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Report No: PD000161

INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT

PROGRAM DOCUMENT FOR A

PROPOSED LOAN

IN THE AMOUNT OF US$400 MILLION TO

HASHEMITE KINGDOM OF JORDAN

FOR THE

Jordan Growth and Competitiveness DPF

March 3, 2025

Finance, Competitiveness and Innovation
Middle East And North Africa

Hashemite Kingdom of Jordan

GOVERNMENT FISCAL YEAR

January 1 – December 31

CURRENCY EQUIVALENTS

Exchange Rate Effective as of February 28, 2025

Currency Unit
JOD 0.709 = US$1

ABBREVIATIONS AND ACRONYMS

ASAs	Analytic and Advisory Activities
CBJ	Central Bank of Jordan
CCDR	Country Climate and Development Report
CCS	Compliance Cost Savings
COM	Council of Ministers
CPF	Country Partnership Framework
CPSD	Country Private Sector Diagnostic
CRIF	Credit Information and Reporting Foundation
DPF	Development Policy Financing
EFF	Extended Fund Facility
EMV	Economic Modernization Vision
EU	European Union
FDI	Foreign Direct Investment
FLFP	Female Labor Force Participation
GDP	Gross Domestic Product
GFMIS	Government Financial Management Information System
IBRD	International Bank for Reconstruction and Development
IDA	International Development Association
IFC	International Finance Corporation
IMF	International Monetary Fund
IRM	Integrated Risk Management
JCD	Jordan Customs Department
JODIC	Jordan Deposit Insurance Corporation
JONEPS	Jordan Online Public Procurement System
JOINS	Jordan Interbank Clearing and Payments System
JSC	Jordan Securities commission
LDP	Letter of Development Policy
MDTF	Multi Donor Trust Fund
MOF	Ministry of Finance
MOPIC	Ministry of Planning and International Cooperation
MSME	Micro, Small and Medium Enterprises
MTEF	Medium-Term Expenditure Framework
MTPL	Motor Third Party Liability
NBFI	Non-Bank Financial Institutions
NDC	Nationally Determined Contributions
NEPCO	National Electric Power Company
PAs	Prior Actions
PCA	Post Clearance Audit
PEFA	Public Expenditure and Financial Accountability
PER	Public Expenditure Review
PFM	Public Financial Management
SCD	Systematic Country Diagnostic
SDR	Special Drawing Rights
SSIF	Social Security Investment Fund
SOEs	State Owned Enterprises
OECD	Organization for Economic Cooperation and Development
PPC	Procurement Policy Commission
PCC	Procurement Complaints Committee
REER	Real Effective Exchange Rate
RKC	Revised Kyoto Convention
SEA	Strategic Environmental Assessment
TAs	Technical Assistants
TSA	Treasury Single Account
TFA	Trade Facilitation Agreement
WB	World Bank
WBG	World Bank Group

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HASHEMITE KINGDOM OF JORDAN
Jordan Growth and Competitiveness DPFs (P507382)

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SUMMARY OF PROPOSED FINANCING AND PROGRAM

BASIC INFORMATION

Operation ID	Programmatic	If programmatic, position in series
P507382	Yes	1st in a series of 2

Proposed Development Objective(s)

Improving the enabling business environment and deepening access to finance for private sector-led growth.

Organizations

Borrower:	Hashemite Kingdom of Jordan		
Contact	Title	Telephone No.	Email
Implementing Agency:	Ministry of Planning and International Cooperation		
Contact	Title	Telephone No.	Email
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PROJECT FINANCING DATA (US$, Millions)

Maximizing Finance for Development

Is this an MFD-Enabling Project (MFD-EP)? Yes

Is this project Private Capital Enabling (PCE)? Yes

SUMMARY

Total Financing	**400.00**

DETAILS

World Bank Group Financing

International Bank for Reconstruction and Development (IBRD)	400.00

PRACTICE AREA(S)

Practice Area (Lead)

Finance, Competitiveness and Innovation

Contributing Practice Areas

Macroeconomics, Trade and Investment; Gender; Finance & Markets; Social Protection & Jobs

CLIMATE

Climate Change and Disaster Screening

Yes, it has been screened and the results are discussed in the Operation Document

OVERALL RISK RATING

Overall Risk	Moderate

RESULTS

Baseline	Closing Period
Results Framework	
RI 1: Number of anticompetitive practices (anticompetitive agreements/abuse of dominance) detected (Number)	
Dec/2024	Dec/2027
0	3
RI 2: Reduction in average customs release time (Percentage)	
Dec/2024	Dec/2027
0	10
RI 3: Increase in the value of the public procurement contracts awarded to MSMEs. (Amount (JOD)) (Number)	
Dec/2024	Dec/2027
332,000,000	375,000,000
RI 4: Increase in Female Labor Force (Percentage)	
Dec/2024	Dec/2027
15.20	17
➢Increase in number of working-age women with enhanced labor protection (Number)	
Dec/2024	Dec/2027
0	250,000
RI 5: The proportion of companies meeting or exceeding the 20% female board representation threshold (Percentage)	
Dec/2024	Dec/2027

0	10
RI 6: Volume of financing facilitated to users of financial services through financial solutions that participated in the Regulatory Sandbox (Amount(USD))	
Dec/2024	Dec/2027
0	5,000,000
RI 7.1: Number of credit reports issued, measured by usage data from the CRIF (Number)	
Dec/2024	Dec/2027
0	12,000
RI 7.2: Share of banks and insurance companies reporting gender disaggregated to CBJ (Percentage)	
Dec/2024	Dec/2027
0	100
RI 8: Share of banks that amended existing or adopted new internal policies/strategies on green finance products and services, and/or climate disclosure and reporting, and/or climate risk management (Percentage)	
Dec/2024	Dec/2027
0	80
RI 9: Reserves accumulated in the Insurance Policyholders Protection Scheme (Amount(USD))	
Dec/2024	Dec/2027
0	21,000,000

IBRD PROGRAM DOCUMENT FOR A PROPOSED LOAN TO HASHEMITE KINGDOM OF JORDAN

I. COUNTRY CONTEXT AND OPERATION SUMMARY

1. **Jordan demonstrated resilience in the face of multiple external shocks, but the current pace of economic growth remains insufficient to generate the employment opportunities needed to address the country's persistently high unemployment rates.** Although the economy has maintained positive annual economic growth post the pandemic, investment levels – including total, public, and foreign investment - declined over the past two decades. Job creation in the private sector has not kept pace with the increasing Jordan's population during this period, leading to a shortage of high-productivity employment opportunities. Additionally, female labor force participation (FLFP) rates remain among the lowest globally.

2. **To escape from this low-growth cycle and generate jobs, Jordan needs to mobilize high-value private investment aimed at boosting productivity and promoting export-led growth.** Expanding and diversifying Jordan's export basket along with improving integration into global value chains would further support these objectives. Sustaining private sector-led growth requires improved governance, greater regulatory stability and predictability and enhanced access to finance. A more conducive business environment would not only support micro, small, and medium enterprises (MSMEs), which account for more than 80 percent of private firms in Jordan but also encourages greater inflows of Foreign Direct Investment (FDI) into high-value sectors.

3. **The proposed Development Policy Financing (DPF) series aims to support the Government of Jordan's efforts to promote private sector–led growth and job creation.** This Program is the first in a programmatic series of two IBRD loans designed to support reforms initiated under the Government's Economic Modernization Vision (EMV) 2033. The initial single-tranche Program in the amount of US$400 million is structured around two pillars: (i) improving the enabling business environment, and (ii) deepening access to finance.

4. **The DPF series complements ongoing and planned World Bank Group (WBG) operations** and is aligned with International Monetary Fund (IMF) support under the Extended Fund Facility (EFF) and other development partner programs, such as United States Agency for International Development (USAID), and the EU. It is further expected that the OPEC Fund will provide complementary financial support to this reform program. The WBG's extensive technical assistance program, funded by the Jordan Growth Multi Donor Trust Fund (MDTF), and implemented by IBRD and International Finance Corporation (IFC), has been instrumental in advancing design and implementation of significant economic reforms under the DPF.

II. MACROECONOMIC POLICY FRAMEWORK

5. **The overall macroeconomic policy framework is adequate for the proposed Program.** Despite a challenging regional and global environment – marked by the outbreak of the conflict in the Middle East that began in October 2023 and expanded to Lebanon in September 2024 – the Jordanian economy has demonstrated resilience, maintained stability and registered positive economic growth. Inflation remains contained, with both actual inflation and inflation expectations staying low. The banking sector remains robust, characterized by strong capital adequacy and relatively low non-performing loans. Although debt levels remain high, central government is pursuing a fiscal consolidation trajectory, supported by the IMF's EFF Program, which is expected to place public debt on a downward path over the medium term. The external sector remains stable, while sovereign spreads have narrowed to pre-conflict levels. For the first time in over two decades, Jordan's credit ratings were upgraded in 2024. The Government remains committed to EMV 2033 reforms, with the IMF program as a macro-fiscal policy anchor.

A. Recent Economic Developments

6. **Jordan's economic growth was low, but stable over the past decade, averaging around 2.2 percent between 2012 and 2022.** By 2023 Q3, real GDP growth increased to 2.7 percent, primarily driven by the service sector. Growth slowed to an average of 2.4 percent during 2024 Q3 with the escalated conflict in the region. To date, the growth impact of the conflict has been relatively contained. Tourism and related sectors such as transport, storage and communications have shown signs of recovery in the second quarter; 2024 saw 6,108,000 international tourist arrivals, just below the 2023 level of 6,353,000 and above the pre-pandemic level of 5,360,000 (2019). The reduction in direct air routes changed the composition of visitors and their mode of entry, with a larger share of visitors and Jordanian expats arriving by land. Consequently, tourism receipts declined by 4.2 percent year-on-year (yoy) when comparing the period from January to September 2024 with the corresponding period in 2023.

7. **Low economic growth hinders job creation and the full utilization of labor.** As of Q3 2024, the unemployment rate stood at 21.5 percent, above the pre-pandemic average of 15.1 percent. Meanwhile, labor force participation declined to 34.3 percent, down from 39.2 percent in 2017 with female participation stagnating at just 14.8 percent. Youth unemployment remains a challenge. Structural issues, including a divide between the labor market segmentation between public and private sectors, informality, a gender gap, limited innovation and export diversification, prevent the effective use of labor as a key factor production.

8. **Annual headline inflation remained contained in 2024 due to lower commodity prices and higher Central Bank of Jordan (CBJ) policy rates.** Lower inflation was partly supported by favorable international prices for the main imported commodities (i.e., oil, wheat, and maize). In the first nine months of 2024, annual headline inflation stood at 1.7 percent, down from 2.1 percent in 2023, and below the long-term average (2012-2024) of 2.4 percent. In tandem with Federal Reserve monetary policy, CBJ cut the key policy rate by 100 basis points to 6.5 percent in September 2024. This decision came after nominal rates had been maintained at record-high levels since August 2023, after increasing by 525 basis points from March 2022. Central banks globally have been raising interest rates to combat inflation, increasing the cost of credit. Against this backdrop, it is critical to deepen access to finance to ensure individuals and businesses sustain economic resilience and investments. In the first nine months of 2024, the JOD real effective exchange rate (REER) remained broadly unchanged on an annual basis, thanks to lower domestic inflation relative to trading partners.[1] This favorable inflation differential helped preserve the relative competitiveness of the Jordanian economy, offsetting the impact of the US dollar's nominal appreciation against other currencies during the same period. The banking sector's capital adequacy ratio stood at 17.6 percent in the first half of 2024, well above the regulatory 12 percent and a slight improvement from 17.3 percent in 2022. Non-performing loans remained relatively low at 5.6 percent of total loans in 2024 H1. Provisions remain strong, at 73.1 percent in 2024 H1.

9. **Fiscal consolidation continued in 2024.** The central government's overall fiscal deficit widened by 7.6 percent yoy in the first eight months of 2024. Domestic revenue continued to grow over the same period, albeit at a slower pace, as tax revenue slightly declined with the slowdown in economic activity. Mining (non-tax) revenue declined by 63.3 percent yoy with the decline in international prices of key exported commodities (i.e., phosphate and potash). Foreign grants increased significantly during the first eight months of 2024 relative to the previous year. Overall expenditure increased faster in the first eight months of 2024, with higher interest payments. As primary expenditures (i.e., excluding interest payments) declined by 1.6 percent yoy over the same period - mainly due to reduced capital spending - the primary balance (excluding grants) recorded a surplus for the first time since 2008. Consolidated debt increased by 4.7 percent by

[1] The JD REER gap was almost closed (overvalued by 0.7 percent) in 2024, according to our estimates, compared to a small overvaluation (3.2 percent) in 2023. This is aligned well with 2024 IMF AIV assessment that indicate the external position of Jordan to be broadly consistent with the level implied by fundamentals. REER alignment with fundamentals is important for a stable and competitive business environment which support private sector development.

August 2024, reaching 89.5 percent of the estimated full-year GDP.[2] Moody's and S&P both upgraded Jordan's sovereign credit rating by one notch to 'Ba3' and 'BB-' in May and September 2024, respectively, marking their first upgrades since 2003.

10. **The current account deficit stabilized at 5.6 percent of estimated full year GDP in 2024 Q3 yoy.** This was mainly driven by a lower trade deficit of 14.3 percent of estimated full year GDP compared to 15.5 percent during 2023 Q3, as goods import contracted faster than exports, and travel receipts declined with the conflict in the region. In response to the Red Sea trade disruptions, the government opened an alternative trade route linking Aqaba with Egyptian ports on the Mediterranean Sea. The government further introduced a temporary exemption on customs duties and sales taxes on sea freight to help contain the impact of trade disruptions on shipping costs. The financial account surplus declined to 4.8 percent of GDP, compared to 6.5 percent during 2023 Q3 yoy, as the flows of FDI was not able to offset the contraction in portfolio investment. CBJ gross reserves stood at US$21.0 billion (close to 8.2 months of next year's imports of goods and non-factor services (GNFS)) at end-December 2024. This marks a slight increase from US$18.1 billion or 7.4 months of imports, recorded at the end of 2023.

B. Macroeconomic Outlook and Debt Sustainability

11. **The economy is projected to grow by 2.4 percent in 2024, with average growth of 2.6 percent and contained inflation expected over the medium term.** Sectors with strong backward and forward linkages to tourism—particularly wholesale and retail trade, transportation, and construction—were negatively affected by recent regional escalations but may start to recover with recently announced ceasefires. Continued trade disruptions could hinder growth in the industrial sector should there be sharp reversals in trade policy at global level. The dollar peg will likely continue to play its role in supporting macroeconomic stability and a monetary anchor. Progress in reform implementation is expected to enhance private sector's contribution to the economy and support long-term economic growth. Recent political developments in Syria and Lebanon have the potential to contribute to greater regional stability, which, in turn, could positively impact trade and economic activity in Jordan.

12. **Fiscal consolidation is expected to advance, supported by revenue-enhancing measures and gradual monetary easing.** The primary fiscal deficit is expected to narrow in 2025, shifting to a slight surplus by 2026. The overall deficit is expected to temporarily widen in 2024 due to slowed economic activity and higher interest payments. Persistent fiscal pressures from the water and electricity sectors are likely to keep unconsolidated government debt high in the near term, while consolidated debt is projected to decline from 2025, driven by surpluses in the Social Security Investment Fund. In the medium term, sustained financial and technical improvements in the performance of utilities will contribute to alleviating debt pressures.

13. **The current account deficit is projected to widen in 2024, due to lower tourism receipts and phosphate prices, but is expected to narrow over the medium term as tourist arrivals recover and imports remain contained.** Total financing needs are expected to be met through a combination of domestic and external resources. The external financing needs for 2025-28 are estimated at close to 8.5 percent of GDP, with anticipated loans from the IMF, World Bank, and other bilateral sources expected to fill this gap. Domestically, the ongoing fiscal consolidation, projected to yield a primary surplus of 0.4 percent in 2026 and 0.9 percent in subsequent years, should slow debt accumulation. While the government may rely on Jordan's sizable banking sector to address domestic financing needs, this approach risks crowding out funds available for the private sectors. The banking-sovereign nexus is significant, with around 25 percent of banking sector exposure linked to government debt, including State-Owned Enterprises, and over 50 percent of the Social Security Investment Fund's (SSIF) portfolio invested in government bonds.

[2] Consolidated debt coverage excludes the Social Security Corporation's investment arm holdings.

14. **Jordan's medium-term outlook remains sensitive to external conditions.** Escalating conflict in the region could further disrupt trade flows and tourism sector while increasing volatility in energy prices. Additionally, climate-related risks such as droughts and extreme temperatures, pose additional challenges. Despite these risks, the Jordanian economy has shown resilience. On the upside risk, the recent ceasefire and political developments in Syria and Lebanon create opportunities to strengthen regional trade, which would be beneficial to Jordan's economy.

15. **Debt dynamics are assessed as sustainable.**[3] General government consolidated debt was 89.2 percent of GDP in 2023, relative to 88.6 percent of GDP in the previous year. The continuation of fiscal consolidation over the forecast horizon is projected to support a gradual slowdown of debt accumulation, with general government consolidated debt expected to decrease to 83.6 percent of GDP by 2028. While financing needs are relatively high, a series of standard stress tests, conducted as part of the DSA, show that regardless of the shock assumed, debt-to-GDP remains on a downward trajectory, or, under the most extreme shock, stabilizes at a higher level relative to the baseline. Under the real GDP growth shock, the debt-to-GDP ratio would decline over the medium term, albeit expected to remain elevated at 88.7 percent by 2028. Even under the most extreme combined macro-fiscal shock, debt dynamics would not veer onto an unsustainable path, as the resulting higher debt-to-GDP ratio would stabilize at 94.4 percent by 2028.

[3] The debt sustainability analysis accounts for the budgeted amounts of grants and their historical decreasing trend.

Table 1 Jordan Selected Economic Indicators

	2021 Act.	2022 Act.	2023 Act.	2024 Est.	2025 Proj.	2026 Proj.	2027 Proj.	2028 Proj.
Real sector	(Percent, unless otherwise specified)							
Real GDP growth	3.7	2.6	2.7	2.4	2.6	2.6	2.8	3.0
Agriculture (in p.p.)	0.3	0.2	0.3	0.2	0.1	0.1	0.1	0.1
Industry (in p.p.)	0.7	1.1	0.9	0.8	0.6	0.6	0.6	0.6
Services (in p.p.)	2.3	1.3	1.4	1.3	1.6	1.7	1.9	2.1
Monetary sector	(Percent, unless otherwise specified)							
CPI Inflation (p.a.)	1.4	4.2	2.1	1.6	2.2	2.4	2.4	2.4
Broad money growth	6.7	5.5	2.4	4.5	4.9	5.1	5.3	5.4
Fiscal sector	(Percent of GDP, unless otherwise specified)							
Total revenues and grants	24.7	25.7	25.3	24.5	24.8	25.3	25.5	25.7
Total expenditure (incl. use of cash)	30.0	31.5	30.4	30.7	30.7	30.4	29.4	28.7
CG 'Overall balance (deficit (-), incl. grants)	-5.3	-5.8	-5.1	-6.2	-5.9	-5.1	-3.8	-3.0
CG Primary Balance (deficit (-), incl. grants)	-1.0	-1.5	-0.4	-0.7	-0.4	0.4	0.9	1.5
Unconsolidated debt[1]	108.8	111.2	113.8	117.9	119.3	119.4	118.1	116.2
Consolidated debt[2]	87.5	88.6	89.2	90.6	90.4	89.2	86.6	83.6
External sector	(Percent of GDP, unless otherwise specified)							
Current Account	-8.0	-8.1	-4.9	-5.8	-5.4	-5.2	-4.5	-4.4
Export FOB	20.2	26.2	24.7	24.6	24.4	24.0	23.8	23.5
Imports FOB	41.4	49.9	44.9	45.0	44.1	43.7	43.2	43.1
Travel Receipts	6.0	11.9	14.5	14.5	13.6	14.4	14.4	14.4
Remittances	6.6	6.4	6.2	6.2	6.0	5.9	5.9	5.9
Foreign direct investments, net	1.3	1.7	3.6	3.6	3.1	3.3	3.5	3.6
Memorandum Items:								
Nominal GDP (JD Billion)	32.9	34.6	36.2	37.8	39.6	41.6	43.8	46.1
NEPCO operating balance (JD million)	-133.4	-249.4	-409.0	-497.0	-439.0	-407.0	-385.0	-386.0
WAJ overall balance (JD million)	-230.4	-182.6	-215.6	-200.6	-186.0	-172.7	-162.0	-162.0
Gross usable Foreign Currency Reserves (US$ billion)	17.3	16.4	17.3	20.1	20.3	20.0	20.3	20.2
in months of next year's imports of GNFS	6.9	6.8	7.0	7.8	7.6	7.1	6.9	6.6

Source: World Bank staff projections.

1/ Including NEPCO and WAJ debt and securitization of domestic arrears in 2019 and 2020.

2/ Netting out SSIF holdings

Table 2 Jordan Fiscal and Debt Indicators (in Percent of GDP)

	2021 Act.	2022 Act.	2023 Act.	2024 Est.	2025 Proj.	2026 Proj.	2027 Proj.	2028 Proj.
Total revenues and grants	**24.7**	**25.7**	**25.3**	**24.5**	**24.8**	**25.3**	**25.5**	**25.7**
Domestic Revenue	22.3	23.5	23.3	22.6	23.0	23.6	24.0	24.2
Tax revenues	17.1	17.5	17.1	16.6	17.1	17.5	17.6	17.8
Taxes on income and profits	3.6	4.5	4.9	4.6	4.8	4.9	4.9	5.0
Real estate tax	0.2	0.3	0.3	0.3	0.3	0.3	0.3	0.3
Sales taxes	12.3	12.0	11.2	11.1	11.3	11.5	11.6	11.7
Taxes on foreign trade	1.0	0.7	0.7	0.7	0.8	0.8	0.8	0.8
Non-tax revenues	5.2	6.0	6.2	6.0	5.9	6.1	6.3	6.4
Foreign Grants	2.4	2.3	2.0	1.9	1.8	1.7	1.6	1.5
Total expenditure (incl. use of cash)	**30.0**	**31.5**	**30.4**	**30.7**	**30.7**	**30.4**	**29.4**	**28.7**
Current Expenditure	26.5	28.2	26.6	27.6	27.5	27.1	26.1	25.3
Wages and salaries	5.4	5.3	5.4	5.3	5.3	5.3	5.2	5.2
Interest payments	4.3	4.3	4.7	5.5	5.5	5.5	4.8	4.5
Military and public security expenditure	8.4	8.2	8.3	8.2	8.2	8.1	8.0	7.6
Subsidies (including fuel and wheat)	0.2	2.3	0.4	0.8	0.7	0.5	0.5	0.5
Transfers	7.0	6.8	6.6	6.7	6.7	6.7	6.7	6.7
Pensions	4.9	4.7	4.6	4.5	4.5	4.5	4.5	4.5
Cash transfers, NAF	0.6	0.7	0.7	0.7	0.7	0.8	0.7	0.7
Transfers to health fund	0.2	0.2	0.2	0.4	0.4	0.4	0.4	0.4
Energy arrears clearance	0.3	0.1	0.1	0.0	0.0	0.0	0.0	0.0
Transfers to public sector institutions	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6
Other transfers	0.5	0.4	0.4	0.4	0.4	0.4	0.4	0.4
Purchases of goods & services	1.3	1.2	1.2	1.1	1.0	0.9	0.9	0.8
Capital Expenditure	3.5	3.4	3.8	3.1	3.2	3.3	3.3	3.4
Statistical discrepancy	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3
Unconsolidated debt 1/	**108.8**	**111.2**	**113.8**	**117.9**	**119.3**	**119.4**	**118.1**	**116.2**
Consolidated debt 2/	**87.5**	**88.6**	**89.2**	**90.6**	**90.4**	**89.2**	**86.6**	**83.6**
SSIF holdings of government debt	21.3	22.6	24.6	27.3	28.8	30.2	31.5	32.6

Source: World Bank staff projections.

1/ Including NEPCO and WAJ debt and securitization of domestic arrears in 2019 and 2020.

2/ Netting out SSIF holdings

Table 3: Jordan - External Financing Requirements and Sources (in USD million)

	2021 Act.	2022 Act.	2023 Act.	2024 Est.	2025 Proj.	2026 Proj.	2027 Proj.	2028 Proj.
Gross Financing Requirements	**5,982**	**7,967**	**5,267.0**	**5,811**	**6,949**	**6,709**	**6,547**	**6,100**
Current Account Deficit (excl. Grants)	5,428	5,823	4,137	4,707	4,588	4,441	4,275	4,098
o/w; Energy Imports	3,017	4,422	3,741	3,581	3,466	3,487	3,541	3,612
Amortization of Public Sector Loans 1/	554	811	1,033	516	651	1,070	1,038	492
Amortization of Sovereign Bonds 2/	0	1,000	0	0	1,000	1,000	1,000	1,250
GCC Deposits at the CBJ	0	333	0	333	500	0	0	0
IMF Repurchases	0	0	97	255	210	198	234	260
Gross Financing Sources	**4,670**	**4,120**	**5,445**	**3,832**	**4,776**	**5,078**	**5,704**	**5,400**
FDI, Net	607	842	1,860	1,677	1,827	2,027	2,227	2,327
Public Grants	1,705	1,861	1,641	1,616	1,592	1,401	1,515	1,242
Public Sector Borrowing	511	440	646	522	492	419	812	412
SDR allocations held at CBJ	472	0	0	0.0	1.0	2.0	3.0	4.0
Issuance of Sovereign Bonds 3/	0	650	1,250	0	1,000	1,000	1,000	1,250
GCC Deposits at the CBJ	0	0	0	0	0	0	0	0
Non-Resident Purchases of Local Debt	-302	-268	0	0	0	0	0	0
CBJ Other Financing (Net) 4/	-237	-156	-121	-40	-40	-40	-40	-40
Private Capital Flows, Net 5/	1,914	751	169	57	-96	269	187	205
Errors & Omissions 6/	1,830	1,245	-1,103	2,175	0	0	0	0
Change in Reserves (+ = Increase)	2,385	-744	434	2,795	21	-164	154	-421
Total Financing Needs	**1,867**	**1,859**	**1,359**	**2,599**	**2,193**	**1,467**	**997**	**278**
Official Financing	**1,867**	**1,859**	**1,359**	**2,599**	**2,193**	**1,467**	**996**	**278**
Identified Official Budget Support	1,325	1,334	1,327	2,147	1,931	1,204	733	276
IMF Purchases	542	525	32	450	260	260	261	0
Unidentified external budget financing	0	0	0	0	0	0	0	2

Source: MoF, CBJ, World Bank, IMF.

1/ Includes project loans and Arab Monetary Fund, and excludes IMF repurchases.

2/ Expected to be met with market borrowing and continued external donor support, as per commitments made at the London Initiative.

3/ Includes guaranteed and non-guaranteed bonds.

4/ Includes CBJ other accounts receivable/payable (net) minus deposit flows (net), excluding GCC deposits.

5/ Includes changes in commercial banks' NFA.

6/ Off-budget grants are shown as financing source. In historical data, they are not removed from the income account, so as not to affect its size. Offsetting items are entered in errors and omissions for historical data to preserve accounting identities.

C. IMF Relations

16. **The four-year IMF EFF was approved in January 2024 and encompasses reform areas that are aligned with World Bank efforts and analytics.** The EFF focuses on maintaining macroeconomic stability, safeguarding the exchange rate peg, continuing fiscal consolidation, strengthening financial sector oversight, and addressing challenges in the utility sectors to reduce public debt, ensuring fiscal sustainability and supporting priority social spending and investment. The Program also focuses on accelerating structural reforms to create a more dynamic private sector that can create more jobs, including by improving the business environment, labor market flexibility and access to finance; supported structural reforms complement the proposed Program and are closely coordinated. On December 12, 2024, the Executive Board of the IMF completed the 2024 Article IV consultation with Jordan and approved the second review under the EFF. All commitments of the second review were met and the program remains on track.

III. PROPOSED OPERATION

A. Link to Government Program, CPF, other WBG operations, and Corporate Priorities

17. **Launched in June 2022, Jordan's EMV and Public Sector Modernization Roadmap aim to transform the economy, improve quality of life, and promote sustainability.** Developed with input from over 500 experts across sectors—including private and public sectors, parliament, academia, civil society, and media—the EMV emphasizes a participatory, private sector-led approach that builds on Jordan's previous economic reforms. With the objective of doubling growth and increasing employment, the EMV seeks to integrate one million young Jordanians into the job market over the next decade, with a focus on creating high-productivity jobs for youth and women. Structured around eight interdependent growth drivers, the EMV includes strategies to strengthen competition, ease labor market entry, expand access to finance for entrepreneurs, reduce business costs, promote public-private partnerships, and support climate resilience. The EMV also includes improving the legislative framework to enhance women's economic participation, in alignment with international standards and global indices, such as the World Bank's Women, Business and the Law. Several reforms in the labor and social security laws, and the introduction of government quotas contribute to this target.

18. **The PDO of the proposed Program is "improving the enabling business environment and deepening access to finance for private sector-led growth."** This objective strongly supports the High-Level Outcomes and Objectives of the Country Partnership Framework (CPF). Specifically, it aligns with Outcome 1, which seeks to create more and better private sector jobs, particularly for youth and women. Jordan's economy has struggled to generate sufficient productive private sector jobs to meet the growing population's needs. The proposed Program aims to improve competitiveness and attract investment in high-potential sectors. It also focuses on expanding opportunities for MSME growth, entrepreneurship, access to finance, and innovation, while reducing barriers to female labor force participation. The reforms are informed by a wide-ranging program of ASAs funded by the Jordan Growth MDTF; sector-specific Country Private Sector Diagnostic (CPSD 2.0, forthcoming); an updated study on informal employment; the Women, Business and the Law report; and B-READY technical assistance on business-enabling reforms. Firm-level data collected after the onset of the COVID pandemic confirm that the structural issues identified in the 2019 Enterprise Survey remain valid; this assessment will be updated with information from the upcoming B-READY report.

19. **The proposed Program is aligned with the goals of the Paris Agreement and Jordan's pathway towards low-carbon and climate-resilient development.** The proposed Program is not expected to increase emissions and/or carry

significant climate risks across prior actions. The Disaster Risk Screening was conducted for the proposed Program, indicating that the overall risk to the outcome of the Program is considered Low. Future climate modeling for Jordan shows (a) further decreases in total precipitation; (b) increasing variability in the location, timing, and quantity of rainfall; (c) warmer average temperatures of up to 2.9°C by 2050; (d) increased drought occurrence, length, and severity; and (e) more frequent extreme events. Climate change impacts will vary across the country. Against this backdrop, the Program aims to facilitate sustainable growth of green finance, enhance climate disclosure and reporting, and improve climate risk management that align with the Jordan Country Climate and Development Report (CCDR), the Central Bank of Jordan Green Finance Strategy 2023–2028, and country NDC and climate/green transition goals.

20. **This DPF series is designed to complement both current and planned WBG initiatives.** These include the Climate-Responsive Investments PforR (P180285); Youth, Technology, and Jobs (P170669); Innovative Startups and SMEs Fund (P161905); Enhancing Women's Economic Opportunities Project (EWEO P180508); Support to Private Sector Employment and Skills (P177959); Human Capital Development DPF (P505118); Water and Energy Sector Efficiency (P176619, P171296); High-Value and Water-Efficient Agriculture (P170476); and Digital Transformation (P170476). The WBG's extensive technical assistance program, supported by the Growth MDTF implemented by IBRD and IFC, has played a key role in advancing the design and implementation of major economic reforms, such as competition, licensing and trade-related reforms, under the DPF. The joint IMF-WB FSAP Update 2023 (FSAP) identifies access to finance as one of the major challenges for MSMEs in Jordan, with banks relying almost exclusively on immovable collateral and personal guarantees as security.

21. **The proposed Program builds on lessons from previous operations in Jordan that emphasize the value of concentrating on a select number of achievable actions where institutional capacity is adequate to effectively support development outcomes.**[4] The design of the Program comprises a limited number of prior actions and implementing agencies. The Program prioritizes reforms aimed at strengthening the private sector and creating jobs, while deferring other critical reforms—such as those in the energy sector—to parallel, sector-specific interventions. Supported reforms are well-anchored in existing policy dialogue to ensure strong ownership among counterparts and implementing agencies. The identified reforms are further supported by TA and sector-specific investment lending; they are complementary to support provided by the IMF and other Development Partners. The team has prioritized reforms that are integrated into the EMV and Jordan Reform Matrix as these policies have been continued across successive government, including through the most recent change in September 2024.

B. Prior Actions, Triggers, Expected Results and Analytical Underpinnings

22. **This Program is structured around two pillars: (i) improving the enabling business environment and (ii) deepening access to finance.** The policy actions in the two pillars are interlinked and mutually reinforcing, designed to tackle core constraints hampering Jordan's economic development. Reforms under Pillar 1 aim to reduce business operation costs, promote competition, facilitate trade, and enhance labor market flexibility. Key actions include amendments to the Competition Law, Customs Law and Labor Law. Additionally, policy measures are proposed to promote Micro, Small, and Medium Enterprises (MSMEs) participation in public procurement and increase female representation on corporate boards. These reforms are grounded in recent analytical work that highlights the need for a more competitive and inclusive business environment to drive economic growth. Reforms under Pillar 2 focus on expanding access to finance by enhancing the regulatory framework for non-bank financial institutions (NBFIs) and Fintech

[4] See the 2024 Implementation Completion and Results Report (ICR) for the First and Second Jordan Equitable Growth & Job Creation Programmatic DPF for key lessons and experience with implementation of the last series of budget support operations in Jordan.

solutions; strengthening credit infrastructure; fostering the growth of green finance; and increasing financial resilience, including against climate effects. The design of Pillar 2 is informed by FSAP Update recommendations, particularly those related to access to finance, financial safety net, and long-term finance.

23. **The project aligns with the World Bank Maximizing Finance for Development (MFD-e) approach and is tagged as Private Capital Enabling (PCE).** Prior Action (PA) 2, PA6 and PA8 are MFD-e. PA2 aims to strengthen Jordan's competition framework, which is expected to enhance the investment climate and promote private investment. PA6 targets an expansion in access to finance from non-bank financial institution and PA8 supports regulation to boost green finance and climate resilience investments in renewable energy, resource-efficient infrastructure, and climate-resilient agriculture. In addition, PA6/RI6 tracks the increase in the volume of financing from FinTech innovation and is confirmed as PCE. Besides PA6, it is expected that additional private investment be generated via other PAs within the project, but it is currently not possible to establish direct attribution.

Pillar 1: Improving the enabling business environment

Prior action 1: The Borrower, through the legal committee of the COM has transferred to COM, for further submission to Parliament, the Draft Amendments to the Competition Law to strengthen: (a) the structural, financial and operational autonomy of the competition authority; and (b) its enforcement and competition advocacy powers.

Indicative trigger 1: The Ministerial Economic Modernization and Development Committee has adopted the updated sectoral licensing reform policy paper that includes the development of an action plan for the abolishment or simplification of sectoral licenses, within a specific timetable and in accordance with the accompanying verification tool.

Rationale. Lack of contestability and competition bottlenecks affect many markets in Jordan and incentives for firms to grow, innovate and reduce costs. Business risks due to anticompetitive practices and the presence of vested interests are perceived to be high (Economist Intelligence Unit, 2023). In the case of Jordan, competition constraints in key sectors (e.g. in road freight and logistics, tourism, ICT, oil and gas derivatives) are associated with barriers to entry and restrictive policies that increase the market power of incumbents, while weak enforcement of regulation facilitates discrimination and abuse of dominance, raising costs to consumers; sectoral licensing presents an additional entry barrier. In addition, the economic impact of the businesses of the state may be greater than previously recognized. According to the World Bank's Businesses of the State (BOS) (2019), 229 businesses of the state/SOEs with at least 10 percent state participation operate in Jordan.[5] While large SOE operate in sectors with natural monopoly characteristics, 67 percent of businesses of the state are in competitive sectors. To ensure fair competition between private firms and businesses of the state/SOE, Jordan would benefit from stronger market institutions and enhanced collaboration among line ministries and regulators. Despite reforms, the Competition Law No. 33 of 2004 and subsequent amendments did not address the lack of institutional autonomy of Jordan's Competition Directorate for adequate enforcement and advocacy powers. Without an autonomous competition authority, anticompetitive practices risk remaining undetected and unaddressed. Enabling market contestability also requires efforts to reduce the time and cost for businesses to begin operations. Sectoral licensing has long been recognized as a major obstacle to business operations and market entry in Jordan. The existing framework is characterized by complex procedures, annual renewals that increase the costs of operating a business, and lengthy approval times. The above barriers place a significant burden on enterprises, which may prevent business entry or

[5] These entities' revenues represented around 39 percent of GDP, and they accounted for around 6 percent of the formal employment (BOS 2019, WDI 2019, ILO 2019).

expansion. A comprehensive reform could reduce the burden for domestic and international investors which makes Jordan a more favorable destination for FDI, contributing to Jordan's future economic growth.

Substance. The PA aims to enhance Competition Law No. 33 of 2004 (and amendments thereto from 2023) by strengthening (i) the structural, financial and decision-making autonomy of the competition authority; (ii) enforcement; and (iii) competition advocacy powers. First, the competition authority's autonomy will be reinforced by transferring the decision-making powers from the Minister of Trade to the competition authority's Director; by giving it autonomy to allocate its budget; and by ensuring it manages its case load and priorities independently from Government interference. Second, the enforcement powers of the competition authority will be strengthened by clarifying that the investigation of competition cases is a competence of the competition authority, and the authority will be able to initiate competition investigations ex officio or following a complaint, and by introducing leniency provisions that provide full immunity to the first leniency applicant and a reduction of the fines to the second and third applicants. Third, the competition authority's advocacy mandate will require enhanced powers to issue opinions on draft laws and regulations that can restrict competition in the market and to propose less restrictive measures. Submission to Parliament of the draft amendments to the Competition Law is expected in March 2025.

The Indicative Trigger supports sectoral licensing reform. The impediments that limit the sector licensing reform process in Jordan include the multiplicity of licensing formalities and requirements; many sectoral licenses that do not mitigate clear risks for the public; and multiple fees and renewals. The reform will build on the lessons from the last 5 years of the Investor Journey program, including positive steps to eliminate or simplify sectoral licenses for several sectors and economic activities, such as private educational institutions, kindergartens, nurseries, food licenses and tourism licenses. The implementation experience showed that adopting a whole-of-government approach through comprehensive legal reform rather than a piecemeal, license-by-license reform will improve coordination with regulators and the quality and impact of the reforms. This reform initiative is led by a ministerial committee headed by the Minister of State of Economic Affairs, and is evidence-based, grounded on a study prepared with support from the World Bank to develop new license reform priorities and approaches. Ministry of Investment and other key ministries will also tackle other important areas for business including reengineering and digitization of each step in the Investor Journey and enhancing regulations for development zones.

24. **Results.** More effective implementation of competition policy will be measured by an increase in the number of anticompetitive practices (anticompetitive agreements, such as cartels/bid rigging in public procurement, and abuse of dominance) detected. By establishing a separate department with enhanced technical, administrative and financial autonomy, the enforcement of competition rules expands beyond merger control review to also cover anticompetitive practices; this will also bring about more proactive changes to policies and regulations that affect competition and market dynamics. The reform of sectoral licensing will lead to a reduction in official renewal fees and administrative costs.

Prior action 2: (a) The Borrower, through the Council of Ministers, has submitted to Parliament the Draft Amendments to the Customs Law to fully implement a Post-Clearance Audit (PCA) regime to ease the compliance process for traders; and (b) the Jordan Customs Department has issued Circular No. 24 to stipulate the transmission of pre-arrival cargo information allowing risk targeting and profiling prior to the arrival of the goods into Jordan.

Indicative triggers 2.1: Prime Ministerial Decree has issued mandating the implementation of an Integrated Risk Management framework for border clearance.

Indicative trigger 2.2. Jordan Customs Department has adopted a plan outlining the Emergency Preparedness and Response Framework for Cross Border Trade in a time of crisis.

25. **Rationale.** Reducing the clearance time and the percentage of physical inspections for compliant traders on a risk-based approach is an important trade facilitation measure that can significantly reduce trading costs; it is aligned with

modern international standard and practices, particularly in a time of crisis and aligns with the World Customs Organization Revised Kyoto Convention (WCO RKC) and the World Trade Organization Trade Facilitation Agreement (WTO TFA). This is expected to improve the investment climate, increase competitiveness of Jordanian imports and exports, and facilitate the integration of Jordanian goods into global value chains.

26. **Substance**. The prior action supports amendments to the Revised Customs Law (2024) to align the law with modern international standards, specifically the effective implementation of a PCA regime and the creation of a legal basis to implement the receipt of pre-arrival of cargo information. This will facilitate a risk-based approach for border clearance of goods, reducing the clearance time and overall physical inspections by Jordan Customs Department (JCD) for compliant traders.[6] Analytical underpinnings for this PA include a diagnostic of the gaps in implementation of a full and effective PCA regime and a Time Release Study (TRS) at the Port of Aqaba and other border crossings: the average customs release time for imports is around 2 days 8 hours for key border crossings, with the Port of Aqaba having the longest release time (5 days 1 hour) due to a high rate of physical inspections. The average customs release time for exports is 1 day 3 hours. Authorized Economic Operators, who in theory should benefits from faster customs processing times (due to an established compliance track record and certification), are routed to the red or yellow channel in about 50 percent of import declarations; international best practice for red channel physical inspection is around 2 percent. Additionally, the high frequency of checks on goods identified as low risk reduces the resources available for thorough documentary inspections on higher risk yellow and red channeled goods.

27. The Indicative Trigger will support the implementation of an Integrated Risk Management (IRM) framework for border clearance. IRM will create a unified and integrated view of risks across all relevant border agencies, enabling agencies to make informed decisions and take appropriate actions to mitigate both individual and shared risks. IRM implementation requires the adoption of a policy framework document that sets out Jordan's policy approach to border risk management and that clearly outlines the key objectives, strategies, and responsibilities for the management of risk across all border agencies involved in the clearance process for international commerce. This requires that regulatory authorities complete the implementation of electronic pre-approvals and licenses, and the establishment of a National Targeting Center approach under the umbrella of JCD. The IRM will facilitate unified procedures at all border crossings, which were previously entrusted to multiple agencies, including Ministry of Agriculture, Ministry of Health, Ministry of Environment, among others. An important precursor to this reform has been the 2022 Prime Ministerial Decree that approved the necessary procedures for unifying and merging the regulatory authorities of all border crossings related to inspection detection and sampling under the authority of JCD. The second Indicative Trigger will support the efficient and timely clearance of goods which is critical in a time of crisis, particularly for medicines, food products and emergency materials. Developing standard operating procedures for processing relief consignments and sharing of best practices across all border agencies is required on a continuous basis and expedited clearance procedures should be in place before there is a disaster or emergency.

28. **Results**. The reform of the Customs Law is expected to enhance the efficiency of cross-border trade and to increase transparency and predictability of regulatory requirements for traders. The impact of the supported interventions will be measured through the reduction in the average customs release times for trade of 10 percent or more, as the frequency of customs physical inspections of cargo goes down. The reforms implemented as part of this PA are expected

[6] Specifically, these amendments will: (1) improve the legal basis for customs post-clearance audit, (2) revise the basis for calculation of penalties for smuggling and other customs violations, (3) extend periods in which Customs may take enforcement actions (4) redefine Customs relationship/responsibilities vis-à-vis other regulatory border authorities, and (5) authorize electronic information exchange related to certain Customs matters. The amendments will further include provisions to support PCA. The legal basis for the receipt of pre-arrival cargo information will be detailed in a regulation.

to achieve between $4.2 million and $12.3 million in private sector savings, using a methodology developed by the WBG to estimate the benefits accrued to the private sector from trade facilitation reforms.[7]

Prior action 3: To promote MSME participation and effective access to public procurement contracts and process-related remedies, (a) the Borrower, through the Council of Ministers, has approved the Instructions on Participation of MSMEs in Public Procurement for 2024 and the Policy Paper on the Participation of MSMEs in public procurement as evidenced by the COM Decision No. 38213, and (b) to prevent situations of conflict of interest in the public procurement process, the Procurement Policy Committee adopted the requirement for the Procurement Complaints Review Committee members to disclose reasons that could affect their impartiality, and the disqualification of members from the review process of a complainant with whom they have a direct or indirect relation, as evidenced by Decision No. 56/10/6/5448.

Indicative trigger 3: (i) COM/PPC has issued decision making it mandatory for all procuring entities to publish the number and value of contracts awarded to MSMEs. (ii) PPC has approved the revision of Standard Procurement Documents (Works and Goods) incorporating green procurement considerations in bid evaluation and in contract award.

29. Rationale. MSMEs face restricted access to public procurement opportunities due to barriers at different stages of the public procurement process, ranging from pre-bidding to awarding and post-bidding. Removing these barriers can lift the growth potential of MSMEs, foster competition and value for money, and enhance MSMEs' contributions to local and regional markets. Improving access to government procurement for MSMEs also aligns with broader economic goals of fostering inclusive growth and innovation. While MSMEs make up the vast majority of enterprises in Jordan, it is only the 1 percent of large companies that received 60 percent of the value of public procurement contacts between 2018 and 2022. The average value of individual contracts for MSMEs was only JOD 10,000; awarding larger contracts to MSMEs will allow them to grow and create jobs. An independent Procurement Complaints Committee (PCC) is further expected to ensure equitable competition, transparency and good governance, ultimately leading to better procurement outcomes for MSMEs and increased economic efficiency.

30. **Substance.** This PA introduces (i) preferential treatment in government contracts, for MSMEs, as well as business led by women, youth and disabled individuals. This incentivizes increased participation of MSMEs in larger contracts and prioritizes their share in procurement activities. The MSME policy facilitates access to public procurement market through the mandatory initiatives such as registration of MSMEs, establishment of JONEPS alert on upcoming opportunities, promotion of techniques such as joint ventures and subcontracting, consolidation of publication and interactive searchability of annual procurement plans, provision of feedback to unsuccessful bidders to improve their performance, easing administrative burdens on participation, speeding up payment processing thereby improving cash flow and financial stability. The PA further supports (ii) a more inclusive and transparent public procurement environment for MSMEs by ensuring that PCC members are not involved in public procurement. The recent decision by the Public Procurement Commission (PPC) to appoint private sector representatives to the PCC for the first time complements this PA. PPC is also in the process of preparing specific operational and procedural guidelines for PCC.

31. The Indicative Trigger supports the tracking, monitoring and public disclosure of awarded contracts to MSME via JONEPS. This requires integrating an MSME definition into JONEPS and linking the JEDCO database with JONEPS. The indicative Trigger also supports the integration of green procurement criteria, as set out by the recently approved green procurement policy, into the public procurement processes, via their inclusion in Standard Procurement Documents (for Works and Goods).

[7] The methodology considers the estimation of impact savings as a result of (a) the reduction in cargo clearance processing time and (b) the reduction in direct trade-related fees and charges paid by the private sector.

32. **Results.** The results indicator tracks the increase in the annual value of public procurement contracts awarded to MSMEs, targeting an increase from currently JOD 332 million to JOD 375 million. [8]

Prior action 4: To increase labor market flexibility while protecting female workers, the Borrower, through the Council of Ministers, has submitted to Parliament the Draft Amendments to the Labor Law.

Indicative trigger 4: GOJ/Ministry of Labor has issued a new regulation and instruction to reduce the fees and extend the duration of work permits for highly skilled foreign workers.

33. **Rationale.** A flexible labor market enhances private sector growth and job creation by enabling businesses to swiftly adapt to changing demand. This flexibility eases hiring, increases formal employment, reduces dependency on informal labor, supports high-export sectors like IT-enabled services, and boosts FDI spillovers. It also strengthens economic resilience by allowing workforce adjustments during downturns, aiding quicker recovery. Notably, with protections for vulnerable groups, a flexible labor market promotes sustainable, inclusive growth while upholding workers' rights. Adopting a flexicurity model in Jordan would enable easier hiring and firing while protecting dismissed workers through unemployment benefits and active labor programs. Such a balance would foster a resilient, adaptable workforce, driving economic growth while safeguarding employee rights. Reducing labor market segmentation can further improve dynamics and promote private sector employment. In this regard, aligning public and private sector leave and benefit policies, especially parental leave, enhances women's economic participation, as insufficient parental leave often leads women to exit the workforce. The proposed labor market reforms align with the EMV that aims to create one million jobs and to double the female labor force participation rate to 28 percent by 2033.

34. **Substance**. Key updates to the law include allowing firms to downsize a certain percentage of their workers without prior government approval; easing conditions for dismissing workers without notice; and eliminating the automatic conversion of fixed term to open-ended contracts. These reforms are expected to increase job creation and encourage labor force participation, particularly benefiting MSMEs hesitant to hire under strict termination policies. Efforts to enhance labor market flexibility are complemented by Flexible Work Regulation no. 44, adopted in 2024 which expands the range of permissible employment types to better meet the evolving needs of a dynamic labor market. Proposed amendments to the Social Security Law also re-define the term "irregular workers" to ensure those in flexible arrangements remain covered by social security and are protected. The shift towards more flexicurity is further reinforced by the launch of a national Active Labor Market Program (ALMP), financed by the World Bank (P177959), which helps young unemployed Jordanians secure formal employment through a combination of wage and on-the-job support. Labor Law amendments also extend the duration of maternity leave in the private sector to align with maternity leave in the public sector, thereby reducing labor market segmentation and promoting women’s economic participation. This extension does not discourage private-sector employers from hiring women as maternity leave is financed from Social Security Corporation (SSC) from employees and employers. The amendments provide additional protection and family-friendly policies for women by improving gender pay equity definitions; expanding protection for pregnant women; and updating daycare provisions. These changes balance employer flexibility with enhanced worker protections, aligning with international standards and aiding businesses in managing workforce changes while supporting women’s economic empowerment. To facilitate FDI in high-skilled industries, the Indicative Trigger supports the development of improved principles and standards embedded in the regulatory framework for attracting highly skilled foreign workers. This is expected to help position Jordan as a competitive global services outsourcing location by providing clear and market-

[8] As JONEPS currently does not identify MSMEs, the baseline is interpolated from the total value of public procurement recorded in JONES and the estimated share of MSMEs in the total value of public procurement, according to an MSME survey for 2018-2021. The survey estimated that the total procurement average per year is about JOD 820 million.

driven criteria for employing foreign workers; streamlining the approval process through an online one-stop shop platform; reducing work permit fees; and extending the duration of the work permit for highly skilled foreign workers.

Results. This PA will be measured by an increase in female labor force participation. Greater flexibility and reduced labor market segmentation can promote labor force participation by boosting job opportunities and making the private sector more attractive. Additionally, family-friendly policies are expected to increase female economic participation. The PA will also measure the number of beneficiaries who will benefit from the added protection stemming from the Labor Law reforms, namely formal female workers who are covered by the law.

Prior Action 5: To promote women in leadership positions and foster more inclusive corporate governance, the Borrower, through CCD, has issued Corporate Governance Instructions, requiring a minimum of 20 percent female representation for corporate boards of Select Shareholding Companies.

Indicative trigger 5: The Borrower has issued gender-disaggregated reporting requirements to track and monitor progress on firm ownership and board representation.

35. **Rationale**: Increasing female representation on boards is crucial to promote economic growth and improve corporate governance. While gender quotas have been effective in increasing female representation in decision making positions, effective participation may require additional measures. To maximize the impact, programs such as leadership and mentorship programs as well as enhanced laws and policies to strengthen the enabling legal environment at the workplace are essential.[9] Research shows that companies with diverse boards are more likely to enhance productivity, achieve superior financial performance and are better prepared to tackle complex challenges. Furthermore, increased female representation in leadership roles is associated with higher environmental, social and governance (ESG) standards, which, in turn, enhance business performance and foster more inclusive economic growth (McKinsey, 2020); studies by IFC (2018) also demonstrate a positive effect of board diversity and companies' return on assets and return on equity in Jordan. Moreover, diversity strengthens corporate reputation, cultivates stakeholder trust, and supports sustainable long-term growth, positioning companies to thrive in a rapidly evolving global landscape.

36. Female labor force participation in Jordan is low at 14 percent. This is despite Jordan's well-educated women, with a 98 percent female literacy rate, girls outperforming boys in the 2022 OECD PISA assessment and a substantial representation of women in tertiary education (41.3 percent of university students). Women are also significantly underrepresented in corporate decision-making. Women hold less than 5 percent of board positions and around 78 percent of companies have no women on their boards (World Economic Forum, 2023). In contrast, women globally hold 23.3 percent of board seats (Deloitte, 2023). Firms with female participation in ownership was at just under 23 percent in 2019. There is a lack of readily available gender-disaggregated data on board membership in non-listed companies, in the absence of reporting requirements. Such information would be useful for evidence-based policy making that incentivizes higher representation of women in private sector leadership positions.

37. **Substance:** The PA supports issuance of a binding government directive mandating a minimum percentage of female representation on corporate boards of non-publicly listed companies. This reform aims to support women's participation in decision-making and enhance women's contribution to the economy. The reform builds on earlier regulation issued by JSC and CBJ mandating that at least one-third of a corporate board must consist of independent directors; this created better opportunities for professional women and fairer consideration for professional women to attain directorship roles. The new Corporate Governance Instructions of 2024 aim to enhance women's representation in corporate boards, aligning it more closely to global standards. To complement this initiative, the government has issued the definition of Women-Owned and Led Businesses and established empowerment units in public institutions and

[9] See Swoy, Madison (2021)

promoted women's leadership in public and private sectors, including in the Ministry of Industry and Trade, demonstrating a strategic commitment to gender equity and aligning governance with international standards to boost economic development. The PA compliments broader efforts to address the underlying constraints to women's economic empowerment in Jordan, including via World Bank support to reform legal and regulatory barriers, enhance access to finance, and expand digital economy skills training and employment opportunities. The Indicative Trigger supports issuance of regulations for reporting on gender-disaggregated firm ownership, including information on board representation.

38. **Results:** The effectiveness of the proposed reform will be measured by the percentage of companies complying with the government mandate for minimum female representation on corporate boards, targeting 10 percent of Select Shareholding Companies—which comprises non-listed public shareholding companies and private shareholding companies—by 2027. This reform will help narrow the gender gap in corporate board membership and improve data on women's participation in boards of non-publicly listed public and private companies.

Pillar 2: Deepening access to finance

Prior action 6: To foster sustainable development of Non-Bank Financial Institutions and Fintech sectors, (a) the Borrower has promulgated the Amended Finance Companies Bylaw, including a reference to the regulatory sandbox, and (b) the CBJ has approved the first batch of startups for the testing phase of the Fintech Regulatory Sandbox, as evidenced by Decisions No. 17757/6/26, 17755/6/26, 17754/6/26, and 398/6/26.

Indicative trigger 6: To support deepening of access to finance, CBJ has issued regulations for loan-based crowdfunding.

39. **Rationale.** Non-bank financial institutions (NBFIs) are essential in expanding access to finance and increasing financial inclusion, especially for underserved populations like small businesses and low-income households. Formalizing the sector and enhancing the underlying regulatory framework expands opportunities for funding, transparency, consumer protection, and trust. Improving digital financial services through Fintech solutions, often provided by NBFIs, is crucial for a more inclusive and resilient financial ecosystem. However, digital innovation carries risks. A Regulatory Sandbox offers a secure environment for testing fintech innovations (e.g., crowdfunding platforms), balancing innovation with consumer protection and aiding both startups and regulators. Thus, improving the NBFI and Fintech regulatory framework is vital to ensuring clarity on licensing, institutional setup, and incentives for innovation.

40. **Substance.** Finance Companies Bylaw No 107 establishes the regulatory framework for NBFIs in Jordan, integrating finance companies (FCs) like MFIs, factoring, and leasing into the formal financial system. The bylaw initially provided a grace period until May 2024 for FCs to receive a license, now extended to July 2025. December 2024 amendments updated the bylaw, including integrating the Regulatory Sandbox concept within a formal regulatory framework, clarifying licensing requirements, introducing a tiered licensing approach to crowdfunding providers depending on the modality of their operation. The "Regulatory Sandbox Framework," issued in December 2023, and its June 2024 guidelines (with an updated version published in January 2025) facilitate innovation in financial services. Five startups are in the Sandbox, four in product testing, and the first batch of startups was approved by CBJ for the testing phase in October 2024 – January 2025. A new window for digital financial solutions targeting refugees will open from April to May 2025. The Indicative Trigger includes regulations for lending-based crowdfunding providers.

41. **Results.** The Prior Action and Indicative Trigger are expected to contribute to increased access to finance, financial inclusion, and innovation in financial services. Sustainable development and growth of the NBFI sector may contribute to increased competition in the financial sector which will benefit the users of financial services. Financing facilitated through

the Regulatory Sandbox (for example, for payments, crowdfunding, and insurance) is used as a results indicator, reflecting increased access to finance, financial inclusion, and efficiency of financial services.

Prior action 7: To strengthen credit infrastructure and reporting, (a) the Borrower, through MODEE, has extended the CRIF's access period to governmental Application Programming Interface (API), enabling CRIF to grant access to individual consumers to credit reports through a digital application, as evidenced by Decision 1216/2025; (b) the CBJ has launched the National eKYC (e-Know Your Customer) platform, as evidenced by Decision no. 3/26; and (c) the CBJ has adopted the requirements for banks to report gender-disaggregated data of bank credit facilities and NPLs, as evidenced by Circular No. 3324.

Indicative trigger 7: CBJ has published gender-disaggregated data of bank credit and NPLs to make it available for policymaking and has issued a circular requiring insurance companies to report gender-disaggregated data to CBJ.

42. **Rationale.** Enhancing credit infrastructure is crucial for improving access to finance as it reduces information asymmetry and enables lenders to make more informed and efficient lending decisions. Providing individuals and corporates with easy, affordable and direct access to their credit reports helps them better manage their credit history and improve their credit access; this is also vital for responsible lending and borrowing. Individual consumers can currently only request their credit reports by physically visiting the Credit Information and Reporting Foundation (CRIF) office in Amman, the only licensed credit bureau in Jordan. This is a significant barrier, especially for customers in more remote areas. A national eKYC platform simplifies and standardizes digital identity verification and is a critical building block of a country's credit infrastructure. It reduces onboarding costs for financial institutions and provides easier and more secure access to digital services. While bigger banks in Jordan have the financial resources to develop their own internal eKYC systems, this is currently not feasible for smaller financial institutions, despite their major role for financial inclusion. A National eKYC platform, open to all financial institutions, is therefore a big step towards broadening access to reliable digital financial services. The availability of gender-disaggregated data further supports gender equality in financial services and enables policymakers to design targeted interventions for financial inclusion and access to finance.

43. **Substance.** The PA supports direct digital access to credit reports via the CRIF online application for individual consumers *and* corporates, whereby the first credit report is provided free of charge. PA 7 further supports the operationalization of the national eKYC platform. This platform, which is operated by the JOPACC (Jordan Payment and Clearing Company),[10] is a digital identity verification system designed to streamline and enhance the customer onboarding process, reducing reliance on physical documents and in-person verification. The national eKYC system is a fundamental asset in the digital economy and financial inclusion ecosystem and is implemented in cooperation with the Ministry of Digital Economy and Entrepreneurship and under the supervision of the CBJ. By leveraging national databases and advanced security measures, the platform enhances compliance with KYC regulations, minimizes fraud risks, and improves financial inclusion by making banking and financial services more accessible and efficient. In February 2024, CBJ issued a circular that amends banking sector supervisory data reporting requirements to include gender-disaggregated data for credit facilities and non-performing loans. As CBJ did not systematically collect gender disaggregated data from the banking sector before, PA7 also supports this important step. Going forward, gender-disaggregated reporting is expected to expand to other financial institutions and a broader set of financial services, in addition to loans. The Indicative Trigger for this PA is for CBJ to publish gender-disaggregated financial sector data on its website on a regular and systematic basis, and to issue a circular requiring insurers to start reporting gender-disaggregated data.

44. **Results.** Progress will be measured by an increase in the number of digital credit reports issued (both for individuals and corporates), based on usage data from CRIF. An increase in credit reports will contribute to several positive

[10] CBJ owns 45 percent of shares of JOPACC.

outcomes in the longer term, including more accurate creditworthiness assessments (assuming consumers/corporates provide more updated information after checking their credit reports or indicate inaccuracies); improved access to credit; greater transparency; and improved financial behavior and literacy. Improved gender-disaggregated data is expected to lead to better informed policy decisions aimed at promoting financial inclusion and MSME access of finance; the result indicator tracks the share of banks and insurance companies reporting gender-disaggregated data to CBJ.

Prior action 8: To facilitate growth of Green Finance and increase resilience against climate effects, CBJ has issued instructions to banks on climate risk management, as evidenced by Instruction No. 2 of 2025.

Indicative trigger 8: To facilitate growth of green finance and increase resilience against climate effects, CBJ has issued circular to banks for adopting National Green Taxonomy, and/or has issued at least one of the following regulations: (i) on green finance products and services, (ii) on climate disclosure and reporting, (iii) follow-on regulations on climate risk management instruction No. 2 of 2025.

45. **Rationale.** Leveraging green financing and implementing climate resilience measures in Jordan is crucial to support sustainable development and combat the impacts of climate change, particularly as the country faces water scarcity and other climate-related challenges. By prioritizing green projects, the financial sector can drive investments in adaptation, renewable energy, resource-efficient infrastructure and manufacturing, and climate-resilient agriculture, fostering long-term economic growth. It would align Jordan with global sustainability goals, enhance its appeal to environmentally conscious investors, and strengthen its position in international climate funding initiatives. Jordan's financial sector has the potential to become a substantial source for climate financing and enhanced resilience, including through implementing climate risk management practices. However, to realize this potential, the sector requires an enabling regulatory environment.

46. **Substance.** In November 2023, CBJ adopted the Green Finance Strategy 2023-2028 which provides a detailed action plan for greening the financial system and aligns with Jordan’s ambitious climate related objectives for scaling up adaptation and mitigation investments. The PA and Triggers support the adoption of key regulatory instruments, including regulations for green finance, climate risk management, and disclosure and reporting standards, as well as Green Taxonomy implementing regulations. In February 2025, CBJ is also planning to issue regulation on climate risk management by the banking sector. The expected regulations under the PA and Indicative Triggers will serve as a foundational framework, providing a clear and consistent baseline for financial institutions to design and manage green finance products, implement climate risk management practices, and adhere to disclosure and reporting standards. The guidelines will be aligned with international best practices and are expected to take the form of CBJ circulars or regulations. Given the complexity and evolving nature of green finance and climate risk management, the initial set of guidelines will be higher-level and foundational. These will be further expanded upon through more detailed and sophisticated regulations, which will be developed as part of subsequent phases, supported by the trigger for the second DPF. A sequenced approach will also be followed in the sectoral coverage of regulations, with an initial focus on the banking sector before expanding to NBFIs and insurance. A key component of this future work will be the implementation of regulations for the National Green Taxonomy. The Green Taxonomy will serve as a critical national policy tool for classifying climate-aligned investments, economic sectors, and activities, ensuring consistency and transparency in green financing initiatives.

47. **Results.** The swift implementation of CBJ regulations on green finance, climate risk management, or disclosure and reporting by commercial banks in Jordan is crucial for impactful green financing and stronger resilience to climate change. The PA implementation will mark CBJ’s first issuance of binding regulations in this domain. Consequently, the result indicator will assess the percentage of banks that adopted internal policies on green finance products and services, climate disclosure and reporting, and climate risk management.

Prior Action 9: To ensure financial security and confidence of insurance policyholders, the Borrower, through the Council of Ministers, has established the Insurance Policyholders Protection Scheme, as evidenced by the Insurance Guarantee Fund System Regulation.

Indicative trigger 9.1: To enhance financial security and confidence of insurance policyholders, CBJ has issued secondary instructions and/or regulations ensuring full operationalization of the Insurance Policyholders Protection Scheme.

Indicative trigger 9.2: To strengthen the financial safety net, the Jordan Deposit Insurance Cooperation (JODIC) has implemented an enhanced reserve limit/target ratio to ensure reserve adequacy for both payout and resolution cases.

Indicative trigger 9.3: To deepen the insurance sector, COM has upgraded the insurance regulatory framework by submitting to the Parliament the new Insurance Contract Law.

48. **Rationale.** The Insurance Policyholders' Protection Scheme ensures financial security and confidence by safeguarding policyholders against potential losses in case of an insurer's insolvency or failure. This protection guarantees that policyholders will receive compensation for valid claims and policy benefits, even if their insurer becomes insolvent. This increased confidence in the sector can support higher insurance penetration, which remains relatively low in Jordan. An effective financial safety net and crisis management requires at its core a strong deposit insurance and a banking resolution framework – both legally and operationally; this includes adequate reserves, comprehensive resolution planning and payout procedures. Improvements in existing banking resolution and deposit insurance framework will enhance resilience of Jordan's financial system and reduce systemic risk, including via a structured mechanism for orderly resolution of distressed banks that minimizes the fiscal burden on public resources in the event of a banking crisis.

49. **Substance.** The insurance policyholders' guarantee fund was established by regulation no. 53 of 2024. It aims to protect the insured and beneficiaries of bankrupt insurance companies when the assets of these companies are insufficient to pay their obligations. The Management committee was formed in September 2024 and the collection of contributions started in October 2024. The Indicative Trigger deepens this reform by supporting the adoption of secondary instructions or regulations to ensure the full operationalization of the Insurance Policyholders' Protection Scheme. To strengthen the financial safety net, the second Indicative Trigger establishes a Target Fund Ratio or minimum reserve limit for the Jordan Deposit Insurance Corporation (JODIC). The Target Fund Ratio is defined as the ratio of total JODIC reserves to the total deposits in member banks. Meeting the target ratio will signal financial adequacy under normal circumstances and reassure depositors about the strength of the financial safety net. Defining and maintaining an adequate target ratio will also help establish financial discipline which is necessary to promote sustainability. The third Indicative Trigger supports enhancements in the insurance regulatory framework via the submission to the Parliament of the new Insurance Contract Law – a foundational law that every jurisdiction is expected to have to govern the relationship between the insured and insurers.

50. **Results.** The PA and Indicative Triggers will increase the resilience of the financial system to systemic risks, bolster confidence in the financial system, and better protect businesses and individuals through a stronger and deeper insurance sector. The result indicator measures the size of reserves in the recently established Insurance Policyholders Protections Scheme, reflecting the enhanced capacity to absorb shocks and protect insurance policyholders

C. Consultations and Collaboration with Development Partners

51. **Consultation, Collaboration and Citizen Engagement.** Prior actions are aligned with Jordan's EMV, which was developed through an extensive consultation process that involved more than 500 experts from diverse economic sectors, inputs from a national dialogue convened by the Royal Court, and discussions with industry stakeholders. The enactment of the main laws (Labor, Competition, and Customs) under this DPF involved thorough consultations and stakeholder discussions led by the government, including with labor associations and syndicates; the private sector; civil society organizations; parliament; development partners; and international non-governmental organizations. Feedback from consultations was incorporated into the final version of the laws. Draft laws and bylaws are further published on the Legislation Bureau's website for two weeks, allowing the public to provide feedback. Prior Actions led by CBJ have been informed by extensive engagements with relevant stakeholders. The regulatory guidelines under PA6 reflect market participants' feedback for greater clarity on the application, evaluation, and graduation from the Regulatory Sandbox. The preparation of the Green Finance Strategy, supported by PA8, involved active consultations with financial institutions and development partners, jointly led by CBJ and WB. The team also consulted and coordinated with development partners, including IMF, ILO, OPEC Fund, JICA and the EU to ensure alignment on macroeconomic goals and prior actions. To inform preparation of the second operation in this DPF series, beneficiary surveys and/or focus group interviews will be conducted to collect feedback on *inter alia* MSME participation in public procurement; customs brokers and freight forwarders' experience with adjusted customs clearance procedures; and user experiences with the CRIF application.

IV. OTHER DESIGN AND APPRAISAL ISSUES

A. Poverty and Social Impacts

52. **Reforms to the labor law intended to increase employment flexibility and protect vulnerable workers from discrimination are expected to facilitate access to the formal labor market, particularly for women and youth.** For the youth, who face an unemployment rate of 46.1 percent, the program's efforts to create high-productivity jobs and enhance skills development will provide better employment prospects and reduce youth unemployment, at least for those with the necessary skill sets. This will boost consumption for those entering the labor market. Potential social risks associated with the program include job insecurity for low-skilled workers due to increased labor market flexibility and limited access to new employment opportunities for youth without adequate support and resources. The launch of a national Active Labor Market Program (ALMP), financed by the World Bank (P177959) will help mitigate that risk.

53. **The proposed program aims to address Jordan's economic challenges by fostering private sector-led growth and job creation; this is expected to benefit the poor as they are more likely to work in the informal sector.** Estimates indicate that almost 60 percent of workers are informal according to the legal definition l.[11] Although not all informal workers are poor, informality and wage stagnation are key factors explaining the limited progress in poverty reduction and the high vulnerability to poverty. Addressing labor market rigidities and promoting high-value private investments will help reduce informality, and increase wages, lifting the income of vulnerable populations: if 10 percent of informal sector workers were to shift to the formal sector, the national poverty rate is estimated to drop by 0.8 percentage points.

[11] Gonzalez, Alvaro; Winkler, Hernan. 2019. Jordan Jobs Diagnostic. Jobs Series; No. 18. © World Bank, Washington, DC.

54. **Streamlining customs procedures will have a small positive effect on consumption if they translate into reduced prices.** As the poorest spend a larger share of their income on consumables, lower prices for tradeable goods - as a result of streamlined import processes are - ceteris paribus, expected to translate into increased purchasing power: a 10 percent decrease of the price of durables and clothing is expected to increase average household consumption by 1 percent and lower poverty by 0.2 percentage points.

Environmental, Forests, and other Natural Resources Aspects

55. **The Prior Actions proposed to be supported by the Program are unlikely to cause significant negative effects on Jordan's environment, forests, and other natural resources.** Positive environmental impact is anticipated from (i) the risk-based approach under PA2 which is expected to enhance the prediction, collaborative and integrated assessment and mitigation of risks of potential OHS/EHS risks associated with shipments physical inspection and throughout respective logistics value chains, and from (ii) leveraging green financing in Jordan, under PA8, which would prioritize green investments and drive investments toward it to support sustainable development and combat the impacts of climate change.

56. **Jordan's environmental regulatory landscape is well-defined, with specific responsibilities allocated to different governmental entities.** While Jordan has made significant strides in environmental management, the report on Implementing the Environmental and Social Framework in Jordan: Analysis of Environmental Risks, Capacities and Challenges (World Bank, 2022), and the combined overview assessment report on Implementing the Environmental and Social Framework in Jordan (World Bank, July 2024) identify areas for improvement, particularly with regards to stakeholder consultation, the regulatory requirements for the preparation of Strategic Environmental Assessment (SEA), institutional and enforcement capabilities, and transparency. MDTF-funded TA to the Ministry of Environment is envisaged to (i) improve capacity for managing environmental risks related to public procurement (PA3, RI4) and credit supply by licensed finance companies (PA6, RI7), and to (ii) further strengthen overall E&S risks monitoring and management in Jordan by addressing identified more general ESF implementation gaps.

PFM, Disbursement, and Auditing aspects

57. **The fiduciary risk related to the proposed DPF is considered Moderate.** The PFM system of Jordan is operating satisfactorily with areas of improvement.[12] Jordan PFM system has several key strengths, including a well-functioning budget preparation process. It maintains a high standard of budgetary control and utilizes a budget classification system that aligns with GFS/COFOG standards. The system also benefits from high coverage of GFMIS, comprehensive fiscal reports and public availability of annual budget reports on www.gbd.gov.jo. Additionally, government transactions are processed through the Treasury Single Account (TSA), with daily bank reconciliations, and payroll controls are robust. The Government is committed to sustaining progress on key PFM reforms as stipulated in the PFM strategy 2022-2025, including enhancing the budget reliability and execution, public finance transparency, assets and liabilities management, and internal and external auditing, and accounting and reporting. However, the Government also needs to address public expenditure arrears, strengthen the independence of the Supreme Audit Institution (Jordan Audit Bureau), and reconcile suspense and advance accounts. In terms of procurement, processes adhere to the public procurement bylaw No 8/2022 which is abiding with international standard principles of transparency, fairness, integrity, value for money and

[12] As assessed by the 2022 Public Expenditure and Financial Accountability (PEFA) assessment.

institutional governance setup. The system includes centralized and decentralized procurement with thresholds for centralized procurement set by the General Tender Department and the General Procurement Department. There is also an established complaint mechanism under the oversight of the procurement policy committee.

58. **The foreign exchange control environment is assessed to be generally satisfactory.** Under the IMF's safeguards assessment policy, the CBJ was subject to an assessment with respect to the Extended Arrangement under Extended Fund Facility (EFF), which was approved by the Executive Board on January 10, 2024. The assessment, completed in June 2024, found that the central bank continues to strengthen its safeguards framework. The assessment made several recommendations that the authorities have committed to addressing. The CBJ accounts are audited by a private sector audit firm. The latest audited financial statement of the CBJ covered the year ended December 31, 2023, and the auditor issued a qualified audit opinion dated April 27, 2024. The primary qualification remains the same as in previous years' audited financial statements and relates to the adequacy of the provision against debt and receivable balances due from regional governments and financial institutions. No material internal control issues that would affect disbursements from the proposed development policy financing were reported by the auditor. The audit report and financial statements of the CBJ are available on its website (www.cbj.gov.jo).

59. **The proposed DPF loan will follow World Bank's disbursement procedures for Development Policy Financing and will be disbursed in one installment.** Once approved by the World Bank's Board and effective, the proceeds of the loan will be disbursed in compliance with the stipulated release conditions and will be transferred by the International Bank for Reconstruction and Development (IBRD) directly to the Government TSA at the CBJ.

D. Monitoring, Evaluation, and Accountability

60. **Progress on the results indicators will be monitored and evaluated by the Borrower.** The MOPIC will be the implementing agency and will have overall responsibility for monitoring and evaluation, while coordinating with other ministries and reporting to the World Bank. Other ministries involved in this proposed Program include the Ministry of Finance, Jordan Customs, Ministry of Labor, Ministry of Industry and Trade, Procurement Policy Committee, Central Bank of Jordan and Jordan Credit Bureau. The Ministry of Environment will be involved with Program Monitoring and evaluation related to environmental aspects. While this will be Jordan's fifth DPF, a few implementing line ministries or agencies may have limited experience with this instrument. Most of the results indicators will be sourced from existing information systems and the administrative data of line ministries. The World Bank team will also provide close support to ensure that the monitoring takes place in a way that will facilitate timely reporting on the indicators.

61. **Grievance Redress.** Communities and individuals who believe that they are adversely affected by specific country policies supported as Prior Actions or tranche release conditions under a World Bank DPF may submit complaints to the responsible country authorities, appropriate local/national grievance mechanisms, or the Bank's Grievance Redress Service (GRS). The GRS ensures that complaints received are promptly reviewed to address pertinent concerns. Project affected communities and individuals may submit their complaint to the Bank's independent Accountability Mechanism (AM). The AM houses the Inspection Panel, which determines whether harm occurred, or could occur, as a result of Bank non-compliance with its policies and procedures, and the Dispute Resolution Service, which provides communities and borrowers with the opportunity to address complaints through dispute resolution. Complaints may be submitted at any time after concerns have been brought directly to the World Bank's attention, and Bank Management has been given an opportunity to respond. For information on how to submit complaints to the World Bank's corporate Grievance Redress Service (GRS), please visit http://www.worldbank.org/GRS. For information on how to submit complaints to the Bank's Accountability Mechanism, please visit https://accountability.worldbank.org.

62. **National Grievance Mechanism (GM):** A robust GM is essential to address stakeholders' concerns. In Jordan, grievances can be directed to the governmental platform "At Your Service" (*Bekhedmatekom*) as well as GM systems of individual agencies. The Ministry of Labor further operates the "Hemaya" platform that allows for anonymous employment-related complaints in Arabic and English, with a planned expansion to 10 languages.

V. SUMMARY OF RISKS AND MITIGATION

64. The overall risk rating for the proposed DPF is Moderate. Table 4 presents the residual risk ratings by category. The categories of macroeconomic and geopolitical risks are rated substantial risks to the achievement of the PDO. A description of these risks and their respective mitigation measures is provided below.

65. The macroeconomic risk is rated as Substantial. Jordan's external and internal imbalances require significant financing, which is expected to be provided by the IMF, the World Bank, and bilateral donors. However, addressing fiscal imbalances and placing public debt on a firm downward path hinges on continued fiscal consolidation with potential impact on growth. These risks are partially mitigated by reforms supported by the proposed Program which cushion the impact of Jordan's macroeconomic policies and commitment to the fiscal and monetary targets of the IMF program. Furthermore, considering the GOJ's significant financing needs, the proposed Program will help mitigate financing pressures in the short run and provide a positive signal to the markets that Jordan remains committed to the reforms in the medium term. Growing uncertainty about global tariffs and implications for US monetary policy may pressure Jordan's external competitiveness.

66. Other risks are rated as Substantial and relate to geopolitical risks. Jordan's strategic location makes it susceptible to complex set of geopolitical challenges which have intensified in recent years, including due to the current conflict in the Middle East and its repercussions for investment, trade and tourism in the region. By combining regional and global diplomacy, building international partnerships, staying the course on political and economic modernization reforms, implementing prudent fiscal policies, and strategic security measures, Jordan has maintained its resilience and stability despite continuous crises. However, increasing geopolitical risks may prompt adjustments in policy and budgetary priorities and/or contribute to delays in implementation.

Table 4: Summary Risk Ratings

Risk Categories	Rating
1. Political and Governance	Moderate
2. Macroeconomic	Substantial
3. Sector Strategies and Policies	Moderate
4. Technical Design of Project or Program	Moderate
5. Institutional Capacity for Implementation and Sustainability	Moderate
6. Fiduciary	Moderate
7. Environment and Social	Moderate
8. Stakeholders	Moderate
9. Other	Substantial
Overall	Moderate

ANNEX 1. Policy and Result Framework

Prior actions and Triggers		Results		
Prior Actions under DPF 1	**Triggers for DPF 2**	**Indicator Name**	**Baseline (2024)**	**Target (2027)**
Pillar 1 Fostering an enabling business environment.				
Prior Action 1. The Borrower, through the legal committee of the COM has transferred to COM, for further submission to Parliament, the Draft Amendments to the Competition Law to strengthen: (a) the structural, financial and operational autonomy of the competition authority; and (b) its enforcement and competition advocacy powers.	Indicative Trigger 1. The Ministerial Economic Modernization and Development Committee approves the updated sectoral licensing reform policy paper that includes the development of an action plan for the abolishment or simplification of sectoral licenses, within a specific timetable and in accordance with the accompanying verification tool.	RI 1: Number of anticompetitive practices (anticompetitive agreements/abuse of dominance) detected	0	3
Prior Action 2. (a) The Borrower, through the Council of Ministers, has submitted to Parliament the Draft Amendments to the Customs Law to fully implement a Post-Clearance Audit (PCA) regime to ease the compliance process for traders; and (b) the Jordan Customs Department has issued Circular No. 24 to stipulate the transmission of pre-arrival cargo information allowing risk targeting and profiling prior to the arrival of the goods into Jordan.	Indicative Trigger 2.1: The Borrower has issued a Prime Ministerial Decree issued mandating the implementation of an Integrated Risk Management framework for border clearance. Indicative Trigger 2.2 Jordan Customs Department has adopted a plan outlining the Emergency Preparedness and Response Framework for Cross Border Trade in a time of crisis.	RI 2: Reduction in average customs release time in the Port of Aqaba.	0	10% reduction

Prior actions and Triggers		Results		
Prior Action 3. To promote MSMEs participation and effective access to public procurement contracts and process-related remedies, (a) the Borrower, through the Council of Ministers, has approved the Instructions on Participation of MSMEs in Public Procurement for 2024 and the Policy Paper on the Participation of MSMEs in public procurement as evidenced by the COM Decision No. 38213, and (b) to prevent situations of conflict of interest in the public procurement process, the Procurement Policy Committee adopted the requirement for the Procurement Complaints Review Committee members to disclose reasons that could affect their impartiality, and the disqualification of members from the review process of a complainant with whom they have a direct or indirect relation, as evidenced by Decision No. 56/10/6/5448.	Indicative Trigger 3: COM/PPC has issued decision making it mandatory for all procuring entities to publish the number and value of contracts awarded to MSMEs. (ii) PPC approves the revision of Standard Procurement Documents (Works and Goods) incorporating green procurement considerations in bid evaluation and in contract award.	RI 3: Increase in the value of the public procurement contracts awarded to MSMEs.	JOD 332 million	JOD 375 million
Prior Action 4. To increase labor market flexibility while protecting female workers, the Borrower, through the Council of Ministers has submitted to Parliament the Draft Amendments to the Labor Law.	Indicative Trigger 4: GOJ/Ministry of Labor has issued a new regulation and instruction to reduce the fees and extend the duration of work permits for highly skilled foreign workers.	RI 4.1. Increase in Female Labor Force Participation.	Female: 15.2% (2024Q4) 0	Female: 17% 250K

Prior actions and Triggers		Results		
		RI 4.2. Increase in the number of female formal workers with enhanced labor protection.		
Prior Action 5. To promote women in leadership positions and foster more inclusive corporate governance, Borrower, through CCD, has issued Corporate Governance Instructions requiring a minimum of 20 percent female representation for Select Shareholding Companies.	Indicative Trigger 5. The Borrower has issued gender-disaggregated reporting requirements to track and monitor progress on firm ownership and board representation.	RI 5: The proportion of companies meeting or exceeding the 20% female board representation threshold.	1%	10%
Pillar B.--- Deepening access to finance.				
Prior action 6: To foster sustainable development of Non-Bank Financial Institutions and Fintech sectors, (a) the Borrower has promulgated the Amended Finance Companies Bylaw, including a reference to the regulatory sandbox and (b) the CBJ has approved the first batch of startups for the testing phase of the Fintech Regulatory Sandbox, as evidenced by CBJ Decisions No. 17757/6/26, 17755/6/26, 17754/6/26, and 398/6/26.	Indicative Trigger 6: To support deepening of access to finance, CBJ has issued regulations for loan-based crowdfunding.	RI 6: Volume of financing facilitated to users of financial services through financial solutions that participated in the Regulatory Sandbox.	0	USD 5 million
Prior action 7: To strengthen credit infrastructure and reporting, (a) the Borrower, through MODEE, has extended the CRIF's access period to	Indicative Trigger 7: CBJ has published gender-disaggregated data of bank credit and NPLs to make it available for policymaking and issues a circular	RI 7.1: Number of credit reports issued through CRIF application, measured by usage data from CRIF.	0	12 000 reports

Prior actions and Triggers		Results		
governmental Application Programming Interface (API), enabling CRIF to grant access to individual customers to credit reports through a digital application, as evidenced by Decision 1216/2025; (b) the CBJ has launched the National eKYC (e-Know Your Customer) platform as evidenced by Decision no. 3/26; and (c) the CBJ has adopted the requirements for banks to report gender-disaggregated data of bank credit facilities and NPLs, as evidenced by Circular No. 3324.	requiring insurance companies to report gender-disaggregated data to CBJ.	RI 7.2: Share of banks and insurance companies reporting gender disaggregated to CBJ.	0	100%
Prior action 8: To facilitate growth of Green Finance and increase resilience against climate effects, CBJ has issued instructions to banks on climate risk management, as evidenced Instruction No. 2 of 2025.	Indicative Trigger 8: To facilitate growth of green finance and increase resilience against climate effects, CBJ has issued circular to banks for adopting National Green Taxonomy, and/or issues at least one of the following regulations: (i) on green finance products and services, (ii) on climate disclosure and reporting, (iii) follow-on regulations to climate risk management instruction No 2 of 2025.	RI 8: Share of banks that amended existing or adopted new internal policies/strategies on green finance products and services, and/or climate disclosure and reporting, and/or climate risk management.	0	80%

Prior actions and Triggers		Results		
Prior Action 9: To ensure financial security and confidence of insurance policyholders, the Borrower, through the Council of Ministers, has established the Insurance Policyholders Protection Scheme, as evidenced by the Insurance Guarantee Fund System Regulation.	Indicative Trigger 9.1: To enhance financial security and confidence of insurance policyholders, CBJ has issued secondary instructions and/or regulations ensuring full operationalization of the Insurance Policyholders Protection Scheme. Indicative Trigger 9.2: To strengthen the financial safety net, the Jordan Deposit Insurance Cooperation (JODIC) has implemented an enhanced reserve limit/target ratio to ensure reserve adequacy for both payout and resolution cases. Indicative Trigger 9.3: To deepen the insurance sector, COM has upgraded the insurance regulatory framework by submitting to the Parliament the new Insurance Contract Law	RI 9: Reserves accumulated in the Insurance Policyholders Protection Scheme.	0	USD 21 million

ANNEX 2. Paris Alignment Assessment

The proposed Program aligns with the goals of the Paris Agreement and Jordan's pathway towards low-carbon and climate-resilient development. The proposed Program is not expected to increase emissions and/or carry significant climate risks across prior actions. The program aims to facilitate sustainable growth of green finance, enhance climate disclosure and reporting and improve climate risk management that align with the Jordan Country Climate and Development Report, Central Bank of Jordan Green Finance Strategy 2023 – 2028, and country NDC and climate/green transition goals. More details on Paris Alignment assessment of the proposed Program are provided in the table below.

Program Development Objective: Improving the enabling business environment and deepening access to finance for private sector-led growth.	
Step 1: Taking into account our climate analysis (e.g., Country Climate and Development Reports or CCDRs), is the operation consistent with the country's climate commitments, including for instance, the NDC, NAP, LTS, and other relevant strategies?	**Yes.** The DPF is aligned with Jordan's NDC, National Adaptation Plan (NAP), and Green Finance Strategy 2023-2028. The activities under both pillars of this DPF are aligned with the focus on improving the adaptive capacity of social capital at national and local levels to climate change through "integrating climate resilience in green economic recovery and development plans", which mandates "exploring innovative financing options for addressing climate adaptation and resilience projects". The latter will be directly supported by the DPF through, e.g., adoption of green finance and climate risk management regulations, expected to facilitate development of innovative green finance instruments. Moreover, the DPF aligns with the recommendations of the Jordan CCDR, especially in areas of unlocking climate finance through strengthening financial sector to support mobilization of private investment. Jordan's NDC explicitly acknowledges the fundamental role of private sector in achieving the economic, social and environmental development, and this DPF, by strengthening the private sector-led growth will enable private sector to more actively contribute to climate-responsive objectives and investments.
Mitigation goals: assessing and reducing the risks	
Pillar 1: Fostering an enabling business environment	Prior Actions 1, 2, 3, 4, 5.
Prior Action 1, 2, 3, 4 and 5	
Step M2.1: Are Prior Actions 1,2,3,4, and 5 likely to cause a significant increase in GHG emissions?	**No.** No construction (or any other emitting) activities are envisaged under PAs 1,2,3,4 and 5. Therefore, Prior Actions' activities are not likely to cause significant increase of GHG emissions or introduce any persistent barriers to transition to the country's low GHG emissions development pathways.
Conclusion for Pillar 1 (Prior Actions 1,2,3,4 and 5):	**Aligned.**
Pillar 2: Deepening access to finance.	Prior Actions 6, 7, 8, 9.
Prior Action 6, 7, 8, 9.	
Step M2.1: Are Prior Actions 6, 7,8, 9 likely to cause a significant increase in GHG emissions?	**No.** No construction (or any other emitting) activities are envisaged under Pas 6, 7,8 and 9. Therefore, Prior Actions' activities are not likely to cause significant increase of GHG emissions or introduce any persistent barriers to transition to the country's low GHG emissions development pathways.

Conclusion for Pillar 2 (Prior Actions 6, 7, 8, 9):	**Aligned.**
Conclusion on Mitigation Goals for the DPF: The Program is aligned with the mitigation goals of the Paris Agreement.	
Adaptation and resilience goals: Assessing and managing the risks	
Pillar 1: Fostering an enabling business environment.	Prior Actions 1, 2, 3, 4, 5.
Prior Action 1, 2, 3, 4 and 5	
Step A2: Are risks from climate hazards likely to have an adverse effect on the prior action's contribution to the Development Objective(s)?	**No.** Climate hazards are not expected to have any material adverse effect on the prior action's contribution to the Development Objective. In fact, Prior Actions 1-5 will promote building a more resilient and inclusive workforce; attracting uniquely skilled foreign talent that can contribute to innovation in sectors most vulnerable to climate hazards; and strengthening businesses overall financial capacity; which will ultimately support increased resilience to adaptation risks.
Conclusion Prior Action 1,2,3,4 and 5:	**Aligned.**
Pillar 2: Deepening access to finance	Prior Actions 6, 7, 8, 9.
Prior Action 6, 7, 8, 9	
Step A2: Are risks from climate hazards likely to have an adverse effect on the prior action's contribution to the Development Objective(s)?	**No.** Climate hazards are not expected to have any material adverse effect on the prior action's contribution to the Development Objective. In fact, Prior Actions 6-9 will promote increased and diversified access to finance, including green financing, as well as enhanced climate risk management practices by financial institutions, which will ultimately support increased resilience to adaptation risks.
Conclusion Prior Action 6, 7, 8, 9:	**Aligned.**
Conclusion on Adaptation and Resilience Goals for the DPF: The Program is aligned with the adaptation and resilience goals of the Paris Agreement	
OVERALL CONCLUSION OF PARIS ALIGNMENT ASSESSEMENT: The Program is aligned with the goals of the Paris Agreement	

ANNEX 3. Operation Specific Annex

ANNEX 4. Required Accompanying Documentation

Letter of Development Policy

MINISTRY OF PLANNING AND INTERNATIONAL COOPERATION

Ref. No: 5/9/1/1897

Date : 27/02/2025

Mr. Ajay Banga
President
The World Bank
1818 H Street NW
Washington DC 20433, USA

Re: Letter of Development Policy for Jordan Growth and Competitiveness Development Policy Financing

Dear Mr. Banga,

On behalf of the Government of Jordan (GoJ), I submit to you this Letter of Development Policy for a Growth and Competitiveness Development Policy Financing (DPF) in the amount of USD 400 million (the operation). This DPF, which is envisaged as the first operation in a programmatic series of two, supports the GoJ in achieving its vision for accelerating economic growth and job creation as outlined in our Economic Modernization Vision (EMV) launched in 2022 and its Executive Program (2023-2025). This includes addressing key economic challenges, including economic transformation, quality of life improvements, and long-term sustainability – all within a sound macroeconomic framework. This letter also outlines the key aspects of the operation in alignment with the GoJ's policies and institutional efforts.

Country and Macroeconomics Context

Jordan has continued to demonstrate resilience and macroeconomic stability amidst ongoing regional conflicts and economic pressures. The country has maintained steady economic growth, averaging 2.2 percent annually from 2012 to 2023. Real GDP growth accelerated from 2.4 percent in 2022 to 2.6 percent in 2023, surpassing pre-pandemic levels. This growth was primarily driven by a robust services sector alongside steady performance in manufacturing, agriculture, and tourism.

On the fiscal front, Jordan has made significant strides in consolidation efforts, effectively managing fiscal pressures while addressing pressing social and development needs. Public debt increased to nearly 90 percent of GDP by the end of 2023, up from 74.3 percent in 2018, due to external shocks and financial losses in public utilities. Nonetheless, the GoJ successfully reduced the central government primary deficit from 5.7 percent of GDP in 2020 to 2.7 percent in 2023 through revenue mobilization measures such as broadening the tax base and strengthening tax administration, as well as expenditure rationalization, including the removal of fuel subsidies and the reform of food subsidies.

Jordan's external position remains stable, with international reserves expected to reach approximately USD 21 billion by the end of 2024, ensuring reserve adequacy. The narrowing of sovereign spreads to pre-conflict levels and an upgrade in Jordan's credit rating by Moody's and

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S&P—the first in over two decades—reflect growing confidence in the country's macroeconomic management.

The Reform Program and Government's Commitment

The DPF operation reinforces the GoJ's reform priorities to accelerate private sector-led growth and job creation by further improving the business climate, enhancing the investment environment, promoting trade and exports, as well as advancing financial sector reforms.

The GoJ remains firmly committed to the implementation of EMV and its Executive Program, which outlines a roadmap for economic growth, competitiveness, and job creation. Many Key reforms have been implemented over the past few years, aiming at enhancing the competitiveness of the economy and the doing business environment, towards attracting and stimulating foreign and domestic investments and creating jobs. This includes reforms related to digitizing and streamlining government services, adopting modern and enabling regulations, improving predictability and stakeholders' consultation, enhancing labor market efficiency, in addition to sound fiscal reforms in line with Jordan's ongoing program (Extended Fund Facility) with the IMF.

Building on the achievements of the first Reform Matrix, the Ministry of Planning and International Cooperation has just developed the Reform Matrix 2.0 (2025-2029) as a forward-looking and adaptable framework for advancing structural reforms. This second iteration aligns closely with the priorities of the DPF operation, with a focus on labor market modernization, fostering competition, simplifying licensing procedures, and expanding financial access. The GoJ is also committed to advancing initiatives in green finance and public-private partnerships, further reinforcing its commitment to fostering a resilient, inclusive, and competitive economy.

To further enhance the businesses' enabling environment, the GoJ is considering reviving the Investor Journey Program to ensure a seamless and efficient experience for investors. This initiative aims to address bottlenecks in businesses' lifecycles, reduce bureaucratic hurdles, and enhance confidence in Jordan's regulatory framework. In parallel, efforts to improve the investment climate, particularly in attracting foreign direct investment, will continue through ongoing bilateral negotiations with key partner countries to ease restrictions on foreign ownership. The GoJ remains committed to expediting applications for full foreign ownership to attract high-value investments and foster economic diversification.

Recognizing the need to simplify regulatory processes, the GoJ will develop a comprehensive plan to streamline sectoral licensing requirements. As part of this reform, licensing approval times will be capped at a limited time to provide greater predictability for businesses. Additionally, competition in key sectors such as hydrocarbon derivatives and transport will be strengthened through the adoption of a targeted roadmap, based on recent market reviews. Following the endorsement of the amended Competition Law, efforts will be directed toward developing the necessary bylaws to ensure effective implementation and enforcement, reinforcing the regulatory framework governing market competition.

In parallel, the GoJ is undertaking significant reforms to further streamline business registration and closure procedures, reducing costs and administrative burdens to encourage entrepreneurship and private sector growth. Digital transformation remains a key priority under the Administrative Modernization Roadmap launched in 2022, with a commitment to ensuring that all automated government services are fully digitized by the end of 2026. The unified gateway for digital government services, launched in 2022, will be expanded and integrated with a centralized system to streamline government billing processes. This will enable digital payment of government bills and fees through multiple payment channels.

Efforts to improve labor market efficiency and workforce participation remain at the core of the reform agenda. The GoJ will introduce labor market reforms to encourage formal employment while ensuring adequate worker protections and harmonizing employment provisions for male and female workers. Measures to facilitate female labor force participation and increased flexibility are being prioritized, including the introduction of amendments to the Social Security Law and amendment to the Labor Law.

Recognizing the importance of attracting skilled talent, a comprehensive review of the legal and regulatory framework governing work permits is also underway. This review will address work permits for high-skilled non-Jordanians, with a focus on streamlining procedures, extending permit durations, and reducing costs to enhance Jordan's ability to attract and retain skilled professionals.

The GoJ remains steadfast in its commitment to implementing these critical reforms, which reflect its broader strategy to foster a business-friendly environment, strengthen regulatory predictability, and enhance economic inclusivity. Through these reforms, the GoJ aims to lay the foundation for sustained economic growth, increased foreign investment especially in high value industries and services, and expanded job opportunities for Jordanians.

Within this context, the GoJ is committed to implementing a number of critical reforms under the Growth and Competitiveness DPL, which is structured around two main pillars: Pillar (1) focuses on fostering an enabling business environment by reducing the cost of doing business, promoting competition and market entry, facilitating trade and enhancing labor market flexibility; and Pillar (2) aims to increase and diversify access to finance by strengthening financial institutions, modernizing the regulatory framework and upgrading financial infrastructure.

Pillar (1) encompasses the following key Prior Actions (PAs):

- PA1 on Competition and Market Entry: Strengthening the Competition Law to enhance the autonomy and enforcement powers of the competition authority.

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- PA2 on Trade Facilitation: Implementing a Post-Clearance Audit (PCA) regime and facilitating pre-arrival cargo information.
- PA3 on SMME Participation in Public Procurement: Introducing preferential treatment for SMMEs in government contracts.
- PA4 on Labor Market Flexibility: Amendments to the Labor Law to increase flexibility while protecting vulnerable groups.
- PA5 on Women in Leadership: Mandating a minimum of 20% female representation on corporate boards.

The following are PAs under Pillar (2):

- PA6 on Non-Bank Financial Institutions (NBFIs) and Fintech: Enhancing the regulatory framework for NBFIs and development of Fintech solutions.
- PA7 on Credit Infrastructure and Reporting: Providing direct digital access to credit reports, launching a National eKYC platform, and requiring gender-disaggregated data.
- PA8 on Green Finance: Adopting regulations for green finance and climate risk management.
- PA9 on Financial safety net: Establishing Insurance Policyholders Protection Scheme.

In conclusion, the GoJ reaffirms its unwavering commitment to the economic and structural reforms supported by this DPF that will have an impact on Jordan's Economic Modernization Vision. All Prior Actions have been completed, and the policy instruments endorsed by the Cabinet of Ministers are aligned with the World Bank's assessment. We express our profound gratitude to the World Bank for its continued support and longstanding partnership. We also look forward to receiving the positive consideration of the World Bank's Board of Directors regarding this important operation.

Accordingly, I would highly appreciate your kind assistance in taking the necessary actions in this regard, and we look forward to receiving the World Bank's Board of Directors positive feedback on this important operation.

Please accept my high esteem and consideration.

Sincerely,

Zeina Toukan
Minister of Planning and International Cooperation

cc\ Dr. Abdulaziz Almulla, Executive Director, The World Bank
\Ms. Holly Benner, World Bank Resident Representative, Jordan

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Fund Relations Note

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PA #2		P172141 (Jordan Finance and Competitiveness Programmatic ASA).
PA #3	SME survey report, Public Procurement Nexus (2023) World Bank- Leading Point.	P175883 (Mashreq Programmatic Procurement)
PA #4		P180377 (Mashreq Social Protection Policy Dialogue III)
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Pillar 2: Deepening access to finance		
PA #6	2023 Jordan's Financial Sector Assessment Program and Financial System Stability Assessment; National Financial Inclusion Strategy 2023 – 2028; Financial Inclusion Diagnostic Study in Jordan 2022.	P178738 (Jordan Financial Sector Policy, Analytics, and Green Finance Program).

PA #7	2023 Jordan’s Financial Sector Assessment Program and Financial System Stability Assessment.	P178738 (Jordan Financial Sector Policy, Analytics, and Green Finance Program).
PA #8	Green Finance Strategy 2023 – 2028.	P178738 (Jordan Financial Sector Policy, Analytics, and Green Finance Program). P179896 MENA Green Finance Program.
PA #9	2023 Jordan’s Financial Sector Assessment Program and Financial System Stability Assessment.	P178738 (Jordan Financial Sector Policy, Analytics, and Green Finance Program).