

Hashemite Kingdom of Jordan

**Ministry of Planning and International
Cooperation (MOPIC)**

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

**Project Preparation in relation to: Jordan Health
Sector Reform Program (P508781)**

**Grant under the Grant Facility for Project
Preparation (GFPP)**

Appraisal Version

June 11, 2025

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Hashemite Kingdom of Jordan (the Recipient) will implement the proposed "Jordan Health Sector Reform Program (P508781)" Program for Results (the Project) with the involvement of the Ministry of Planning and International Cooperation (MOPIC) for which it has requested a grant under the Grant Facility for Project Preparation (GFPP), as set out in the Grant Agreement (Agreement). The International Bank for Reconstruction and Development (hereinafter the Bank), acting as the administrator of GFPP, has agreed to provide the GFPP grant to finance activities (the Activities) related to the preparation of the Project, as set out in the referred Agreement.
2. The Recipient shall ensure that the Activities are carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Bank. The ESCP is a part of the Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred Agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, their respective timeframes; institutional, staffing, training, monitoring and reporting arrangements; and grievance management. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed and implemented for the Activities, consistent with the ESSs, in form and substance acceptable to the Bank. Said E&S documents may be revised from time to time with prior written agreement by the Bank. As provided for under the referred Agreement, the Recipient shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Bank and the Recipient, this ESCP will be revised from time to time if necessary, during the implementation of the Activities, to reflect adaptive management of changes and unforeseen circumstances related to the Activities or in response to assessment of performance of the Activities. In such circumstances, the Bank and the Recipient agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the MOPIC as specified in the Agreement. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS			
A.	ORGANIZATIONAL STRUCTURE Assign an environmental and health & safety focal point and a social focal point to support management of ESHS risks and impacts of the Project, with qualifications and terms of reference acceptable to the Bank. Ensure acceptable interim arrangements are in place to manage E&S risks until the appointment of the environmental and social focal points.	Appoint the environmental and social focal points 30 days after the Grant Effective Date, and thereafter maintain this position throughout the implementation of the Activities.	MOPIC
MONITORING AND REPORTING			
MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
A	REGULAR REPORTING Prepare and submit to the Bank monitoring reports on the environmental and social (E&S) performance of the Activities, including but not limited to the implementation of the ESCP, status of E&S instruments under preparation, stakeholder engagement activities, log and status of any complaints received.	Submit quarterly reports for the first year and bi-annually afterwards to the Bank during implementation of the activities, commencing after the Effective Date of the Agreement. Submit each report to the Bank as part of the technical progress report no later than 15 days after the end of each reporting period.	MOPIC
B	INCIDENTS AND ACCIDENTS a. Promptly notify the Bank of any incident or accident relating to the activities which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including those resulting in death or significant injury to workers or the public; acts of violence, discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment; dam failure; forced or child labor; displacement without due process (forced eviction); allegations of sexual exploitation or abuse (SEA), or sexual harassment (SH); or disease outbreaks. Provide available details of the incident or accident to the Bank upon request. Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes.	a. Notify Bank no later than 48 hours after learning of the incident or accident. b. Provide review report and Corrective Action Plan to the Bank no later than 10 days following the submission of the initial notice to the Bank, unless a different timeframe is agreed to in writing by the Bank.	MOPIC

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	b. Prepare, agree with the Bank and implement a Corrective Action Plan that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence.		
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.2	<p>TECHNICAL ASSISTANCE</p> <p>Ensure that the consultancies, studies including feasibility studies, environmental and social assessments, environmental and social management plans, SEA/SH assessments, stakeholder engagement plans and activities, capacity building, and training, and any other technical assistance activities under the Activities are carried out in accordance with terms of reference acceptable to the Bank, that are consistent with the ESSs. Thereafter ensure that the outputs of such Activities comply with the terms of reference.</p>	Throughout implementation of the Activities.	MOPIC
ESS 2: LABOR AND WORKING CONDITIONS			
2	<p>USE OF RECIPIENT'S LABOR FRAMEWORK</p> <p>Ensure that the labor management and working conditions of Activities workers are consistent with this ESCP and with the Recipient's labor framework, which includes, inter alia, the country's relevant policy, legal and institutional framework, including its national, departmental, or local implementing institutions, and the applicable laws, regulations, procedures, and implementation capacity.</p> <p>The Jordanian Labor Law and its amendments are comprehensive and consistent with ESS2 requirements in key areas. There are gaps with ESS2 in the following areas: Lack of non-discrimination provisions based on gender, disability and citizenship, worker's organizations, contractor management and supply chain due diligence.</p> <p>The following Gap Filling Measures are proposed to address these gaps:</p>	Throughout implementation of the Activities.	MOPIC

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> • Provide workers with information and documentation that is clear and understandable regarding their terms and conditions of employment through written contracts setting out their rights, including, inter alia, rights related to hours of work, wages, overtime, compensation and benefits, as well as written notice of termination of employment, and details of severance payments, as applicable. Workers' contracts will include clear measures addressing the following: <ul style="list-style-type: none"> ○ Ensure non-discrimination and equal opportunity for women, youth, and persons with disabilities (PWD) ○ Ensure non-discrimination and equal opportunities for migrants and refugees ○ prevent the use of all forms of forced labor and child labor (minimum age is 18 years old) ○ enable workers to benefit from, inter alia, access to grievance and redress mechanisms without fear of retaliation, to express their concerns and protect their rights related to labor and working conditions. • Sample of contracts addressing the above shall be provided to the Bank upon request • Implement occupational health and safety (including personal protective equipment, and emergency preparedness and response) measures, taking into account the General Environmental, Health and Safety Guidelines (EHSGs), and other relevant Good International Industry Practice (GIIP) and, as appropriate, the industry-specific EHSGs and other Good International Industry Practice (GIIP); • Develop a code of conduct for workers, which shall include measures to prevent and respond to SEA and SH cases; • Incorporate the relevant requirements above in the E&S specifications of the procurement documents and contracts with third parties that engage workers in the implementation of the Activities; • Provide training and capacity-building programs to the concerned staff to enhance their ability to enforce labor standards effectively; 		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> Establish a monitoring and evaluation mechanisms to regularly review and update the project's labor framework, ensuring it remains comprehensive and effective in protecting workers' rights. 		
ESS 3 to ESS 9			
3.1	Relevant aspects of these standards shall be considered in the technical assistance activities under action 1.2. above, as relevant.	Same timeframe as for action 1.2.	MOPIC
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</p> <p>Stakeholder engagement and information disclosure shall be carried out in a manner consistent with ESS10, through the following actions:</p> <ol style="list-style-type: none"> Provide stakeholders with timely and accessible information on project objectives, activities, and potential risks or impacts. Information will be shared through appropriate channels such as MOPIC offices, digital platforms, email, and project-related workshops or meetings. Consult stakeholders in a respectful and inclusive manner, free from coercion, discrimination, or intimidation. Feedback will be sought especially from those directly involved in training, system implementation, or coordination. Document stakeholder engagement activities, including stakeholder lists, consultation summaries, and feedback received. MoH will also identify and engage any groups that may be disadvantaged or less likely to be heard, such as rural health workers or female staff in clinical settings. Provide information to stakeholders about the Project's grievance mechanism which they can access without fear of retaliation, to express their concerns and lodge their complaints. 	Throughout the implementation of the Activities.	MOPIC

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.2	<p>GRIEVANCE MANAGEMENT</p> <p>Receive and facilitate resolution of concerns and grievances in relation to the Activities, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all parties affected by the Activities, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p>	The grievance mechanism shall be maintained and operated throughout the implementation of the Activities.	MOPIC