

**HASHEMITE KINGDOM OF JORDAN**

**National Aid Fund (NAF)**

**Jordan Emergency Cash Transfer COVID-19  
Response Project  
(P173974- P176807- P177815)**

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

**Updated for Restructuring**

**August 2024**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Hashemite Kingdom of Jordan (the Borrower) shall, and shall cause the National Aid Fund (NAF), and the Social Security Corporation (SSC), through their respective subsidiary agreements with MOPIC, to implement the Jordan COVID-19 Emergency Cash Transfer Response (the **Project**). The International Bank for Reconstruction and Development (hereinafter the Bank) has agreed to provide [the original financing (P173974), additional financing (P176807), and second additional financing (P177815) for the Project. This ESCP supersedes previous versions of the ESCP for the Project and shall apply to the original, the additional and the second additional financing for Project referred to above.
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 Bank. The ESCP is a part of the Original Loan Agreement, Additional Loan Agreement and the Second Additional Loan Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement(s).
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 Bank. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Bank.
4. As agreed by the 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 shall, and shall cause the National Aid Fund (NAF) and the Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Borrower (Minister of Planning and International Cooperation). The Borrower shall promptly disclose the updated ESCP.

| MATERIAL MEASURES AND ACTIONS   |   | TIMEFRAME   | RESPONSIBLE ENTITY   |
|---|---|---|--|
| <b>MONITORING AND REPORTING</b>   |   |   |  |
| A   | <p><b>REGULAR REPORTING</b></p> <p>The Project Management Unit within the National Aid Fund (PMU) shall prepare and submit to the Bank regular monitoring reports on the social, health and safety (EHS) performance of the Project, including, but not limited to, stakeholder engagement activities and grievances.</p>   | <p>Semi-Annual reports shall be provided throughout the Project implementation period.</p>  | <p>National Aid Fund (NAF)</p> <p>Jordan Social Security Corporation (SSC)</p> |
| 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>Notify the Bank no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the Bank within a timeframe acceptable to the Bank.</p> | <p>National Aid Fund (NAF)</p> <p>Jordan Social Security Corporation (SSC)</p> |
| <b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b> |   |   |  |

THE WORLD BANK - ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

|     |  |  |  |
|-----|--|--|--|
| 1.1 | <p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>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.</p> | <p>The Project management shall retain the PMU, including one Social Officer throughout the project implementation.</p> <p>One Social Focal Point within SSC has also been assigned and shall be retained throughout Project implementation.</p> | <p>National Aid Fund (NAF)</p> <p>Jordan Social Security Corporation (SSC)</p> |
|-----|--|--|--|

|            |   |   |  |
|------------|---|---|--|
| <p>1.2</p> | <p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>a. The project shall be carried out in accordance with the RapidSocial 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 was updated and redisclosed on March 30, 2022.</p> <p>c. Before carrying out the relevant Project activities, and thereafter throughout implementation</p> | <p>National Aid Fund (NAF)</p> <p>Jordan Social Security Corporation (SSC)</p> |
|------------|---|---|--|

| 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<br>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 PROCEDURES</b></p> <p>1. 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.</p> <p>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 did not introduce any material changes in labor risks and impacts and therefore the LMP (with minor updates to refer to the second additional financing) remained relevant and applicable to the activities of the second additional financing.</p> <p>Following the Government of Jordan's request, a project restructuring was initiated and will include introducing a new PBC (PBC1.5) to add 20,000 additional households by September 2024 and allocating the full unutilized amount of US\$63.42 million to Category, as well as extending the project's closing date till December 2025. The proposed changes of the restructuring will not introduce any material changes in labor risks and impacts, however the LMP will be updated to reflect the latest data and updates.</p> | <p>The original LMP was prepared, consulted, and disclosed in November 2020</p> <p>The LMP was updated in November 2021 for the first Additional Financing.</p> <p>The LMP will be updated, cleared, and disclosed 30 days after the Effective Date of the Restructuring.</p> <p>Continue to apply and implement the <del>updated</del> LMP throughout Project Implementation.</p> | <p>National Aid Fund (NAF)</p> <p>Jordan Social Security Corporation (SSC)</p> |

|  |  |  |  |
|--|--|--|--|
|  | <p>2. 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;</p> <p>1. (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 following the second Additional Financing.</p> <p>The OHS measures will be updated 30 days after the Effective Date for the Restructuring, and as part of the LMP update. They shall be implemented throughout the project implementation period.</p> |  |
|--|--|--|--|



| MATERIAL MEASURES AND ACTIONS   |   | TIMEFRAME   | RESPONSIBLE ENTITY/AUTHORITY  |
|---|---|---|---|
| 2.2   | <p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p> | The workers GRM will be updated (if needed) as part of the LMP update, 30 days after the Effective Date of the Restructuring. The updated workers GRM will be implemented and maintained throughout Project implementation. | National Aid Fund (NAF)<br>Jordan Social Security Corporation (SSC) |
| <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   |
|-------------------------------|--|---|--|
| 4.2                           | <p><b>COMMUNITY HEALTH AND SAFETY</b></p> <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>The Rapid Social Assessment (RSA) was prepared and disclosed in November 2020 and updated for the first additional financing in November 2021.</p> <p>This also included that:</p> <ul style="list-style-type: none"> <li>a. All measures specified in this action shall be implemented throughout the Project implementation period.</li> <li>b. implement the following provisions to prevent and respond to sexual exploitation and abuse, sexual harassment or to the increase in domestic violence                             <ul style="list-style-type: none"> <li>(i) This was done by the 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> </li> </ul> | <p>National Aid Fund (NAF)</p> <p>Jordan Social Security Corporation (SSC)</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 PREPARATION AND IMPLEMENTATION</b></p> <ul style="list-style-type: none"> <li>- Prepare, disclose, adopt, and implement a Stakeholder Engagement Plan (SEP) consistent with ESS10, in a manner acceptable to the Bank.</li> <li>- The SEP for the parent was already prepared and disclosed on May31, 2020, and was updated, consulted, and disclosed for the FirstAdditional Financing on May 20, 2021.</li> <li>- implement the updated SEP which is disclosed prior to project appraisal of the second additional financing. NAF shall also develop a detailed communicationplan, for the migration of the old cash transfer beneficiaries to Takaful program.</li> <li>- Following the Government of Jordan's request, a project restructuring was initiated and will include introducing a new PBC (PBC1.5) to add 20,000 additional households by September 2024 and allocating the full unutilized amount of US\$63.42 million to Category, as well as extending the closing date till December 2025. As a result, the SEP will be updated to reflect the latest developments and updates regarding stakeholder engagement and communication efforts.</li> </ul> | <p>The original SEP was prepared, consulted, and disclosed in November 2020</p> <p>The SEP was updated for the first additional financing in May 2021 and for the second additional financing in January 2022.</p> <p>The SEP shall be updated and disclosed 30 days after the Effective date of the Restructuring.</p> <p>The updated SEP shall be implemented throughout project implementation period.</p> | <p>National Aid Fund (NAF)</p> <p>Jordan Social Security Corporation (SSC)</p> |
| 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 project's GRM will be updated (if needed) as part of the update of the SEP, 30 days after the Effective Date of the Restructuring.</p> <p>The updated GRM shall be implemented and maintained throughout project implementation</p>  | <p>National Aid Fund (NAF)</p> <p>Jordan Social Security Corporation (SSC)</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> |  |  |
|--|--|--|--|

| MATERIAL MEASURES AND ACTIONS      |  | TIMEFRAME                 | RESPONSIBLE ENTITY/AUTHORITY  |
|------------------------------------|--|---------------------------|---|
| <b>CAPACITY SUPPORT (TRAINING)</b> |  |                           |   |
| CS1                                | The Borrower shall deliver training programs for SCC, NAF and non-NAF staff on handling inquiries, complaints and grievances related to the project. | Throughout implementation | National Aid Fund (NAF)<br>Jordan Social Security Corporation (SSC) |
| CS2                                | The Borrower shall deliver Occupational Health and Safety training for project workers, including social workers.                                    | Throughout implementation | National Aid Fund (NAF)<br>Jordan Social Security Corporation (SSC) |