirements before beginning the preparation of subproject instruments .
- While ESA (i.e., ESMPs) has been implemented for investment projects under the ICF. Continuous engagement and orientation to companies' staff and management are required to ensure continuous awareness and understanding of the E&S requirements under the different management plans.
- Continuous environmental and social monitoring by PIA ESO in West Bank and ES Focal point in Gaza , of the beneficiary companies is needed to ensure companies compliance with the Bank's ESF requirements.
- Unifying reporting formats has shown significant improvement in the review process. As such, the ESMF shall include the templates for the different E&S tools to be used throughout project implementation.
- TThe PIA shall hire a dedicated ESO to follow up and monitor the implementation of the E&S instruments, and to manage capacity building activities include trainings on the ESF and ESSs per the Project's ESCP.
- The PIA will engage qualified Environmental and Social Specialist to assist the Companies in preparing for the Project ES requirements that requires extensive E&S expertise such as E&S audits, ESMPs, and ESIAs. .

1.4. Purpose of the ESMF

The Environmental and Social Management Framework (ESMF) is a practical tool that will be utilized throughout the formulation, design, implementation, and monitoring stages of the proposed project. Its purpose is to ensure that environmental and social aspects are integrated into the planning, implementation, and monitoring of all project-supported activities. To achieve good environmental and social management within the F4J III project, the ESMF will provide guidance on environmental and social assessments, required tools, and management plans for all proposed ICF-supported investments and DIB activities.

The ESMF outlines the principles, objectives, and approach to be followed to avoid or, when not possible, minimize or mitigate negative impacts. It is intended to facilitate compliance with the policies, acts, and laws of the relevant authorities, as well as with the Environmental and Social Standards (ESSs) of the World Bank's Environmental and Social Framework (ESF). Although the ESMF document identifies the potentially negative impacts of the F4J III project, its specific objectives are to ensure that environmental and social considerations are adequately addressed and integrated throughout the project cycle.

1.5. Rationale of the ESMF

The project is planned to be implemented nationwide, in both the West Bank and Gaza, with specific project locations to be determined during the implementation phase. The ICF component in particular will support various companies, in different sectors, and different geographic areas. As such, the number, type, and locations of the component interventions will be determined during the project's implementation stage, and the beneficiary groups and sites will only be known at that point once the pool of applicants for the ICF is shortlisted and the selection process is finalized. Additionally, for the DIB component, the types of potential trainings and activities are still to be determined. As a result, it is difficult to identify and specify environmental and social issues and their impacts for mitigation at this preparation stage. Thus, there is a need for procedural guidance for environmental and social appraisal and management.

To this end, the F4J III project has developed an Environmental and Social Management Framework (ESMF) as a constituent part of guidance for the implementation stage. Moreover, the F4J III is the first project in the SOP that will implement the newly adopted ESF and its ESSs. The framework is based on the premise that all activities under the project components will only be identified and prepared during the implementation of the project. Therefore, detailed site environmental and social assessments will be conducted to determine the specific nature of the environmental and social impacts associated with each activity. The ESMF will provide the necessary background for environmental and social considerations, an overview of potential issues to be considered, an exclusion list for financing activities that cannot be supported under the project, and guidance on the preparation of site-specific assessments and plans to ensure sustainable implementation. The ESMF will be a living document, subject to periodic review and updating as necessary.

1.6. Approach and Methodology of the ESMF

The ESMF has been prepared following the methodology consisting of the steps listed below.

- Review of the project details and meetings/discussions with the PIA;
- Review of the F4J SOP documents and literature;
- Review the disclosed F4J III concept PID and concept ESRS;
- Review of the policy and regulatory requirements;
- Conduct review, initial scoping, and screening to determine the key environmental and social parameters and aspects that are likely to be impacted by the program activities;
- Collect and analyze baseline environmental and social data with the help of secondary literature review;

- Consult with the stakeholders including beneficiary/affected communities, other interested parties, vulnerable and marginalized groups, and developing the consultation process;
- Assess the potential and likely impacts of the project activities;
- Prepare an outline environmental and social management issues according to the requirements of the applicable ESSs of the ESF;
- Develop the environmental and social assessment procedures, including screening, for potential activities and subprojects;
- Develop the framework for environmental and social management plans necessary for the implementation of the project.

1.7. Institutional Arrangements

As with the previous projects in the F4J SOP, The MOF as the signatory of the F4J III and the recipient of the World Bank's Grant. The MoF will contract a third party Project Implementation Agency (PIA) to be responsible for the overall implementation of the project and management of the account. The PIA will be responsible for all fiduciary aspects including financial management, procurement, and E&S safeguards, incurring expenditures, and making payments.

In terms of implementation of the first component, a separate legal entity has been created to supervise and implement the DIB, under the name of "F4J Consulting". The F4J Consulting is an independent legal entity that is comprised of investors making up its board of directors and a separate management unit that oversees technical and operational aspects of the DIB.

Additionally, the project has its Public-Private Advisory Board (PPAB). The PPAB acts as the steering committee for the project and has the responsibility of assessing market needs, private sector development, and required skills. The PPAB comprises of various members chaired by the MoF, the World Bank as an observer member, and other private and public sector entities as board members.

2. Project Description

2.1. Finance for Jobs III Background

F4J III is the third project in the F4J SOP. Its design within a programmatic approach aims to optimize impact and effectiveness by leveraging the successes and lessons learned from the preceding projects in the series. The programmatic framework is instrumental in enabling the achievement of the key objectives of F4J III, as it provides opportunities for significant capacity building and learning. Such an approach is taken to mitigate key risks associated with the project objectives. Given the unique constraints confronting the Palestinian economy and the underwhelming outcomes from existing interventions in support of private investment and job outcomes, F4J III is positioned as an innovation and learning project, which entails high risks but holds the potential for significant development returns.

The F4J III project builds upon the successes of its predecessor, the F4J II project, and leverages the valuable lessons learned from its execution. The F4J II was a comprehensive test and implementation initiative of proposed financial instruments, comprising three primary components: (i) Development Impact Bond (DIB) for skills development and employment, (ii) Investment Co-Financing Facility (ICF), and (iii) Entrepreneurship Ecosystem Matching Grants (EE-MG). The F4J II project was supplemented with two additional rounds of financing to support COVID-19 recovery efforts.

As such, this third project, the F4J III, will primarily provide for continuing and expanding the scope of intervention of the specific financial products, this will be through the additional financial support the F4J III will offer, in addition to the extension of the geographic scope for the DIB component which was limited previously to the West Bank, where under the F4J III will also cover Gaza. The project will also allow to further build the institutional capacity of MOF in implementing operations and negotiating with the private sector.

2.2. The F4J III Components

The F4J III project will build on the implementation of two innovative financing instruments that seek to address the constraints that have a significant impact on private investment and the generation of job opportunities, both from the demand and supply sides of the challenge of the job. The instruments are:

- **Component 1: Development Impact Bond (DIB) for Skills Development for Employment.** Component 1 builds on DIB 1.0 which was prepared under F4J I and launched and implemented under F4J II. DIB 1.0 is the first DIB in the MENA Region and one of the first DIBs in the World Bank and it mobilizes private sector financing and technical and management expertise to enhance skills development and employment outcomes among youth and women. DIB 1.0 aimed to accept about 1,240 young beneficiaries, of which at least 30% women, and to connect 520 youth to job openings, using flexible training, internships/apprenticeships, coaching and mentoring, job placement and in-work support, and other employment services based on market demand.
- **Component 2: Investment Co-Financing Facility (ICF). This component will continue financing a risk-sharing grant in support of commercially sound, job-creating private sector investments (ICF subprojects) through the Investment Co-Financing Facility (ICF).** The rationale behind the ICF is that there are fundamentally sound private investments in the West Bank and Gaza that are unable to move forward due to the exceptional risks, FCV environment, and market failures such as the limited financing options, including lack of long-term debt financing. Nevertheless, these investments shown the potential to generate significant social and economic benefits by creating formal jobs in remote and rural areas, mitigating negative climate effects, or providing services to underserved segments of the population.

- **Component 3: Project Management. The implementation of F4J is carried out by a private sector firm that was competitively recruited as a Project Implementation Agency (PIA) by the Ministry of Finance (MOF).** The PIA is fully operational with key staff on board, including a project manager, finance and investments officers, financial management (FM), procurement specialists, M&E specialists, and Communication specialists in addition to an ESO that will be hired. This component entails providing financing to the PIA in support of project management expenses.

2.3. Proposed Project Development Objective

The Proposed PDO of F4J III is "To sustain and expand the scope of the innovative financial instruments tested under F4J I & II, to incentivize private investment mobilization and job creation."

Building on the results of the first and second F4J project, the indicative, key PDO-level results that will be measured in this third project include:

- Private capital mobilized: This indicator will also be measured under F4J III as a key PDO level indicator. It will encompass the total private investment mobilized as a result of the DIB and of the ICF financing instruments.
- Employment opportunities created: Job opportunities are expected to be generated as a result of each of the financing instruments and will also be disaggregated in terms of women and youth.

2.4. Project Beneficiary Sectors

The Finance for Jobs III Project aims, through the ICF and DIB financial instruments, to mobilize private capital to support the private sector with a goal of creating employment opportunities, as well as meeting the labor market's needs by enhancing skills development and employment outcomes among youth and women (ages 18-29) which comprised about 22% of the Palestinian population by mid-2022, with 22.2% in the West Bank and 21.5% in Gaza and a sex ratio of 105 males to100 females (PCBS 2022[3]). At this phase of the project's preparation, the training and capacity-building activities are still not identified, and as such, the exact number of beneficiaries from the DIB's program is yet hard to determine but is expected to surpass the figures from DIB 1.0 in terms of training provided and job opportunities created. As for the ICF component, the pool of sectors that will be benefiting from the mobilized private capital is expected to be similar to those of the F4J II with additional sectors showing growth potential to be added. According to an initial analysis conducted for the F4J II, the following sectors: tourism, ICT, agribusiness, renewable energy, and light manufacturing have been identified as offering strong growth and job creation prospects, potentially generating around 40% of the jobs needed to reduce unemployment by 10% by 2030[4].

The F4J III ICF aims to focus on medium-relatively large-sized investments in the West Bank and Gaza, with a particular emphasis on private capital investments exceeding $500,000 and businesses that are women- own/led. Businesses should be formally registered or willing to register with an appropriate business license in Palestine.

The F4J III ICF will focus on all economic sectors including but not limited to agri-business, manufacturing, food processing and other business sectors except trade, construction, real estate, and

[3] PCBS Press Release highlighting the situation of the youth in the Palestinian Society, 2022: https://www.pcbs.gov.ps/post.aspx?lang=en&ItemID=4296#:~:text=The%20percentage%20of%20the%20youth%20(18%2D29%20years)%20in,21.5%25%20in%20Gaza%20Strip).

[4] F4J II Environmental and Social Management Framework: http://www.f4j.ps/cached_uploads/download/2021/01/17/environmental-and-social-management-framework-1610875245.pdf

retail, and will emphasize investments in green and circular economies and improving economic inclusion and social cohesion.

Moreover, F4J III through both of its components is expected to benefit disadvantaged groups, such as vulnerable women, informal sector workers, low-income youths, and marginalized groups such as Access Restricted Areas (ARA) inhabitants[5]. Through the DIB, these individuals will receive training in market-demanded skills via both long-term and short-term training programs, in addition to access to the employment market through matching skills with the private sector requirements, thereby enhancing their prospects of securing employment, improving the quality of their jobs, and empowering them socially. The DIB will additionally provide benefits to service providers, who are learning institutes, that will experience institutional capacity development as a result of the project.

2.5. Overview of F4J II - ICF Pool of Applicants

This section aims to provide an overview of the potential sectors that could be supported under the F4J III and to examine the market composition in terms of sectors applying for financial support under the ICF, this will be critical in examining the environmental and social potential risks that could arise under the F4J III, and as such, identifying their relevant mitigation measures.

Looking at the pool of applicants for the ICF under F4J II during the latest call that took place in September 2022, a total of 174 firms applied. And while the F4J II Project has designated 5 main priority sectors (i.e., tourism, ICT, agribusiness, renewable energy, and light manufacturing), the F4J III does not have priority sectors identified like the F4J II.

The F4JIII will partially support the investment to expand/rehabilitate businesses under the Investment Co-Financing Facility (ICF) in different sectors including but not limited to agri-business, manufacturing, food processing and other business sectors. This increases the spectrum of potential sectors to be supported, and as such, their industry specific environmental and social risks. The table in annex XIII illustrates potential sectors that might be selected under the ICF .

It can be seen that agribusinesses & food processing as well as agricultural projects form the main sectors which have applied. This is followed by manufacturing, Greentech and recycling, tourism, plastics manufacturing, , and pharmaceuticals. All of these projects could entail industry specific E&S risks relevant to each factory and which have to be assessed individually. Additionally, some projects aim to establish new processes (e.g., introduction of new products) while others aim to expand production capacities for existing products by procuring new machinery and production lines.

2.6. Project Location

Under the F4J II, the ICF and DIB had different characteristics in terms of implementation locations, where the ICF was implemented in both the West Bank and Gaza while the DIB was limited to the West Bank. Under the F4J III, both the DIB and ICF will be implemented in West Bank and Gaza, with

[5] Access Restricted Areas in the West Bank include Area C geopolitical zones, and near- border areas in Gaza Strip
West Bank: Over 60 percent of the West Bank is considered Area C, where Israel retains near exclusive control, including over law enforcement, planning and construction. An estimated 300,000 Palestinians live in Area C in about 530 residential areas. Some 341,000 Israeli settlers live in some 135 settlements and about 100 outposts in Area C, in contravention of international law. Palestinian construction in 29% of Area C is heavily restricted; only approximately 1% of Area C has been planned for Palestinian development (UN OCHA, 2014). As such most Palestinian owned lands are used for agriculture since construction and urban development is restricted. People residing in area C are heavily underserved due to the inability to connect adequate infrastructure, and hence development for the area, this results in impacts on private sector activities, and as such, employment opportunities
Gaza Strip: Since September 2000, Israel has tightened restrictions on Palestinian access to land located near the fence with Israel, citing security concerns. Up to 35% of Gaza's agricultural land and as much as 85% of its fishing waters have been affected at various points. Currently, access to farming land within 300 meters of the perimeter fence separating Gaza from Israel is largely prohibited, while presence for several hundred meters beyond this distance is risky (UN OCHA 2013).

exact locations yet to be determined depending on the training activities design and nature, as well as identifying the pool of applicants for the ICF.

For the ICF component , it is expected that the investment projects that will be financed under through this component under the F4J III will extend through various governorates of both the West Bank and Gaza. The exact number of governorates and areas depends on the due diligence and screening of projects and the number of eligible projects for financing based on the available budget support.

For the DIB component, the training locations are expected to spread over all governorates of the West Bank as well as Gaza which is being targeted under the F4J III. Training is expected to be located within the existing premises of the different training and skill development institutions of the implementing partners (Service Providers). The type of institutions will include, but not be limited to, Polytechnics, other technical institutes, Associations (e.g., Engineers, Medical, etc.), TVET Institutes, continuous learning institutes, and some local NGOs. The map below illustrates the governance outline of both the West Bank and Gaza.

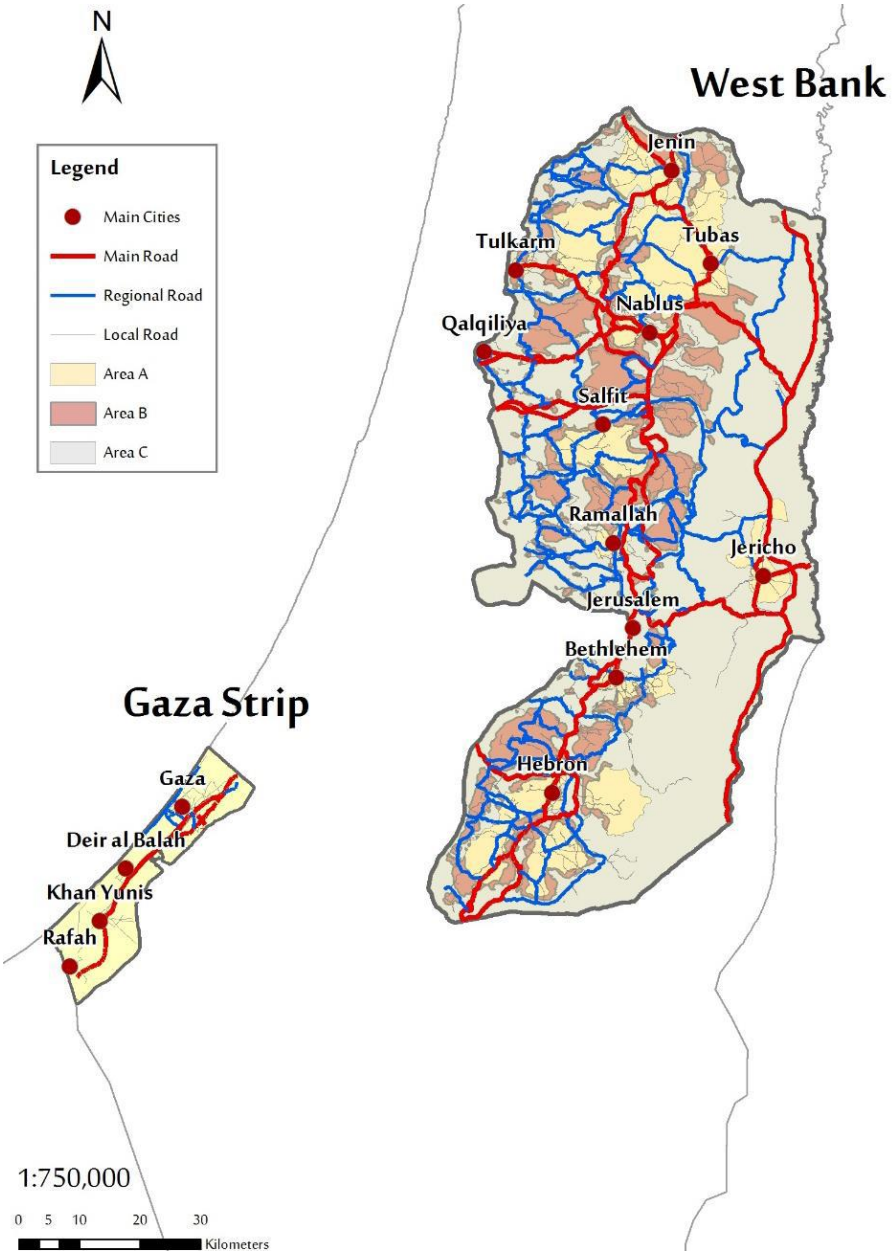


Figure 1: Governorates of the West Bank and Gaza

3. Environmental and Social Administrative, Policy, and Regulatory Framework

The legal and institutional framework concerning the West Bank and Gaza is extensive. The relevant laws span the Ottoman regime, the British Mandatory period, the Jordanian administration of the West Bank, the Egyptian administration of the Gaza Strip, the Israeli civil administration, and the Palestinian Authority (PA) administration. The PA administers its affairs in accordance with relevant ordinances and legislation applicable respectively to Gaza and the West Bank. However, it remains a challenge to seek remedies in the PA court system because of the uncertainty concerning enforcement and the institutional limitations of the Palestinian court system, and the status quo in the legal and judiciary system implemented in the Gaza Strip.

The laws and ordinances applicable to West Bank and Gaza before 1967 were adopted into the PA legal regime as Decision No. 1 of the elected Palestinian Council on 20 May 1994. The decision provided that "The laws, regulations, and orders which were in force prior to 5 June 1967 in the West Bank and Gaza Strip shall remain in force until unified."

The Prime Minister and Ministers of Interior, Justice, and Finance have the authority to enact the provisions of the laws. Additional Presidential decrees since June 2007 have provided the President with authority that would normally belong to the various Ministers.

The PA since its establishment in 1994 has worked to improve the Palestinian environment and strive towards sustainable development. Laws and legislations were also developed and endorsed to organize and manage the various sectors such as environment, water, wastewater, land use planning, etc. In this direction, the Palestinian constitution stressed the value that the environment is a basic human right and approved the following laws and regulations.

The following sections of this chapter provide an overview of relevant Palestinian laws, legislations, and policies to the F4J III Project, further gap analysis of the National Laws and the World Bank's ESSs is presented in Annex X.

3.1. National Environmental Policies, Laws, and Legislations

3.1.1. The Palestinian Environment Law

The Palestinian environmental legal and administrative framework has taken major strides towards protecting environmental resources and institutionalizing their sustainable management. The Palestinian Environment Law (PEL) No 7 of 1999 is comprehensive, covering the main issues relevant to environmental protection and law enforcement.

The PEL addresses various environmental management aspects including:

- Management and protection of various resources. Issues covered are related to the land environment, air environment, water resources and aquatic environment, natural, archeological, and historical heritage protection;
- Environmental Impact Assessment (EIA) and auditing, permitting of development projects, monitoring of environmental resources and their parameters;
- Other issues addressed by the legislation include emergency preparedness, public participation, research training, and public education.

In terms of Solid Waste and construction projects, article 10 requires entities that are involved in construction and excavation activities to take all necessary precautions for the safe storage and transportation of waste into their final disposal site. Articles 12 and 13 of the PEL provide for the disposal of hazardous materials, such as solar panels and storage batteries, only under the umbrella of the Ministry's approval, in coordination with the specialized agencies. Furthermore, a special license is

required from the Ministry to import hazardous materials, these could be contained in solar panels and batteries. Article 45 empowers the Environmental Quality Authority (EQA) to set standards for environmental impact assessment studies and to prepare the relevant rules and procedures for such studies. Additionally, Chapter 2 of the PEL discusses the ambient air environment and sets forward the delegation to EQA for setting air quality standards based on the PEL and commits facility owners to abide by the air quality standards, set necessary operational changes to comply with the air quality requirements, and provide their workers with means to ensure occupational health and safety against any air pollutants. Additionally, the PEL establishes the demarcation to EQA for setting nuisance and noise standards generated by different activities.

Part 4 of the PEL, namely Articles 45 to 47, requires projects to implement relevant mitigation measures. Additionally, these articles provide the EQA with the responsibility for determining projects that require environmental approvals prior to licensing. PEL further requires the EQA to cooperate with the competent authorities to follow up on the implementation of decisions that are issued concerning the environmental impact. The EQA is also required to monitor compliance with approved specifications, standards, and instructions for the protection of the environment and vital resources. The law further empowers EQA inspectors and other appointed inspectors to record the environmental violations and crimes that may take place and violate this law. The EQA inspectors shall also have, in cooperation with the competent departments and authorities, the right of entry into the installations for the purpose of inspecting them, taking samples, carrying out measurements, and ascertaining the application of the standards and conditions of the environment protection and prevention of pollution.

The PEL further includes provisions on inspection, monitoring, evaluation, and commissions environmental inspectors to verify environmental compliance of facilities with the PEL and the EQA legislations, as well as setting penalties in cases of violations to the PEL. Where EQA, according to Article 57, is empowered to stop, for a period not exceeding two weeks, any project works that could constitute a serious hazard to the environment. The stoppage can only be extended by a judicial order from the competent court.

3.1.2. Palestinian Environmental Assessment Policy

The Palestinian Environmental Assessment Policy (PEAP), approved through resolution No: 27-23/4/2000, has the following goals:

- Ensuring an adequate standard of living in all its aspects, and not negatively affecting the basic needs, and the social, cultural, and historical values of people as a result of development activities.
- Preserving and sustaining the natural environment;
- Conserving biodiversity, landscapes, and the sustainable use of natural resources;
- Avoiding irreversible environmental damage, and minimizing reversible environmental damage, from development activities.

Typically, there are three types of EA documents that represent the life cycle of the EA review process. These include (1) Environmental Approval Application (2) Initial Environmental Evaluation (IEE), and (3) Environmental Impact Assessment (EIA).

The EQA shall provide guidance on the content and preparation of the EA reports. The Initial Environmental Evaluation (IEE) is for projects where significant environmental impacts are uncertain, or where compliance with environmental regulations must be ensured; whereas an Environmental Impact Assessment (EIA) is required for projects, which are likely to have significant environmental impacts. An EIA may be carried out as a result of an IEE. The screening process determines whether the project is likely to:

I- Use a natural resource in a way that pre-empts other uses of that resource;
II- Displace people or communities;
III- Be in or near environmentally sensitive areas; such as natural reserves, wetlands, or registered archeological and cultural sites;
IV- Generate unacceptable levels of environmental impact;
V- Create a state of public concern; or
VI- Require further development activities that may cause significant environmental impacts.

Any sub-project or financing activity that meets any of the above criteria and is to raise public concern is excluded from F4J projects.

The EQA screening criteria are equivalent to the ESS1, where a project that triggers the above criteria is considered of high risk and requires detailed ESIA to be submitted to EQA to review in order to verify if the project can be approved as per national requirements. Per the Palestinian Environmental Assessment Policy (PEAP), an environmental permit application is screening by EQA, where if it requires Environmental Assessment, an IEE or ESIA could be required. The ESIA is to define the environmental and social impacts of the project and the measures to mitigate the adverse impacts or capture potential environmental benefits.. If ESIA or IEE are not required, EQA will determine, in coordination with the relevant permitting authorities or the EA Committee, whether or not Environmental Approval will be granted and, if so, under what conditions.

Without limiting its content, an EA may specify:

- Required measures to mitigate adverse environmental impacts or capture potential environmental benefits, including a compliance schedule,
- Measures that the proponent must implement in order to comply with relevant standards and requirements; and
- Monitoring and reporting duties of the proponent.

In comparison with the World Bank's ESF and its ESSs, it can be concluded that the EQA environmental assessment requirements are similar to ESS1: "Assessment and Management of environmental and social Risks and Impacts". More specifically, EQA applies a similar classification of the projects into three categories A, B, and C, similar to the older Operational Policy 4.01 (O.P 4.01). While this categorization is not an official one per the PEAP, it is considered in the guideline issued for the preparation of EA Studies[6] . Projects that are classified under category A require a full EA. Projects that are classified under category B usually require an Initial Environmental Evaluation (IEE), which is fulfilled by meeting the World Bank policy requirements for a category B project, i.e. an ESIA/ESMP. As the classification is not officially accredited by EQA and is used as a guideline in the preparation of EA for projects. The F4J III will utilize the ESF's categorization (i.e., low, moderate, substantial, high) which is detailed in Section 6.2.2 as it is more stringent. And will liaise with EQA on case by case where inconsistency of classification between the national requirement and the ESF, in addition to the E&S instruments clearance.

The EQA policy also meets the Environmental Health and Safety Guidelines (EHSG) and applies the related specific labor laws and regulations of the Ministry of Labor (MoL).

Similar to ESS1, for existing projects and developments, Environmental Auditing (EA) may be required by EQA. Its aim is to mitigate negative environmental impacts by evaluating their environmental management and performance. EA is prepared by the owner or operator of the development activity

[6] Guideline for The Preparation of Environmental Assessment Studies – EQA 2013

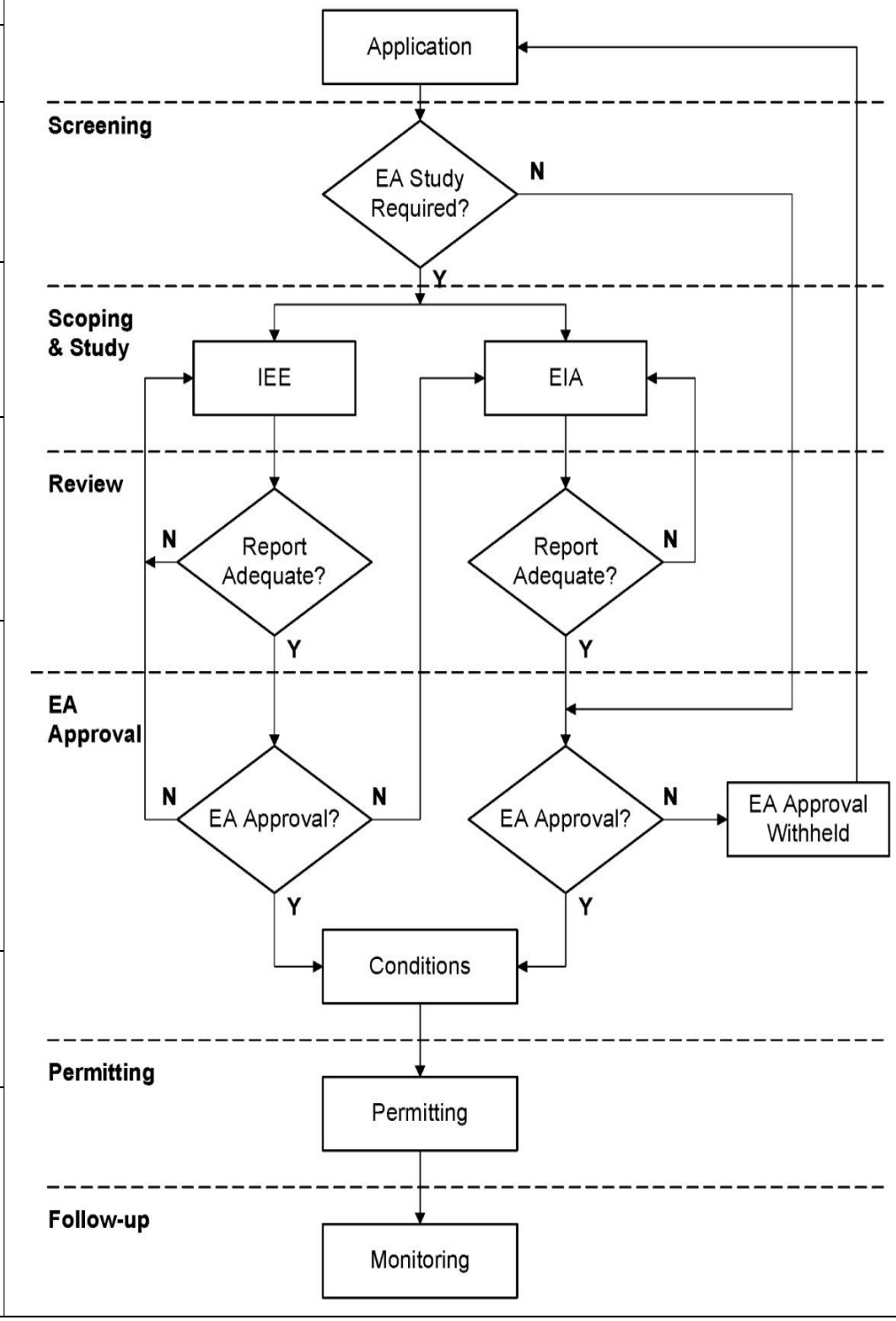
and focuses on mitigation measures for existing environmental impacts to comply with relevant environmental standards and regulations. Decisions resulting from an EA report can include:

- Suspension of the permit for the development activity by the permitting authority until specified measures are implemented;
- Agreement on conditions that will be applied to the development activity, including a plan of implementation.

The PEAP also states that stakeholder consultation is mandatory when undertaking an EIA, which is unlike the World Bank's ESS10 which requires continuous consultations throughout the life cycle of the project despite the instrument used for ESA. In consultation with the proponent and the EA Committee, EQA determines the minimum requirements for stakeholder consultation.

Table 1 below depicts the EA and approval process that the EQA implements in accordance with the PEAP.

Table 1: The PEAP Environmental Approval Process

Expected time	
Project Proponent or Consultant (1 week)	
Environment Quality Authority (EQA) 1-2 weeks	
Proponent or Accredited Consultant 2-4 weeks	
EQA (4-6 weeks) each time	
EQA and the Environmental Assessment Committee (4-6 weeks)	
EQA and Permitting Authorities 1-2 weeks	
EQA and Related Governmental Bodies Variable	
Total (12-18) weeks	

3.1.3. The Palestinian Public Health Law

The Public Health Law No. 20, 2004 lists MOH functions and responsibilities, which include delivery of the government's preventive, diagnostic, curative and rehabilitative health services; regulation of the health sector functioning to ensure high level of harmonized and integrated work between the different service providers and sectors; development of national health regulations, laws, and policies; and reinforcement of the health financing system and optimal investment of the available resources.

Articles 9 and 15 designate the authority to the Palestinian Ministry of Health (MoH) for combatting and monitoring the spread of infectious diseases. Article 31 states that all works that may have an impact on public or environmental health must obtain a written permit from the MoH.

Chapter 4 of the Law includes MoH's role in food safety, the chapter includes the requirements for licensing imported and locally manufactured food products, it includes laboratory testing, inspections and penalty clauses relevant to food products safety. Per chapter 5 on OHS, MoH has the authority to establish the necessary OHS requirements for the workplace and to conduct regular inspections, where article 32 is related to the OHS regulations that must be applied at workplaces. Per article 34, workers must comply with all OHS instructions at the workplace. And article 36 is related to environmental and health awareness and instructions. Articles 39 and 40 are related to the control of environmental and health-related pollution.

3.1.4. The Palestinian Labor Law

The Palestinian Labor Law No. 7, 2000 provides workers with the right to form unions on a professional basis and sets minimum requirements for workers' rights and contractual agreements which may not be waived. Chapter 5 of the Labor Law sets the workers' rights and conditions in terms of working hours, overtime, breaks, leaves, wages, and other aspects. In terms of Occupational Health and Safety, articles 90, 91, and 92 set the OHS requirements that the employer must respect and a commitment to the regulations related to OHS issued based on the Labor Law.

3.1.5. Occupational Health and Safety Acts and Regulations

Following the Labor Law, several resolutions and ministerial instructions were issued detailing health conditions and standards related to OHS at different workplaces. These include:

- Decree No.15 contains articles on the maintenance of areas and equipment used by workers and ensuring their cleanness, as well as providing adequate and sufficient drinking water and the requirements of supply and storage, article 15 also includes requirements on providing separate washrooms for men and women, maintaining their hygiene and specifies that washrooms should be provided one for each 15 male worker and 12 female worker, in addition to other design, accessibility, and servicing requirements. Article 15 includes provisions on providing dining areas and locker rooms and their specifications.
- Decision of Council of Ministers No. (22) of 2003 relates to Initial medical examinations of workers, where it requires hiring workers after conducting a preliminary medical exam, it includes specifications for these exams considering their occupation, gender , age and other aspects. The Decision includes types of exams based on their occupation (e.g., hearing test for workers exposed to noise, and stool and mouth sampling for workers involved in food industries).
- Decision of Council of Ministers No. (24) of 2003 relates to conducting periodic medical checkups for workers at least once every 6 months for specific industries and once annually for other specified industries. For workers not mentioned in either ones before, periodic checkups are conducted every two years.
- Decision of Council of Ministers No. (17) of 2003 contains provisions on the requirements of having first aid equipment and kits on facility. It provides accessibility requirements and content

minimum requirements as well as labelling and responsibility demarcation for refurnishing and ensuring knowledge of use.

- The Decision of the Council of Ministers No. (49) of 2004 concerning the preventive list of work hazards and career diseases and work accidents. Which contains provisions on the protection of workers' health, providing needed PPEs, training workers on occupational risks and safety measures and designates inspection authority to MoL. The decree provides specifications and requirements for OHS on usage and installation of equipment and machinery as well as their operation. It further includes requirements on temperature of the workplace, ventilation, radiation, noise and vibrations and electricity. The decision is very extensive and provides technical requirements on ventilation requirements, control of fumes and gases including volume of clean air circulation per person as well as the ventilation speed among other technical requirements for air, noise, radiation, and electricity. Th decision includes other provisions on labeling of chemicals, their handling, management, and storage as well as other aspects related to chemical use and OHS. Additionally, it contains provision on protection from biological hazards, including mitigation measures such as vaccination, and technical safety measures. The decision deals with waste storage, collection, management and disposal in relation to OHS.
- The Decision of the Council of Ministers No. (21) of 2003 on buildings' safety. This includes measures to ensure safety of buildings and mitigating risks related to workers OHS relevant to falls, distance from inhabited areas, machinery usage, noise and aspects related to design and planning of buildings and facilities.
- The Decision of Minister of Labor No. (1) of 2004 on hazardous occupations in which children under the age of 18 are prohibited to be employed. These include hazardous industries and activities which could affect the health, safety, and wellbeing of children.
- The Decision of the Council of Ministers No. (47) of 2004 related to occupational diseases and occupational injuries, which includes reporting requirements to MoL as well as notification timeline depending on specified cases in the decision. It also provides periodic reporting requirements with statistics related to each facility on occupational diseases and injuries and provides a standardized reporting form.
- Instructions by the Minister of Labor no. (1) of 2005 concerning the precautions to protect workers in construction sites. Which includes safety measures and equipment use related to different aspects in construction sites such as scaffolding, ladder use, inspection of equipment, walking boards, fencing, fall protection equipment, helmets and other PPEs. In addition to measures on lighting, noise, electrical hazards and others.
- Instructions by the Minister of Labor no. 2-6 of 2005, define the range of chemical exposure limits and standards, exposure to ionizing radiation, noise, and safe levels of brightness of light and temperature at the workplaces.
- Law No. (3) of 2019 on OHS inspectors and committees in work facilities. This law aims to enhance internal commitment and inspection of facilities to OHS measures and ensuring safe working environments as well as limiting the occurrence of occupational injuries and sicknesses and ensuring the availability of OHS requirements per the PLL. This law includes the accreditation of safety supervisors and the instatement of safety committee. Where facilities shall appoint OHS supervisors that are either accredited or will be accredited by the Ministry. The law provides the availability requirements and hours of OHS supervisors on site as well as the accreditation process of OHS supervisors, including their training requirements and certification. The law specifies the roles and duties of safety supervisors. As well as the assignment of OHS committees for facilities that have over 40 workers.

These laws, acts, and regulations are particularly important for the ICF component of the project as it entails various industrial activities that employ labor and manufacturing processes. The DIB component will also adhere to the OHS regulations, especially during TVET training.

3.1.6. Decree on Minimum Wage

The minimum wage in the Palestinian Territories was set in 2012 by decree No. 11 and based on the Labor Law (7) of 2000. In 2021, an update to the minimum wage has been set by decree No. 4, establishing the specific minimum wage for workers at 85 ILS/day (25$US), 10.5 ILS/hr. (3.15$US) and the minimum wage for employees is 1880 ILS/month (565$). A labor agreement will determine the form and amount of remuneration. Remuneration will be paid at least once a month.

As such, all financed activities under both project components will adhere to the minimum age act, and financed projects under the ICF will ensure that all project-related workers are covered under the act. Moreover, Service Providers under the DIB will adhere to the act with their direct and contracted workers.

3.1.7. Cabinet Decision No. 16 of 2013 regarding connecting residences and facilities to the public sewer network

This cabinet decision has been issued with the purpose of regulating the connections of residences or industrial facilities to the public sewer network. It applies to any entity benefiting from water and sanitation services and produces, transports, or disposes of wastewater. Article 3 of the decision regulates the establishment of sewage networks and systems and designates the responsibility of their establishment to service providers who are municipalities, councils, among others. Article 4 deals with the establishment of wastewater treatment plants and specifies the required distances from residences, permits, and transport requirements of wastewater if sewage network was not existent. Article 6 contains clauses on the connections of residential areas and buildings to the sewage network and the responsibility limits of service providers and owners, specifying as well the need to empty and backfill septic tanks and cesspits once connected to the general sewage network.

Article 7 of the decision regulates the establishment of septic tanks and identifies the situations where such establishments are permitted with the required documents and licensing procedures with article 8 providing the requirements for emptying septic tanks and the transport and disposal of wastewater from them.

Article 9 relates to industrial, commercial and agricultural wastewater. Where it prohibits the disposal of such wastewater to the sewage network until after obtaining writing approvals from service providers according to instructions provided. It includes prohibitions relating to wastewater containing radioactive content, wastewater from pharmaceutical industries, olive press wastewater, commercial kitchens, restaurants, hotels, and food processing industries, in addition to stone quarries and construction material industries. The article prohibits diluting wastewater with clean drinking water. Article 10 provides the licensing requirements for industrial, commercial, and agricultural facilities to be connected to the sewage network and provides the details needed to be provided in the request to be connected.

The decision includes provisions on the reuse of treated wastewater, financial renumeration for connections, penalties, cost of emptying septic tanks, and other administrative provisions.

The decision has an annex which includes the technical specifications for the disposal of commercial, industrial, and agricultural wastewater into the public sewage network, and sets the physical, chemical and biological thresholds for wastewater to be admitted into the sewage network.

3.1.8. COVID-19 Policies

Due to the expedited pace of the pandemic has been formulated at, preparedness was key to reducing the infection rate and protecting the general public. For this, the public health law through its articles 9-15 mandate the MoH to combat and manage infectious diseases and pandemics. Hence several plans and manuals have been drafted to manage the prospects of the pandemic, including; (i) Palestine's COVID-19 Response Plan (April 2020) (ii) Manual for Procedures, Working Mechanisms and Prevention of COVID-19 at Palestinian Hospitals (2020) and; (iii) Awareness Manual on the Prevention of Coronavirus (2020).

3.1.9. National Employment Strategy 2021 – 2025

The Palestinian National Employment Strategy of 2021-2025 aims to address the high unemployment rates among Palestinians and improve their economic conditions by promoting sustainable economic growth and job creation. The strategy identifies several key areas for intervention, including the development of a supportive business environment, the promotion of entrepreneurship and innovation, the enhancement of human capital through education and training, and the expansion of social protection programs. It also emphasizes the need to address gender inequality and promote the participation of women and youth in the labor market. The strategy is aligned with the Palestinian National Policy Agenda and the UN Sustainable Development Goals, and it was developed in consultation with key stakeholders from the government, civil society, and the private sector.

3.1.10. Grievances, Complaints, and Dispute Resolution under the Palestinian Regulations

The resolution of the Palestinian Cabinet No. 8 of 2016 on the Regulation of Complaints has been adopted by the PA and defined the acting body in the government to deal with complaints. This regulation sets out the procedure by which public complaints shall be handled and resolved and states the policies for the improvement of the performance of the Palestinian Ministries and Authorities, as well as NGOs. Project Affected People/Parties (PAP) have the right to complain to any ministry or authority on environmental or social issues.

As the project's Counterpart is the MoF, this resolution applies to the F4J Series of Projects, including the F4J III. A dedicated grievance mechanism has been prepared for the project to ensure an effective and transparent treatment of project-related grievances.

3.1.11. Gender and Vulnerability Legislations

Through the Amended Basic Law of 2003, the official commitment of the state of Palestine to gender equality prohibits gender-based discrimination. Moreover, there are several applicable laws that regulate social relations and role distribution;

- The decision of the Minister of Labor No. (2) for 2013 regulates the work of domestic workers.
- According to article 100 of Palestinian Labor Law no. 7, discrimination between men and women in the workplace is prohibited.
- Decision by Law no. (7) for 2011 on amending the applicable Penal Code in the northern governorates and the applicable Penal Code in the southern governorates. As for Article (2) of the Decision, it provided for amending Article (18) by adding (and this does not include crimes of killing women on the pretext of "family honor").
- The Palestinian State is also a signatory (April 2014) to the Convention on the Elimination of All Forms of Discrimination (CEDAW), addressing gender equality and women's rights.
- Furthermore, a number of measures and reforms have been put in place to address violence against women in Palestine, in line with the Palestinian National Strategy to Combat Violence Against Women.

3.1.12. GBV (SEA / SH) Referral System

The Palestinian Authority has developed the "National Referral System" for GBV-related grievances. The Referral system connects 3 main governmental institutes for responding to GBV cases and the scope under each varies depending on the case. In cases of physical abuse or general admittance to Healthcare Facilities (HCF), the Women's Health and Development Department (WHDD) of the MoH is the typical respondent. The HCF notifies the WHDD and the "Social Protection Police" through which the referral system is activated. A "Severity Analysis" is then conducted to determine the risk of the incident on the victim's well-being and then it is reported to the social protection police. WHDD is currently working on a waiver for victims of the fees of treatment, processing, and even admittance.

According to the "National Referral System," the Women's Affairs Ministry's role is more of a regulatory one, it also accepts GBV-related grievances. The Women's affairs ministry acts as a strategic body in this regard. The third entity involved in the referral system is the Ministry of Social Development (MoSD). The MoSD receives GBV grievances as well and is responsible for following up with victims and providing them with safe houses and consultations.

3.2. Environmental and Social Institutional Framework of the Palestinian Authority

3.2.1. Environment Quality Authority (EQA)

EQA plays an important role as the planning, coordinating, and executive body to improve environmental standards and attitudes in the Palestinian Territories. Being the central representative authoritative body responsible for all environmental issues in the Palestinian Territories, EQA addresses all environmental constraints, including natural resource depletion and environmental pollution, as an approach towards sustainable development.

3.2.2. Ministry of Labor

MoL has the main authority over labor-related issues, this includes site inspections, reviewing the minimum wage limits along with other ministries, occupational health, and safety, and child labor among other labor and working conditions issues. Labor disputes and grievances are typically submitted to the ministry of labor. The ministry has a cross-intersection with other ministries such as the Ministry of Health, MoSD on child labor and others.

3.2.3. Ministry of Social Development

MoSD has an integral role in the GBV referral system. MoSD has its own complaints unit that receives GBV-related complaints and grievances. The MoSD provides counseling and social assistance to victims of GBV and has a network of advisors and safehouses for victims to utilize.

3.2.4. Ministry of Women Affairs

MoWA has the overall legislative authority in terms of issues concerning gender and women. MoWA adopted the 2011-2019 National Strategy to Combat Violence Against Women and as well as its own GBV grievances complaints unit.

3.2.5. Ministry of National Economy

MoNE has the overall authority on licensing of industrial and commercial facilities. The MoNE will be the first point in licensing new subprojects and providing approvals to existing subprojects to undergo expansion activities. MoNE has the role in communicating with other ministries and authorities such as EQA and MoH to ensure addressing their requirements such as the environmental permits.

3.3. World Bank Environmental and Social Standards (ESSs) under the Environmental and Social Framework (ESF)

The F4J III is the first project with the F4J SOP to apply the newly adopted ESF and the ESSs. The following sections provide an overview of the ESSs and their applicability to the project.

3.3.1. ESF and the ESSs Overview

The World Bank Environmental and Social Framework[7] sets out the World Bank's commitment to sustainable development, through a Bank Policy and a set of Environmental and Social Standards that are designed to support Borrowers' projects, with the aim of ending extreme poverty and promoting shared prosperity.

Ten Environmental and Social Standards[8] (ESS) set out the requirements for Borrowers relating to the identification and assessment of environmental and social risks and impacts associated with projects supported by the Bank through Investment Project Financing. The Bank believes that the application of these standards, by focusing on the identification and management of environmental and social risks, will support Borrowers in their goal to reduce poverty and increase prosperity in a sustainable manner for the benefit of the environment and their citizens.

The standards will:

(a) support Borrowers/Clients in achieving good international practice relating to environmental and social sustainability;

(b) assist Borrowers/Clients in fulfilling their national and international environmental and social obligations;

(c) enhance nondiscrimination, transparency, participation, accountability, and governance;

(d) enhance the sustainable development outcomes of projects through ongoing stakeholder engagement

The ten 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.

ESS7: Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities.

ESS8: Cultural Heritage.

ESS9: Financial Intermediaries.

ESS10: Stakeholder Engagement and Information Disclosure.

[7] https://thedocs.worldbank.org/en/doc/837721522762050108-0290022018/original/ESFFramework.pdf
[8] https://www.worldbank.org/en/projects-operations/environmental-and-social-framework/brief/environmental-and-social-standards

A comparison between the Environmental and Social standards of the World Bank and the Palestinian National Laws is shown in Annex I.

3.3.2. Project Applicable ESSs

Until the preparation of this ESMF, the exact locations of ICF-supported investments and the nature and locations of the DIB 2.0 activities are still not determined. Hence screening and scoping of the project's subcomponents' environmental and social impact was determined by a collaborative approach from a wide cross-section of stakeholders, the PIA, and from consultations conducted with identified stakeholders, both projects affected parties and other interested parties. World Bank standards require that the proposed project screens early for potential negative impacts and selects appropriate instruments to assess, minimize and mitigate potential adverse impacts.

For the F4J III Project, ESS1, ESS2, ESS3, ESS4, ESS6, and ESS10 are deemed relevant.

ESS1: Assessment and Management of Environmental and Social Risks and Impacts

The key environmental risks under ESS1 include construction-related risks under Component 2, ICF, (construction waste, air pollution, noise, health and safety of workers) and operation-related risks including air pollution from the operation of machinery, improper management of pesticides, generation of hazardous and non-hazardous waste, i.e. e-waste, occupational health and safety risk related to the business sectors, in addition to the life and fire safety and occupational health and safety risks related to the on-job and vocational training activities under the DIB component. Key social issues under ESS1 are related to the potential exclusion of comparatively more marginalized groups from project benefits due to the lack of: training design and enterprise facility features that enable inclusion of comparatively more marginalized groups; meaningful engagement and consultation with vulnerable categories such as women-headed households, persons with disabilities, the poor, Bedouin communities, people living in Area C, ARAs and rural/remote locations, etc.; information, in accessible formats, about project benefits and how to access the same; and overall GBV/SEA/SH risks. There are also labor management risks, including OHS, minimum age, and GBV/SEA/SH risks that will need to be mitigated. Such issues and risks will be managed through the development and implementation of ESMP checklist, E&S Audits, ESMPs, and ESIAs as appropriate and will be prepared in addition to this ESMF, where required during subproject preparation. The risk of social exclusion will primarily be assessed and addressed in the detailed design of project activities and relevant requirements and risk mitigation measures will be included in the activity design ToRs and any relevant guidelines, Standard Operating Procedures (SOPs), training manuals, and technical specifications prepared for implementation.

ESS2: Labor and Working Conditions

The project activities will involve direct workers (e.g. workers in the PIA, and the F4J Consulting's workers); contracted workers engaged for construction works (hired by contractors) and consultancy services (e.g. for providing training under Component 1); and primary supply workers (i.e. workers of suppliers who, on an ongoing basis, provide equipment and supplies essential for core functions of the project). The involvement of community workers is not anticipated in the project. The primary labor risks relate to (but not limited to) occupational hazards related to civil works, on-the-job/vocational training activities, and the operation of the industrial facilities, working terms and conditions, equal opportunity, and SEA/SH. Risks of child and forced labor are not anticipated under the project.

, The Palestinian Labor Law (PLL) provides a more stringent minimum age for child labor, being 15 in contrary to the ESF which defines the minimum age for child labor as 14. Additionally, the MoL issued several decrees related to the labor of minors and a list of industries where the employment of children under 18 is prohibited. The PLL and various MoL decrees regulate the labor of minors under the age of 18. A stand-alone project LMP will be prepared and will cover an assessment of potential labor

related risks; an overview of labor regulations, policies and procedures; OHS measures in accordance to the WBG Environmental, Health and Safety Guidelines (General and the relevant for the Industrial Sector); an assessment of and plan to prevent GBV/SEA and SH proportionate to the level of risk; contract terms and conditions; working age regulations; the Ministry of Health and the World Health Organization (WHO) guidelines in response to COVID-19, and other requirements of ESS2. The LMP will be prepared, consulted on, reviewed and cleared by the Bank and disclosed by one month of project effectiveness.

A determination of the type and scale of labor risks and impacts, and relevant mitigation measures will be made during project preparation and will be continuous as financed sub-projects are determined. A stand-alone project LMP will be prepared by project appraisal and will cover an assessment of potential labor-related risks; an overview of labor regulations, policies, and procedures; OHS measures; an assessment of and plan to prevent GBV/SEA and SH proportionate to the level of risk; contract terms and conditions; working age regulations; the Ministry of Health and the World Health Organization (WHO) guidelines in response to COVID-19, and other requirements of ESS2.

ESS3: Resource efficiency and Pollution Prevention and Management

ESS3 is relevant. The Project aims to comply with the Climate National Determined Contributions (NDCs) through supporting activities in climate smart agribusinesses, improving domestic food production as well as raising capacity and use of local materials in the industry sector, in addition to incorporating green economy through integrating energy efficiency, renewable energy aiming to reduce greenhouse emissions. Potential risk on resources overuse including water is expected to be limited and non-significant increase at some of the industries may be anticipated, assessment of the water and energy resources shall be included in the activities technical feasibility assessment.

The country faces a high exposure to climate change and disaster, where measures for climate smart solutions including encouraging resource efficiency where enhancement to ensure the most adequate and efficient utilization of resources including water and energy and where possible integrate use of reuse, recycling, reduction, substitution and other principles as early as the design phase of subprojects and the integration of circular economy principles into subproject operations.

Supporting the manufacturing sector is correlated with potential risk of pollution during construction, rehabilitation and operation of facilities that will be expanded. The ESMF addressed risks related to agri-business, manufacturing, food processing and other business sectors including gourmet, solar PV, and others. Where most of project activities expected under Investment Co-Financing Facility (ICF) Component are expected to generate different types of solid and liquid wastes during rehabilitation/ construction including generation of construction waste, and domestic wastewater. During operation, potential pollution and health risk related to (i) generation and improper management of hazardous waste (pest control, fertilizers, disposed chemicals, and e-waste), and non-hazardous (packaging, food, etc.) waste (ii) Improper management/ disposal of the industrial /domestic wastewater, (iii) air pollution due improper operation of equipment's and machinery, or release of chemicals and contaminants and (iv) land contamination due improper management of different types of waste. Such impacts are also anticipated to be relevant for companies considering expansion of their manufacturing processes, where impacts due improper operation of the facility, could have caused pollution of air, water or caused land contamination that would require remediation as requirement under the Corrective Action Plan/ESMP for expansion. Further risk of pollution of natural resources might be expected for activities located or planned to be located in proximity of natural resources, therefore, the project ESMF excludes any activity that will be located in protected area or of proximity to natural resources, or residential areas.

Wastewater generation could pose serious source of pollution causing wide-ranging environmental and social risks especially for industries producing heavy load wastewater (e.g., beverage processing and dairy production). The compliance of existing facilities will be assessed in line with relevant national laws (i.e., Cabinet Decision No.16) as well with ESS3, World Bank's General and Industry-specific EHSGs and GIIPs. This will be ensured through liaison with the relevant stakeholders including local councils, Palestinian Water Authority (PWA), and EQA to ensure that the required mitigation measures and wastewater discharge permits are acquired.

For each type of sub-projects that assessed with relevant waste/wastewater generation or other pollution risk including potential cumulative impact will be assessed as well, and mitigation measures will be addressed under sub-project ESIA/ESMPs, the environmental audit and respective Corrective Action Plan, in accordance with the WBG Environmental, Health and Safety Guidelines (General and the relevant Industry EHS Guidelines), and Good International Industry Practices (GIIP). For agribusiness related industry use of pesticides is anticipated, therefore the ESMF includes a template to guide the preparation for Pest Management Plan (PMP).

ESS4: Community Health and Safety

In line with the World Bank's Environmental, Health, and Safety (EHS) Guidelines, life and fire safety requirements - for facilities financed under Component 2 and for existing buildings that are not programmed for renovation and where training will be offered (under Component 1) - will also be included in the ESMF and applied as required.

Additional community health and safety risks are related to the transmission of COVID-19 (during any future surge in infections) and potential exposure to communicable diseases from project workers; and risks associated with potential SEA/SH. Risks to Communities' health and safety risks are also related to working in areas where civil works will be conducted, e.g. digging for foundations, retaining walls, traffic congestion and road safety, etc., and risks due to noise and vibration during construction. The PIA will prepare (as part of the project ESMF) and implement Community Health and Safety Management measures that will include measures to minimize community exposure to communicable diseases; and provisions (e.g. workers' codes of conduct, effective monitoring, regular training and awareness raising for workers and communities) to prevent and respond to SEA/SH or GBV proportionate to the level of risk. The project GM will include special tools for handling and addressing GBV/SEA/SH cases, including strengthening referral pathways within the GM.

The use of security forces is not anticipated under the project.

ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources

This standard is relevant to the F4J III Project. ESS6 recognizes that protecting and conserving biodiversity and sustainably managing living natural resources are fundamental to sustainable development. Biodiversity is defined as the variability among living organisms from all sources including, inter alia, terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are a part; this includes diversity within species, between species, and of ecosystems. Biodiversity often underpins ecosystem services valued by humans. Impacts on biodiversity can therefore often adversely affect the delivery of ecosystem services.

The project activities under the ICF are expected to be implemented in different locations, that are yet to be identified in West Bank and Gaza. Potential locations include licensed industrial areas, however other companies may be located in urban, semi-urban or in areas of agricultural and biodiversity value. Additionally, Civil works that are associated with environmental risks could result, either directly or indirectly, in impacts on biota. Potential risk of impacting biodiversity conservation might be anticipated in accordance with the of the project facility proximity from areas of natural resources and high biodiversity value, while deforestation is not expected under the agribusiness

activities. Low risks of cutting off trees resulting during construction/rehabilitation of industrial facilities in areas of low biodiversity value is also expected.

The E&S screening shall exclude any ineligible subprojects' activities might have impact on protected areas or critical habitat or activities that will be located in areas of high biodiversity values or expected to cause adverse impact on biodiversity conservation according to the exclusion list (Section 6.2.1). Further risk of impacting biodiversity including cumulative impacts will be assessed and the mitigation hierarchy approach will be applied as needed under the site-specific ESIAs/ESMPs and the Environmental Audits and the respective Corrective Action Plans, and other E&S tools and methods in accordance with the ESMF and ESS6.

ESS10: Stakeholder Engagement and Information Disclosure

Project Affected Parties (PAPs) of the DIB component include (but are not limited to): unemployed Palestinian youth (18-29 years old), especially women, who will receive trainings, internships, coaching, job placement and other employment services; and service providers providing employment services such as institutions from skills development and job placement entities; non-governmental organizations (working on women and youth who are the key project beneficiaries); community based organizations; educational and academic institutions; vocational training centers; work and professional unions; and business associations. PAPs of the ICF component include: the workforce, youth and women seeking employment and who will benefit from employment opportunities provided through sub-projects established under the ICF; and private sector investors and companies in West Bank and Gaza in a variety of sectors, for example, food processing and agriculture. F4J III will not have priority sectors and will target all sectors expect for except for those under construction, real estate, trade, and retail sectors. Other Interested Parties (OIPs) include (but are not limited to): ministries and government agencies (e.g. Ministry of Labor, Ministry of Finance, Ministry of National Economy); Local Government Units; Civil Society Organizations; INGOs associated with skills development / vocational training; trade unions and professional associations; organizations working on gender, including GBV, SEA/SH; cash for works programs; universities and applied colleges; and the press and media. Disadvantaged and vulnerable groups may include (but are not restricted to) poor women and youth, people living in remote locations, women-headed households, persons with disabilities, Bedouin communities, communities in Access Restricted Areas (ARAs) in relatively rural/remote locations in both West Bank and Gaza, people living in Area C and in Refugee camps, , etc. Further details are provided in the project's SEP disclosed on the PIA's website through the following link: https://www.f4j.ps/cached_uploads/download/2023/03/19/f4j-iii-sep-first-draft-1679219592.pdf

As such, the Stakeholder Engagement Plan (SEP) and a Grievance Mechanism (GM) have been developed for the project. The PIA has an existing GM that has been improved to reflect the Bank's ESF requirements as they are being applied for the first time under the F4J III to address community health and safety and to highlight specific measures for GBV (SEA / SH). The Project's GM is available through the following link: https://www.f4j.ps/publish/38.

3.3.3. Other ESSs Not Applicable to the Project

ESS5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement

ESS5 is not currently relevant. No land acquisition or resettlement is required under the project. Any land requirements (temporary or permanent) for investments to be financed under the project will be met through lands that are state owned or owned by private companies, where this will be ensured through due diligence in the shortlisting of subproject proponents and ownership documents will be verified during the E&S Screening of subprojects. Any sub-projects that may involve relocation of households, temporary or permanent land taking, and impacts on livelihoods, including those that may

occur through restriction of access to resources will be excluded at the sub-project screening stage and such sub-projects are included in the exclusion list.

ESS7: Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities

This standard is not relevant. There are no known indigenous peoples/sub-Saharan African Historically Underserved Traditional Local Communities in the Palestinian Territories.

ESS8: Cultural Heritage

ESS8 is not currently relevant. No tangible or untangle cultural heritage will be impacted by the project activities. However, Chance find Procedures are developed for the project in the rare occasions that any tangible cultural heritage could be encountered during project implementation especially during excavations. The Chance Find Procedures are available in Annex VI.

ESS9: Financial Intermediaries

ESS9 is not currently relevant. There are no financial intermediaries involved in the project.

3.4. World Bank Group's Environment, Health, and Safety Guidelines

The EHS Guidelines are technical reference documents with general and industry-specific examples of Good International Industry Practice (GIIP) and are referred to in the World Bank's Environmental and Social Framework and in IFC's Performance Standards.

The EHS Guidelines contain the performance levels and measures that are normally acceptable to the World Bank Group, and that is generally considered to be achievable in new facilities at reasonable costs by existing technology.

As the F4J III Project under its ICF component will potentially finance investment sub-projects in various industries, through this ESMF it cannot be determined which of the EHSGs will be applicable to the project and the respective sub-projects. As such, a detailed assessment of each sub-project will be carried out during sub-project preparation and relevant EHSGs will be considered when preparing the site-specific E&S management tools and methods (e.g., ESMP Checklists, Site Specific ESMPs, E&S audits, ESIAs, and Corrective Action Plans).

Nevertheless, all sub-projects will consider the General EHS Guidelines[9] which contain information on cross-cutting environmental, health, and safety issues potentially applicable to all industry sectors. This document should be used together with the relevant Industry Sector Guideline(s). Specifically, investment sub-projects should pay close attention to section 3.3 of the World Bank Group EHS Guidelines related to Life and Fire Safety (L&FS). This is related to compliance with local laws and insurance requirements of the building codes, and fire department regulations and to designing the buildings and including Life and Fire Safety mitigation measures in accordance with GIIPs throughout the projects' lifecycle.

Further information on industry-specific EHSGs is available through the following link: https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/policies-standards/ehs-guidelines

3.5. World Bank Good Practice Notes

World Bank Good Practice Notes are a series of concise, practical documents designed to help practitioners in the development field to enhance the effectiveness and sustainability of their projects.

[9] https://www.ifc.org/wps/wcm/connect/29f5137d-6e17-4660-b1f9-02bf561935e5/Final%2B-%2BGeneral%2BEHS%2BGuidelines.pdf?MOD=AJPERES&CVID=nPtguVM

They are based on the World Bank's extensive experience in implementing development projects around the world and draw on the knowledge and expertise of both World Bank staff and external experts. Each Good Practice Note provides guidance on a specific topic. They can be used by a range of stakeholders, including project managers, technical experts, and policymakers.

World Bank Good Practice Notes are intended to complement other World Bank guidance documents, such as technical handbooks and operational policies. They are also meant to be flexible and adaptable to different contexts and project types, allowing practitioners to apply the guidance in a way that is most relevant to their specific project.

- There are different Good Practice notes that cover a variety of topics. Nevertheless, two of the most prominent that will be consulted and integrated in the project's E&S safeguarding include; Addressing Sexual Exploitation and Abuse and Sexual Harassment (SEA / SH) in Human Development Operations[10], Sep 2022.
- Addressing Sexual Exploitation and Abuse and Sexual Harassment (SEA / SH) in Investment Project Financing Involving Major Civil Works, Oct 2022[11]
- Good Practice Note on Gender. Oct 2019[12]
- IFC's Addressing Gender Based Violence and harassment; Emerging Good Practice for the Private Sector, 2020[13]
- World Bank Good Practice Note on Road Safety, 2019[14]
- Managing The Risks Of Adverse Impacts On Communities From Temporary Project Induced Labor Influx, 2016[15]
- IFC's Good Practice Handbook on Cumulative Impact Assessment and Management: Guidance for the Private Sector in Emerging Markets[16].

[10] https://thedocs.worldbank.org/en/doc/e2ff01be0f07c82d73bc0c5e7ddf394f-0290032022/original/ESF-Good-Practice-Note-on-Addressing-SEA-SH-in-HD-Operations-First-Edition-September-16-2022.pdf
11 https://thedocs.worldbank.org/en/doc/632511583165318586-0290022020/original/ESFGPNSEASHinmajorcivilworks.pdf
12 https://thedocs.worldbank.org/en/doc/158041571230608289-0290022019/original/GoodPracticeNoteGender.pdf
[13] https://www.ifc.org/wps/wcm/connect/f1645167-7eff-439b-922b-7656c75320ab/GPN_AddressingGBVH_July2020.pdf?MOD=AJPERES&CVID=orHDkxv
[14] https://thedocs.worldbank.org/en/doc/648681570135612401-0290022019/original/GoodPracticeNoteRoadSafety.pdf
[15] https://thedocs.worldbank.org/en/doc/497851495202591233-0290022017/original/ManagingRiskofAdverseimpactfromprojectlaborinflux.pdf
[16] https://www.ifc.org/wps/wcm/connect/58fb524c-3f82-462b-918f-0ca1af135334/IFC_GoodPracticeHandbook_CumulativeImpactAssessment.pdf?MOD=AJPERES&CVID=kbnYgl5

4. Environmental and Social Baseline Data

4.1. Population

About 14.3 million Palestinians in historical Palestine and diaspora based on population estimates prepared by PCBS, there are about 14.3 million Palestinians in the world in mid-2022, of whom about 5.35 million in the state of Palestine; 2.72 million males and 2.63 million females. The estimated population of the west bank was 3.19 million (1.62 million males and 1.57 million females). While the estimated population of Gaza strip was 2.17 million in the same year (1.10 million males and 1.07 million females)[17].

4.2. Socio-economy, Social Cohesion, and Social Norms

The current economic decline is expected to exacerbate poverty levels and adversely affect the standard of living. According to recent data, in 2016-2017, 22% of Palestinians were living below the poverty line of US$5.5 per day (adjusted for 2011 purchasing power parity)[18]. While poverty rates are lower in the West Bank, they remain sensitive to household expenditure shocks, and any change in social assistance flows in Gaza would significantly impact the well-being of its population. Official numbers indicate that poverty in the West Bank and Gaza increased from 25.8% to 29.2% between 2011 and 2016-2017. Furthermore, based on GDP per capita growth projections, poverty rates have been continuously increasing since 2016, reaching 28.9% in 2020, an increase of 7 percentage points in the last four years, which means approximately 1.4 million people were living in poverty in 2020[19]. However, national estimates mask significant spatial differences and trends divergence between Gaza and the West Bank. In 2016-2017, the Gaza Strip's poverty rate was over four times higher than that of the West Bank (53% and 13.9%, respectively), and although Gaza has a smaller population than the West Bank, 71.2% of all poor people live there, compared to 28.8% in the West Bank. While poverty in the West Bank declined slightly from 17.8% to 13.9% between 2011 and 2016-2017, poverty in Gaza increased from 38.8% to 53.0%, leaving every second Gazan in poverty.

The official language of Palestine is the Arabic language, with the predominant religion being Islam of 98% of the Population, followed by Christianity (~2%), and Samaritans who are the smallest minority in the World residing in Mount Jerizim in Nablus city with a population of not exceeding 1000. Palestinian social customs and traditions are similar to those of other Arab countries and date back to when Palestine was a rural, agricultural society and life centered on the village and the farming calendar. There were a few small cities, like Jerusalem, Nablus, Hebron and Gaza, that specialized in the production of goods. With modernization and increased education levels, social customs began to change as well. Cities and the professional class grew, weakening somewhat the traditional strength of clans, or extended families that lived and worked the village land together. The eventual dispossession and displacement of the Palestinian people with the creation of the state of Israel in 1948 - known as the Nakba or "the catastrophe" - had an enormous effect on Palestinian social customs and traditions as well. The loss of land, the creation of refugee camps, the search for wage labor in the Gulf states, in Europe and in America, all posed serious challenges to the maintenance of traditional values and customs.

As in most largely rural cultures, the family is the most important unit in Palestinian society. The Palestinians' political experience and reality have served to further strengthen family ties. With no real government-sponsored social safety-net, and with the lack of a functioning economy or enough

[17] PCBS, population Survey 2022:
https://www.pcbs.gov.ps/portals/_pcbs/PressRelease/Press_En_InterPopDay2022E.pdf
[18] Palestinian Central Bureau of Statistics Poverty Profile in Palestine, 2017:
https://www.pcbs.gov.ps/Document/pdf/txte_poverty2017.pdf?date=16_4_2018_2
[19] World Bank: Palestinian Territories' Economic Update:
https://www.worldbank.org/en/country/westbankandgaza/publication/economic-update-april-2022

independent government institutions or even enough banks to provide home or student loans, Palestinians have had to rely on family and neighbors to fill the gaps. The family serves as the primary source of identity and extended families live together in compounds or villas divided into apartments for all male sons and their families.

4.3. Country Context and Status of Conflict

The peace process between Israel and the Palestinian territories has been stalled for years. For 11 days in May 2021 following tensions during the month of Ramadan, Israel and the de facto authority in Gaza (Hamas) traded airstrikes and rocket attacks, respectively. The conflict resulted in casualties on both sides and particularly in Gaza where death, injuries, displacement, and damage to critical infrastructure are having far-reaching effects. The Government of Israel has seen a new administration come to power in June 2021. In late August 2021, high ranking Palestinian and Israeli officials met for the first time in over a decade, discussing a wide range of issues such as security, diplomacy, economics, and civil affairs.

The Fatah (political party led by President Abbas)-led Palestinian Authority (PA) and the de facto authority in Gaza remain divided. The divide creates a challenging fiscal situation for the PA, particularly since about 30-40 percent of PA expenditures are in Gaza, while only about 10 percent of the PA's total revenues come from Gaza. Legislative and presidential elections that were planned for May and July 2021, respectively, would have been the first such elections since 2006, but were delayed indefinitely by the PA in April 2021.

A shift in global and regional dynamics has resulted in a substantial decline in donor aid. Overall aid provided to West Bank and Gaza (WB&G) has dropped from about US$1.2 billion in 2014 to approximately US$317 million in 2021. Budget support was only a half of what was received in 2020. This drop is attributed to the absence of funding from Gulf Cooperation Council (GCC) countries, lower contributions by donor countries to the World Bank's Multi Donor Trust Fund, and a delay in the European Union (EU)'s contribution. The decline in external financing has led to an increase in arrears to the private sector and domestic borrowing, with the stock of domestic debt rising to US$2.5 billion as of December 2021.

4.4. Land Use, Tenure, and Urban Planning

Local Government Units (LGU) masterplan boundaries do not cover the full land area of the LGUs in the West Bank. This is because the majority of proposed municipal and Village Council expansions partially include Area C. Most require coordination and approval from the Israeli Civil Administration, and LGUs wait years for approval to expand. Implementation of regional planning, which could govern the lands outside of LGU masterplans is weak.

Approximately 20% of the total area of Palestine is used for agricultural purposes (1.2 million dunums). 90% of agricultural lands is located in the West Bank, while only 10% is located in the Gaza Strip. The total area of agricultural land currently used by Palestinians doesn't exceed half of the Palestinian agricultural land area available for cultivation, while the remaining areas are distributed to lands that can be cultivated but are not used for such purposes, or lands that need rehabilitation, lands that cannot be rehabilitated (often used for grazing of ruminants), lands used for industrial and urban expansion, as well as areas confiscated by the Israeli authorities for settlement expansion, building the separation wall and the construction of bypass roads.

The rapid urbanization and population growth in West Bank and Gaza Strip have impacted negatively on the availability and quality of public spaces within Palestinian cities. The planning regulations in Palestine have not been successful in facilitating the provision of public spaces in Palestinian cities, because most consideration is given to building design, elevation, heights, setbacks and parking, with little focus on the design and integration of urban public space. Furthermore, no planning policies are

currently mainstreamed within the Palestinian spatial-planning systems. A second major challenge to the development of public open spaces in Palestine is land ownerships[20].

In terms of land tenure, land holdings in the West Bank and the Gaza Strip are still regulated by the Ottoman Land Code of 1858, as amended and developed by legislation passed during the Jordanian regime, the British Mandate, the Egyptian administration and by the military orders issued since the Israeli occupation. According to the Land and Water Settlement Commission (LWSC), only 38 per cent of the land in West Bank is currently registered, with a significant portion of unregistered properties remaining in the urban centers[21], while in the Gaza Strip, over 90 per cent of land is already registered[22]. Land registration in the OPT is carried out through Systematic Land Registration (SLR) and new registration. However, land registration was interrupted by the war of 1967, and systematic land registration and new registration were both halted until the establishment of LWSC in 2016; since then, the LWSC has increased land settlement completion from 34 to 57 per cent, allowing for the increase of land registration[23].

From literature review, recent data on land use from official authorities has not been found. The latest official date from PCBS that provides detailed description of land use in the West Bank and Gaza dates to 2007, where Data of the report indicate that 2,559.2 km2 of the Palestinian Territory land is cultivated or arable land representing 42.5%, while the area of open land without or with insignificant vegetation cover represents 29.3%, the area of pastures represents 12.5%, the area of Palestinian built-up land represents 6.6%, and the area of built-up land in Israeli Occupation Sites including the Expansion and Annexation Wall represents 4.1% during the year 2006.

Data reveal that the area of cultivated land totals about 1,500.2 km2 (of this 1,164.9 km2 are cultivated with permanent crops and 335.3 km2 are cultivated with temporary crops). In addition, the irrigated cultivated area totals 176.6 km2 , while the rain-fed cultivated area totals 1,323.6 km2 during the year 2007. Results show that the cultivated land in the West Bank is mainly comprised of land cultivated with permanent crops, which represent 79.8% of the total cultivated land in the West Bank (of them 1.7% are irrigated and 78.1% are rain-fed), while permanent crops represent 53.3% in Gaza Strip (of them 48.0% irrigated and 5.3% rain-fed).

Data indicate that the area of permanent agricultural land per capita in the Palestinian Territory was 309.2 m2 (467.5 m2 in the West Bank and 46.5 m2 in Gaza Strip). The lowest permanent cultivated area per capita is found in North Gaza governorate (19.6 m2), while the highest area per capita is found in Salfit governorate (1,371.5 m2)[24].

Recent data from PCBS 2021[25], state that for the totality of the Palestinian territories, 514.7 Km2(514.3 km2 in the West Bank and 0.4 km2 in Gaza) are natural reserves, 101.4 km2 (98.2 km2 in the West Bank and 3.2 km2 in Gaza) are forests and wooded land, and 297.3 km2 in the West Bank are built up areas with no data available for Gaza.

[20] Municipal Development and Lending Fund-
https://www.mdlf.org.ps/Document/LAND%20ACQUISITION%20AND%20LIVELIHOOD%20FRAMEWORK%20(LALF)2.pdf

[21] https://documents1.worldbank.org/curated/ar/843211557420033758/Project-Information-Document-Integrated-Safeguards-Data-Sheet-Real-Estate-Registration-Project-P168576.docx.

[22] Obaidat, U. (2018) – Palestinian Lawyers – summary of land law (2)

[23] https://arabstates.gltn.net/palestine/#_ftn7

[24] https://www.pcbs.gov.ps/Portals/_pcbs/PressRelease/land_uses_E.pdf

[25] https://www.pcbs.gov.ps/Portals/_Rainbow/Documents/LUS8E.html

4.5. Healthcare

The Palestinian health system faces unique constraints due to the protracted conflict and limited health system inputs, coupled with a high burden of non-communicable diseases. Even as health is one of the core service delivery functions of the PA, there are substantial structural impediments to effective service delivery. The continuing restrictions on movement and access, ongoing fiscal pressures, and ongoing escalations in conflict have weakened the health system and its ability to deliver quality health care services. With a life expectancy of 74 and infant mortality rate of 10/1,000 live births, West Bank and Gaza has made significant progress over the years, with maternal, newborn, and child health coverage and outcome at comparable levels with other lower-middle income countries. However, the under-5 mortality rate and stunting remain below regional averages. The maternal mortality ratio of 48 per 100,000 live births is below most comparator countries; however, it has increased substantially since 2017, when it was at 6/100,000 live births. Seventy-five percent of the disease burden is attributable to non-communicable diseases, mainly cancer and cardiovascular conditions. Cancer prevalence is high, at 108 per 100,000 population in 2021. The most common cancers in 2021 were breast cancer, colorectal cancer, and lung cancer. The prevalence of diabetes was at 15 percent, which is higher than the global rate of 6 percent. In 2021, 32 percent of all deaths excluding COVID-19 were due to cardiovascular diseases, 16 percent were due to cancers, and 15 percent were due to diabetes.

Access to timely and quality care, particularly for non-communicable diseases, remains a binding constraint in the improvement of health services. Twenty-four percent of the population in West Bank and 65 percent of the population in Gaza are refugees. Due to movement restrictions and fragmented territories, there are substantial disruptions in access to services, even when services may be available. Service delivery mirrors spatial fragmentation, with almost 40 percent of primary health facilities managed by non-governmental organizations and the United Nations Relief and Works Agency for Palestine Refugees (UNRWA), mostly catering to the refugee population, and the rest by the Palestinian Ministry of Health (PMOH). At the hospital level, service delivery is further fragmented due to a complex system of outside medical referrals: due to the limited availability of specialized services and health workforce in public facilities, the majority of NCD cases are referred from public to private facilities. This poses a substantial challenge particularly for those in Gaza, where over 40 percent of exit applications are denied or delayed every month by Israeli authorities. The overall fragmentation of services across territories and levels of care poses substantial challenges, particularly for cost-effective and patient-centered management of non-communicable diseases cases.

COVID-19 has caused another shock to the Palestinian health system, with high morbidity and low vaccination rates. As of November 1, 2022, there has been a total of 703,036 confirmed cases and 5,708 confirmed deaths from the pandemic. Through the second half of 2021, most of the new and active cases were concentrated in the Gaza Strip, highlighting the burden in the conflict-impacted area. As of end-February 2022, 39 percent of the population has received at least one dose and 34 percent has been fully vaccinated, which is lower than many countries in the Middle East and North Africa region. In 2021, 26 percent of the mortality in West Bank and Gaza was due to COVID-19[26] .

4.6. Education

Although the Palestinian population is one of the most literate in the world, the education system encounters a couple of problems: insufficient school infrastructure, lack of adequately trained teachers, and a lack of access to schooling in marginalized areas (United Nations, 2014).

The educational streams and system in Palestine is illustrated in the figure below;

[26] All West Bank and Gaza-specific health data is from Ministry of Health (2022) Health Annual Report Palestine 2021, available on www.moh.gov.ps

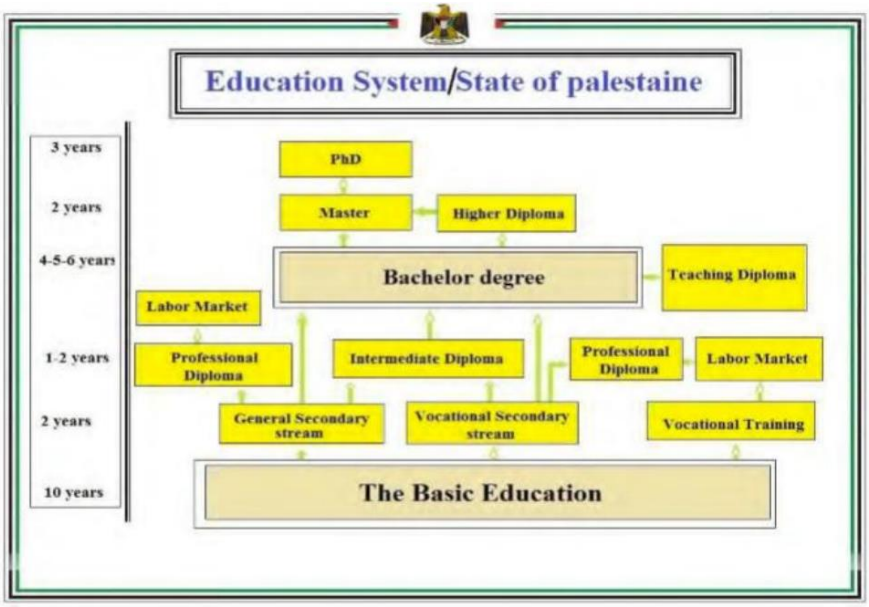


Figure 2: Educational System in Palestine

Since 1948, education has served as a central means of empowerment within the Palestinian community (Save the Children Alliance, 2001). As recognized by the UN and enshrined in the International Covenant on Economic, Social and Cultural Rights, education is a fundamental human right and everyone is entitled to social and international order in which this right can be fully realized. The latest statistics show that 97.7% of the population of Palestine is literate. Women have made great strides in literacy over the past two decades, with the illiteracy rate dropping from 20.3% in 1997 to the current 3.5% in 2021. With the illiteracy rate among males dropping from 7.8% in 1997 to 1.2% in 2021 (PCBS, 2022[27]).

In terms of basic education, a full 86% of Palestinian children, and 94% of Palestinian young women, have completed their basic education by he age of 20. Disparities along lines of gender, region, and socio-economic status are clearly reflected in the share of children from different groups completing each level of education. Starting with basic education, one of the most striking disparities in completion reflected in the data which separates young women and women. Nearly all young women (94%) complete their basic education but only 78% of young men. The gap widens at the secondary level, which is completed by 73% if young women compared to only 51% of young men.

In terms of higher education, Business and Administration is the field where most students aged (20-29 years) were enrolled, whether for intermediate diploma or a bachelor's degree (BA). In the past decade, the majority of them also majored in business and administration. While the highest unemployment rates among graduates aged (20-29 years) with an intermediate diploma or bachelor's degree in Palestine is in welfare. According to the same source from PCBS, It takes graduates about 11-21 months before getting their first labor chance[28].

4.7. Employment and the labor market

The Palestinian labor market has been characterized by high unemployment rates, particularly among young people. Although there has been an increase in employment in Palestine, the unemployment rate remains high at 25% as of the third quarter of 2022, with a total underutilization of labor at 31%. Additionally, there is a significant disparity in the unemployment rate between the West Bank and Gaza Strip, with the rate in Gaza reaching 47%, compared to 13% in the West Bank. Furthermore, the

[27] https://www.pcbs.gov.ps/portals/_pcbs/PressRelease/Press_En_InterDayLiteracy2022E.pdf
[28] https://www.pcbs.gov.ps/portals/_pcbs/PressRelease/Press_En_Tawjihi2021E.pdf

unemployment rate is disproportionately higher among females, reaching 43% compared to 20% among males (PCBS Q3, 2022[29]). The employment situation has been further exacerbated by the COVID-19 pandemic and ongoing political instability. Youth employment opportunities in the West Bank are concentrated in the public sector, while in Gaza, informal employment is prevalent. In Gaza, the construction and agriculture sectors have traditionally provided employment opportunities for young people, but the blockade has severely limited their ability to access these sectors. In contrast, the West Bank has seen growth in industries such as information technology and business process outsourcing, but these sectors have not generated enough jobs for the growing youth population.

4.8. Gender Based Violence

Gender Based Violence (GBV) is a key protection concern in Palestine. According to Palestinian Central Bureau of Statistics (PCBS) 2011, Violence Survey, an average of 37% of women are victims of GBV in Palestine. In the Gaza Strip, this percentage increases up to 51%. This percentage has declined by some 8%, referring to a similar survey conducted in 2019. In more recent numbers and according to PCBS's press release on the situation of Palestinian Women that was released on Women's day 08th March 2022; 58.2% of women that are married or ever married (15 – 64) years of age have experience a form of GBV at least once from their husbands.

Women in Palestine face multiple layers of violence and discrimination. The analysis made in the UN Special Rapporteur's report on violence against women in 2005 found two main reasons for the GBV level in Palestine: Traditional patriarchal norms and values; and Occupation and its consequences. The protracted humanitarian crisis, and its impact on gender and family dynamics, has exacerbated GBV in all its forms, including sexual violence, intimate partner violence and child marriage. Distance, mobility restrictions, fragmentation of areas and services and reluctance to report GBV due to fear of stigma, social exclusion, so-called honor killings or reprisal limits survivors' access to and utilization of critical services. Available services and capacity of service providers also remain limited, and survivors and communities have minimal information on existing services and how to access them. Only 0.7% of GBV survivors seek help due to the lack of confidential and compassionate services and fear of stigma and reprisal.

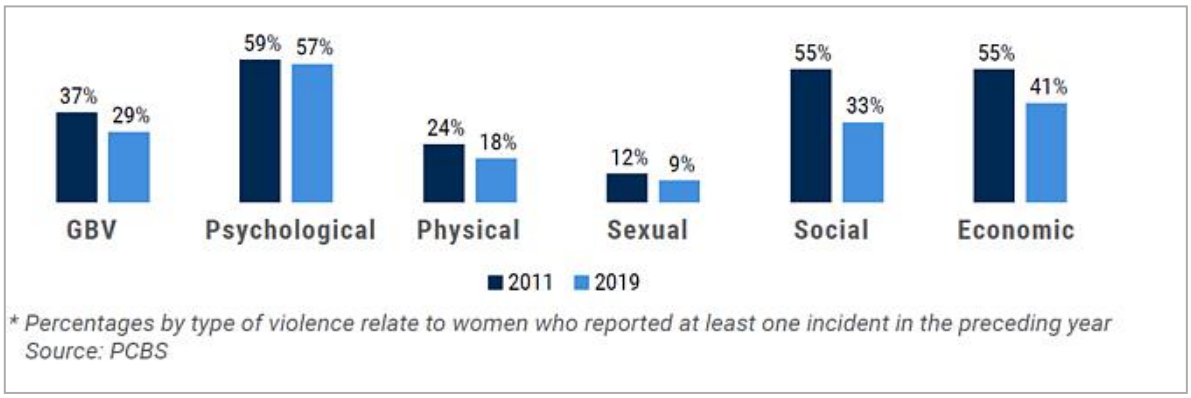


Figure 3: Domestic Violence Against Women in Palestine (2011 vs. 2019)

4.9. Waste Management

Palestinians from West Bank and Gaza generated about 1.59 Million tons or nearly 4,356 tons/ day in 2018. Average production per capita is about 0.9 kg/day[30]. Most of municipal waste (94%) is collected

[29] PCBS Press Release on the Results of the Labor Force Survey, Third Quarter, 2022 https://www.pcbs.gov.ps/post.aspx?lang=en&ItemID=4353

[30] Heinrich Boll Stiftung, Nidal Attallah 2020: https://ps.boell.org/en/2020/10/07/palestine-solid-waste-management-under-occupation

by municipalities, the UNRWA (in refugee camps especially) and JSCs. The JSCs collect about 65% of the municipal waste; the remaining waste is taken care off by the previously mentioned service providers and the private sector[31].

Disposal methods are mainly landfilling and dumping (random or controlled). It is estimated that about 30-35% of municipal waste is illegally dumped and 65-70% is disposed in one of the six operational landfills existing in Palestine. These landfills face the risk of over-capacity in the short term, due to land restrictions, low primary separation, and an increase trend in waste quantities. The use of solid waste transfer stations (TS) – a place where solid waste is temporarily deposited and often separated to be later transferred to the final disposal site) is a relatively new approach in the West Bank and Gaza. There are currently 12 operational Palestinian transfer stations (11 in West Bank; 1 in Gaza Strip) and 3 newly constructed (in the West Bank and Gaza). These transfer stations have a good potential for waste segregation and recycling activities, thus helping to reduce the amount of waste finally disposed in landfills; however, their use is still underdeveloped.

In addition, Israeli settlements in the West Bank generated about 1,200 tons/day in 2017, with a 1.9 kg/capita/day generated, due to their lifestyle and access to resources[32]. In general, settlers use the Tovlan landfill in the North and Al Minya landfill in the South, as well as other dumpsites. Several Israeli industrial parks/zones (19 in 2015) are located in the West Bank and produce solid waste. There are as well three Israeli transfer stations: Al Abdaly for municipal waste, as well as RA Ofek and Green Danlop for construction and demolition waste[33].

The main composition of municipal waste is organic (about 50%), followed by plastic (17% in average) in progression and paper/cardboard (11%)[34]. Despite this large portion of biodegradables and recyclables, only a small fraction is collected for reuse (about 3%), among which about 1% is recycled. Moreover, the only materials currently recycled (i.e. processed waste into secondary raw material to be reused) are organic waste, some plastics, and some cardboard. The others, like metals, are collected and sent abroad. The Palestinian market in materials' reuse/recycling is characterized by its small size, informality, and fluctuation. The great majority of pilot projects implemented in the last 10 years focused on composting mainly, as well as some plastic and paper/carboard recycling. There is a recent growing interest for E-waste, due to the negative ecological consequences and health problems its treatment and disposal provoke in the areas concerned.

[31] Solid Waste Management in the Occupied Palestinian Territory, 2019: https://www.cesvi.eu/wp-content/uploads/2019/12/SWM-in-Palestine-report-Thoni-and-Matar-2019_compressed-1.pdf

[32] Estimates from Study references under footnote 20.

[33] B'Tselem, 2017, page 19

[34] https://www.cesvi.eu/wp-content/uploads/2019/12/SWM-in-Palestine-report-Thoni-and-Matar-2019_compressed-1.pdf

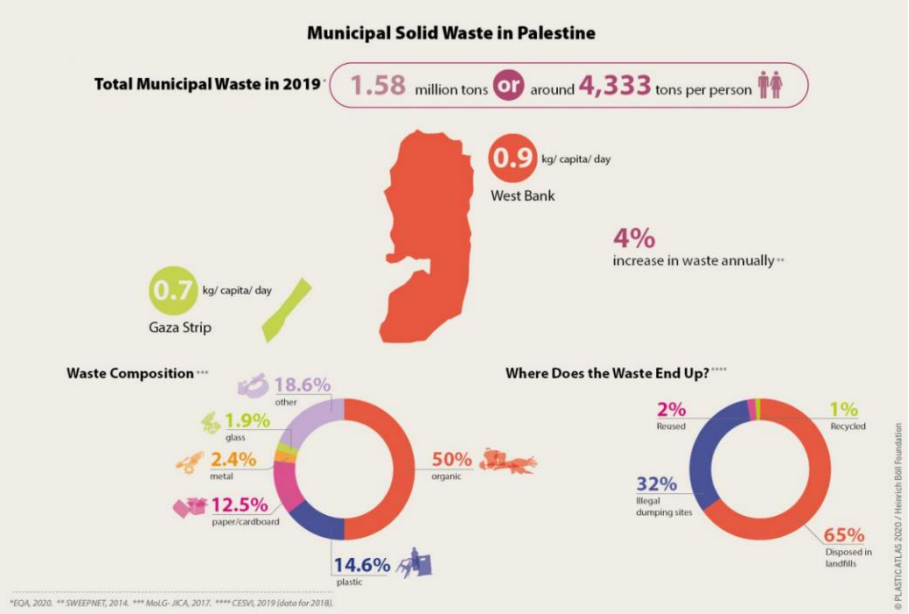


Figure 4: Municipal Solid Waste in Palestine

4.10. E-Waste

Electric and Electronic Waste, or E-waste, is an informal name for electrical and electronic products nearing the end of their "useful life." Computers, televisions, stereos, copiers, and fax machines are common electronic products. For this project such waste can include servers, modems, computers, monitors, and other electronic devices. Many of these products can be reused, refurbished, or recycled. However, electronic discards are one of the fastest growing segments of the Palestinian waste stream35.

This type of waste is one example of the complexity of solid waste management in Palestine The collected items are sold to recyclers and workshops in Beit Awwa bazar market, then treated in other places. Some appliances are repaired and sold as second-hand products, others are dismantled to recover spare parts, and the remaining is smashed to recover the raw materials.

However, in the Palestinian legislation, E-waste is considered entirely hazardous and its importation in the Palestinian territory illegal (cf. Basel Convention adopted by the PA). Although mentioned in the Environmental Law of 1999 as a component of hazardous waste, there is no strategy, no specific law or article, nor technical specification for E-waste. However, in the Palestinian Cabinet Decree on the Management of Hazardous Waste – No. 6, 2021, the decree sets the basis for the management and treatment of hazardous waste, it imposes licensing and environmental approval procedures for hazardous waste management facilities and activities. The decree sets forward the storage, segregation, and treatment requirements for hazardous waste. The decree additionally defines the requirements for the transportation of hazardous waste, and in line with the Basel Convention, prohibits the export or import of hazardous waste without obtaining the proper permits under specified conditions. Moreover, the Palestinian Cabinet Decree on Adopting the General Policy for the Disposal and Treatment of Electronic Waste – June 2021 (02/113) sets the requirements for the management and disposal of e-waste generated from governmental and public institutions and provides the definition of

[35]Final Report on The Development of a National Master Plan for Hazardous Waste Management for the Palestinian National Authority: https://environment.pna.ps/ar/files/Part_one_Final_Report_on_The_Development_of_a_National_Master_Plan_for_Hazardous_Waste_Management_for_the_Palestinian_National_Authority_en.pdf

e-waste as hazardous waste. The decree sets forward the collection, storage, transportation, auctioning, and disposal requirements.

The main locations where E-waste is traded and treated are Beit Awwa, Idhna, Deir Samit, Al Kum and Beit Maqdum in the Hebron governorate (Area A, about 42,000 inhabitants). Every year, about 70-80,000 tons of E-material is sent to these villages (90% coming from Israel) (Arcobaleno, 2018). The items collected are first sold to recyclers and workshops in the Beit Awwa bazar market, then treated in other places. Some appliances are repaired and sold as second-hand products, others are dismantled to recover spare parts, and the remaining is smashed to recover material[36].

It is estimated that the treatment of E-waste involves about 150-200 workshops, 1,000-2,000 permanent workers, as well as more than 5,000 non-permanent workers and 100 workers under the age of 18, contributing to one third of the whole local economy (ARIJ, 2015; Arcobaleno, 2018).

Secondary materials are mainly metals (like nickel, copper and lead) and plastics, which are either sold locally or transported to Israel, through Israeli brokers (based in settlements) or Palestinian traders with official authorization, where they are sold to recycling factories or sent abroad (India, China). Metal selling prices follow international market prices. (ENFRA, 2018; Arcobaleno, 2018).

Secondary materials are mainly metals (like nickel, copper and lead) and plastics, which are either sold locally or transported to Israel, through Israeli brokers (based in settlements) or Palestinian traders with official authorization, where they are sold to recycling factories or sent abroad (India, China). Metal selling prices follow international market prices. The treatment of the e-material consists in dismantling, cable processing and clean metal assembly, through a primitive process with negative impacts on the environment and human health. By-products are either sent to Tarqumya Transfer Station and/or Al Minya Sanitary Landfill or burnt or illegally dumped. However, the Green Police created by EQA managed to reduce the illegal burning and dumping by 70% - 80%.

4.11. Biodiversity and Natural Resources

Despite the small area of the state of Palestine, Its natural world is characterized by the diversity of vegetation caused by variations in geography, climate and rainfall distribution, in addition to the diversity of soil and different geology. Moreover, there are obvious contrasts in natural topography that range from areas of desert, mountainous areas reaching a height of more than 1000 meters above sea level, to the plains and coastal regions at sea level and areas 394 meters below sea level. As a result, Palestine is a natural repository full of immense wealth, including many wild plants and all kinds of organisms.

There are about 51 thousand living species (flora and fauna) in historical Palestine, constituting around 3% of global biodiversity. In the State of Palestine, there are an estimated 30,848 animal species, consisting of an estimated 30 thousand invertebrates, 373 birds, 297 fish, 92 mammals, 81 reptiles and 5 amphibians. EQA data reveal that about 2,750 species of plants have been identified in historical Palestine within 138 families, of which 261 are endemic to Palestine and 53 are special to Palestine. In the State of Palestine, there are about 2,076 plant species, of which 90 species are threatened with extinction and 636 species are recorded as very rare species. In the West Bank, there are estimated to be 391 rare plant species (20% of the total plant species in Palestine) and 68 are classified as very rare species (3.5% of the total plant species in Palestine). In Gaza Strip, there are 155 rare plant species

[36] https://www.cesvi.eu/wp-content/uploads/2019/12/SWM-in-Palestine-report-Thoni-and-Matar-2019_compressed-1.pdf

(12% of the total plant species) and 22 are classified as very rare species (1.8% of the total plant species)[37].

With regard to natural reserves, the National Spatial Plan prepared by the Ministry of Local Government (MoLG) in 2014 indicates that the total area of natural reserves in the West Bank, including East Jerusalem 51,157 hectares representing 9% of the West Bank area. They are located mainly in the Eastern slopes and Jordan River area. The Palestinians were prevented from accessing and working freely in them, which clarifies that the Israelis occupation policy of nature protection has political aims rather than those of protecting biodiversity. A portion of these reserves have been converted to Israeli settlements regime and occupation military bases and a large part were included within the annexation and separation wall. Most of the existing nature reserves in the West Bank belong to areas classified as C. Only 13 reserves (or 11.3% of the total reserve area) are within the areas classified as B.

4.12. Water Resources

The Occupied Palestinian Territory is situated in a generally hot, arid, and water scarce region that has experienced an increase in average temperatures over the past fifty years. Climate change has also modified the water cycle, altering precipitation patterns and seasons. Average monthly precipitation may fall by 8–10 mm by the end of the century and seasonal rainfall patterns may also change leading to greater aridity. Half of the Palestinian wells in the West Bank have dried up over the last 20 years.27 Climate-related hazards are projected to occur more frequently and be more severe, straining already-constrained water management structures[38].

Demand for water in the Occupied Palestinian Territory is increasing primarily due to population growth. The UN Environment Programme (UNEP) projects an annual domestic supply gap for Gaza and the West Bank of approximately 79 and 92 million cubic meters (MCM), respectively, by 2030 unless supply and service options are expanded[39].

The Israeli occupation of the Palestinian territory has increased land scarcity, territorial fragmentation, and urbanization. The occupation has also imposed restrictions on access to and control over natural resources, including water. Urban populations in the Occupied Palestinian Territory have nearly tripled in the past 25 years, contributing to a reduction of local groundwater recharge. From 1992 and 2015, the land area in the Occupied Palestinian Territory under artificial surfaces increased from 1.4 to 4.3 percent while areas under vegetation cover decreased, increasing vulnerability to extreme weather events. In Gaza this phenomenon has also reduced groundwater recharge, where built-up areas increased from 8.25 percent (1982) to 25 percent (2010)[40].

There are three primary sources of natural fresh water in the Occupied Palestinian Territory: the Jordan River, the coastal aquifer, and the mountain aquifer. Following the beginning of the occupation in 1967, Israel placed all water resources in the Occupied Palestinian Territory under its military control (Military order No.92, 1967), and prohibited Palestinians from constructing new water installations or maintaining existing installations without a military permit. These orders still remain in force and apply only to Palestinians and not to Israeli settlers who are governed by Israeli law. Mekorot, the government company operating under the Israeli Ministry of Energy and the Water Authority, assumed ownership of all West Bank water supply systems in 1982. According to information provided by the State of Palestine, the company continues to operate dozens of wells, trunk lines and reservoirs

[37] PCBS: Press Release by the Palestinian Central Bureau of Statistics (PCBS) and the Environment Quality Authority on World Environment Day (WED) about "Celebrating Biodiversity", 2020
[38] UN Human Rights Council, 2021: https://www.un.org/unispal/wp-content/uploads/2021/10/A.HRC_.48.43_230921.pdf
[39] https://wedocs.unep.org/20.500.11822/32268;p.14.
[40] https://www.un.org/unispal/wp-content/uploads/2021/10/A.HRC_.48.43_230921.pdf

in area C that abstract water inside Palestinian territory and provides service instead to the Israeli settlements in the West Bank.

Water in the West Bank is unavailable in a sufficient and continuous manner. It is estimated that nearly 660,000 Palestinians have limited access to water, 50 with 420,000 persons consuming less than 50 liters on average daily per capita, 51 which is well below the 100 liters recommended by WHO. Water shortage is a feature of life for all Palestinians, in both urban and rural areas and is directly linked to a lack of appropriate water infrastructure. Roughly 14,000 Palestinians in approximately 180 communities in Area C have no connection to a water network, are without water infrastructure, and are considered at high risk for water scarcity[41].

4.13. Wastewater

Wastewater infrastructure in the Palestinian territories has been largely neglected since 1967 as capital investments have focused on the provision of safe drinking water (PWA 2012[42]). While connection to wastewater collection networks, often old and poorly maintained, is available to the majority of localities in the Gaza Strip, it is limited to a few municipalities in much of the West Bank, mainly the large cities and refugee camps (PWA 2012, PCBS 2015[43]). The rest of the Palestinian population, amounting to over 1.5 million people including 94.5% of the West Bank's rural residents, relies on porous and tight cesspits (in 59% and 22% of localities, respectively), exposed networks (2.5%) and channels (4%) for wastewater disposal (PCBS 2015) where the latest statistics issued for wastewater are in 2015.

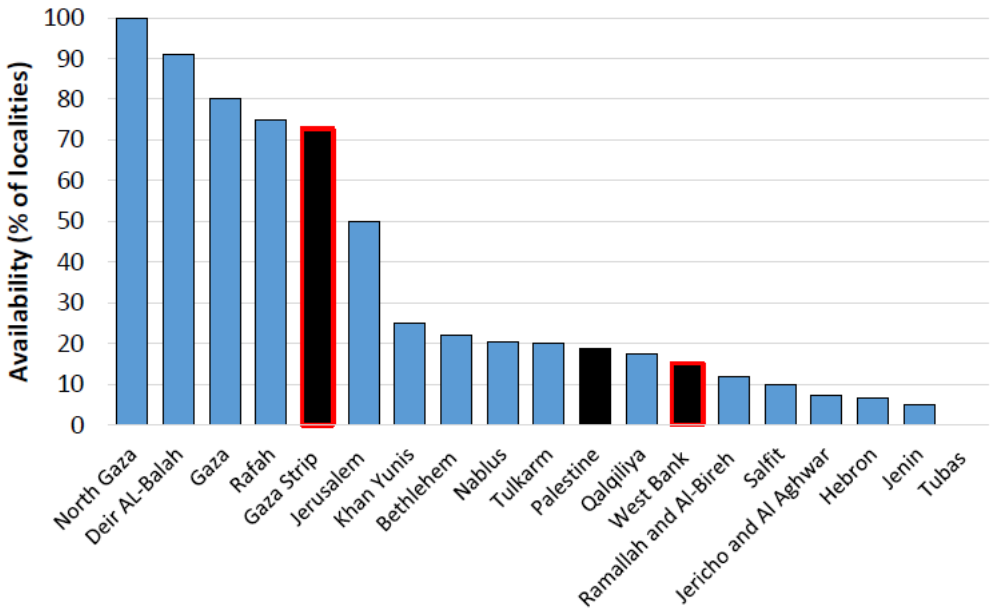


Figure 5: Availability of Wastewater Networks by Governorates (PCBS, 2015)

Given existing household connections to wastewater collection networks, the capacity for wastewater collection is estimated at around half of total wastewater produced. In 2015, over 114 million m^3 (MCM) of wastewater were produced in the Palestinian territories. Of this, an estimated 66 MCM

[41] https://www.un.org/unispal/wp-content/uploads/2021/10/A.HRC_.48.43_230921.pdf

[42] Annual status report on water resources, water supply, and wastewater in the occupied State of Palestine, State of Palestine Palestinian Water Authority, Accessed from http://www.pwa.ps/userfiles/file/%D8%AA%D9%82%D8%A7%D8%B1%D9%8A%D8%B1/Annual%20Water%20Status%20report%202011.pdf

[43] PCBS (2015). Number of localities in Palestine by wastewater disposal method and Governorate, 2015, Accessed from http://www.pcbs.gov.ps/Portals/_Rainbow/Documents/Local%2016E.htm

were produced in the West Bank, including water discharged by settlements and industrial zones, with around 48 MCM produced in Gaza. In the West Bank, around 41 MCM of wastewater is dumped annually into cesspits, and around 15 MCM is dumped straight into wadis (streams) untreated, then abstracted again and treated in Israeli wastewater treatment plants (WWTPs) inside the green line, to be reused by Israel, but paid for by Palestine. A further 6 MCM is dumped annually into local streams and not subsequently treated (Isaac and Rishmawi 2015[44]). There are six operational WWTPs in the West Bank (Al-Teereh, Al-Bireh, Al-Taybeh, Jericho, Jenin, and West Nablus), in addition to a pre-treatment plant in Tulkarm. All treatment plants are considered to be overloaded and only account for around half of the wastewater produced (PWA, 2012).

4.14. Electricity

The total supply of electricity in the West Bank is estimated at 1,100 MW. Currently, around 80 MW is generated from renewable energy sources, Jordan supplies 80 MW, and Israel supplies the remaining 940 MW. Five electricity distribution companies operate in the West Bank: the Jerusalem District Electricity Company (JDECO), which serves Jerusalem, Jericho, Ramallah and Bethlehem; the North Electricity Distribution Company (NEDCO) and Toubas Electricity Distribution Company (TEDCO), which serve the northern parts of the West Bank; and the Hebron Electric Power Company (HEPCO) and the Southern Electric Company (SELCO), which serve the southern parts of the West Bank. The Palestinian Authority (PA) has recently established the Palestinian Electricity Transmission Company (PETL), which is the single buyer of electricity from the Palestine Power Generation Company (PPGC), Israel, and other neighboring countries. In Gaza, the Palestine Electric Company (PEC), under its Gaza Power Generating Company (GPGC), operates a power station, the Gaza Power Plant, which currently operates at partial capacity only due to reliance on less efficient diesel fuel (versus natural gas) and limited funds for the purchase of diesel fuel. The full capacity of GPGC is 140 MW but often operates on 80 MW. The total demand for electricity in Gaza is roughly 500 MW. Egyptian power lines have been in operational for several years. As a result, daily electricity cuts affect water, sanitation, education, agriculture, telecommunications as well as healthcare services.

4.15. Transport

Palestine had around 63 vehicles per 1000 people in 2014 (PCBS 2014) which is relatively low compared to other nations and neighboring countries (generally above 300 vehicles per 1000 people). The total paved road network length for the West Bank and Gaza is 3,466 kilometers, with a further 461 kilometers of unpaved roads in the West Bank (PCBS 2021[45]). The figure below shows the road network in the West Bank and Gaza, with major trunk roads indicated in red and orange. In 2021, there were 300,226 private licensed vehicles in the West Bank (PCBS 2021[46]).

[44] Isaac, J. and K. Rishmawi (2015). Status of the environment in the state of Palestine 2015, The Applied Research Institute - Jerusalem (ARIJ), Accessed from http://www.arij.org/files/arijadmin/2016/Final_SOER_2015_opt_r.pdf

[45] https://www.pcbs.gov.ps/statisticsIndicatorsTables.aspx?lang=en&table_id=1452

[46] https://www.pcbs.gov.ps/statisticsIndicatorsTables.aspx?lang=en&table_id=1445

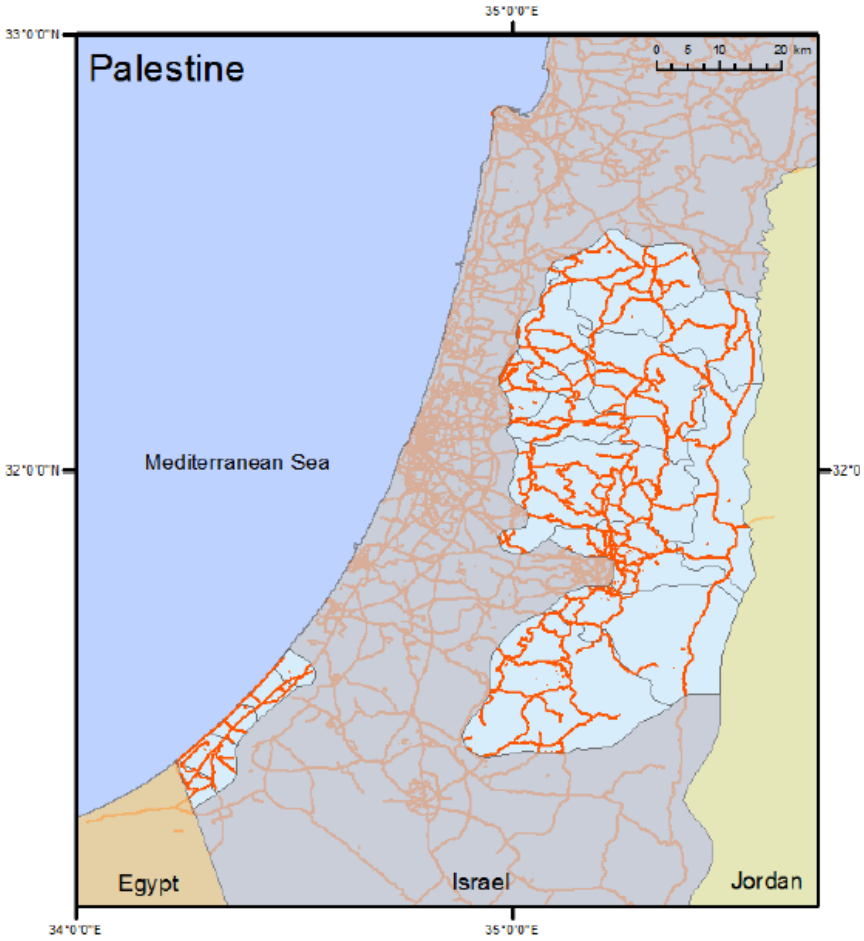


Figure 6: Road Network in the West Bank and Gaza

5. Potential Environmental and Social Risks and Mitigation Measures

5.1. Risk and Impact Assessment Methodology

The methodology should be underpinned by four key questions: prediction, evaluation, mitigation, and residual impact.

- Prediction involves identifying potential environmental and social risks and impacts that may occur during project implementation. This step requires considering the project's nature, location, scale, and duration, as well as potential changes to the environment and social context.
- Evaluation involves assessing the identified risks and impacts to determine their significance, likelihood, and magnitude. This step requires engaging with stakeholders to gain insights into potential impacts and risks.
- Mitigation involves identifying and evaluating measures that can prevent or reduce the identified risks and impacts. This step requires exploring options that are technically and economically feasible, socially and culturally appropriate, and environmentally sustainable. Mitigation measures may include changes to project design or location and implementing best practices and standards. This step shall firstly utilize prevention, and where that is not possible minimization and mitigation shall be implemented.
- Residual impact involves assessing the risks and impacts that remain after implementing mitigation measures. This step requires evaluating the residual risks and impacts' significance, likelihood, and magnitude and developing plans to manage them. Residual impacts may include changes to the environment, social dynamics, or livelihoods that cannot be prevented or fully mitigated.

The methodology should also guide the screening process by identifying project components that may have a significant impact on the environment or communities. This process involves determining which project components require further Environmental and Social Assessment (ESA) and the utilization of site specific tools that include ESMP Checklists, site-specific ESMPs, E&S Audits and E&S Corrective Action Plans, and ESIAs.

5.2. Positive Impacts

F4JIII is expected to have positive environmental and social (E&S) impacts including skills development and enhanced employment for people in the workforce, particularly women, vulnerable groups, and youth, and promoting the green economy. Project activities include skills training and employment under the Development Impact Bond (DIB, Component 1); and investment co-financing for private enterprises to expand/rehabilitate businesses under the Investment Co-Financing Facility (ICF, Component 2) across different sectors. The financed projects under the ICF will return socio-economic benefits to their local communities and the Palestinian macroeconomy overall, generating revenues and supporting the feasibility of employment-generating projects that would not have been viable without this support.

5.3. Potential Adverse Environmental Impacts and Mitigation Measures

The project activities outlined in Components 1 and 2 vary in nature, the DIB (Component 1) is limited in extent due to the scope of skill development activities it will involve. On the other hand, the project activities partially support the investment to expand/rehabilitate businesses under the Investment Co-Financing Facility (ICF) in different sectors including but not limited to agri-business, manufacturing, food processing and other business sectors. The target beneficiaries of the eligible sectors, their locations, and the scale of investment is yet to be identified. The implementation of the project is anticipated to result in adverse environmental impacts during the construction, rehabilitation, and expansion of the facilities. These effects may include but are not limited to air pollution, noise, the generation of both hazardous and nonhazardous waste, production of industrial wastewater, and occupational health and safety concerns for workers involved in construction activities.

While cultural heritage is not expected to be impacted by the project, potential impacts on biodiversity conservation will be evaluated, and possible pollution risks arising from the proximity of the project location to natural resources will be assessed. Additionally, the project's support for manufacturing process expansion may result in improper waste and industrial wastewater management, air pollution from machinery operation, land contamination from poor waste management, and insufficient capacity and compliance with occupational health and safety standards.

During operations, potential risks related to water and air pollution from machinery operation, health and pollution risks related to improper disposal or treatment of both domestic and industrial wastewater, and the generation and mismanagement of both hazardous and nonhazardous waste, including end-of-life waste from PV cells, batteries, and equipment, as well as the improper handling and disposal of fertilizers and pesticides may arise. Although the scale and spatial distribution of the project is extent, possible cumulative effects will be assessed in the ESIAs.

Social impacts are expected to be limited in terms of exclusion or inequitable access of comparatively more marginalized categories of vulnerable groups that are supported under the project (e.g., people with disabilities, women headed households, the poor, people residing in ARAs, and others), in addition to labor and working conditions (e.g., OHS, life and fire safety, and COVID-19), additionally, the project and its supported activities could result in impacts on community health and safety including GBV (SEA / SH) risks.

Given that the sub-projects to be financed under the ICF are of a strategic nature, several impacts might result in that need to be carefully examined, some of which are expected to be industry specific (e.g., e-waste from solar energy projects, pesticides in agricultural projects). However, these risks are also expected to be temporary and specific to the project site and can be mitigated by implementing best construction practices, environmentally friendly measures, and relevant mitigation strategies. Given the analysis conducted on the pool of ICF applicants under the F4J II, and the most frequently applying sectors to the F4J ICF support, industry-specific risks relevant to those sectors have been identified below:

The following presents an overview of the adverse environmental and social risks that might result from the implementation of project activities;

5.3.1. Dust, Emissions, and Impacts on Air Quality

- Relevance*: Component 2 – Investment Co-Financing Facility (ICF).*
- Relevant Environmental and Social Standards*: ESS1, ESS2, ESS3, ESS4*
- Risks: During the expansion/rehabilitation phase of sub-projects implementation, dust might be generated from civil works, transportation of materials/waste, and traffic of freight vehicles. Impacts on air quality during operation could also result from some industrial activities that include fine raw material (e.g., sand, grains), operation of machinery, and movement of vehicles where these impacts could affect public health and crops, livestock, biodiversity, and soil if propagated. The emissions may also include greenhouse gases (GHGs) from engine fuel combustion (exhaust emissions) and evaporation and leaks from vehicles (fugitive emissions). Industry specific risks related to air quality could arise, where dairy manufacturing could result in Dust and fine particulates from milk powder and other processes. Air emissions from plastics manufacturing could also include a wide range of particulate and volatile organic compounds (VOCs) depending on the manufactured products and implemented processes. Particulates and odor could result from food and beverage processing that impact OHS and community health and safety.
- Mitigation Measures: Adequate and relevant mitigation measures shall be identified and incorporated in the design of the sub-projects based on the recommendations provided in the screening and site-specific E&S management tools (i.e., ESMP checklist, E&S Audits and Corrective Action Plans, site specific ESMPs and ESIAs). For existing facilities, the air quality baseline needs to

be assessed and corrective actions with an implementation timeline will be provided. Among the general mitigation measures that have to be included for all sub-projects that pose air quality impacts;

- Comply with emissions and odor specifications listed in the industry specific EHSGs.
- Providing workers with facemasks and adequate PPEs.
- Ensure that vehicles are not overloaded and that they are covered prior to each trip to avoid spills and excess fumes from the additional load.
- Proper activity scheduling; this includes working hours and days, adhering to weather conditions (e.g., avoiding excavations on windy days) and limiting activities to the daytime.
- Depending on the soil type and physical characteristics of the site, utilize water spraying, buffers, dust nets, and screens as appropriate.
- Integrate dust filtration processes including HVAC systems, dedusters, filters and others as appropriate and ensure their identification as well as cost-integration in the design phase.
- Using maintained machinery and transportation vehicles.
- Burning of waste or disposal in random locations shall be strictly forbidden.
- Ensure that any additional requirements, equipment, or installations needed for air quality protection and mitigation are included in the E&S safeguards of the sub-project and are integrated into the design.
- Adhering to local and international air quality guidelines; Palestinian ambient air quality guidelines; World Bank General EHS Guidelines, and industry specific EHS Guidelines.
- For Plastics manufacturing, Emission control measures should be integrated in the project as early as the design phase, this should include process optimization, design considerations to reduce fugitive emissions and technology integration such as HVAC systems, filters, cyclone, or baghouse among others.
- Establish appropriate emissions monitoring procedures that include temperature and climate controls.
- Substitute the use of high content VOC compounds with products that are less volatile and utilize aqueous based coatings and aqueous based cleaning solutions
- For pharmaceuticals, Utilize gas absorption techniques including wet scrubbers, activated carbon, oxidation, catalytic incinerators, and other techniques to remove fugitive emissions
- Install filtration systems to remove particulates, utilize adequate types of filtration techniques and systems based on process type and potential particulate matter.

5.3.2. Nuisance (Noise / Vibrations)

- Relevance*: Component 2 – Investment Co-Financing Facility (ICF).*
- Relevant Environmental and Social Standards*: ESS1, ESS2, ESS3, ESS4*
- Risks*:* Strong increase in noise level is expected during the rehabilitation/expansion phase, material transportation, and construction equipment operation, in particular, during excavation, drilling, and work of various construction machinery. The impacts are expected to be lesser in magnitude and localized during the operational phase, however for some industrial activities involving the use of heavy machinery or high-capacity production lines, these impacts are expected to pertain even during the operational phase.
- Mitigation Measures: Equipment, machinery, and production lines procured must be ensured to adhere to international standards in noise. The social environment in terms of proximity to noise receptors needs to be examined to analyze the severity of the impact. Generic mitigation measures related to nuisance, noise, and vibrations include;

- Facility design must consider the sources of noise within the sub-projects' operations, production lines premises for instance have to be closed to reduce ambient noise generation.
- Ensure that equipment and machinery procured adhere to noise standards set by EQA (PS 840-2005) as well as other international best practices for noise guidelines such as NIOSH recommendations[47] and OSHA 1910.95 (a)&(b) regarding exposure periods to the different noise level.
- Ensure that heavy machinery or any noise-producing activities are prohibited from 8 PM till 7 AM and all-day during Fridays and any public and local holiday unless approval has been obtained by the local authorities.
- Equipment and machinery have to be maintained periodically per the manufacturers' recommendation to avoid wears which usually results in higher noise levels.
- Implement the SEP for each sub-project, informing stakeholders and local communities of sub-project activities, and expected working schedules and understanding any concerns they have to formulate adequate mitigation measures.

5.3.3. Impacts on Water Resources

- Relevance: *Component 2 – Investment Co-Financing Facility (ICF).*
- Relevant Environmental and Social Standards: *ESS1, ESS3, ESS6*
- Risks: The nature of the sub-project, its location, available water resources on-site (surface/groundwater), the type of operations, and the required consumption of water will determine the extent, severity, and magnitude of impacts on water resources and the potential of water pollution. With the leakage of fuels and lubricants from construction machinery, stored waste, petroleum products, and chemicals can pollute the soil, penetrate into groundwater, or drain into wadis. Maintenance and cleaning of construction machinery and mechanisms can lead to water pollution. During the rehabilitation and expansion phase, wastewater generated due to the existence of large numbers of workers without proper facilities could also pose risks to soil and water resources. In the operational phases of subproject, the discharge of untreated wastewater from industrial facilities pose significant risk to natural environment and health of communities.
- Mitigation Measures: impacts on water resources and the potential of causing water resources pollution has to be individually assessed for each investment sub-project. The physical characteristics of the area such as soil type, the sensitivity of the site to groundwater pollution, the depth of the water table, and the existence of surface water resources have to be assessed in line with the proposed activities and the potential impacts that could arise. Noting that any site that has low resistance to groundwater pollution will not be financed under the project. The method of identifying the resistance of land to groundwater pollution will depend mainly on the Geographic Information System (GIS) of the Ministry of Local Government (MoLG), known as Geomolg: https://geomolg.ps which contains layers on resistance of groundwater pollution. The data will also be cross-referenced with available literature, surveys, and soil and geotechnical available studies to assess the proposed sites. The generic measures to mitigate impacts on water resources are the following;
  - Ensure adherence to the World Bank's ESS3, EHS General Guidelines, and EHS industry specific Guidelines in terms of ambient water quality, availability, and water conservation.
  - Adhere to national laws, legislations, and specifications related to industrial wastewater and discharge, especially PSI's Standards (PS-227-2010) and Cabinet Decision No. 16 of 2013 regarding connecting residences and facilities to the public sewer network.

[47] https://www.cdc.gov/niosh/topics/noise/default.html#:~:text=The%20NIOSH%20Recommended%20Exposure%20Limit,this%20level%20are%20considered%20hazardous .

- Ensure the adherence to the mitigation measures relevant to industrial wastewater discharge as detailed in section 5.3.9. on wastewater.
- Integrate water run-off prevention engineering into the facility design.
- Ensure that workers during the rehabilitation/expansion phase are provided with adequate washrooms, temporary if needed and that the disposal is conducted in liaison with the local municipality to the nearest wastewater treatment plant.
- For factories and facilities with high water consumption, and / or high wastewater generation, assessment of the resources will be included under the technical studies (feasibility Studies) where to ensure implementing efficient water management plans that include strategies for reducing water consumption, optimizing water usage, replacement of water-based processes with other dry processes if possible, minimizing water pollution, and in with regulatory requirements. Where such assessment will be conducted under the feasibility studies as well to ensure that these measures can be cost-efficient and practical to implement.
- Implement water reuse/recycling programs to reduce water consumption and minimize their impact on water resources, these results in reducing discharge of wastewater and the subsequent associated risks.
- In operational phases, wastewater produced from operations shall be assessed and site-specific mitigation measures shall be implemented to ensure mitigating impact of discharged effluent to groundwater and biodiversity.
- Improve production processes to reduce their water consumption and minimize the amount of industrial wastewater they produce. For example, they can implement closed-loop systems that recycle water within the production process.
- Ensure that any oils, lubricants, chemicals, or waste are stored in closed containers and barrels in dedicated storage locations. Barrels must be disposed of in liaison with the local municipality.

5.3.4. Impacts on Energy Consumption

- Relevance: *Component 2 – Investment Co-Financing Facility (ICF).*
- Relevant Environmental and Social Standards: *ESS1, ESS3*
- Risks: Investment sub-projects supported under the ICF component are expected to include industrial projects that could have relatively large use of energy and utilities, this varies depending on the project's sector and nature of activities. Some industries require heavy energy consumption more than others, where dairy production, and food and beverage processing result in large demand for energy.
- Mitigation Measures: energy use efficiency must be ensured during sub-project design and implementation in line with ESS3 and General EHS guidelines on Energy Conservation Projects that are expected to consume energy or utilities in a manner that impacts the community's share of resources will be excluded from financing. The following should be considered during the sub-projects design and operation;
  - Stakeholder engagement with relevant authorities including the municipality, electricity distribution company, and PENRA must be conducted to ensure their ability to meet the sub-projects' demand.
  - For high energy demand projects, energy efficiency methods shall be studied, analysis of different components, and a justification for the use of the selected machinery, equipment, and tools compared to others in terms of energy efficiency to be provided.
  - Site-specific renewable energy options to be studied and integrated as possible.
  - Energy efficiency audits to be conducted for existing facilities with high energy consumption.
  - Integrate cooling standards in facility design to ensure reduced energy demand and heat losses.

5.3.5. Impacts on Biodiversity

- Relevance: *Component 2 – Investment Co-Financing Facility (ICF).*
- Relevant Environmental and Social Standards: *ESS1, ESS6*
- Risks: The ICF project is set to carry out its activities in various locations in West Bank and Gaza, which are yet to be determined. Potential areas could include licensed industrial zones, as well as urban, semi-urban, and areas of agricultural and biodiversity significance. It is possible that biodiversity conservation may be affected, depending on how close the project facility is to natural resource areas and those with high biodiversity value. However, deforestation is not expected to occur during agribusiness activities. There may be low risks of tree-cutting in areas with low biodiversity value during the construction or rehabilitation of industrial facilities. sites must be examined to ensure that they do not contain any sensitive or protected species. Any site that is located within protected areas, contains protected species, or has an area of influence extending to natural biodiversity, protected, or biologically sensitive areas will be excluded from financing. During construction, the necessary earthwork for construction can damage the vegetation cover and lead to the cutting down of trees and plants, many of which could be habitats for different faunistic species. Carriers for building materials and disposal of excess material and waste can disturb the animal world, including affecting the natural habitat. However, since all works will be performed mainly on developed territory, significant negative impacts on biodiversity or natural habitats are unlikely. Different potential impacts such as major land use changes, soil contamination due to pollution of water or soil resources, introduction of invasive species, resource depletion could lead to impacts associated with biodiversity and natural habitats.
- Mitigation Measures:
    - Conduct a thorough literature review within the proposed E&S management tool for the sub-project to assess its baseline conditions and area of influence in terms of biodiversity.
    - Ensure consulting the MoA, EQA, MoLG, Municipality, and local communities to verify whether the site might contain any protected or endangered floristic or faunistic species.
    - Apply mitigation hierarchy approach as needed under the site-specific ESMPs, Audits, and ESIAs in accordance with ESS6.
    - Ensure the inclusion of sustainable land use practices especially for agricultural projects such as conservation tillage and crop rotation.
    - Reduce the use of chemicals and ensure the use of GIIPs related to different resources and operations to ensure minimizing impacts on resources that could indirectly result in impacts to biodiversity.

5.3.6. Construction Waste from Rehabilitation and Expansion of Sub-projects

- Relevance: *Component 2 – Investment Co-Financing Facility (ICF).*
- Relevant Environmental and Social Standards: *ESS1, ESS3*
- Risks: construction debris, packaging waste, soil, stones, cut trees, and bushes are examples of waste expected to be generated during the expansion/rehabilitation of sub-projects.
- Mitigation Measures:
    - construction waste will be removed on a timely basis and disposed of properly at approved landfills in liaison with local municipalities, EQA, MoLG and relevant authorities.
    - Segregation practices shall be implemented, construction waste and different types of waste shall not be mixed and shall be separately stored in dedicated locations until transported for disposal.
    - In liaison with EQA, MoA, and the relevant authorities, topsoil reuse, if generated from land clearing, shall be investigated rather than disposed of.

5.3.7. Municipal Solid Waste

- Relevance: From Occupational Training (Component 1 – DIB) & from Operations of Investment Sub-Projects (Component 2 – ICF)

- Relevant Environmental and Social Standards*: ESS1, ESS3, ESS6*
- Risks: Through the DIB component, vocational and technical training are anticipated in order to build job seekers' capacity and match them with the required skills needed in the labor market. Such training might include theoretical and practical methods. Vocational and practical training might involve the use of material (e.g., Carpentry, smithing) that will result in waste throughout the process. While the volumes are not expected to be substantial, relevant management measures are needed to ensure that any resulting waste is disposed of in a safe manner. Additionally, under the ICF component, the operations of facilities are expected to result in solid waste, the volumes of which vary depending on the scope of activities and sizes of facilities. Specific industries such as food and beverage typically results in significant volumes of organic waste that could lead to potential impacts on food safety and hygiene
- Mitigation Measures: as the types of vocational training to be conducted under component I are not yet clear, and the sectors, activities, and scope of investment sub-projects cannot yet be determined until the Call for Applications is open, waste management measures shall be identified in the site-specific E&S management tools to ensure safe disposal of waste. Generic mitigation measures for both components include;
    - Depending on the results of the activity and site-specific E&S assessment and screening, waste management measures shall be included in the E&S management tools. For activities expected to result in significant production of solid waste, site-specific waste management plans shall be prepared.
    - ESS3 and the General EHS Guidelines on waste management shall be adhered to. Industry-specific EHS Guidelines shall also be applied if applicable.
    - Waste minimization, reuse, and recycling shall be explored.
    - Minimize solid waste production by integrating GIIPs in the manufacturing process.
    - Waste should be disposed of in accordance with the requirements of the General EHSGs for industrial waste. Additionally, liaison and coordination with relevant authorities should be instated.
    - Waste segregation shall be implemented, and municipal solid waste shall not be mixed with other types of waste.
    - Proper stakeholder engagement in line with the SEP shall be implemented to liaise for adequate disposal of resulting waste with the relevant stakeholder's requirements and recommendations.
    - The open burning of waste or its disposal in random landfills shall be strictly prohibited.
    - Minimize inventory storage time to avoid losses of products and raw material.
    - Segregate solid waste and store it in separate locations to avoid contamination.

5.3.8. Generation of Hazardous Waste

- Relevance*: Component 2 – Investment Co-Financing Facility (ICF).*
- Relevant Environmental and Social Standards*: ESS1, ESS2, ESS3, ESS4, ESS6*
- Risks: While this risk might be considered industry-specific, and its magnitude will depend on the type of activities/industries the sub-project aims to establish, small quantities of hazardous waste can also be generated mainly from the vehicle maintenance activities (liquid fuels; lubricants, hydraulic oils; chemicals, such as anti-freeze; contaminated soil; spillage control materials used to absorb oil and chemical spillages; machine/engine filter cartridges; oily rags, spent filters, in addition to e-waste that is categorized as hazardous waste per the PEL pharmaceuticals waste, empty pesticides and chemical containers and other sources). It is imperative that such waste is responsibly disposed of to avoid adverse environmental, human health, and aesthetic impacts. Inappropriate disposal of these wastes can lead to soil and water contamination as well as health hazards for the local communities, livestock, and biota. Impacts on biodiversity and natural resources could result from improper management and disposal of hazardous waste, where potential impacts include the contamination of soil and water and poisoning of wildlife either

directly or indirectly due to the presence of chemicals in food chain and water resources, While the aforementioned are general sources of hazardous waste that could be associated with the majority of expected sub-projects, hazardous waste sources that are industry-specific should also be examined, depending on the types, amounts, and constituents of the hazardous waste. Industry specific impacts relating to waste could also arise, where for example in dairy products manufacturing, grid and filter residues, waste products, packaging waste, and others could carry biological matter and pathogenic microorganisms that could pose risks to handlers and to community's health and safety. Pharmaceutical industries typically result in significant quantities of residual waste, these could include spent solvents, reactants, acids, bases, metal waste, filter cakes and others, of which many constituents could be considered hazardous. Moreover, agribusinesses and agricultural projects entail the use of pesticides, which carry environmental and health impacts if proper management is not considered especially for empty containers.

- Mitigation Measures: relevant measures should be implemented through liaison with the relevant authorities for treatment and disposal (i.e., MoLG, EQA, local municipal councils, local landfills);
    - Implement the General EHS Guidelines on Hazardous waste management, ESS3, Palestinian Hazardous Waste Management system, and relevant GIIPs related to the specific hazardous material and waste being managed, these include WHO and OSHA guidelines.
    - Adhere to the EHSGs for Pharmaceuticals and Biotechnology Manufacturing
    - a hazardous waste management plan should be developed for sub-projects that are anticipated to generate hazardous waste as a result of their operations.
    - Hazardous material safety datasheet has to be followed.
    - Site-specific OHS plan shall take into account the nature of hazardous waste and its handling and management requirements. The Emergency response procedures developed shall also include specific measures for incidents involving hazardous waste.
    - The Civil Defense, EQA, municipality, and other relevant stakeholders must be consulted on the requirements of managing and disposing of hazardous waste.
    - Workers and visitors shall be provided with adequate PPEs.
    - Hazardous waste shall be stored in specific separate locations and have to be clearly marked with their content and frequent inspections have to be conducted.

5.3.9. Generation of domestic and Industrial Wastewater

- Relevance*: Component 2 – Investment Co-Financing Facility (ICF).*
- Relevant Environmental and Social Standards*: ESS1, ESS3, ESS4, ESS6*
- Risks: Production facilities under the ICF component could result in varying amounts and types of wastewaters. For example, dairy production facilities could result in substantial production of wastewater that contains hazardous substances. Further specific risk related to industries: (Dairy Industry) High pollution levels from Wastewater: due to the presence of organic compounds and milk solids, dairy processing untreated wastewater typically possess high organic content, biological oxygen demand (BOD) and chemical oxygen demand (COD). Such wastewater could carry pathogens. From (Pharmaceutical industry): (Wastewater streams depend on the implemented processes and could include chemicals, spent acids, caustic water, condensed pollutants among others. These waters have high total suspended solids (TSS), COD, BOD and PH. (Plastic Industry): Produced wastewater quality and constituents depend on the process type and raw material used. However this industrial wastewater could contain solvents, oils, water soluble and insoluble organic compounds. Additionally, cooling water could disrupt the water temperature in the receiving streams which result in environmental impacts in addition to disrupting the treatment process at the receiving plant.. (Food and Beverage Processing): Wastewater from beverage processing could include significant BOD and COD.
- Mitigation Measures:

- The design of facilities shall ensure adherence to national standards in terms of effluent quality, in addition to applying ESS3 and World Bank's General EHS Guidelines on wastewater and water quality.
- Commit to the effluent levels indicated in the EHSG for Dairy Production.
- Implement the General EHSG in terms of wastewater quality
- Implement the guidance provide in the EHS Guidelines for dairy processing[48]
- Ensure integrating an onsite wastewater treatment facility and establish testing frequency for effluent to ensure adherence to wastewater quality requirements.
- The establishment of on-site wastewater treatment facilities shall be examined depending on the scope of the activities proposed.
- Physical and social characteristics of the site shall be studied, such as the proximity of water resources, communities, soil type, the existence of wastewater network, and other aspects to which the produced wastewater could pose negative impacts.
- In relevant industries, and where possible, dry processes shall be studied to replace water and reduce wastewater generation.
- Ensure that industries adhere to national legislations in terms of disposal wastewater either to the general wastewater network or if not connecting to the wastewater network, especially decision No.16 of 2013.
- During rehabilitation/ expansion activities, adequate washroom facilities shall be provided to workers.
- For Plastics Manufacturing, Install activated carbon filters to remove finishing material from contact water.
- Substitute persistent and organic based chemicals for organic and biodegradable water-based material For pharmaceuticals, Implement gas stripping, when possible, to remove volatile compounds from wastewater.

5.3.10. Life and Fire Safety Risks

- Relevance: Applicable to Both Project Components. (Component 1–DIB & Component 2- ICF)
- Relevant Environmental and Social Standards: *ESS1, ESS2, ESS4*
- Risks: The gathering of trainees under the DIB component in training halls and workshops carry risks of life and fire safety. For the ICF component, industrial and commercial activities and incidents could cause fires and pose substantial risks to communities' health and safety. While the exact nature of fire hazards depends on each sub-project, the site-specific characteristics, and their type of industry, fire hazards constitutes of all factors present in a building that can cause ignition (start a fire) including the potential of uncontrolled reactions. The fire hazard can cause a partial or complete collapse of facilities and incapacitation of operations.
- Mitigation Measures: All existing buildings and facilities should implement Life and Fire Safety requirements by incorporating all local building codes and fire department regulations. The General EHS Guidelines contain measures on Fire and Life Safety that need to be adhered to. For proposed facilities, L&FS measures in accordance with the local building codes and fire department regulations (Civil Defense) shall be incorporated. Additional general mitigation measures include;
    - All facilities should have clearly marked emergency exits, fire extinguishers, alarm systems, sprinklers, and other firefighting equipment and tools necessary to mitigate any fire risks and protect the safety of the trainees.
    - install safety and warning signage around the facility and dedicate emergency assembly points.
    - Insurance of trainees and workers against injury
    - Civil defense shall be consulted through the engagement processes of sub-projects.

- ICF Subprojects design shall design facilities adhering to life and fire safety national, and international best practices and the relevant requirements for life and fire safety per the General and Industrial sector ESHG
- National requirements including local building codes and civil defense licensing and instructions shall be adhered to and audited.
- Ensure that life and fire safety aspects are addressed during all phases of the subprojects.
- DIB activities to implement and ensure the adherence of life and fire safety requirements per national laws, legislations, and guidelines.

5.3.11. Traffic and Road Safety

- Relevance*: Component 2 – Investment Co-Financing Facility (ICF).*
- Relevant Environmental and Social Standards*: ESS1, ESS2, ESS4, ESS10*
- Risks: Traffic and vehicular movements could cause impacts on both workers' and communities' health and safety. During the expansion/rehabilitation phase, the constant movement of heavy machinery and vehicles exposes workers to accidents. Additionally, vehicles could cause localized traffic depending on the area and available road conditions, and infrastructure. Improper parking and leaving vehicles or machinery on site could lead to obstructing access.
- Mitigation Measures: During the rehabilitation and expansion efforts will be made to minimize the time spent on construction vehicles and trucks on the roads, in order to prevent any incidents or damage to property. The proper organization of traffic will prevent negative impacts on traffic. The following are generic mitigation measures that should be applied to all supported sub-projects;
    - Drivers will be warned that they should move with caution. Speed restrictions in work areas and road traffic with heavy machinery will also be regulated, and speed limits for dirt and narrow roads shall be set.
    - Ensure continuous and regular maintenance of machinery and vehicles in accordance with local transport codes and manufacturers' recommendations.
    - Based on the site-specific traffic patterns, schedule vehicle movements to avoid peak and rush hours.
    - All vehicles shall be equipped with safety equipment per the local transport code.
    - Inform local communities about traffic movement plans and times of expected high traffic, ensure that appropriate consultation and engagement is being conducted with the local communities
    - Safety signs should be visible on the roads traversed by the project's vehicles.
    - In works requiring installations or activities close to public roads, sufficient warning signs in the local language should be installed, depending on the activity and traffic in the area, traffic controller should be on site to direct traffic and warn pedestrians.

5.3.12. Occupational Health and Safety

- Relevance: Applicable to Both Project Components. (Component 1–DIB & Component 2- ICF)
- Relevant Environmental and Social Standards*: ESS1, ESS2, ESS4*
- Risks: Under component 1 of the project, vocational training could be of various types and will include training on the use of tools and equipment which could pose an injury risk, repeated movements that could cause physical injuries, use of electrical equipment or training involving electrical works pose electrocution risks. Other injury risks include, but are not limited to, cuts, bruises, abrasions rotatory equipment risks, fire risks, COVID-19 exposure, and slip and fall. As such, relevant occupational health and safety procedures need to be developed for the training component of the project, which service providers must adhere to, which have to include emergency response and incident reporting procedures.

  Under component 2, Potential impacts associated with occupational health and safety vary depending on the types and sectors of supported projects under the ICF, and the different phases

of the project (I.e., Rehabilitation and expansion/operation). General OHS risks include physical injury, rotating equipment, use of heavy machinery, exposure to noise, exposure to dust, exposure to chemicals, fire risks, electrocution, traffic incidents, slip and fall, exposure to COVID-19, and heat strokes among others. Institutional capacity and monitoring of both subproject companies add to the risks associated with OHS. Despite MoL's efforts to update the laws and regulations related to OHS, especially with the issuance of the new Law No.3 of 2019 on OHS supervisors and committees at the work place, other regulations and legislations remain outdated and in need of update to ensure adequate coverage of OHS topics at different workplaces and industries. Additionally, while these laws are expected to be enforced, the enforcement is weak, where there are not enough inspectors and site visits conducted to verify adherence to the various laws and regulations, leading to a lack of accountability, and hence unsafe working conditions. Moreover, trainings on OHS and capacity building are not typically conducted unless at large scale institutions. Despite the requirements under the laws discussed in chapter 3, there are still no adequate logs or reports of workplace incidents, injuries, and accidents.

- Mitigation Measures: During the screening of sub-projects and depending on the activities envisaged for the financed activities, relevant mitigation measures and management tools will be identified and developed. General OHS mitigation measures that have to be integrated for activities under the DIB and ICF components include;
    - Subproject proponents and service providers should develop occupational health and safety plans for their respective activities based on the outcome of the E&S screening.
    - OHS risks and hazards shall be identified and assessed during subprojects' preparation or audited for existing facilities. OHS plans for subprojects under the ICF shall insure compliance with national laws and the World Bank EHS General and Industry Specific Guidelines.
    - Projects shall adhere to ESS2, General EHS Guidelines related to occupational health and safety, industry-specific EHS Guidelines and their OHS measures, labor law, MoL instructions and legislations on OHS, and GIIPs relevant to OHS for each sector.
    - Trainees under the DIB and workers in the ICF must be insured against injury.
    - OHS plans shall appropriately address emergency response procedures and incident reporting requirements.
    - Workers and trainees have to be provided with adequate PPEs as required.
    - Facility designs for sub-projects under the ICF have to ensure taking the health and safety aspects into consideration, through adequate ventilation, temperatures, risks of tripping, and other aspects.
    - Workers' Grievance mechanism has to be active and effective to facilitate raising any OHS concerns.
    - First aid kits have to be accessible on-site and to be renewed based on manufacturers' recommendations.
    - Site-specific OHS existing capacity and required OHS capacity-building measures have to be identified, these include appointing an OHS officer / focal point, training, awareness workshops, and industry/activity-specific OHS training.
    - Ensure that all OHS hazards are properly labeled and warning signs in Arabic are installed.
    - OHS monitoring, injury logs, and PPEs inspections shall be part of the periodic monitoring conducted for subprojects.

5.3.13. Visual Impacts

- Relevance: *Component 2 – Investment Co-Financing Facility (ICF).*
- Relevant Environmental and Social Standards: *ESS1, ESS3, ESS4, ESS6*
- Risks: Financed projects under the ICF aim to add value to local communities and the economy. Improper and poor craftsmanship in the construction and operation of financed projects cause

negative aesthetical impacts, other discussed impacts such as waste generation, wastewater, and traffic could lead to adding to negative visual impacts.

- Mitigation Measures: Relevant measures for each sub-project will be developed to ensure that the establishment and operation of these investments do not pose negative impacts on their physical and social environments. While visual impacts are closely related and result from the other identified risks, the following are general mitigation measures that should be applied;
    - Continuous and daily housekeeping of the site during all project phases.
    - Waste is to be collected in their designated containers; no open laying waste should be left on site.
    - Continuous maintenance of paint and facilities.
    - Study Installing green fencing where applicable.
    - Remove unused equipment and machinery and store them in their designated location.

5.3.14. Historical and cultural heritage impacts

- Relevance: *Component 2 – Investment Co-Financing Facility (ICF).*
- Relevant Environmental and Social Standards: *ESS1*
- Risks: No tangible or intangible cultural heritage will be impacted by the project activities, the project is not expected to trigger ESS8. Subprojects that impact tangible and intangible cultural heritage shall not be supported per the exclusion list under chapter 6.
- Mitigation Measures: Examination of each sub-projects' tangible and intangible cultural and historical value will be examined. However, chance-find procedures are developed for the F4J III and are included in the ESMF in the rare case that previously unknown physical heritage artifacts are found.

5.4. Adverse Social Impacts and Mitigation Measures

The project will have overall positive social and socio-economic impacts by addressing the workforce needs of the private sector, supporting the development of private enterprises, and supporting skills development and employment opportunities, particularly for vulnerable and marginalized groups such as women and youth. The project will not result in any risks related to involuntary resettlement and any land requirements (temporary or permanent) for investments to be financed under the project will be met through lands that are state-owned or owned by private companies. In general. the social risks are limited in nature and scale, and are expected to include the following;

5.4.1. Risk of Exclusion or Inequitable Access of Marginalized / Vulnerable Groups

- Relevance: Applicable to Both Project Components. (Component 1–DIB & Component 2- ICF)
- Relevant Environmental and Social Standards: *ESS1, ESS4, ESS10*
- Risks: While the project aims to benefit vulnerable groups, including women and youth; there is a possibility that certain sub-groups within these categories, such as persons with disabilities, women-headed households, the poor, people in Area C, Bedouin communities, communities in Access Restricted Areas, and those residing in rural or remote locations, may face social exclusion or unequal access to project benefits. This is due to a lack of focus on these groups in the design of training activities under component 1 of the project, inadequate consultation with vulnerable groups, and limited availability of information in user-friendly or contextually appropriate formats about the nature, availability, and means of accessing project benefits and services under Components 1 and 2, such as skills development training, co-financing grants, and job opportunities.
- Mitigation Measures: A project SEP has been prepared and consulted on and publicly disclosed. A commitment to implement the SEP throughout the Project is included in the ESCP. The ESCP also includes the condition for updating the SEP, as required, during project implementation. the PIA

established a GM under the previous phases of the F4J projects and this GM will also be used for F4JIII. In November 2020, the project GM Manual was updated to also include complaints filing measures to minimize risk of exposure to COVID-19, channels for accepting GBV/SEA/SH related complaints and anonymous complaints. Special referral pathways for addressing GBV/SEA/SH complaints have also been identified in the GMs for beneficiaries and workers, and service providers (governmental and non-governmental) for GBV/SEA/SH survivors will also be identified across project locations. Finally, the ESO will be responsible for management of the GMs and if required, will receive training to implement the GM effectively throughout the life of the project. Simple guidelines for potential users, including uptake channels, contact details, timelines etc., will be available in Arabic on the webpages of the PIA and any information dissemination systems of beneficiaries implementing sub-project activities. A description of the beneficiary and workers GMs is included in the Project SEP, and the ESO will communicate GM details to project beneficiaries and workers during stakeholder engagement activities and consultations and through appropriate methods.

- The SEP includes;
    - methods and techniques for engagement with PAPs, OIPs, and vulnerable and marginalized groups.
    - Grievance mechanism with accessible and effective uptake channels to provide a platform for them to raise any concerns.
    - Disclosure of information requirements so project stakeholders, especially vulnerable and marginalized groups, could have easy access to project information.
    - Establish robust monitoring and evaluation systems to track the distribution and impact of project benefits across different groups, particularly the marginalized and vulnerable of them.
    - In line with the SEP, establish partnerships and collaboration with NGOs, INGOs, CBOs and other organizations that are involved with marginalized and vulnerable groups to ensure proper information dissemination, reaching the largest spectrum possible of project beneficiaries and marginalized groups, and ensure engaging with them throughout the project lifecycle.
    - Implement targeted outreach activities for specific vulnerable and marginalized groups with whom traditional communication and engagement methods might not prove as effective. The project should be proactive in its inclusion and engagement measures.

Finally, the F4J III's overall design aims to ensure that inclusion of different stakeholders, particularly vulnerable and marginalized groups is achievable, this will be constantly validated through the implementation of stakeholder engagement and consultation activities in line with the SEP. F4J III will not have priority sectors and will target all sectors expect for except for those under construction, real estate, trade, and retail sectors. Other Interested Parties (OIPs) include (but are not limited to): ministries and government agencies (e.g. Ministry of Labor, Ministry of Finance, Ministry of National Economy); Local Government Units; Civil Society Organizations; INGOs associated with skills development / vocational training; trade unions and professional associations; organizations working on gender, including GBV, SEA/SH; cash for works programs; universities and applied colleges; and the press and media.

5.4.2. Gender Based Violence (Sexual Exploitation and Abuse / Sexual Harassment)

- Relevance: Applicable to Both Project Components. (Component 1–DIB & Component 2- ICF)
- Risks: Under component 1 of the project, training and capacity building will be provided to support employment opportunities, particularly for vulnerable and marginalized groups such as women and youth. The project will target that women will comprise around 30% of the beneficiaries. As such, having these groups, particularly women, exposes them to GBV (SEA / SH) risks. For Component 2 (ICF), vulnerable groups are exposed to GBV risks throughout the sub-projects' lifecycle, during

rehabilitation and expansion activities the local community is at risk especially if works are conducted near sensitive areas such as schools or universities, and at the project site itself between workers or management. During operations, interactions with the public or at the workplace itself present risks of GBV. The Project's SEA/SH rating has been determined as 'moderate' using the Bank's SEA/SH risk screening tools.

- Mitigation Measures: The risks of SEA/SH will be assessed, and mitigation measures put in place during the screening of each sub-activity. General project mitigation measures include;
  - The project's GM will include special referral pathways for the GBV complaints and grievances, including grievances on SEA and SH. Channels to accept and respond to GBV grievances, while maintaining high confidentiality, will be communicated to the project's affected parties during the consultation meetings and throughout the project implementation.
  - Project direct contracted, and primary suppliers' workers are obliged to sign the CoC which contains required conduct and adherence to the prevention and report of GBV incidents.
  - Workers' GM highlighted in the LMP will also include measures and referral pathways for reporting GBV grievances.

5.4.3. Labor and Working Conditions

- Relevance: Applicable to Both Project Components. (Component 1–DIB & Component 2- ICF)
- Relevant Environmental and Social Standards: *ESS1, ESS2, ESS10*
- Risks: The project activities will involve direct workers (PMU staff); contracted workers engaged with sub-projects under the ICF and service providers under the DIB; and primary supply workers (i.e. workers of suppliers who, on an ongoing basis, directly provide goods or materials essential for the core functions of the project). Risks associated include terms and conditions of employment that are not in accordance with the requirements of national law and ESS2. In addition to the risk of stress, fatigue, or burnout of staff of the PIA and F4J Consulting due to overworking to manage the excessive demand and large numbers of applicants. Additional risks associated with sub-projects, especially in sensitive and marginalized areas (e.g., Area C, ARAs, and Gaza Strip) include workers involved in sub-projects, especially through contractors receiving wages that do not adhere to the Palestinian Minimum Wage requirements. Additionally, the project particularly under the ICF component for subprojects in remote and inaccessible areas might entail risks of child labor, child labor risks could be present in primary suppliers' workforce through the supply chain . Forced labor on the other hand is not identified as a labor risk associated with the F4J III project as forms of forced labor as defined in ESS2 are not typical labor risks in the Palestinian labor market. Gender Based Violence (GBV) risks including Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) could be present in both components of the project. Under the DIB component, training activities and the gathering of youth, particularly women could pose them to SEA / SH risks, similarly, the ICF component through the support provided to subprojects could result in SEA / SH risks in workplaces, especially factories and the creation of employment opportunities. GBV (SEA / SH) risks associated with the project could entail exploitation in return for employment and training opportunities, and harassment and abuse in the workplace.
- Mitigation Measures: A stand-alone project LMP will be prepared and will cover an assessment of potential labor related risks; an overview of labor regulations, policies and procedures; OHS measures in accordance to the WBG Environmental, Health and Safety Guidelines (General and the relevant for the Industrial Sector); an assessment of and plan to prevent GBV/SEA and SH proportionate to the level of risk; contract terms and conditions; working age regulations; the Ministry of Health and the World Health Organization (WHO) guidelines in response to COVID-19, and other requirements of ESS2. The LMP will be prepared, consulted on, reviewed and cleared by the Bank and disclosed by one month of project effectiveness.

- The ESO will review contracts to ensure that the terms and conditions of all project workers are in accordance with the requirements of national law and ESS2 as indicated in the LMP.
- A workers' GM, including special features for handling SEA/SH complaints, will be implemented for F4JIII and details of this GM will be included in the LMP.
- The project's workers will be able to lodge their complaints, concerns, and difficulties to the Workers' GM. The workers' GM should include clear and effective uptake mechanisms and procedures for registering, managing, and referring GBV (SEA / SH) related grievances. Confidentiality and anonymity should be clearly stated in the GM. The same should be available in the project-level GM.
- Develop the LMP with a clear overview of potential labor and their types associated with the project to understand and have a clear view of labor associated risks
- Clarify terms and conditions of labor and employment in line with the ESF and national legislations, include monitoring on labor and working conditions in periodic monitoring reports.
- Develop Code of Conducts for each subproject and ensure that all workers have read, understood and signed them. Provide orientation sessions and trainings for workers as part of the capacity building activities for subprojects. The CoC should include provisions on GBV (SEA / SH) explaining the terminology, providing examples, establishing reporting requirements and procedures, and introducing penalty clauses.
- Training and capacity building activities both on the project and subprojects' level should include definitions of GBV (SEA / SH), mitigation measures, GM, CoC, and reporting requirements.
- Include labor and working conditions in trainings and capacity building activities.
- To mitigate child labor, the project will commit to the PLL as it provides a more stringent age definition (15 years) than the ESF (14 years).
- The MoL will be involved and engaged throughout the project implementation and subproject preparation to introduce them to new project and ensure that their requirements under the PLL and relevant ministerial decrees are being met.
- Monitoring systems will be put in place particularly for remote and inaccessible areas in liaison with MoL to ensure that workers are within the legal age limit and adherence to age limit per industry type is being committed to in line with Ministerial decision (No.1) of 2004 on hazardous occupations where minor's labor is prohibited.
- The project will request logs of employment including age and gender to verify during monitoring visits.

5.4.4. Inadequate Consultations with Project Stakeholders

- Relevance*:* Applicable to Both Project Components. (Component 1–DIB & Component 2- ICF)
- Relevant Environmental and Social Standards*: ESS1, ESS4, ESS10*
- Risks: Inadequate stakeholder engagement could lead to a lack of understanding of the local social context and community needs. This may result in the exclusion or marginalization of certain groups, such as women, youth, and people with disabilities, who may face additional barriers to accessing employment opportunities. This could lead to social tensions, conflicts, and grievances that may affect the project's success. Inadequate stakeholder engagement could also result in a lack of accountability and transparency in the project's implementation. This could lead to a lack of trust among stakeholders, including local communities, civil society organizations, and government authorities, and result in delays or conflicts in the project's implementation, also. limiting the participation of relevant stakeholders, such as local communities, civil society organizations, and government authorities, in decision-making processes related to the project's implementation. Additionally, and especially under the ICF component, inadequate stakeholder

engagement could result in a lack of understanding of the local environmental context and potential impacts of the project.

- Mitigation Measures: A Stakeholder Engagement Plan (SEP) has been prepared for the project which outlines the duties and responsibilities towards ensuring the successful and effective inclusion of stakeholders in the decision-making processes of the project and ensuring transparent dissemination of information. The following constitute the general measures needed for successful and effective stakeholder engagement;
    - Project's GM shall be effective and operational prior to the initiation of project activities to ensure the availability of uptake channels for stakeholders' grievances. The GM has to be disclosed and discussed with stakeholders through continuous stakeholder engagement activities.
    - The PIA through consultation with public social workers (i.e., MoSD), civil society organizations, CBOs, and NGOs to reach vulnerable and marginalized groups through their network, engage with them, and ensure effective and broad dissemination of project information.
    - Information will be communicated in a user-friendly format that is easily understandable to all stakeholders.

5.4.5. Food Safety

- Relevance: *Component 2 – Investment Co-Financing Facility (ICF).*
- Relevant Environmental and Social Standards: *ESS1, ESS4*
- Risks: Specific industries also could result in risks related to community health and safety, where food processing industries (i.e. dairy manufacturing) could result in potential contamination during processing or have expired or contaminated products that cause community health impacts and damage a viable business reputation. Additionally, Food and beverage product contamination could lead to community, food, and beverage health, safety and hygiene impacts.
- Mitigation Measures:
    - Implement Hazard Analysis and Critical Control Points (HACCP) In addition to continuous product testing and inspections as per the national laws and regulations and the relevant EHSGs for food and beverage processing[49].
    - Comply with internationally recognized food safety standards consistent with HACCP and Codex Alimentarius.
    - Conduct proper inspection and monitoring program incompliance with the national requirements for food safety and hygiene in line with MoH regulations, the Public Health law, and the PSI Standards, and the relevant ESHG.

5.4.6. Community Health and Safety

- Relevance: *Component 2 – Investment Co-Financing Facility (ICF).*
- Relevant Environmental and Social Standards: *ESS1, ESS4, ESS10*
- Risks: Industrial operations and expansion works can lead to environmental risks such as pollution and contamination of soil, water, and air and other risks as identified in Section 5.3 which if not mitigated could pose significant impacts on the health of the local community. Rehabilitation and expansion works could result in safety risks to local communities and visitors. The movement of vehicles and machinery could lead to accidents and traffic congestion. Additionally, wandering community members and especially children could enter the site and become subjected to health and safety risks. Moreover, subprojects' related interactions either through gatherings, meetings and different engagement activities could lead to risks related to the spread of COVID-19.

[49] https://www.ifc.org/wps/wcm/connect/f7a7b739-0f08-49ee-8dd8-8e7322884ccf/Final%2B-%2BFood%2Band%2BBeverage%2BProcessing.pdf?MOD=AJPERES&CVID=nPtgmpW

- Mitigation Measures: Community health and safety is interrelated with all other environmental and social aspects of the project. However, there are specific mitigation measures that will be integrated within the project's different phases aiming at protecting the health and safety of local communities, these include;
    - Each sub-project proposed will undergo a comprehensive E&S assessment to identify potential risks to the health and safety of communities. This should include identifying risks related to pollution, hazardous materials, and accidents in the factories in accordance with the proposed assessment and screening methodology.
    - Based on the screening results, some sub-projects will require developing a community health and safety plan that outlines the measures that will be taken to mitigate identified risks. This plan should also outline the procedures that will be followed in the event of an accident or emergency.
    - Prior to implementing any sub-project, a site-specific GM will be activated. This GM will be linked to the F4J GM. This will allow communities to raise concerns and complaints related to the project's impact on their health and safety. The grievance mechanism should be accessible to all members of the community and should have clear procedures for addressing complaints.
    - Engagement with the local communities will be conducted in line with the SEP to ensure that their concerns and needs are considered. This should include engaging with local leaders and other stakeholders to ensure that the project's design and implementation are aligned with community needs.
    - Monitoring and evaluating the project's impact on community health and safety. The project has developed monitoring and evaluation measures to ensure inspecting the implementation of the projects periodically and highlighting any issues and proposing corrective actions.
    - Ensure the adherence to the latest instructions issued by the MoH and guidelines of the WHO on COVID-19 prevention and mitigation measures.

5.4.7. Exclusion of Locations and Biased grant management

- Relevance: *Component 2 – Investment Co-Financing Facility (ICF).*
- Risks: Given that the project anticipates financial support to enterprises under the ICF component, risks of biased grant management or exclusion of some areas from financing could arise.
- Mitigation Measures: MoF is to contract a PIA to implement the project on its behalf as a neutral international third party. Additionally, the operational manual to be developed will describe the eligibility criteria for sub-projects, public outreach tools, application selection, and evaluation process, and awarding and contracting procedures for a diverse range of applicants. The Stakeholder engagement plan shall be implemented to ensure that adequate consultation is conducted with stakeholders before and during Calls to allow for transparent dissemination of information and understanding of the evaluation criteria. Additionally, the project's GM will be effective and accessible to allow stakeholders and applicants to raise any concerns or complaints they may have regarding the project's selection processes or any project-related concern they may have.

5.4.8. Risk of Child Labor

- Relevance: *Component 2 – Investment Co-Financing Facility (ICF).*
- Risks: While the project in general is not expected to carry any risks related to child labor, the pool of applicants is expected to contain sub-projects in varying locations across the West Bank and Gaza. In rural and marginalized areas, especially in Gaza Strip, child labor is broadly regarded as a support to parents due to the socio-economic situation of the families in marginalized areas. While the Palestinian Labor Law (PLL) sets and regulates the minimum age with its exemptions, there remains the risk of its use in violation of the national legislation.

- Mitigation Measures: Compliance with the PLL on child labor will be rigidly monitored by the PIA. Efforts will be made to raise the applicants' awareness of the relevant legislation and the cost of non-compliance with it. The following will be ensured for all subprojects to mitigate the risk of child labor if existent;
    - The Ministry of Labor and other stakeholders such as MoSD, CBOs, and NGOs as relevant to the site shall be consulted during the preparation of each sub-project to understand the socio-economic situation of the area and the severity and probability of child labor risk in the area, if existent, from their experience.
    - Ensure that each sub-project proponent and their contractor submit a long of their workers and staff with information such as gender and age.
    - Monitor the age of all workers through requesting employment logs and verification during monitoring visits. In cases of non-compliance detected, the MoL will be informed to take required actions in line with the PLL and ensuring the health and safety of the child / children.
    - Ensure that the GM is communicated during sub-project consultations so that workers and the community can report child labor if existent.
    - Ensure that the project's CoC which includes clauses prohibiting child labor is signed by all project workers.

5.4.9. COVID-19 Risks

- Relevance: Applicable to Both Project Components. (Component 1–DIB & Component 2- ICF)
- Risks: Despite easing COVID-19 restrictions, the risk of the spread of the virus is still persistent and requires adequate mitigation and preventive measures to ensure the safety and health of project workers, trainees, and staff.
- Mitigation Measures:
    - Site-specific screening shall assess theCOVID-19-associated19 associated risks depending on the required gathering, activities, and availability of PPEs and other resources.
    - Contractors have to sign the COVID-19 commitment letter available in Annex XVI.
    - COVID-19 safety measures and required PPEs to be included in the site-specific OHS measures and/ or OHS plan.
    - PPEs have to be provided to trainees under the DIB program.
    - Strict adherence to COVID-19 measures in accordance with the instructions of the MoH and the guidelines and recommendations of the WHO.
    - Adequate hand-washing facilities shall be available at training venues for the DIB and for workers at sub-projects under the ICF. If this is not possible, especially during the expansion/rehabilitation phases, hand sanitizers and temporary washrooms shall be provided.

6. Environmental and Social Screening Procedure

6.1. General Principles of the F4J III Environmental and Social Assessment

This Section of ESMF provides principles to guide the PIA in screening the F4J III activities and subprojects, these principles can lead to the planning and implementation of the F4J III's sub-project activities.

- The PIA is responsible for the overall compliance with Palestinian laws and regulations, World Bank ESSs and Guidelines, as mentioned in Chapter 3. The ESMF will serve as the basis for ensuring compliance with the F4J III.
- ICF sub-project proponents are responsible for obtaining environmental clearance from EQA, with evidence during the shortlisting process of the required licenses per Palestinian Laws and Regulations or proof of application for licenses for new projects.
- The PIA is responsible for clearing E&S management documents from the World Bank as required.
- E&S measures or E&S management tools shall be prepared for activities as determined by EQA and WB. This includes ESMP Checklist, Site Specific ESMPs, and E&S Audits.
- Participation of stakeholders (especially local communities) for the ICF component should be ensured by the PIA in planning, implementation and monitoring of each sub-project in line with the project's SEP and through the efforts of the sub-project's proponent.
- For each subproject, the PIA will ensure adequate engagement with affected communities and vulnerable groups, through the process of stakeholder engagement described in the SEP (separate document). In addition, subproject proponents should regularly consult with project-affected persons and communities throughout subproject implementation, as indicated in the Project's SEP. Furthermore, all stakeholders participating in the consultations will be informed of the GM and where/how complaints can be made.
- The PIA shall ensure an appropriate institutional setup for implementing the E&S instruments and any site-specific management tool. The PIA shall ensure that sub-project proponents have the adequate capacity to implement the needed mitigation measures and will also ensure that bidding documents have specific clauses to ensure the implementation of E&S requirements.
- The PIA will disclose the F4J III's E&S management instruments (i.e., ESMF, SEP, and LMP) as well as the ESCP, the GM, Workers' GM, and any site-specific information and E&S management tool, in addition to any relevant information that is allowed for public disclosure.

6.2. Environmental and Social Screening Methodology

The F4J III project aims to promote job creation and economic growth while minimizing negative environmental and social impacts. To understand the environmental and social dimensions of any proposed activity or subproject, screening procedures have been developed under the ESMF. The Environmental and Social Screening Methodology is designed to identify potential environmental and social risks and impacts associated with project activities, and to determine whether these risks and impacts require further assessment and management. The Environmental and Social Screening Methodology will be applied to all project activities. The screening process will be carried out at the project design stage, as well as during implementation and monitoring. The methodology will involve the following steps:

Screening: The first step will be to screen project activities against an exclusion list (Section 6.2.1) and Annex II. Then if an activity or subprojects passes, it will be screened against a set of predefined environmental and social criteria (Section 6.2.2) and Annexes I and II, to identify potential risks and impacts. These criteria may include, but are not limited to, biodiversity conservation, air quality, noise, water resources, solid waste, hazardous waste, wastewater, community health and safety, cultural heritage, labor rights, and gender equality among other parameters identified in chapter 5.

Categorization: Based on the screening results, project activities will be categorized according to their potential environmental and social risks and impacts per the World Bank's ESF suggested categorization system (i.e., low, moderate, substantial, and high). Activities that are categorized as low risk will not require further assessment, while activities that are categorized as moderate and substantial risk will require further assessment and management while high risk projects will be excluded.

Assessment and Management: For activities that are categorized as moderate or substantial risk, a more detailed Environmental and Social Assessment (ESA) will be carried out to assess potential environmental and social risks and impacts, and to develop appropriate mitigation and management measures. Several tools and methods exist for this purpose, in accordance with the ESMF and per the proposed activity or subprojects, E&S Audits, corrective action plans, ESMP checklists, and Site-specific ESMPs may be utilized. The screening phase of any activity or subproject will ensure that EQA requirements are to be addressed. This could include due diligence on environmental permits and approvals for existing facilities, or the application submitted by the ICF companies for an approval.

Overall, the Environmental and Social Screening Methodology is an important tool for identifying and managing potential environmental and social risks and impacts associated with project activities. By applying this methodology, the Finance for Jobs project can ensure that it is delivering on its objectives of promoting job creation and economic growth in a socially and environmentally sustainable manner.

6.2.1. Environmental and Social Exclusion List and Eligibility Screening

Sub-projects that might entail any of the following risks and activities will not be financed under the F4J III Project. The list ensures that activities ineligible for World Bank support are excluded at an early stage. Annex II details the eligibility screening for Component 2 (ICF).

The list additionally is applicable to all activities that include any of the following characteristics;

Parameter	Exclusions
Environmental and Health Impact	1. Any subproject or sector that is listed within Category C projects and sectors of the Guidelines for Environmental Impact Assessment of the PEAP[50].
	2. Any activity or subproject that intend to begin the ESIA / EIA process after application to the project will be excluded. Activities which require a complete ESIA / EIA either because of the ESSs screening or as an EA method as required by EQA, must have them prepared prior to application and have them tailored to adhere with World Bank ESF's and EHSGs
	3. Any subproject that is classified as high risk per the screening process detailed in the following sections.
	4. Any subproject that could cause long-term, sensitive, diverse, unprecedented, permanent, and/or irreversible (e.g., loss of major natural habitat) adverse impacts.
	5. Any subproject proposed on land of high agricultural value classification except for agricultural projects.
	6. Any subproject proposed on a land of low resistance to groundwater pollution.
	7. Construction of any large new water storage structures - such as weirs, new large irrigation canals, and underground dams or any activity directly or indirectly related to the safety of dams.
	8. Projects that involve the production or use of genetically modified organisms or other biotechnology that has not undergone proper safety assessments.

[50] EQA, Guidelines on Environmental Impact Assessment Studies Preparation, 2013

Parameter	Exclusions
	9. Any subproject proposed on a land of high scenic value.
Biodiversity	10. Any subproject that is located in areas of high value and sensitivity and is likely to be affected by subproject activities, for example sensitive and valuable ecosystems and habitats (legally protected and internationally recognized areas of high biodiversity value).
	11. Any site that is located within protected areas, contains protected species, or has an area of influence extending to natural biodiversity, protected, or biologically sensitive areas.
	12. Any activity that converts or leads to conversion and/or degradation of significant areas of critical natural habitats (areas officially protected) and/or Sites of Conservation Importance and designated forest areas; including extraction of raw materials from such areas.
Social Impact	13. Any subproject that could have adverse social impacts and may give rise to significant social conflict.
	14. Any sub-projects that may involve involuntary land acquisition, relocation of households, or temporary or permanent land take, resulting in impacts on livelihoods, including those that may occur through restriction of access to resources. This includes affecting the lands or rights of vulnerable minorities and would require Free Prior Informed Consent This includes subproject lands and locations that are not privately owned by the company or state owned.
	15. Any activity or subproject that could carry any negative irreversible impacts on vulnerable groups.
	16. Any activity or project which cannot adhere to stakeholder engagement and information disclosure in line with ESS10 (e.g., high-security projects).
	17. Projects that involve the use of child or forced labor, or that violate basic human rights or labor laws.
Cultural Heritage	18. Any subproject that could result in adverse impacts on cultural heritage and trigger ESS8, this includes both tangible and intangible cultural heritage.
Resource Management and Pollution Prevention	19. Any subproject that could result in the consumption or use of resources in a substantial way that leads to a significant depreciation of said resources or impacts others' use of them.
	20. Any solid waste management subproject which does not consider it in an integrated manner – (without a proper plan from source till disposal).
	21. Any subproject that involves the production or use of persistent organic pollutants (POPs) or other toxic chemicals that could have long-lasting environmental or health impacts. These also include subprojects that involve the production or use of persistent organic pollutants (POPs) or other toxic chemicals that could have long-lasting environmental or health impacts.
	22. Any subproject that manufactures, transports, and/or directly finances the use of pesticides (or any activity involving pesticides that are banned by the Palestinian MoA and World Health Organization), insecticides, herbicides, and other dangerous chemicals; (e.g., asbestos cement pipes for irrigation).

Based on the E&S screening process detailed in the following section, the first step will be to assess proposed activities and subprojects in terms of their inclusion of any of the risks above. If the initial

screening triggers any of the points in the exclusion list, the subproject will not be eligible for financing and will be excluded from the F4J III support.

6.2.2. Sub-Project Environmental and Social Risk Classification Criteria

The environmental and social assessment methods and tools identify the type, location, sensitivity, scale, nature, and magnitude of the identified environmental and social risks. The evaluation of effects and identification of residual impacts takes into account any mitigation measures integrated into response to anticipated potential impacts of Project activities and will be primarily determined by the magnitude and duration of change, the scale of the impacted population or resource, and their susceptibility to such change. Annex I will be applied to assess the sub-projects that fall under Component 1, while Annex II provides details assessment for activities that will be submitted for financial support under Component 2 (ICF) Such risks will be categorized into 4 classifications used by the World Bank; these are as follows:

a- High-Risk classification: A proposed project / Sub-project is classified as High Risk if it is likely to have significant adverse environmental and social impacts. These impacts may affect an area broader than the sites or facilities subject to physical works. The project will not finance any activities or sub-projects classified as high-risk.
b- Substantial Risk classification: A proposed project / Sub-project is classified as Substantial Risk if its potentially adverse environmental and social impacts on human populations and the environment are less adverse than those of High-Risk Category. These impacts are site-specific; few if any of them are irreversible; and in most cases mitigation measures can be designed and implemented more readily than for high-risk category projects / Sub-projects.
c- Moderate risk classification: A proposed project / Sub-project is classified as moderate risk if it is likely to have minimal, temporary and/or reversible adverse environmental and social impacts that are site-specific. Under this classification, the project's risks can be easily mitigated in a predictable manner.
d- Low-Risk Classification: For projects of low risks, low or negligible environmental and social impacts are expected. Simple mitigation measures in place such as a checklist or no further environmental action are required for this classification.

The Environmental and Social Risk classification (ESRC) helps identify the relevant E&S risk rating of activities and subprojects under the F4JIII to establish adequate understanding of associated risks and their magnitude which guides the early identification of required E&S tools and methods depending on the rating of the E&S risks, and to ensure compliance with the World Bank ESF and environmental and social standards

6.3. STEP 2: Environmental and Social Screening Process

Environmental and Social screening is essential to gather information on existing baseline status and to assess potential environmental impacts of the F4J III activities. Screening identifies the consequence of the proposed subproject in a broader sense based on similar project experiences, stakeholder perceptions, and expert judgment, without having very much detailed investigation. Critical issues are also identified through the screening, which need detailed investigation. Based on the extent of environmental and social impacts obtained from the screening, the decision for further environmental and social assessment will be taken.

The screening process aims to;

I. Provide a brief description of the activity / subproject and its background.
II. Provide general details of the site, its environment, coordinates, and a brief environmental and social baseline.

III. Determine if the proposed activity / subproject falls within the exclusion list and hence is not eligible for support / financing.
IV. Determine the level and types of potential environmental and social risks. Where the sub-projects are anticipated to have potential cumulative impact related to impacting biodiversity, natural resources or causing pollution that doesn't fall under high environmental risk, then assess the risk of cumulative environmental and social impacts related to the proposed activity / subproject under ESIAs
V. Determine the initial appropriate mitigation measures for activities with adverse impacts.
VI. Determine the activity / subproject's environmental and social risk classification.
VII. Determine the level of required environmental and social assessment.

As the F4J III project will include low risk activities that do not require extensive screening, such as the trainings and employment activities under the DIB component, the screening process has been designed to include simple screening checklist (Checklist – A "DIB Activities") for such activities. The ESMF contains another detailed screening checklist for activities such as the expansion of factories under the ICF which could entail moderate to substantial risks (Checklist – B "ICF Activities").

Depending on the type of activity, the F4J III ESO will utilize either Checklist A or B, for Checklist – A, screened activities are of soft nature and comprise of trainings or technical assistance that do not entail civil works and heavy operations. Checklist – B screens subprojects firstly against exclusion criteria, this aims to identify if the proposed subproject contains any of the traits or characteristics listed in the project's exclusion list (section 6.2.1). In checking the eligibility of the sub projects, the questions in the Subproject Eligibility Screening Checklist (Annex II- Section 4) would be answered as "Yes" or "No". If the answer to any one of the questions is 'Yes', then the subproject will be rejected. The subproject proponent will be notified with an apology letter detailing the reasons for exclusion and the reference to the ESMF exclusion list item that was triggered. For site-specific exclusions that can be eliminated if alternatives are provided, project proponents may submit a proposal for a different location given that it does not trigger any of the exclusion list conditions. If on the contrary, the answer is 'No' for all the questions, then one must proceed to the next step detailed in Section 5 and after in Annex II, which is verifying the potential E&S risks, required mitigation measures, and implementation responsibilities. Through this checklist, the project will be assigned an ESRC (i.e., low to moderate, moderate to substantial, high), with "High" ESRC also excluded.

Low Risk Subprojects are expected to be screened through Screening Checklist – A. For low risk projects, no further action will be required, and the mitigation measures within the simple E&S Screening checklist -A will be listed.

If the proposed subproject has a classification higher than low (i.e., low to moderate, moderate to substantial), the screening process should identify the further required ESA through the listed E&S methods, tools, and instruments (I,e., ESMP Checklist, E&S Audit and Corrective Action Plan / Site Specific ESMP, and ESIAs). The following table depicts the environmental and social risk classification of subprojects and the required ESA accordingly;

Table 2: E&S Risk Classification of Subprojects

Additional Environmental and Social Assessment Requirements	
ESRC	Summary of Screening Result Justification
Low Risk	No further E&S assessment required
Low to Moderate risk	ESMP Checklist or E&S Audit,. Also, E&S clauses for bidding documents should be incorporated.
Moderate to Substantial Risk	Site Specific ESMP / Site Specific E&S Audit / ESIA
High risk	**(EXCLUDED)**

The following chart details the E&S Screening process for the F4J III.

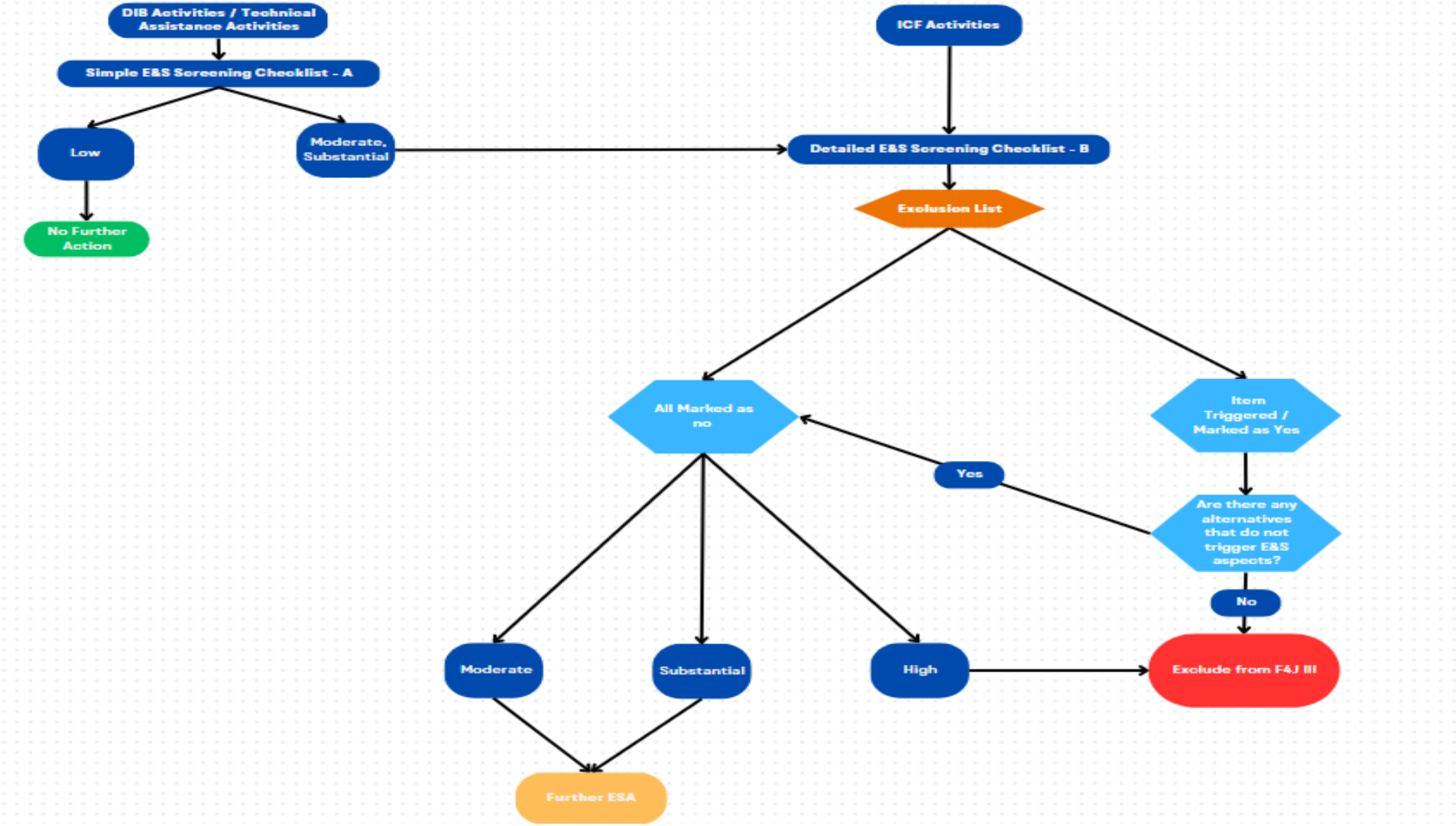


Figure 7: E&S Screening Methodology

6.4. STEP 3: Approval of the Screening Report

At this stage, the environmental and social screening reports will be first reviewed by the PIA and then shared and cleared by the World Bank's E&S teams. If the sub-project has low to moderate environmental and social risks, and the ESMP checklist has been chosen as the ESA tool, the PIA will then ensure that all the risk mitigation measures are incorporated, and relevant bidding clauses have been included.

6.5. STEP 4: National Environmental Permit Application

Subprojects that have applied under the ICF should furnish evidence once shortlisted and passed the E&S screening their relevant licenses and permits in accordance with national requirements and laws. New projects shall furnish proof to the F4J III Project of their application for a license in accordance with MoNE regulations, and if requested by MoNE, proof of their environmental approval request to EQA. The ESO Shall verify and inquire with EQA whether any of the existing subprojects require a new environmental approval for the planned expansion / rehabilitation. If environmental approvals are not required by EQA, the project's ESMF procedures and World Bank's ESF still apply as stated in this ESMF.

At this stage, the PIA should request MoF to communicate to EQA a list of the shortlisted projects with their names, proponents, short description, and coordinates.

Subproject proponents once applied to MoNE for licensing, depending national requirements where MoNE communicates with relevant ministries to ensure the adherence of the applicant to national laws and legislations, these ministries may include for instance MoH and EQA. Hence, applicants may be asked to submit a request to EQA for an "Environmental Permit" the form for which is in Arabic, and the standard template is available in Annex XIV (EQA Environmental Permit Application), then the EQA process shall be implemented in terms of application review and further ESA required in line with the PEAP as described in table 1.

7. Environmental and Social Safeguard Tools and Methods

7.1. The Project Environmental and Social Instruments

Environmental and Social Management Framework (ESMF): The Environmental and Social Management Framework (ESMF) will help identify and address the potential environmental and social concerns or impacts of the F4J III project throughout its lifecycle. The ESMF approach has been selected as the locations and activities of the sub-projects cannot yet be determined. The ESMF will assist and provide guidance to screen subprojects to decide on including/excluding them under the financed activities, especially for the ICF component. This will help to categorize sub-projects based on defined criteria and to decide on the use of appropriate E&S management tools. The ESMF describes the process, institutional mechanism, and budget to undertake screening, scoping, assessing and incorporation of mitigation measures during the project cycle involving a) Sub-project Initiation, b) Sub-project Preparation, c) Sub-Project Implementation, d) Monitoring and Evaluation.

Stakeholder Engagement Plan (SEP): The SEP has been prepared in accordance with Environmental and Social Standard: ESS 10 Stakeholders Engagement and Information Disclosure. The SEP aims to 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 main purpose of the SEP is to increase the effective engagement of the different stakeholders to ensure participatory equity, accountability, and transparency, and to develop partnerships and networks amongst different project stakeholders, ensuring achieving the overall project objective. The SEP defines the stakeholder engagement principles that the PIA and other project partners will implement throughout the F4J III Project's life cycle. It outlines general principles and strategies to identify affected communities and other relevant stakeholders and plans for an engagement that is compliant with the World Bank ESF and national laws and regulations. The SEP additionally includes the principles and requirements of information disclosure in line with ESS10, project relevant information and documents shall be disclosed via appropriate channels as outlined in the SEP and will be available on the project's webpage: https://www.f4j.ps/.

Labor Management Procedures (LMP): The LMP aims to ensure compliance with Environmental and Social Standard 2 (ESS2) on Labor and Working Conditions of the World Bank's Environmental and Social Framework (ESF) and the national legislation and regulations of the Government of Palestine. Accordingly, the purpose of this LMP is to facilitate the planning and implementation of the project by identifying the main labor requirements, the associated risks, and the procedures and resources necessary to address the project-related labor issues. The LMP sets out general guidance relevant to different forms of labor. The LMP will address the way in which ESS2 will apply to different categories of project workers including direct, contracted workers; primary supply workers. The LMP details the type of workers likely to be deployed by the project and the management thereof.

7.2. The Sub-Project Environmental and Social Instruments and Tools

The site-specific risk management measures (if needed) will identify prevention, minimization, and mitigation measures to be applied to subprojects as required. The mitigation matrix / checklist serves as a reference on potential risks, impacts, mitigation measures, and indicators or outcomes that can be planned and implemented throughout the project.

For any existing facility of moderate to substantial ESRC, an environmental and social audit will be implemented for the existing operations. For any new project, or existing facilities that are to undergo rehabilitation / expansion, the ESA tools will depend on the ESRC.

7.2.1. Environmental and Social Audit

Environmental and social audit is an instrument to determine the nature and extent of all environmental and social areas of concern at an existing project or activities. The audit identifies and justifies appropriate measures and actions to mitigate the areas of concern, estimates the cost of the measures and actions, and recommends a schedule for implementing them. For certain projects, the environmental and social assessment may consist of an environmental or social audit alone; in other cases, the audit forms part of the environmental and social assessment[51]. For areas of concern, Corrective Action Plans (CAPs) will be developed as a result of the environmental and social audit, which will entail areas of concern, mitigation and corrective actions, responsibilities of implementation, cost if any, and timeline. Such E&S Audits and their respective corrective action plans will be reviewed and cleared by the World Bank and embedded within the new subproject activities for existing factories and companies under the ICF component.

The purpose of an environmental and social audit is to evaluate the performance of existing subprojects in terms of environmental and social impact. It is used to identify areas of potential improvement, assess compliance with relevant laws and regulations, and the World Bank's ESSs.

The typical structure of an environmental and social audit includes four stages: planning and scoping, fieldwork, reporting, and follow-up. During the planning and scoping stage, a detailed plan for the audit is developed, including the scope of the audit and the audit methodology. The fieldwork stage involves the actual on-site assessment of the subproject, including site visits, interviews with stakeholders, and document reviews. The reporting stage involves the development of an audit report, which includes the findings of the audit and recommendations for improvement. Finally, the follow-up stage involves monitoring the implementation of the recommendations and assessing the effectiveness of the audit.

A recommended structure of an E&S Audit report for the F4J III Project is available in Annex III.

7.2.2. ESMP Checklist

An ESMP checklist is a tool used for the environmental and social management of low to moderate risk activities. The checklist is a simple and streamlined way to ensure that the project is meeting the necessary environmental and social standards and requirements. The ESMP checklist includes a set of questions and guidelines to help project implementers identify potential environmental and social risks and impacts associated with their activities and to develop appropriate mitigation measures. The checklist covers a range of topics such as air quality, water management, waste management, occupational health and safety, community health and safety, Life and Fire Safety, social exclusion and inequitable access to project benefits, and other topics and parameters relevant to the subproject based on the screening to be conducted, list of preliminary environmental and social parameters for the ESMP checklist is available in Annex IV. It is designed to be flexible and adaptable to different types of low-risk activities, where different parameters can be added / modified, making it a useful tool for a wide range of subprojects.

The ESMP Checklist has three sections: (a) Part I constitutes a descriptive part ("site Description") that details the project specifics in terms of physical location, the project description and list of permitting or notification procedures with reference to relevant regulations. Attachments for additional information can be supplemented if needed; (b) Part 2 includes the environmental and social screening in a simple Yes/No format as well as specifies mitigation measures as available in the Simple E&S Screening Checklist in Annex I; and (c) Part 3 is a monitoring plan for activities carried out during the subproject's activities. A recommended template of an ESMP Checklist is available in Annex IV.

[51] World Bank ESF: https://thedocs.worldbank.org/en/doc/837721522762050108-0290022018/original/ESFFramework.pdf

7.2.3. Site Specific Environmental and Social Management Plan

An Environmental and Social Management Plan (ESMP) aims to identify and manage potential risks and impacts associated with a project's activities, including those related to natural resources, physical environment, and the health and well-being of local communities.

The World Bank's Environmental and Social Framework (ESF) provides guidance for the development of an ESMP. The ESMP's structure typically includes an overview of the project, an analysis of potential environmental and social risks, and a description of mitigation measures and monitoring plans. Additionally, it may include specific plans for managing impacts related aspects such as emergency response, labor and working conditions, occupational health and safety, and community health and safety. The ESMP, in line with ESS10, should be consulted on with the subproject-identified stakeholders and their concerns to be recorded and incorporated as appropriate. Furthermore, the ESMP should include workers' grievance mechanisms with effective and relevant uptake mechanisms that is in line with the Project's GM. The ESMP once reviewed and cleared should be disclosed.

The general content of an ESMP is based on a project-specific assessment of potential environmental and social risks and impacts. The ESMP provides a comprehensive plan for managing these risks, including measures to minimize negative impacts, enhance positive impacts, and monitor and report on progress. The ESMP is a dynamic document, requiring regular review and update throughout the project lifecycle to ensure ongoing compliance with environmental and social standards and regulations.

For the F4J III Project, a recommended ESMP outline is available in Annex V.

7.2.4. Environmental and Social Impact Assessment (ESIA)

For substantial risk sub-projects, ESIAs will be required per the ESF and the EQA requirements. For EQA, the terms of reference for an EIA are generally provided following the application of the sub-project proponent for an environmental approval or following an IEE. For sub-projects requiring an ESIA, the PIA will assist the sub-project proponent in identifying experienced consultants for the preparation of the ESIA to ensure EQA and the ESF requirements are adhered to. A sample TOR Template for the ESIA has been addressed in Annex XV.

ESIA evaluates a project's potential environmental and social risks and impacts in the project area of influence, examines the alternatives (minimum three; including no project scenario), identifies measures to mitigate the environmental and social impacts and improvement of benefits throughout project implementation. Wherever feasible, preventive measures would be undertaken. Furthermore, and while potential cumulative E&S impacts relevant to project activities are not expected due to the scale, number of activities, the scattered spatial locations of the sub-project, the ESIA TOR will include evaluating potential cumulative environmental and social impacts related to the sub-project. that could result from the proposed activity / sub-project if any, The subproject proponent is responsible for carrying out the ESIA as outlined in the ESMF and national regulations. ESIA shall start by the preparation of draft project documents and feasibility report (after pre-feasibility report) ideally so that the findings/mitigation measures can be incorporated early on into the design. Consultants are required to carry out ESIA with household surveys, consultation and focus group discussions with the general public and other stakeholders at different stages to invite suggestions and feedback.

Based on the outcome of consultations and survey results, mitigation plans as needed depending upon the nature and scale of impact will be prepared. The outcome of consultations will be incorporated into the mitigation plan or designs. The draft mitigation plans will be disclosed, and consultation will be held with the stakeholders including communities to explain a) the proposal, b) alternatives considered, c) expected impacts, d) content of the mitigation plans, e) process involved in the implementation of mitigation plans, f) responsibility of various institutions involved, g) grievance

mechanisms, h) explanations on their comments/queries. Minutes of the stakeholder consultations would be presented in the ESIA.

In addition, the draft ESIA shall be made available in a public place in English and local language well; accessible to affected groups and local NGOs. Implications of the available legislations and regulatory requirements and the requirements of the ESF of the World Bank are also to be reviewed as part of the ESIA. The ESIA report shall meet the requirements of national legislations and the World Bank including the disclosure requirements. Necessary clearances shall be obtained for ESIA, as applicable.

ESIA report shall include an Executive summary translated to Arabic, Introduction / Project background, Project Description including review of alternatives (including no-project scenario), Review of Legislations, Baseline environmental and social conditions, Impact Evaluation, Public consultation details, Management and Monitoring Plan, implementation ESIA Budget.

As such the ESIA is recommended to be conducted according to the following stages;

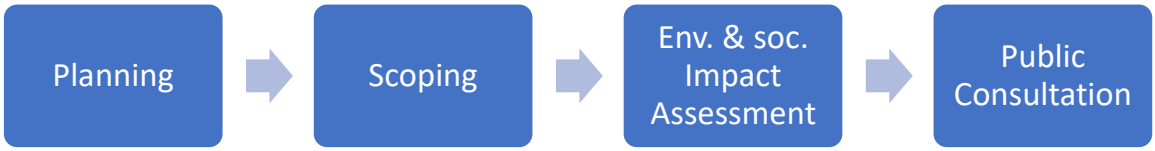


Figure 8: ESIA process

Stage 1: Planning

SSoon after the commencement of project, based on desk study, reconnaissance survey and experience of earlier similar projects, detailed methodology and schedule should be prepared for the effective and timely execution of the Environmental Assessment.
Desk Study: to collect secondary information and validate the methodology for carrying out the ESIA and assigning team responsibilities for the report. This will include revision of similar ESIA reports for similar projects. Or ESIAs that have been conducted in the area of the proposed subproject.
Reconnaissance survey: this collects firsthand information about the project area and develops a perspective for the entire team, allowing for methodology revision if needed.

It is necessary to form a multidisciplinary team and assign the leadership to a strong ESIA coordinator to ensure full utilization of the technical expertise of the team. Additionally, the ESIA should clearly determine the project's area of influence and present clear and appropriate options for mitigation measures.

Stage 2: Scoping:
Scoping will identify which of the activities has the potential to interact with the physical and social environments. Scoping will be conducted early in the ESIA process so that a focus on the priority issues (i.e. those that have the greatest potential to affect the natural and/or social environment) can be established for the rest of the ESIA process. Necessary consultation with stakeholders will be made after scoping to incorporate any unattended issues. Key elements/inputs to the scoping exercise will be as follows;

- Gathering existing environmental and social data (e.g., climate, socio-economy, population, topography, traffic, hydrology)
- Identifying project stakeholders (PAPs, OIPs, vulnerable and marginalized groups)
- Identify legislative requirements, standards, and guidelines

- Collecting local knowledge and informing stakeholders of the project and the objectives of the ESIA
- Monitoring activities of natural environment parameters such as air, water, soil, noise and others
- Defining the range of project alternative including the no project scenario

Stage 3: Environmental and Social Impact Assessment
After conducting IEE, if necessary, the ESIA should be conducted, as per ToR for ESIA suggested in IEE. The process of ESIA study is briefly described below:

- Analysis of project components
- Data collection of the environmental and social baseline
- Major field investigations that include detailed field surveys
- Environmental and social potential impacts analysis and assessment including identification and assessment impacts according to international practices acceptable to the Bank.
- Evaluation of the impacts based on magnitude, immediacy, reversibility, severity and other factors
- Relevance and importance of the environmental and social parameters
- Preparation of an environmental and social management plan (ESMP); this should consider section 7.2.3 and Annex V

Stage 4: Public Consultations
This shall be implemented in line with ESS10 and the EQA requirements in the TOR and per the PEAP of 2000. The public consultation mechanisms should be inline with the project's SEP.

Stage 5: Clearance and Approval
Once the ESIA has been finalized, consulted on, and approved by the PIA, it shall be sent to the World Bank for review and clearance. Once the Bank's comments have been addressed, it will be then ensured for quality and cleared by the Bank. Following the Bank's clearance, the subproject proponent can then submit the ESIA to EQA for approval in accordance with the PEAP 2000 and its process described in chapter 3 and detailed in table 1.

7.2.5. Cultural Heritage and Physical Cultural Resources

As detailed in the exclusion list, any subproject known to trigger ESS8 on Cultural Heritage will be excluded from support under the F4J III Project. However, in the rare occasion that physical cultural resources that are not previously identified and found by chance during subproject preparation / implementation, Chance Find Procedures have been prepared to guide the project in avoiding any impacts on chance finds related to cultural heritage.

Tangible cultural heritage according to ESS8 includes movable or immovable objects, sites, structures, groups of structures, and natural features and landscapes that have archaeological, paleontological, historical, architectural, religious, aesthetic, or other cultural significance. Tangible cultural heritage may be located in urban or rural settings, and may be above or below land or under the water;

In case of accidental findings of any antiquities or tangible and physical cultural resources that might occur during the implementation of the projects, the PIA and the project proponent must notify Ministry of Tourism and Antiquities (MoTA) immediately. According to the applicable Jordanian Heritage Law No. 51 for the year 1966, Article 15, PIA must stop the project and notify the related Authority (MoTA) within 3 days to take the necessary actions.

The Chance Find Procedures, detailed in Annex VI are to be applied in case culturally valuable materials are uncovered during excavation include:

- Stop work immediately following the discovery of any materials with possible archeological, historical, paleontological, or other cultural value; announce findings to project manager, and notify relevant authorities;
- Protect artifacts as well as possible using plastic covers; implement measures to stabilize the area, if necessary, to properly protect artifacts;
- Control access to site where finding occurred;
- Prevent and penalize any unauthorized access to the artifacts; and
- Restart construction works only upon the authorization of the relevant authorities.

7.2.6. Integrated Pest Management

The ESF adopted for the F4J III as the first project in the F4J SOP replaces the previously implemented O.P 4.09 on Pest Management for the F4J II Project. In general, F4J SOP is not to finance subprojects that manufacture, transport, and/or directly finance the use of pesticides. However, projects in the agriculture sector could stimulate change or increase the use of pesticides. Therefore, subprojects will be screened for possible applicability of Pest Management which supports the safe use of agricultural pesticides. ESS3 on "Management of Pesticides" requires projects involving recourse to pest management measures, to give preference to integrated pest management (IPM)[52] or integrated vector management (IVM)[53] approaches using combined or multiple tactics.

Any pesticides to be procured shall adhere to and be in compliance with the World Bank's EHSGs as well as MoA's guidelines. Subprojects shall not utilize any pesticides that contain active ingredients that are restricted under international conventions or their protocols. Subprojects shall adhere to the requirements under ESS3 related to pest management as well as the applicable EHSGs.

For agricultural projects expected to result in an increase in the use of Pesticides, a Pest Management Plan (PMP) shall be prepared in line with the IPM approach and PMP recommended structure as available in Annex VII.

7.2.7. Occupational Health and Safety Plan and Emergency Response Procedures

As will be detailed in the Labor Management Procedure for the Project based on its description provided in Chapter 6, all potential risks to project workers' health and safety will be identified, and relevant procedures to establish and maintain a safe working environment to prevent hazards to project workers, including workplaces, machinery, equipment, and processes shall be established within the LMP and an OHS plan. The LMP will include the requirements per national requirements as detailed in chapter 3, the ESS2 and World Bank General and Industry specific EHSGs to address OHS risks and mitigation measures The OHS plan should also set out measures for emergency prevention and preparedness and response arrangements to emergency situations.

The primary aim of an occupational health and safety plan is to identify potential hazards in the workplace and develop effective strategies to eliminate or minimize the risk of injury or illness. For existing facilities, the OHS plan will be informed by the results of the E&S audits and the subsequent corrective action plans. The content of the plan may vary depending on the size and nature of the organization but typically includes information on hazard identification, risk assessment, control

[52] IPM refers to a mix of farmer-driven, ecologically based pest control practices that seeks to reduce reliance on synthetic chemical pesticides. It involves: (a) managing pests (keeping them below economically damaging levels) rather than seeking to eradicate them; (b) integrating multiple methods (relying, to the extent possible, on nonchemical measures) to keep pest populations low; and (c) selecting and applying pesticides, when they have to be used, in a way that minimizes adverse effects on beneficial organisms, humans, and the environment.
[53] IVM is a rational decision-making process for the optimal use of resources for vector control. The approach seeks to improve the efficacy, cost-effectiveness, ecological soundness and sustainability of disease-vector control.

measures, training, and communication. In addition to these elements, an effective occupational health and safety plan should also include emergency response procedures, such as evacuation plans, first aid procedures, and reporting protocols, to ensure a prompt and effective response in the event of an emergency. OHS Plans for subprojects under the ICF shall be developed by subproject proponents through the relevant environmental and social methods and tools (e.g., ESMPs, ESIAs), the implementation responsibility will be for the company to implement, where their capacity will be assessed in these tools and the OHS plan, where capacity building requirements and training will be addressed. Monitoring on OHS aspects will be a joint responsibility of the subproject proponent, the PIA, and MoL, each within their scope as required by national legislations, World Bank ESF, and World Bank General and Industry Specific EHSGs. A sample OHS plan that will assist the F4J III project in ensuring occupational health and safety in subprojects is available in Annex VIII.

7.2.8. Hazardous Waste Management Plan

The aim of a Hazardous Waste Management Plan (HWMP) is to ensure that hazardous waste generated by a subproject is handled and disposed of in a safe and environmentally sustainable manner, in accordance with relevant laws and regulations. The general content of a hazardous waste management plan depends on the subproject activities and the characteristics of hazardous waste that might result from its different phases. The HWMP may include information on hazardous waste characterization, handling, storage, transportation, and disposal, as well as measures to reduce the generation of hazardous waste. The plan may also include details on the roles and responsibilities of staff involved in hazardous waste management, as well as training and communication strategies to ensure compliance with the plan. While hazardous waste characteristics and management requirements may vary from one subproject to another, Annex IX provides a general simple template for hazardous waste management.

7.3. Safeguard Methods and Tools Review and Clearance

Once the identified Safeguard method has been identified and prepared, the PIA shall review it and submit it to the bank for clearance. In conjunction, and per the consultation that was carried out with EQA during the ESMF preparation, the project proponent following their application for a license from MoNE and having applied for an environmental permit from EQA they will receive a TOR requiring them to submit an EA in the form of IEE. The subproject proponent shall submit the agreed upon E&S tool (i.e., ESMP, audit, etc.) to EQA in Arabic language for their review. The EQA comments, if any, shall be incorporated along with the world Bank comments, and then disclosed on the project proponent's website as well as the F4J's website : www.f4j.ps

7.4. Steps and Summary of the ESMF and E&S Safeguard Instruments Implementation

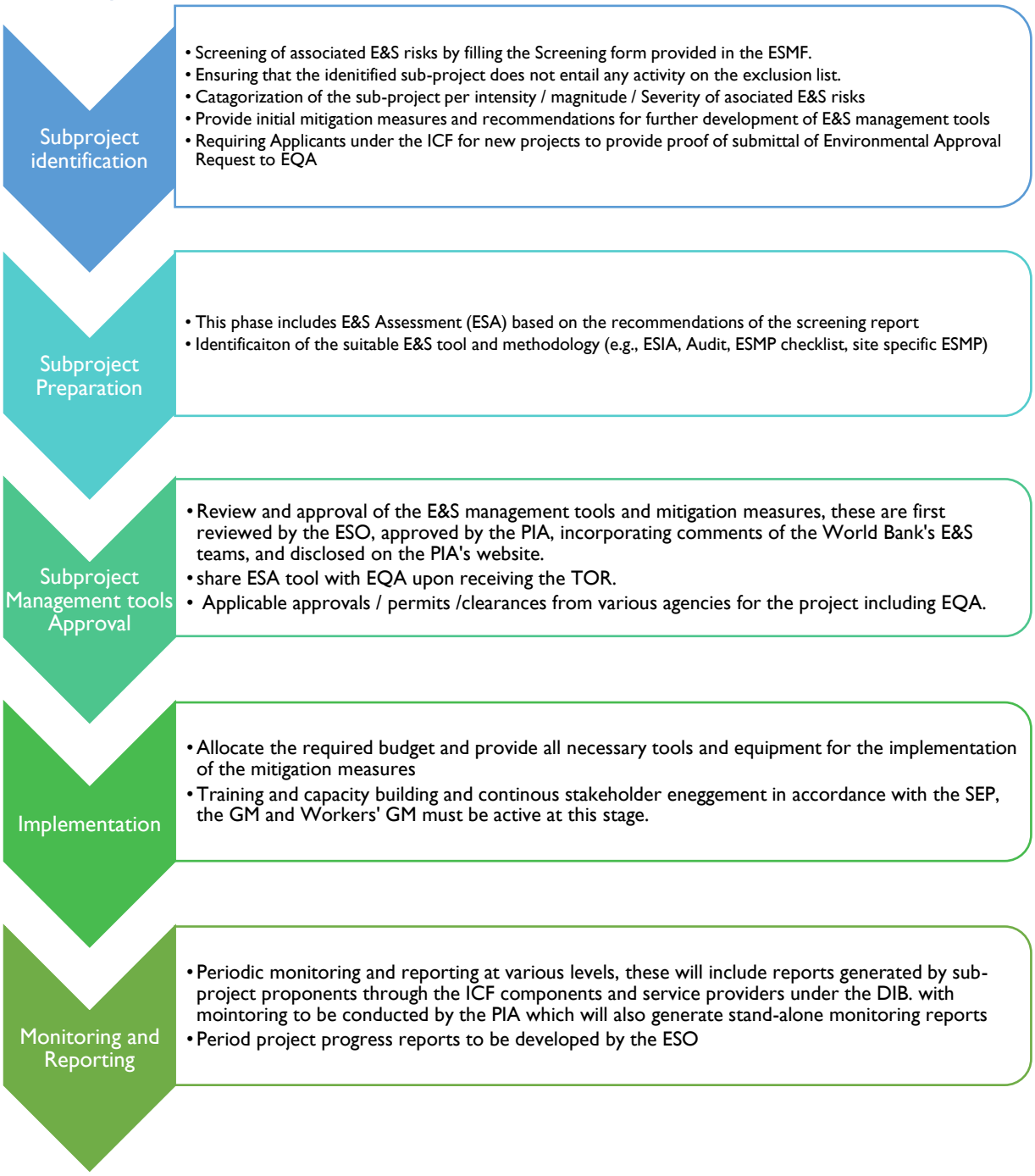


Figure 9: Environmental and Social Management Framework Processes

E&S requirements as detailed in the Safeguard tools and methods determined for the relevant activities / subcomponents must be incorporated in the bidding documents. Based on the screening output, and the selection of the appropriate E&S tools and methods (e.g., ESMPs and ESIAs), these documents shall address the requirements of contractors through relevant E&S clauses for companies to include in their bidding procedures. The overall responsibility for inclusion shall fall on the subproject's proponent with monitoring conducted by the PIA to ensure that the mitigation measures are

appropriately addressed in the bidding procedures. The bids evaluation will consider the contractor's capacity to manage E&S requirements. The PIA and subproject proponents / service providers will incorporate activity specific environmental and social clauses as included in the Screening checklist / Safeguard methods and tools in tender documentation, so that potential bidders are aware of environmental and social requirements expected from them. The PIA will assist companies to enforce compliance by contractors with these clauses which cover four issues:

1. Environment, Health, and Safety (EHS),
2. Site Specific Management Plans and tools,
3. Environmental and social monitoring and reporting by contractor,
4. Environmental and social liabilities,
5. Grievance mechanism, including both project-level and workers' GM, as well as the GBV/SH/SEA related grievances uptake mechanism and referral system.
6. CoC for workers.

8. ESMF Implementation Arrangements

This section was prepared based on assessment of the current implementation arrangements proposed for F4JIII. In the earlier Projects in the SOP, DAI Global (DAI) was the PIA responsible for managing F4J I and F4J II. Similar to F4JI & F4JII, the Ministry of Finance (MoF) will remain the formal Palestinian Authority (PA) Project Counterpart (PC), while in terms of implementation arrangements, the overall management of the project components will be the responsibility of a Project Implementing Agency (PIA) that will be contracted once the project is approved. The PIA's selection and contracting will be conducted by MoF while maintaining the relevant F4J SOP's staff. the following minimum ESF implementation arrangements shall be complied with.

The PIA will be responsible for planning, financial management, procurement, social and environmental risk management, and communications with the World Bank. The PIA will maintain the qualified staff and resources to support management of E&S risks and impacts of the Project including hiring an ESO in the West Bank. The current Gaza office coordinator, based in the F4J's Gaza office, has received various trainings with the World Bank on the ESF and ESSs and has acted as an E&S focal point for the F4J II. Hence, the Gaza office coordinator will remain the E&S focal point for projects implemented in Gaza under the F4J III.

For ESMF and E&S instruments implementation, the ESO and the Gaza office environmental and social focal point will be responsible for ensuring the project's compliance with this ESMF as well as the LMP, SEP, and ESCP prepared for the project. The ESO and the Gaza E&S focal point will also be responsible for screening and preparing the site-specific Safeguard tools and instruments following the screening process as guided in this ESMF. In addition to monitoring and reporting on compliance of environmental and social issues. In terms of the GM, the current F4J Communication Officer has acted as the GM focal point, who will continue to do so until the ESO is on board. Then, the Communication Officer will assist the ESO in the uptake of grievances, directing grievances to the ESO and assist on the implementation of stakeholder engagements and awareness regarding the GM.

For the DIB component, F4J Consulting has been established as a legally separate entity that has its own management procedures and hierarchy, comprising of a board of directors of different private sector entities. Coordination between the PIA and F4J Consulting on E&S aspects will be done through a DIB E&S focal point that will be assigned for the F4J III Project. This focal point shall also be responsible for GM management and reporting.

Subproject proponents under the ICF will assign E&S focal points to manage the day-to-day E&S requirements as per the environmental and social instruments. In order to verify the capacity and potential non-presence of qualified personnel for existing facilities, the E&S audit will ensure to evaluate the institutional capacity of subprojects in terms of ability to manage E&S aspects. For new development projects under the ICF, the ESMP checklist / Site-specific ESMPs / ESIAs will determine the required capacity needed at the subproject level. These tools will ensure that capacity building required is identified and is also integrated in the subproject design.

Depending on the scope and size of the subproject, the E&S focal point can be an existing staff with qualifications relevant and enabling them to manage E&S requirements, or the subproject proponent will be recommended to hire a specialized E&S focal point / consultant based on the screening requirements and the E&S management tools. The subproject E&S focal point shall provide regular reporting to the PIA's ESO, who will also implement regular monitoring visits and reports. Subprojects' E&S focal points will supervise the contractors/suppliers including environmental and social management requirements and measures on their execution of related activities identified in the risk mitigation measures (e.g., ESMPs). The focal points will ensure adherence to the monitoring parameters including mitigation measures.

Contractors/suppliers and their workers will be implementing E&S mitigation measures and plans as laid out in the ESMF and subsequent E&S measures. Mitigation measures required will be included and budgeted in agreements with the contractors.

To ensure compliance with national laws and legislation, the EQA will be fully informed and engaged with in accordance with the identified steps in chapter 7. The project's ESO will constantly liaise with EQA and inform them of potential subprojects under the ICF, their implementation progress, and share relevant information and documents as appropriate to ensure that national environmental requirements are being met both at the F4J III and national ' level.
Additionally, under F4JIII, the PIA will constantly liaise with the EQA to address the national environmental requirements of subprojects under the ICF component. To ensure the project compliance with the national environmental and social requirements, the MoF and EQA is discussing assigning EQA as part of Public-Private Advisory Board (PPAB) that acts as the F4J SOPs' steering committee.

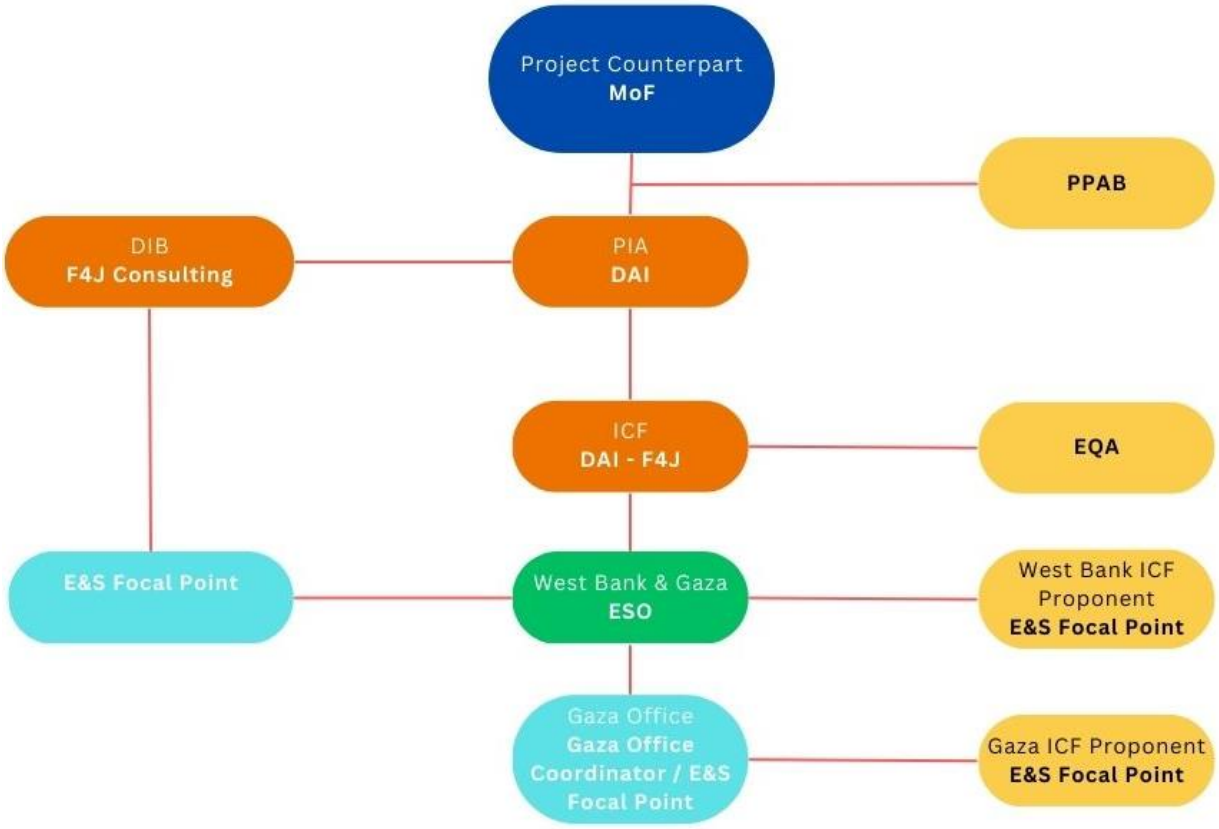


Figure 10: E&S Safeguards Implementation Responsibilities

9. Monitoring and Reporting

9.1. Periodic Monitoring and Reporting

Adequate institutional arrangements, systems and resources will be put in place to monitor the implementation of the ESMF. The goal of monitoring will be to measure the success rate of the activities, determine whether interventions have handled negative impacts and to determine whether further interventions are required. The goal of monitoring activities is to ensure that subproject activities comply with the plans and procedures laid out in the ESMF.

The Environmental and social monitoring aims to;

- record environmental impacts resulting from the subproject activities and to ensure implementation of the "mitigation measures" identified earlier to reduce adverse impacts and enhance positive impacts from project activities.
- To alert project authorities by providing timely information about the success of the ESA or otherwise need of further mitigation measures as outlined in this ESMF in such a manner that changes to the system can be made in a timely manner, if required; and
- To make a final evaluation in order to determine whether the mitigation measures designed into the sub-projects have been successful in such a way that the subproject environmental and social conditions have been restored, improved upon or are worse than before.

The ESO will be responsible for monitoring activities and conducting site visits to West Bank subprojects and DIB activities, where the Gaza Office Coordinator and E&S focal point will monitor activities and subprojects in Gaza and share the reports with the ESO to consolidate.

For the ICF subproject, the environmental and social focal points to be assigned by the proponents will be managing the day-to-day E&S requirements as per the environmental and social instruments and reporting monthly to the ESO at the PIA including reporting on national monitoring and evaluation on E&S aspects. An agreed upon reporting format will be developed to concise reports generated by subprojects' E&S focal points.

The PIA will prepare and submit to the World Bank quarterly monitoring reports on the Environmental and social performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s). The ESO will report any non-compliance to the PIA's project manager, who in turn will also notify the MoF's representative, and hence the ESO will include these remarks in the quarterly progress reports.

A system and calendar for environmental and social monitoring shall be developed by the ESO, with required monitoring indicators, stakeholders, and responsibilities. The monitoring system should contain;

- The ESO officer will conduct at least one site visit per quarter for each proposed project component, to "ground-truth" of the progress reports. A brief on this visit is to be written, with subproject visit date, participants, visit specifics covered, photos, names of beneficiaries interviewed, conclusions and recommendations, corrective actions, additional mitigation measures needed etc. a monitoring template is available in Annex XI.
- PIA E&S Quarterly Progress Reports and interim reports and monitoring reports should be shared with the World Bank as agreed upon and as outlined in the ESCP.
- EQA, MoL, MoH and other governmental stakeholders with monitoring duties over subprojects will be continuously consulted and notified of monitoring activities. For development subprojects, these stakeholders shall be invited to conduct joint monitoring visits and shall be provided with the monitoring calendar.

Relevant practical indicators to enable effective monitoring will be identified by the ESO such as the number of mitigation measures implemented; functional GM system is in place; number complaints received , resolved complaints, outstanding complaints by type; among others. Monitoring is to be conducted on a continuous basis. The flow of monitoring proceeds is presented in the table below.

Table 3: F4J III Monitoring and Reporting Framework

Type and Frequency of Monitoring	Responsibility	Description
Daily monitoring	Subprojects E&S focal points	Subproject E&S focal points will ensure the day-to-day implementation of the mitigation measures and monitoring of E&S compliance and activities. The E&S monitoring reports will be sent to the ESO.
Legal Compliance Monitoring	MoL, MoH, and EQA at minimum	Governmental Authorities will ensure the adherence of subprojects to national laws, legislations, and policies. Where the MoL will ensure the adherence of subprojects to OHS regulations and the PLL. EQA will ensure the implementation of mitigation measures, and the monitoring of environmental parameters per the PEL. MoH will ensure the adherence of subprojects to the Public health law, OHS diseases, food safety and hygiene as applicable among others. The requirements of authorities monitoring will be identified for each subproject in the site-specific E&S management tools. The subproject proponents will include Governmental authorities monitoring and findings in their monthly progress reports which will be communicated to the PIA.

Monthly Progress Reports	Subprojects E&S focal points	This report will address environmental and social issues relevant to the subproject through a previously agreed upon reporting format.
Monthly / Quarterly Monitoring Reports	ESO	The ESO will submit monthly monitoring reports to the PIA Project Manager as part of a consolidation of site-specific subprojects' progress reports. The ESO shall record monitoring activities in the Monitoring log. A Template is provided in Annex XII.
Quarterly Progress Reports	ESO Submitted by PIA to WB	The PIA will submit the report to the World Bank at the end of each reporting period (Quarter). Format of progress report shall be agreed upon with the Bank. It is suggested to follow the ESCP format.

Annex XI contains a sample monitoring form and indicators. This form shall be expanded on/ modified depending on the characteristics of the subproject. Nevertheless, main aspects that should always be included shall comprise of;

- Grievance Mechanism and complaints details, numbers, status, and other information
- Compliance status to the site-specific E&S management tools (e.g., ESMP)
- Institutional capacity and licensing
- Physical environment impacts and mitigation measures compliance (detailed in Annex XI).
- Social impacts and mitigation measures compliance (detailed in Annex XI).
- Labor and Working conditions.
- GBV (SEA / SH) impacts, grievances and mitigation measures
- Incidents, accidents, and near-miss situations.
- Logs of water consumption
- Logs of Solid waste generated
- Log of Hazardous solid waste (if any).

9.2. Incident and Accident Reporting

The PIA, being responsible for incident reporting for both project components, will notify the World Bank no later than 48 hours of any incident or accident related to the Project which has, or is likely

to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in serious or multiple injuries (e.g. road and traffic accidents, cases of COVID-19 and other communicable diseases) during project related works, operation and maintenance, trainings, capacity building, vocational trainings, and other relevant project activities. A detailed report of the incident shall be provided within 10 days of notifying the World Bank of the incident or accident. While the ICF is being implemented directly by the PIA, incident and accident reporting for the DIB component will be communicated to the PIA by "F4J Consulting" who shall notify the PIA of any incident within 24 hours so the PIA can notify the World Bank within the aforementioned timeline.

It is important for the PIA to investigate incidents in order to identify the cause and prevent them from happening again in the future. This involves conducting a Root Cause Analysis (RCA) which the World Bank may assist with. The PIA should ensure that the level of investigation carried out is appropriate for the severity of the incident. The RCA findings can then be used by the PIA to create a Safeguards Corrective Action Plan (SCAP) to supplement existing project safeguards.

10. Capacity Building Requirements

The Previous projects under the F4J SOP have applied the old safeguard policies (O.Ps), with the PIA relying on external E&S consultants for screenings, preparation of ESMPs, and monitoring. For the F4J I & F4J II, there have not been a qualified and dedicated ESO for the projects. Therefore, an ESO will be hired for the F4J III under component 3 – Project Management, where this component will also support the capacity building needed to ensure the implementation of the E&S requirements.

Once the ESO commences their duties and have been onboard, they shall provide the PIA with an orientation training on the ESF, ESSs and the E&S instruments, the orientation training should include all of the PIA's team (i.e., project manager and procurement, finance, investment, communication officers and specialists among other team members as well as the Gaza office coordinator). The training should cover E&S screening, E&S management tools, OHS, reporting, monitoring and other aspects as applicable. The E&S orientation training should be provided to any newcomers who might join the PIA's team at a later stage.

Dedicated capacity building sessions should be provided to the focal points involved in the project implementation, on aspects such as screening, GM, monitoring and reporting, OHS, waste management, emergency response and other topics that will be assessed during the ESA conducted for each subproject . E&S awareness sessions and capacity building should be provided to service providers under the DIB component and shortlisted subproject proponents. The ESO should also provide trainings to subproject E&S focal points on the E&S management tools prepared, monitoring, GM, and reporting among other topics as applicable to each subproject.

An indicative capacity building and training program is provided in the table below, the table should be dynamic and revised annually to reflect any additional training requirements as needed to ensure raising adequate capacity among the project's stakeholders to manage the E&S aspects of the F4J III.

Table 4: Indicative Table for the ESMF Capacity Building Program

Capacity Building / Training Topic	Timeframe	Stakeholders / Targeted Audience	Responsibility	Provided / Conducted By	Budget ($)
Hiring of ESO	Prior to Effectiveness Date		PIA / MoF	PIA	Included in ESMF Budget
World Bank ESF Fundamental Training (Self-paced)	Within1 month from Project Effectiveness Date	Mandatory: ESO / Gaza E&S Focal Point / F4J Consulting (DIB) E&S Focal Point Optional: PIA Staff / F4J Consulting Staff	Virtual Training	-	No cost
SEP implementatio	Within 4 months from	ESO / Communicatio n Officer /	PIA	ESO	Included in the SEP

Capacity Building / Training Topic	Timeframe	Stakeholders / Targeted Audience	Responsibility	Provided / Conducted By	Budget ($)
n capacity building	project effectiveness date	Gaza E&S Focal Point / F4J Consulting (DIB) E&S Focal Point			implementation Budget
GM Capacity Building		ESO / Communication Officer / Gaza E&S Focal Point / F4J Consulting (DIB) E&S Focal Point	PIA	ESO	Included in the SEP implementation budget
ESF Orientation Session to PIA & F4J Consulting	3 months from Project Effectiveness Date	PIA, F4J Consulting	PIA	ESO	No Cost
ESF Awareness Session to Applicants under ICF, including ESMF, SEP, and GM (incl. GBV referal mechanism)	Prior to issuing calls, during ICF meetings / Stakeholder Engagements	ICF Candidates and Applicants	PIA	ESO / E&S Focal Points	Venue and material = 500$ / 5 session
ESF Awareness and E&S management to Service Providers under DIB, including ESMF, SEP, and GM (incl. GBV referal mechanism)	During Bid Meetings / Stakeholder Engagements	Service Providers	PIA / F4J Consulting	ESO / E&S Focal Points	Venue and material = 500$ / 5 session
Selected Subproject Proponents E&S awareness,	Once Subprojects have been shortlisted, prior to	Private Sector Companies	PIA	ESO / E&S Focal Points / Consultants	500 $ / Session. Expected to include ~15 companies

Capacity Building / Training Topic	Timeframe	Stakeholders / Targeted Audience	Responsibility	Provided / Conducted By	Budget ($)
including ESMF, SEP, and GM (incl. GBV referral mechanism)	commence ment of site activities				
Selected Service Providers E&S Awareness, including ESMF, SEP, and GM (incl. GBV referal mechanism)	Once Service Providers have been selected, prior to commence ment of training activities	Service Providers	PIA / F4J Consulting	ESO / E&S Focal Points / Consultants	500 $ / Session. Expected to include ~20 trainings
ICF Subproject's E&S focal points trainings	Prior to commence ment of Rehabilitati on / Expansion activities	Subproject's E&S Focal Points	PIA	ESO / Consultants	500$ / training ~ 15 companies
Occupational Health and Safety Training for Subproject Proponents	After Shortlisting Project Proponents	Subproject Proponents & Workers	PIA	OHS Consultant	OHS Consultant Cost = 3000$ / 5 sessions
Advanced OHS Training for ESO and E&S Focal Points	During first year from project effectivenes s	ESO & E&S Focal Points	PIA	OHS Consultant	OHS Consultant Cost = 7000$
TOTAL					52,000$ (indicative)

11. Information Disclosure, Stakeholder Engagement, and Grievance Mechanism

11.1. Requirements of ESS10: Stakeholder Engagement and Information Disclosure for F4J III

A separate Stakeholders Engagement Plan (SEP) has been prepared for the F4J III Project which will be the main guiding document for stakeholder engagement, information disclosure, and the development of the Grievance Mechanism. The following sections summarize the ESMF requirements for stakeholder's consultations and disclosure.

11.2. Information Disclosure

The PIA has a dedicated website for the F4J SOP; www.f4j.ps. This website will be used to disclose project documents including the ESMF, SEP, LMP, ESCP, and other public-disclosure authorized documents. The website and its content are available in both English and Arabic.

Arabic: https://www.f4j.ps/ar

All future project related documents will be disclosed on this webpage. Project updates and information will be posted on the website and project's social media including the F4J Facebook page, which has shown to be a preferred method of communication by stakeholders due to the popularity of this platform in the West Bank and Gaza. F4J Facebook Page:

https://www.facebook.com/F4Jproject

The F4J SOP has a GM with uptake mechanisms published on the website, the details about the project Grievance Mechanism will also be posted on relevant social media. The GM might be updated to cover the new requirements under the ESF and ESSs for the F4J III, any updates will be communicated to stakeholders during engagement activities and will be announced on the website and media streams. Further details on information disclosure and the proposed information disclosure strategy for the project will be available in the SEP.

This ESMF will be publicly disclosed with translation of its executive summary subsequent to its approval by the World Bank and MoF.

11.3. Stakeholder Engagement

The stakeholder engagement activities conducted as part of the preparation of the project included 3 public consultation meetings with different identified stakeholders and one individual meeting with EQA. The meetings were organized with the purposes and dates provided below;

Date	**Meetings and Consultations**
March 1,2023	Public consultation workshop was carried out virtually (Online), to discuss the design of the Stakeholder Engagement Plan.
March 1,2023	Public consultation workshop was carried out virtually (Online), to discuss the engagement of the vulnerable individuals and groups in the project activities
March 2,2023	Public consultation workshop was carried out virtually (Online), to introduce the stakeholders to the ESMF suggested for the F4J III
March 9, 2023	Individual meeting with EQA in person to discuss the project's ESMF and the ESA process in line with EQA's national requirements

This chapter of the ESMF will provide details of engagements conducted for the ESMF and a summary of previous engagements under the F4J SOP. For details of engagements conducted for the SEP preparation, information will be available in the SEP disclosed on the F4J website.

11.3.1. Summary of Previous Engagement Activities Under the F4J SOP

During the preparation of the F4J Series of Projects" (SOP) including F4J I, F4J II, and F4J II AF and the COVID-19 Additional Financing (AF), three stakeholder consultation rounds were organized (Focus Group) sessions on July 9th, July 30th, and August 5th, 2015, under F4J I preparation, another stakeholder consultation was held during F4J II preparation in November 2016 for the Gaza Industrial Estate Solar Panel Project. Moreover, as a part of the preparation of the COVID 19 additional financing, a virtual consultation was conducted on November 4, 2020, through Microsoft Teams. Those previous consultations provided feedback on the F4J design and components, ESMF, GM as well as Covid-19 protocols for public consultations and stakeholder engagement and health and safety measures to be followed by contractors due to COVID 19.

11.3.2. Summary of SEP Preparation Consultation Workshop

A public consultation workshop was carried out virtually (Online) on the 1st of March 2023 at 10:00 am via MS Teams. The invitation list contained 113 invitees including Governmental Ministries and Institutes (E.g., MoNE, EQA, MoH, MoSD, MoE, MoF), Private Sector Entities (e.g., Palestinian Businessmen association, Palestinian Businesswomen Forum) and Companies, the Public Private Advisory Board (PPAB), Trade Unions, Associations, Palestinian Employment Funds, Service Providers of the DIB component, NGOs, educational and training institutes.

The attendance included around 34 representatives of the various invited stakeholders of which around 47% (17 attendees) were women, further details of the attendees is available in the project's SEP[54]. The session included a description of the Finance for Jobs (F4J) Series of Projects, previous activities under the F4J I& II, an overview of the financial instruments developed under the F4J SOP and to be used in the F4J III, in addition to an overview of applicable environmental and social laws and standards, applicable ESSs, potential E&S risks and impacts, mitigation measures, and E&S instruments. The session highlighted the SEP and its engagement measures, the definition of stakeholders, engagement methodologies, information disclosure and the project's grievance mechanism.

The session included various input from the participating stakeholders as well as remarks and recommendations that have been recorded and discussed throughout the session. It was noted that attendees were concerned with understanding and obtaining further information about the DIB component and the types of trainings and capacity building activities that could take place and which sectors it might cover. Additionally, some of the remarks and questions raised were regarding the support to be provided for SMEs and increasing their participation under the ICF component given that the ICF has supported relatively large or strategic projects. The attendees raised questions about the potential sectors that could be supported under the ICF component and have sked regarding the requirements and eligibility criteria to benefit from the ICF, and the types of enterprises that could be eligible for financing. There were remarks regarding the inclusion of vulnerable and marginalized groups through constant monitoring and engagement with the relevant stakeholders, especially the MoSD where the attendees have stressed the importance of liaising with the MoSD to identify vulnerable and marginalized groups and harmonize the identification with their Database to ensure effective targeting and to assist these groups, avoiding duplication of efforts and keeping the relevant authorities involved. Stakeholders raised questions regarding the Project's monitoring procedures that include E&S aspects and have highlighted the difficulty in this regard due to the local context, questions included how the project will ensure effective monitoring of subprojects especially in terms of legal compliance. The

[54] https://www.f4j.ps/cached_uploads/download/2023/04/17/f4j-iii-sep-final-version-1681731786.pdf

discussion also entailed the grievance mechanism and the role of the relevant ministries in addressing grievances especially related to the companies and projects operating under the ICF component.

In turn, the F4J project commended the participants' involvement and their input to the F4J III. The F4J team provided further elaboration on the DIB component design, the type and sectors of previous training and capacity building activities, and how the determination for upcoming training topics is being conducted. In terms of the project's support to SMEs, the F4J team explained that projects might be considered relatively large based on the Palestinian context, the previous F4J projects design was conducted in cooperation and under the guidance of the Palestinian Government to target strategic projects in order to provide the largest possible number of employment opportunities from single financing activities. The F4J III's contribution will be wider in spectrum and is expected to allow for larger participation from the different private sector entities. The F4J team provided the sectors which the F4J III aims to support, and added that The F4J projects provide support to sectors that are specifically not strongly supported in the Palestinian market. Various aspects are considered in the selection process including their nature, employment generation and environmental and social impacts. Sectors that have been supported in the past, for example, included agriculture, renewable energy, and ICT. With respect to vulnerable and marginalized groups, this comment has been well noted and the F4J team ensured that focus meetings during project preparation and implementation will take place with MoSD and other public and private sector institutions. Furthermore and in terms of monitoring, It has been explained that the project will apply specific monitoring procedures to ensure compliance with the environmental and social requirements of the project. The process of environmental and social assessment, the preparation of site-specific E&S tools (e.g., ESMPs) and monitoring their implementation and adherence will be an integral part of the project. These tools such as the CoC will be part of the legal agreement and consistent monitoring will be conducted as well as reporting. It was also further explained that through the due diligence process the project will verify all legal requirements, lisences and other certifications to ensure that projects or companies are adhering to the local laws and legislations as required. The F4J team provided an overview and further details on the project's GM and that any complainant could reach out to the project directly.

All of the questions and concerns discussed in the workshop have been documented and have been considered and addressed in the SEP document.

11.3.3. Summary of SEP (Vulnerable and Marginalized Groups) Public Consultation

A separated public consultation meeting was carried out virtually (Online) on the 1st of March 2023 at 13:00 am via MS Teams, to ensure their representation in the project's SEP and ensuring adequate identification and outreach methods are included. The session was a continuation to the SEP consultation workshop that took place the same day at 10:00 with the purpose of engaging civil society organizations, community-based organizations, and NGOs representing and/ or working with vulnerable and marginalized groups.

The invitation list contained 33 invitees, 24% (8 attendees) of whom were women, from various NGOs, CBOs, Civil Society Organizations, relevant ministries, and public organizations (i.e., MoSD, MoWA), unions and others. Further details are available in the disclosed SEP[55].

The session included a description of the Finance for Jobs (F4J) Series of Projects, previous activities under the F4J I& II, an overview of the financial instruments developed under the F4J SOP and to be used in the F4J III, in addition to an overview of applicable environmental and social laws and standards, applicable ESSs, potential E&S risks and impacts, mitigation measures, and E&S instruments.

[55] https://www.f4j.ps/cached_uploads/download/2023/04/17/f4j-iii-sep-final-version-1681731786.pdf

The session highlighted the SEP in relation to the identified vulnerable and marginalized groups, the engagement measures, the different groups, engagement methodologies, information disclosure and the project's grievance mechanism.

The session included various input from the participating stakeholders as well as remarks and recommendations that have been recorded and discussed throughout the session. Discussion included remarks on data collection and surveying for NGOs, CBOs and service providers regarding measuring implementation progress of the DIB and how to optimize it. Also, It was noted that attendees were concerned with ensuring the rights of workers especially from marginalized groups in terms of minimum wage adherence especially in Gaza Strip. Other concerns raised were regarding the employment opportunities that will be available post skill development especially in Gaza where conducting trainings is achievable but access to employment might be difficult. Some stakeholders raised comments regarding cooperating with the relevant ministries and other projects working with vulnerable and marginalized groups to ensure a better inclusion of these groups. The discussion also included remarks regarding the sensitivity of handling and managing GBV related grievances especially with some vulnerable and marginalized groups particularly in Gaza given the specificities of cultural norms and needs. Stakeholders requested that Service Providers to be provided with ICF benificiaries contacts so DIB capacity and skill building can be matched with the sub-projects' employment needs under the ICF. Some stakeholders asked questions regarding the beneficiary criteria for the ICF, such as if associations or cooperatives could apply to the ICF.

In their turn, the F4J team stated that consistent monitoring and evaluation is necessary to ensure capturing the lessons learnt and ensuring effective implementation of project activities. Data from the sites or activities such as ones under the DIB assist the project team in obtaining useful data to analyze the effectiveness of the proposed solutions so new projects such as the F4J III will be built on. In terms of environmental and social situation, there will be constant monitoring during preparation and implementation to ensure that all aspects prepared under the project's instruments and site specific management plans are adhered to, so that issues can be identified earlier, which will also assist service providers in obtaining better information as these will be shared within the periodic progress reports. In terms of labor rights and working conditions, the F4J explained the constant liaison with the authorities and the project's own monitoring to ensure OHS and appropriate working conditions on site as well as site specific management plans and monitoring visits. For the DIB, the introduction of the DIB component to Gaza will carry specific considerations, however the lessons learnt under DIB 1.0 will assist in identifying market needs and building and tailoring training solutions to assist jobseekers develop skills necessary for the local market. For the cooperation with NGOs and CBOs, this suggestion was welcomed by the project team. The F4J team once the F4J III project has commenced will discuss with the relevant authorities means and methods of cooperation to achieve the project objectives and extend the efforts to reach the widest spectrum of vulnerable and marginalized groups. Focus meetings and engagement activities will continue to take place between the PIA, ministries, public sector institutes, NGOs, CBOs, and CSOs. The F4J team confirmed and stressed on the comment related to marginalized and vulnerable groups considerations, especially in Gaza and in terms of GBV related grievances. And the F4J stated that the representation of various NGOs and CBOs working in Gaza is highly appreciated in this session. Through the SEP, the involvement of CBOs and NGOs working with site specific vulnerable and marginalized groups will be ensured and the methods and techniques will be tailored to ensure proper outreach and engagement, also in terms of GBV grievances, this has been confirmed by the project team and ensured that it will be considered. Anonymity will be provided to all who ask for it, and a specific option in the uptake mechanisms will be available to the public and project workers. The GBV grievances resolution mechanism will also be handled with secrecy and only managed by the qualified and appointed staff.

All of the questions and concerns discussed in the workshop have been considered and addressed in the SEP document.

11.3.4. Public Consultation Workshop for the ESMF Preparation – March 2nd, 2023

A public consultation meeting was carried out virtually (Online) on the 2nd of March 2023 at 11:00 am via MS Teams. The session aimed to introduce the stakeholders to the Environmental and Social Management Framework suggested for F4J III. The aim of the meeting was to obtain feedback that will assist the PIA in drafting the ESMF, identifying additional potential risks and impacts, mitigation measures, E&S management tools and procedures, as well as discussing the national E&S requirements in line with the project's applicable standards. The session introduced the attendees to the new project within the F4J series of projects, the proposed components, and expected activities to be included.

The invitation list contained 149 representatives of various private sector companies, private sector associations and representative bodies, the Public Private Advisory board, all of the commercial chambers in the West Bank and Gaza, Ministries, public sector institutions, associations, unions, universities, service providers, training and educational centers, applicants to the F4J II ICF, previous beneficiaries of the F4J Project, Federations of chambers of commerce, industry, agriculture and other sectors, as well as the investors and partners involved in the DIB component. Of the invited attendees around 59 attended the session, of whom 53% (31 attendees) were women. Further details on the attendance and session's Minutes of Meeting are available in the F4J III SEP.

The session included a description of the Finance for Jobs (F4J) Series of Projects, previous activities under the F4J I& II, an overview of the financial instruments developed under the F4J SOP and to be used in the F4J III, in addition to an overview of applicable environmental and social laws and standards, applicable ESSs, potential E&S risks and impacts, mitigation measures, and E&S instruments.

The session focused on the ESMF of the project and reviewed the applicable laws, legislations, guidelines and standards, both on a national level and the ESSs and ESHGs. The components of the ESMF were reviewed, the potential risks of the F4J project, E&S management tools, and the ESA process of the project. Additionally, the discussion involved reviewing the importance of the ESMF to the stakeholders and especially to the applicants and service providers involved.

The session included various input from the participating stakeholders as well as remarks and recommendations that have been recorded and discussed throughout the session. It was noted that attendees were concerned with ensuring the inclusion of specific measures relevant to geographic considerations for sensitive areas such as Gaza and Jerusalem, and what type of measures will be taken to support projects in geographically underserved areas. Stakeholders raised questions regarding the mechanism of E&S monitoring and how to integrate it in the independent verification process for the DIB component, its reporting and inclusion in the feedback process. Stakeholders showed interest in understanding the role and involvement of the private sector and how they can contribute to the E&S management of the project. Questions raised included remarks on how to benefit from the ESMF and how to be provided with information, including project related, E&S, and application dates and criteria. Remarks raised included other organization's efforts on some of the environmental issues raised, such as e-waste management, and how will the project limit and mitigate impacts that affects such parameters.

On their turn, the F4J team took the chance to thank the attendees for their comments and inputs. In terms of inclusion, especially for Jerusalem areas, the F4J team stated that projects in the Jerusalem area have been applying for the previous calls within the project and have been under review. Projects from all areas within the administrative authority of the PA are encouraged to apply and projects are assessed thoroughly given specific criteria that contribute to the PDO and objectives of the project, especially in terms of creating employment opportunities. In terms of monitoring and independent verification of the DIB component, the F4J team stated that the project will employ various tools for monitoring and evaluation, one of which is related to the environmental and social aspects. The reports and data resulting from E&S monitoring will be shared and public and will be available at F4J consulting

which will assist the independent verification agencies to highlight any issues relevant to the implementation of the activities. With regard to private sector involvement, the team confirmed that these consultations assist the project team in maintaining the involvement of the private sector throughout the different phases of the project. The feedback received over the consultation sessions will assist in including them in the development management plans. The private sector is key to the success of the project, and its guidance is obtained from various entities such as the advisory board that comprises of private, public, and civil sectors. The ESMF will include important information for the private sector to understand the nature of the measures included to assess projects, monitor them, and ensure the implementation of mitigation measures. Additionally, the ESMF's E&S exclusion list will assist projects in understanding what type of activities can be financed through the F4J III. In terms of the ESMF benefits, It was discussed that this meeting aims to involve their opinions in the drafting of the ESMF. The ESMF will then be disclosed on the F4J website which was shared with the attendees. Further it was explained that after approving the ESMF, the F4J will announce through various channels such as social media the availability of the ESMF and the disclosure location. The project team welcomed the suggestion and assured them that consequent meetings and engagements will take place during the project preparation and implementation with the Chamber and the other stakeholders. The project team shared the contact details with the attendees to arrange for any meetings or answer any questions that might arise in the future. The team provided a description of the calls' announcements process and how the applications are conducted. The project team provided information on e-waste measures and the nature of the mitigation measures have been discussed in addition to the screening and assessment of projects and their associated impacts. For projects that involve the generation of e-waste (e.g., solar energy at their end of life stage) there will be specific measures and management procedures included in the form of e-waste management plan depending on the project's nature, scope, type of waste and other data that is obtained through the ESA process. Additionally, it was clarified that the project has standards in the procurement process and finances only new equipment that adhere to international quality standards.

All of the questions and concerns that were discussed in the workshop have been addressed and documented in the Project's SEP, which includes questions and remarks, photos, and attendance sheets.

11.3.5. Individual Meeting with EQA on ESMF Preparation – March 09th, 2023

An individual meeting was carried out on the 9th of March 2023 at 10:00 with EQA's Environment Protection General Directorate's Acting General Director, Mr. Yasser Abu Shanab. The Meeting was attended by Mr. Ameen Nazzal (DAI-F4J), and Mr. Faisal Kilani, Environmental and Social Consultant for the F4J. The meeting aimed to introduce EQA to the F4J III Project, discuss the project's ESMF under preparation, identify any additional potential E&S risks, and to obtain feedback related to the E&S Assessment methodology and harmonizing it with the EQA requirements.

The meeting included a description of the Finance for Jobs (F4J) Series of Projects, previous activities under the F4J I& II, an overview of the financial instruments developed under the F4J SOP and to be used in the F4J III, in addition to an overview of the applicable ESSs, relevance of National Environmental laws and legislations, potential E&S risks and impacts, mitigation measures, and E&S instruments.

The meeting focused on the ESMF of the project and harmonizing the ESA processes both under the ESMF and in relation to national laws and EQA requirements. The discussion included a review of the proposed ESA methods and tools for the project as well as EQA's Environmental Assessment process for proposed sub-projects. The meeting included various input from Mr. Yasser to enhance the environmental and social management of the project, which have been considered for the ESMF preparation. Main discussion points included;

- Informing applicants during calls / future consultations of the requirement of EQA and their process and review timeline for the environmental permit.
- EQA can accept the ESMPs for licensing projects, they are in line with the EQA requirements. however, they have to be submitted in Arabic.
- MoF to send to EQA the shortlisted companies under the ICF, with their name, short description, and site coordinates. this will help EQA to know which projects are supported under the F4J III.
- EQA suggested considering adding them to the project's steering committee / advisory board. This will help in the environmental permit and assessment process.

11.4. Grievance Mechanism

A grievance is a concern or complaint raised by an individual or group affected by F4J III subprojects/activities. Both concerns and complaints can result from either real or perceived impacts of operations and may be filed in the same manner and handled with the same procedure.

The PIA which is responsible for working with related institutions to implement the project activities, has established a GM to provide stakeholders with a transparent, effective, and timely mechanism to provide feedback and voice their concerns. This GM has different channels to receive the complaints from the different types of stakeholders. The PIA advises people on their rights and GM process before and during the project implementation.

The project's GM manual has been updated in November 2020 to include complaints' filing measures to minimize risk of exposure to COVID-19, channels for accepting GBV and Sexual Harassment (SH) complaints and anonymous complaints. Currently, the PIA's communication officer is responsible for managing the GM. The GM may still undergo further updates depending on the requirements under ESS10 as the F4J III project is the first one in the SOP to implement the newly adopted ESF. Any updates will be communicated to stakeholders during engagement activities and will be announced on the website and media streams.

During the last phase of F4J project, PIA has communicated the complaints procedure manual and templates with the beneficiary of the ICF and the potential investment beneficiaries. The ICF beneficiary has created GM systems on the sub-project level using the manual and templates provided by the PIA and appointed a focal point/person to monitor and report on GRM. In F4J III, PIA will ensure that each subproject will include a GM system with accessible channels and effective procedures, to be linked with their parent GM system.

The F4J III's GM is based on two parallel mechanisms, the first is a community level GM that handles the registration, uptake, verification, resolution, and closure of the public's grievances against the project. The second is with respect to the project's workers. For the direct workers, the project has an existing Workers' GM that governs and provides mechanisms for handling the project's direct workers complaints and grievances, as for contracted workers, contractors/ suppliers will be required to furnish a contracted workers' GM based on the project's Workers' GM Manual to be prepared and disclosed.

A detailed description of the GM is included in the SEP[56]. The PMU has assigned a GM telephone number, email address and website, the ESO, once hired, will communicate GM details to project affected parties during stakeholder engagement activities and through appropriate methods.

The following uptake procedures and mechanisms will be available to the public to lodge any concern or grievances;

[56] https://www.f4j.ps/cached_uploads/download/2023/04/17/f4j-iii-sep-final-version-1681731786.pdf

- Anyone from the stakeholders/ affected communities or anyone believing they are affected by the Project/ subprojects can submit a grievance.
- The complainant should submit full details and any relevant supporting documents related to their complaint.
- Anonymous complaints are allowed in the GM system, they will be handled according to the procedure manual in the same manner as the other complaints.
- Grievances are submitted through different communication channels:
    - **Electronically** by filling out the complaint form and attaching all the related supporting documents to the following link: http://www.f4j.ps/publish/38
    - **Verbally** by calling the F4J Office at +970 2 296 4840 to file a complaint with an F4J staff member.
    - **In person** by visiting the F4J offices in Ramallah and/or Gaza where you can complete the complaint form and sign it in person.
      Ramallah Office: Haifa Commercial Center, 2nd Floor, Al-Irsal Street
      Gaza Office: Capital Enterprise Real Estate Building, 04th Floor, Omar Al Mukhtar Street, Gaza
    - **Social Media** by sending messages to the project's facebook page: https://www.facebook.com/F4Jproject as this means is commonly used by the majority of communities unaware of project details, its website, or other contact details. Depending on the case, complainants may be called or asked to fill in the electronic form. If difficult, the grievance can be registered via the social media platform chat.

The GM includes special pathways for the GBV complaints and grievances, including grievances on sexual harassment and sexual exploitation and abuse. Channels to accept and respond to GBV grievances, while ensuring high confidentiality, will be communicated to the project's affected parties during the consultation meetings and throughout project implementation.

Once a complaint is received, the PIA will send an initial response, that acknowledges receipt of the complaint will be made within 1 working day, and another response of either accepting the grievance or declining it within 3 working days. Grievances may be declined because of the following;

1. They are not related to the project, its activities, or sub-components; in this case, complainants will be provided with a detailed response explaining the aforementioned. And if known, the relevant parties that they should direct their grievances to
2. If the same grievance has been submitted before and rejected;
3. If the grievance is being examined by the judiciary system of the PA
4. If the Complaint is irrelevant / of malicious nature

A final response will be provided within two working weeks after receiving the complaint. Where the complaint is unlikely to be resolved within the estimated duration, PIA must promptly contact the complainant to request additional time and explain the delay. If the complaint is not resolved, PIA will refer the complaint to the MoF to take the appropriate measures.

The PIA will follow the steps below:

- Verify the validity of the information and documents enclosed.
- Ask the complainant to provide further information if necessary.
- Refer the complaint to the relevant party.
- The PIA shall register the decision and actions taken in the GM log/database.

PIA will notify the complainant of the decision/solution/action immediately in writing, and as appropriate, other communication methods such as by calling or sending the complainant a text

message will be followed. When providing a response to the complainant, PIA must include the following information:

- A summary of issues raised in the initial complaint;
- Reason for the decision.

In case of anonymous insensitive complaints, the PIA will find a suitable way to announce the solution as a lesson learned during the regular consultation sessions.

11.5. World Bank Grievance Redress Service

Communities and individuals who believe that they are adversely affected by a project supported by the World Bank may also complaint directly to the Bank through the Bank's Grievance Redress Service (GRS):

(http://projectsbeta.worldbank.org/en/projects-operations/products-and-services/grievance-redress-service).

A complaint can be submitted to the Bank GRS through the following channels:

- By email: grievances@worldbank.org
- By fax: +1.202.614.7313
- By mail: The World Bank, Grievance Redress Service, MSN MC10-1018,1818 H Street Northwest, Washington, DC 20433, USA.

12. ESMF Indicative Budgetary Requirements

The table below summarizes the annual estimated costs and budgetary requirements associated with the implementation of the ESMF.

Table 5: Estimated cost of ESMF implementation

No.	Proposed Measures	Quantity	Unit Rate or Rate / year	Duration (years)	Total Cost ($)	Assumptions
1	Hiring ESO (cost of screening & monitoring included in renumeration)	1	54,000	2	108,000	Incl. benefits (e.g., health insurance, mobile phone)
2	E&S Focal Points: ICF Gaza Office, F4J Consulting, Subproject proponents, Service providers	1 per each	-	2	-	Included in their salaries.
3	Training plan as detailed in table 4	Refer to table 4	assuming 23,000$ per year	2	52,000	Cost needs to be revised annually and benchmarked after the first year.
4	SEP implementation		Detailed in SEP	2	62,700	Cost needs to be revised annually and benchmarked after the first year.
5	Site specific management plans (e.g., audits, ESMPs)	~15	Assuming 7 per year = 31,500	2	63,000	Cost of contracting an independent E&S consultant
6	Translation of site specific management plans	~10	Assuming 3000$/document	2	30,000	EQA requires Arabic versions of management plans for their review
7	Contingency	-	10%	2	31,570	To ensure that any unforeseen costs could be covered
TOTAL					**347,270$**	

Annex I: Simple Environmental and Social Screening - A (DIB Activities)

- SECTION 1: ACTIVITY / SUBPROJECT -

Component	
Activity / Subproject Name	
Name of the Beneficiary of Subproject	
Financed Activities by the Project	
Expected Start Date & Expected Duration of Project Implementation Phase	
Contact Person and Contact Details	

- SECTION 2: SCREENING PROCESS-

The Objective of the Screening Process	
ESMF Risk Classification and Project Applicable ESSs per the ESMF	
Date of Screening	
Description of Screened Site Location	A brief description of the environmental and social characteristics relevant to the project and its area of influence
Coordinates of Site Location/s	"INSERT MAP IN ANNEX"

- SECTION 3: PROJECT & ACTIVITY / SUBPROJECT DESCRIPTION –

Project Brief & Background	
Activity / Subproject Description	Summary of key design features, resource requirements, raw material needs, and quantities, utilities (water/electricity) needs, types and volumes of waste expected, workforce size, implementation time schedule, benefits, project relevance, and other information.
Estimated Investment	

- SECTION 4: SIMPLE ENVIRONMENTAL AND SOCIAL SCREENING –

Questions	**Answer**		**ESS relevance**	**Possible E&S Instruments and Plans**
	yes	no		
ESS1: Assessment and Management of Environmental and Social Risks and Impacts				
Is the activity / subproject related to the expansion or rehabilitation of an existing facility?			ESS1, ESS2, ESS4, ESS6, ESS10	E&S audit
Is the activity / subproject related to the establishment of a new facility?			ESS1, ESS2, ESS4, ESS6, ESS10	Mitigation Measures /ESMP Checklist/ Site Specific ESMP / ESIA
Does the subproject have an adequate system in place (capacity, processes and management) to address environmental and social concerns? (e.g. qualified staff, systematic company procedures, etc.)			ESS1	E&S Audit / Corrective Action Plan
Are Gender-Based Violence (GBV), Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) risks anticipated within the activity / subproject ? (this can be due to requirements of gathering, area being close to schools, hospitals, other community gathering areas, reports of previous cases of GBV in the area, etc.)			ESS1, ESS2, ESS10	SEP GM
Are there any expected impacts related to air pollution (e.g., Dust, emissions, particulates)?			ESS2, ESS3, ESS4	Site Specific ESMP / ESIA / OHS Plan / GM / Workers' GM / Community Health and Safety Plan
Are there any expected impacts related to nuisance (e.g., noise, vibrations)?			ESS2, ESS3, ESS4	ESMP checklist/ ESIA / Site Specific ESMP / OHS Plan / GM / Workers' GM / Community Health and Safety Plan
Is the facility / site connected to the wastewater network?			ESS1, ESS3	ESMP checklist/ ESIA / Site Specific ESMP
If required per national legislations, does the facility has an internal wastewater treatment unit / plant?			ESS1, ESS3	ESMP checklist/ ESIA / Site Specific ESMP
ESS2: Labor and Working Conditions				
Is there a risk of adverse impacts related to occupational health and safety?			ESS2	OHS Plan
Are there any anticipated impacts on labor rights that could be considered a violation of the labor			ESS2	OHS Plan / LMP

law, OHS regulations, or the workers' rights in line with ESS2?				
Is there an existing OHS policy / plan?			ESS2	OHS Plan / LMP
ESS3: Resource Efficiency and Pollution Prevention and Management				
Are there any expected impacts related to hazardous material / waste?			ESS2, ESS3	Site Specific ESMP/ ESIA / OHS Plan / Hazardous material management plan / Hazardous waste management plan
Does the sub-project involve generation of e-waste?			ESS3	e-waste management plan
Are there any expected impacts related to water resource / water pollution?			ESS3	Site Specific ESMP / ESIA
Are there any expected impacts related to construction / solid waste generation?			ESS3	Site Specific ESMP / ESIA / Waste Management Plan
ESS4: Community Health and Safety				
Are there any expected impacts related to Life and Fire Safety?			ESS2, ESS4	Site Specific ESMP/ ESIA / OHS Plan / Emergency response procedures
Are there any expected impacts related to traffic and vehicular incidents?			ESS4	Site Specific ESMP/ ESIA / Community Health and Safety Plan
Are there any additional risks relevant to community health and safety?			ESS4	Community Health and Safety Plan
ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources				
Are there any impacts related to felling / replanting of trees that are on site?			ESS1, ESS6	Mitigation Measures /ESMP Checklist/ Site Specific ESMP/ ESIA
Is clearing of vegetation, land preparation, levelling and other site conditioning activities needed?			ESS1, ESS6	ESIA / Site Specific ESMP / Chance Find Procedures
ESS10: Stakeholder Engagement and Information Disclosure				

Are there any vulnerable groups present in the subproject area and are likely to be affected by the proposed subproject negatively or positively?			ESS10	SEP GM

Conclusions:

1. Proposed Environmental and Social Risk Ratings (Substantial, Moderate or Low). Provide Justifications. Any subproject that will be rated "High" should be excluded.

_____
_____
_____

2. Proposed E&S tools/Instruments (ESMP Checklist, E&S Audit, Site Specific ESMP, ESIA).

- _____
- _____
- _____

- SECTION 5: ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES–

Activity	Potential Environmental / Social Impact	Proposed Mitigation Measures
Preparation / Rehabilitation / Expansion phase		
1		
2		
Operational Phase		
1		
2		
Decommissioning phase (if applies)		
1		
2		
3		

- SECTION 6: E&S CLAUSES AND CHECKLIST FOR INCLUSION IN BIDDING DOCUMENTS –

This section is relevant for low ESRC Subprojects / activities. For Moderate and Substantial please continue to the "Detailed E&S Screening Checklist – B" and fill this section in it.

e.g., ITB 12.1 (i) :

- _____
- _____
- _____

E&S Screening Conducted
by:_____

Signature:

_____

Date: _____/_____/_____

Project Manager:

_____

Signature:

_____

Date: _____/_____/_____

Annex II: Detailed Environmental and Social Screening – B (ICF Activities)

- INSERT -- Sections 1,2, and 3 filled for the Simple Environmental and Social Screening Checklist – A. Expand on them if needed.
- SECTION 4: SUBPROJECT ELIGIBILITY SCREENING -

Parameter	Activities	Yes	No	I Don't Know	If yes, Elaborate
Environmental and Social Assessment	1- Does the proposed subproject / activity meet any of the criteria of "C" classified projects under the Guidelines of EIA of the PEAP? Is the subproject's sector one of the identified in the list of "C" grade projects? Does it require preparing an ESIA / EIA from scratch? Mark "NO" if the project has an already prepared ESIA / EIA report or if it's being conducted.				
Environmental and Health Impacts	2- Does the activity / subproject expected to cause long term, sensitive, diverse, unprecedented, permanent and/or irreversible (e.g., loss of major natural habitat) adverse impacts. Is it possible that these impacts might affect an area broader than the sites or facilities of the subproject?				
	3- Could any of the anticipated impacts be classified as high?				
	4- Is the proposed site of medium and high agricultural value classification?				
	5- Is the proposed site of low resistance to groundwater pollution?				
	6- Is the proposed site on a land of high scenic value?				
	7- Could the activity / subproject involve the construction of any new large water storage structures - such as weirs, new large irrigation canals , and underground dams or any activity directly or indirectly related to the safety of dams?				

	8- Could the activity / subproject involve the production or use of genetically modified organisms or other biotechnology that has not undergone proper safety assessments?				
	9- Do the activities to be financed have potential adverse environmental or social impacts on human populations? Are any of these impacts irreversible, long-term, or high risk?				
Biodiversity	10- Is the site located within or within the area of influence of protected areas? Does it contain protected species, or has an area of influence extending to natural biodiversity, protected, or biologically sensitive areas?				
	11- Any subproject that is located in areas of high value and sensitivity and is likely to be affected by subproject activities, for example sensitive and valuable ecosystems and habitats (legally protected and internationally recognized areas of high biodiversity value).				
	12- Is the activity / subproject expected to convert or lead to conversion and/or degradation of significant areas of critical natural habitats (areas officially protected) and/or Sites of Conservation Importance and designated forest areas; including extraction of raw materials from such areas?				
Social Impacts	13- Is the activity / subproject suspected of involving the use of child or forced labor, or to violate basic human rights or labor laws?				
	14- Will the activity/ subproject could have adverse social impacts and may give rise to significant social conflict				
	15- Could the project involve involuntary land acquisition, relocation of households, temporary or permanent land take, resulting in impacts on livelihoods, including those that may occur through restriction of access to resources. This includes Affecting the lands or rights of vulnerable minorities and would require Free Prior Informed Consent. Is the subproject location NOT a state owned / private owned land?				

	16- Will the supported activities carry any negative irreversible impacts on vulnerable groups?				
	17- Are there any reasons preventing stakeholder engagement and information disclosure?				
Resource Efficiency and Pollution Prevention	18- Do the activities to be financed carry adverse impacts in terms of emissions? Do they carry adverse impacts on human and environmental health?				
	19- Does the activity /subproject entail any solid waste management activity which does not consider it in an integrated manner – (without proper plan from source till disposal)?				
	20- Do the supported activities entail the purchase and application of banned chemicals or hazardous material?				
	21- Do the activities to be financed pose risks of heavy exploitation of resources? Will it impact the community's use and share of these resources? Will it lead to significant depreciation of these resources?				
	22- Does the activity / subproject involve the production or use of persistent organic pollutants (POPs) or other toxic chemicals that could have long-lasting environmental or health impacts? These also include subprojects that involve the production or use of persistent organic pollutants (POPs) or other toxic chemicals that could have long-lasting environmental or health impacts.				
	23- Does the activity / subproject manufacture pesticides (or any activity involving pesticides that are banned by the Palestinian MoA and World Health Organization), insecticides, herbicides, and other dangerous chemicals; (e.g., asbestos cement pipes for irrigation) ?				
Cultural Heritage	24- Could the activity / Subproject result in adverse impacts on cultural heritage and triggering ESS8, this includes both tangible and intangible cultural heritage?				

Recommendations:

- If the answer to any of the questions above is **Yes**, the subproject should be excluded from financing.
- If all the answers are **No**, proceed with the subproject Environmental and Social Screening below and list the appropriate E&S mitigation measures/ instruments.

-

- SECTION 5: DETAILED ENVIRONMENTAL AND SOCIAL SCREENING CHECKLIST –

**** Please recreate the table below for both (i) Rehabilitation / Expansion Phase (ii) operation phase (iii) Decommissioning Phase (if applicable)**

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	**Yes**	**No**	**I don't know**	**If answer is "yes", Please refer to for due diligence/action**	**Remarks**	**Recommended Mitigation Measures**	**Implementation Responsibility**
ESS1: Assessment and Management of Environmental and Social Risks and Impacts							
Are there potential physical impacts related to biota on site (floristic and faunistic species)?				**ESMF**			
Have there been any complaints raised by local affected population, groups, NGOs, or other parties in relation to the subproject area, or the facilities to be used? Will the financed activities remedy these complaints?				**ESMF** **SEP** **GM**			
will the project affect the livelihoods of the local							

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
communities, particularly those who are dependent on natural resources?							
Is there a risk of capturing project benefits by certain parties? Or diversion of financed activities benefits?				**SEP** **GM**			
Is there a risk of lack of monitoring of financed activities due to remoteness of location?				**SEP** **ESMF**			
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?				**ESMF** **SEP** **GM**			
Does the subproject management have the institutional environmental and social capacity to manage and implement the E&S risks and mitigation measures?				**ESMF**			
Is the subproject location owned by, licensed, or rented by the project / subproject proponent?				**Subproject Licenses**			

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	**Yes**	**No**	**I don't know**	**If answer is "yes", Please refer to for due diligence/action**	**Remarks**	**Recommended Mitigation Measures**	**Implementation Responsibility**
Does the subproject proponent / service provider or contractor have valid operating permits, licenses, approvals, etc.? If not, please explain. Permits to screen for include construction permits, operational/use permits, waste management permits, environmental permits, land permits, water management permits… If not, will financing be used to obtain the required permit(s)?				**ESMF**			
Do the financed activities in any of their implementation phases pose significant fire risk due to material used, processes, operations or other factors?				**ESMF**			
Does the subproject facilities have appropriate mitigation measures for fire risks? (based on national civil defense instructions, including but not limited to fire extinguishers, alarms, fire exit and signs)				**National Civil Defense Regulations**			

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	**Yes**	**No**	**I don't know**	**If answer is "yes", Please refer to for due diligence/action**	**Remarks**	**Recommended Mitigation Measures**	**Implementation Responsibility**
Will the subproject activities entail the use of new technologies for which E&S impacts are not yet clearly studied or which could result in moderate / substantial / or high E&S impacts?				**ESMF**			
ESS2: Labor Rights and Working Conditions							
Will works financed include construction, reconstruction or demolition works?				**ESMF** **LMP on OHS** **OHS Plan**	**ON SUBPROJECT/CONTRACTORLEVEL**		
Will the subproject activities include industry specific OHS risks such as exposure to fumes, electricity, chemicals and others as defined in the industry specific EHS Guidelines?							
Will the subproject be able to provide workers with worksite facilities including potable water, sanitation, resting area?				**LMP and National Legislations (PLL)**			
Do the subproject and financed activities carry GBV (SEA / SH) risks to its workers? Are the				**LMP** **ESMF**			

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	**Yes**	**No**	**I don't know**	**If answer is "yes", Please refer to for due diligence/action**	**Remarks**	**Recommended Mitigation Measures**	**Implementation Responsibility**
financed activities expected to be sensitive to such risks?				**GM**			
Are there adequate mitigation measures for workplace GBV risks?				**ESMF** **LMP** **GM** **CoC**			
Are associated OHS risks High?				**LMP on OHS** **OHS Plan**	**ON PROJECT LEVEL**		
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)				**ESMF** **LMP** **SEP**			
Is there a risk of unfair recruitment process if the financed activities will require recruitment activities?				**LMP** **GM** **National Legislations (PLL)**			
Does the subproject apply national measures and commit to				**ESMF**			

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
the Ministry of Health regulations in regard to COVID-19?				**LMP**			
In terms of COVID-19 risks, do the financed activities and their execution require any public gatherings of any sorts?				**LMP** **SEP**			
ESS3: Resource Efficiency and Pollution Prevention and Management							
Are there potential physical impacts related to ambient air quality, including dust and emissions?				**ESMF**			
Are there potential physical impacts related to nuisance, including noise and vibrations?				**ESMF**			
Are there potential physical impacts related to water resources (surface / ground) and their pollution?				**ESMF**			
Are there potential physical impacts related to high consumption of energy or other utilities?				**ESMF**			
Are the financed activities expected to be associated with generation of substantial				**ESMF**			

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
quantities of construction/demolition waste?				**Waste Management Plan**			
Are the financed activities expected to entail the use / generation of hazardous chemical material / waste?				**ESMF** **OHS Plan**			
Are there potential physical impacts related to generation of construction waste?				**ESMF**			
Are there potential physical impacts related to solid waste generation?				**ESMF**			
Is there expected generation of e-waste?				**ESMF** **E-Waste Management Plan**			
Are there potential physical impacts related to the generation of wastewater?				**ESMF**			
Will the project include the use of pesticides?				**ESMF** **PMP**			

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	**Yes**	**No**	**I don't know**	**If answer is "yes", Please refer to for due diligence/action**	**Remarks**	**Recommended Mitigation Measures**	**Implementation Responsibility**
Are there other activities or projects in the area that are using natural resources or generating waste or environmental pollutants, and could potentially result in cumulative impacts when combined with the proposed subproject?							
Are the impacts of existing or expected projects in the area expected to magnify, contribute, or add to the potential impacts resulting from the proposed subproject, or vice versa?							
ESS4: Community Health and Safety							
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)				**ESMF** **SEP**			
Do the financed activities carry any high or substantial risks of causing incidents (e.g., traffic,				**ESMF**			

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
pollution, fires) to the population and neighboring communities?							
Is there a risk of increasing the probability / creating GBV potential impacts due to the execution of financed activities?				**ESMF** **GM** **CoC** **LMP**			
Does the subproject have the potential to upset community dynamics? (impacts on community culture, roles, religious beliefs, and social structure. For example: introducing information that could contradict with the local society's beliefs or religion)				**SEP** **GM**	**ON PROJECT LEVEL** **ON SUBPROJECT LEVEL**		
Will the financed activities present hazards to community members on the sub-project site?				**ESMF**	**ON SUBPROJECT LEVEL**		
Will the financed activities pose traffic and road safety hazards?				**ESMF**	**ON SUBPROJECT LEVEL**		
ESS5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement							
Will the subproject activities during any of its phases will result				**ESMF**			

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
in restrictions or hindering the movement of adjacent communities to their lands or will it result in restrictions on land use?							
ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources							
Will the subproject require clearing of land including removing trees and native flora from site?							
Will the subproject affect the rights and access of communities to natural resources, especially those that they depend on for livelihood?							
Will the subproject activities entail the utilization of specific natural resources in the area?							
Is the subproject expected to have negative impacts on species of flora or fauna or their habitats?							
Could the subproject impact soil stability and quality in the area?							
Will the subproject's activities add or contribute to negative impacts on biodiversity that are							

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
resulting from other projects in the area? And vice versa?							
ESS10: Stakeholder Engagement and Information Disclosure							
Is there a risk that the activity fails to incorporate measures to allow meaningful, effective and informed consultation of stakeholders, such as community engagement activities?				**SEP**			
Has there been previous cases of exclusion of persons with disabilities or other marginalized related to the project's implementation? groups (women, children, ethnic minorities, elderly) in the area?				**SEP**			
Are women likely to participate in decision-making processes regarding the activity?				**SEP**			
Is there a risk that exclusion of beneficiaries will lead to grievances?				**SEP** **GM**			

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	**Yes**	**No**	**I don't know**	**If answer is "yes", Please refer to for due diligence/action**	**Remarks**	**Recommended Mitigation Measures**	**Implementation Responsibility**
Will COVID-19 restrictions impact proper stakeholder engagement?				**WHO and National MOH guidelines**			
Have the financed activities been designed with sufficient stakeholder engagement activities during the design process?				**SEP**			

- SECTION 6: SUMMARY OF THE SCREENING PROCESS –

	E&S Screening	Results and Recommendations		
	Relevant ESSs for this subproject	List ESSs		
Phase (Construction / Operations)	Summary of Critical Risks and Impacts identified	E&S Risk / Impact	Individual Risk/ Impact Rating (low, moderate, substantial)	Summary of Mitigation Measures
	1.			
	2.			
	3.			

	4.			
	5.			

	5.			

Additional Environmental and Social Assessment Requirements	
ESRC	Summary of Screening Result Justification
Low Risk	No further E&S assessment required
Low to Moderate risk	ESMP Checklist / Site Specific E&S Audit, Also, E&S clauses for bidding documents should be incorporated.
Substantial Risk	Site Specific ESMP / Site Specific E&S Audit / ESIA
High risk	**(EXCLUDED)**

- SECTION 7: E&S CLAUSES AND CHECKLIST FOR INCLUSION IN BIDDING DOCUMENTS –

ITB 12.1 (i) :

List of management plans and E&S instruments

E&S Screening Conducted by:_____

Signature: _____ Date: ____/____/_____

Project Manager: _____

Signature: _____ Date: ____/____/_____

Annex III: Suggested Template for E&S Audit

All Terms of references will be prepared in accordance with the ESS, and acceptable to the Bank

Executive summary

The environmental and social audit executive summary should provide a concise overview of the audit findings, conclusions, and recommendations. It should highlight the key issues and concerns identified during the audit, as well as any areas of good practice or success. The executive summary should also include a summary of the audit methodology, including the scope of the audit, and the data sources used. Additionally, it should summarize the main findings related to compliance with relevant environmental and social standards and regulations, stakeholder engagement and consultation, and potential impacts on the environment and affected communities, as well as the existence of a functional and responsive GM. Finally, the executive summary should provide clear and actionable recommendations with implementation responsibilities and timeline for addressing any issues or concerns identified during the audit.

1. **Introduction**

This should include the subproject's description, years of operation, detailed description of the processes and industry taking place, with number of workers, labor force, production capacity, existing production lines, products being manufactured, project components if any.

2. **Environmental and Social Audit Process**

This section should include the methodology used, data collection, and purpose and scope of the audit in accordance wit the ESF ESS's and the national requirements

3. **Environmental and Social Baseline**

This should include a baseline description of the project's site, physical and social characteristics relevant to the site and its operations as well as the area of influence.

4. **Implementation Arrangements and Institutional Capacity**

This chapter reviews the subproject proponent's existing institutional arrangements for managing mitigation measures and the capacity of the staff. This chapter should include a review of existing license and certificates and listing of existing capacity.

5. **Environmental and Social Risks and Impacts**

This chapter should assess the potential risks and impacts of the subproject and its operations on the environment and affected communities. This chapter typically includes a review of the project's environmental and social impact assessment, an evaluation of the adequacy and effectiveness of the project's risk management and mitigation measures, and an assessment of any actual or potential adverse environmental or social impacts that have been identified. The chapter may also include an analysis of any cumulative or indirect effects of the project. The goal of this chapter is to identify potential risks and impacts and to provide recommendations for mitigating or avoiding them, in order to ensure that the project or program is environmentally and socially sustainable. The chapter highlights any identified E&S impacts that were not previously detected in the conducted ESA reports.

6. **Stakeholder Consultation**

This chapter should include a summary of interviews and meetings conducted with stakeholder and any raised concerns or grievances they have in relation to the subproject., as well as the status and

mechanism of a GM, if any available for the subproject, in addidiotn to the status of resolution, previous complaints, timeline of resolution and commitment to it, and most recurring grievances among other factors that are determined upon subproject due diligence. This helps identify the magnitude of the detected impacts, and to identify any risks that were not previously detected. In addition, this ensures the inclusion of stakeholders and PAPs, in particular in the design of the required mitigation measures.

7. Corrective and Monitoring Action Plan

Based on the identified environmental and social impacts, this section is typically drafted in the form of a matrix containing the identified impacts, suggested corrective actions, implementation responsibilities, timeline for implementation, monitoring responsibility and frequency, in addition to associated estimated cost if any.

Annex IV: ESMP Checklist Template

General Guidelines for the Use of ESMP Checklist

The F4J III has developed an alternative format for preparing ESMPs for minor rehabilitation or small-scale works with low to moderate risk and clear, predictable, reversible, site-specific E&S impacts. The checklist-type format has been developed to provide a more streamlined and user-friendly approach, and to ensure compatibility with ESF requirements. The checklist covers typical core mitigation approaches to subprojects with small, localized impacts, providing the key elements of an ESMP or ESMF to meet World Bank Environmental and Social Assessment requirements under ESS1 and national requirements. The intention of this checklist is to serve as guidelines for small works contractors and to be included as an integral part of bidding documents for contractors carrying out small civil works under Bank-financed projects.

The Checklist includes the following sections:

Part 1: includes a descriptive part that characterizes the subproject and specifies in terms the institutional and legislative aspects, the technical project content, the potential need for capacity building program and description of the public consultation process. This section could be up to two pages long. Attachments for additional information can be supplemented when needed.

Part 2: includes the simple environmental and social screening checklist -A (Annex I), where activities and potential environmental issues can be checked in a simple Yes/No format. If any given activity/issue is triggered by checking "yes", a reference is made to the appropriate section in the following table, which contains clearly formulated management and mitigation measures.

Part 3: represents the monitoring plan for activities during project construction and implementation. It retains the same format required for ESMPs proposed under normal Bank requirements for Substantial risk projects. It is the intent of this checklist that Part 2 and Part 3 be included into the bidding documents for contractors, priced during the bidding process and diligent implementation supervised during works execution.

Content of the ESMP Checklist:

A. General Project and Site Information
B. Environmental and Social Impacts Screening
C. Mitigation Measures
D. Monitoring Plan

PART A: GENERAL PROJECT AND SITE INFORMATION

- Name of site
- Description of site location: Could include maps as attachments.
- Ownership verification of the site
- Description of environmental, social, and socioeconomic baseline
- Location and distance for material sourcing, transportation routes, description of operations.
- Brief description of the applicable national and local legislations and permits that apply to the subproject.
- Brief of the public consultation: where it took place, when, with who, and main remarks.
- Brief description of the institutional capacity: if there will be capacity building needed include the capacity building requirements as attachment.

PART 2: ENVIRONEMTNAL AND SOCIAL SCREENING

- Insert the result of the Simple E&S Screening Checklist A.

PART 3: MITIGATION MEASURES

The following table can be modified to remove any non-applicable parameters per the screening or to include any additional parameters or site-specific mitigation measures required.

Activity	Risk Category (env. / Soc.)	Potential Risks	Generic Mitigation Measures
Trainings both technical and vocational, internships/ apprenticeships, coaching and mentoring, job placement and in-work support and other employment services	Environmental	Occupational Health and Safety in vocational trainings	- The project shall have an occupational health and safety plan developed for the DIB activities. The plan shall be generic and guide the development of site-specific plans for activities under the DIB, if needed, and as required and based on the screening results. - Planned activities shall adhere to ESS2, General EHS Guidelines related to occupational health and safety, the labor law, MoL instructions, and GIIPs relevant to OHS for each training sector. - Trainees and staff under the DIB must be insured against injury. - OHS plans shall appropriately address emergency response procedures and incident reporting requirements. - Workers and trainees have to be provided with adequate PPEs as required. - Workers' Grievance mechanism has to be active and effective to facilitate raising any OHS concerns. - Training premises must have first aid kits available
		Solid Waste generation in vocational trainings	- ESS3 and the General EHS Guidelines on waste management shall be adhered to. - Waste minimization, reuse and recycling shall be explored. - Waste segregation shall be implemented, municipal solid waste shall not be mixed with other types of waste.

		Life and Fire Safety Risks	- Training locations should have clearly marked emergency exists, fire extinguishers, alarm systems, sprinklers and other firefighting equipment and tools is necessary to mitigate any fire risks and protect the safety of the trainees. - Clearly mark exists, fire extinguishers to be easily visible and accessible, install safety and signage around the facility, and dedicate emergency assembly points. - Insurance of trainees and staff against injury
	Social	Social Exclusion and inequitable access to project benefits (vulnerable Groups / Marginalized Groups)	- Implement the SEP which includes methods and techniques for engagement with PAPs, OIPs, vulnerable and marginalized groups. - Grievance mechanism will be effective and provide accessible and effective uptake channels to provide a platform for stakeholders to raise any concerns. - Disclosure of information requirements so project stakeholders, especially vulnerable and marginalized groups, could have easy access to project information.
		GBV (SEA / SH)	- The project's GM will include special referral pathways for the GBV complaints and grievances, including grievances on SEA and SH. Channels to accept and respond to GBV grievances, while maintaining high confidentiality, will be communicated to the project's affected parties during the consultation meetings and throughout the project implementation. - Project direct, contracted, and primary suppliers' workers are obliged to sign the CoC which contains required conduct and adherence to the prevention and report of GBV incidents. - Workers' GM highlighted in the LMP will also include measures and referral pathways for reporting GBV grievances.
		Labor and Working Conditions	- The ESO will review contracts to ensure that the terms and conditions of all project workers are in accordance with the requirements of national law and ESS2 as indicated in the LMP. - The project's workers will be able to lodge their complaints, concerns, difficulties to the Workers' GM. -
		Inadequate stakeholder consultation and information disclosure	- Project's GM shall be effective and operational prior to the initiation of project activities to ensure availability of uptake channels for stakeholders' grievances. The GM has to be disclosed and discussed with stakeholders through the continuous stakeholder engagement activities. - The PIA through consultation with public social workers (i.e., MoSD), civil society organizations, CBOs, and NGOs to reach vulnerable and marginalized groups through their network, engage with them, and ensure effective and broad dissemination of project information. - Information will be communicated in a user friendly format that is easily understandable to all stakeholders.
		COVID-19	- Site specific screening shall assess the severity of COVID-19 associated risks depending on the required gathering, activities, and availability of PPEs and other resources. - Service Providers have to sign the COVID-19 commitment letter. - COVID-19 safety measures and required PPEs to be included in the site-specific OHS measures and/ or OHS plan. - PPEs have to be provided to trainees under the DIB program. - Strict adherence to COVID-19 measures in accordance with the instructions of MoH and the guidelines and recommendations of the WHO. - Adequate hand-washing facilities shall be available at training venues for the DIB

Partial financial support to enterprises for expanding / rehabilitating businesses	Environmental	Dust, Emissions, and Impacts on Air Quality	- Providing workers with facemasks and adequate PPEs. - Ensure that vehicles are not overloaded and that they are covered prior to each trip to avoid spills and excess fumes from the additional load. - Proper activity scheduling; this includes working hours and days, adhering to weather conditions (e.g., avoiding excavations on windy days) and limiting activities to daytime. - Depending on the soil type and physical characteristics of the site, utilize water spraying, buffers, dust nets, and screens as appropriate. - Using maintained machinery and transportation vehicles. - Burning of waste or disposal in random locations shall be strictly forbidden. - Ensure that any additional requirements, equipment, or installations needed for air quality protection and mitigation are included in the E&S safeguards of the sub-project and are integrated in the design. - Adhering to local and international air quality guidelines; Palestinian ambient air quality guidelines; World Bank General EHS Guidelines, and industry specific EHS Guidelines.
		Nuisance (Noise / Vibrations)	- Facility design must consider the sources of noise within the sub-project's operations, production lines premises for instance have to be closed to reduce ambient noise generation. - Ensure that equipment and machinery procured adhere to noise standards set by EQA (PS 840-2005) as well as other international best practice for noise guidelines such as NIOSH recommendations and OSHA 1910.95 (a)&(b) regarding exposure periods to different noise level. - Ensure that heavy machinery or any noise producing activities are prohibited after 8 PM till 7AM and all-day during Fridays and any public and local holiday, unless an approval has been obtained by the local authorities. - Equipment and machinery have to be maintained periodically per the manufacturers' recommendation to avoid wears which usually result in higher noise levels. - Implement the SEP for each sub-project, informing stakeholders and local communities of sub-project activities, expected working schedules and understand any concerns they have to formulate adequate mitigation measures.
		Water Resources	- Ensure the adherence to the World Bank's ESS3, EHS General Guidelines, and EHS industry specific Guidelines in terms of ambient water quality, availability, and water conservation. - Integrate water run-off prevention engineering into the facility design. - Ensure that workers during the rehabilitation / expansion phase are provided with adequate washrooms, temporary if needed, and that the disposal is conducted in liaison with local municipality to the nearest wastewater treatment plant. - Ensure that any oils, lubricants, chemicals, or waste are stored in closed containers and barrels in dedicated storage locations. Barrels must be disposed of in liaison with the local municipality.
		Energy Consumption	- Stakeholder engagement with relevant authorities including the municipality, electricity distribution company and PENRA must be conducted to ensure their ability to meet the sub-projects' demand. - For energy demanding projects, energy efficiency methods shall be studied, analysis of different components, and a justification for the use of the selected machinery, equipment and tools compared to others in terms of energy efficiency to be provided. - Site-specific renewable energy options to be studied and integrated as possible. - Energy efficiency audits to be conducted for existing facilities with high energy consumption.
		Biota (Flora & Fauna)	- Conduct thorough literature review within the proposed E&S management tool for the sub-project to assess its baseline conditions and area of influence in terms of biodiversity.

			- Ensure consulting the MoA, EQA, MoLG, Municipality, and local communities to verify whether the site might contain any protected or endangered floristic or faunistic species.
		Construction Waste	- construction waste will be removed on a timely basis and disposed of properly at approved landfills in liaison with local municipalities, EQA, MoLG and relevant authorities. - Segregation practices shall be implemented, construction waste and different types of waste shall not be mixed and shall be separately stored in dedicated locations until transported for disposal. - In liaison with EQA, MoA and the relevant authorities, topsoil reuse, if generated from land clearing, shall be investigated rather than disposed of
		Municipal Solid Waste	- Depending on the results of the activity and site-specific E&S assessment and screening, waste management measures shall be included in the E&S management tools. For activities expected to result in significant production of solid waste, site-specific waste management plans shall be prepared. - ESS3 and the General EHS Guidelines on waste management shall be adhered to. Industry specific EHS Guidelines shall also be applied if applicable. - Waste minimization, reuse and recycling shall be explored. - Waste segregation shall be implemented, municipal solid waste shall not be mixed with other types of waste. - Proper stakeholder engagement in line with the SEP shall be implemented to liaise for adequate disposal of resulting waste with the relevant stakeholder's requirements and recommendations. - The open burning of waste or its disposal in random landfills shall be strictly prohibited.
		Hazardous Waste	- Implement the General EHS Guidelines on Hazardous waste management, ESS3, Palestinian Hazardous Waste Management system, and relevant GIIPs related to the specific hazardous material and waste being managed, these include WHO and OSHA guidelines. - a hazardous waste management plan should be developed for sub-projects which are anticipated to generate hazardous waste as a result of their operations. - Hazardous material's safety datasheet has to be followed. - Site-specific OHS plan shall take into account the nature of hazardous waste and its handling and management requirements. The Emergency response procedures developed shall also include specific measures for incidents involving hazardous waste. - The Civil Defense, EQA, municipality and other relevant stakeholders must be consulted on the requirements of managing and disposing hazardous waste. - Workers and visitors shall be provided with adequate PPEs. - Hazardous waste shall be stored in specific separate locations and have to be clearly marked with their content and frequent inspections have to be conducted.
		Wastewater	- The design of facilities shall ensure adherence to national standards in terms of effluent quality, in addition to applying ESS3 and World Bank's General EHS Guidelines on wastewater and water quality. - The establishment of on-site wastewater treatment facilities shall be examined depending on the scope of the activities proposed. - Physical and social characteristics of the site shall be studied, such as the proximity of water resources, communities, soil type, existence of wastewater network, and other aspects to which the produced wastewater could pose negative impacts to. - Dry processes where possible shall be studied to replace water and reduce wastewater generation. - During rehabilitation/ expansion activities, adequate washroom facilities shall be provided to workers.
		Life and Fire Safety	- All facilities should have clearly marked emergency exists, fire extinguishers, alarm systems, sprinklers and other firefighting equipment and tools is necessary to mitigate any fire risks and protect the safety of the trainees. - install safety and warning signage around the facility and dedicate emergency assembly points. - Insurance of workers against injury

			- Civil defense shall be consulted through the engagement processes of sub-projects.
		Traffic and Vehicular Movements	- Drivers will be warned that they should move with caution. Speed restriction in work areas and road traffic with heavy machinery will also be regulated, and speed limits for dirt and narrow roads shall be set. - Ensure continuous and regular maintenance of machinery and vehicles in accordance with local transport codes and manufacturers' recommendations. - Based on the site specific traffic patterns, schedule vehicles movements to avoid peak and rush hours. - All vehicles shall be equipped with safety equipment per the local transport code.
		Occupational Health and Safety	- The ICF component shall have an occupational health and safety plan. The plan shall be generic and guide the development of site-specific plans for sub-projects under the ICF, as required and based on the screening results. - Projects shall adhere to ESS2, General EHS Guidelines related to occupational health and safety, industry specific EHS Guidelines and their OHS measures, labor law, MoL instructions, and GIIPs relevant to OHS for each sector. - workers in the ICF must be insured against injury. - OHS plans shall appropriately address emergency response procedures and incident reporting requirements. - Workers have to be provided with adequate PPEs as required. - Facility designs for sub-projects under the ICF have to ensure taking the health and safety aspects into considerations, through adequate ventilation, temperatures, risks of tripping and other aspects. - Workers' Grievance mechanism has to be active and effective to facilitate raising any OHS concerns. - First aid kits have to be accessible on site and to be renewed based on manufacturers' recommendations. - Site specific OHS existing capacity and required OHS capacity building measures have to be identified, these include appointing an OHS officer / focal point, trainings, awareness workshops, and industry/ activity specific OHS trainings. - Ensure that all OHS hazards are properly labelled and warning signs in Arabic are installed.
		Visual Impacts	- Continuous and daily housekeeping of site during all project phases. - Waste to be collected in their designated containers, no open laying waste should be left on site. - Continuous maintenance of paint and facilities. - Study Installing green fencing where applicable. - Remove unused equipment and machinery and store them in their designated location.
		Historical and Cultural Heritage	- Not applicable for this project. Chance find procedures are developed for the rare occasion that a previously unknown physical heritage or artifact is found
		Industry Specific Risks (e.g., Pesticides, e-waste)	- For E-waste, an E-waste management plan shall be developed depending on the nature of the activities. - For agricultural projects that could employ the use of pesticides, an IPM approach will be integrated, and an integrated pesticide management plan will be developed. Noting that the project will not support any financed activity that will utilize the funding to purchase pesticides. - Industry specific risks have to be analyzed and investigated during the screening of sub-projects if existent, and relevant mitigation measures and ESA tools to be developed.
	Social	Risk of Exclusion or Inequitable Access of	- methods and techniques for engagement with PAPs, OIPs, vulnerable and marginalized groups. - Grievance mechanism with accessible and effective uptake channels to provide a platform for them to raise any concerns.

		Marginalized / Vulnerable Groups	- Disclosure of information requirements so project stakeholders, especially vulnerable and marginalized groups, could have easy access to project information.
		GBV (SEA / SH)	- The project's GM will include special referral pathways for the GBV complaints and grievances, including grievances on SEA and SH. Channels to accept and respond to GBV grievances, while maintaining high confidentiality, will be communicated to the project's affected parties during the consultation meetings and throughout the project implementation. - Project direct, contracted, and primary suppliers' workers are obliged to sign the CoC which contains required conduct and adherence to the prevention and report of GBV incidents. - Workers' GM highlighted in the LMP will also include measures and referral pathways for reporting GBV grievances.
		Labor and Working Conditions	- The ESO will review contracts to ensure that the terms and conditions of all project workers are in accordance with the requirements of national law and ESS2 as indicated in the LMP. - The project's workers will be able to lodge their complaints, concerns, difficulties to the Workers' GM.
		Inadequate Consultations with Project Stakeholders	- Implement the project's SEP. - The PIA through consultation with public social workers (i.e., MoSD), civil society organizations, CBOs, and NGOs to reach vulnerable and marginalized groups through their network, engage with them, and ensure effective and broad dissemination of project information. - Information will be communicated in a user friendly format that is easily understandable to all stakeholders. -
		Community Health and Safety	- Each sub-project proposed will undergo a comprehensive E&S assessment to identify potential risks to the health and safety of communities. This should include identifying risks related to pollution, hazardous materials, and accidents in the factories in accordance with the proposed assessment and screening methodology. - Based on the screening results, some sub-projects will require developing a community health and safety plan that outlines the measures that will be taken to mitigate identified risks. This plan should also outline the procedures that will be followed in the event of an accident or emergency. - Prior to implementing any sub-project, a site-specific GM will be activated. This GM will be linked to the F4J GM. This will allow communities to raise concerns and complaints related to the project's impact on their health and safety. The grievance mechanism should be accessible to all members of the community and should have clear procedures for addressing complaints. - Engagement with the local communities will be conducted in line with the SEP to ensure that their concerns and needs are considered. This should include engaging with local leaders and other stakeholders to ensure that the project's design and implementation are aligned with community needs. - Monitoring and evaluating the project's impact on community health and safety. The project has developed monitoring and evaluation measures to ensure inspecting the implementation of the projects periodically and highlighting any issues and proposing corrective actions.
		Exclusion of Locations and Biased grant management	- The PIA acts as an international third party managing the project on behalf of MoF. - The project's operational manual shall contain clear procedures on the eligibility criteria, selection and evaluation. - Implement the SEP to ensure engagement with stakeholders - Activate the project's GM
		Child Labor	- The Ministry of Labor and other stakeholders such as MoSD, CBOs, and NGOs as relevant to the site shall be consulted during the preparation of each sub-project to understand the socio-economic situation of the area and the severity and probability of child labor risk in the area, if existent, from their experience. - Ensure that each sub-project proponent and their contractor submit a long of their workers and staff with information such as gender and age. - Ensure that the GM is communicated during sub-project consultations so that workers and the community can report child labor if existent.

			- Ensure that the project's CoC which includes clauses on prohibiting child labor is signed by all project workers. -
		COVID – 19	- Site specific screening shall assess the severity of COVID-19 associated risks depending on required gathering, , availability of PPEs and other resources. - Contractors have to sign the COVID-19 commitment letter. - COVID-19 safety measures and required PPEs to be included in the site-specific OHS measures and/ or OHS plan. - Strict adherence to COVID-19 measures in accordance with the instructions of MoH and the guidelines and recommendations of the WHO. - Adequate hand-washing facilities shall be available for workers at sub-projects under the ICF. If this is not possible during the expansion / rehabilitation phases, hand sanitizers and temporary washrooms shall be provided.

PART 4: MONITORING PLAN

Activity	What Is the parameter to be monitored?	Where Is the parameter being monitored?	How Is the parameter being monitored?	When Define the frequency / or is it continuous?	Who Is responsible for monitoring?
e.g., rehabilitation of facility	Construction waste	Supporting documents of waste disposal, landfill entry fees, transport manifest	Regular inspection by ESO / site E&S focal point	Monthly during construction	PIA ESO / Subproject's E&S focal point
Activity 2					
Activity 3					

Annex V: ESMP Recommended Outline

1. Executive Summary

The executive summary of an ESMP should provide a brief overview of the project and its potential environmental and social impacts. It should highlight the key mitigation measures and monitoring plans outlined in the ESMP and provide a summary of the stakeholder engagement process. The executive summary should also identify any outstanding issues or uncertainties related to the project's environmental and social impacts, and outline plans for ongoing review and monitoring. The aim is to provide a concise and clear summary of the ESMP that can be easily understood by stakeholders and decision-makers.

2. Introduction

This part should describe the project's background, sectoral context, ESMP scope and objective and methodology of preparation of the ESMP. The basic objective of the ESMP is to manage adverse impacts of program interventions in a way that minimizes the possible adverse impact on the environment and people of the program influence area. The specific objectives of the ESMP are to ensure:

- Identifying potential impacts during the implementation and operation of prospective project activities;
- Detailed and specific mitigation measures are developed with relevant cost implications;
- Clear demarcation of responsibilities for the implementation of the mitigation measures;
- Environmental and social considerations are fully integrated into the various activities of the proposed project;
- The identified environmental and social risks, and their corresponding mitigation measures are considered into the detailed design criteria;
- Inclusion of the ESMP and its suit of plans into tender documents;
- Provide a monitoring frequency and methodology for the mitigation measures so that they are periodically assessed and tracked, with success indicators to ensure their effectiveness.

3. Project Description

This chapter should also include project financing rationale, and a brief about the F4J III component supporting the subproject.

4. Description of Applicable Legal Framework

This chapter outlines the legal and regulatory frameworks that apply to the project, including international conventions, national laws, and regulations. It also identifies the relevant World Bank ESSs that the project must comply with. This chapter aims to ensure that the project meets the minimum environmental and social standards required by law and the World Bank, and to prevent any potential negative impacts on the environment and local communities. It provides a clear framework for ensuring that the project is designed, implemented, and operated in a manner that is consistent with best practices in environmental and social management.

5. Baseline Information

The baselines information chapter in an ESMP provides an overview of the current physical and social environment parameters at the project site. This includes an assessment of air quality, climate, and other environmental factors, as well as an analysis of the socio-economic conditions and demographics of the local community. The aim is to establish a comprehensive understanding of the current state of the project site and its surroundings, and to identify any potential environmental or social risks or impacts that may arise as a result of the project. This chapter serves as the basis for developing effective mitigation and management strategies throughout the project lifecycle.

6. Potential Environmental and Social Impacts and Mitigation Measures

The "Environmental and Social Impacts and Mitigation Measures" chapter in an ESMP identifies potential environmental and social impacts that may occur at each stage of the project, from construction to operation and decommissioning. The chapter also outlines mitigation measures and strategies to minimize or eliminate negative impacts and enhance positive impacts. These measures may include changes to project design, implementation of specific environmental and social management plans, and monitoring and reporting on project performance.

7. ESMP Matrix

The ESMP matrix is a key tool used in the development and implementation of an Environmental and Social Management Plan (ESMP). It is a tabular representation that provides a summary of the potential environmental and social impacts associated with the project and the corresponding mitigation measures to be implemented. The matrix typically includes columns for the project activity, potential impact, mitigation measures, responsible parties, budget requirements, and monitoring requirements. The ESMP matrix helps to ensure that all potential impacts and corresponding mitigation measures are identified and integrated into the project design and implementation plan. It also provides a framework for monitoring and reporting on the effectiveness of the mitigation measures over time.

8. Demarcation of Responsibilities and Institutional Arrangements

This chapter of the ESMP includes the implementation arrangements needed to ensure sound integration of the ESMP and the identified mitigation measures into the different stages of the project lifecycle. This includes proponent's duties, capacity requirements, capacity building, contractor's duties, and responsibilities among others.

9. Stakeholder Engagement

This chapter provides a summary of the stakeholder engagement activities conducted for the subproject. It includes a summary of discussion, photos, summary of discussion points and questions, and how those will be integrated in the project design. This section could also highlight future engagement requirements.

10. Grievance Mechanism

This chapter highlights the site-specific grievance mechanism that the project's proponent will implement in line with the F4J III's GM. It includes uptake channels, resolution mechanisms, and any site-specific considerations that should be implemented to ensure effective communication with stakeholders and providing accessible means to raise their concerns.

11. Budgetary Requirements

This chapter provides the indicative budget for the implementation of the ESMP.

12. Annexes

The ESMP's annexes could include site-specific management tools relevant to the subproject's activities and characteristics, such as e-waste management plan, Code of Conduct, PMP. It also could include additional information such as stakeholder engagement minutes of meeting, maps, and other information.

Annex VI: Chance Find Procedures

Contracts for civil works involving excavations should normally incorporate procedures for dealing with situations in which buried physical cultural resources (PCR) are unexpectedly encountered. The final form of these procedures will depend upon the local regulatory environment, including any chance find procedures already incorporated in legislation dealing with antiquities or archaeology. Chance finds procedures contain the following elements:

1. PCR Definition

In some cases, the chance find procedure is confined to archaeological finds; more commonly it covers all types of PCR. In the absence of any other definition from the local cultural authorities, the following definition could be used: "movable or immovable objects, sites, structures or groups of structures having archaeological, paleontological, historical, architectural, religious, aesthetic, or other cultural significance".

2. Ownership

The identity of the owner of the artifacts found should be ascertained if at all possible. Depending on the circumstances, the owner could typically be, for example, the state, the government, a religious institution, the landowner, or could be left for later determination by the concerned authorities.

3. Recognition

As noted above, in PCR-sensitive areas, recognition and confirmation of the specific PCR may require the contractor to be accompanied by a specialist. A clause on chance finds should be included in every contractor's specifications.

4. Procedure upon Discovery

Suspension of Work

If a PCR comes to light during the execution of the works, the contractor shall stop the works. Depending on the magnitude of the PCR, the contractor should check with the Ministry of Tourism and Antiquities (MoTA) for advice on whether all works should be stopped, or only the works immediately involved in the discovery, or, in some cases where large, buried structures may be expected, all works may be stopped within a specified distance (for example, 50meters) of the discovery. MoTA's decision should be informed by a qualified archaeologist.

After stopping work, the contractor must immediately report the discovery to the project owner. The contractor may not be entitled to claim compensation for work suspension during this period. The owner may be entitled to suspend work and to request from the contractor some excavations at the contractor's expense if he thinks that a discovery was made and not reported.

1. Demarcation of the Discovery Site

With the approval of the Resident Engineer, the contractor is then required to temporarily demarcate, and limit access to, the site.

Non-Suspension of Work

The procedure may empower the Resident Engineer to decide whether the PCR can be removed and for the work to continue, for example in cases where the find is one coin.

2. Chance Find Report

The contractor should then, at the request of the Resident Engineer, and within a specified time period, make a Chance Find Report, recording:

- Date and time of discovery;
- Location of the discovery;
- Description of the PCR;
- Estimated weight and dimensions of the PCR;
- Temporary protection implemented.

The Chance Find Report should be submitted to the Resident Engineer, and other concerned parties as agreed with the cultural authority, and in accordance with Palestinian national legislation. The owner, or other party as agreed, is required to inform the cultural authority accordingly.

3. Arrival and Actions of Cultural Authority

The cultural authority undertakes to ensure that a representative will arrive at the discovery site within an agreed time such as 24 hours and determine the action to be taken. Such actions may include, but not be limited to:

- Removal of PCR deemed to be of significance;
- Execution of further excavation within a specified distance of the discovery point;
- Extension or reduction of the area demarcated by the contractor.

These actions should be taken within a specified period, for example, 7 days. The contractor may or may not be entitled to claim compensation for work suspension during this period.

If the cultural authority fails to arrive within the stipulated period (for example, 24 hours), the owner may have the authority to extend the period by a further stipulated time. If the cultural authority fails to arrive after the extension period, the owner may have the authority to instruct the contractor to remove the PCR or undertake other mitigating measures and resume work. Such additional works can be charged under the contract. However, the contractor may not be entitled to claim compensation for work suspension during this period.

4. Further Suspension of Work

During this 7-day period, the Cultural authority may be entitled to request the temporary suspension of the work at or in the vicinity of the discovery site for an additional period of up to, for example, 30 days. The contractor may, or may not be, entitled to claim compensation for work suspension during this period. However, the contractor will be entitled to establish an agreement with the cultural authority for additional services or resources during this further period under a separate contract with the cultural authority.

Annex VII: Recommended Structure of PMP

Following review of the Environment Screening Checklist submitted for sub-project support under the ICF, the Project Manager and/or the ESO will determine if the applicant need to prepare a PMP. This determination would be made on the basis of toxicity of the pesticides to be used and the environmental risks posed by the activity. When a determination is made that a PMP is to be prepared by the sub-project loan applicant, a two stage process would be applied towards the preparation of the PMP.

Stage A: Additional Information Request

The applicant should provide the following information:

1. Types and application of pesticides
   - i. What are the pesticides that are to be purchased, including name of product, type of formulation, concentrations of the active ingredient?
   - ii. Where are the pesticides to be purchased from, including name of store and location?
   - iii. What are the quantities of pesticides to be purchased and the package sizes and quantities in each package?
   - iv. What type of equipment is to be used to apply the pesticides?
   - v. Are applicators trained in the proper and safe use of the pesticides?

2. Purpose and appropriateness of pesticides
   - i. What crops will the pesticide be used on?
   - ii. What non-chemical pest control measures have been used in the past to control pests and/or diseases?
   - iii. How often is the pesticide applied?
   - iv. How will the timing of the application of the pesticide be decided?

3. Handling, storage and disposal of pesticides

i. How will the pesticides be transported to the project site?
ii. Where will the pesticides be stored on the farm?
iii. Will the storage location of the pesticide be secured / locked and who will have access to these stores?
iv. (How will animals, children and unauthorized persons be excluded from access to the storage areas?
v. How will excess unused and mixed pesticide products be disposed of?
vi. How will empty pesticide containers be disposed of?
vii. How will pesticide records in terms of purchase, use and disposal be maintained?

Stage B: Preparation of the Pest Management Plan

Typically, the PMP would include the following;

(a) **Purpose of Activity** provides information on extent and severity of pest and diseases in the crops to be grown

(b) **General Information of Area**: which should provide data on land use and soil, water resources, layout of facilities, etc.

(c) **Review of Existing Pest Management Practices and Capacity** which should provide data on current practices (chemical and non-chemical) in control of the particular pests and diseases, constraints and track record and extent to which pest and diseases of fruit and agricultural crops have

been managed and controlled; and reasons for enhanced pesticide applications through the proposed subproject.

(d) **Types, amounts and application of Pesticides** provides information on the types, amounts and nature of the pesticides to be purchased and used and the current and proposed handling, application, storage and disposal methods for the pesticides

(e) **Capacity, training and knowledge of the safe application and use of pesticides** provides information on existing knowledge and capacity of staff and personnel in the safe use and application of pesticides and identification of gaps in training and knowledge for improving capacity.

(f) **Potential risks and hazards associated with application and use of pesticides** in subprojects would provide information on the environmental and human health impacts associated with the handling, application, storage and disposal of pesticides under the subproject, including potential impacts on non-target beneficial species, soil and water and natural habitats.

(g) **Mitigation Measures** to avoid and manage potential pesticide impacts that would provide information on the following:

- Mechanical and physical control, cultural and biological control measures, if any that can be used in conjunction with or without pesticide applications to suppress or reduce the severity of the target pest or disease to be controlled;
- Chemicals and chemical procedures that will be used to control pests and diseases,
- Management of health and safety aspects that would define measures to ensure safe handling, transport, application, storage and disposal of pesticides so as to reduce environmental and health risks;
- Measures that would be introduced for public safety and protection during pesticide applications;
- Measures to track and monitor pesticide use and effectiveness.
- capacity of farm workers on the hazards on the unsafe use, handling and storage of pesticides and measures for reducing such risks, as well as options for integrated pest management;

Annex VIII: Sample Occupational Health and Safety Plan

1. INTRODUCTION

This Occupational Health and Safety requirements document identified the necessary measures to implement during construction and operational phases. Every project has Health, Safety, and Environmental risks, many of which are common through all projects, and some are specific to individual operations. It is the contractor's duty during construction, and the company's duty during operation to assess all related risks and identify appropriate additional measures to protect Occupational and Community health and safety.

This document sets the requirements in line with national laws and legislations including the Palestinian Labor Law, The Decree No.4 of 2021, Laws and decrees on occupational health and safety, the General EHS Guidelines of the World Bank, Good International Industry Practices (GIIP), and the WHO Guidelines for COVID-19 related to OHS at different workplaces to apply to workers.

The aim of the OHS plan is to outline and define the approach to health and safety to be adopted during the construction and operational phases. It also aims to highlight potential hazards specific to the project, as well as more general hazards, and to define the procedures by which these hazards shall be addressed.

This document shall be reviewed and updated throughout the life of the project to incorporate any changes the project is likely to experience.

2. OBJECTIVES

- Adopt a positive Health & Safety Culture.
- Adopt the principles of prevention to avoid risk.
- Complete the project without incident (Zero fatalities, Zero Lost Time Injury (LTI) or occupational illness).

3. KEY RESPONSIBILITIES

Involvement of all in implementing, maintaining and continually improving OHS processes is the key to successful completion and achievement of quality objectives set by the management. Contractors involved in the project shall familiarize themselves with the ESMP and the OHS requirements document, based on which they shall develop an OHS Plan. All project personnel shall therefore be required to be familiar with the content of this OHS requirements document and shall participate in implementing, maintaining and improving the management system.

It is the responsibility of the project manager and all key personnel to ensure that the requirements for quality are fulfilled for works under their responsibility.

All new staff and staff who are given new responsibilities are to be inducted into the requirements set out in this document in general and into their function and responsibilities in particular.

3.1. Subproject's OHS Personnel

- Review and update the OHS documentation, and procedures.
- Monitor the efficient implementation of OHS requirements.
- Participate and organize the OHS risk assessments.
- Advise management of compliance and of conditions requiring attention.

- Conduct regular HSE inspections.
- Make thorough analysis of statistical data and inspections; delineates problem areas; and makes recommendation for solutions.
- Take part in the review of all OHS incidents and assist in investigating incident.
- Monitor the efficient implementation of the Project's OHS requirements.
- Organize the Project's OHS risk assessment exercises.
- Check on the use of all types of personal protective equipment specifies the use of appropriate PPE for the various work activities. Evaluates their effectiveness and suggests improvements where indicated.
- Check on the use of all types of personal protective equipment specifies the use of appropriate PPE for the various work activities. Evaluates their effectiveness and suggests improvements.
- Conduct independent inspections to observe conformance with the OHS Plan to be prepared and determine the effectiveness of individual elements of the plan (pre-task briefing, weekly toolbox talk, etc.)
- Establish contact with contractors and suppliers with the objective of maintaining good relations and coordination of accident prevention activities and compliance with the established OHS plan.
- Correct unsafe acts and unsafe conditions.
- Deliver HSE induction/orientation course to all employees, including contractors and suppliers.
- Deliver HSE awareness course and toolbox talk.
- Advise employees on OHS matters.
- Implement the Emergency Response Procedures (ERP), that will detail the processes for dealing with emergencies including injury.
- prepare site-specific OHS plan including precautions for COVID-19 adapted to the company's processes. The plan would clarify who is responsible for what, risk assessment, job hazards assessment and mitigation measures that should be in place for each job.
- Keeping safety records and shall be responsible for completing safety inspections and maintaining records to reflect findings and corrective actions taken.
- The company shall require employees who, in the course of their work, are subject to the hazards of electrical shock, asphyxiation, or other specific risks, to receive special training e.g. usage of artificial respiration. Special training should also be included in all risky works, such as working at heights, scaffolds, trenches, confined spaces.
- Oversee the implementation and efficiency of the Grievance Mechanism.

3.2. **ALL EMPLOYEES RESPONSIBILITIES**

• Take all reasonable and practical steps to care for their own health and safety and avoid affecting the health and safety of coworkers and the general public.

• Follow all instructions and use the equipment properly

• Not interfere with any safety arrangements.

• Report any circumstances which may not comply with the project's OHS management system.

3.3. COMPETENCY

All personnel required to operate or work with any equipment or machine must be competent, be tested for each equipment that he/she shall be operating. All personnel who as part of their profession require licensing or certification must obtain the necessary certification before he/she shall be allowed to work on the site.

3.4. FITNESS

All personnel working on site shall be required to be certified medically fit to do so by an approved medical facility or Medical Doctor (pre-employment medical examination).

3.5. PERSONAL CONDUCT WHILE ON DUTY

The use of alcohol during working hours, including lunch hour, is strictly prohibited. Any violation shall be considered sufficient cause for disciplinary action.

Any Workers/employee reporting for duty under the influence of liquor, illegal drugs, or illegal smoking materials will be dismissed. Any supervisor or other person in charge who permits such an employee to work will also be subject to disciplinary action. For more details, please, refer to the approved Code of Conduct.

4. MONITORING AND REPORTING

Monitoring and reporting will be conducted by subproject proponent. Additionally, the company is recommended to employ an independent E&S consultant to conduct quarterly monitoring and evaluation. Provisions on community and OHS will be included as part of the periodic progress reports. The monitoring program should include:

- Safety inspection, testing and calibration: This should include regular inspection and testing of all safety features and hazard control measures focusing on engineering and personal protective features, work procedures, places of work, installations, equipment, and tools used.
- The inspection should verify that PPE continues to provide adequate protection and is being worn as required. All instruments installed or used for monitoring and recording of working environment parameters should be regularly tested and calibrated, and the respective records maintained.
- Surveillance of worker's health: health of the Project's staff will be monitored on a regular basis through conducting general medical checkup, and continuous monitoring and documentation of COVID-19 cases.
- Training: Training activities for workers and visitors should be adequately monitored and documented (curriculum, duration, and participants). Emergency exercises, including fire drills, should be documented adequately. Service providers and contractors should be contractually required to submit to the employer adequate training documentation before the start of their assignment.

5. HSE TRAINING

5.1. BASIC OCCUPATIONAL HEALTH AND SAFETY REQUIREMENTS

The employed staff including management, supervisors, and workers of the project (both during construction and operation) need to receive basic OHS &EHS training to ensure proper orientation to the general and specific hazards of individual work assignments and to protect the general public, neighbors, their properties, and visitors to the site. Special training needs to be provided for workers in charge of rescue and first-aid duties. Project's staff and workers shall receive awareness sessions that include information on workers GM, GBV, SH and SEA.

In general, the OHS training would cover the followings:

- Basic hazard awareness & color coding,
- Site-specific hazards,
- Safe work practices,
- Workers GM
- Code of Conduct including GBV, SH and SEA related issues, and
- Emergency procedures for fire, spill, leaks, evacuation, and disaster

- COVID 19 mitigation measures

Further details need to cover the followings:

- Knowledge of materials, equipment, and tools
- Known hazards in the operations and how they are controlled.
- potential risks to health e.g. waterborne & blood borne.
- Chemical and hazardous material handling
- Precautions to prevent exposure.
- Hygiene requirements
- Wearing and use of protective equipment and clothing
- Appropriate response to operation extremes and accidents
- Principles of first aid

5.2. INDUCTION/ORIENTATION

Every new or rehired employee, including contractors' workers during the construction and installation phase, must undergo mandatory OHS orientation / induction. The purpose of the Induction is to educate workers and make them aware of the major potential hazards he or she shall come into contact with while working on the site; also, it is one more opportunity to stress the importance of HSE being the first priority in the operations.

5.3. PROJECT SPECIFIC HSE TRAINING

In addition to the HSE orientation /induction, there shall be specific site HSE trainings which shall cover the following topics:

- Manual handling.
- Electrical Safety
- Emergency Prevention, Preparedness and Response
- Work at height training
- First Aid training (for site First Aiders)
- Lifting and Rigging
- Safe Driving techniques (for drivers)
- hazardous material and waste handling

6. HAZARD IDENTIFICATION & HSE RISK ASSESSMENT

6.1. PROJECT HSE RISK ASSESSMENT

The project HSE risk assessment shall be developed and recorded.

6.2. PHYSICAL HAZARDS

Physical hazards represent potential for accident or injury or illness due to repetitive exposure to a mechanical action or work activity. Single exposure to physical hazards may result in a wide range of injuries, from minor and medical aid only, to disabling, catastrophic, and/or fatal. Multiple exposures over prolonged periods can result in disabling injuries of comparable significance and consequence.

6.3. ROTATING AND MACHINE MOVEMENT

Possible Injury or death can occur from being trapped, entangled, or struck by machinery parts due to unexpected starting of equipment or unobvious movement during operations. Therefore, safety measures as well as respective Personal Protection Equipment's (PPES) as per the safety Data Sheet (SDS) for each equipment need to be adopted and implemented.

6.4. NOISE

The project management will ensure that no employee will be exposed to a noise level greater than 85 dB for a duration of more than 8 hours per day without hearing protection measured regularly.

It must be ensured that excessive noise generating equipment and noise control equipment (e.g. barriers, enclosures, and mufflers) are maintained regularly according to the preventive maintenance schedule.

6.5. ELECTRICAL HAZARDS

All electrical equipment and installations should be constructed, installed, and maintained by a competent person, and so used as to guard against danger. Before construction is commenced and during the progress thereof, adequate steps should be taken to ascertain and to guard against danger to workers from any live electrical cable or apparatus which is under, over or on the site.

The laying and maintenance of electrical cables and apparatus on construction sites shall be governed by national laws and regulations.

All parts of electrical installations shall be of adequate size and characteristics for the power requirements and work they may be called upon to do and in particular they should:

- Be of adequate mechanical strength to withstand working conditions in construction activities;
- Not be liable to damage by water, dust or electrical, thermal, or chemical action to which they may be subjected in construction activities.
- The electrical distribution at each site should be via an isolator which cuts off current from all conductors, is readily accessible and can be locked in the "off" position but not locked in the "on" position.
- The power supply to all electrical equipment should be provided with a means of cutting off current from all conductors in an emergency.
- All electrical appliances and outlets should be clearly marked to indicate their purpose and voltage.
- When the layout of an installation cannot be clearly recognized, the circuits and appliances should be identified by labels or other effective means.
- Circuits and appliances carrying different voltages in the same installation should be clearly distinguished by conspicuous means such as colored markings.
- Adequate precautions should be taken to prevent installations from receiving current at a higher voltage from other installations.
- Where necessary to prevent danger, installations should be protected against lightning. Lines for signaling and telecommunication systems should not be laid on the same supports as medium- and high-voltage lines.

To prevent exposure to electrical risks the followings need to be considered:

- Marking all energized electrical devices and lines with warning signs
- Checking all electrical cords, cables, and hand power tools for frayed or exposed cords and following manufacturer recommendations.
- Double insulating / grounding all electrical equipment used in environments that are, or may become, wet.
- Protecting power cords and extension cords against damage from traffic by shielding or suspending above traffic areas.
- Appropriate labeling of service rooms housing high voltage equipment (‘electrical hazard’) and where entry is controlled or prohibited.

6.6. TRAFFIC AND DRIVING SAFETY

Vehicle driving and site traffic safety practices will include:

- Training and licensing vehicle drivers of the during construction of specialized vehicles such as forklifts, including safe loading/unloading, load limits.
- Establishing rights-of-way, site speed limits, vehicle inspection requirements, operating rules and procedures, and control of traffic patterns or direction/ direction signs.
- Restricting the circulation of delivery and private vehicles to defined routes and areas, giving preference to 'one-way' circulation, where appropriate.
- The Identification of important roads that could result in nuisance to NSRs, avoid main roads leading through town and rely on external routes.
- Plan vehicle (material & waste) transport routes & schedules avoiding narrow/sensitive roads and peak traffic timings.
- Heavy vehicles should not enter narrow local roads and sensitive areas of the town, except in the immediate vicinity of delivery sites.

6.7. SLIP AND FALL FROM HEIGHTS

Slips and falls on the same elevation associated with poor housekeeping, such as excessive waste debris, loose materials, liquid spills, and uncontrolled use of electrical cords and ropes on the ground, are also among the most frequent cause of lost time accidents at construction sites. Recommended methods for the prevention of slips and falls from, or on, the same elevation include implementing good house-keeping practices, such as the sorting and placing of loose materials or debris in established areas away from foot paths, cleaning up excessive waste debris and liquid spills regularly, locating electrical cords and ropes in common areas and marked corridors, and uses of slip retardant footwear.

Falls from elevation associated with working with ladders, scaffolding, cleaning of solar panels, and partially built structures are among the most common cause of fatal or permanent disabling injury at construction sites. If fall hazards exist, a fall protection plan should be in place which includes one or more of the following aspects, depending on the nature of the fall hazard, including: training and use of personal fall arrest systems, as well as fall rescue procedures to deal with workers whose fall has been successfully arrested, the tie in point of the fall arresting system, use of control zones and safety monitoring systems to warn workers of their proximity to fall hazard zones, as well as securing, marking, and labeling covers for openings in floors, roofs, or walking surfaces, workers wearing appropriate PPE (e.g., hard hats, safety boots), Proper Signs in Arabic.

6.8. COVID 19 PRECAUTIONS

Contractors and the company should apply OHS requirements including commitment to the Ministry of Health and WHO guidelines regarding protection measures from COVID-19 pandemic. Workers should follow standard operating procedures which includes wearing appropriate PPE (protective outerwear, heavy-duty gloves, boots, medical mask, goggles and/or a face shield) as appropriate and based on the most current instructions from MoH, washing dedicated tools and clothing, performing hand hygiene sanitizers frequently, obtaining vaccinations for diseases and self-monitoring for any signs of COVID-19. Any registered COVID-19 case or the contact of COVID19 case will be requested to notify the management by email or phone and to follow the national COVID-19 prevention instruction issued by the MoH and WHO guidelines.

Additional precautions to prevent transmission include avoiding touching the eyes, nose or mouth with unwashed hands, sneezing into one's sleeve or a disposal tissue, practicing physical distancing while working, travelling to and from work and staying home if one develops symptoms associated with COVID-19 (e.g. fever, dry cough, fatigue - loss of taste or smell).

The Contractor will comply with the COVID 19 measures according to the MoH/WHO guidelines and sign a compliance commitment letter.

- performing hand hygiene frequently with an alcohol-based hand rub if your hands are not visibly dirty or with soap and water if hands are dirty;
- avoiding touching your eyes, nose, and mouth;
- practicing respiratory hygiene by coughing or sneezing into a bent elbow or tissue and then immediately disposing of the tissue;
- wearing a medical mask if you have respiratory symptoms and performing hand hygiene after disposing of the mask;
- maintaining social distance (a minimum of 1 meter) from persons with respiratory symptoms.

6.9. FIRE RISK

A fire risk assessment shall be developed and mitigation measures to be included in E&S management tools and the OHS plan,

6.10. Chemical Hazards

Prior to any potentially hazardous substances, especially pesticides, being brought onto the site, the following precautions shall be taken:

- Information on the hazards of the materials – Material Safety Datasheet (MSDS) shall be obtained from the manufacturer or supplier and communicated to all users.
- Where the use of toxic solvents, certain thinners, certain paints or volatile chemical substances cannot be avoided, special precautions should be taken such as providing general and local exhaust ventilation, and, if this is not practicable or is inadequate, respiratory protective equipment should be used. Such measures should be applied more rigorously in situations when such chemicals are heated or used in confined spaces. Paints and adhesives which present health hazards should be replaced with water dispersed products.
- The following aspects shall be considered prior to purchasing and/or using hazardous substances:

- Identification of substance(s)
- Nature of hazards
- Degree of exposure
- Degree of risk
- Exposure of control measures
- Necessity for monitoring/health surveillance
- Induction/training requirements.

- Hazard materials will be stored in a separate location under supervision of Safety engineer/ E&S Coordinator and according to the approved safety data sheets instructions.
- Training and education procedures for the control of hazardous materials shall be provided for all personnel who may come in contact with or be affected by those materials.
- Those responsible for the introduction of hazardous material(s) into the workplace shall ensure that appropriate training has been provided. Training shall include the requirements for safe handling, transport, storage, disposal and environmental protection.

However, chemical hazards represent potential for illness or injury due to single acute exposure or chronic repetitive exposure to toxic materials including the risk explosion. Chemical hazards will be prevented through:

- If possible, replacement of the hazardous substance with a less hazardous substitute Keeping the number of employees exposed to a minimum and the level of exposure below internationally established limits.
- Corrosive, oxidizing, and reactive chemicals that can lead to the release of flammable or toxic materials and gases and may lead directly to fires and explosions should be stored in well-ventilated areas, handled with precautions and need to be segregated from flammable or other chemical that can react (acids vs. bases, oxidizers vs. reducers, water sensitive vs. water based, etc.).
- Workers who are required to handle corrosive, oxidizing, or reactive chemicals should be provided with specialized training and provided with, and wear, appropriate PPE (gloves, apron, splash suits, face shield or goggles, etc.). Equipped first-aid stations should be easily accessible throughout the place of work, and eye-wash stations and/or emergency showers should be provided close to all workstations where the recommended first-aid response is immediate flushing with water.

7. SAFETY SIGNAGE

Safety signs (machinery, electrical, noise, fall, and others) shall be available on site, visible, and in Arabic language.

8. PERSONAL PROTECTIVE EQUIPMENT

Personal Protective Equipment (PPE) provides additional protection to workers exposed to workplace hazards. This document refers to the 29 CFR 1926 – OSHA Safety and Health Regulations for Construction, where the regulations governing the use, selection, and maintenance of personal protective and lifesaving equipment are included .

The company is responsible for requiring the wearing of appropriate personal protective equipment in all operations where there is an exposure to hazardous conditions or where this part indicates the need for using such equipment to reduce the hazards to the workers, employees and visitors. All personal protective equipment shall be of a safe design and construction for the work to be performed.

The contractor/subcontractor shall take every practicable measure to eliminate hazards through the selection of non-hazardous materials and/or by engineering controls, e.g., prohibition, substitution, enclosure, etc.

Workers working alone in confined spaces, enclosed premises or in remote or inaccessible places should be provided with an appropriate alarm and the means of rapidly summoning assistance in an emergency, especially on the company operated farms. Ensure the visibility of workers through their use of high visibility vests when working on roads or walking through heavy equipment operating areas. High visibility waistcoats during all construction phases of the project. Additional PPE requirements, e.g., fall protection, respiratory protection, face shields, hearing protection, gloves, winter PPE, etc., shall be determined/mandated by the nature of the individual work activities.

Additionally, due to the COVID-19 pandemic, the MOH with reference to WHO has provided guideline to protect and avoid any infection including wearing of masks or medical mask, hand washing stations shall be provided. If this is not possible adequate amounts of sanitizers in proximity shall be made available.

PPE should be stored, maintained, cleaned and, if necessary, for health reasons, disinfected or sterilized at suitable intervals. Workers should be required to make proper use of and to take good care of the personal protective equipment and protective clothing provided for their use.

Where there is no practical alternative to the use of PPE, appropriate training shall be given to employees to ensure that they are fully conversant with the construction, processes, and equipment they are working with appropriate PPE for the project shall consist of the following:

- Safety helmet
- Light duty safety glasses
- Safety boots
- Safety gloves, protection against cuts or sharp materials
- Protection against cold or heat
- Protection against bacteriological risks

Workers should be instructed on the use of personal protective equipment and protective clothing. Training in the correct selection, and proper use of personal protective equipment shall be provided to workers.

9. FIRST AID

Following are nine general directions for first aid in an emergency, outlined by the American Red Cross.

- Keep the victim lying down.
- Examine the victim - look for serious bleeding, lack of breathing, and poisoning.
- Keep the victim warm.
- Send someone to call a physician or ambulance.
- Remain calm. Do not be rushed into moving the victim unless absolutely necessary.
- Never give an unconscious victim anything to eat or drink.
- Keep the crowd away from the victim.
- Ensure the victim is comfortable and cheerful.
- Don’t allow the victim to see his injury.

At least one employee/worker trained in first aid shall be present at all times during working hours. The Trained person phone will be distributed to all the workers on the site at highlighted boards and listed in the contact number list.

All workers can access first aid kits in approximately 5 minutes. Kits must be available at all times. The first aid equipment may contain and not limited to the following:

- Plasters in a variety of different sizes and shapes
- Small, medium and large sterile gauze dressings
- Sterile eye dressings
- Triangular bandages
- crêpe rolled bandages.
- Safety pins
- Disposable sterile gloves
- Tweezers
- Scissors
- Alcohol-free cleansing wipes
- Sticky tape
- Thermometer (preferably digital)
- Skin rash cream, such as hydrocortisone or calendula
- Cream or spray to relieve insect bites and stings.
- Antiseptic cream

- Painkillers such as paracetamol
- Cough medicine
- Antihistamine cream or tablets
- Distilled water for cleaning wounds
- Eye wash

Knowing what not to do in an emergency is just as important as knowing what to do. The original injury may be magnified by the wrong kind of treatment or mishandling. If a victim must be transported, ensure that methods described in a standard first aid text are used. With neck or back injuries, particularly, serious damage may occur by improperly transporting the victim. If possible, the victim should remain at the site where the injury occurred until a physician arrives, rather than risk an increase to the injury through mishandling. Further information is expected to be received during the OHS training.

10. HSE IMPLEMENTATION AND PERFORMANCE MONITORING

10.1. HSE MEETINGS

HSE management meetings shall be held once a month. The meeting is to help identify safety problems, develop solutions, review incident reports, provide training and evaluate the effectiveness of our safety program. Some of the meetings shall be:

- Project/Site Management HSE Meeting for management and supervision (Monthly).
- Toolbox talk meetings for all workforce (Weekly).
- Pre-task briefing for all workforces (Daily).
- Special situation meeting (As required).

10.2. HSE Reporting

All incidents and illnesses must be reported to site supervisor after which investigation shall commence and recorded so that appropriate corrective actions shall be implemented to prevent any re-occurrence and report findings shall be forwarded to management for review. Reporting requirements shall include notification of incident, investigation report, and monthly report. Notification of Incident form shall be developed which shall be filled in and submitted to HSE department for investigation.

11. GENERAL COMMUNITY AND OCCUPATIONAL HEALTH AND SAFETY RULES

The project HSE rules shall be developed, and supervision shall develop specific rules and procedures when necessary. The following site rules shall be implemented at all times. The Site Manager shall draw these rules to the attention of their own workers or staff. All contractors must ensure that these rules are drawn to the attention of their workers and staff. The HSE rules shall include but not limited to:

1. Personal Protective Equipment must be worn at all times.

2. All instructions issued by the Site Manager regarding the storage, handling or cleaning of materials, plant and equipment must be followed.

3. All vehicles must be parked in the designated areas.

4. Any workman suffering from a medical condition that might affect his work and/or that could require specific medical treatment must inform the supervisor before commencing work.

5. All site tools shall either be battery operated or 110 volts.

6. No one shall be permitted on site if it is believed that they are under the influence of alcohol or drugs.

7. Vehicles must not reverse without a banksman in attendance.

8. All visitors to the site must undergo a site-specific induction and operative Identity badges must be worn at all times.

10. Smoking and eating shall only be permitted in the designated area. This area shall be identified during induction.

11. There shall be no radios or other music playing devices on site.

12. Good housekeeping practices to be adopted.

13. All Contractors must comply with Site Health & Safety Guidelines

14. No untrained worker shall be permitted to operate heavy machineries.

ANNEX IX: Hazardous Waste Management Plan Template

- INTRODUCTION

hazardous waste is a type of waste that poses a risk to human health or the environment due to its chemical or physical properties. The exact definition of hazardous waste may vary depending on the country or region. In Palestine, and per the Hazardous Waste Management System No.6 of 2021, hazardous waste is defined as the waste from activities and operations of hazardous nature, that retain the characteristics of hazard as already predefined and categorized per national and international legislations and guidelines. Hazardous waste generally includes waste that is toxic, flammable, corrosive, reactive, infectious, or radioactive. Hazardous waste can come from various sources, such as industrial processes, healthcare facilities, households, and construction sites. Examples of hazardous waste include chemicals, batteries, pesticides, solvents, electronics, medical waste, asbestos, and contaminated soil. Hazardous waste must be managed and disposed of in a safe and responsible manner to prevent harm to human health and the environment. The purpose of this Hazardous Waste Management Plan (HWMP) is to provide guidance to the subprojects supported by the Finance for Jobs III Project on how to manage their hazardous waste, from generation to final disposal. The HWMP is based on the principles and requirements of the World Bank's ESF, national legislations, and World Bank General and Industry Specific EHSGs, which provide a systematic and structured approach to identify, assess, and manage the environmental and social risks and impacts associated with hazardous waste. The HWMP also takes into account the specific characteristics and needs of the supported subprojects and is generic and simple to be able to tailor it to match industry specific requirements and aims to provide practical and feasible solutions that can be implemented in their daily operations.

MITIGATION MEASURES AND HAZARDOUS WASTE MANAGEMENT

In accordance with the PEL, the Palestinian Cabinet Decree on the Management of Hazardous Waste, the Palestinian Cabinet Decree on the National System of Hazardous Waste Management No.6 of 2021, World Bank EHS Guidelines, the following are the general requirements for hazardous waste management;

1. Waste minimization and prevention

The HWMP encourages the supported subprojects to adopt a waste minimization and reduction approach, which involves reducing the amount of hazardous waste generated at the source, by improving production processes, product design, and raw material selection. This approach can reduce the environmental and health risks associated with hazardous waste, and also lead to cost savings and resource efficiency. The HWMP requires the factories to conduct a waste assessment to identify the types, quantities, and sources of hazardous waste generated, and to develop a waste minimization and reduction plan that sets targets, timelines, and performance indicators.

2. Segregation and Labelling

The HWMP requires the subprojects to segregate hazardous waste from non-hazardous waste, and to label and store it separately, using appropriate containers, labels, and signage. This measure is important to prevent accidental exposure, contamination, and mixing of hazardous waste with other waste streams, which can increase the risks and costs of hazardous waste management. The HWMP also requires subprojects to train their personnel on proper segregation and labeling practices, and to establish a monitoring and inspection system to ensure compliance.

3. Coordination with the relevant authorities and stakeholders
4. For storage, transportation, management, and disposal of hazardous waste, liaison and coordination is key to ensure adherence to national requirements and the World Bank's ESF and EHSGs through cooperation. The involvement of authorities will assist subprojects in

identifying the most suitable management method or disposal location, ensuring compliance, and obtaining support to ensure the mitigation of potential E&S risks associated with hazardous waste. Storage and Handling

The HWMP sets specific requirements for the storage and handling of hazardous waste, to ensure that it is stored and handled safely, securely, and in compliance with the applicable laws and regulations as well as the World Bank's ESF, ESS3, and the EHSGs. The HWMP requires subprojects to use designated areas for hazardous waste storage, that are equipped with adequate ventilation, lighting, fire protection, and spill containment measures. The HWMP also requires subprojects to use appropriate personal protective equipment (PPE) for their personnel who handle hazardous waste, and to establish a maintenance and inspection system for the storage and handling equipment, other OHS aspects shall be appropriately assessed during E&S screenings, addressed in E&S tools and plans, and included in the OHS plan.

5. Transportation

The HWMP requires subprojects to use licensed and authorized transporters for the transportation of hazardous waste, and to comply with the applicable regulations for the transport of hazardous materials. The HWMP requires the factories to ensure that the transporters have appropriate vehicles, equipment, and personnel for the safe and secure transport of hazardous waste, and that they follow the designated routes and schedules. The HWMP also requires the factories to provide appropriate documentation and labeling for the hazardous waste during transportation, and to establish a monitoring and inspection system for the transporters.

6. Treatment and Disposal

Subprojects shall use authorized and licensed treatment and disposal facilities for their hazardous waste, and to comply with the applicable regulations for hazardous waste treatment and disposal. The HWMP requires the factories to select the most appropriate treatment and disposal options for their hazardous waste, based on their characteristics, quantities, and costs and in liaison with the relevant authorities such as MoLG, EQA, and MoH who shall be consulted with. The HWMP also requires the factories to establish a monitoring and reporting system for their hazardous waste treatment and disposal activities, and to regularly evaluate and improve their waste management practices.

7. Emergency Preparedness and Response

The HWMP requires the factories to develop and implement an emergency preparedness and response plan for hazardous waste incidents, that identifies potential hazards, risks, and impacts, and sets procedures, roles, and responsibilities for emergency response. The HWMP requires the factories to train their personnel on emergency response procedures, and to establish communication and coordination mechanisms with the relevant authorities and stakeholders. The HWMP also requires the factories to conduct regular emergency drills and exercises which shall be addressed in the Emergency Response Procedures.

- 7. **E-WASTE INSPECTION FORM**

E-waste Type Generated	Hazardous Content? (Pb, Hg, PAH, …)	Segregated	Stored	Recycled/ Reused/ Recovered	Disposed	Satisfactory

		Y	N	Y	N	Y	N	Y	N	Y	N

Annex X: Gap Analysis Between the Palestinian Laws and Regulations and the World Bank's ESSs

The following table matches the relevant World Bank's Environmental and Social Standards to the project with the relevant Palestinian national laws and regulations.

PART1 : ANALYSIS OF INSTITUTIONAL FRAMEWORK AND OBJECTIVES OF NATIONAL LAWS AND THE ESF ESSs			
ESF	**National Laws and Requirements**	**Gaps**	**Gap Filling Measures**
ESS1: Assessment and Management of Environmental and Social Risks and Impacts			
Identify, assess, evaluate, and manage environment and social risks and impacts.	**Environment Act No 7, 1999** aims to protect the environment from all different forms of pollution, inserts environmental protection grounds in the economical & social developmental plans, conserves the biodiversity, protects the environmentally sensitive areas and improves the environmentally damaged areas. **Chapter 3 of the Environment Act No 7, 1999** relates to the EIA, **section 1** identifies the subjected projects under the EIA studies, **section 2** sets out the nature of licenses and permissions on the projects that may affect the environment, **section 3** lays out the inspections and the administrative procedures regarding the facilities and the projects. **PEAP of 2000** includes the environmental assessment for investment projects and includes three types of EA documents that represent the life cycle of the EA review process. These include: (1) Environmental Approval Application (2) Initial Environmental Evaluation (IEE), and (3) Environmental Impact Assessment (EIA). The only social aspect included is the consultation with stakeholders.	No significant gaps between Performance Standard 1 and the national laws. It is however noted that the Palestinian Laws focus more on environmental protection and does not cover social aspects thoroughly as does ESS1.	As such, the project will utilize the screening procedures as defined in chapter 6. Based on the screening result, the appropriate E&S assessment methods and tools will be selected (e.g., ESMPs, E&S audits). As outlined in chapters 6&7, the EQA will be involved as early as shortlisting stage to harmonize the national requirements with the ESSs. An application will be submitted at the screening phase to EQA, and the national requirements per the PEAP will be considered in the selection of the E&S tools and methods.
To adopt a mitigation hierarchy approach to:	**Environment Act No 7, 1999** aims to protect the environment from all different forms of pollution, inserts environmental protection grounds in the economical & social developmental plans,	No significant gaps between ESS1 and the various national laws.	Under the ES Assessment Studies

13. Anticipate and avoid risks and impacts; 14. Where avoidance is not possible, minimize or reduce risks and impacts to acceptable levels; 15. Once risks and impacts have been minimized or reduced, mitigate; and 16. Where significant Residual impacts remain, compensate for or offset them, where technically and financially feasible.	conserves the biodiversity, protects the environmentally sensitive areas as well as improves the environmentally damaged areas. **PEAP of 2000** includes requirements for environmental management and different tools to assess and measure the impacts of risks associated with projects. The PEAP requires proponents to identify associated potential risks, study alternatives, and propose mitigation measures relevant to the magnitude of the identified risks.		
To adopt differentiated measures so that adverse impacts do not fall disproportionately on the disadvantaged or vulnerable.	No specific provisions in the National laws exist in this context. The **PEAP 2000** states that one of the objectives of the EA process is to ensure that communities are not resettled from their land and to ensure adequate mitigation measures in this regard.	This is a gap between ESS1 and the national laws.	The project will utilize the ESMF's mitigation measures.
To utilize national environmental and social institutions, systems, laws, Regulations and procedures in the assessment, development and implementation of projects, whenever appropriate.	There are many Palestinian institutions, regulations, and laws that support the environmental protection and the sustainable development as well as to the international environmental conventions that are adopted. National sector specific laws are adhered to in investment projects (e.g., law of Agriculture, Public Health, Hazardous Waste Management System, etc.). In terms of the assessment of projects, this, as identified above, will reflect both the ESS1 requirements which have been reflected in the ESMF. The requirements of ESS1 are considered more stringent in terms of the ESA, especially the social aspects, but does not contradict the PEAP and national laws.	National systems have to be analyzed on a sectoral basis (e.g., Medical waste management system vs. World Bank ESS3 and EHSGs). In general, national systems and laws cover the topics included within the ESSs.	THe ESMF assessed laws in reference to the ESSs and further assessment of sectorial laws and regulations to be included in the site-specific E&S management methods and tools.
To promote improved environmental and social performance, in ways which	The Palestinian Environmental Law includes as one of its main objectives: " Encouragement of Collection and Publication of Environment related Information to Raise Awareness of Environmental Problems". Article 4 of the law includes the duties of	Palestinian Environmental Laws and systems do not comprehensively cover social aspects as does ESS1.	Implement the project's ESMF and SEP to ensure that social aspects are well-covered in the project's implementation in line

recognize and enhance Borrower capacity.	EQA to work on environmental education through schools, universities, institutions and others and to encourage individual initiatives. The law itself along with the PEAP and other applicable laws collectively aim to improve sustainability of projects and minimize environmental and social impacts. Nevertheless, these laws focus more on environmental protection.		with ESS1, ESS2, ESS4, and ESS10 as well as the World Bank's EHS Guidelines.
ESS2: Labor and Working Conditions			
To promote safety and health at work.	**Section 5 of Chapter I of the Public Health Act No 20, 2004 states Occupational Health**. Article 34 of this section identifies the health conditions to be met by workers in their occupations, trades, and industries that may affect their health; it also identifies the initial & preventive tests that are vital for workers in their occupations, trades, and industries. **Chapter 5 of the PLL No 7, 2000** lays out the conditions of the work, **section I** of this chapter defines the working hours and leaves; **Article 68;** the working hours are 45 hours per week, **Article 69;** daily working hours shall be reduced by at least one hour in hazardous or harmful work to health and night work**.** **Article 70;** daily working hours should have a period or more for worker to rest. This should not be more than 1 hour, taking into account that the worker should not work more than 5 hours without a break. **Article 90** states means of personal protection and prevention of workers from work hazards and occupational diseases. **Chapter 9 of PLL No 7, 2000** defines the working injuries and states the treatment that should be provided to the injured worker as well as the compensations that should be given.	There is no major gap between the requirements of ESS2 and the national law. In many places, ESS2 refers to the adherence of national laws in terms of labor and working conditions.	The Project developed a Labor Management Plan addressing the Workers Categories and requirements in accordance with the national laws and ESS2

	The Minimum Wage Act of 2021 sets the minimum acceptable wages to be paid and sets the values for each interval. **The Labor Law and the OHS Acts of MoL** guarantee a safe working environment for project workers.		
To promote the fair treatment, non-discrimination and equal opportunity for project workers.	**The PLL No 7, 2000;** **Article 2:** work is a right for every citizen that can work and it is on the basis of equal opportunity & without any kind of discrimination. **Article 90:** discrimination between men and women is prohibited. **The CoC for Public Service** states that there shall be no discrimination on the basis of sex, religion, ethnicity, believes or any other socio-economic aspects.	There is no major gap between the requirements of ESS2 and the national law	The Project developed a Labor Management Plan addressing the Workers Categories and requirements in accordance with the national laws and ESS2
To protect project workers, including vulnerable workers such as women, people with disabilities, children (of working age, in accordance with this ESS) and migrant workers, contracted workers, community workers and primary supply workers, as appropriate.	**The PLL No 7, 2000;** **Article 2:** working is a right for every citizen that can work and it is on the basis of equal opportunity & without any kind of discrimination. **Article 13:** The employer is obliged to employ a number of qualified disabled workers in work commensurate with their disability at least (5%) of the size of the workforce in the establishment. **Article 90:** discrimination between men and women is prohibited. **Article 93:** Children employment before 15 years is prohibited. **Article 101:** Employment of women is prohibited in the three following cases; dangerous work, additional working hours during pregnancy and the first six months of giving birth, night working hours except the occupations that the ministries council defines.	No significant gaps between ESS2 requirement and the various national laws	The Project developed a Labor Management Plan addressing the Workers Categories and requirements in accordance with the national laws and ESS2

	The Employment Act No,2000, the Workman compensation; **Article 119:** If a worker is temporarily incapacitated and has lost his or her ability to perform his / her temporary work, he / she is entitled to receive 75% of his / her daily wage up to a maximum of 180 days. **Article 120:** The amount of monetary compensation in the case of permanent total disability or death with 3500 working days or 80% of his basic wage until he reaches the age of sixty, whichever is higher. **In terms of the Act, Workman is any person who performs work for the employer for a wage and is in the course of his work under his administration and supervision.**		
To prevent the use of all forms of forced labor and child labor.	**The Employment Act No 7, 2000;** **Article 93:** Children employment before 15 years is prohibited. **Article 95:** juvenile must not work at; industries hazardous or harmful to health, night work, official or religious holidays or public holidays, additional working hours, and remote, distant places. **Article 13 of the Palestinian constitution**; No one shall be subjected to any coercion or torture. **The Palestinian Child Act No 7, 2004;** **Article 14:** Children employment before 15 years is prohibited.	No significant gaps between ESS 2 requirement and the various national laws	The Project developed a Labor Management Plan addressing the Workers Categories and requirements in accordance with the national laws and ESS2
To support the principles of freedom of association and collective bargaining of	**The PLL No 7, 2000:**	No significant gaps between ESS 2 requirement and the various national laws	The Project developed a Labor Management Plan addressing the Workers Categories and

project workers in a manner consistent with national law.	In accordance with the provisions of the law, workers and employers have the right to form trade union organizations on a professional basis in order to protect their interests and defend their rights. **General Federation of Palestinian Workers' Union:** It organizes the labors based on professional grounds, it improves the labor conditions, follows up the labor demand issues, and defends the workers in case of labor disputes.		requirements in accordance with the national laws and ESS2
To provide project workers with accessible means to raise workplace concerns.	The resolution of the Palestinian Cabinet No. 8 of 2016 on the Regulation of Complaints has been adopted by the PA and defined the acting body in the government to deal with complaints. However, project-level worker GMs are not covered in the law. Additionally, Governmental GM does not grant anonymity and does not have specific referral channels for GBV (SEA / SH) grievances.	The lack of requirement for a Workers' GM in development projects is a significant gap between national laws and ESS2.	The project Labor Management PRoccedures will update its existing GM (both project-level and Workers') that have been utilized under the previous projects in the SOP as described in chapter 11 and further detailed in the SEP.
ESS3: Resource efficiency and Pollution Prevention and Management			
To promote the sustainable use of resources, including energy, water and raw materials.	**Environment Act No 7, 1999** aims to protect the environment from all different forms of pollution, inserts environmental protection grounds in the economical & social developmental plans, conserves the biodiversity, protects the environmentally sensitive areas and also improves the environmentally damaged areas. **Chapter 2 of the Environment Act No 7, 1999** presents the protection of all types of the environment including air, water, ground... and sets out plans, procedures, limits, conditions, and standards to prevent any deterioration or harm that may be caused to the environment. **The PEAP 2000** requires that development projects are assessed based on their use of resources, ensuring that they do not affect their availability and their sustainable use.	While the national laws and legislations provide the overall requirement for adherence, they do not specifically contain implementation arrangements of these measures, their monitoring or specific penalties.	All the sub-projects will be assessed in acordane to ESS3 wher resources efficiency and pollution prevention measures will be addressed under the ES Instruments and tools.

To avoid or minimize adverse impacts on human health and the environment by Avoiding or minimizing pollution from project activities.	**Environment Act No 7, 1999** aims to protect the environment from all different forms of pollution, inserts environmental protection grounds in the economical & social developmental plans, conserves the biodiversity, protects the environmentally sensitive areas and improves the environmentally damaged areas. **Chapter 3 of the Environment Act No 7, 1999** relates to the EIA, **section 1** identifies the subjected projects under the EIA studies, **section 2** sets out the nature of licenses and permissions on the projects that may affect the environment, section 3 lays out the inspections and the administrative procedures regarding the facilities and the projects. **Chapter 4 of the Environment Act No 7, 1999** puts penalties for anyone or any project that violates the articles regarding the protection of the environment. **Article 76 of the Environment Act No 7, 1999** "Pay compensation" states that any person who has caused any environmental damage as a result of an act or negligence contrary to the provisions of this law or any international agreement to which Palestine is a party in is obliged to pay the appropriate damages in addition to the criminal responsibility stipulated in this law. **Other Industry Specific Management Systems such as Hazardous waste and Medical Waste Management System.** These provide industry specific measures and requirements for ensuring avoidance, and where not possible minimization and mitigation of pollution.	While some systems such as the hazardous waste and medical waste management plans are nationally formulated, their enforcement and implementation are facing issues on the ground. Other aspects such as E-waste are not properly addressed in the laws and legislations.	
To avoid or minimize project-related emissions of short and long-lived climate pollutants.	**Section 2 of Chapter 2 of the Environment Act No 7,** 1999, it describes all the regulations that are related to the atmosphere, it determines the air pollutant ratios, it restricts using any equipment that may produce a non-standard exhaust.	No significant gaps between ESS3 requirement and the various national laws. However, ESS3 provides tangible measures on project related emissions and covers climate pollutants, it refers to EHSGs	Implement and include the guidelines in the EHSGs (both general and industry-specific) in the E&S management tools to be developed for subprojects.

	Article 24 of the Environment Act No 7, 1999 talks about reducing the depletion of the ozone layer in accordance to the international treaties which Palestine is signed on. **As of Date, EQA has published a Call for Expression of Interest to prepare the first Draft on Environment, Climate Change, and Sustainable Development Law.** This should assist the PA in developing legislations that are relevant to the current environmental status as the PEL of 1999 has not been revised since its inception.	with precise requirements, thresholds and measures relevant to subprojects. National laws only provide generic frameworks of implementation.	
To avoid or minimize generation of hazardous and non-hazardous waste.	**Article 7 of the Environment Act No 7, 1999** sets out a plan of solid wastes management plan. **Article 11 of the Environment Act No 7, 1999** defines a list of the most dangerous wastes. **Article 12 of the Environment Act No 7, 1999** restricts the use of dangerous materials by setting out many instructions and regulations. **Article 13 of the Environment Act No 7, 1999** bans any dangerous wastes and restricts their access through the Palestinian lands. **Hazardous Waste Bylaw** **Medical Waste Management System** **No E-waste Specific Legislations have been developed**	No significant gaps between ESS 3 requirement and the various national laws in terms of the general objectives and requirements. However, the implementation of measures under national laws is facing issues in enforcement, penalties and monitoring are not typically adhered to.	ESS3 and projects' ESMFs provide guidelines for the preparation of site-specific waste management plans and sets the mitigation measures and monitoring frequencies required in addition to reporting and inspections.
To minimize and manage the risks and impacts associated with pesticide use.	**Article 14 of the Environment Act No 7, 1999** puts conditions for the use of agricultural chemical materials. **Article 15 of the Environment Act No 7, 1999** puts special quantifications of the permitted agricultural chemical material.	No significant gaps between ESS 3 requirement and the various national laws in terms of legal and generic requirements.	Utilize the ESMF's instructions on the development and utilization of IPM approaches and the template available for PMP.

	Palestine has an international convention regarding the pesticides; **Rotterdam Convention on the Prior Informed Consent Procedure for Certain Hazardous Chemicals and Pesticides in International Trade.** **Palestinian Agricultural Law** sets the responsibility on MoA to provide the permitted pesticides to be used and sets the regulations required for their manufacturing, import, management, storage, and other aspects.	ESS3 requires the development and utilization of IPM approaches, and the use of PMP.	
ESS 4 Community Health and Safety			
To anticipate and avoid adverse impacts on the health and safety of project-affected communities during the project lifecycle from both routine and non-routine circumstances	National laws do not have provisions to assess and manage specific risks and impacts to the community arising from Project activities including behavior of Project workers, response to emergency situations, and Gender Based Violence (GBV) and sexual exploitation and abuse (SEA).	There is gap between ESS 4 requirement and the various national laws	The project will implement the ESMF which includes clear measures relevant to ESS4. Site specific E&S tools will assess and provide mitigation measures for impacts relevant to ESS4, as well as relevant guidelines available in the general and industry-specific EHSGs.
To promote quality and safety, and considerations relating to climate change, in the design and construction of infrastructure, including dams.	Palestine has international conventions regarding the climate change and the environment: United Nations Framework Convention on Climate Change (UNFCCC) and Stockholm Convention on Persistent Organic Pollutants (POPs). EQA has recently published a call for Expressions to develop a national environment, climate change, and sustainability law which should assist the PA in addressing these issues.	There is no enforcement of international agreements. No specific national laws on climate change and the integration of mitigation matters in investment and infrastructure projects.	The Project ESMF includes assessment of each subproject to ensure promoting quality and safety. During construction .
To avoid or minimize community exposure to project-related traffic and road safety risks, diseases and hazardous materials.	**The Traffic Act No 5, 2000** provides for the compliance of all the conditions of the vehicles that should be on the traffic roads as well as the traffic safety procedures. **Article 7 of the Environment Act No 7, 1999,** sets out a plan of solid wastes management plan.	There is a gap resulting from the fact that the national laws only provides general guidelines.	The project will implement the ESMF's mitigation measures, and will accordingly follow the ESMF in the preparation and implementation of site-specific E&S tools, including the

	Article 11 of the Environment Act No 7, 1999 defines a list of hazardous waste **Article 12 of the Environment Act No 7, 1999** restricts the use of dangerous materials by setting out many instructions and regulations. **Article 13 of the Environment Act No 7, 1999** bans any dangerous wastes and restricts their access through the Palestinian lands. **Section 5 of Chapter 1 of the Public Health Act No 20, 2004** states Occupational Health. Article 34 of this section identifies the health conditions to be met by workers in the occupations, trades, and industries that may affect their health; it also identifies the initial & preventive tests that are vital for workers in their occupations, trades, and industries. **The Hazardous Waste Management System** includes the required measures, licensing procedures, disposal, and penalties for managing hazardous waste . This system is typically used in junction with the **Medical Waste Management System** following the COVID-19 pandemic.		integration of the general and industry-specific EHSGs.
To have in place effective Measures to address emergency events.	No specific laws or regulations that take action in emergency events. However**, Chapter 9 of PLL No 7, 2000** defines the working injuries and states the treatment that should be provided to the injured worker as well as to the compensations that should be given. **Civil Defense Regulations** are followed during the licensing procedures especially relevant to **L&FS.** Their regulations are considered among the most stringent and the license is renewed after an annual inspection.	There is a gap between ESS 4 requirement and the various national laws. The project, especially under the ICF component should comply to ESS4 in the identified gaps.	The project will implement the emergency response measures as guided by the ESMF and as will be developed for each subproject. The ESMF provides guidance on reporting of emergencies as detailed in chapter 9.
To ensure that the safeguarding of personnel and property is carried out in a	National plans do not specifically cover these requirements. However under the **PEAP 2000** impacts on communities' well-being shall be thoroughly assessed and avoided.	There is a gap where there is no coverage for this issue in any national document	The project will implement relevant clauses, particularly

manner that avoids or minimizes risks to the project-affected Communities.			under ESS4 and as guided by the ESMF.
ESS10: Stakeholder Engagement and Information Disclosure			
To establish a systematic approach to stakeholder engagement that will help borrowers identify stakeholders and build and maintain a constructive relationship with them, in particular project-affected parties.	**Chapter 3 of the Environment Act No 7, 1999** relates to the EIA which involves stakeholder engagement plan as well as public hearing and consultation. However, no precise systematic approach is clear.	ESS 10 is more stringent in this regard as it provides a categorization of stakeholders, continuous consultations requirements, different techniques and specific measures to involve vulnerable and marginalized groups. Additionally, SEPs result from the application of ESS10 that are used throughout the project life cycle unlike the PEL and PEAP which require consultations only at the planning phase of the project.	Implement the project's SEP.
To assess the level of stakeholder interest and support for the project and to enable stakeholders' views to be taken into account in project design and environmental and social performance.	**Chapter 3 of the Environment Act No 7, 1999** relates to the EIA which involves stakeholder engagement plan as well as public hearing and consultation. The stakeholder engagement plan involves the assessment of the interest and powers of each stakeholder.	No significant gaps between ESS 10 requirement and the various national laws.	NA
To promote and provide means for effective and inclusive engagement with project-affected parties throughout the project life cycle on issues that could potentially affect them.	**Chapter 3 of the PEL as well as PEAP of 2000** require the engagement of communities that are most likely to be affected by the establishment of projects. However it does not provide requirements for continuous engagement.	Significant gaps between ESS 10 requirement and the various national laws especially in terms of continuity.	Implement the project's SEP.

To ensure that appropriate project information on environmental and social risks and impacts are disclosed to stakeholders in a timely, understandable, accessible and appropriate manner and format.	**The Environmental Impact Assessment Policy, 1999**, **article 8** invites to make coordination between all the stakeholders and the participative entities and presents many points to engage all the stakeholders in many stages of the implemented project. However, there is no specific requirement to disclose project information and documents to the public.	ESS10 requires that all instruments and disclosable project documents are available to the public in an accessible and appropriate manner and format, national laws do not cover this aspect and disclosure is not commonly practiced.	Disclosure of information will be implemented as guided by the project's SEP.
To provide project- affected parties with accessible and inclusive means to raise issues and grievances and allow borrowers to respond to and manage such grievances.	The resolution of the Palestinian Cabinet No. 8 of 2016 on the Regulation of Complaints has been adopted by the PA and defined the acting body in the government to deal with complaints. However, investment projects are not required to have a GM or uptake channels, the resolution is only applicable to governmental institutions and projects related to the PA.	The ESS ensures reception and timely response to any complaints made about the Project and is the basis for developing appropriate mitigation strategies, it is inclusive for all projects financed by the World Bank.	Project-level GM will be utilized that is in line with the SEP with effective uptake mechanisms as detailed in chapter 11 and further detailed in the SEP.
To establish a systematic approach to stakeholder engagement that will help borrowers identify stakeholders and build and maintain a constructive relationship with them, in particular project-affected parties.	**The Environmental Impact Assessment Policy, 1999** defines participation of stakeholders in many stages like in the TOR stage, the policy also includes that wider participation in case of projects that may affect the environment, and the methods and the results of the meetings should be documented. However, it does not include requirements for engagement, especially relevant to vulnerable and marginalized groups and does not require the continuous engagement of PAPs or OIPs.	ESS10 is more stringent as it requires projects to have an SEP that is applicable throughout the lifecycle of the project.	Implement the project's SEP.

PART 2: MITIGATION MEASURES AND ACTIONS COMPARISON BETWEEN NATIONAL LEGISLATIONS AND THE ESF			
Parameter	**ESF**	**National Laws and Requirements**	**Remarks**

Environmental and social risk classification and assessment	Four classifications: High Risk, Substantial Risk, Moderate Risk or Low Risk.	Low, medium, significant	World Bank ESF prevail
Environmental and social assessment instruments	Environmental and social instruments ESIA, ESMP, ESMF, etc.	Depending on environmental application and IEE TOR. Either IEE is sufficient, or EIA is requested.	World Bank ESF prevail. Liaison with EQA will be conducted to utilize ESF tools for PEAP environmental approval
Environmental and Social Audit	The World Bank ESF requires the borrower to conduct regular environmental and social audits to monitor the implementation of the Environmental and Social Management tools and methods and ensure compliance with the ESF. The audits should cover all project activities, processes, and services that have a significant environmental and social risk. The audit findings should be disclosed to affected communities and other stakeholders. The audit mainly provides a corrective action plan with clear timeline of implementation of actions to ensure remedy of any non-compliances	The PEAP of 2000 relates to Environmental audits and does not include social aspects. While the PEAP includes the requirement of audits for existing facilities it does not provide requirement timelines for implementation. There is no structural outline like the ESF for an E&S audit.	The world Bank's ESF provides clear instructions and an outline for an E&S Audit. The PEAP focuses on the environmental aspects, and does not require disclosure like the ESF.
Impact Categorization	"High and Substantial Risks" refer to projects with adverse impacts that are sensitive, diverse, or unprecedented, and where impacts may affect an area broader than the site of physical works.	The threshold for "significant" impacts is not precisely defined. Project categorization based on an established list of projects.	Apply the World Bank's method for impact categorization.

Food Safety	The ESF does not include provisions under ESS4 on food safety or hygiene. Nevertheless, this topic is addressed depending on industry in the Industry-specific EHSGs such as dairy production, food and beverage processing and others. The EHSGs provide technical mitigation measures to ensure food safety and hygiene as well as permissible and GIIPs acceptable thresholds for different constituents that may affect food safety and hygeine	The main law relating to food safety is the Public Health Law of 2004 which under chapter 4 includes the requirements for licensing imported or manufactured food products as well as the safety conditions for human consumption of food products. The law include laboratory testing requirements and inspections. In addition, the PSI has different standards on food safety, testing, manufacturing and different threshold values and guidelines.	The national PSI standards and laws contain specific values and measures for each type of food products to ensure safe consumption. The world bank provide guidelines on thresholds and values as well as technical recommendations in its EHSGs. The project is advised to follow whichever is more stringent depending on the sector, industry, and products at discussion.
Occupational Health and safety	The World Bank ESS2, EHS guidelines and GIIP are stricter than the national labor law and the World Bank OHS guidelines.	Refer to article 90, 91, and 92 of the Palestinian Labor Law No. 07 of 2000. And the acts identified in chapter 3	World Bank ESF prevails in conjunction with National laws.
Promote the fair treatment, non- discrimination and equal opportunity of project workers	ESS2 provides measures and guidance to avoid discrimination of workers in employment.	Refer to article 16, 100, and 106 of the Palestinian Labor Law No. 07 of 2000. The national Code of Conduct provides articles that prohibit the discrimination against women, and against people due to religion, socioeconomic status, and other aspects.	Apply World Bank Guidelines as stipulated in ESS2.
Protect project workers against (GBV) and child abuse/exploitation issues and Code of Conduct (CoC) and contracted workers and direct workers, as appropriate.	There is gap between the national labor law and the World Bank in GRM and stakeholder engagement related to GBV/SEA/SH.	Refer to articles 93- 99 of the Palestinian labor law No.07 of 2000 that discuss regulating the work of minors. Also, refer to article (4) of amendment #19 of 2012 and child law No. 07.	World Bank prevail.

	Refer to World Bank ESF guidelines in regard to gender based violence. WB has a guidance note on GBV (SEA/SH).	No National law in regard to gender based violence.	Apply World Bank Guidelines in ESF.
Prevent the use of all forms of forced labor and child labor	ESF introduces measures in regard to forced labor.	Refer to articles 93-99 of the Palestinian labor law No. 07 for the year 2000 that discuss regulating the work of minors.	Apply national law on age, and ESF on forced labor
Support the principles of freedom of association	There is no gap between the national labor law and the World Bank ESF	Refer to article 5 of the Palestinian labor law No. 07 of 2000 that ensures that both workers and employers have the right to establish union organizations.	Apply Palestinian Labor Law
Provide project workers with accessible means to raise workplace concerns and grievances	The ESF requires that a GM be provided for all direct and contracted workers (and, where relevant, their organizations) to raise workplace concerns.	The right of the public to complain is ensured by the grievance bylaw. However it does not contain measures for workers grievances, anonymous complaints, and GBV grievances	Apply World Bank Guidelines in ESF
Avoid adverse impacts on health and safety of PAPs	There is a gap resulting from the fact that FIDIC only provides general guidelines while the ESF and EHSGs provide detailed mitigation measures and thresholds.	Based on FIDIC 99 (applicable in Palestine) clause 4.8 and 6.7; a Safety plan should be provided which includes various mitigation measures	Apply FIDIC and ESS4:
To have in place effective measures to address emergency events	There is gap resulted from the fact that FIDIC only provides general guidelines	Based on FIDIC 99 clause 4.8 and 6.7; Safety plan should be provided.	Apply FIDIC and ESS4:

Stakeholder engagement and information disclosure	The World Bank requires engagement with stakeholders, through information disclosure, consultation, and informed participation. SEP shall be developed and disclosed. Public disclosure is required for all instruments and reports.	Consultations are required for EA. Public disclosure is not required for projects that do not require a full EIA.	World Bank ESF prevail.

Annex XI: Environmental and Social Monitoring Form

SUMMARY AND INTRODUCTION

Subproject Name	
Project Sponsor	
Subproject Location and Contact Information	
Current Status	Preparation / Construction / Installation / Operation
Work Progresses Description	
Date of Site Visit	
Site Visit Locations	
Date of Completing the Monitoring Form	
Reporting Period	
Interviewees List	
Frequency of Site Visits	Weekly / Monthly / Quarterly / Semi-Annual
Visits and inspections conducted by Authorities	Institution name: Date:
Number of complaints	during reporting period: total to date:

Have the subproject been identified to have negative environmental and social impacts?	Yes / No
Have the subproject been identified to have any non-compliance to the mitigation measures stated in the ESMP and E&S management plans?	Yes / No
Are the negative E&S impacts a result non-compliance to the mitigation measures stated in the ESMP and E&S management plans?	Yes / No
Remarks and Summary	
Recommended Follow Up Actions	

EXECUTIVE SUMMARY

INSTITUTIONAL ARRANGEMENTS AND E&S MANAGEMENT

I	Title	Yes	No	Positive (+) / Negative (-)	Comments	Corrective Actions Needed
2	Does the contractor / company have an environmental and social officer / consultant / coordinator / Focal point?	Y	N	+ / -		
3	Does the contractor have a copy of the ESMP?	Y	N			
4	Has the contractor carried out an environmental and social due diligence to verify the E&S risks and the applicability of the	Y	N			

	mitigation measures as required by the ESMP?					
5	Are E&S aspects and E&S compliance included in the monitoring reports?	Y	N			
6	Is there an effective and accessible Grievance Mechanism for the public with adequate uptake channels?	Y	N			
7	Is there an effective and accessible Grievance Mechanism for workers with adequate uptake channels?	Y	N			
8	Have all direct, contracted, and primary supply workers signed the CoC?	Y	N			
9	Have E&S and OHS trainings and toolbox meetings been conducted?	Y	N			
10	Has the project come across any "**Chance Finds"** during implementation?	Y	N			
Institutional Arrangements Conclusions and Recommendations						

IMPACTS ON THE PHYSICAL ENVIRONMENT (BASED ON THE ESMP MATRIX)

1	Title	Yes	No	Positive (+) / Negative (-)	Comments	Corrective Actions Needed
2	Does the project in its current phase result in impacts on **air quality** (Emissions, fumes & dust)?	Y	N	+ / -		

	Have the indicated mitigation measures been implemented?					
3	Does the project in its current phase result in impacts related to **Nuisance** (Noise /Vibrations)? Have the indicated mitigation measures been implemented?	Y	N			
4	Does the project in its current phase result in impacts on **Traffic and Road Safety?** Have the indicated mitigation measures been implemented?	Y	N			
5	Does the project in its current phase result in impacts on **Visual Impacts?** Have the indicated mitigation measures been implemented?	Y	N			
6	Does the project in its current phase result in impacts on **Biodiversity / Biota on project area of influence?** Have the indicated mitigation measures been implemented?	Y	N			
7	Does the project in its current phase result in impacts on **Water Resources?** Have the indicated mitigation measures been implemented?	Y	N			

8	Does the project in its current phase result in impacts related to increasing **Wastewater Generation?** Have the indicated mitigation measures been implemented?	Y	N			
9	Does the project in its current phase result in impacts on increasing the **Use of Utilities?** Have the indicated mitigation measures been implemented?	Y	N			
10	Does the project in its current phase result in impacts on increasing **Waste Generation?** Have the indicated mitigation measures been implemented?	Y	N			
11	Does the project in its current phase result in generation of e-waste? Have the indicated mitigation measures been implemented?	Y	N			
12	Does the project in its current phase result in impacts on **Fire and Life Safety?** Have the indicated mitigation measures been implemented?	Y	N			
13	Does the project in its current phase result in impacts on **Use**	Y	N			

	of Pesticides and Crop Treatment? Have the indicated mitigation measures been implemented?					
Physical Environment Impacts conclusions and recommendations.						

IMPACTS ON SOCIAL ENVIRONMENT (BASED ON ESMP MATRIX)

	Title	Yes	No	Positive (+) / Negative (-)	Comments	Corrective Actions Needed
1	Does the project in its current phase result in impacts on **Labor Rights and Working Conditions?** Have the indicated mitigation measures been implemented?	Y	N			
2	Does the project in its current phase result in impacts on **Occupational Health and Safety?** Have the indicated mitigation measures been implemented?	Y	N			
3	Does the project in its current phase result in impacts on **Socio-economy and Employment?** Have the indicated mitigation measures been implemented?	Y	N			
4	Does the project in its current phase result in impacts on	Y	N			

	Community Health and Safety? Have the indicated mitigation measures been implemented?					
5	Does the project in its current phase result in impacts related to **Gender Based Violence (Sexual Exploitation and Abuse / Sexual Harassment)?** Have the indicated mitigation measures been implemented?	Y	N			
Social Environment conclusions and recommendations						

GRIEVANCE LOG

No. of Grievance In Records	Complainant Name	Complaint Receiver Name	Date of Receiving Complaint	Gender (M/F)	Processing of Complaint	Status of Complaint	Subject of Complaint	Follow Up Party	Date of Closure	Uptake Method	Competent Authority	Response	Remarks
					Accepted / Denied	Under Review							
						Resolved / Closed							

INCIDENT LOG

No.	Injured Party	Site / Location	Reported By	Type of Incident	Date and	Severity of Incident / injury	Description of incident	Classification of injury (if any)	Medical treatment needed	Estimated cost of damage	Analysis of cause	Required mitigation measures to

					Time of Incident				**and received?**		**of incident**	**prevent reoccurrence**
				Near Miss		Disability / fatality / medical treatment / first aid		Abrasions / Dislocation / puncture / bites / faint / burn / blister / fracture / respiratory / sprain / chemical burn / heat exhaustion / toxic ingestion / dermal	Yes / no			
2				Fire / Injury / property damage / chemical exposure / traffic accident								

Water Consumption Log

Solid Waste Log

Log Of Hazardous Solid Waste

Assessed/prepared by	Reviewed and Approved By
Name: _____ Title: _____ Date: _____	Name: _____ Title: _____ Date: _____

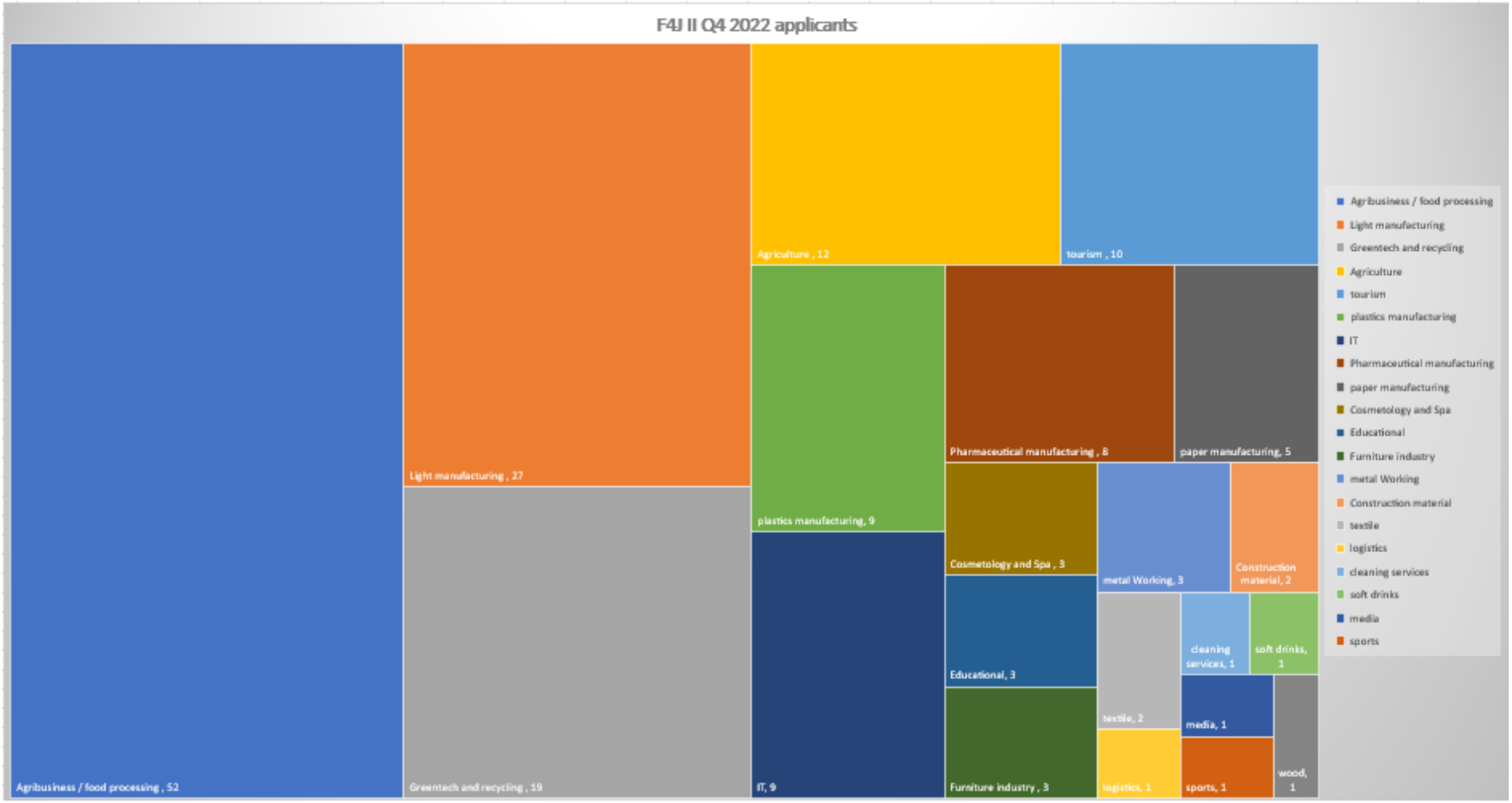
-PICTURES AND ANNEXES

Annex XII: Log of Monitoring Activities

F4J III Subprojects in implementation	Sub-Project Location and Contact information	Monitoring Site visit date	Date of Environmental and Social Monitoring Form Completed	Number of complaints received	Frequency of site visits for this subproject	EQA / other authorities site visit(s)	Comments /Issues

Annex XIII: F4J II ICF Pool of Potential Applicants

Table 6: F4J II 2022 Q4 Pool of Applicants Composition



Annex XIV: EQA Environmental Permit Application Template

طلب موافقة بيئية

لاستخدام سلطة جودة البيئة فقط		
اسم المشروع		
مقدم المشروع		
نوع المشروع	**[ ] مشروع جديد** **[ ] توسيع لمشروع قائم** **[ ] مشروع قائم**	
تاريخ تقديم الطلب		
رقم التسجيل لدى الوزارة		
التاريخ	**القرار**	**التوقيع**

التوصيات:

طلب موافقة بيئية

على المتقدم بالطلب تعبئة جميع المعلومات المطلوبة أدناه. الأجزاء التي ليس للمشروع علاقة بها يكتب إلى جانبها "غير مطلوبة". في حال عدم كفاية الفراغات للمعلومات المطلوبة استخدم أوراق إضافية. أضف نسخ من الدراسات والخطط والخرائط ذات العلاقة بالمشروع. يجب أن تحدد المعلومات الواردة في الطلب والوثائق المرفقة الموقع الدقيق المقترح للمشروع.

من اجل اعتبار الطلب مكتملا على مقدمه تقديم جميع المعلومات المطلوبة من قبل سلطة البيئة الفلسطينية للحصول على الموافقة البيئية وذلك وفقا لسياسة التقييم البيئي الموضحة بإسهاب في الإرشادات العامة للتقييم البيئي والتي تم تعميمها من قبل السلطة.

I- المعلومات المتعلقة بمقدم الطلب/ صاحب المشروع

- الاسم وعنوان العمل:

- اسم ووظيفة الشخص المفوض

- رقم الهاتف: رقم الفاكس:

2- وصف المشروع

2.1 نوع المشروع:

( ) مشروع جديد

( ) إضافة لمشروع قائم

( ) مشروع قائم

2.2 وصف عام للمشروع:

2.3 موقع المشروع:

أ. الأمكنة المقترحة لإقامة المشروع عليها وأسس اختيار الموقع:

ب. الحجم:

2.4 المنتجات وطاقة الإنتاج:

2.5 التكنولوجيا وخطوط الإنتاج:

2.6 فترات العمل في المشروع:-

أ. مرحله التأسيس/ البناء:

ب. مرحلة التشغيل/ الإنتاج:

2.7 أنواع ومصادر وكميات المواد الأولية ومتطلبات العمل والإنتاج:

أ. مرحلة البناء/ التأسيس:

ب. مرحلة التشغيل/ الإنتاج:

2.8 نوع وحجم ووسائل النقل من والى موقع المشروع خلال:

أ. مرحلة التأسيس/ البناء:

ب. مرحلة التشغيل:

2.9 عدد وطبيعة وسعة المستودعات:

2.10 وجود مختبرات والهدف منها:

2.11 عدد العاملين:-

	محليين	غير محليين
مرحلة التأسيس/ البناء		
مرحلة التشغيل/ الإنتاج		

2.12 نوع وحجم الخدمات والبنية التحتية المطلوبة:

أ. التزود بالمياه:

ب. الطاقة:

ت. المجاري

ث. الطرق ووسائل المواصلات:

2.13 كمية النفايات الناتجة عن المشروع خلال دورة حياته:

أ. النفايات الخطرة:

ب. النفايات الصلبة الغير خطرة:

ت. النفايات السائلة:

2.14 أنظمة وطرق جمع ومعالجة والتخلص من النفايات:

أ. النفايات الخطرة:

ب. النفايات الصلبة الغير خطرة:

ت. النفايات السائلة:

2.15 أنواع وكميات الملوثات المتوقع انتقالها إلى:

أ. الهواء:

ب. المياه السطحية:

ت. المياه الجوفية:

ث. التربة:

2.16 المستوى المتوقع للضجيج في محيط المشروع:

2.17 الإجراءات المشمولة في المشروع للتقليل أو منع الآثار السلبية على الطبيعة والبيئة الإنسانية:

2.18 حجم ومواقع المشاريع الأخرى المماثلة في المنطقة:

2.19 الإضافات للمشروع أو المشاريع الأخرى المرتبطة به المخطط لها أو المتوقع تنفيذها مستقبلا:

2.20 التراخيص والموافقات المطلوبة قبل البدء في المشروع:

3. الوضع البيئي والاهتمام المتوقع

3.1 ما هي طبيعة استخدامات الأراضي في وحول الموقع المفضل للمشروع:

3.2 هل سيعمل المشروع على قطع أو ترحيل منازل أو أعمال تجارية أو بنية تحتية عامة أو استخدامات أخرى للأراضي؟ في مثل هذه الحالات ماذا سيحدث؟

3.3 هل بناء وتشغيل المشروع متلائما ومتكيفا مع استخدامات الأراضي المجاورة من حيث الضجيج أو حركة النقل أو الواقع الجمالي أو القبول العام؟ ولماذا؟ في حال الإجابة بلا، أو عدم التأكد.

3.4 هل باستطاعة البنية التحتية العامة تحمل الزيادة الجديدة في الاستخدام لها نتيجة بناء وتشغيل المشروع (مثال ذلك الطرق والخدمات العامة والخدمات الصحية والمدارس)؟ ولماذا؟ في حال الجواب بلا أو بعدم التأكد.

3.5 هل سيتم إقامة المشروع في أو بالقرب من مناطق بيئية حساسة (مثل المحميات الطبيعية أو الأراضي الرطبة أو الأماكن الأثرية والتراثية الهامة أو في مواطن عيش الأصناف الحية المهددة بألإنقراض)؟ حدد هذه المناطق في حال الإجابة بنعم؟

3.6 هل سيتم استخدام أي من المصادر الطبيعية من المشروع بشكل يؤثر سلبا على الاستخدامات الأخرى لهذا المصدر؟ في حال الإجابة بنعم أوضح ذلك؟

3.7 هل تم أخذ رأي السكان المجاورين حول المشروع؟ في حال الإجابة بنعم ما هي اهتماماتهم وتعليقاتهم؟

4. أي معلومات أخرى ذات علاقة بالمشروع يجدر ذكرها:

المعلومات الواردة في هذا الطلب هي كاملة ودقيقة حسب معرفتي. أصرح بتحملي كامل المسؤولية عن النتائج المترتبة عن أي معلمات خاطئة أو مضللة وردت في هذا الطلب وبناءا على ذلك أوقع،

الاسم:

الوظيفة:

التاريخ: الختم

اسم الموظف الذي قام بالمراجعة:

التوصيات:

التاريخ:

Annex XV: Suggested Template TOR for ESIA

ESIA Terms of references will be prepared in accordance with the ESS, and acceptable to the Bank

The suggested outline of the ESIA should include the following chapters at minimum, this is in line with the Guidelines for the development of Environmental Impact Assessment studies of EQA and the World Bank's ESF;

1. **Executive Summary**
2. **Introduction**
3. **Project Description**
4. **Regulatory Framework and Gap Analysis**
5. **ESIA & ESMP Methodology**
6. **Environmental and Social Baseline Information**
7. **General Findings and Impacts**
8. **Alternatives analysis**
9. **Environmental and Social Management and monitoring Plan**
10. **Stakeholder Engagement**
11. **Conclusion and Recommendations**
12. **CVS and bios of ESIA team**
13. **Annexture :**
    a. **OHS Plan**
    b. **Emergency Response Procedures**
    c. **Summary of Stakeholder Consultations**
    d. **Other as required**

The description of each section can be found at the Guidelines issued by EQA:
https://environment.ps/wp-content/uploads/2022/06/Advisory-Office-Guide.pdf

Context and Background

This section refers to the context and background in which the operation will be conducted. It should refer to any predecessor projects and government initiatives or broader policy reforms in the context of which the project was planned. It should provide information regarding the country context, recent social, economic or other developments that are relevant for the consultant's understanding.

Most projects would benefit from some insight of how the relevant sector has developed in the past years, general trends, and how F4J has built a relationship with the implementing partner (and any specific responsible parties that may execute project activities).

F4J III and The Subproject Description with their components

This section provides a summary of project objectives, features, location and status, including an up-to-date description and delineation of the proposed project and its key components and provides information on its geographical, environmental and socio-economic and temporal context. It should include information on whether and how the project is part of a wider development Project (F4J III). Based on the screening and the initial scoping process, provide information on potentially significant social and environmental issues, risks and impacts that may have been identified.

Aim and Objective of the ESIA

The aim of this Environmental and Social Impact Assessment (ESIA) is to identify, assess, and manage potential environmental and social risks and impacts associated with the Finance for Jobs III subprojects. The ESIA will be conducted in accordance with the World Bank's Environmental and Social Framework (ESF), national legislations and laws, and GIIPs including the World Bank's EHSGs, and will serve as a tool to guide the project design, implementation, and monitoring processes.

The ESIA aims to provide clear, consistent and comprehensive guidance on: (i) the legal requirements for impact assessment; (ii) key issues to be considered in project design, construction, commissioning, operation and decommissioning, and assessed during the ESIA process; and (iii) management plans to be prepared, to seek project approval and to effectively design, construct, commission, operate and decommission projects in a sustainable manner. This includes application of the mitigation hierarchy to anticipate and avoid impacts to the fullest extent possible, and where avoidance is not possible minimize (e.g. abate, rectify, repair and/or restore) those impacts, and where residual impacts remain, compensate/offset for risks and impacts.

The general objective of the consultancy is to ensure compliance with national environmental legislation, as well as with the World Bank's ESF and ESSs in the context of the operation. Further, it serves to identify social and environmental impacts (positive and negative) and risks and to design respective measures to prevent, reduce, mitigate and/or offset/compensate (for) them. Specific Objectives:

- To prepare an Environmental and Social Assessment (ESIA) and its respective Environmental and Social Management Plan (ESMP) for the operation to ensure the socio-environmental sustainability of its different components.
- The consultancy aims to analyze, evaluate and propose measures to prevent, control, mitigate, restore and/or compensate the potential environmental and social impacts of the project so that the project complies with WB's ESSSs and national legislation.
- The ESIA must include management plans and other instruments detailing environmental and social requirements, in particular to guide the final design of the project and its components, including recommendations for changes to the project design as well as specific actions to be taken by contractors and subcontractors.
- Develop a consultation/stakeholder engagement plan, including an analysis of interested and affected parties, detailing documentation requirements, and dissemination of information about the project.
- Support the implementing partner (and responsible party) in carrying out meaningful consultations.

Aim of the Assignment

The aim of the assignment is to develop an ESIA for name of subproject in name of locality in consultation with the EQA. The ESIA will be in accordance with good international industry practice including the World Bank's ESF, ESHGs and others, and when applied shall provide compliance with legal requirements in Palestine.

The specific objectives of the ESIA are:

- To identify and assess potential environmental and social risks and impacts, including those that may occur during the construction, operation, and decommissioning phases.
- To evaluate the effectiveness of the proposed mitigation measures, monitoring, and management plans to address the identified environmental and social risks and impacts.
- To ensure that the project design and implementation adhere to the relevant national laws and regulations, as well as the World Bank's Environmental and Social Standards (ESS).

- To engage with stakeholders, including local communities, civil society organizations, and government agencies, to ensure that their concerns and perspectives are taken into account throughout the project cycle.
- To ensure that the project contributes to sustainable development and social and environmental benefits, while avoiding or minimizing any adverse impacts on the environment and affected communities.

Principle Activities

Preparation of the Environmental and Social Impact Assessment (ESIA) of the project will include the following elements and activities:

Before you start:

- Identification of data availability and gaps for conducting the assessment.
- Ensure the availability of data/information from different sources to rely on (previous site visits, secondary data, scientific literature, government-provided information, etc.)
- Determine the extent of data gathering that will be required to ensure the qualitative depth of this study and which steps will be required (site visits, interviews, literature review etc.)

I. Description of the Project

- Detailed description of the project, which will clearly identify the specific environmental and social issues related to it, including all risks and health and safety aspects.
- Analysis of the alternatives considered, justification and environmental and social foundations of the project location. Consider all types of alternatives related to overall approach and project design, including the "no action" alternative. Factors to include:
    - Project site locations
    - Timing
    - Scales
    - Partners
    - Intensities
    - Technologies/processes
    - Facilities designs
    - Construction
    - Operation and maintenance
    - Organizational and management setups
    - Ways of dealing with impacts
    - Capacity to adequately address risks/impacts

- Description of the project location and sensitive environmental and social features. It includes a map of sufficient detail, showing the project site and the area that may be affected by the project's direct, indirect, and cumulative impacts. (i.e. area of influence)
- Components and sub-components, which consider the main elements or units, support facilities, equipment or technologies to be used, raw materials, labor (construction, operation and maintenance stages), and work schedule. This includes any offsite activities that may be required (e.g., dedicated pipelines, access roads, power supply, water supply, housing, and raw material and product storage facilities), as well as the project's primary supply chain.
- How the principles of green building are incorporated (such as energy efficiency and the use of renewable resources, the environmental impact of the works, resource conservation, internal air quality, and community aspects, such as access to public transportation).

- Brief description of mechanisms and instruments for community participation (to be expanded in a separate section), including procedures for consultation and participation of groups affected and beneficiaries by the project, and mechanisms for complaints from the population directly using the services.
- Moreover, a non-technical summary – that can be understood by different stakeholders – should be included to facilitate and encourage engagement and comments.

II. Baseline Information

Data collection, analysis and interpretation of all data identified from reviewing existing documentation and initial scoping should be gathered to describe the existing environmental and social conditions including for the biophysical and socio-economic and cultural context. Characterization of the area of direct impacts, describing the current environmental and social conditions in the area where the project is intended to intervene or implement.

- Map of sufficient detail showing the project site and the area that may be affected by the project's direct, indirect, and cumulative impacts (i.e. area of influence)
- Socio-economic and environmental characterization, which includes presenting concise information on the main socio-environmental factors that will be affected by the project. This information, whenever possible, should be based on qualitative and quantitative data. Factors will include:
    - On the environmental side: land use, meteorology, air quality, noise, geology, soil, natural disaster risks, water resources, flora and fauna, protected areas, environmental legacies from previous projects, pollution levels, (hazardous and non-hazardous) waste generation.
    - On the socio-economic side: population, social composition, levels of urbanization, income indicators, levels of health and education, social organization systems, sanitation infrastructure (water, sewage, solid waste), energy and transport, media (newspapers, radio, TV), cultural, historical and archaeological sites or monuments in the vicinity, potential for an influx of workers from other parts of the country and negative social impacts, indigenous peoples and communities, gender patterns, vulnerability assessment.

III. Institutional and legal Framework

- Description of the regulations, system and requirements for environmental licensing and land ownership, and other authorizations necessary for the implementation of the project components and works; identification of the need to complement the rules governing project implementation.
- State applicable international obligations and agreements (e.g. Multilateral Environmental Agreements) that must be complied with.
- Social and environmental safeguard policies and procedures of the World Bank including the ESF, ESSs, and EHSGs.
- Identify any gaps between national legislation and World Bank's ESSs, while acknowledging that higher standards will be used. Emphasis should be given to stipulations in national or local law that may impede compliance with the ESSs and respective guidance or vice versa. In these cases, practical solutions need to be found in collaboration with the implementing partner and included in the ESMP.
- Identify the environmental and social studies required according to the level of socio-environmental risk, in order to comply with both national and local environmental legislation.

- Description of the World Bank's ESF, ESSs, and EHSGs as applicable and state which are relevant to the project.
- Describe the environmental management instruments for use by the project, to ensure the incorporation of environmental and social variables throughout the project cycle.
- Identification of the institutions responsible for the execution and environmental and social management of the program, at the respective levels of government; roles and functions of each of the institutions, identifying the needs for institutional strengthening.
- References to international good practices.

IV. Environmental and Social Impacts and Risks

- Develop a methodology/grading system for impacts to record severity in a matrix (long vs. short-term, reversible vs. irreversible etc.);
- Identification, analysis and rating of the environmental and social impacts of the project, including identification of potential cumulative impacts (for sub-projects that have risks didn't qualify for high risk) and for each of potential subprojects during the different phases of the project cycle (preparation, operation, maintenance etc.), including those impacts related to health and safety in the construction, operation and maintenance stages;
- Consideration of positive and negative, direct, indirect, cumulative impacts.
- Environmental viability of the program, by weighing the damages against the environmental and social benefits; evaluation of the effectiveness of the measures to control negative impacts; verification of compliance with environmental criteria and standards; and measures to prevent and mitigate environmental and social risks;
- Areas potentially impacted by cumulative impacts from the incremental adverse impacts of the project when added to other past, existing, planned or reasonably predictable future projects and developments (e.g. incremental contribution to pollutant emissions, forest depletion due to multiple logging concessions). Assessing potential cumulative impacts enlarges the scale and timeframe for assessing combined effects of multiple activities and impacts;
- Areas potentially affected by impacts from unplanned but predictable developments (indirect and induced impacts) caused by the project that may occur later or at a different location (e.g. facilitation of settlements or illegal logging in intact forest areas through expansion of adjacent agricultural activities);
- Transboundary impacts, such as pollution of international waterways or transboundary river basins, airsheds and ecosystems; migration of populations; international relations;
- Global environmental and social impacts, e.g. greenhouse gas emissions, ozone depletion, loss of biodiversity and desertification; loss of cultural diversity and heritage.

V. Environmental and Social Management Plan

Follow the instructions in Annex V

Level of Effort

A sample level of effort template is as below;

- Scoping and Consultation: The scoping phase will involve a preliminary assessment of the project and its potential environmental and social risks and impacts. This will require the identification of stakeholders, engagement with local communities, and consultation with relevant government

agencies and civil society organizations. The level of effort for this phase is estimated to be X weeks.

- Baseline Data Collection: The baseline data collection phase will involve the collection and analysis of relevant environmental and social data, including information on the project site, land use, biodiversity, air and water quality, and social demographics. The level of effort for this phase is estimated to be X weeks.
- Impact Assessment and Mitigation: The impact assessment phase will involve the identification and assessment of potential environmental and social impacts associated with the project, as well as the development of mitigation measures to minimize or avoid these impacts. The level of effort for this phase is estimated to be X weeks.
- Management Plan Development: The management plan development phase will involve the development of a comprehensive plan to manage and monitor the environmental and social impacts associated with the project. The plan will include monitoring and reporting requirements, as well as contingency plans for dealing with unforeseen events. The level of effort for this phase is estimated to be X weeks.
- Reporting and Approval: The final phase will involve the preparation of a comprehensive ESIA report, which will include all of the above information, as well as an executive summary, conclusions, and recommendations for project design and implementation. The level of effort for this phase is estimated to be X weeks.

Reports / Deliverables

Note: This is an example that needs to be adapted. The timeline, payment schedule and qualifications of the desired personnel (an individual or a team) depends to a large extent on the complexity of the project.

The following reports must be submitted by the contractual party and received to the satisfaction of PIA, EQA, and the World Bank:

- First Report: Work plan XX (XX) days after signing the contract.
- Second Report: Environmental and Social Assessment that includes the requirements outlined in this plan as well as the stakeholder analysis and consultation plan.
- Third report: Environmental and Social Assessment with its respective Environmental and Social Management Plans for operation XX, and that includes the results of the public consultation and disclosure process.
- Fourth Report (final report): Final document, updated. All reports must be submitted to PIA in an electronic file. The report must include a cover page, main document, and all annexes.

Qualifications

This shall be determined based on the assignment, but would include language competencies, educational background desired, years of experience, years of relevant experiences, areas of expertise.

Annex XVI: Sample Contractors COVID-19 Commitment Letter

رسالة تعهد المقاولين للامتثال لإجراءات الحد من انتشار وباء كوفيد-19

اسم العقد: .....

رقم المشروع: ..... .

في ظل تطور الحالة الوبائية ومن منطلق الحرص على صحة العمال والمهندسين والصحة العامة للسكان، أقر أنني سأقوم بتطبيق كل ما ورد في البروتوكولات الصحية الصادرة عن وزارة الصحة الفلسطينية / منظمة الصحة العالمية فيما يخص مكافحة وباء كوفيد 19 والحد من انتشاره، وأنني على أتم الاستعداد لتطبيق أي بروتوكولا ت جديدة صادرة من ذات الجهات المختصة خلال فترة العمل. كما أنني أقر أنني سألتزم بتطبيق الإجراءات التالية كملحق لخطة الإدارة البيئية والاجتماعية للمشروع، وأن عدم الامتثال لأي من هذه الإجراءات يستوجب إجراءات قانونية حسب إجراءات وزارة الصحة وكما هو موضح في اطار الإدارة البيئية والاجتماعية للمشروع:

1. تقسيم المهندسين والعمال إلى فرق عمل ثابتة وعدم التبادل بين الفرق (فرق عمل على شكل مجموعات) على ان لا تجتمع الفرق في أن واحد، ويكون هناك مدة زمنية بين دخول وخروج الفرق المختلفة. كما يجب أن يتم تحديد أدوا ت خاصة لكل فريق من فرق العمل وعدم تبادل الأدوات بين الفرق.
2. يجب توفير أماكن للنظافة الشخصية لاستخدامها من قبل العمال بعد الانتهاء من العمل. حيث يجب أن يتم تعقيم هذ ه الأماكن بشكل يومي.
3. يجب إغلاق موقع العمل 48 ساعة على الأقل في حال ظهور حالات إصابة بين العمال بفايروس كورونا. يتم تعديل مدة الاغلاق بناء على اخر المستجدات والتعليمات الصادرة من وزارة الصحة الفلسطينية وتبقى 48 ما لم يصدر ما يخالف ذلك.
4. التأكيد على نظافة وتعقيم موقع العمل والمكاتب، وذلك باستخدام المطهرات بشكل دوري (بمعدل 3 مرا ت بالحد الأدنى يوميا). كما يجب تطهير الأسطح الأكثر تلامسا مثل مقابض الأبواب بشكل دوري.
5. تدريب وتثقيف وتوعية جميع العاملين (الطاقم الفني والعمال) على طرق الوقاية الشخصية، وطرق. انتقال العدوى والتعريف بطبيعة المرض وكيفية التعايش مع الإجراءات الموصي بها. ويجب التعميم على جميع العمال بضرورة التبليغ في حال ظهور أعراض على أي من أفراد عائلاته.
6. على جميع العاملين (مهندسين وعمال) ارتداء اللبس الواقي بشكل كامل بما فيها الكمامة، وكذلك توفير المطهرات والكحول اللازمة لهم بشكل يومي، حيث يعتبر توفير اللبس الواقي والمطهرات من مسئولية المقاول وليس العامل.
7. يمنع تشغيل العمال دون السن (18 عام) وكبار السن التي تزيد أعمارهم عن (60 عام). كما يجب عدم تشغيل أي من العاملين الذين تظهر عليهم أعرض مرضية مثل (سعال، عطس، حمى .... إلخ).
8. يجب أن يتم تشغيل العمال في الأعمال الإنشائية من نفس المحافظة، ويتم الاستعانة فقط بالاستشاريين من خارج المحافظة في حالات ازدياد الحالات. وكذلك يجب ألا يتم تشغيل العمال الذين يسكنون في مناطق مصنفة موبوء ة إلا بعد تغيير التصنيف لمنطقة السكن.
9. يجب عدم استخدام الحافلات لنقل العمال الا في حالة الضرورة القصوى وطالما لا يتعارض مع إجراءات وزارة الصحة الحالية، وفي حال الاستخدام ألا يزيد عد د الركاب عن ثلث عدد المقاعد.
10. يجب عدم تجمع العمال لتناول الطعام والشراب مع بعضهم البعض بما يتماشى مع الإجراءات الحالية، وكذلك يجب عليهم استخدام أدوا ت الطعام والشراب ذات الاستخدام الواحد (اكواب، صحون ...إلخ) وتوفير سلات نفايات في الموقع تتناسب مع عد د العمال.
11. يجب ترك مسافة بين العاملين لا تقل عن 2 م وعدم مصافحة العمال لبعضهم البعض تحت أي ظرف، والالتزام بأدب العطس من خلال تغطية الفم والأنف، والمحافظة على عدم لمس الأعين والفم والأنف والتي ممكن أن تكون ملوثة.
12. توفير التباعد المكاني بين مكتب الإشراف ومكتب المقاول، وتهوية الأماكن بشكل جيد لضمان تجديد الهواء داخل المكاتب. كما يجب إنجاز المعاملات غير المرتبطة بالموقع مثل تجهيز المطالبات المالية خارج الموقع.
13. العمل على أي إجراءات ت جديدة يعلن عنها من الجهات المختصة.