

**Ministry of Digital Economy and
Entrepreneurship
Jordan Youth, Technology and Jobs Project**

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

November 7th, 2019

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. *Ministry of Digital Economy and Entrepreneurship (MoDEE)* will implement the *Youth, Technology and Jobs Project* (the **Project**), with the involvement of the following Ministries/agencies/units: *Ministry of Labor and Ministry of Education*. The *[International Bank for Reconstruction and Development/International Development Association]* (hereinafter the *[Bank/the Association]*) 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 Environmental and Social Management Plans (ESMP), Resettlement Action Plans (RAP), Indigenous Peoples Plans (IPPs), and Stakeholder Engagement Plans (SEP), 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 implementation of specific measures and actions is conducted by the Ministry, agency or unit referenced in 1. above.
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the *[Bank/Association]* by *Ministry of Digital Economy and Entrepreneurship (MoDEE)* as required by the ESCP and the conditions of the legal agreement, and the *[Bank/Association]* will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the *[Bank/Association]* 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/Association]* 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/Association]* 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
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Bank regular monitoring reports on the environmental, social and health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, LMP, SA, POM, SEP including details of stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	<p><i>Six months throughout Project implementation, as part of overall project progress reports.</i></p>	MoDEE
B	<p>INCIDENTS AND ACCIDENTS</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, workers including contracted workers employed by service providers Provide sufficient detail regarding 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 supervising entity, as appropriate. Subsequently, as per the [Bank/Association]'s request, prepare a report on the incident or accident and propose any measures to 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
C	<p>CONTRACTORS MONTHLY REPORTS</p>	NA	NA
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain an organizational structure with qualified staff and resources to support management of E&S risks, including stakeholder engagement. The organizational structure will include (part-time) Environmental Officer, and Stakeholder Outreach and Communications Officer (SOCO) who will be hired as part of the PMU.</p>	<p><i>An organizational structure including the Stakeholder Outreach and Communications Officer (SOCO) will be established within 90 days after Project effectiveness. The organizational structure, including the SOCO, should be maintained throughout Project implementation</i></p>	MoDEE
1.2	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT</p> <p>Update, adopt, and 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>Implement the mitigation measures contained in the Social Assessment throughout the Project implementation.</i></p>	MoDEE

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.3	MANAGEMENT TOOLS AND INSTRUMENTS	NA	NA
1.4	MANAGEMENT OF CONTRACTORS Incorporate the relevant aspects of the ESCP, including the relevant E&S documents and/or plans, and the Labor Management Procedures (LMP), into the ESHS specifications of the procurement documents with contractors. Thereafter ensure that the contractors comply with the ESHS specifications of their respective contracts.	<i>Prior to start of procurement process</i> <i>Supervise contractors throughout Project implementation.</i>	MoDEE
	GRANT CONDITIONS Incorporate the relevant terms and conditions specified in the LMP into the grant agreements for companies. Grant agreements shall include the following: <ul style="list-style-type: none"> • Comply with the Jordanian labor law • All workers shall have written contracts specifying terms and conditions of employment • Provision of appropriate Occupational Health and Safety (OHS) measures • Have worker grievance mechanism in place • On-boarding of workers shall include review of their rights under Jordanian Labor Law, training on harassment, Code of Conduct and grievance mechanism 	<i>Prior to signing grant agreements</i>	MoDEE
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES Update, adopt, and implement the Labor Management Procedures (LMP) that have been developed for the Project.	<i>Throughout Project implementation.</i>	MoDEE and MoL
2.2	GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	<i>grievance mechanism operational at project effectiveness and maintained throughout Project implementation.</i>	MoDEE
2.3	OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES Measures are included as part of the Labor Management Plan (LMP), please refer to action 2.1.	<i>Throughout Project implementation</i>	MoDEE and MoL

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT [the relevance of ESS3 is established during the ESA process. ESS3 may require the adoption of specific measures to cover energy, water and raw materials use, management of air pollution, hazardous and nonhazardous wastes, chemicals and hazardous materials and pesticides. Depending on the project, these measures may be set out in an E&S document (e.g. ESMP) already mentioned in the section under ESS1 above or as a stand-alone document or a separate action. Indicate whether ESS3-related measures are covered under an existing document or as stand-alone actions. See examples below].			
3.1	E-WASTE MANAGEMENT PLAN: 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.	<i>During the preparation of each intervention’s contract.</i>	MODEE
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT: 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.	<i>During the preparation of each intervention’s contract.</i>	MODEE
ESS 4: COMMUNITY HEALTH AND SAFETY [the relevance of ESS4 is established during the ESA process. As with ESS3, ESS4 may require the adoption of specific measures that may be set out in an E&S document (e.g. ESMP) already mentioned in the section under ESS1 above or as a stand-alone document or a separate action. Indicate whether ESS4-related measures are covered under an existing document or as stand-alone actions. See examples below].			
4.1	TRAFFIC AND ROAD SAFETY:	NA	NA
4.2	COMMUNITY HEALTH AND SAFETY: Design for upgrading of Vocational Training Institutes will be reviewed for accessibility for people with disabilities and measures included where technically and financially feasible. The findings of said review will be provided to the bank for no-objection.	<i>Before start of procurement process for upgrading VTIs</i>	MODEE
4.3	GBV AND SEA RISKS:	NA	NA
4.4	GBV AND SEA RISKS DURING PROJECT IMPLEMENTATION: Procurement documents shall specify that all training service providers shall prepare, adopt and implement a Youth Protection Policy that meets the requirements of the World Bank, or equivalent.	<i>Before start of procurement process for training service providers.</i>	MODEE
4.4	SECURITY PERSONNEL:	NA	NA
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT [the relevance of ESS5 is established during the ESA process. If during Project preparation, it is determined that resettlement documents need to be prepared, this should be reflected in the ESCP. See examples below]			
5.1	RESETTLEMENT PLANS:	NA	NA

5.2	GRIEVANCE MECHANISM	NA	NA
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES [the relevance of ESS6 is established during the ESA process. As with other ESSs, ESS6 may require the adoption of specific measures that may be set out in an E&S document (e.g. ESMP) already mentioned in the section under ESS1 above or as a stand-alone document or a separate action. Indicate whether ESS6-related measures are covered under an existing document or as stand-alone actions. See <u>examples</u> below].			
6.1	BIODIVERSITY RISKS AND IMPACTS:	NA	NA
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES [See examples of possible actions below, if determined that ESS7 is relevant].			
7.1	INDIGENOUS PEOPLES PLAN:	NA	NA
7.2	GRIEVANCE MECHANISM:	NA	NA
ESS 8: CULTURAL HERITAGE [the relevance of ESS6 is established during the ESA process. As with other ESSs, ESS6 may require the adoption of specific measures that may be set out in an E&S document (e.g. ESMP) already mentioned in the section under ESS1 above or as a stand-alone document or a separate action. Indicate whether ESS8-related measures are covered under an existing document or as stand-alone actions. See <u>examples</u> below].			
8.1	CHANCE FINDS:	NA	NA
ESS 9: FINANCIAL INTERMEDIARIES [This standard is only relevant for Projects involving Financial Intermediaries (FIs). See below a couple of examples of actions that should be considered when FIs are involved.]			
9.1	ESMS:	NA	NA
9.2	FI ORGANIZATIONAL CAPACITY	NA	NA
9.3	SENIOR MANAGEMENT REPRESENTATIVE:	NA	NA
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION Update, adopt, and implement Stakeholder Engagement Plan (SEP). Carry out consultations on the SA as specified in the SEP	<i>Throughout implementation.</i> <i>Consultations on SA by May 2020</i>	MODEE
10.2	PROJECT GRIEVANCE MECHANISM: Prepare, adopt, maintain and operate a grievance mechanism, as described in the SEP.	<i>Within 60 days of Project Effectiveness.</i>	
CAPACITY SUPPORT (TRAINING)			
	Provide training to PMU on stakeholder mapping and engagement	By July 2020	MODEE