

Mitigating the devastating effects of the crisis on Palestinian workers, employers and their families

A three-phased emergency response programme – Relief, Review, and Recovery

1. Background

The escalation of hostilities since Israel declared a state of war in October 2023 has had a wide-ranging socio-economic impact that will reverberate for some time to come. Estimates by the ILO indicate that employment losses have reached 66 per cent in Gaza, a number likely to be higher as the war continues. In the West Bank, approximately 32 percent of employment has been lost attributed to heightened violence, movement restrictions, disrupted supply chains, and reduced operational capacity. Overall, 468,000 jobs, equivalent to 40 percent of total employment, had been lost by November 2023, resulting in daily labour income losses of USD 20.5 million.

According to recent figures reported by OCHA¹ show that between October 7th 2023 and early March, over 30,000 Palestinians have been killed in Gaza and around 400 in the West Bank². Almost 70,000 Palestinians have been injured in Gaza and 1.7m displaced from their homes and seeking shelter in tents, hospitals, emergency shelters, and overcrowded homes of friends and relatives in the south. It is estimated that 65,000 housing units destroyed in Gaza along with arable land, livestock, and water and electricity generation capacity.

The Palestinian economy contracted by one third in the fourth quarter of 2023, exacerbated by Israel's withholding of customs duties, leading to fiscal challenges for the Palestinian Authority. Latest figures from ILO's labour market assessments³ show that Unemployment rates are projected to surge from 24 per cent in the fourth quarter of 2022 to 46.1 per cent in the fourth quarter of 2023, affecting all economic sectors except agriculture, which is anticipated to remain stable.

Information on Palestinians that used to work or continue to work in Israel is not clear or forthcoming. Based on information from the Ministry of Labour, the Palestinian Federation of Trade Unions and some Israeli NGOs, it appears that of the approximately 200,000 workers from Palestine who were working in Israel at the time war was declared, 6,500 continue to work in Israel, and 8,000 were issued new work permits to work in settlements, primarily agricultural and industrial settlements where there is little interaction required with Israeli residents, while all others have been denied access or had work permits revoked. On October 7th 13,200 workers from Gaza are estimated to have been in Israel. Some were protected by their employers and perhaps remain in Israel to date, some were detained, but a majority were expelled from their jobs, and unable to return to Gaza, almost 10,000 of them, including around 100 women, took shelter in the West Bank. A majority of these workers have since, under special arrangements with the Israeli authorities returned to Gaza, but 4300 remain in the West Bank sheltering in public facilities or with friends and relatives, and many of them in need of basic support such as food and income.

According to FPCCIA research⁴ a staggering 98.8 per cent of businesses in the West Bank surveyed confirm they are affected by the war. The most common impacts include a drop in monthly turnover, and decreased ability to meet financial obligations due to liquidity constraints and operational disruptions, such as substantial increases in transportation costs and challenges in sourcing goods and the loss of clients and markets. Firms are trying to cope in different ways, including by reducing

¹ <https://www.ochaopt.org>

² <https://www.unrwa.org/resources/reports/unrwa-situation-report-81-situation-gaza-strip-and-west-bank-including-east-jerusalem>

³ https://www.ilo.org/wcmsp5/groups/public/---arabstates/---ro-beirut/documents/publication/wcms_907175.pdf

⁴ The report, to be finalized and published in March 2024, unveils findings from focus group discussions (FGDs) with businesses in seven sectors and a survey of 701 West Bank companies across different governorates. The mean age of companies across all sectors (17.4 years) indicates a relatively mature business environment.

working hours or days to cut costs, closing production lines, cancelling orders, and laying off employees – sometimes without even being able to pay their complete wages or end of service indemnities. This has led to a reduction in the average workforce across sectors, with the total average workforce exhibiting an 18 per cent decrease. This will have an onward adverse impact in the form of decreased purchasing power and a further contraction of the local economy in the West Bank.

2. Emergency Response Plan (2023-24)

Based on the decision of the Governing Body in November 2023, the ILO Regional Office and ILO Jerusalem, developed the Emergency Response Plan (ERP) as a detailed proposal outlining interventions across three inter-connected phases of relief, review and recovery, Ongoing work under the DWP (2023-25) has also been aligned to promote the resilience and stabilisation of the West Bank. The Emergency Response Plan (2023-24) takes into account the recommendations arising from the GB decision, namely, to make actionable observations raised in the ILO OAT report, to support the tripartite constituents, mitigate the devastating impact of the situation, and work within the wider context of UN's relief and recovery programming.

ERP RELIEF	Budget USD
Outcome 1 Displaced workers and affected employers from Gaza have access to immediate relief measures through a coordinated mechanism	3,240,000
Output 1.1 - Displaced workers from Gaza in the West Bank have access to basic needs	1,500,000
Output 1.2 - Displaced workers from Gaza stranded in the West Bank have immediate income support	1,700,000
Output 1.3 – Employers from Gaza are provided immediate support to manage shipments	40,000
ERP REVIEW	Budget USD
Outcome 2 Data and analysis supports the understanding of the immediate impact of the conflict on the labour market and the design of subsequent interventions	500,000
Output 2.1 - Qualitative analysis providing an understanding the impact of the conflict on workers and employers in the West Bank and Gaza	350,000
Output 2.2 - Monthly bulletins on the impact of the hostilities on employment and the labour market in the OPT	150,000
Output 2.3 - Technical support is provided to PCBS on regular Labour Force Survey	TBD
ERP RECOVERY	Budget USD
Outcome 3 Waged workers and small business owners generate income through social assistance mechanisms and support to the recovery of jobs and enterprises	16,260,000
Output 3.1 - Emergency Unemployment scheme to support Palestinian workers previously employed in Israel	5,000,000
Output 3.2 Support schemes to support employers recover, maintain, and expand their businesses (wage subsidies, revolving fund, inputs)	8,000,000
Output 3.3 - Employment intensive investment programmes (EIIP), coordinated with humanitarian agencies, generate decent work while creating infrastructure and providing essential services	1,000,000
Output 3.4 - Accelerated apprenticeship and job placement programme help employers get skills needed to support recovery and youth have training opportunities that lead to employment	1,000,000
Output 3.5 – Support units for enterprises and workers for the protection and recovery of jobs and businesses	1,260,000

(Decent Work Programme 2023-25) RESILIENCE
Pillar 1. Decent work and skills development
Pillar 2. Social Protection
Pillar 3. Labour market governance

3. Beneficiary groups

- Workers from Gaza who were working in Israel at the time war was declared and were forcibly expelled from their jobs and employers from Gaza who could not access their shipments. This group will need immediate support for basic good such as food and cash assistance.
- Workers, employers and their families from the West Bank who have lost jobs, revenue and incomes. This group will need employment and business recovery support.
- Workers, employers and their families in Gaza who have lost jobs, breadwinners, and businesses because of the devastation, even as it continues. This group will need support to recover jobs and businesses, as well as social assistance until they are able to sustain themselves again financially.

4. Outcomes and outputs

The ERP maps out a series of interventions across three outcome areas of relief, review and recovery.

Outcome 1 Displaced workers have access to livelihoods and income support through a coordinated mechanism

Workers from Gaza sheltering in the West Bank will be provided livelihoods support and basic needs, through a coordinated mechanism. ILO will work with humanitarian responders and UN agencies already providing emergency relief services on ground to ensure the ILO target group of displaced workers are included, and to complement different services being provided. The ILO is facilitating the coordination of emergency support to workers from Gaza who are currently displaced in the West Bank. Since 2021, the ILO has been working to coordinate humanitarian and development actors to ensure increased alignment in their social protection programming across the nexus. The coordination of this emergency response builds on that experience, as well as the ILO's strong working relationships with key national institutions, including with the Ministry of Labour, Ministry of Social Development and social partners. Employers from Gaza who are unable to access their shipments detained at Israeli ports will be supported to release and store them.

Output 1.1 Basic needs provided to displaced workers from Gaza in the West Bank.

The ILO will provide an emergency relief package for up to three months to workers from Gaza who have been displaced from their jobs in Israel and are stranded in the West Bank. Discussions are already underway with humanitarian agencies and the ILO to align the different streams of relief services and beneficiaries.

Status: Partially completed. By December 2023 the ILO had provided, in coordination with PGFTU and the Palestinian Employment Fund (PEF) over 9000 workers hot meals in their place of shelter. This support was coordinated with other agencies to form an integrated package of food, health services, income, and psycho-social support. 4300 workers still need support for basic needs, including food.

Output 1.2 Income support mechanism established for displaced workers from Gaza stranded in the West Bank

A temporary income support scheme (TISS) for displaced workers will be established to channel funds through national systems, offering the dual benefit of national capacity strengthening to provide longer-term support to Palestinians as needed. ILO will ensure alignment of design parameters, including transfer values with humanitarian programmes operating in OPT. The TISS capitalizes on the Minimum Expenditure Basket (MEB) provided by the humanitarians and ensures that the benefit provided is in line with the Multi-Purpose Cash Assistance (MPCA) transfer value set by the humanitarian actors in OPT disbursed for urgent basic needs.

Status: Partially completed. By December 2023, the ILO had worked with on a temporary income support scheme during the month of November with a payment of NIS 700 (approx. USD 190/month) benefiting 1055 workers from Gaza. A further 1700 workers received the same amount through an ILO collaboration with UNRWA through their established payment system. 4300 workers still remain stranded in the West Bank and need income support.

Output 1.3 Employers from Gaza are provided support to manage shipments

The Federation of Palestinian Chambers of Commerce, Industry and Agriculture will be supported to provide technical assistance to employers from Gaza to have their shipments released from Israeli ports. Until the containers can be sent to Gaza, FPCCIA will be supported to transport and store them in the West Bank.

Status: completed. More than 50 containers containing essential commodities, food, and raw materials were stranded at Israeli ports, unable to reach their owners in Gaza due to the blockade and ongoing conflict resulting in significant demurrage and detention fees. Through the ILO contribution, FPCCIA negotiated to get the containers cleared, leased land in the West Bank for a period of three months, and transported more than 120 containers safely there. The three-month lease will enable FPCCIA to sell the commodities in the West Bank market providing crucial liquidity and income for employers in Gaza.

Outcome 2 Data and analysis support the understanding of the immediate impact of the conflict on the labour market and the design of subsequent interventions

Given the significant impact of the conflict on the Palestinian economy, labour market and households welfare, the ILO aims to actively monitor and assess the impact of the hostilities on employment, incomes and livelihoods in the OPT, both through secondary data modelling exercises and actual data and information collection. A clear assessment of the impact on Gaza and the West Bank will be crucial for the design and development of effective and evidence-based policies and recovery interventions, including restoration of livelihoods, providing an important tool both for local authorities as well as for UN agencies and international development partners of Palestine.

Output 2.1 – Research and analysis providing an understanding the impact of the conflict on workers and employers in the West Bank and Gaza

To collect immediate but reflexive information on the impact of the war on employers and workers, a qualitative study will be implemented to understand the impact and help design policy and programme responses to the challenges faced.

The ILO will also partner with UN agencies on multi-sectoral, multi-agency impact analysis and rapid post-disaster needs assessments. The ILO will engage with the PCBS and the World Bank on the planned SWIFT assessment and include questions to cover some key labour market indicators needed to shed light on the impact of the conflict on livelihoods, employment and the labour market. The ILO would also contribute to the analysis of the data and information collected.

Status: partially completed. The draft study has been completed and will be finalised for publication in the end of March 2024. A partnership with UNDP is being finalised on a socio-economic impact assessment for Gaza and the West Bank. The ILO is part of the UN research and recovery planning working group and will participate in post-disaster impact and needs assessments.

Output 2.2 - Monthly bulletins on the impact of the hostilities on employment and the labour market in the OPT

Six monthly bulletins will be prepared in partnership with the Palestinian Central Bureau of Statistics (PCBS). These monthly bulletins aim at generating estimates that quantify the effects of the conflict on the labour market in the OPT and keep a close watch on key labour market indicators. The ILO will work closely with the PCBS to project and monitor these effects on a monthly basis, using the

projection model developed by the ILO and already employed by the PCBS for the examination of labour force dynamics. PCBS is also being provided technical assistance to review its LFS tools

Status: Partially completed. Two bulletins have been published in November 2023 and January 2024. The third is due to be published in March 2024. The Labour Market Bulletins have been instrumental in forecasting the severity and scope of the impact to help design interventions proposed for the recovery phase.

Output 2.3 Technical support is provided to PCBS on regular Labour Force Survey

As the PCBS continues to implement its regular labour force survey, the ILO is proposing to provide technical support to enhance the quality of the survey and ensure its ability to reflect the impact of the conflict on employment, labour market and welfare indicators.

Based on discussions to be held between the ILO and the PCBS, agreement will be made on how to revise the LFS questionnaire, and what questions need to be added to be able to capture the effect of the war.

Status: underway

Outcome 3 Waged workers and small business owners generate income through social assistance mechanisms and support to the recovery of jobs and enterprises

Around 135000 Palestinian workers employed in Israel and 25300 in the settlements, are currently facing the imminent threat of job loss due to restrictions placed on movement between the West Bank and Israel, therefore closing their access to their workplaces, and many of them have had their permits revoked. Some of these Palestinian workers might find jobs in the West Bank on a temporary basis until the Israeli labour market is accessible again, however some may never return and risk remaining unemployed and incomeless for an indefinite period. It is expected that: 10000 Palestinian workers previously employed in Israel will receive a monthly allowance of 250 ILS for a period of three months; 10000 Persons with Severe Disabilities who lost their income and listed in the social registry receive a monthly allowance of 250 ILS for a period of three months; approximately xxx workers will be involved in EEIP (including ILO demonstration project and other cash-for-work programmes) in which EEIP principles have been mainstreamed; approximately xxx jobs will be preserved or generated by recovered or new businesses.

Output 3.1 - Emergency Unemployment scheme to support Palestinian workers previously employed in Israel

The Emergency Unemployment Scheme (EUS) will capitalize on the emergency income support mechanism to be established under the emergency relief period, Phase 1. It aims to move from income support towards unemployment benefits while jobseekers find new work, including through employment mechanisms set up as part of this Programme.

Under this output, the ILO will support national institutions in two separate tracks; 1) emergency unemployment scheme operationalized through MoL, 2) social allowances scheme operationalized through MoSD. The first track intends to provide temporary income replacement support to those West Bank and Gaza Strip workers who lost their jobs in Israel, and are currently without jobs/income. The second track intends to support the life-cycle rights-based approach of providing categorical social allowances for Persons with Disabilities.

Persons with disabilities are widely acknowledged as one group who requires social protection, particularly through social allowances, given the limited opportunities they have of earning an adequate income, especially during times of war. Persons with disabilities are more likely to be negatively affected by the impact of the ongoing war, particularly as the majority of OP and PwD in the social registry reside in the Gaza Strip. This means that there should be specific focus and recognition to categorical factors (e.g., old age or disability), which are relevant predictors for those who would be more vulnerable before the war (therefore less resilient) and also for those who will

continue to be vulnerable after this shock. Older persons and persons with disability will remain vulnerable to social exclusion going forward, and persons with disability will face higher costs than their counterparts to achieve an equivalent standard of living, especially in times of war.

The scheme will prioritise funding to flow through national institutions, both MoL and MoSD. The first track will cover an initial group of 10,000 Palestinian workers with a monthly allowance of ILS 250 for a period of three months. The second track will cover an initial group of 10,000 Persons with Severe Disabilities who lost their income and listed in the social registry with a monthly allowance of 250 ILS for a period of three months.

An indicative design of the two tracks is outlined below. Given the fast-changing context, the eventual parameters of the programmes design (e.g. transfer value, periodicity) will be subject to amendment to ensure 1) effective and just delivery 2) financial constraints, based on agreement with the donor at the point at which the funds reach the ILO and are ready to be disbursed. The final design will also be based on the current status of coordinated support from other partners.

Design parameters for Track one

- Target group: initial group of 10,000 Palestinian workers who were previously employed in Israel.
- Income-tested: the allowance will benefit those Palestinian workers from the West Bank and Gaza Strip without any source of income.
- Transfer value: the amount of allowance will be agreed in coordination with other partner responses at the time of disbursement. This is anticipated to cover a period of three months as unemployment benefit, with a transfer value of 250 ILS.
- Period: the period of the allowance (three months) will be revisited and reviewed to consider extension subject to availability of funding and emerging situation of unemployed workers.
- Delivery of benefits: Delivery of benefit will be made through a Bank Transfer. As per the new Israeli law, all Palestinian workers in Israel must have an open Palestinian bank account to receive their wages. The benefit will be transferred to that same bank account. Workers will be able to visit the Banks directly to withdraw the benefit or use their ATM card, through an ATM machine, still operating in the Gaza Strip.
- Costings: estimated budget to cover 10,000 workers for three months is 7,500,000 ILS (1,838,000 USD).
- Implementing partner and modality for funding: Direct injection of funds to the national social protection system through Ministry of Labour, particularly the Palestinian Employment Fund, or via emergency set up of the Tripartite Palestinian Social Security Corporation to administer and deliver the benefits, alongside funding for ILO oversight and technical assistance.

Design parameters for Track two

- Target group: Initial group of 10,000 Persons with severe disabilities, listed in the social registry administered by MoSD.
- Level of disability and certification: severe disability. Must possess a medical certificate from the Medical Committee of the Ministry of Health proving the level of severe disability (including physical and mental disability).
- Income-tested: the allowance will benefit those PwD in the West Bank and Gaza Strip who lost their income.
- Transfer value: the amount of allowance will be agreed in coordination with other partner responses at the time of disbursement. This is anticipated to cover a period of three months as income support, with a transfer value of 250 ILS.
- Period: the period of the allowance (three months) will be revisited and reviewed to consider extension subject to availability of funding and emerging situation on the ground.
- Delivery of benefits: delivery of benefit will be made through a Bank Transfer through the national system led by MoSD in cooperation with MoF.

- Costing: estimated budget to cover 10,000 workers for three months is 7,500,000 ILS (1,838,000 USD).
- Implementing partner and modality for funding: direct injection of funds to the national social protection system through Ministry of Social Development, particularly the social allowances programme adopted by the Cabinet, alongside funding for ILO oversight and technical assistance.

Status: not started

Output 3.2 Support schemes to support employers recover, maintain, and expand their businesses

Under this intervention, the ILO would work with businesses in the West Bank who have been adversely impacted by the war. Once the situation allows, the programme would be expanded to Gaza. Businesses are downsizing their production and workforce and selling productive assets to maintain liquidity, in response to the impact of the war. In the medium-term, prolonged reductions in expenditure and consumption can lead to a demand-side recession and permanent closure of businesses. However, research shows that just as for households, it is more than twice as expensive to lift a household out of poverty than it is to prevent them falling into poverty in the first place, equally for businesses, it is more cost-effective in the long-term to retain existing workers, leading to a faster recovery and eliminating lay-off and re-hiring costs. Supporting businesses to retain their workforce and maintain operations also ensures economic activity continues, preventing workers and their families becoming downwardly mobile, falling into poverty and vulnerability.

- **Wage subsidy scheme** A temporary wage subsidy scheme will be implemented during this crisis to save jobs and help enterprises retain employees.⁵ The wage subsidy scheme would support enterprises whose revenues have been significantly impacted to meet financial obligations associated with their wage bills. Businesses would be able to stay afloat while retaining the skills and knowledge needed to upstart their activities following the crisis and at the same time, their workers would remain employed and continue to receive full or partial wages during the crisis. The temporary wage subsidy scheme will require tripartite deliberation and agreement on key design features, including prioritisation of sectors, criteria for support eligibility (eg the scheme could only be offered to small and medium sized enterprises first), the level of subsidization, frequency of payment and duration of the intervention, but is likely to be based on the following features:
 - To be considered eligible, enterprises will have to prove that their difficulties to pay wages started after October 7th (e.g., through proving a fall in revenue) and will have to be registered.
 - The subsidy can be paid ex-ante or ex-post to the enterprise, who will then be required to prove that they have effectively paid the workers (e.g. through providing payslips or publishing registered names publicly online). The amount will cover a proportion of workers' lost wages, up to a maximum ceiling and above the minimum wage.
 - The worst affected businesses may have already severed employment relationships or retained workers without pay, then some of these businesses could be incorporated into the temporary wage subsidy scheme with retroactive effect.
 - The initial scheme will be designed for 3 months and could be subject to extension.

The temporary wage subsidy scheme will be administered by the Ministry of Labour or the Palestinian Employment Fund, with clear implementation, governance and tracking mechanisms in place.

⁵ Such schemes were widely implemented during Covid-19, including Kurzarbeit in Germany, activité partielle in France, and Furlough in the United Kingdom and United States.

- **Access to inputs and finance**

In partnership with UNIDO the ILO will work with businesses to implement tools designed to help businesses better manage the impacts of crises and not only survive, but also thrive. To support businesses' recovery and expansion, UNIDO and ILO will provide direct inputs to firms, based on the needs assessment, these include support to new product development, focusing on enhancing design capabilities, adopting advanced technologies, addressing intellectual property concerns, and ensuring quality control measures, including relevant certifications such as ISO. The approach also advocates for tailored incentives and financial support, including tax exemptions and instruments tailored to specific sectors, markets, and employment generation. UNIDO and ILO's support to strengthening technical and production capacities and developing marketing strategies, will be further advanced by establishing a sustainable revolving credit facility to enhance operational capacities of productive enterprises, fostering business growth and job creation. The proposed facility offers interest-free loans (\$20,000-\$60,000) for raw materials, wages, and utilities

Status: A joint ILO-UNIDO costed concept note has been developed

Output 3.3 - Employment intensive investment programmes (EIIP), coordinated with humanitarian agencies, generate decent work while creating infrastructure and providing essential services

While the conflict is still ongoing, the scale of damage is clearly enormous. Once the situation permits, there will be several activities that UN agencies are likely to initiate based on 'cash-for-work' modalities. These activities include, clearing debris, repairs to buildings, and construction of houses and schools. The focus on these activities, is usually more on the outcome – the infrastructure created – rather than creating employment intensity to increase the number of jobs generated or ensuring the quality of jobs in line with decent work principles. This is where ILO's employment intensive infrastructure methodology departs from traditional UN cash-for-work programmes. The ILO will therefore, work on a two-pronged approach to mainstream EIIP principles in early recovery employment generation and reconstruction work.

- Build the capacity of agencies who will be implementing cash-for-work programmes to mainstream EIIP principles ab initio as they plan their interventions. The ILO has extensive experience in implementing EIIP in contexts of crisis and conflict and has produced several guidelines and case studies, as well as training modules on EIIP and decent work, that contractors are usually trained on, as well as a pool of expert trainers, both in-house and external, on EIIP. Before agencies begin implementing cash-for-work programmes, the ILO will work with those leading these components to develop their capacity on EIIP, support them in integrating these principles in their programmes, and identify areas where ILO can support directly if needed, for example on the calculation of employment intensity, wages, and occupational safety and health. Given the emergency mode in which all agencies on ground are working, the first step for this initiation to EIIP and decent work, might be better advocated for at the regional or headquarters level between ILO experts and other agency focal points, who can then direct their teams towards the opportunity for ILO EIIP capacity development. This will help strengthen the engagement of the ILO OPT with counterparts on ground.
- Implement an EIIP demonstration project to show other agencies how the EIIP approach works and why integrating decent work leads to stronger outcomes for sustainability in terms of jobs and assets. Even when the conflict ends, given the scale of damage to residential areas, it is likely thousands of people will have to remain in temporary shelter until they can rebuild their homes. With more than one million internally displaced, the current stock of accommodations is woefully inadequate, and people do not have access to sufficient toilets, or places to live, and many are simply inhabiting open spaces in buildings or on the streets. Constructing housing and toilets is therefore, going to be one of the most pressing needs to provide decent accommodation until people can find new homes or return to old ones. The ILO has, through an existing project funded by RBSA, worked with the Palestinian Contractors' Union to build their capacity on EIIP and Start and Improve Your Business (SIYB), both adapted for the construction sector, as well as specialised training on

environmentally responsive construction practices as part of the Improve Your Construction Business package. In partnership with PCU, the ILO will implement a housing construction demonstration project to showcase different elements of EIIP, decent work, and green construction. These would include: maximisation of employment intensity to create more jobs; occupational safety and health, including preventing violence and harassment; task-based wage calculations to ensure minimum wages and non-discrimination; competency-based skills development and opportunities to find new jobs; the impact of decent work on households' incomes; environmentally responsible construction techniques such as rammed earth, thermal mass techniques, the use of material, the design of water recycling systems in buildings, and recycling material from rubble to use for long term shelter foundations and structures. Showcasing these outcomes would help strengthen ILO's future engagement to provide technical advisory services to development sector agencies as they roll-out their infrastructure rebuilding programmes.

Status: An initial pilot project employing women and men in Gaza to provide critical health and municipal services has been finalised in partnership with UNDP. Under the programme, women and men with experience in health care and solid waste management will be employed through a screening mechanism for 4-6 months. The group will be provided elementary training on-site on occupational safety and health and recycling in solid waste management to integrate some basic principles of decent work such as OSH, non-discrimination, and wage setting. The pilot project will provide an opportunity to generate basic impact assessments on jobs and incomes, as well as services and needs.

Output 3.4 - Accelerated apprenticeship and job placement programme help employers get skills needed to support recovery and youth have training opportunities that lead to employment

There are several dynamics of the labour market existing before the war and as a result. Even though unemployment is high in the West Bank, employers report they cannot find the skills they need for their firms, especially since many skilled workers often found jobs in Israel. Since the war started, some people have been laid off since they could not access their workplaces, either because of losing jobs in Israel or because of movement restrictions within the West Bank, and are looking for jobs locally. A skill needs and value chains assessment will be done with employers to determine the competencies they need to support their recovery and resilience and based on that workers will be matched with employers.

- **Job placements.** An employment exchange mechanism will be set up, or existing ones strengthened, housed in an organisation such as the Palestinian Employment Fund or the FPCCIA offices, where jobseekers can register, and their skills are matched with vacancies provided by employers. Staff will be trained on collecting information, basic career guidance, and monitoring results such as placement, retentions and progression.
- **Accelerated apprenticeships.** For those who need some additional skills before they can be matched with a job, training will be provided through apprenticeships. Apprenticeships combine workplace and classroom training and provide an apprentices' stipend which constitutes 50-80 per cent of the wage the apprentice is expected to receive when he/she is fully trained and employed, thereby also reducing the opportunity cost of being in training. The accelerated programme will provide only short apprenticeships to 'top-up' skills and will be based on competency standards developed with employers. The Ministry of Labour would govern the scheme in collaboration with employers' and workers' representatives. Apprenticeships will also be designed to provide emerging skills related to digitalisation and environmentally responsible ways of working – training that is otherwise not widely available but useful for businesses to modernise and access new markets.

Status: A costed concept note has been developed

Output 3.5 – Support units for enterprises and workers for the protection and recovery of jobs and businesses

The ILO is working towards enhancing and broadening tripartite social dialogue capacity for a more effective and inclusive approach to mitigate the negative impact of the conflict on the Palestinian labour market, with a special focus on most vulnerable workers. This will include enhancing capacity for collection of information and analysis to provide continuous and accurate information on labour market trends and situations, and provision of a diverse array of services aiming at the protection of workers' rights and recovery of businesses and jobs. The support will be furnished through the establishment of two dedicated support units

- Enterprise Support and Advocacy Unit (ESAU), situated at the Federation of Palestinian Chambers of Commerce, Industry and Agriculture (FPCCIA). The ESAU will provide technical assistance to micro, small, and medium enterprises in critical economic sectors while fostering collaboration and dialogue between FPCCIA and pertinent ministries, representatives of workers and employers at the sectoral level and other relevant partners. Technical support for enterprises will prioritize those experiencing difficulties in sustaining their operations covering a range of areas including business development services, planning and management, market analysis and marketing tools, legal support, and facilitating access to financial services and linkages with financial institutions. Furthermore, it will enhance sectoral dialogue and industrial relations to tackle emerging labour issues and promote decent working conditions.
- A Workers Protection and Advocacy Unit (WPAU) situated at the Palestinian General Federation of Trade Unions (PGFTU). The WPAU will be delivering assistance and advocacy services tailored to the needs of workers and sectoral unions with a primary aim to promote the protection of workers' rights, ensuring the preservation of wages and social benefits for those impacted as well as access to legal aid. The Unit will harmonise the collection of data across all PGFTU offices and provide research and analysis to inform decision making and advocacy. It will also provide service of mediation/reconciliation and fostering awareness of labour rights. It is anticipated that this will include facilitating access to legal aid support and mediation/reconciliation services for Palestinian women and men previously or currently working in Israel and the Occupied Palestinian Territory. Both units will work in tandem ensuring synergy and streamlining of interventions aiming at preservation of workers' rights and recovery of business and jobs, functioning as a labour market observatory and services provision.

Status: Concept note under development

5. Theory of Change

The ERP follows a theory of change based on ILO's experience in labour market recovery in crisis and post-crisis situations that shows that if workers and employers are supported with immediate relief measures to prevent them from slipping into joblessness, economic collapse, and poverty, they are able to survive and have the ability to benefit from evidence-based, needs-responsive, labour market recovery interventions to generate and retain decent jobs through skills development, wage and income protection, business inputs, and social dialogue, to not only survive, but thrive.

6. Monitoring

ILO established Results Based Management (RBM) procedures for project planning, monitoring, reporting and evaluation will be used throughout the programme. For the ILO, RBM is a critical approach to provide objectively verifiable evidence of project performance, generate knowledge in the organization, learn from experience and improve decision-making. The approach to M&E ensures that all stakeholders, including the donor, ILO, constituents and other key project partners, have the same understanding on what the Project intends to achieve in measurable terms, what needs to be done, when and how to analyse progress, evaluate the results, learn, and timely make adjustments as required.

Performance Plan The monitoring of the programme will be based on a performance plan, derived from the logical framework and incorporating the indicators to measure progress at the output and

outcome levels. It includes, for each indicator, baselines, targets (intermediate and final) and data sources. Indicators are disaggregated by gender, age group, disability status. Baseline information enables setting realistic targets for results indicators that will be tracked throughout the programme. These refined indicators will guide the data collection process and analysis, ensuring comparability between results. A combination of qualitative and quantitative methods will be used for data collection, including document review, surveys, interviews with target groups, focus group discussions. The monitoring of the risks will be undertaken through a Risk Register (see Annex C) that will be updated (biannually).

Performance tracking The systematic monitoring of the programme will ensure the tracking of implementation performance and the progress towards the results. It will also ensure that activities, schedules and milestones stay in accordance with the proposed plan and the plan is adapted to the changes in the context. Performance indicators will be used to measure progress toward targeted results and objectives, identify shortcomings, inform decision makers to adjust activity implementation and facilitate communication of results to the donor and other stakeholders.

The M&E officer will be responsible for designing data collection instruments, collecting performance information according to the plan and timeframe, carrying out data quality control, analysing data and preparing inputs for internal and external reporting. The M&E officer will also be tasked to support the project team in updating the performance plan and the risk register. He/She will work in close collaboration with the Project Coordinator, in order to ensure the appropriate data quality control and validation measures are in place and accurate information is incorporated into the progress reports.

Data Quality The programme will ensure the collection and use of reliable and credible data by allocating sufficient resources to support data collection and analysis. Data quality control measures will ensure timely and accurate data are entered into the performance information system and analyzed, and the results shared for learning purposes.

7. ILO comparative advantage

The ILO is the United Nations specialised agency for the world of work, bringing together its tripartite constituents (governments, employers, and workers) for social dialogue and consensus building, to drive a human-centred approach to the future of work through employment creation, rights at work and social protection. The ILO's Decent Work Agenda promotes social justice and human rights at work through adhering to and advocating for international labour standards, advancing equality including gender equality, strengthening freedom of association, and supporting social dialogue.

The ILO's unique tripartite structure, its body of operational standards (Conventions and Recommendations) and its approach to inclusion through social dialogue is critical for the UN's human rights-based approach (HRBA) where no one is left behind and no harm is done.

Social justice and decent work are key to long-lasting peace and stability. In 2017, the ILO reinvigorated its mandate in the Humanitarian-Development-Peace (HDP) Nexus with the adoption of Recommendation No. 205 on Employment and Decent Work for Peace and Resilience. It is the only international normative framework providing guidance for addressing world-of-work issues in response to crisis situations, including health pandemics, armed conflict, natural disaster, environmental degradation, and forced displacement.

The (2021) Global Call to Action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient committed ILO's member States, workers' and employers' organizations to focused and accelerated implementation of the (2019) ILO Centenary Declaration for the Future of Work which affirms that "decent work is key to sustainable development, addressing income inequality and ending poverty, paying special attention to areas affected by conflict, disaster and other humanitarian emergencies".