

Hashemite Kingdom of Jordan

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

**Enhancing Women's Economic Opportunities in
Jordan
(P180508)**

Draft for Negotiations

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

February 2024

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Hashemite Kingdom of Jordan (the Borrower) will implement the Enhancing Women's Economic Opportunities hybrid Program-for-Results (P180508) (the Operation), with the involvement of the Ministry of Planning and International Cooperation (MOPIC), the Ministry of Social Development (MOSD), and several other Ministries/ agencies/entities, as set out in the Loan Agreement and the Early Learning Partnership Fund (ELP) Grant Agreement of the same date. The International Bank for Reconstruction and Development (the World Bank) has agreed to provide financing for the Operation, of which the Borrower will implement, inter alia, the Investment Project Financing portion as set out in the referred agreements (the "Project").
2. The Borrower shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the World Bank. The ESCP is a part of the Loan Agreement and the ELP Grant Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreements.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Borrower shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring, and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the World Bank. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the World Bank.
4. As agreed by the World Bank and the Borrower, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Borrower and the World Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the World Bank and the Borrower (Ministry of Planning and International Cooperation- MOPIC). The Borrower shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the World Bank/ monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, the status of preparation and implementation of E&S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism.</p>	<p>Submit semi-annual reports to the World Bank throughout Project implementation, commencing after the Effective Date of the Agreement.</p> <p>Submit each report to the World Bank as part of the technical progress report no later than 30 days after the end of each reporting period.</p>	<p>MOPIC/PMU MOSD JNCW</p>
B	<p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the World Bank of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), gender-based violence (GBV), and accidents that result in death, serious or multiple injury. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate.</p> <p>Subsequently, at the World Bank’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p> <p>PMU shall obligate all the contractors, supervision firms, suppliers, service providers, etc. to submit to PMU an incident report, including root cause analysis, precautions and compensation measures taken.</p> <p>PMU shall review and forward the incident report to the Bank within 10 business days of the incident. Subsequently, as per the Bank’s request, prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p>	<p>Notify the World Bank no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the World Bank, including a Root Cause Analysis report within 10 business days of the initial notification to the Bank, as requested.</p> <p>File a closure report within 30 days or an agreed timeframe, as per the Bank’s request.</p> <p>Notification/reporting requirements shall be maintained throughout the Project implementation</p>	<p>MOPIC/PMU MOSD <i>All Eligible Nurseries and Established Nurseries to be supported by the project</i></p>
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p>	<p>MOPIC to recruit the following E&S staff as part of the PMU:</p>	<p>MOPIC/PMU MOSD</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>Assign within the Project Management Unit (PMU) a qualified staff and resources to support management of ESHS risks and impacts of the Project, including one full-time Environmental and Social Specialist and one part time Stakeholder Outreach and Communication Officer (SOCO) to assist with the E&S due diligence activities, as needed, in accordance with the ESF requirements.</p> <p>The E&S Specialists will assume overall responsibility for coordinating the management of the environmental and social aspects of the project activities.</p> <p>Assign a qualified staff from MOSD as E&S Focal Point to coordinate and collaborate with the main PMU/MOPIC E&S Specialists on the management of the environmental and social aspects of the project activities to be implemented by MOSD.</p>	<ol style="list-style-type: none"> 1. One full-time Environmental and Social Specialist to be recruited 60 days after the Effective Date of the Loan Agreement. The E&S Specialist shall be maintained throughout project implementation. 2. One part time Stakeholder Outreach and Communication Officer (SOCO) to be recruited 90 days after the Effective Date of the Loan Agreement. 3. Both specialists shall be maintained throughout Project implementation 4. MOSD to assign a qualified E&S Focal Point two months after the Effective Date of the Loan Agreement. <p>The above-described organizational structure will be finalized before commencement of project activities, and shall be maintained throughout Project implementation.</p>	
<p>1.3 MANAGEMENT OF CONTRACTORS</p> <p>As needed, incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with all third-party entities (contractors, supervision firms, suppliers, service providers, etc.). Thereafter ensure that they comply and cause subcontractors or sub-suppliers to comply with the ESHS specifications of their respective contracts.</p>	<p>As part of the preparation of procurement documents and respective contracts.</p> <p>Supervise all third-party entities throughout Project implementation.</p>	<p><i>MOPIC/PMU MOSD</i></p>
<p>1.4 TECHNICAL ASSISTANCE</p>		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>Ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with terms of reference acceptable to the World Bank, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	Throughout Project implementation.	MOPIC/PMU MOSD
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>The project will Partially implement the borrower’s framework by adopting and applying the Jordanian Labor Law in effect (Law No. 8 for the year 1996 and its amendments, which has been amended since then and was re-issued as Law #10 for the year 2023). The Law is generally adequate and consistent with ESS2. Risks are more related to compliance and enforcement rather than the letter of the law.</p> <p>All workers to be recruited in relation to the project will have contracts addressing the following inconsistencies with ESS2. These include:</p> <ul style="list-style-type: none"> - Terms and conditions of employment - Non-discrimination and equal opportunity gender and persons with disabilities - Sexual Exploitation and Abuse (SEA)? Sexual Harassment (SH) - Non-discrimination and equal opportunity – migrants and refugees - Workers’ organizations - Child labor and minimum age - Forced labor - Grievance Mechanism (GM) - Occupational Health and Safety (OHS) - Contracted workers - Primary suppliers workers <p>The World Bank will support the client in the implementation of the borrower framework and addressing the above gaps as part of the simplification of the ESF implementation.</p>	Apply the Jordanian Labor Law to Project workers, taking into consideration the identified gaps. This will be applied to all workers’ contracts recruited after the Effective Date of the Agreement	MOPIC/PMU MOSD

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and operate a grievance mechanism for Project workers consistent with the provisions of the Jordanian Labor Law and the requirements mentioned under Section 2.1</p>	<p>Grievance mechanism is established and operational 60 days after the Effective Date of the Loan Agreement and prior to engaging Project workers. The workers’ GM shall be maintained throughout Project implementation. Report on Project workers’ GM implementation activities in regular reports as required in Section A of this ESCP</p> <p>As an interim measure, the PMU will receive and handle all project workers’ grievances until the new GM is established.</p>	<p>MOPIC/PMU MOSD</p>
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>Develop, adopt, and implement waste management procedures as part of the Standard Operating Procedures (SOPs) to be developed by the project.</p> <p>Incorporate waste management procedures as part of any tender documents or agreements to be processed as part of the project relevant to childcare services expansion program.</p>	<p>SOPs to be developed as per Section 4.2 and will also cover waste management procedures.</p> <p>SOPs will be implemented through project implementation period.</p>	<p>MOPIC/PMU MOSD</p>
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Develop, adopt, and implement resource efficiency and pollution prevention and management measures as part of the Standard Operating Procedures (SOPs) to be developed by the project.</p> <p>Incorporate resource efficiency and pollution prevention and management measures as part of any tender documents or agreements to be processed as part of the project relevant to childcare services expansion program.</p>	<p>SOPs to be developed as per Section 4.2 and will also cover measures for resource efficiency and pollution prevention and management.</p> <p>SOPs will be implemented through project implementation period.</p>	<p>MOPIC/PMU MOSD</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY Develop, adopt, and implement road safety measures as part of the Standard Operating Procedures (SOPs) to be developed by the project.</p> <p>Incorporate road safety measures as part of any tender documents or agreements to be processed as part of the project relevant to childcare services expansion program</p>	<p>SOPs to be developed as per Section 4.2 and will also cover road safety measures.</p> <p>SOPs will be implemented through project implementation period.</p>	<p><i>MOPIC/PMU MOSD</i></p>
4.2	<p>COMMUNITY HEALTH AND SAFETY Develop, adopt, and implement Standard Operating Procedures (SOPs) including Environmental, Health, and Safety (EHS) Guidelines, safeguarding aspects of childcare facilities, child protection and safety, data privacy and personal data protection, and others (including those stated in the different sections of this ESCP).</p>	<p>SOPs prepared, adopted, and implemented by MOSD (and the operation) for the childcare expansion program and any activities related to childcare services. The SOPs should be prepared no later than 60 days after the Effective Date of the Loan Agreement and before any activities related to expansion in childcare services is initiated.</p> <p>ToR for the preparation of the SOPs will be reviewed and cleared by the Bank.</p> <p>The SOPs will be implemented throughout the Project implementation period.</p>	<p><i>MOPIC/PMU MOSD</i></p>
4.3	<p>SEA AND SH RISKS Prepare, adopt and implement a Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) Prevention and Response Action Plan to assess and manage the risks of SEA and SH.</p> <p>Prepare, adopt, and implement a Code of Conduct (CoC) for all project workers and workers in nurseries.</p>	<p>SEA/SH Prevention and Response Action Plan to be prepared 60 days after the Effective Date of the Loan Agreement.</p> <p>Once approved by the Bank, the SEA/SH Prevention and Response Action Plan will be implemented throughout Project implementation.</p>	<p><i>MOPIC/PMU MOSD All contracted third party entities under the project</i></p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Any procurement documents to be used under the project shall specify that all third party entities (including contractors, supervision entities, suppliers, training service providers, etc.) will also adhere to, adopt, and sign the Code of Conduct (CoC).	<p>A Code of Conduct (CoC) for the project is to be prepared 60 days after the Effective Date of the Loan Agreement. The CoC will be signed by all the individuals working under the project.</p> <p>The CoC will also be an integral part of all bidding documents or agreements signed with third party entities.</p>	
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY			
	Not relevant		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
	Not relevant		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
	Not relevant		
ESS 8: CULTURAL HERITAGE			
	Not relevant		
ESS 9: FINANCIAL INTERMEDIARIES			
	Not relevant		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Prepare, adopt, and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.</p> <p>To this end, ensure that the following stakeholder engagement measures are implemented:</p>	The SEP will be prepared prior to Appraisal, and shall be updated, disclosed, consulted, and adopted before the Effective Date of the Agreement.	MOPIC/PMU MOSD

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> a) Provide stakeholders with information about the environmental and social risks, including SEA/ SH risk, and impacts of the Activities in a timely, understandable, accessible and appropriate manner and format (through multiple channels, such as program website, office of the implementing department etc.), including but not limited to any environmental and social instruments prepared as part of the Activities; b) Consult stakeholders in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation, including with regards to any environmental and social instruments prepared as part of the Activities; c) Document the stakeholder engagement activities, including: (i) stakeholder mapping; (ii) description of consultations and participation mechanisms utilized, and records of meetings held; (ii) feedback received and responses to said feedback; and (iv) measures to engage stakeholders who, because of their particular circumstances, may be disadvantaged or vulnerable. 		
<p>10.2 PROJECT GRIEVANCE MECHANISM</p> <p>Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p>	<p>The MOSD to establish an effective GM no later than 60 days after the Effective Date of the Loan Agreement and will be maintained and operated throughout Project implementation.</p> <p>- The MOSD will assign a GM Focal Point who will support the GM Focal Point in MOPIC/PMU, before commencement of project activities. The GM Focal Point in MOPIC will be in charge of consolidating all GRM related data and prepare relevant reporting. This Focal Point shall be maintained throughout project implementation.</p>	<p>MOPIC/PMU MOSD</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		- The established GM system should be sensitive to receiving and handling SEA/SH complaints through specific uptake channels and identified referral pathways.	
CAPACITY SUPPORT			
CS1	Training is required for staff, stakeholders, communities, Project workers on: <ol style="list-style-type: none"> 1. General training on the World Bank ESF and its Implementation 2. Stakeholder Mapping and Engagement 3. Grievance Mechanism (GRM): including GRM general training, maintaining and effective GM and reporting on complaints related to the project 4. Gender and Inclusion (disability and others) 5. Gender-Based Violence (GBV)- Sexual Exploitation and Abuse (SEA)/ Sexual Harassment (SH), and Code of Conduct (CoC) 6. Occupational Health and Safety 7. Emergency Preparedness and Response Additional training needs shall be identified and provided during project implementation.	Training will be provided throughout the Project implementation period.	MOPIC/PMU MOSD