



THE KINGDOM OF JORDAN

**Jordan Covid-19 Private Sector Recovery and Resilience
Project**

Environmental and Social Commitment Plan

The Hashemite Kingdom of Jordan

Environmental and Social Commitment Plan (ESCP)

1. The Kingdom of Jordan (hereinafter the Borrower) shall implement the “**Jordan COVID-19 Private Sector Recovery and Resilience**” Project (the Project), under the leadership of the Ministry of Planning and International Cooperation (MoPIC) and with the involvement of the following Agencies: ,the Jordan Loan Guarantee Corporation (JLGC), Jordan Enterprise Development Corporation (JEDCO) and Jordan Exports (JE). The International Bank for Reconstruction and Development (the Bank) has agreed to provide financing to this project.
2. The Borrower shall carry out the Project in accordance with the Environmental and Social Standards (ESSs). This Environmental and Social Commitment Plan (ESCP) sets out material measures and actions, any specific documents or plans, as well as the timing for each of these actions to be carried out or caused to be carried out by the Borrower, including the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, grievance management and the environmental and social assessments and instruments to be prepared or updated, disclosed, consulted, adopted and implemented under the ESCP and the ESSs, all in a manner acceptable to the Bank.
3. The Borrower is responsible for compliance with all the requirements of the ESCP as well as the compliance with the provisions of any other environmental and social (E&S) documents required under the Environmental and Social Framework (ESF) and referred to in this ESCP, including the Environmental and Social Management Framework (ESMF) which includes also a Labor Management Procedures (LMP), Stakeholder Engagement Plan (SEP), Environment and Social Management System (ESMS) and the timelines specified in those E&S documents.
4. Implementation of the material measures and actions set out in this ESCP shall be monitored and reported to the Bank by the Borrower as required by the ESCP and the conditions of the legal agreement, and the Bank will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
5. 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 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. The Borrower shall promptly disclose the updated ESCP.
6. 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 in order to implement actions and measures to address such risks and impacts, which may include: moderate environmental risks associated with

small to medium scale, community based civil works, environmental, health, and safety impacts; and social risks that include (i) geographical, (ii) economic, (iii) social exclusion, (iv) labor (v) gender-based violence, and (vi) institutional.

The World Bank - Environmental and Social Commitment Plan (ESCP) for covid-19 emergency response projects

Material Measures and Actions		Timeframe	Responsible entity/authority
Monitoring and Reporting			
A	<p>Regular Reporting</p> <ul style="list-style-type: none"> Prepare and submit regular monitoring reports on environmental, social, health and safety performance of the Project including stakeholder engagement activities and grievance log. 	Starting from the Effective Date, Quarterly reporting throughout Project implementation to the Bank	MOPIC PMU
B	<p>Incidents and Accidents</p> <p>The Borrower, through MOPIC, shall:</p> <ol style="list-style-type: none"> Promptly notify 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 without limitation any allegations of gender-based violence, Project-related occupational accidents or fatalities, or labor unrest. Provide sufficient detail regarding the incident or accident, indicating immediate measures taken to address it and further remediation action plan where required and include information provided by any contractor and supervising entity, as appropriate. Develop a report and submit it to the Bank on completion of incident investigation and closure as an additional measure to the notification as well as steps that may need to be taken to avoid repetition of the incident. 	<ol style="list-style-type: none"> Report any incident or accident to the Bank within 24 to 48 hours after becoming aware of the occurrence of the incident or accident. 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. 	MOPIC PMU, JEDCO, JE, JLGC

ESS 1: Assessment and Management of Environmental and Social Risks and Impacts			
1.1	<p>Organizational Structure The Borrower, through the Ministry of Planning and International Cooperation (MOPIC), shall establish and maintain a Project Management Unit (PMU) throughout Project implementation period, to support management of E&S risks and impacts as well as health and safety risks of the Project including hiring a full time environmental specialist and a part time social specialists, whom will be responsible to oversee the Environment and Social risks at JLGC, JEDCO and JE, adherence to E&S instruments, monitoring and reporting.</p>	<p>The PMU shall recruit one Environmental specialist on a full time basis and one Social Specialist on part time basis for the Project within 30 days of the Effective Date.</p>	<p>MOPIC PMU, in coordination with JLGC, JEDCO and JE</p>
1.2	<p>Environmental and social assessment/management plans and instruments 1. Prepare, consult on, disclose, adopt, and implement an Environmental and Social Management Framework (ESMF) to identify and assess the environmental and social risks and impacts of proposed project activities, and design appropriate mitigation, management and monitoring measures for the project, in accordance with the Environmental and Social Standards (ESSs) the Environmental, Health and Safety Guidelines (EHSGs), and other relevant Good International Industry Practice (GIIP). 2.</p>	<p>1. ESMF to be prepared, consulted, cleared by the Bank, and disclosed by project approval.</p>	<p>1. MOPIC PMU in coordination with JLGC, JEDCO, and JE</p>
1.3	<p>Management Tools and Instruments The Government of Jordan shall prepare and adopt an ESMF that shall include management and monitoring measures for all environmental and social risks of the project..</p>	<p>1. ESMF to be prepared, consulted, cleared by the Bank, and disclosed before project approval</p>	<p>MOPIC PMU in coordination with JLGC, JEDCO, and JE</p>
1.4	<p>Exclusions: Exclude the following type of activities as ineligible for financing under the Project: 1. Any activity or FI subproject with significant environmental and social risks, the negative impacts of</p>	<p>Ongoing throughout Project implementation</p>	<p>MOPIC PMU in coordination with JLGC, JEDCO, and JE</p>

	<p>which will be considered diverse, varied, irreversible and unprecedented.</p> <p>2. Any activity or FI subproject containing or involving the following: Production or activities involving forced labor / harmful child labor; Production or trade in any product or activity deemed illegal under host country laws or regulations or international conventions and agreements; Production or trade in weapons and munitions; Gambling, casinos and equivalent enterprises; Trade in wildlife or wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES); Production or trade in radioactive materials; Production or trade in or use of unbounded asbestos fibers; Production or trade in wood or other forestry products from unmanaged forests; Production or trade in products containing poly-chlorinated biphenyl, or PCBs; Production, trade, storage, or transport of significant volumes of hazardous chemicals, or commercial scale usage of hazardous chemicals; Production or trade in pharmaceuticals subject to international phase outs or bans; Production or trade in pesticides / herbicides subject to international phase outs or bans; Production or trade in ozone depleting substances subject to international phase out;..</p> <p>3. All the other excluded activities set out in the ESMF of the Project that are substantial to high risks..</p>		
ESS 2: Labor and Working Conditions			
2.1	<p>Labor Management Plan (LMP) Develop and implement a Labor Management Plan (LMP) for all Project workers, namely direct project workers, and contracted workers, aligned with National Labor Legislation and ESS2.</p> <p>This LMP shall be prepared in a manner acceptable to the Bank, including adequate occupational health and safety</p>	LMP to be prepared, consulted, cleared by the Bank and disclosed by project approval	MOPIC PMU JLGC JEDCO JE

	measures (including emergency preparedness and response measures and personal and workplace protective measures against COVID-19 pandemic), setting out grievance arrangements and measures to prevent and address harassment, intimidation and/or exploitation.		
2.2	<p>Grievance Mechanism for Project Workers As part of the LMP, establish, maintain, and operate a grievance mechanism (GM) for workers, and in a manner acceptable to the Bank. The GM shall have the following characteristics, as a minimum:</p> <ol style="list-style-type: none"> 1. Equal to the nature and scale of the project and its risks and impacts 2. Addresses concerns promptly, using an understandable and transparent process that provides timely; feedback to those concerned in a language that they understand, and without any payback 3. Operates in an objective manner 	Prior to the hiring of Project workers and maintained throughout Project implementation	MOPIC PMU JLGC JEDCO JE
2.3	<p>Occupational, Health and Safety (OHS) Measures Develop and implement occupational, health and safety (OHS) measures, in line with National legislation and ESS2, as part of the ESMF, ESMS and LMP.</p>	Maintained throughout Project implementation	MOPIC PMU JLGC JEDCO JE
ESS 3: Resource Efficiency and Pollution Prevention and Management			
3.1	<p>Management of Wastes and Hazardous Waste Materials Relevant aspects of this standard shall be considered, as needed including measures to manage hazardous (including e-waste) and nonhazardous wastes (domestic waste).</p>	As part of the ESMF before project approval	MOPIC PMU JLGC JEDCO
3.2	<p>Conservation of water, energy and materials Develop and implement measures and procedures for optimum consumption of water, energy and raw materials</p>	As part of the ESMF before project approval	MOPIC PMU JLGC JEDCO
ESS 4: Community Health and Safety			
4.1	<p>Relevant aspects of this standard shall be considered, as needed, under action 1.2 above including, inter alia, measures to:</p> <p>Community Health and Safety (CHS)</p>	ESMF will be disclosed by project approval	MOPIC PMU JLGC JEDCO JE

	<p>Measures and actions to assess and manage specific risks and impacts outlined in the ESMF and subsequent ESMS, ESMPs and risks related to COVID-19 transmission including risks of the use of security personnel, risks of labor influx; and prevent and respond to sexual exploitation and abuse, and sexual harassment.</p> <p>Gender Based Violence (GBV) and Sexual Exploitation and Abuse (SEA)</p> <p>Develop and implement measures and actions to assess and manage the risks of GBV and SEA. Prevent and respond to sexual exploitation and abuse, and sexual harassment</p>		
ESS 5: Land Acquisition, Restrictions on Landuse and Involuntary Resettlement			
5.1	Not relevant		
ESS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources			
6.1	Not relevant		
ESS 7: Indigenous Peoples/sub-Saharan African Historically Underserved Traditional Local Communities			
7.1	Not relevant		
ESS 8: Cultural Heritage			
8.1	Not relevant		
ESS 9: Financial Intermediaries (FI)			
9.1	<p>ESMS</p> <p>Prepare, adopt, and maintain and implement an Environmental and Social Management System (ESMS) consistent with ESS9 for JLGC and downstream Microfinance Institutions (MFIs). The ESMS should include (A) An Environmental and Social Policy; (B) Environmental and Social Procedures reflecting and implementing the E&S Policy with respect to the principles: a. Screening all subprojects under the Project against any exclusions in the legal agreement; b. Screen, review, and categorize the subprojects under the Project according to their potential environmental and social risks and impacts. c. Requiring that all subprojects under the Project are assessed, prepared, and implemented to meet national law and the relevant</p>	<p>The ESMS will be acceptable to the Bank and disclosed prior to project approval</p>	<p>JLGC,</p>

	<p>requirements of the ESSs are applied. d. Ensure that the measures needed to satisfy the requirements of ‘c’ above are set out in the subsidiary agreements between JLGC with intermediate MFIs and that MFIs will be responsible to cascade that down to the agreement with MSMEs e. f. Monitoring the environmental and social information on the sub-projects via periodic reporting from MFIs to JLGC (C) Maintain organizational Capacity and Competency as defined in the ESMS based on an evaluation of the staffing needs according to the nature of portfolio and the expected workload, and acceptable to the Bank. (D) Monitoring and Reporting - environmental and social performance of the subprojects under the Project in a manner proportionate to the risks and impacts of the subprojects, and provide regular progress reports to the senior management. The monitoring will be done by intermediate MFIs and the subsidiary agreement would include a requirement to provide periodic reporting to JLGC.</p> <p>Carry out environmental and social due diligence to downstream MFIs to ensure they have adequate ESMS</p> <p>Comply with any exclusions in the subsidiary legal agreement and apply relevant national law for all FI-subprojects</p> <p>Provide and maintain appropriate labor management procedures, consistent with the Project’s LMP and ESS2.</p> <p>Develop procedures for external communications on environmental and social matters proportionate to the risks and impacts of JLGC’s portfolio of investments supported under the project</p>		
9.2	<p>FI Organizational Capacity Establish and maintain an organizational capacity and competency for implementing the ESMS with clearly defined</p>	Before signing the grant agreement between	MOPIC PMU in coordination with JLGC

	roles and responsibilities	JLGC and the beneficiary MFI.	
9.3	Senior Management Representative Designate a senior management representative to have overall accountability for environmental and social performance of FI subprojects.	Before the Effective Date.	JLGC
ESS 10: Stakeholder Engagement and Information Disclosure			
10.1	Stakeholder Engagement Plan (SEP) Preparation and Implementation 1. Prepare, disclose, adopt, update and implement a Stakeholder Engagement Plan (SEP) consistent with ESS10, in a manner acceptable to the Bank. 2. Prepare, consult, disclose, adopt, and implement a “gender action plan” Disclose on the JLGC’s website, a summary of their ESMS prior to the signing of the subsidiary agreement.	1. A preliminary SEP was prepared and disclosed on February 21, 2021 and shall be consulted and updated within 30 days after the Effective Date and implemented throughout the Project implementation. 2. The “gender action plan” shall be consulted, adopted and disclosed on MoPIC website not later than 2 months after Effective Date and implemented throughout the Project implementation. Disclose gaps of ESMS within 6 months of signing the subsidiary agreement (JLGC)	MOPIC PMU JLGC JEDCO JE
10.2	Project Grievance Mechanism 1. MOPIC to adopt, maintain and operate a grievance mechanism, as described in the SEP.	1. Throughout project implementation 2. prior to signing subsidiary agreements.	MOPIC PMU JLGC JEDCO JE. JLGC, JEDCO and JE develop their reports and MOPIC approve

	2. JLGC, JE and JEDCO to prepare, adopt, maintain and operate a Grievance Mechanism consistent with ESS10, including measures to address SEA/SH complaints.		
Capacity Support (Training)			
11	<p>1. Plan, approve, and provide capacity building activities, relevant to the project’s requirements. Capacity building activities shall aim to ensure adequate level of expertise to carry out and manage different components of the Project. Capacity building activities shall include, but not limited to, the following topics:</p> <ul style="list-style-type: none"> • Environmental and social impact assessment • The implementation, monitoring, and reporting of ESMS and downstream MFIs • Gender assessment and gender sensitive indicators • Implementation, monitoring and reporting of ESMF • Stakeholder mapping and engagement • Social surveying, public consultation, and communication • Grievance Management • Gender-Based Violence, risk assessment, and mitigation measures <p>2. Review capacity building requirements and update in Project’s relevant documentation and instruments.</p> <p>3. Report on capacity building activities, in a manner acceptable to the World Bank.</p>	<p>1. Capacity building plan to be included in the ESMF</p> <p>2. Capacity building implementation, reporting. Review of the capacity building will be implemented over the Project life cycle</p>	<p>MOPIC PMU</p> <p>JLGC, JEDCO and JE develop their reports and MOPIC approve</p>