

**HASHEMITE KINGDOM OF JORDAN**

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

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

**December 2021**

## 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
<b>MONITORING AND REPORTING</b>			
A	<p><b>Regular Reporting</b></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, OHS inspection, stakeholder engagement activities and grievances.</p>	Starting from the Effective Date, quarterly reporting throughout Project implementation to the Bank	Project Management Unit (PMU) at MoL
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify any incident or accident related or having an impact on the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers. Provide sufficient details regarding the incident or accident, indicating immediate measures taken to address it, and include information provided by any company/training center and supervising entity, as appropriate, including COVID-19 infection cases among project related persons, and risks based on the environmental and social assessment.</p>	<ol style="list-style-type: none"> <li>1. Report any incident or accident to the Bank within 48 hours after becoming aware of the occurrence of the incident or accident.</li> <li>2. 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.</li> </ol>	<p>Implementing ministries and agencies, to report to the PMU at MoL</p> <p>The PMU shall then report to the WB</p>
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>The Borrower, through MoL shall establish and maintain the Project Management Unit (PMU) with key <sup>1</sup>qualified staff to lead the implementation of project activities, the PMU will support management of E&amp;S risks including a Full-Time staff equivalent for Communication, outreach and Social Specialist. The Borrower through MoL shall also appoint an OHS focal point from OSH directorate who shall be reporting to the M&amp;E specialist in the PMU</p>	30 days after the Effective Date	MOL
1.2	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENT</b></p> <p>Incorporate 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 E&amp;S impacts screening, proposal development and review guidance), implementation agreement with selected companies/firms. The Borrower shall develop a POM within 60 days of the Effectiveness Date.</p>	Prior to signing Agreements with Companies and Training Centers, and throughout project implementation	MoL
3.	<p>Ensure that the selected companies/firms and training centers shall comply with and implement E&amp;S related aspects specified in the Project Operation Manual, Implementation Agreement and the approved proposals.</p>	Throughout project implementation	MoL, selected companies/firms, training centers
1.4.	<p><b>Proposals and Agreements Conditions:</b></p> <ul style="list-style-type: none"> <li>Incorporate the relevant terms and conditions specified in the POM, LMP, and the SEP (including environmental, social and OHS requirements screening procedures), into the proposal and implementation agreements with companies/firms and the training centers.</li> </ul>	Prior to signing Agreements with Companies and Training Centers, and throughout the project Implementation	MOL (through the M&E and assessment specialist in the PMU) and TVSDC

<sup>1</sup> Key PMU staff: PMU manager, Financial Manager, and Monitoring and Evaluation Specialist.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.5.	<p><b>EXCLUSIONS:</b> Exclude the following types of activities as ineligible for financing under the Project:</p> <ul style="list-style-type: none"> <li>• Activities that may cause long term, permanent and/or irreversible adverse impacts</li> <li>• Activities that have high probability of causing serious adverse impacts to human health</li> <li>• Activities that may have significant adverse social impacts and may give rise to significant social conflict</li> <li>• Activities that may involve resettlement or land acquisition/ land use restrictions or adverse impacts on cultural heritage</li> <li>• Any other activities excluded based on the Social Assessment.</li> <li>• Companies/Firms proven evidence of poor labor management performance; SEA/SH shall be ineligible to receive the project support.</li> </ul>	Throughout the project implementation	MoL
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b> MoL shall prepare, disclose and implement 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 Occupational Health and Safety into the ESHS specifications of the procurement documents and contracts with third party service providers and implementation agreements.</p>	Labor Management Procedures shall be prepared, disclosed and adopted prior to the project Effective Date, 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
2.3	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b> Establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	Prior to signing agreements and throughout project implementation	MoL

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.4	<p><b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b></p> <p>Adopt and implement the Occupational Health and Safety (OHS) 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 OHS 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>	The OHS measures shall be prepared, disclosed and adopted as part of the LMP, and shall be implemented prior to signing agreements with companies and training centers, and maintained throughout Project implementation	MoL, and selected companies/firms, training centers
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT:</b></p> <p>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>	Prior to signing agreements and throughout project implementation	MoL
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>COMMUNITY HEALTH AND SAFETY:</b></p> <p>Prepare, adopt and implement relevant measures in the Project Operation Manual, Implementation 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, sexual harassment 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>	The implementation of these measures shall be maintained throughout the lifetime of the project	MoL
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			

<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
<b>ESS 8: CULTURAL HERITAGE</b>			
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b> Update, adopt, and implement Stakeholder Engagement Plan (SEP).		
	The preliminary version of SEP will be disclosed before the project appraisal completion following the Bank’s review and clearance per ESS10 requirements.	Before the project appraisal completion	MoL
	The final version of SEP (with updated inclusive consultations plan and clear timeline) will be submitted and disclosed per ESS10 requirements	Prior to the project effectiveness	MoL
	SEP implementation will be maintained throughout project cycles	Throughout project cycles	MoL
10.2	<b>PROJECT GRIEVANCE MECHANISM:</b> 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.	Prior to signing agreements and throughout project implementation	MoL
<b>CAPACITY SUPPORT (TRAINING)</b>			
CS1	The Borrower shall deliver the following training programs: a) For MoL, SSC and project staff on the OHS measures, handling inquiries, complaints and grievances related to the project. b) Occupational Health and Safety 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	Within 60 days of effectiveness	MoL SSC