

**HASHEMITE KINGDOM OF JORDAN**

**National Aid Fund**

**Additional Financing for Jordan Emergency Cash  
Transfer COVID-19 Response Project (P176807)**

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

**January 25, 2021**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Hashemite Kingdom of Jordan (the Borrower) shall, and cause the National Aid Fund, and the Social Security Corporation, through their respective corporation agreements with MOPIC, to implement the Second Additional Financing for Jordan COVID-19 Emergency Cash Transfer Response (the **Project**). The International Bank for Reconstruction and Development (hereinafter the Bank) has agreed to provide financing for the Project.
2. The Borrower shall 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, to be carried out by the Recipient, including the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, grievance management and the environmental and social assessments and instruments to be prepared or updated, disclosed, consulted, adopted and implemented under the ESCP and the ESSs, all in a manner acceptable to the Bank.
3. Implementation of the material measures and actions set out in this ESCP shall be monitored and reported to the Bank by the Borrower as required by the ESCP and the conditions of the legal agreement.
4. As agreed by the Bank and the Borrower, 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, the Borrower, shall revise and agree to the changes with the Bank and shall update the ESCP to reflect such changes. Agreement on changes to the ESCP shall be documented through the exchange of letters signed between the Bank and the Borrower or delegate. The Borrower shall promptly disclose the updated ESCP.
5. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the Borrower shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>MONITORING AND REPORTING</b>			
A	<b>REGULAR REPORTING:</b> The Project Management Unit within the National Aid Fund (PMU) shall prepare and submits to the Bank regular monitoring reports on the social, health and safety (ESHS) performance of the Project, including, but not limited to, stakeholder engagement activities and grievances.	Semi-Annual reports shall be provided throughout the Project implementation period.	National Aid Fund, Jordan Social Security Corporation
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<b>ORGANIZATIONAL STRUCTURE:</b> The National Aid Fund shall maintain a project management unit with qualified staff and resources to support management of ESHS risks and impacts of the Project, including one appointed Social Focal Point within Social Security Corporation (SSC), and one Social Officer recruited to the PMU. Once in place the Social Focal Point within SSC, and the Social Officer shall be retained throughout implementation.	The Project management shall retain the PMU, including one Social Officer throughout the project implementation.  One Social Focal Point within SSC has also been assigned and shall be retained throughout Project implementation.	National Aid Fund, Jordan Social Security Corporation

<p>1.2</p>	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENT/MANAGEMENT PLANS AND INSTRUMENTS/ CONTRACTORS</b></p> <p>a. The project shall be carried out in accordance with the Rapid Social Assessment (RSA) updated, consulted and disclosed for the first additional financing (P176807). This RSA remains applicable to the Second AF and has been amended with minor updates required to reflect the project description and a progress update of ongoing social assessments (targeting evaluation, gender assessment, payments assessment). The amended RSA for Second AF has been re-disclosed prior to the second AF project appraisal.</p> <p>b. The RSA shall be further updated, to reflect the recommendations of social assessments (targeting evaluation, gender assessment, payments assessment), once these assessments are completed, as described in sections 4 and 8 of the RSA. Implement measures, including prepare, disclose, adopt, and implement any plans or other instruments required for the respective Project activities based on the “Impacts and Benefits’ Accessibility assessment” as reflected in RSA Section 4”. in accordance with the ESSs, the EHSs, and other relevant Good International Industry Practice (GIIP), including relevant WHO guidelines on COVID-19, in a manner acceptable to the Bank.</p> <p>c. Incorporate the relevant aspects of this ESCP, including, inter alia, any plans or other instruments, ESS2 requirements, and any other required ESHS measures, into the ESHS specifications of the procurement documents and contracts with third party service providers (e.g. consultancy services), where feasible, in particular the</p>	<p>a. Adopt the amended RSA and implement throughout project implementation.</p> <p>b. The RSA shall be updated based on recommendations of social assessments and redisclosed by 30 March 2022.</p> <p>c. Before carrying out the relevant Project activities, and thereafter throughout implementation</p>	<p>National Aid Fund, Jordan Social Security Corporation</p>
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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	required measures listed in the LMP Section 10. Thereafter ensure that third party service providers comply with the ESHS specifications of their respective contracts.		
1.3	<p><b>EXCLUSIONS:</b> Exclude the following types of activities as ineligible for financing under the Project:</p> <ul style="list-style-type: none"> <li>• Activities that may cause long term, permanent and/or irreversible adverse impacts</li> <li>• Activities that have high probability of causing serious adverse impacts to human health</li> <li>• Activities that may have significant adverse social impacts and may give rise to significant social conflict</li> <li>• Activities that may involve resettlement or land acquisition/ land use restrictions or adverse impacts on cultural heritage</li> <li>• Any other activities excluded based on the Rapid Social Assessment.</li> </ul>	Additional exclusions to be identified during the update of the assessment process conducted under action 1.2.b above. Thereafter, exclusions are applied to project activities throughout implementation	National Aid Fund, Jordan Social Security Corporation
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.1	<p><b>LABOR MANAGEMENT:</b> The Project shall be carried out in accordance with the applicable requirements of ESS2, in a manner acceptable to the Bank, including through, inter alia, implementing adequate occupational health and safety measures (including emergency preparedness and response measures), setting out grievance arrangements for Project workers, and incorporating labor requirements including Occupational Health and Safety into the ESHS specifications of the procurement documents and contracts with third party service providers.</p> <p>The Labor Management Procedures for the first additional financing (P176807) were updated, consulted and disclosed in July 2021. The activities of the second additional financing do not introduce any material changes in labor risks and impacts and therefore the LMP (with minor updates to refer to the second additional financing) remains relevant and applicable to the activities of the second additional financing.</p>	<p>Continue to apply and implement the Labor Management Procedures, updated consulted and disclosed in July 2021, and further updated before appraisal of the second additional financing, throughout Project Implementation.</p>	<p>National Aid Fund, Jordan Social Security Corporation</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.2	<p><b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES:</b> Adopt, implement and update the Occupational Health and Safety (OHS) measures in line with LMP and WHO guidelines on COVID-19 in a manner acceptable to the Bank.</p> <p>The OHS measures shall address: (a) hazards to project workers; (b) preventive and protective measures; (c) training of project workers and maintenance of training records; (d) documentation and reporting of occupational accidents, diseases and incidents; (e) emergency prevention and preparedness and response arrangements to emergency situations; and (f) remedies for adverse impacts such as occupational injuries, deaths, disability and disease.</p>	<p>The OHS measures were prepared, disclosed and adopted as part of the LMP and shall be applicable to the second Additional Financing.</p> <p>All measures specified in this action 2.2 shall be implemented throughout the Project implementation period.</p>	<p>National Aid Fund, Jordan</p> <p>Social Security Corporation</p>
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	Not relevant.	N/A	N/A
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
4.1	<p>a. Implement the Community Health and Safety Management Plan that is part of the RSA, including, inter alia, measures to: minimize the potential for community exposure to communicable diseases; ensure that individuals or groups who, because of their particular circumstances, may be disadvantaged or vulnerable, have access to the development benefits resulting from the Project.</p> <p>b. As per the Plan, implement the following provisions to prevent and respond to sexual exploitation and abuse, sexual harassment or to the increase in domestic violence, in a manner consistent with ESS1 and ESS10, and commensurate with the risks:</p> <ul style="list-style-type: none"> <li>(i) Developing clear instructions on GBV referral pathways for the project based on existing national referral pathways and adding GBV to the NAF MIS system for categorizing complaints raised to the call center.</li> <li>(ii) Provide training for NAF social workers and call center operators on promoting awareness and detection of cases of gender- based violence.</li> <li>(iii) Maintain the Gender Technical Working Group including GBV expertise</li> </ul> <p>PMU has signed a code of conduct prohibiting SEA/SH. Any new PMU employees shall be required to sign the Code within 30 days of start of employment.</p>	<p>a. All measures specified in this action shall be implemented throughout the Project implementation period.</p> <p>b. implement the following provisions to prevent and respond to sexual exploitation and abuse, sexual harassment or to the increase in domestic violence</p> <ul style="list-style-type: none"> <li>(i) By First disbursement under Category 2</li> <li>(ii) Initial training roll-out completed. Training shall be refreshed periodically, especially for new employees throughout implementation</li> <li>(iii) Throughout project implementation.</li> </ul>	<p>National Aid Fund, Jordan</p> <p>Social Security Corporation</p>



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	Not relevant.	N/A	N/A
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	Not relevant	N/A	N/A
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	Not relevant	N/A	N/A
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	Not currently relevant	N/A	N/A
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
9.1	Not relevant	N/A	N/A
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN:</b> Prepare, disclose, adopt, and implement a Stakeholder Engagement Plan (SEP) consistent with ESS10, in a manner acceptable to the Bank.</p> <p>An SEP for the parent was already prepared and disclosed on May 31, 2020, and was updated, consulted, and disclosed for the First Additional Financing on May 20, 2021.</p> <ul style="list-style-type: none"> <li>a. implement the updated SEP which is disclosed prior to project appraisal of second additional financing.</li> <li>b. NAF shall also develop a detailed communication plan, for the migration of the old cash transfer beneficiaries to Takaful program</li> </ul>	<ul style="list-style-type: none"> <li>a. The SEP shall be updated and disclosed for the second additional financing by appraisal and implemented throughout project implementation</li> <li>b. Prior to migrating old cash transfer beneficiaries to Takaful (PBC 3.3)</li> </ul>	<p>National Aid Fund, Jordan</p> <p>Social Security Corporation</p>
10.2	<p><b>GRIEVANCE MECHANISM:</b> Accessible grievance arrangements shall be made publicly available to receive and facilitate resolution of concerns and grievances in relation to the Project, consistent with ESS10, in a manner acceptable to the Bank.</p>	<p>Throughout Project implementation</p>	<p>National Aid Fund, Jordan</p> <p>Social Security Corporation</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>CAPACITY SUPPORT (TRAINING)</b>			
	<p>(a) The Borrower shall deliver training programs for SCC, NAF and non-NAF staff on handling inquiries, complaints and grievances related to the project.</p> <p>(b) The Borrower shall deliver Occupational Health and Safety training for project workers, including social workers.</p>	<p>(a) throughout implementation</p> <p>(b) throughout implementation</p>	<p>National Aid Fund, Jordan</p> <p>Social Security Corporation</p>