

Hashemite Kingdom of Jordan

**Ministry of Digital Economy and Entrepreneurship  
(MoDEE)**

**Jordan Youth, Technology, and Jobs Project**

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

**August 03, 2023**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Hashemite Kingdom of Jordan *is implementing* the *Youth, Technology and Jobs* Project (the **Project**), with the involvement of the following Ministries/agencies/units: *Ministry of Digital Economy and Entrepreneurship (MoDEE)*, the *Ministry of Labor (MoL)*, and the *Ministry of Education (MoE)*. The *International Bank for Reconstruction and Development (hereinafter the Bank)* has agreed to provide financing for the Project.
2. *Ministry of Digital Economy and Entrepreneurship (MoDEE)* will implement material measures and actions so that the Project is implemented in accordance with the Environmental and Social Standards (**ESSs**). This Environmental and Social Commitment Plan (**ESCP**) sets out material measures and actions, any specific documents, or plans, as well as the timing for each of these.
3. *Ministry of Digital Economy and Entrepreneurship (MoDEE)* will also comply with the provisions of any other E&S documents required under the ESF and referred to in this ESCP, such as the Stakeholder Engagement Plans (SEP), The Labor Management Procedures (LMP), Social Assessment (SA), Code of Conduct (CoC), etc. and the timelines specified in those E&S documents.
4. *Ministry of Digital Economy and Entrepreneurship (MoDEE)* is responsible for compliance with all requirements of the ESCP even when *the* implementation of specific measures and actions is conducted by the Ministry, agency, or unit referenced to in 1. above.
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the Bank by *Ministry of Digital Economy and Entrepreneurship (MoDEE)* as required by the ESCP and the conditions of the legal agreement, and the Bank will monitor and assess progress and completion of the material measures and actions throughout the implementation of the Project.
6. As agreed by the Bank and *Ministry of Digital Economy and Entrepreneurship (MoDEE)*, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such circumstances, *Ministry of Digital Economy and Entrepreneurship (MoDEE)* and the Project Management Unit (PMU) will agree to the changes with the Bank and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the Bank and *Ministry of Digital Economy and Entrepreneurship (MoDEE)* and the Project Management Unit (PMU). The *Ministry of Digital Economy and Entrepreneurship (MoDEE)* and the Project Management Unit (PMU) will promptly disclose the updated ESCP.
7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the *Ministry of Digital Economy and Entrepreneurship (MoDEE)* shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include *environmental, health, and safety impacts, labor influx, and gender-based violence*.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s)</p>	<p><i>Every six months throughout Project implementation period, as part of overall project progress reports.</i></p>	MoDEE
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the 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), and accidents that result in death, serious or multiple injury [specify other examples of incidents and accidents, as appropriate for the type of operation]. 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 Bank’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p><i>Notify the Bank within 48 hours after learning of the incident or accident.</i></p> <p><i>A report would be provided within a timeframe acceptable to the Bank, as requested.</i></p>	MoDEE
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>1.1 <b>ORGANIZATIONAL STRUCTURE</b>                      Establish and maintain an organizational structure with qualified staff and resources to support the management of ESHS risks and impacts of the project. The organizational structure will include an Environmental Officer, a Stakeholder Outreach and Communications Officer (SOCO), and a Diversity and Inclusion Specialist who will be hired as part of the PMU.</p>	<p><i>The PMU is required to recruit within its organizational structure the following E&amp;S staff:</i></p> <ul style="list-style-type: none"> <li><i>- One full-time Stakeholder Outreach and Communications Officer (SOCO), to be recruited by October 1<sup>st</sup>, 2023</i></li> <li><i>- One part-time Environmental Specialist, to be recruited by September 15, 2023</i></li> <li><i>- One full-time Diversity and Inclusion Specialist, to be recruited by October 1<sup>st</sup>, 2023</i></li> </ul> <p><i>The recruitment of the SOCO and the Environmental Specialist will be established as a disbursement condition for Category 7 of the disbursement table under Section III. A of Schedule 2 to the Loan Agreement.</i></p> <p><i>These positions shall be maintained throughout the Project implementation period.</i></p>	<p>MoDEE</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>1.2 <b>ENVIRONMENTAL AND SOCIAL ASSESSMENT</b>                      Prepare, adopt, and implement, a Social Assessment (SA) consistent with the relevant ESSs.</p> <p>Implement the commitments under Chapter 8 of the Social Assessment that has been prepared for the Project, and any environmental assessments will be submitted to the Bank for approval as per the applicable ESF standards.</p>	<p><i>The Social Assessment (SA) was prepared in November 2019.</i></p> <p><i>The SA shall be updated within 90 days after the Effective Date of the Restructuring.</i></p> <p><i>The project will Implement the mitigation measures contained in the Social Assessment throughout the Project implementation period.</i></p>	<p>MoDEE</p>
<p>1.3 <b>MANAGEMENT OF CONTRACTORS</b>                      Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&amp;S instruments, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p>	<p><i>Prior to the start of the procurement process.</i></p> <p><i>Supervise contractors throughout the Project implementation period.</i></p>	<p>MoDEE</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.4	<p><b>GRANT CONDITIONS</b></p> <p>Incorporate the relevant terms and conditions specified in the LMP into the grant agreements for companies. Grant agreements shall ensure the following:</p> <ul style="list-style-type: none"> <li>• Comply with the Jordanian labor law</li> <li>• All workers shall have written contracts specifying terms and conditions of employment</li> <li>• Provision of appropriate Occupational Health and Safety (OHS) measures</li> <li>• Having worker grievance mechanism in place</li> <li>• On-boarding of workers, which shall include review of their rights under Jordanian Labor Law, training on harassment, Code of Conduct and worker grievance mechanism</li> </ul>	<p><i>Prior to signing the relevant grant agreements</i></p>	MoDEE
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Prepare, adopt, and implement the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers' relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p>	<p><i>The LMP was prepared in November 2019.</i></p> <p><i>The LMP shall be updated 60 days after the Effective Date of the Restructuring.</i></p> <p><i>The updated LMP will be implemented Throughout the Project implementation period.</i></p>	MoDEE
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish, maintain, and operate a grievance mechanism (GM) for Project workers, as described in the LMP and consistent with ESS2.</p>	<p><i>The grievance mechanism is already operational since June 2020 and will be maintained throughout the Project implementation period.</i></p>	MoDEE

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.3	<p><b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b></p> <p>Measures are included as part of the Labor Management Plan (LMP), please refer to action 2.1.</p>	<i>Throughout Project implementation period.</i>	MoDEE
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>E-WASTE MANAGEMENT PLAN:</b></p> <p>E-waste management measures will be covered under the Environmental and Social Management Plans (ESMPs), contractor’s ESMPs, and contracts to be prepared under the project and as relevant to the type of intervention.</p>	<i>During the preparation of each intervention’s contract.</i>	MODEE
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT:</b></p> <p>Resource efficiency and pollution prevention and management measures will be covered under the Environmental and Social Management Plans (ESMPs), contractor’s ESMPs, and contracts to be prepared under the project and as relevant to the type of intervention.</p>	<i>During the preparation of each intervention’s contract.</i>	MODEE
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>COMMUNITY HEALTH AND SAFETY:</b></p> <p>Assess and manage specific risks and impacts related to the community from project activities. This will include the design for upgrading of Vocational Training Institutes which will be reviewed for accessibility for people with disabilities and requisite measures will be included where technically and financially feasible. The findings of the said review will be provided to the Bank for no-objection.</p>	<i>Before the start of the procurement process for upgrading VTIs</i>	MODEE

4.2	<p><b>SEA AND SH RISKS:</b></p> <p>Develop and implement measures and actions to assess and manage the risks of Gender-Based Violence (GBV)- sexual exploitation and abuse (SEA)/sexual harassment (SH). Prevent and respond to sexual exploitation and abuse, and sexual harassment.</p> <p>Prepare, adopt, and implement a Code of Conduct (CoC) for all project workers.</p>	<p><i>To be adopted as part of the updated E&amp;S instruments (SEP, LMP, etc.) and other agreements to be signed under the project as appropriate, and to be implemented throughout the Project implementation period.</i></p> <p><i>A Code of Conduct (CoC) for the project is to be prepared 60 days after the Effective Date of the Restructuring. The CoC will be signed by all the individuals working under the project.</i></p>	MoDEE
4.3	<p><b>GBV AND SEA RISKS DURING PROJECT IMPLEMENTATION:</b></p> <p>Procurement documents shall specify that all training service providers will adhere to, adopt, and sign the Code of Conduct (CoC) for Youth Protection that will be included in the RFP for Training Service Providers, and before the start of the bidding process.</p>	<p><i>A template Code of Conduct for Youth Protection is to be prepared 60 days after the Effective Date of the Restructuring. Once approved by the Bank, the CoC will be added as an integral part of the bidding documents for Training Service Providers.</i></p>	MODEE

<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>
<i>Not relevant</i>
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>
<i>Not relevant</i>
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>
<i>Not relevant</i>
<b>ESS 8: CULTURAL HERITAGE</b>
<i>Not relevant</i>
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>
<i>Not relevant</i>



ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>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>Carry out consultations on the updated SA as specified in the updated SEP.</p>	<p><i>The SEP has been prepared in November 2019. The SEP shall be updated 60 days after the Effective Date of the Restructuring and will be implemented throughout the Project implementation period.</i></p> <p><i>Consultations on the draft updated SA will be conducted by November 2023</i></p>	MODEE
10.2	<p><b>PROJECT GRIEVANCE MECHANISM:</b></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><i>The GM is in place as of June 2020 and will be maintained and operated throughout Project implementation.</i></p> <p><i>The existing GM shall be updated to cover GBV and SEA/SH-related grievances 60 days after the Effective Date of the Restructuring and operationalized before project activities begin. The updated GM shall be maintained throughout the Project implementation period.</i></p>	
CAPACITY SUPPORT (TRAINING)			

CS1	<p>Provide training to all PMU staff, stakeholders, project workers, and communities on:</p> <ul style="list-style-type: none"> <li>• Stakeholder mapping and engagement</li> <li>• Gender and Inclusion (disability and others)</li> <li>• Occupational Health and Safety (OHS)</li> <li>• Community health and safety.</li> <li>• Gender-based violence – sexual exploitation and abuse (SEA)/ sexual harassment (SH) and Code of Conduct (CoC)</li> <li>• Effective operation of the Grievance Mechanism (for community and workers)</li> <li>• Conducting Social Assessment and beneficiaries’ surveys</li> <li>• E-Waste Management</li> </ul>	<p><i>Training will be provided throughout the Project implementation period.</i></p>	<p>MODEE</p>
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