

HASHEMITE KINGDOM OF JORDAN

**SUPPORT TO PRIVATE SECTOR
EMPLOYMENT AND SKILLS PROJECT
(P177959)**

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

April 8, 2024

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Hashemite Kingdom of Jordan (the Borrower) shall, and cause the Ministry of Labor (MOL), and the Social Security Corporation (SSC), through their respective corporation agreements with the Ministry of Planning and International Cooperation (MOPIC), to implement the JORDAN SUPPORT TO PRIVATE SECTOR EMPLOYMENT AND SKILLS (the Project). The International Bank for Reconstruction and Development (hereinafter the Bank) has agreed to provide financing for the Project.
2. The Borrower shall implement material measures and actions so that the Project is implemented in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP). 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, All as acceptable by the Bank and the Recipient. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the Bank by the Borrower as required by the ESCP and the conditions of the legal agreement.
3. As agreed by the Bank and the Borrower, 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 Borrower, shall revise and agree to the changes with the Bank and shall 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 Borrower or delegate. The Borrower shall promptly disclose the updated ESCP.
4. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the Borrower shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
MONITORING AND REPORTING			
A	<p>Regular Reporting</p> <p>Prepare and submit to the Bank regular monitoring reports on the environmental, social and health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, the LMP, and the SEP but not limited to, occupational safety and health (OSH) inspection, stakeholder engagement activities and grievances.</p>	<p>Starting from the Effective Date, quarterly reporting throughout Project implementation to the Bank</p>	<p>Project Management Unit (PMU) at MOL</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 communities, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate, including COVID-19 infection cases among Project-related persons, and risks based on the environmental and social assessment</p> <p>Subsequently, at the World Bank’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Report any incident or accident to the Bank within 48 hours after becoming aware of the occurrence of the incident or accident.</p> <p>Initial report that includes (i) a description of the incident/accident possible root causes, (ii) the measures, if any, taken or plans to take to address such incident/accident and to prevent any future similar event, and (iii) identification of any part of the information for which confidentiality is required and iv) proposing possible corrective actions should be submitted within 10 days or agreed time frame.</p>	<p>Implementing ministries, agencies, and selected companies/firms to report to the PMU at MOL</p> <p>The PMU shall then report to the WB</p>
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>The Borrower, through MOL shall maintain the Project Management Unit (PMU) with key¹ qualified staff to lead the implementation of project activities, the PMU will support management of E&S risks including a full-time staff equivalent for communication and outreach and a Social Specialist. The Borrower through MOL shall also maintain the OSH focal point from OSH Directorate who shall be reporting to the M&E specialist in the PMU. The MOL shall assign two Occupational Health and Safety Directorate staff to support the Project incident management and reporting in coordination with the OSH focal point</p>	<p>The PMU and the staffing are already in place and will be maintained throughout project implementation</p> <p>Assign OSH coordinators within 30 days after the Effective Date of restructuring, and will be maintained throughout Project implementation</p>	MOL
1.2	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT</p> <p>Update the relevant aspects of this ESCP, including, inter alia, any plans or other instruments, ESS2 requirements, and any other required ESHS measures, into the Project Operation Manual (POM) (including proposal development and review guidance), implementation of agreement with selected companies/firms.</p>	<p>The POM will be updated within 60 days of the Effective Date of the restructuring.</p> <p>Prior to signing Agreements with new companies and Training Centers, or other entities, and throughout project implementation</p>	MOL
3.	<p>Ensure that the selected companies/firms and training centers shall comply with and implement E&S related aspects specified in the Project Operation Manual, Grant Agreement and the approved proposals.</p>	<p>Throughout project implementation</p>	MOL, selected companies/firms, training centers
1.4.	<p>Proposals and Agreements Conditions:</p> <ul style="list-style-type: none"> Update and incorporate the relevant terms and conditions specified in the POM, LMP, and the SEP (including environmental, social, OSH requirements screening procedures, and others), into the proposal and implementation agreements with companies/firms and the training centers. 	<p>Prior to signing Agreements with Companies and Training Centers, and throughout the project implementation</p>	MOL (through the M&E and assessment specialist in the PMU) and TVSDC

¹ Key PMU staff: PMU manager, Financial Manager, and Monitoring and Evaluation Specialist.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.5.	<p>EXCLUSIONS: Exclude the following types of activities as ineligible for financing under the Project:</p> <ul style="list-style-type: none"> • Activities that may cause long term, permanent and/or irreversible adverse impacts • Activities that have high probability of causing serious adverse impacts to human health • Activities that may have significant adverse social impacts and may give rise to significant social conflict • Activities that may involve resettlement or land acquisition/ land use restrictions or adverse impacts on cultural heritage • Any other activities excluded based on the Social Assessment. • Companies/firms proven to have evidence of poor labor management performance and/or SEA/SH shall be ineligible to receive the project support. 	Throughout the project implementation	MOL
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES Update and disclose the Labor Management Procedures (LMP) consistent with ESS2.</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 for all sectors, setting out grievance arrangements for Project workers, and incorporating labor requirements including OSH into the ESHS specifications of the procurement documents and contracts with third party service providers and implementation agreements.</p>	Labor Management Procedures shall be updated, disclosed and adopted by no later than 60 days after the Effective Date of restructuring, and before carrying out relevant activities. And shall be maintained throughout the project implementation	MOL
2.2.	Ensure that the selected companies/firms and training centers shall comply with and implement the provisions set forth in the project Labor Management Procedure, including requirements related to workers' GM.	Prior to signing agreements and throughout project implementation	MOL, selected companies/firms, training centers/ TVSDC

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.3	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	<p>Prior to signing agreements and throughout project implementation.</p> <p>The MOL is operating the Hemayeh (https://hemayeh.jo/) platform for complaints of workers from the private sector as well as complaints against the project. In addition, companies and other entities benefiting from the Project will provide a GRM system for their workers as per the ESS2 requirements</p>	MOL
2.4	<p>OCCUPATIONAL HEALTH AND SAFETY (OSH) MEASURES Adopt and implement the OSH measures relevant to the identified sectors, in line with LMP, the World Bank EHS, and WHO guidelines on COVID-19 in a manner acceptable to the Association. The OSH measures shall address: (a) occupational hazards to project workers of all sectors; (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>	<p>The OSH measures adopted as part of the updated LMP, and shall be implemented prior to signing agreements with companies and training centers, and maintained throughout Project implementation</p>	MOL, and selected companies/firms, training centers
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT: Resource efficiency and pollution prevention and management measures including companies are licensed and complies with the national environmental laws and regulations addressed under the proposal and the implementation agreement conditions.</p>	<p>Prior to signing agreements and throughout project implementation</p>	MOL
ESS4: COMMUNITY HEALTH AND SAFETY			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
4.1	<p>COMMUNITY HEALTH AND SAFETY: Prepare, adopt and implement relevant measures in the Project Operation Manual, Grant Agreement, and the approved proposals to: minimize the potential for community exposure to communicable diseases including COVID-19; ensure that individuals or groups who, because of their particular circumstances, may be disadvantaged or vulnerable, have access to the development benefits resulting from the Project, and ensure fire safety at the firms and training centers buildings where relevant. These measures shall also include provisions to prevent and respond to sexual exploitation and abuse (SEA), sexual harassment (SH) or to the increase in domestic violence, in a manner consistent with ESS1 and ESS10, and commensurate with the risks, for example through formalizing strengthening referral pathways within the GM.</p>	<p>The implementation of these measures shall be maintained throughout the lifetime of the project.</p> <p>The PMU shall prepare a Code of Conduct (CoC) sensitive to SEA/SH, as well as a SEA/SH Action Plan 60 days after the Effective Date of the restructuring</p>	MOL
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
ESS 8: CULTURAL HERITAGE			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION Update, adopt, and implement Stakeholder Engagement Plan (SEP).</p>		
	<p>The preliminary version of SEP will be disclosed before the project appraisal completion following the Bank’s review and clearance per ESS10 requirements.</p>	Before the project appraisal completion	MOL
	<p>The final version of SEP (with updated inclusive consultations plan and clear timeline) will be submitted and disclosed per ESS10 requirements</p>	The SEP will be updated and disclosed 60 days after the Effective Date of restructuring.	MOL
	<p>SEP implementation will be maintained throughout project cycles</p>	Throughout project cycles	MOL

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
10.2	<p>PROJECT GRIEVANCE MECHANISM: Accessible grievance arrangements shall be made publicly available to receive and facilitate resolution of concerns and grievances in relation to the Project, consistent with ESS10, in a manner acceptable to the Bank as described in the SEP.</p>	<p>Prior to signing agreements and throughout project implementation</p> <p>The existing GRM will be updated to include referral pathways for SEA/SH- related complaints, by no later than 60 days after the Effective Date of the restructuring.</p>	MOL
CAPACITY SUPPORT (TRAINING)			
CS1	<p>The following training activities will be delivered and will include:</p> <ul style="list-style-type: none"> a) Training for MOL, SSC and project staff on the OSH policies and measures, national incident management procedures (and those of World Bank), handling inquiries, complaints and grievances related to the project. b) OSH training for project workers as part of the training packages and the on-job training, in addition to provisions on efficient use of resources and national environmental laws and regulations for the firms and project workers where relevant c) GRM training for project staff at MOL and SSC d) SEA/SH training for MOL staff 	Throughout Project implementation	MOL SSC