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Appraisal Environmental and Social Review Summary

Appraisal Stage

(ESRS Appraisal Stage)

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BASIC INFORMATION

A. Basic Project Data

Country	Region	Project ID	Parent Project ID (if any)
Jordan	MIDDLE EAST AND NORTH AFRICA	P170669	
Project Name	Jordan Youth, Technology, and Jobs Project		
Practice Area (Lead)	Financing Instrument	Estimated Appraisal Date	Estimated Board Date
Finance, Competitiveness and Innovation	Investment Project Financing	11/4/2019	3/6/2020
Borrower(s)	Implementing Agency(ies)		
Ministry of Planning and International Cooperation (MOPIC)	Ministry of Digital Economy and Entrepreneurship		

Proposed Development Objective(s)
Improve digitally-enabled income opportunities and expand digitized government services in Jordan

Financing (in USD Million)	Amount
Total Project Cost	**200.00**

B. Is the project being prepared in a Situation of Urgent Need of Assistance or Capacity Constraints, as per Bank IPF Policy, para. 12?

No

C. Summary Description of Proposed Project [including overview of Country, Sectoral & Institutional Contexts and Relationship to CPF]

The proposed project is a US$200 million Investment Project Financing with Disbursement-linked Indicators (IPF-DLI Operation). The IPF instrument was chosen to support critical investments for the growth of digital economy and create income opportunities, with DLIs driving a focus on results. The project aims to build an impetus for private sector-led growth of the digital sector by (i) deepening the pool of quality digital skills and (ii) leveraging the governments' ambitious agenda of digitizing government services to create a demand for digital services and jobs. The Project is structured around interventions that address constraints to both the supply and demand side of digitally skilled labor in Jordan, with Component 1 focusing on strengthening the supply of digital skills, and

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Component 2 boosting the growth of digital economy and hence jobs and income opportunities. Component 3 supports project management.

D. Environmental and Social Overview

D.1. Project location(s) and salient characteristics relevant to the ES assessment [geographic, environmental, social]

The proposed project will support Jordan's digital economy by providing a variety of interventions to increase digital skills and jobs for youth aged 18-34, across Jordan. The project will provide support nation wide, nonetheless, interventions will focus on underserved communities, youth, women, and Syrian refugees. No salient environmental characteristics that are of specific importance or impact on the project. The project targets youth across the country and has designed specific incentive strategies across the components to for inclusion of vulnerable youth in poor areas outside Amman, women and Syrian refugees.

The project targets youth across the country and has designed specific incentive strategies across the components for inclusion of vulnerable youth in poor areas outside Amman, women and Syrian refugees.

The project will not support civil work, key activities are limited to delivering training and creation of co-working spaces for freelancers that will take place in existing vocational centers (three to five centres will be selected from 45 that are scattered around the country). The vocational centers will require minor equipping (e.g. furniture, computers) and upgrading only (e.g. painting) which will be done by the private sector, once engaged. Adverse environmental and social impacts are expected to be limited. E-waste management could be the environmental issue that will need particular attention.

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D. 2. Borrower's Institutional Capacity

The project will be implemented by The Jordan Ministry of Digital Economy and Entrepreneurship (MoDEE), being the Loan recipient. MoDEE will manage the overall project activities, through a joint Project Management Unit with Ministry of Labour and Ministry of Education, located at MoDEE. The Ministry will subcontract the implementation of project activities to professional private sector vendors. The MODEE are a new ministry, that was previously the Ministry of Information and Technology. MoDEE has a department that is experienced in delivering training and outreach programs on a national scale that will be support the PMU. To support the implementation of the social assessment and stakeholder engagement plan, the PMU will hire a Stakeholder Outreach and Communications Officer (SOCO) that will be part of the PMU.

II. SUMMARY OF ENVIRONMENTAL AND SOCIAL (ES) RISKS AND IMPACTS

A. Environmental and Social Risk Classification (ESRC) — Moderate

Environmental Risk Rating — Moderate

The environmental risk rating of this project is considered 'moderate'. Interventions to be supported under this project are expected to have minimal to no environmental impacts. The project will not support any civil works or constructions, mainly "soft" interventions will be supported to increase digital skills and jobs. Physical activities are

limited to delivering training and potential provision of operational support for existing vocational centers such as desks and computers and creation of co-working spaces for freelancers that will take place in 45 existing vocational centers that are scattered around the country. Minor, limited and site-specific impacts might result from the potential support to vocational centers such centers which might require minor remodeling -e.g. painting- which will be done by the private sector, once engaged. Furthermore, the provision of some equipment such as computers to vocational training center could result in negative environmental impacts if the e-waste is not managed and disposed of properly. Although such activities are commonly implemented without requiring special or complicated measures, adequate management of potential impacts of such activity should be ensured, mainly by preparing Environmental and Social Management Plans (ESMPs) and contractor's ESMPs which include measures for managing e-waste. In addition, safeguards clauses should be included in the contracts of the contractor(s) covering issues like the provision of required PPEs, as well as safe disposal of waste that might be generated.

Social Risk Rating Moderate

The social risks associated with the project are considered moderate. There are limited direct adverse social impacts resulting from project activities since there no civil works; does not involve any land acquisition and does not affect indigenous peoples. The social risks are limited in nature and scale, and can be summarized as follows: 1) risks related to social exclusion in its various forms that would need to be mitigated through ensuring that project benefits, such as access to training and job opportunities in the high tech sector, can be accessed and optimized for vulnerable youth, including those from poor communities and Syrian refugees, and women 2) risks related to labor and working conditions for project workers who consist of the PMU, and contracted workers delivering training programs to youth 3) risk of exposure of youth, including vulnerable youth and women to sexual harassment or exploitation, or poor working conditions, indirectly, through project activities such as training and jobs.

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B. Environment and Social Standards (ESSs) that Apply to the Activities Being Considered

B.1. General Assessment

ESS1 Assessment and Management of Environmental and Social Risks and Impacts

Overview of the relevance of the Standard for the Project:

ESS1 has relevance to the project. The project comprises various qualitative activities such as improving the public school curriculum; training for youth, and financial support to private sector enterprises that are aimed at increasing skills and jobs across the full range of tech-enabled services from entry level (e.g. accounting; IT helpdesk; call centres; survey/poll taking), mid-level (e.g. language services; software development); cybersecurity) to advanced level (e.g. artificial intelligence; process automation; big data analytics). Technical assistance is being provide to the Jordan Skills Council which is considered low risk from a social and environmental perspective.

Through project design and implementation there is a risk that certain individuals or groups may be more limited in their ability to take advantage of the project's benefits. The project is specifically aimed at providing economic opportunities for Jordanian and Syrian youth, including women. The Social Assessment (SA) that has been prepared and disclosed prior to appraisal, describes the digital economy providing available baseline information on the demographics such as gender, ethnicity and geographic distribution of the target groups. It examines the different project components and interventions and assesses their impact, and make project design recommendations to reduce barriers for vulnerable youth, Syrians, women and people with disabilities to access project benefits. The

social assessment concluded that adverse social risks of the program are low to moderate across all project components.

The project will employ various ways to prioritize, incentivize and target vulnerable youth, women and Syrian refugees and the relevant commitments are specified in Chapter 8 of the SA as well as the Project Appraisal Document. Scoring systems and eligibility criteria will be detailed further in the Project Operations Manual to be reviewed and cleared by the Bank prior to project effectiveness.

As outlined in the Project Appraisal Document, in line with Government of Jordan rules and regulations, Syrian refugees will benefit from the project through digital skills training opportunities; enhanced curriculum for those attending public schools; and for those who work as free-lancers, could benefit from the refurbished Tech Hubs or income generating activities in the gig-economy.

While there are no specific Disbursement Linked Indicators or Results Indicators for including people with disabilities, additional measures are recommended to engage with people with disabilities to determine whether barriers to access project benefits could be reduced, and their participation will be monitored. Additional measures are noted under ESS4.

The project has objectives related to job creation in tech-enabled sectors which may expose project beneficiaries, indirectly, to adverse labor and working conditions, particularly vulnerable workers such as Syrian refugees or women. Adverse working conditions in the tech sector globally are mainly associated with manufacturing environments, which will be limited in this project. Warehouses, laboratories, call centres may have risks related to mental or physical stress, overtime and other terms and conditions, and discriminatory practices. The assessment of these risks are further elaborated in the project's labor management procedures (LMP). Terms and conditions for procurement documents and for companies receiving grants under the project to protect workers are specified.

On environmental risks and impacts, minor and limited impacts might result from equipping and upgrading - such as painting. Nonetheless, and although such activities are commonly implemented, Environmental and Social Management Plans (ESMPs) and contractor's ESMPs will be prepared to address potential risks and impacts that might be associated with the implementation of some interventions. Furthermore, safeguards clauses will be included in the contracts of the contractor(s) covering issues like the provision of required PPEs, energy efficiency, as well as safe disposal of waste that might be generated.

The preparation of this ESRS was informed by 1) the review of project design documents including the Project Appraisal Document and minutes of stakeholder engagement session with Civil Society Organizations (CSOs) 2) conducting meetings with MoDEE and consultants; and, 3) review of the existing documentation (Labor Management Procedures, Stakeholder Engagement Plan, Environmental and Social Commitment Plan and SA) prepared by the client.

ESS10 Stakeholder Engagement and Information Disclosure

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ESS10 is relevant to the project. The project has various stakeholders corresponding to the different sub-components including the private sector, Syrian, Jordanian, male and female youth, CSOs and social enterprises, educational institutions, implementing agencies; and other government agencies. The Borrower has prepare a Stakeholder Engagement Plan (SEP) for the project and it will be disclosed prior to appraisal. The SEP outlines a) who the key stakeholders are; b) how they are to be engaged; c) how often the engagement will occur throughout the project; d) how feedback will be solicited, recorded and monitored over the project; e) who will be charged/responsible with this engagement; f) timeline for this engagement. The process of stakeholder engagement has begun during preparation with consultations with a number of CSOs active in advocacy and capacity building in the IT sector, and will continue into implementation.

The SEP outlines (i)) stakeholder identification and analysis (ii) stakeholder engagement activities on the project design and social assessment (iii) outreach efforts customized for the various sub-components to ensure the potential project benefits are adequately communicated and barriers to access are minimized (iv) disclosure of information (iv) project grievance mechanisms. The SEP will have a budget provision.

B.2. Specific Risks and Impacts

A brief description of the potential environmental and social risks and impacts relevant to the Project.

ESS2 Labor and Working Conditions

ESS2 is considered relevant. ESS2 applies to members of the PMU (10-15) that are hired for the project as they are considered non-civil servants. Contracted workers include trainers and other service providers that are hired to deliver the various sub-components. Labor Management Procedures have been prepared and disclosed, covering project workers. The labor risks for project beneficiary workers (i.e. workers who get jobs at tech-enabled companies as a result of investment grants provided by the project) have also been evaluated in the LMP
The labor risks for project beneficiaries (e.g. workers who get jobs at tech-enabled companies as a result of investment grants provided by the project) have also been evaluated in the LMP.

ESS3 Resource Efficiency and Pollution Prevention and Management

This standard is relevant as the project activities will support the renovation of vocational training centers which might generate waste. Furthermore, the project will provide equipment such as computers to vocational training centers. These equipment should be energy-efficient and properly managed and disposed off. These potential impacts will be assessed and managed through preparing Environmental and Social Management Plans (ESMPs) as well as through including safeguards clauses in the contracts of the contractor(s) covering issues like safe disposal of waste that might be generated.

ESS4 Community Health and Safety

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This standard is relevant. As project activities will take place in a multitude of training and job settings, vulnerable youth and women may be exposed to risks of sexual harassment I the workplace. Training Service Providers and companies receiving grants will be required to have in place the Ministry of Labor's new Code of Conduct.

No new structures are being constructed under the project, however accessibility of training facilities and tech hubs for the disabled will be considered where technically and financially feasible. Training providers shall specify the accessibility for disabled, of their training facilities in their bids and accessibility will be incentivized. VTI renovation designs will be reviewed for potential wheelchair accessibility, where technically and financially feasible.

ESS5 Land Acquisition, Restrictions on Land Use and Involuntary Resettlement

Project activities will not result in land acquisition.

ESS6 Biodiversity Conservation and Sustainable Management of Living Natural Resources

ESS6 is not considered relevant for the project.

ESS7 Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities

ESS7 is not currently considered relevant for the project. The project does not entail any physical works and activities will not take place in areas where communities, that may be considered indigenous, are expected to have collective attachment.

ESS8 Cultural Heritage

There are no physical activities that would lead to impacts on cultural heritage.

ESS9 Financial Intermediaries

There are no financial intermediaries for project activities.

B.3 Other Relevant Project Risks

There are no other relevant Project Risks

C. Legal Operational Policies that Apply

OP 7.50 Projects on International Waterways	No
OP 7.60 Projects in Disputed Areas	No

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III. BORROWER'S ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

DELIVERABLES against MEASURES AND ACTIONs IDENTIFIED	TIMELINE
ESS 1 Assessment and Management of Environmental and Social Risks and Impacts	
An organizational structure including the Social and Community Outreach Officer (SOCO) will be established within 30 days after Project effectiveness. The organizational structure will also include a (part-time) Environmental Officer. This structure should be maintained throughout Project implementation. - Environmental and Social Management Plans (ESMPs) will be prepared, as needed, to address potential risks and impacts that might be associated with the implementation of some interventions.	03/2020
ESS 10 Stakeholder Engagement and Information Disclosure	
Prepare, adopt, maintain and operate a grievance mechanism, as described in the SEP, within 60 days of project effectiveness	04/2020
ESS 2 Labor and Working Conditions	
grievance mechanism operational at project effectiveness and maintained throughout Project implementation	03/2020
ESS 3 Resource Efficiency and Pollution Prevention and Management	
- Environmental and Social Management Plans (ESMPs) will be prepared, as needed, to address potential resource efficiency and pollution risks and impacts that might be associated with the implementation of some interventions.	12/2019
ESS 4 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. Before start of procurement process for upgrading VTIs	01/2020
ESS 5 Land Acquisition, Restrictions on Land Use and Involuntary Resettlement	
ESS 6 Biodiversity Conservation and Sustainable Management of Living Natural Resources	
ESS 7 Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities	
ESS 8 Cultural Heritage	
ESS 9 Financial Intermediaries	

B.3. Reliance on Borrower's policy, legal and institutional framework, relevant to the Project risks and impacts

Is this project being prepared for use of Borrower Framework? No

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Areas where "Use of Borrower Framework" is being considered:

The use of Borrower Framework is not being considered.

IV. CONTACT POINTS

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Borrower/Client/Recipient

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Implementing Agency(ies)

Implementing Agency: Ministry of Digital Economy and Entrepreneurship

V. FOR MORE INFORMATION CONTACT

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VI. APPROVAL

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