



Jordan Support to Private Sector Employment and Skills (P177959)

MIDDLE EAST AND NORTH AFRICA | Jordan | Education Global Practice |
IBRD/IDA | Investment Project Financing | FY 2022 | Seq No: 2 | ARCHIVED on 28-Nov-2022 | ISR53379 |

Implementing Agencies: Hashemite Kingdom of Jordan, Ministry of Labor

Key Dates**Key Project Dates**

Bank Approval Date: 17-Dec-2021

Effectiveness Date: 11-Apr-2022

Planned Mid Term Review Date: 20-Feb-2023

Actual Mid-Term Review Date:

Original Closing Date: 31-Dec-2023

Revised Closing Date: 31-Dec-2023

Project Development Objectives

Project Development Objective (from Project Appraisal Document)

To increase private sector employment post COVID-19 with emphasis on youth and women.

Has the Project Development Objective been changed since Board Approval of the Project Objective?

No

Components Table

Name

Component 1: Support to the National Employment Program:(Cost \$110.32 M)

Component 2: Project Management and Monitoring and Evaluation:(Cost \$1.40 M)

Overall Ratings

Name	Previous Rating	Current Rating
Progress towards achievement of PDO	<input type="checkbox"/> Satisfactory	<input type="checkbox"/> Satisfactory
Overall Implementation Progress (IP)	<input type="checkbox"/> Satisfactory	<input type="checkbox"/> Moderately Satisfactory
Overall Risk Rating	<input type="checkbox"/> Moderate	<input type="checkbox"/> Moderate

Implementation Status and Key Decisions

The Jordan Support to Private Sector Employment and Skills Project was approved on December 17, 2021 and the National Employment Program (NEP), which is supported by the Project, was launched on April 3, 2022. As of October 31, 2022, 1,316 companies from all 12 Jordanian governorates have applied to NEP, of which 996 companies' applications were approved by the selection committee. Grant agreements have been signed between 681 companies and the Ministry of Labor (MOL). As of October 31st, 35,260 jobseekers (beneficiaries) have registered on the employment platform, of whom 9,751 became employed and receiving benefits paid through the Social Security Corporation (SSC). However, very few firms are availing themselves of the training subsidies available under NEP, though training is key to ensuring sustainable employability of new hires. The MOL is aware of this shortcoming and will be deploying additional outreach to firms and jobseekers to ensure increased uptake of training under NEP.



Risks

Systematic Operations Risk-rating Tool

Risk Category	Rating at Approval	Previous Rating	Current Rating
Political and Governance	<input type="checkbox"/> Moderate	<input type="checkbox"/> Moderate	<input type="checkbox"/> Moderate
Macroeconomic	<input type="checkbox"/> Moderate	<input type="checkbox"/> Moderate	<input type="checkbox"/> Moderate
Sector Strategies and Policies	<input type="checkbox"/> Moderate	<input type="checkbox"/> Moderate	<input type="checkbox"/> Moderate
Technical Design of Project or Program	<input type="checkbox"/> Substantial	<input type="checkbox"/> Substantial	<input type="checkbox"/> Substantial
Institutional Capacity for Implementation and Sustainability	<input type="checkbox"/> Substantial	<input type="checkbox"/> Substantial	<input type="checkbox"/> Substantial
Fiduciary	<input type="checkbox"/> Substantial	<input type="checkbox"/> Substantial	<input type="checkbox"/> Substantial
Environment and Social	<input type="checkbox"/> Moderate	<input type="checkbox"/> Moderate	<input type="checkbox"/> Moderate
Stakeholders	<input type="checkbox"/> Moderate	<input type="checkbox"/> Moderate	<input type="checkbox"/> Moderate
Other	--	--	--
Overall	<input type="checkbox"/> Moderate	<input type="checkbox"/> Moderate	<input type="checkbox"/> Moderate

Results

PDO Indicators by Objectives / Outcomes

Support private sector employment post COVID-19				
▶ Percentage of jobseekers supported by the project who continue to be employed 6 months after the support period ends (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	75.00
Date	05-Nov-2021	31-Mar-2022	31-Oct-2022	30-Jun-2023
Comments:	The support period includes the 6 months of training followed by the 6 months of employment, so a total of 1 year.			
□ Percentage of female jobseekers supported by the project who continue to be employed 6 months after the support period ends (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	75.00
□ Percentage of youth jobseekers (18-24 years old) supported by the project who continue to be employed 6 months after the support period ends (Percentage, Custom Supplement)				



	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	75.00
<input type="checkbox"/> Percentage of NAF beneficiary jobseekers supported by the project who continue to be employed 6 months after the support period ends (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	75.00

Intermediate Results Indicators by Components

Component 1: Support to the National Employment Program				
► Number of jobseekers receiving on-the-job training and wage subsidies (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	9,680.00	62,000.00
Date	05-Nov-2021	31-Mar-2022	31-Oct-2022	30-Jun-2023
Comments:	The number of jobseekers who benefit through the National Employment Program from on-the-job-training and wage subsidies for a total period of 1 year.			
<input type="checkbox"/> Share of female jobseekers among jobseekers receiving on-the-job training and wage subsidies (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	57.00	35.00
<input type="checkbox"/> Share of NAF beneficiaries in total jobseekers receiving on-the-job training and wage subsidies (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	7.50	7.00
<input type="checkbox"/> Share of youth jobseekers (18-24 years old) receiving on-the-job training and wage subsidies (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	50.00	50.00
► Number of jobseekers receiving combined classroom and on-the-job training and wage subsidies (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	72.00	1,600.00
Date	05-Nov-2021	31-Mar-2022	31-Oct-2022	30-Jun-2023



Comments:	This indicator tracks the total number of jobseekers who benefit under the NEP from the combined classroom and on-the-job training and associated wage subsidies.			
<input type="checkbox"/> Share of female jobseekers among jobseekers receiving combined classroom and on-the-job training and wage subsidies (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	35.00
<input type="checkbox"/> Share of NAF beneficiaries among jobseekers receiving combined classroom and on-the-job training and wage subsidies. (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	11.10	7.00
<input type="checkbox"/> Share of youth jobseekers (18-24 years old) receiving combined classroom and on-the-job training and wage subsidies (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	43.00	50.00
► Number of jobseekers supported by the project who continue to be employed after the first 6 months of support ends (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	62,000.00
Date	05-Nov-2021	31-Mar-2022	31-Oct-2022	31-Dec-2022
Comments:	While the NEP foresees that all hired jobseekers are supported for a full year, this indicator measures the number of jobseekers who continue to be employed after the first 6 months, as some will likely drop out.			
<input type="checkbox"/> Share of female jobseekers among jobseekers who continue to be employed after the first 6 months of support ends (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	35.00
<input type="checkbox"/> Share of NAF beneficiaries among jobseekers who continue to be employed after the first 6 months of support ends (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	7.00
<input type="checkbox"/> Share of youth jobseekers (18-24 years old) supported by the project who continue to be employed after the first 6 months of support ends (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	50.00



▶ Number of private companies supported by the project (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	681.00	2,100.00
Date	05-Nov-2021	31-Mar-2022	31-Oct-2022	30-Jun-2023
Comments:	This indicator measures the number of private sector firms that benefit under the NEP, and the target assumes an average size of 30 employees.			
☐ Share of private companies hiring in disadvantaged regions (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	11.00	30.00
▶ Number of jobseekers receiving support from the project (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	9,752.00	63,600.00
Date	01-Jan-2022	31-Mar-2022	31-Oct-2022	30-Jun-2023
Comments:	The indicator tracks the total number of jobseekers receiving support under Component 1 on supporting that National Employment Program			
☐ Of which female jobseekers (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	56.00	35.00
☐ Of which NAF beneficiaries (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	7.60	7.00
☐ Of which youth (18-24 years old) (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	50.00	50.00
▶ Share of jobseekers employed in green jobs (e.g., water efficiency, waste management and recycling) (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	5.00
Date	01-Jan-2022	31-Mar-2022	31-Oct-2022	30-Jun-2023
Comments:	This indicator tracks the share of jobseekers who find employment under NEP in green jobs, including jobs in energy efficiency in buildings and technologies, water efficiency, waste minimization and management, wastewater management, renewable energy generation, sustainable transportation, and			



comprehensive scope of climate resilience measures including resilience measures in construction/buildings, transportation infrastructure, and in electric grid.

Component 2: Project Management, Monitoring, and Evaluation

► Share of feedback (complaints, queries, suggestions, compliments) that are addressed within a timeframe specified and publicly communicated by the project (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	90.00
Date	05-Nov-2021	31-Mar-2022	31-Oct-2022	30-Jun-2023

Comments: This indicator tracks the share of grievances received through the Grievance Redress Mechanism that are addressed within the timeframe stipulated by the Project Operations Manual.

☐ Share of feedback from individual jobseekers (complaints, queries, suggestions, compliments) that are addressed within a timeframe specified and publicly communicated by the project (Percentage, Custom Supplement)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	90.00

☐ Share of feedback from companies (complaints, queries, suggestions, compliments) that are addressed within a timeframe specified and publicly communicated by the project (Percentage, Custom Supplement)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	90.00

► Share of beneficiaries who express satisfaction with the support received (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	80.00
Date	05-Nov-2021	31-Mar-2022	31-Oct-2022	30-Jun-2023

Comments: This indicator tracks the share of beneficiaries under the project who express satisfaction with the support received. The findings of the surveys will be published and the MOL PMU will prepare a semi-annual action plan to address beneficiary inputs received through the surveys.

☐ Share of individual jobseekers receiving on-the-job training and wage subsidies who express satisfaction (Percentage, Custom Supplement)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	80.00

☐ Share of individual jobseekers receiving combined classroom and on-the-job training and wage subsidies who express satisfaction (Percentage, Custom Supplement)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	80.00



☐ Share of male jobseekers who express satisfaction with the support received (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	80.00
☐ Share of female jobseekers who express satisfaction with the support received (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	80.00
☐ Share of companies receiving support who express satisfaction (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	80.00
☐ Share of youth beneficiaries (18-24 years old) who express satisfaction with the support received (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	80.00

Performance-Based Conditions

Data on Financial Performance

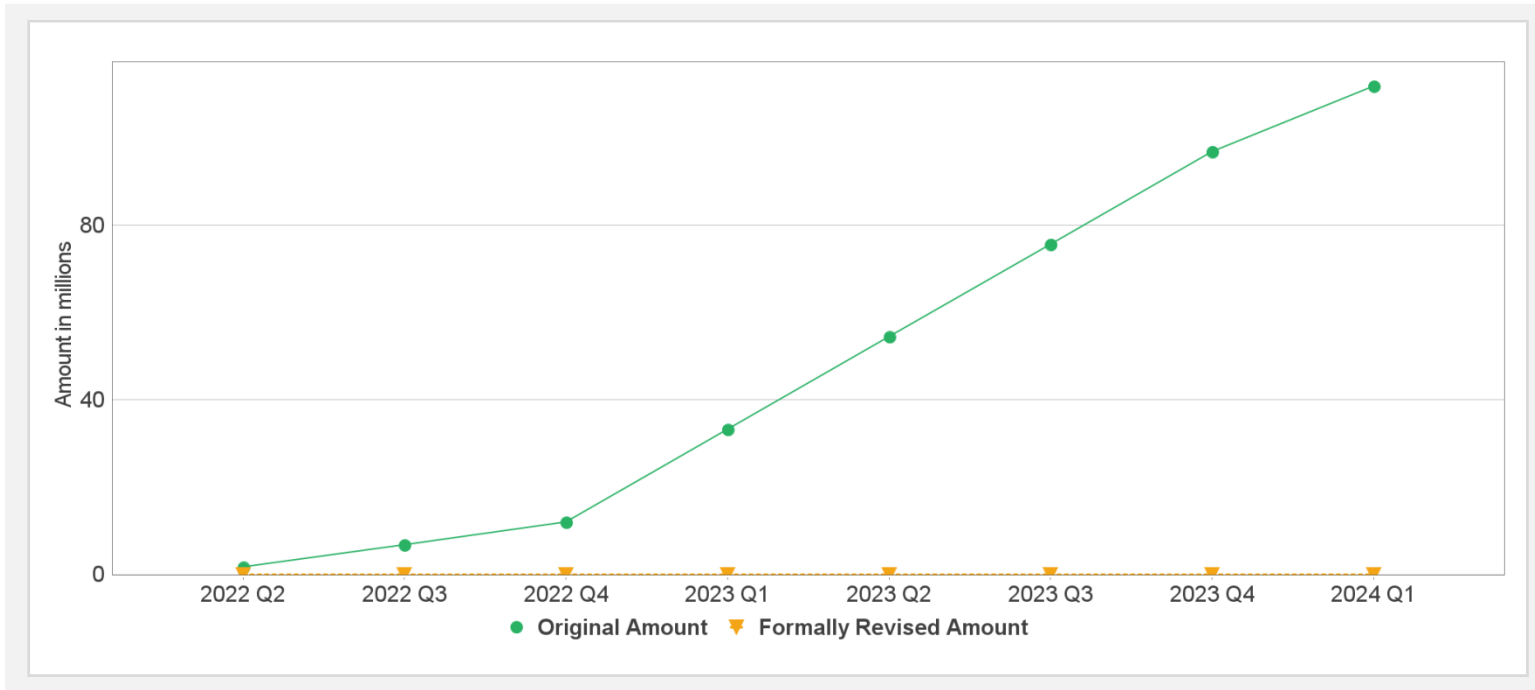
Disbursements (by loan)

Project	Loan/Credit/TF	Status	Currency	Original	Revised	Cancelled	Disbursed	Undisbursed	% Disbursed
P177959	IBRD-93300	Effective	USD	112.00	112.00	0.00	0.28	111.72	0.3%

Key Dates (by loan)

Project	Loan/Credit/TF	Status	Approval Date	Signing Date	Effectiveness Date	Orig. Closing Date	Rev. Closing Date
P177959	IBRD-93300	Effective	17-Dec-2021	12-Jan-2022	11-Apr-2022	31-Dec-2023	31-Dec-2023

Cumulative Disbursements



Restructuring History

There has been no restructuring to date.

Related Project(s)

There are no related projects.