

**The Hashemite Kingdom of Jordan  
Ministry of Planning and International  
Cooperation (MoPIC)**

**Strengthening Reform Management in  
Jordan Project (P171965)**

**Additional Financing (P178480)**

**Second Additional Financing (P178480)**

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

**Appraisal Version**

**November 24, 2024**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Hashemite Kingdom of Jordan (the Recipient) is implementing the Strengthening Reform Management in Jordan Project (the Project) with the involvement of the Ministry of Planning and International Cooperation (MoPIC), as set out in the Grant Agreement. The International Bank for Reconstruction and Development / International Development Association, (the Bank), acting as administrator of the Jordan Inclusive Growth and Economic Opportunities Multi-Donor Trust Fund, has agreed to provide the original financing (P171965), additional financing (P178480), and second additional financing (P178480) for the Project, as set out in the referred agreement. This ESCP supersedes previous versions of the ESCP for the Project and shall apply both to the original, the additional financing, and second additional financing for the Project referred to above.
2. The Recipient 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 Bank. The ESCP is part of the Grant Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Grant Agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, their respective timeframes; institutional, staffing, training, monitoring and reporting arrangements; and grievance management. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed and implemented under the Project, consistent with the ESSs, in form and substance acceptable to the Bank. Said E&S documents may be revised from time to time with prior written agreement by the Bank. As provided for under the referred Agreement, the Recipient shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Bank and the Recipient, this ESCP will be revised from time to time, if necessary, to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. In such circumstances, the Bank and the Recipient through MoPIC agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Recipient (through its Minister of Planning and International Cooperation). The Recipient shall promptly disclose the updated ESCP.
5. The subsection on “Indicators for Implementation Readiness” below identifies the actions and measures to be monitored to assess Project readiness to begin implementation in accordance with this ESCP. Nevertheless, all actions and measures in this ESCP shall be implemented as set out in the “Timeframe” column below irrespective of whether they are listed in the referred subsection

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT<sup>1</sup></b>			
A	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>a. The Reform Secretariat (RS) is the Project Management Unit (PMU) for the original financing. The RS shall also serve as the PMU for the first and second additional financing (AF1 and AF2, respectively). Maintain the PMU with qualified staff and resources to support management of environmental, social, health and safety (E&amp;S) risks and impacts of the Project, including a full-time environmental specialist and a part-time social specialist (to be supported by experts as needed). The environmental and social specialists will be responsible for screening, management, monitoring and supervision of environmental and social risks and impacts of the Project with the terms of reference (TOR) agreed with the Bank and as stipulated in the Project Operations Manual (POM), in addition to providing capacity building to Ministries, Departments and Agencies (MDAs) on E&amp;S aspects of private and public investment projects – see Capacity Support Section below.</p> <p>b. Maintain a communication and stakeholder engagement specialist who will be responsible for implementing the SEP (See ESS10) and may be supported by consultants as needed and funded by the Reform Support Fund.</p> <p>c. Ensure that the PPP unit at Ministry of Investment (MoInv), for each feasibility study hires at least one specialized environmental and social consultant to perform environmental and social screening for proposed capital investment projects and feasibility studies, to ensure alignment with the ESSs. The RS may propose additional environmental and social studies or assessments, or secondment of environmental and social experts as identified through the screening process of the activity.</p>	<p>a. Maintain the RS/PMU as specified in the Grant Agreement, throughout Project implementation. Maintain a full-time environmental specialist and a part-time social specialist, throughout Project implementation.</p> <p>b. Maintain a full-time communication and stakeholder engagement specialist throughout Project implementation.</p> <p>c. Hire and engage, for each feasibility study, a qualified external Environmental and Social Consultant(s) to conduct necessary environmental and social screenings for the proposed projects under PPP financing.</p>	Reform Secretariat (RS)/PMU at MOPIC

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
B	<p><b>CAPACITY BUILDING PLAN/MEASURES</b></p> <p>1. Prepare and implement the following capacity building measures:</p> <ul style="list-style-type: none"> <li>• Training for RS/PMU, PPP unit at MoInv and MDAs on E&amp;S screening procedures, risk classification and the assessment and management of the Project's E&amp;S risks following World Bank Environmental and Social Standards (ESS's) of the Environmental and Social Framework (ESF), and the borrower national E&amp;S requirements.</li> <li>• Training for RS/PMU, PPP unit at MoInv and MDAs on receiving, handling, and reporting on grievances and complaints.</li> <li>• Provide continuous support and guidance to MDAs, assess their additional training needs, and build their capacity to ensure effective management and monitoring of E&amp;S risks. The additional training will include specific themes as needed to meet the Bank ESF standards and the national regulations.</li> </ul>	<p>a. Organize and conduct training on E&amp;S screening procedures, risk classification, assessment and management of the Project's E&amp;S risks, and on grievances and complaints management no later than six months after the Effective Date of the AF2.</p> <p>b. Organize and conduct customized training sessions and capacity support, as needed, throughout Project implementation.</p>	RS/PMU at MoPIC
<b>MONITORING AND REPORTING</b>			
C	<p><b>REGULAR REPORTING</b></p> <p>1. Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (E&amp;S) performance of the Project. The reports shall include:</p> <ul style="list-style-type: none"> <li>• Status of preparation and implementation of E&amp;S documents required under the ESCP.</li> <li>• Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan.</li> <li>• Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them.</li> </ul>	<p>a. Submit semi-annual reports to the Bank throughout the Project implementation, commencing after the Effective Date of the AF2. Submit each report to the Bank no later than 30 days after the end of each reporting period.</p>	Reform Secretariat (RS)/PMU at MOPIC
D	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>a) Notify the Bank of any incident or accident relating 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 those resulting in death or significant injury to workers or the public; acts of violence, discrimination or protest; unforeseen impacts to cultural heritage or</p>	<p>a) Notify the Bank no later than 48 hours after learning of the incident or accident. Provide available details upon request.</p>	RS/PMU at MOPIC

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>biodiversity resources; pollution of the environment; dam failure; forced or child labor; displacement without due process (forced eviction); allegations of sexual exploitation or abuse (SEA), or sexual harassment (SH); or disease outbreaks. Provide available details of the incident or accident to the Bank upon request.</p> <p>b) Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Bank, and implement a Corrective Action Plan that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence.</p>	<p>b) Provide review report and Corrective Action Plan to the Bank no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Bank.</p>	
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<b>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</b>		
	<p>a) Update the environmental and social screening procedures for proposed reform support activities as part of the review and update of the Project Operations Manual (POM) and agree with the Bank on any needed differentiated screening procedure for RS and MDA.</p> <p>b) Carryout screening in accordance with the agreed updated environmental and social screening procedures for all activities under Component 1 and 2 (including all procurement activities) to identify E&amp;S risks and mitigate them. These risks shall be communicated to the MDAs responsible for such Project activities, for the purpose of informing their decision-making on Project implementation.</p>	<p>a. Update E&amp;S screening procedures no later than 3 months after the Effective Date of AF2.</p> <p>b. Carry out E&amp;S screening in accordance with the updated E&amp;S screening procedures throughout Project implementation. In the interim, carry out screenings in accordance with the existing E&amp;S screening procedures.</p>	RS/PMU at MOPIC
1.3	<b>TECHNICAL ASSISTANCE</b>		
	<p>Ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project, including any relevant E&amp;S instrument identified through screening in Action 1.1 above, are carried out in accordance with terms of reference acceptable to the Bank, that are consistent with the ESSs. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.</p>	<p>Throughout Project implementation.</p>	RS/PMU at MoPIC
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.1	<p><b>USE OF RECIPIENT'S LABOR FRAMEWORK</b></p> <p>Ensure that the labor management and working conditions of Project workers are consistent with this ESCP and with the Recipient's labor framework, which includes, inter alia, the country's relevant policy, legal and institutional framework, including its national, departmental, or local implementing institutions, and the applicable laws, regulations, procedures, and implementation capacity.</p>	Throughout implementation	Project RS/PMU at MoPIC
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Maintain and operate a grievance mechanism for Project workers consistent with the Recipient's Labor Framework and project's needs.</p>	Maintain and operate the grievance mechanism throughout Project implementation.	RS/PMU at MoPIC
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>WASTE MANAGEMENT PLAN</b></p> <p>Update, adopt and implement MOPIC's waste management plan (WMP) for the RS and other entities who are receiving funds to purchase IT equipment and/or furniture, to manage hazardous and non-hazardous wastes, consistent with ESS3.</p>	Update and adopt the WMP within 60 days from the Effective Date, and thereafter implement it throughout Project implementation	RS/PMU at MoPIC
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>Take appropriate measures to incorporate resource efficiency and pollution prevention and management measures in the E&amp;S instruments required by the screening process under section 1.1, and in the studies for downstream investments.</p>	Throughout implementation	Project RS/PMU at MoPIC
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN</b></p> <p>Update 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>	The SEP was last updated and disclosed on November 13, 2024.	RS/PMU at MoPIC

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		The updated SEP will be implemented throughout Project implementation.	
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Maintain and operate an accessible grievance mechanism (GM), 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 GM was established as part of the SEP that was prepared and disclosed on February 7, 2023. The GM will be strengthened as needed with new uptake channels and strengthened procedures no later than 90 days after the Effective Date of the AF2, and thereafter maintained and operated throughout Project implementation</p> <p>In the interim, the existing GM will be maintained and operated.</p>	
<p><b>INDICATORS FOR IMPLEMENTATION READINESS</b></p> <p>The following actions are indicators for implementation readiness:</p> <ul style="list-style-type: none"> <li>• <b>Updated E&amp;S Screening Procedures:</b> Ensure updated Environmental and Social (E&amp;S) screening procedures are applied for all activities under Components 1 and 2.</li> <li>• <b>Hiring of E&amp;S Specialists:</b> E&amp;S specialists are hired as part of the Public-Private Partnership (PPP) feasibility study teams.</li> <li>• <b>Use of Borrower Framework:</b> Move towards the borrower framework by using the Jordanian Labor Law instead of the Environmental and Social Standard 2 (ESS2) and Labor Management Procedures (LMP).</li> <li>• <b>E&amp;S Training:</b> Conduct tailored E&amp;S training for the RS and MDAs on identified key E&amp;S topics.</li> </ul>			