



**State of Palestine
Ministry of Education**

Project:

**PHASE 1 OF THE MULTI-PHASE PROGRAMMATIC
APPROACH**

**SUPPORTING AN EDUCATION REFORM AGENDA FOR
IMPROVED TEACHING, ASSESSMENT AND CAREER
PATHWAYS (SERATAC)**

Project No: (P177299)

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

February 14th, 2022

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Palestine Liberation Organization for the benefit of the Ministry of Education (MOE) (the **Recipient**) will implement the Multiphase Programmatic Approach (MPA) **Supporting an Education Reform Agenda for improved Teaching, Assessment and Career pathways" Program (SERATAC)** for West Bank and Gaza Project (the **Project**). The International Bank for Reconstruction and Development/International Development Association hereinafter (the Bank) has agreed to provide financing for the Project.
2. The MOE will implement material measures and actions so that the Project is implemented in accordance with the Environmental and Social Standards (ESSs). This Environmental and Social Commitment Plan (ESCP) sets out material measures and actions, any specific documents or plans, as well as the timing for each of these.
3. The MOE will also comply with the provisions of any other E&S documents required under the ESF and referred to in this ESCP, such as, the ESCP requires compliance with the provisions set out in the Social Impact Assessment (SIA), Labor Management Procedures (LMP), Stakeholder Engagement Plan (SEP), the E-waste Management Plan, and the timelines specified in those E&S documents
4. The MOE is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the Ministry, agency or unit referenced in point 1 above.
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the bank by the MOE as required by the ESCP and the conditions of the legal agreement, and the bank will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the bank and the MOE, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such circumstances, the MOE will agree to the changes with the bank and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the bank and the MOE. The MOE will promptly disclose the updated ESCP.
7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the MOE shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include environmental, health, and safety impacts, Gender-Based Violence (GBV), sexual Exploitation and Abuse (SEA), disposal of electronic waste at the end of life and exposure to COVID-19.

MATERIAL MEASURES AND ACTIONS		Time Frame	Responsibility Entity/Authority
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project indicating the state of compliance with the measures presented in the ESCP, including but not limited to Social Impact Assessment (SIA), a standalone Labor Management Procedures (LMP), the E-Waste Management plan, and Stakeholder Engagement Plan (SEP) as well as grievances log(s).</p>	<p>First monitoring report after three months of Project effectiveness date. The subsequent ones are quarterly, throughout the Project implementation.</p>	<p>PCU/MOE</p>
B	<p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the World Bank 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 stakeholders, and the public or workers. Such incidents include significant environmental contamination, road traffic related incidents and accidents during the Project activities, and incidents of Sexual Exploitation and Abuse or Sexual Harassment (SEA/SH). The notification should Provide enough details regarding the incident or accident, indicating immediate measures taken or are planned to be taken to address it as well as any information provided by any providers entity, as appropriate. Subsequently, at the World Banks’s request, prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p>	<ul style="list-style-type: none"> • Notify of any incident or accident within 24 hours after becoming aware of the incident or accident, followed by a detailed report on the incident within 48 hours following the initial notification, as acceptable to the Bank. • This notification and reporting system to be maintained throughout the Project implementation. RCA shall be submitted no later than 10 days after the initial notification. • Reporting back to stakeholders shall be carried out annually as prescribed in the SEP. 	<p>PCU/MOE</p>
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			

MATERIAL MEASURES AND ACTIONS	Time Frame	Responsibility Entity/Authority
<p>1.1 ORGANIZATIONAL STRUCTURE:</p> <p>The MOE shall maintain the Project Coordination Unit (PCU) with qualified and enough staff and resources to support management of E&S risks and impact of the project.</p> <p>The MOE shall appoint an Environmental and Social Officer (ESO) in the West Bank, whom will be responsible for the environmental and social (E&S) issues of the Early Childhood Development Project (ECD) and the Educational Multiphase Programmatic Approach (MPA) -Supporting an Education Reform Agenda for improved Teaching, Assessment and Career pathways Program (SERATAC) in the West Bank and Gaza Strip. The ESO will supervise the implementation of the ESF instruments and plans and monitor the compliance of suppliers/contractors to the provisions of the SIA, SEP, LMP, and E-WMP.</p> <p>The MOE has appointed a Support Environmental and Social Officer (ESO) in the Gaza Strip who will be responsible for E&S management of the ECD Project and the SERATAC Program interventions in the Gaza Strip, under the supervision of the ESO.</p>	<p>The ESO in the West Bank shall be hired by April 1st, 2022 and maintained throughout project implementation.</p> <p>The Support ESO in the Gaza Strip has been appointed on February 1st, 2022 and will be maintained throughout the project implementation.</p>	<p>MOE</p>

MATERIAL MEASURES AND ACTIONS		Time Frame	Responsibility Entity/Authority
1.2	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT/MANAGEMENT PLANS AND INSTRUMENTS/ MANAGEMENT OF CONTRACTORS</p> <p>a. Prepare, consult, and disclose the Program Social Impact Assessment (SIA)</p> <p>b. Assess the E&S risks and impacts of proposed Program activities in accordance with the SIA, the environmental and social standards, the Environmental, Health and Safety Guidelines (EHSGs), relevant WHO guidelines for COVID-19, in a manner acceptable to the Bank.</p> <p>c. The following types of tools/instruments will be developed and implemented: Environmental and Social standards sections to be included in the TORs and tender documents for suppliers. The TORs shall include the codes of conduct, coordination, reporting, monitoring, and grievance mechanisms (GM), tender documents to suppliers should include the ESHS specifications.</p> <p>d. Incorporate the relevant aspects of the ESCP, including the relevant E&S measures, documents and/or plans, the SIA, the E-Waste Management Plan, and the Labor Management Procedures, into the technical specifications of the procurement documents with suppliers, including all measures intended to prevent GBV and in particular SEA/ SH, measures will be included in the Program POM that will be prepared prior the effectiveness. Thereafter ensure that the suppliers comply with the ESHS specifications of their respective contract.</p>	<p>a. The SIA to be prepared, consulted, cleared and disclosed prior the program Effectiveness Date and implemented thereafter throughout the Project.</p> <p>b. Before the carrying out of the relevant Project activities, and thereafter throughout the carrying out of such activities.</p> <p>c. Prior to the preparation of procurement documents and throughout the project implantation</p> <p>d. Prior to the preparation of procurement documents. Supervise the supplier's contracts throughout Project implementation.</p>	PCU/MOE
ESS 2: LABOR AND WORKING CONDITIONS			

MATERIAL MEASURES AND ACTIONS	Time Frame	Responsibility Entity/Authority
<p>2.1 LABOR MANAGEMENT</p> <p>The Project shall be carried out in accordance with the applicable requirements of ESS2, in a manner acceptable to the Bank, including through, inter alia, implementing adequate occupational health and safety measures (including emergency preparedness and response measures and personal protective equipment), adequate measures for child labor, GBV and sexual harassment, setting out grievance arrangements for Project workers including SEA/SH complaints, and incorporating labor requirements including Occupational Health and Safety into the ESHS specifications of the procurement documents and contracts with third party service providers.</p> <p>Prepare, disclose and implement Labor Management Procedures (LMP) consistent with ESS2 Develop, adopt and Implement workers code of conduct for all Project workers and suppliers as part of the LMP. Ensure workers sign and understand the code of conduct at the time of employment /engagement in the Project. Requirement for the LMP will be incorporated into the procurement documents of suppliers. Suppliers shall be monitored to ensure compliance with LMP provisions in their respective contracts.</p>	<p>A standalone LMP shall be prepared, consulted on and disclosed prior to the Project effectiveness and before carrying out of relevant Project activities.</p> <p>Measures concerning suppliers shall be adopted before launching the procurement process for the relevant Project activities and implemented thereafter throughout the implementation of the relevant Project activities.</p> <p>All actions under ESS2 implemented throughout Project implementation.</p>	<p>PCU/MOE</p>

MATERIAL MEASURES AND ACTIONS		Time Frame	Responsibility Entity/Authority
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish a GM for all Project workers identified in the LMP and consistent with requirements under relevant national law and ESS2, and maintained and operated for the Project, in a manner acceptable to the Bank. The GM shall receive grievances from all Project workers including relating to compensation, discrimination, OHS concerns, GBV/SEA/SH, and any others as described in the LMP.</p>	<p>MoE will develop and implement a grievance mechanism for the PCU workers/staff within one month of project effectiveness and prior to the carrying out of relevant project activities and maintained throughout project implementation.</p> <p>MOE will require contractors and sub-contractors to develop and implement a grievance mechanism for their workforce, prior to the start of any installation activities of equipment.</p>	PCU/MOE
2.3	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES:</p> <p>Adapt and implement the Occupational Health and Safety (OHS) measures in line with the LMP, Ministry of Health and WHO guidelines on COVID-19. The OHS measures will address: (a) hazards to project workers; (b) preventive and protective measures; (c) training of project workers and maintenance of training records; (d) documentation and reporting of occupational accidents, diseases and incidents; (e) emergency prevention and preparedness and response arrangements to emergency situations; and (f) remedies for adverse impacts such as occupational injuries, deaths, disability and disease.</p>	All measures shall be implemented throughout the Project implementation period.	PCU/MOE
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			

MATERIAL MEASURES AND ACTIONS		Time Frame	Responsibility Entity/Authority
3.1	<p>E-WASTE MANAGEMENT PLAN</p> <p>Prepare, adopt, and implement an E-Waste Management Plan prior the project effectiveness date. Measures will be covered under the environmental and social management tools as relevant to the type of intervention.</p>	<p>The E-Waste Management Plan shall be prepared within two months after the project effectiveness date and implemented thereafter throughout the carrying out of such activities.</p>	PCU/MOE
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <ul style="list-style-type: none"> ▪ Energy efficiency will be covered under the project design and the technical specification of supplies. ▪ Pollution prevention and management measures will be covered under the environmental and social management tools under action 1.2, including measure for safe handling and disposal of non-hazardous waste during supply of equipment's. ▪ The Project Operation Manual (POM) will include recommendations for waste disposal during operation, and MOE commitment to document the UMASS certificate for beneficiary schools that have been shelled in the Gaza Strip prior to commencement of the project activities. The POM shall be prepared and adopted prior the project effectiveness date. 	<ul style="list-style-type: none"> ▪ Throughout project implementation ▪ Prior to the carrying out of the relevant Project activities, and throughout project implementation ▪ Prior to the carrying out of the relevant Project activities, and throughout project implementation 	PCU/MOE
ESS 4: COMMUNITY HEALTH AND SAFETY			

MATERIAL MEASURES AND ACTIONS		Time Frame	Responsibility Entity/Authority
4.1	<p>COMMUNITY HEALTH and SAFETY:</p> <p>Prepare, adopt and implement Community Health and Safety Measures including, inter alia, to: minimize the potential for community exposure to communicable diseases including COVID-19; in addition to ensuring fire safety at the training Facilities and schools buildings and proportionate to the risks. For example, through strengthening referral pathways within the GM; provision of measures for hazardous and non-hazardous waste handling and disposal and fire safety, and health and safety measures associated to the use of the lab's equipment.</p>	To be prepared within two months of the project effectiveness date and included in the POM and the specifications of the supplies bidding documents and to be implemented throughout project implementation	PCU/MOE
4.2	<p>GBV and SEA RISKS:</p> <p>Adopt and implement measures to assess and manage gender-based violence (GBV), sexual exploitation and abuse (SEA), or sexual harassment (SH), GBV/SEA/SH risks in line with the Project's SEP and any site-specific environmental and social management instruments to be developed under action 1.2 above.</p>	Prior to the carrying out of the relevant Project activities and throughout project implementation.	PCU/MOE
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
NOT APPLICABLE			
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
NOT APPLICABLE			

MATERIAL MEASURES AND ACTIONS	Time Frame	Responsibility Entity/Authority	
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
NOT APPLICABLE			
ESS 8: CULTURAL HERITAGE:			
NOT APPLICABLE			
ESS 9: FINANCIAL INTERMEDIARIES			
NOT APPLICABLE			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN:</p> <p>a. Prepare, consult, disclose, adopt, and implement a Stakeholder Engagement Plan (SEP) consistent with ESS10, in a manner acceptable to the Bank.</p>	<p>a. The SEP has been prepared, reviewed and cleared by the Bank and disclosed in country on January 18th, 2022, on the Bank’s website. The SEP shall be implemented throughout the project implementation.</p>	PCU/MOE

MATERIAL MEASURES AND ACTIONS		Time Frame	Responsibility Entity/Authority
10.2	<p>GRIEVANCE MECHANISM:</p> <p>The grievance mechanism (GM) that was developed for and is being implemented for the Early Childhood Education Project shall remain accessible and functional to also receive and facilitate the resolution of concerns and grievances in relation to the MPA Phase 1 Project in accordance with ESS10 and in a manner acceptable to the Bank. Adequate resources shall be provided for the operation of the GM. The GM shall also receive, register and address concerns and grievances related to GBV/SEA/SH in a safe and confidential manner, including through the referral of survivors to gender-based violence service providers.</p>	The GM is operational as of January 2022 and shall be maintained throughout Project implementation.	ESO/MOE
CAPACITY SUPPORT (TRAINING)			
CS1	<p>The MOE will deliver the following training programs for the PCU Staff, MOE staff, and the schools Administrations:</p> <ul style="list-style-type: none"> a) OHS measures related to COVID-19, equipment’s installation, and operation b) Induction on waste and e-waste management guidelines c) Labor management requirements d) Environmental and Social management, monitoring, and reporting e) Stakeholder mapping and engagement and information disclosure f) Handling Grievances g) Prevention and response to potential cases of GBV/SEA/SH and application of Codes of Conduct h) Orientation to school administrations on management and handling of e-waste at the end of life. 	prior to the implementation of project activities and No later than 2 months after the effectiveness date	PCU/MOE