

Public Disclosure Authorized



Public Disclosure Authorized

Submitted to:

Municipal Development and Lending Fund
 Attn: Arch. Abdel Moghni Nofal, General Director
 Al-Rishmawi Building, Al-Yasmin St.
 Sateh Marhaba, Jerusalem Road
 Al Biereh, West Bank
 Tel: +970 2 2966610, Fax: +970 2 295 0685
 Email: esia@mdlf.org.ps

Prepared by:



EcoConServ Environmental Solutions
 12 El-Saleh Ayoub St., Zamalek,
 Cairo, Egypt 11211
 Tel: + 20 2 27359078 – 2736 4818
 Fax: + 20 2 2736 5397
 E-mail: genena@ecoconserv.com



Universal Group-Gaza
 Tel: 972-8-2825557
 972-8-2820979
 Mobile 972/ 599734817
 E-mail: uggaza@palnet.com

Gaza Solid Waste Management Project

Abbreviated Resettlement Action Plan (ARAP)

Waste Pickers in El-Fukhary Landfill

July 2012

Updated: **January 2013**

TABLE OF CONTENT

| | |
|--|----|
| 1. Introduction | 3 |
| 2. About the Abbreviated Resettlement..... | 3 |
| 3. ARAP Preparation | 4 |
| 4. Census Survey and Valuation of Assets | 4 |
| 5. Description of compensation and other resettlement assistance to be provided..... | 6 |
| 6. Institutional responsibility for implementation and procedures for grievance redress..... | 8 |
| 7. Grievance | 10 |
| 8. Arrangements for monitoring and implementation..... | 11 |
| 9. Proposed Measures for Solid Waste Pickers..... | 12 |
| 10. Timetable and budget | 13 |
| | |
| Annex 1: Waste pickers Questionnaire | 14 |
| Annex 2A: List of Waste Pickers at El-Fukhari..... | 17 |
| Annex 2B: List of Waste Pickers at Khan Younis Transfer Station..... | 18 |

LIST OF ANNEXES

| | |
|-----------|---|
| Annex 1: | Waste Pickers Questionnaire |
| Annex 2A: | List of Waste Pickers in El-Fukhary Landfill |
| Annex 2B: | List of Waste Pickers at Khan Younis Transfer Station |

January 2013 Updates:

This document has been revised by MDLF to include:

- List of waste pickers at Khan Younis Transfer Station site, as part of the overall direct PAPs of project interventions.
- Revision to list of acronyms; replacement of JSC-Rafah by JSC-KRM, and PMU by PDSU.
- Other necessary modifications that do not necessarily alter the overall context of the document.

List of Acronyms

| | |
|-----------|--|
| AFD | Agence Française de Développement |
| ARAP | Abbreviated Resettlement Action Plan |
| CBO | Community-Based Organization |
| ESIA | Environmental and Social Impact Assessment |
| FS | Feasibility Study |
| GIZ | the Deutsche Gesellschaft für Internationale Zusammenarbeit |
| GSWMP | Gaza Solid Waste Management Program |
| JCP | Job Creation Program |
| JD | Jordanian Dinar |
| JSC | Joint Service Council |
| JSC-KRM | Joint Service Council for Khan Younis, Rafah, and Middle Area Governorates |
| M&E | Monitoring and Evaluation |
| MDLF | Municipal Development and Lending Fund |
| MoF | Ministry of Finance |
| MoLG | Ministry of Local Government |
| NIS | New Israeli Sheikl |
| NGO | Non-Governmental Organization |
| OP | Operational Policy |
| PAP | Project Affected Persons |
| PLA | Palestinian Land Authority |
| PDSU | Project Development & Safeguards Unit (also referred to as MDLF-PDSU) |
| PNA | Palestinian National Authority |
| RAP | Resettlement Action Plan |
| RPF | Resettlement Policy Framework |
| SDO | Social Development Officer |
| Tdh | Terre des Hommes |
| ToRs | Terms of Reference |
| TS | Transfer Stations |
| SC | Social Committee |
| UNDP | United Nations Development Programme |
| UNDP-DEEP | UNDP- Deprived families Economic Empowerment Program |
| UNICEF | United Nations Children's Fund |
| UNRWA | United Nations Relief and Works Agency for Palestine Refugees in the Near East |
| USD | United States Dollars |
| WB | World Bank |

1. Introduction

The Palestinian National Authority (PNA), through the Ministry of Local Government (MoLG) and the Municipal Development and Lending Fund (MDLF), have prepared the Terms of Reference (ToRs) for preparing an independent Environmental and Social Impact Assessment (ESIA), subject of this report, for the Gaza Solid Waste Management Program (GSWP). The ESIA assignment funded by the Agence Française de Développement (AFD) was announced as a competitive bid in May 2011 and was awarded to the Joint Venture of EcoConServ Environmental Solutions, Egypt, and universal Group, Palestine.

This report is a core deliverable for the ESIA consultancy service which involves the preparation of an independent ESIA and a Resettlement Action Plan (RAP)/Abbreviated Resettlement Action Plan (ARAP) for the proposed GSWMP.

According to the World Bank OP 4.12 on Involuntary Resettlement; an RPF is prepared when the extent and location of resettlement and/or land acquisition cannot be known at appraisal (e.g. in projects with multiple components and unclear/undefined scope of activities). RPF should include information on how subsequent RAPs are developed both with regard to substance and process. The RPF also should estimate, to the extent feasible, the total population to be displaced and the overall resettlement costs. However, in case of GSWMP, the impacts on livelihoods of waste pickers and on land property of land owners was known since the project location and activities and their impacts on the potentially affected persons was clear during the preparation of the ESIA. Thus, an Abbreviated Resettlement Action Plans (ARAPs) part of the ESIA was perceived to be the more appropriate tool that will be ready for practical application during the project execution.

2. About the Abbreviated Resettlement

The southern part of Gaza Solid Waste Management Project includes the development and construction of a landfill site in El-Fukhari and covers waste pickers affected in the Khan Younis transfer station. In compliance with the Bank's Operational Policy 4.12, the following ARAP shall be implemented ensuring a fair economic compensation to the affected waste pickers through a consultative and mutually agreeable process. This ARAP relates to the waste pickers of this part of the project was a requirement for both AFD and the WB as part of the WB OP 4.12. This Abbreviated Resettlement Plan covers the following elements:

- (a) A census survey of displaced persons and valuation of assets;
- (b) Description of compensation and other resettlement assistance to be provided;
- (c) Institutional arrangements and consultations with affected people about acceptable alternatives;
- (d) Existing legal and policy framework;
- (e) Institutional responsibility for implementation and procedures for grievance redress;
- (f) Arrangements for monitoring and implementation; and
- (g) A timetable and budget.

3. ARAP Preparation

Several steps have been made to study and follow up the issues of the affected people resulting from implementing the ARAP. In the preparation phase of the project, a wide public consultation process was conducted by the ESI Consultant. The scoping phase also involved several visits to El-Fukhary landfill site and associated temporary waste storage sites and informal interviews with waste pickers in the site. The transfer station of Khan Younis was also investigated. As part of preparing the ARAP, a structured inventory survey was conducted for the waste pickers working in El-Fukhary site. In addition, consultations were conducted at the community level and with the affected parties. Consultation with several key informants and representatives of international agencies were also conducted to investigate potential intervention that can help in mitigating the impacts of project on the livelihoods of the waste pickers and the possibility for integrating them in running project by these agencies in order to enable them and their families to cope with the predicted negative impacts for preventing these groups from accessing to their sources of income. Measures shall ensure protection of children PAPs working in solid waste sector through compensating their families and raise their awareness to integrate children, especially who dropped out of school into school system again, and to help those who are already in school to improve their educational attainment and personal development.

The applied questionnaire for the inventory survey is provided in separate Annex.

4. Census Survey and Valuation of Assets

The consultation activities conducted as part of the ESIA and the ARAP showed that the majority of those working in the final disposal site and at the transfer station are working exhaustively in waste picking activities. It is expected that security system will be established to control the landfill for safety purposes. Access to the facility will be restricted censed operators and the number of informal waste pickers currently benefiting from the sites will not be allowed to have access to recyclables as it is currently the case. The restriction of informal workers activities in the area is expected to start during the construction phase as well. Restricting these groups, who are currently entering freely, from reaching the landfill will result in significant negative impact on their source of livelihoods. The field work revealed that affecting the livelihoods of these groups may result in increased level of poverty and vulnerability. Due to their low level of education and skills base, they will be unlikely qualified to acquire alternative source of livelihoods. The implications of this situation could be reflected on one or more of these manifestations:

- Family impoverishment and potential risk of deprivation from food and other basic needs.
- Vulnerable groups like women and children are potentially more exposed to the negative implications of restricted access to food, education and health services as a result of limited family income.

As indicted from the attached survey questionnaire, the following are the key issues covered by the inventory survey of waste pickers for the preparation of the ARAP:

- Name, basic and contacting information of the waste picker
- Mode of work in the disposal site (full time versus part time)
- Role in the family and if the waste picker is the main bread winner
- Other occupations and skills base of the waste picker

- Alternatives that they suggest after being restricted from recovering recyclables informally
- The responsible agencies, from the waste pickers' point of view, that should assist in providing alternatives.

Annex 3 of the ARAP (separate attachment to this document) presents the data sheets results of the inventory survey and below are the key findings from the survey and the discussion with El-Fukhary waste pickers:

- The average age of the waste pickers ranges from 14 years old to 65 years old
- Only 3 of the waste pickers are below 16 years old and 3 are above 60, one of those above 60 years old is a lady.
- The educational status of the waste pickers range from illiterate to graduates from high schools.
- Waste pickers below 16 attend schools and work in the site during school holidays, except for one case in Khan Younis transfer station, and in the weekends
- Almost all the waste pickers are contributing to the family income including the children below
- The number of years that the waste pickers spent working in the site ranges from 1 year to 15 years.
- Only 8 waste pickers in Al-Fukhari site are the main and only bread winner for the family, while the majority of those in Khan Younis transfer station site are the main and only bread winner for the family.
- When asked about the average daily income from their work in the site, the answers ranged from NIS 15 / day to NIS 60/ day depending on the number of working hours and the number of years of experience of the waste picker.
- 10 of the waste pickers in Al-Fukhari site defined their work mode as "full time".
- With the exception of the children below 16, all waste pickers were clear in defining the main fields for spending their income from the recyclables selling. They were specific in mentioning food, medicine and clothes. Waste pickers below 16 years mentioned that they contribute to the family income, in general.
- When asked about the potential damage (impact) from restricting them from using the disposal site, 14 of the waste pickers mentioned that they will suffer from full loss of income.
- The alternatives that the waste pickers suggested for jobs included a variety of options as a first preference. All these options were far from the work in recyclables. This included, raising livestock, driving or working in mechanical workshops.
- All waste pickers, including the lady, showed readiness to work as official employees in the landfill or the associated sorting or composting facilities. They wish that the employment is a full time, well-paid, and secured jobs.

It is worth repeating that the ESIA has also covered the waste pickers working in the transfer stations and the illegal disposal sites. Mitigation measures to mitigate the potential negative impacts on these groups have been elaborated in the ESIA. It was agreed during the course of preparation of the ESIA that these groups working in the transfer station will be considered.

5. Description of compensation and other resettlement assistance to be provided

The analysis conducted as part of the ESIA showed that the most sustainable and appropriate compensation scheme is to provide the waste pickers with sustainable source of income that would compensate for their loss of income.

The ESIA presented various scenarios for dealing with waste pickers, not only in El-Fukhary but also those currently operating in the Johr al Deek landfill and the temporary waste storage sites. A separate ARAP for waste picker in Johr al Deek disposal site was prepared. These measures included short and long term measures.

Within the short term measures, an integration scenario for the waste pickers within the formal SWM system was proposed. This scenario suggested the provision of transitional assistance including monetary and capacity building programmes. This can be provided during the construction phase as waste pickers will not be allowed to access the landfill area. It will be early then to integrate them in the landfill as construction will increase the hazard. After the transition period, the integration process of the waste pickers could start including the provision of formal secured job opportunities within the SWM sector of both the municipalities/JSC and the other service operators including UNRWA, COOPI and JCP. The integration scenario of the informal sector involves structured interventions to ensure minimizing of the negative impacts of cutting the income of these groups through working to integrate the individuals who are capable to maintain work in waste sorting and recycling within the formal system. In all cases, it is predicted that the integration measures cannot coincide with the restriction of the informal waste pickers from accessing to the sites. This mainly returns to the fact that they will be restricted from reaching the sites before the construction phase starts. As explained above, this raises the need for transition measures to be considered to these groups with the main objective of preparing them for the integration into the system through building their capacity and providing temporary cash and in-kind assistance on case-by-case basis.

The Consultant assumes that the restriction of waste pickers from access to El-Fukhary landfill site will be made within the short term measures and will continue during the operation of the short term, construction of the long term components and operation of the long term components. It is, thus, believed that the integration scenario might not be the appropriate option to El-Fukhary waste pickers unless if they have been integrated in other formal SWM systems and work in other places outside the landfill. The following are the key justifications for not considering this scenario with El-Fukhary waste pickers:

- The transition period until they can be integrated into the official system after the operation of the landfill and the composting plant (the only facility that can accommodate their input) will be very long.
- It is not feasible economically and not recommended from a social point of view to allow El-Fukhary waste pickers to benefit from transition assistance for long years until they are officially integrated into the system. This is also threatening to create a sense of dependence among these individuals and their families.
- They all showed flexibility to start different kind of business as long as capital cost (if applicable) and skills are available.

Accordingly, the Consultant recommends considering the integration scenario with the waste pickers in the TSs and to consider Scenario (B) The non-integration scenario with El-Fukhary waste pickers.

Scenario (B) The non-integration scenario (recommended for El-Fukhary waste pickers)

Empowering the affected groups and their families could be attained by allowing them to benefit from running donors and national programmes in order to minimize the negative impacts on them and help in empowering them. This scenario should start during the construction period as waste pickers will be prohibited to access the landfill. To prepare the ARAP and the ESIA, the Consultant has conducted a number of consultative meetings with several national NGOs that are involved in implementing emergency and development projects in Gaza. MA'AN¹ is one the interviewed organization that runs wide range of project targeting vulnerable communities. Family centers program is run by UNICEF and GIZ in Gaza strip through National NGOs such as MA'AN and big number of CBOs that are spread all over Gaza Strip.

The consulted organizations/programmes also included the "Deprived families Economic Empowerment Program" (DEEP)² which can help eligible families, especially those with working children in establishing businesses by making small soft loans available.

About "Deprived families Economic Empowerment Program" (PEEP)³:

- The project proposals for this program are provided through local NGOs (no direct contact with the beneficiaries)
- Each project contains many activities (capacity building, upgrading, in addition to the grant)
- The project covers many sectors: agricultural, commercial, industrial ...etc)
- The budget of each individual project is not limited, and should be part of the proposal prepared by the NGOs
- The maximum budget covered for micro grant was up to USD.

Additionally, other organizations could be offering supportive assistance to the families of the affected waste pickers. This includes:

- **UNICEF:** can help in reintegrating children who dropped from schools and facilitate the families' access to health care and nutrition programmes.
- **Tdh (Terre des hommes) organization:** is planning for new project that target children labor to reintegrate them in the schools and societies. Their office in Gaza was also consulted to investigate potentialities to target the labor children from El-Fukhary location.
- Additionally, the **National Social Safety Net Program** through **the Ministry of Social Affairs** may assist in including eligible households in their programs particularly the needy cases with permanent disabilities.

Benefits from these running programmes include the following:

- Capacity development programmes in various areas like vocational training programmes or other fields should. This could be considered either directly for the waste picker or other individuals within their families.

¹ MA'AN Development Center is an independent Palestinian development and training institution established in January, 1989, registered by law as a non-profit organization. MA' AN's work is informed by the necessity of creating independent, self-reliant initiatives that lead to the development of human resources for sustainable development, which incorporate values of self-sufficiency and self-empowerment.

² The United Nations has launched The Deprived families Economic Empowerment Program (DEEP). DEEP is working with local NCOs and Microfinance Institutions (MIs) to provide a comprehensive package of financial and non-financial services to meet the needs of the poor and very poor families in Palestine. It hopes to thereby transform chronic and hard hit poor families from being economically dependent, to independent providers of income.

³ According to Mr. Rafiq Madhoon, DEEP Project Team Leader in Gaza-UNDP,

- Facilitate access of the waste pickers individuals and their families particularly women to micro-grants and sources of finance for improving livelihoods. Of the important fields/micro projects mentioned by large number of the interviewed waste pickers are livestock and poultry breeding projects, opening groceries, fruit and vegetables shops and driving. It is strongly recommended that the financing agency for the micro-grant help the beneficiary in selecting the type of project that meets his/her and the markets' needs.

It should be noted that consultation with the UN DEEP Program has resulted in DEEP's commitment to finance and develop tailored livelihood program for the waste pickers. Thus all affected waste pickers under this ARAP will be covered by DEEP.

6. Institutional responsibility for implementation and procedures for grievance redress

The ESIA set institutional mechanisms to implement the ARAP in line with the OP 4.12, considered the interests of PAPs to ensure they are fairly consulted and engaged positively in the process, not merely as a negative receipt of assistance but rather as active participants with full engagement in the process.

The social management plan envisaged under this ARAP will involve tailored efforts for maximizing the positive social impacts ensuring that they are reaching the local communities and minimizing the negative impacts that may hit the poor and vulnerable groups. The potentially-affected groups particularly waste pickers have been consulted along the process to ensure that their views were considered and that suitable measures are in place to eliminate the severity of negative impacts. DEEP under the UN has conducted several site specific consultations with each waste picker.

In addition, the DEEP Program has:

- committed to execute the ARAP provisions and ensure that appropriate livelihoods programs are developed.
- utilized the formation of various community based mechanism including community-based monitoring and social committee as part of implementation of the ARAP.

The following table provides an overview of the institutional responsibilities for implementation the Resettlement Action Plan of waste pickers in El-Fukhary and Khan Younis TS. A Social Development Officer (SDO) for the PDSU has been selected and will assume position with a crosscutting role in various stages by leading the actions and facilitating the coordination among various actors and maintaining good and strong connections between the PAPs and the various organizations.

Table 1: Institutional Responsibilities for Implementation the Resettlement Action Plan of Waste Pickers in El-Fukhary:

| Implementation Stages | Agency | Responsibilities |
|------------------------|--|--|
| Project Preparation | Municipal Development and Lending Fund (MDLF) | <ol style="list-style-type: none"> 1. Disclose lists of ARAP 2. Assist in securing the necessary financial resources for compensation |
| | Joint Service Council for Khan Younis, Rafah, and Middle Area Governorates (JSC – KRM) | <ol style="list-style-type: none"> 1. Formation of the Social Committee 2. Recruit a NGO/consulting firm that plans and facilitates the waste pickers livelihood support packages, 3. Identification all affected persons, advising them of their rights, 4. Disclose locally the ARAP to affected persons, 5. Follow-up all matters of public and NGO/consulting firm concern with regard to any complaints that may arise during the implementation process. 6. Direct contacts with affected persons either individually or in groups. |
| | International Agencies | <ol style="list-style-type: none"> 1. Allocate the needed resources for compensation. |
| Negotiations | JSC – KRM | <ol style="list-style-type: none"> 1. Explore potential funds and programs provided by the International agencies as part of the compensation package to waste pickers. 2. Conduct consultation meetings with the project affected people at the old disposal site, inform them about the ARAPs and their right to obtain compensations, and explore their priorities and preferences |
| Project Implementation | JSC-KRM | <ol style="list-style-type: none"> 1. Implement ARAP 2. Undertake community liaison (day to day operation) |
| | Social Committee of JSC-KRM | <ol style="list-style-type: none"> 1. Conduct surveys and consultation meetings with waste pickers to inform them about the compensations options, and document the preferences of the waste pickers. Ensure interests of the waste pickers are well represented. 2. Coordination with the management of the regional –landfill negotiate employment or contract opportunities Social Committee for individual or association of adult waste pickers, even of Gaza in other sites (in case this solution is applicable and preferred by any group of waste pickers) 3. Coordination with NGOs or private firms to arrange Implementation employment or contract opportunities for individual or associations of adult waste pickers 4. Coordinate with international organizations and NGOs. 5. Liaise with WB to reflect ARAP implementation progress. |
| | UNDP-DEEP/ MDLF-PDSU | Certify compensation agreements and transfer funds to PAPs |
| | Courts | Final say in disputes regarding compensation |
| | External Monitoring | Ensure compliance with funding agreements |

The UN DEEP program together with the PDSU will support a livelihoods program for the affected people.

7. Grievance

Waste pickers at El-Fukhari and Khan Younis TS sites do not have any legal right on the basis of which they can bring a claim for compensation for loss of income before a court. That does not mean that they cannot try to do so, but it is unlikely that a court will be able to assist them. Therefore local mechanisms be activated in order to assist the PAPs in sharing their complaints and grievance and ensure that they are fairly handled. A Social Committee (SC) has been established under JSC-KRM to hear any concerns/disputes with waste pickers. JSC-KRM will work to ensure the establishment of close channels between the waste pickers and the social committee with assistance from the SDO in the PDSU.

Efficient reporting mechanism has been established to allow the waste pickers to report their situation to the Social Committee, JSC-KRM, MDLF-PDSU, and the Bank. The mechanism includes proper and appropriate form, communication schemes and proper monitoring approach to ensure the consideration of all received claims.

JSC-KRM with assistance from the PDSU, namely the SDO, mandates and empowers Social Committee to carry-out further stakeholder consultations with the waste pickers to arrive at mutually agreed grievance measures and implementation mechanisms. JSC-KRM will commit to provide resources upon recommendations of the Social Committee and to implement the measures agreed by the Social Committee through a process that will be formulated by the PDSU and the Social Committee, discussed and accepted by the World Bank to reach an outcome that is described in this ARAP using the resources set aside for this purpose under the Project. JSC-KRM will ensure that sufficient resources are made available to implement the measures, and agree to increase the amounts currently calculated if the Bank considers this necessary. JSC-KRM should also be committed for mobilizing external resources including other programmes to contribute in creating alternative livelihoods for the waste pickers.

Indispensably, the SC has a critical role to play especially in the implementation of the action plan of the social mitigation measures. Accordingly, the following are the salient roles for the SC to perform:

1. Active involvement in developing the implementation action plan for the mitigation measures
2. Marketing the implementation plan to the stakeholders from the public, NGOs and private sectors
3. Leading the internal negotiations with JSC-KRM to take a compelling decision delineating the responsibilities of JSC-KRM members in implementing the mitigation measures including but not limited to the employment opportunities for those of individual formal employment option, in cases where this is applicable.
4. SC has a key role to play in negotiating the private sector contractors about its role in hiring a number of waste pickers inside or outside the landfill as well as the work contracts and the conditions it includes;
5. Taking part in developing and implementing the monitoring plan is essential role for SC in the successful implementation of the mitigation measures
6. One of the most important duties that can be/should be delegated to the SC is to manage grievances, complaints and potential conflicts that may appear.

8. Arrangements for monitoring and implementation

Monitoring and Evaluation (M&E) are key components of the ARAP. M&E have the following objectives:

- Monitoring of specific situations or difficulties arising from implementation and of the compliance of implementation with objectives and methods set out in the ARAP
- To verify that project activities have been effectively completed with respect to quantity, quality and timeliness including the various activities related to compensating the PAPs
- Evaluation of medium and long-term impacts of resettlement on affected households' livelihood, environment, local capacities and economic development.

In carrying out all activities related to M&E, consideration is given to the vulnerability issues. The different vulnerable groups among the PAPs will be consulted during the monitoring process in order to ensure that their concerns are fairly dealt with. Regular monitoring of the ARAP implementation will be conducted internally, by the PDSU in full coordination with JSC-KRM, as well as externally by an independent monitoring; agency that should be contracted by the PDSU.

Four forms of ARAP monitoring will occur:

- **Internal Monitoring:** The JSC-KRM in full coordination with the PDSU will undertake internal monitoring of ARAP implementation. They will monitor the progress of ARAP implementation against predetermined performance targets, and facilitate the work of the external and independent monitors through effective record keeping and the preparation of periodic Project Progress Reports. The JSC-KRM will provide early warning of ARAP related project difficulties and concerns and will ensure that PAPs concerns are adequately addressed by the project. They will jointly ensure that development assistance and the associated grant payments are made to the correct individuals in accordance with the compensation agreements.
- **External Consultancy:** An NGO/ consulting firm will be contracted by the PDSU to support the detailed design and implementation of the various proposed schemes and measures mentioned above or any additional acceptable schemes that would ensure proper treatment of the PAPs. The NGO / consulting firm will also be responsible for periodical reporting on progress and challenges facing implementation.
- **Bank monitoring:** Bank supervision missions will regularly and systematically review the progress of ARAP implementation and reference their findings in aide-memoirs.
- **Independent mid-Term/End of Project Evaluation:** An independent review of implementation progress and any problems will be commissioned prior to mid-term review and discussed at it. This review will undertake field visits and will hold consultations with PAPs in order to determine their experiences, document problems, solutions and any unresolved issues, with recommendations. Action taken on this review shall constitute a component of the project Implementation Completion Report, as required by Bank procedures. The Bank does not consider a project fully complete until satisfactory ARAP outcomes are registered.

9. Proposed Measures for Solid Waste Pickers

The findings of the survey conducted as part of the preparation of the ARAP came up with a list of alternative measures that have been identified by the interviewed waste. Following is brief description of their view on alternatives and the type of support they wish to receive:

1. **13 waste pickers** out of the 18 in Al-Fukhari site expressed their preference to receive financial support to establish their own business which most of them have the experience in. **4 of the interviewed waste pickers** were interested in establish livestock (poultry or sheep) farm with average initial cost of about JD 6,000 (USD 8,500) according to their estimation. This can reflect the actual estimation as such project needs construction and the cost of the livestock resources. **2 of the interviewed waste pickers** were interested in having a Taxi. According to their estimation, an average cost can exceed USD 10,000. **The remaining 6 cases** were interested in have their own private small commercial activities. They asked for varied type of activities ranging from small grocery to frozen meat shop. Their estimated costs varied from USD 7,000 to USD 13,000. In addition, there are 11 waste pickers at the Khan Younis Transfer Station site.
2. Logic scheme calls for setting unified compensation value that can be given to all of them pooled average of around USD 10,000 per waste pickers can be satisfactory for all of them. This however, should be joined with technical and capacity building support to ensure the efficient and sustainable allocation of the fund and maximize the potential negative impact on the livelihoods of the waste pickers and their families.
3. **Three of the remaining five cases are children** who were also interested in establishment of a business for their families. The remaining two cases were not interested in any private enterprises. They wished to be employed by the project and to earn fixed term salary.

There is an additional child case out of the 11 waste pickers in Khan Younis Transfer Station site whose families will be targeted in similar fashion as those in Al-Fukhari site.
4. **As a second choice** and in case no compensation was provided by other projects to fulfill the ideas above, the interviewed waste pickers expressed interest to work in fixed term full time job in El-Fukhary landfill They were also ready to work in separation/ waste sorting activities. The three elderly cases were not interested in being employed. This is also applicable on the three children who cannot be included in any employments related to SWM at this stage. The total number that can be employed or integrated in SWM related jobs is 12 waste pickers. According to the waste pickers' estimation, the average monthly wage should range between USD 400 and USD 500 monthly. It worth noting that in cases of the integration in official SWM jobs is considered for these groups, the wages will be provided either by the municipality that operate the service or by other service providers. In this case, the provided wages cannot be considered as a compensation plan.
5. The compensation schemes have to consider the cost for transition period when waste pickers are not allowed to access the landfill and before they receive any compensations or before their projects start to be productive.
6. The families of the four children must also be targeted. The job can be provided to an unemployed adult in the family. Moreover, the working children in the disposal site should be integrated in the schools again. MA'AN center through one of the three family centers in Rafah can provide the needed help to those children as explained above.

- Children: all measures shall ensure protection of children PAPs working in solid waste sector through compensating their families and raise their awareness to integrate children, especially who dropped out of school into school system again, and to help those who are already in school to improve their educational attainment and personal development.

10. Timetable and budget

The expenses involved in this ARAP are the costs planned for the implementation of programs to create alternative economic opportunities for the affected waste pickers and their families as a kind of compensation for these vulnerable households. It worth noting that the project will not avail allocations for implementing these program but will rather assist in connecting PAPs with running projects as explained above. The allocation below in Table 2 could be provided by several projects and it will be the responsibility of the PMU and the SC to ensure that they are assisting the affected waste pickers in finding an institution that can secure funds for assisting d1e waste pickers.

Neither the list of organizations mentioned above nor the types of projects identified by the waste pickers are fixed and static lists. The ARAP should adapt a dynamic approach that can accommodate any potential change in the available and interested organizations to assist the waste pickers and also the changes in the waste pickers interests and conditions over the time and until the actual implementation of the ARAP. It should also be flexible to accommodate the various preferences and the differences in aspirations among the PAPs. In addition to the compensation that involves capital investment; additional efforts should take place for reintegration waste pickers in the societies. This is particularly true in the case of children who dropped from schools in order to assist in the livelihoods for their families. They should be reintegrated into schools and their families should be empowered economically.

Table 2: Summary of the expected budget for the implementation of the ARAP

| Number of families | Intervention | Cost per family (USD) | Total Costs (USD) | Notes |
|--------------------|--|-----------------------|-------------------|--|
| 18 | Initial cost for micro grants for the PAPs to start small business | 10,000 | 180,000 | Including the families of the 3 children |
| 18 | Monthly salary of USD 450 for 6 months transition period. | 2,700 | 48,600 | |
| 11 | Monthly salary of USD 450 for 6 months period. | 2,700 | 29,700 | Khan Younis transfer station PAPs |
| 1 | Initial cost for micro grants for the PAPs to start small business | 10,000 | 10,000 | Khan Younis transfer station child PAP. |
| TOTAL | | | 268,300 | |

Regarding the time plan for the implementation of the ARAP, the following should be carefully considered:

- It is strongly recommended to start setting executive plan for the resettlement issue before the actual execution of works and the restriction of PAPs access to the current disposal sites.
- The monitoring of the process should start with the implementation of the resettlement programme and last along the process. The SDO is expected to play an important role in overseeing, supervising and providing guidance to the municipality and the compensation committee. This monitoring role is expected to be expanded along the project duration.
- External monitoring and/or resettlement audit should also be considered during the resettlement cycle. It is recommended that an external Consultant should be hired for this purpose. This Consultant may cover also the resettlement aspects related to the land acquisition for the landfill location. This has been considered in the budget for the ARAP for land owners.

Annex 1: Waste pickers Questionnaire

Preparation of the informal waste pickers ARAP as part of GSWMP

Name of the landfill /transfer station _____

General back ground about the PAP and his family

1. Name _____
2. Age _____
3. Educational Status _____
4. Marital status _____
5. Number of children _____ Male () Female ()
6. PAP's contact information _____
7. Address _____
8. Telephone _____
9. Relation to the head of the family:

| | |
|----------|-----|
| Father | () |
| Mother | () |
| Son | () |
| Daughter | () |
10. Is the PAP responsible for heading any of dependents in the family
Yes ()
No ()
11. Number of dependents that the PAP is responsible for _____
12. Is the PAP the only person who work within the family _____
Yes ()
No ()
13. Other family members who work
(relation to PAP, type of work and average income)

| Member | Relation | Type of work | Average Income |
|--------|----------|--------------|----------------|
| | | | |

Background information about PAP working in waste sectors and the economic compensation

14. Work station (station and/or landfill) _____
15. Date of starting work _____
16. Work conditions:
.....
.....
.....
17. Full timer From _____ To _____
18. Part timer From _____ To _____
19. Full time in certain seasons (mentioned) From _____ To _____
20. Part time in certain seasons (mentioned) From _____ To _____
21. Work season (mention the season) From _____ To _____
22. Days off (mention) _____

23. Average daily income during working days (ask about the highest days and the lowest days in terms of income and the average percentage of them to calculate the average)

.....
.....
.....
.....

24. Key areas of expenditure (spending the earned money)

.....
.....
.....

Background about the other activities of the PAP and their role in the family economics
In case the PAP is working in waste picking in part-time, please ask the following questions

25. Do you have other work/job?

Yes ()

No ()

26. What is this work?

.....
.....

27. What is your average daily income from this work? _____

28. With assistance from the PAP, the surveyor should estimate calculate the average income that the PAP is gaining from this job against what is gained from waste picking activities to calculate the share of contribution of every work in the family income.

.....
.....
.....
.....

Alternatives and suggestions in case the PAP is not able to reach his waste-picking working the future

The surveyor should briefly present the project and explain the restrictions that could be imposed on random access to the site and the possibility of affecting the PAP's livelihoods

29. What kind of impact are you anticipating on you and your family with the project implementation?

.....
.....

30. What is the work alternative that you can consider?

.....
.....

31. Do you have the requirement to start such kind of activities (capital investment-market-skills ...etc) please elaborate.

.....
.....
.....

32. What are the requirements in order for you to start this business (the cost of these requirements could also be asked)

.....

33. Who, in your view, should be providing these requirements (alternatives)

.....

34. If providing this alternative is not possible, what other alternatives are you suggesting?

.....

35. In case of establishing a sorting and/ or a composting station, do you agree on working as part of the crew for these stations? What are the contractual conditions that you will ask for? And what is the monthly income that you are expecting?

.....

36. Surveyor's observation, assessment for the severity of the impact and justifications for this assessment

.....

Summary of alternatives

| Capital investment | Average cost | Capacity building and training | Average cost |
|--------------------|--------------|--------------------------------|--------------|
| | | | |
| | | | |
| | | | |

Annex 2A: List of Waste Pickers at El-Fukhari

Table (3): List of Waste Pickers in El-Fukhary landfill

| NAME | Gender | AGE | Family Size | Average Daily Income (NIS) | Education |
|---|--------|-----|-------------|----------------------------|--------------------|
| 1. Suleiman Atwa Oweidh Abu Snema | M | 65 | 6 | 25 | Illiterate |
| 2. Bassam Ismail Faramawi | M | 25 | 4 | 30-40 | Elementary School |
| 3. Sabah Youssef Ayad Faramawi | F | 65 | 2 | 20-30 | Illiterate |
| 4. Nur al-Din Ismail Juma Abu Snema | M | 30 | Single | 30-40 | G6 Primary Sch. |
| 5. Saad al-Din Ismail Juma Abu Snema | M | 33 | Single | 50-60 | High School |
| 6. Emad Mohammed Ahmed al-Najjar | M | 16 | Single | 40-50 | Preparatory Sch. |
| 7. Zuhair Jawdat Ahmed Al-Najjar | M | 14 | Single | 10-15 | G6 Elementary Sch. |
| 8. Ahmed Suleiman Mahmoud Al-Najjar | M | 14 | Single | 10-15 | G9 Prep. Sch. |
| 9. Fawzi Ibrahim Al-Najjar | M | 18 | Single | 10-20 | G11 Secondary Sch. |
| 10. Osama Abdel-Kader Suleiman Al-Najjar | M | 19 | Single | 30-35 | G8 Prep. School |
| 11. Talaat Abdel-Kader Suleiman Al-Najjar | M | 18 | Single | 20-30 | G5 Elem. School |
| 12. Amjad Jawdat Ahmad Al-Najjar | M | 20 | Single | 30-35 | G11 Secondary Sch. |
| 13. Adham Jawdat Ahmed Al-Najjar | M | 24 | Single | 30-40 | High School |
| 14. Mohamed Suleiman Mahmoud Al-Najjar | M | 23 | Single | 30-40 | G10 Secondary Sch. |
| 15. Fadi Ibrahim Suleiman Al-Najjar | M | 24 | Single | 30-35 | High School |
| 16. Braa Ibrahim Suleiman Al-Najjar | M | 27 | 2 | 30-40 | High School |
| 17. Suleiman Mahmoud Suleiman Al-Najjar | M | 61 | 6 | 40 | G7 Prep. Sch. |
| 18. Jawdat Ahmed Suleiman Al-Najjar | M | 44 | 7 | 40-50 | Illiterate |

Annex 2B: List of Waste Pickers at Khan Younis Transfer Station

Table (4): List of Waste Pickers at Khan Younis Transfer Station

| NAME | AGE | Family Size | Average Daily Income (NIS) | Education |
|------------------------------------|-----|-------------|----------------------------|----------------------|
| 1. Ashraf Salah Awad | 39 | 10 | 40 | G5 Elementary School |
| 2. Mohammad Khader El-Garaa | 24 | 1 | 40 | G5 Elementary School |
| 3. Khader Ali El-Garaa | 50 | 5 | 40 | G4 Elementary School |
| 4. Mohammad Jaber El-Masri | 18 | 15 | 40 | G3 Elementary School |
| 5. Fuad Subhi Eid El-Shoubaky | 47 | 7 | 40 | G2 Elementary School |
| 6. Samy Yahya Abdelmouti Zorub | 18 | 16 | 40 | Highschool |
| 7. Mohammad Ibrahim K. Abu Shawish | 34 | 7 | 20-25 | G11 Secondary Sch. |
| 8. Ashraf Al-Buraim | 33 | 9 | 30-40 | G6 Elementary School |
| 9. Emad Khalid Y. Burais | 18 | 10 | 20-30 | G6 Elementary School |
| 10. Musa Ersan Musa Abu Jame'e | 30 | 8 | 30-50 | Highschool |
| 11. Ibrahim Jamal M. Kaware'e | 15 | 10 | 30-40 | G6 Primary School |