



Appraisal Environmental and Social Review Summary

Appraisal Stage

(ESRS Appraisal Stage)

Date Prepared/Updated: 02/29/2024 | Report No: ESRSA03338



I. BASIC INFORMATION

A. Basic Operation Data

Operation ID	Product	Operation Acronym	Approval Fiscal Year
P180508	Program-for-Results Financing (PforR)	Enhancing Women Economic Opportunities	2024
Operation Name	Enhancing Women Economic Opportunities in Jordan		
Country/Region Code	Beneficiary country/countries (borrower, recipient)	Region	Practice Area (Lead)
Jordan	Jordan	MIDDLE EAST AND NORTH AFRICA	Social Protection & Jobs
Borrower(s)	Implementing Agency(ies)	Estimated Appraisal Date	Estimated Board Date
Ministry of Planning and International Cooperation	Ministry of Social Development (MOSD)	20-Feb-2024	26-Mar-2024
Estimated Decision Review Date	Total Project Cost		
08-Feb-2024	3.00		

Proposed Development Objective

To address constraints that women face to enter and stay in the labor force related to the workplace conditions, financial inclusion, transportation, and childcare.

B. Is the operation 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 Activities

[Description imported from the PAD Data Sheet in the Portal providing information about the key aspects and components/sub-components of the project]

The proposed project will be centered on four key dimensions, in line with the Government of Jordan's strategic vision and commitment to simultaneously increase women's labor force participation and expand economic growth. These dimensions are: (i) promoting a more enabling legal and workplace environment, (ii) enhancing women's financial



inclusion and entrepreneurship, (iii) improving safety in public transport, and (iv) expanding access to quality childcare services. The project will be structured with a PforR component tied to specific output and result-oriented goals, and an Investment Project Financing component will support the expansion of quality childcare services, piloting various modalities for scale-up and establishing a collaborative learning platform on gender and jobs.

D. Environmental and Social Overview

D.1 Overview of Environmental and Social Project Settings

[Description of key features relevant to the operation's environmental and social risks and opportunities (e.g., whether the project is nationwide or regional in scope, urban/rural, in an FCV context, presence of Indigenous Peoples or other minorities, involves associated facilities, high-biodiversity settings, etc.) – Max. character limit 10,000]

The intended outcome of the project is to establish a more enabling environment for women to work, while also addressing specific constraints women face to enter and stay in the labor market. Women's participation in the labor market in Jordan remains among the lowest in the world at 15 percent, compared to 65 percent among men (ages 15 to 64, WDI 2021 modeled estimate). Moreover, a fourth of women in the labor force are unemployed, compared to men (16 percent; WDI 2022 modeled estimate). The COVID-19 pandemic affected women's economic participation in Jordan where female labor force participation (FLFP) fell from 17.3 percent in 2017 to 14.2 percent in 2020 and further to 13.9 percent in 2022, accompanied by an increase in unemployment rates (SCD 2023). Low FLFP is more pronounced among poorer households, with the FLFP of women in the poorest income decile (13 percent) being half of that of women in the richest decile (25 percent), indicating greater barriers to entry and retention. Women also lag behind men on key indicators related to entrepreneurship, such as share of women led firms and access to financial and non-financial services.

The project is a Program for Results (PforR) with an IPF Component.

Program for Results (PforR):

The project consists of four Results Areas (RAs), supported by the IPF pillar that focuses on childcare and on the collaboration and evidence hub:

- RA 1. Better and more adaptive workplace conditions for women
- RA 2. Women's financial inclusion and entrepreneurship
- RA 3. Safe and affordable public transport
- RA 4. Expanding access to quality childcare services

IPF Component:

The Program is complemented by an IPF component to support the implementation. The Program is complemented by an IPF component to support the implementation through three main activities. The first activity is the establishment of a Collaboration and Evidence Hub, led by the Ministry of Planning and International Cooperation (MOPIC) and supported by the Jordan National Commission for Women (JNCW). This hub will focus on improving the enabling environment for women in the labor force by conducting impact evaluations and studies and piloting innovative approaches that address constraints related to workplace conditions, financial inclusion, transportation, and childcare. It will also engage in capacity-building activities and awareness and behavioral campaigns. A work plan and monitoring framework will be developed to track progress of activities under the hub. The hub's outputs will be housed in the forthcoming National Women's Observatory managed by JNCW. The second activity is Program Management and



Monitoring, involving the expansion of the Program Management Unit at the Reform Secretariat of MOPIC to facilitate coordination between various stakeholders, including government agencies, civil society organizations, academia, and international partners. This unit will support implementation and ensure cross-sectoral coordination and ownership. The third activity focuses on supporting the expansion of quality childcare. Overall, these activities aim to enhance women's participation in the labor force by addressing barriers and providing comprehensive support in the areas of childcare and workplace conditions. The IPF component includes three main activities, described below.

Activity 1. Establishment of Collaboration and Evidence Hub

The Collaboration and Evidence Hub will include the operational and technical support for achieving the RAs, with a focus on improving the enabling environment through outreach, campaigns, studies and piloting and evaluating innovative approaches.

Activity 2. Program Management and Monitoring

A Program Management Unit will be established at MOPIC to support implementation and ensure cross-sectoral ownership and engagement.

Activity 3. Support the expansion of quality childcare

This component will implement and evaluate government programs to expand the demand and supply of childcare. This will include three types of childcare

The expansion of access to childcare services might not entail civil works or construction, but there may be start-up grants for home- based or women's association's nurseries – part of it will be used for things like refurbishing, safety measures, equipment (toys and others). The interventions related to transport will include the construction of 40 bus stops which will include bus shelters , safe pedestrian crossing (e.g., street lighting, connection to stormwater infrastructure and sidewalks maintenance, landscaping around the bus stops, stone paving (interlock), reflective painting, lighting, etc.). The construction of bus stops interventions would comprise minor civil works related to the installation of bus shelters, These works are normally of short duration (one week to 10 days) and do not have any permanent impacts. The potential risks resulting from these interventions are mainly related to labor and immediate surrounding community including OHS, availability of PPEs, road safety, and traffic management. The bus stops will be implemented on publicly- owned land and would not entail any land acquisition.

D.2 Overview of Borrower's Institutional Capacity for Managing Environmental and Social Risks and Impacts

[Description of Borrower's capacity (i.e., prior performance under the Safeguard Policies or ESF, experience applying E&S policies of IFIs, Environmental and social unit/staff already in place) and willingness to manage risks and impacts and of provisions planned or required to have capabilities in place, along with the needs for enhanced support to the Borrower – Max. character limit 10,000]

At this stage, implementation arrangements envision that the IMC-W will play the role of the Steering Committee for the Operation which will oversee all activities and initiatives, given its responsibility in overseeing the engendered strategy of the EMV. The Reform Secretariat Program Management Unit (PMU) at MOPIC will lead the main functions of the Operation's implementation. The PMU will be strengthened by hiring additional team members to provide support for activities under this Operation. A range of government agencies will be responsible for the DLIs under the specific RAs: (i) MOL, JNCW, KACE for RA1; (ii) CBJ, MOSD, JNCW and CCD for RA2; (iii) MOT, LTRC, and MOSD for RA3, and (iv) NCFA, MOSD, VTC, and TVSDC for RA4. Under the IPF component, the PMU at MOPIC will also be the implementing body responsible for financial management, procurement, M&E, as well as addressing environmental and social aspects. Specifically, the childcare IPF activities will be supported by teams that will be hired under MOSD to manage the grant



schemes related to the supply and demand sides. MOSD is currently implementing a grant initiative for association nurseries. The IPF activities will leverage the implementation arrangements currently in place for this initiative. The childcare initiatives will be implemented in coordination with the SSC to ensure the activities remain complementary to the Reaya program.

The Collaboration and Evidence Hub is a team based in the Gender Unit of MOPIC's Public Policy Design Support Department (PPDSD) and at the JNCW. This team will build on existing government structures and processes supporting women's economic participation and be responsible for designing, monitoring, supervising, and reporting on government plans. The hub will lead the implementation and quality checks of the evaluation studies, development of campaigns and potential innovative pilot interventions which address constraints facing women's economic participation. The JNCW has previously engaged through grants and PforR commitments on similar topics and has delivered satisfactorily. The PPDSD and JNCW will be strengthened by hiring additional staff to support the coordination and implementation of the Collaboration and Evidence Hub activities in close coordination with the IMC-W and the relevant government agencies.

The agencies that will be involved in implementing the IPF Component have their own GRM system, and they are also connected to the "At Your service" Platform (governmental centralized electronic complaints platform). They all have a range of uptake channels besides the At Your Service Platform and these comprise complaint boxes, hotlines, phones, walk-ins, etc. They also have some experience with stakeholder engagement strategies through media and communication departments. The proposed implementing agencies have varying degrees of familiarization and implementing the ESF and would need to strengthen their E&S capacities .

The Reform Secretariat Program Management Unit (PMU) at MOPIC a central environmental and social team (including a full time E&S Specialist and a part time Social Outreach and Communication Officer- SOCO) which will be responsible for the overall environmental and social risk management of the project. However, the IPF Component will be partly implemented by the MoSD and will be supported by the E&S team to be assigned to the PMU in MoPIC. The specific staffing arrangements and capacity-building measures including a training program will be further assessed and specified in the Environmental and Social Commitment Plan (ESCP).

Staffing and Capacity

Almost all institutions and agencies implementing different activities under the proposed Program, generally lack a systematic and proactive approach to environmental and social risk management. The different institutions don't have specific E&S departments or have adequate E&S staffing. The staffing of the EIA and Licensing Department at the Ministry of Environment is relatively small, consisting of two and four staff members, respectively. However, the final decisions related to EIA and Preliminary Environmental Impact Assessments (PEIAs) are not solely dependent on these staff members but are made by specific committees for this purpose. No specific staff or roles are allocated to managing social risks and impacts within the implementing agencies. A SIA department is absent, and such assessments are typically carried out by external parties as required by donors, with oversight provided by personnel from relevant policy and research departments. Since SIA functions are not formally established within organizations, staff from departments tasked with policy analysis or research often lack the requisite expertise in SIA methodologies and principles.

Consequently, the ESCP will include the recruitment of adequate E&S staffing:



1. One full-time Environmental and Social Specialist to be recruited 60 days after the Effective Date of the Loan Agreement. The E&S Specialist shall be maintained throughout project implementation.
2. One part time Stakeholder Outreach and Communication Officer (SOCO) to be recruited 90 days after the Effective Date of the Loan Agreement.
3. Both specialists shall be maintained throughout Project implementation
4. MOSD to assign a qualified E&S Focal Point two months after the Effective Date of the Loan Agreement.

The PforR will also include a specific program action of "Strengthening the E&S capacities of the PMU and all the implementing agencies by assigning qualified E&S staff (E&S Focal Points) to oversee the E&S aspects of program implementation and provide them with adequate training on E&S risk management and reporting as needed."

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

A. Environmental and Social Risk Classification (ESRC)

Moderate

A.1 Environmental Risk Rating

Low

[Summary of key factors contributing to risk rating, in accordance with the ES Directive and the Technical Note on Screening and Risk Classification under the ESF – Max. character limit 4,000]

Interventions to be supported under the IPF component of the program are expected to have minimal to no negative impacts on the environment, and accordingly are rated Low. The project will not support any civil works or constructions, only "soft" interventions will be supported to refurbish childcare facilities. Physical activities are limited to delivering training and awareness, and potential provision of operational support for start-ups (which may include buying furniture, toys, etc.). Minor, limited and site-specific impacts, especially OHS risks and impacts, might result from the potential support to renovating and operating childcare facilities which might require minor remodeling -e.g. painting- which will be done by the private sector, once engaged. Potential low environmental risks and adverse impacts are likely to be associated with the absence of environmentally responsible childcare provisions and licensing, improper handling and management of childcare waste. Such activities are commonly implemented and minor impacts which might result could be avoided or managed without requiring special or complicated measures. Adequate management of potential impacts of such activity should be ensured, mainly by including clauses in the contracts of the contractor(s) on the provision of required PPEs, and on compliance with applicable national regulations and good international practices, as appropriate, as well as preparing and enforcing environmentally responsible childcare services provisions and licensing.

A.2 Social Risk Rating

Moderate

[Summary of key factors contributing to risk rating, in accordance with the ES Directive and the Technical Note on Screening and Risk Classification under the ESF – Max. character limit 4,000]

The interventions envisaged under the IPF Component for the project might entail different social risks and impacts and are rated Moderate. The proposed operation will yield multiple benefits under both the PforR and the IPF components. The different interventions under the project will boost women economic participation and inclusion in the labor market, will improve working environment for women's financial independence, and will expand access to affordable childcare which has multiple positive impacts leading to overall economic growth. However, certain social risks and impacts are also expected under Projected social risks under the IPF. Under Activity 1 on expanding access

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to childcare facilities, social risks could include children safety and protection, exposure to safety hazards, discrimination against disabled children, SEA/SH risks by workers, limited social (family) conflict due to the entry of women in the labor market, and psychological impact. In addition, the implementation is highly dependent on the availability of grant resources for the envisaged interventions. Other risks also include the type of modalities and selection criteria for the beneficiaries in general of the different approaches proposed, definition and selection of vulnerable households, existing childcare facilities, etc. Under Activity 2 risks include lack of coordination between the different relevant entities, availability of reliable data and data sharing, availability of required staffing and capacities. 3 initiative to enhance childcare facilities brings moderate social risks such as the possibility of compromised service quality, encompassing concerns over child safety, possible discrimination, and staff conduct issues. Additionally, women's participation in the workforce could lead to some family tensions and personal stress. The implementation's success is somewhat reliant on the steady flow of grant funding. Furthermore, complex and unclear eligibility criteria and the definition of vulnerability for could potentially lead to benefits not reaching the intended families, creating an imbalance in support distribution. A lack of established social impact assessments could result in inconsistent and reactive evaluation practices. For Activity 2, risks involve moderate coordination challenges among entities, variable access to reliable data and sharing mechanisms, and the need for adequate staff and expertise to effectively run the program. Other risks include compromised service quality in national childcare service expansion. The existing regulations do not fully cover the requirements for assessing the potential E&S associated with expanding childcare services. A comprehensive E&S assessment would be necessary to scrutinize the E&S risks and impacts of the current operational policies and the impending expansion. There is also the risk of potential complex eligibility criteria and uneven benefits distribution. If the eligibility criteria remain complex and the definition of vulnerability is not clarified, it may prevent needy families from accessing the program and result in unequal benefit distribution. Furthermore, there is a lack of mandatory, institutionalized social impact assessments (SIA) within entities, leading to ad-hoc and inconsistent SIA practices dependent on external prompts rather than systematic procedures. Therefore, the ESCP will include one requirement on "Developing, adopting, and implementing Standard Operating Procedures (SOPs) including Environmental, Health, and Safety (EHS) Guidelines, safeguarding aspects of childcare facilities, child protection and safety, data privacy and personal data protection, and others (including those sated in the different sections of this ESCP)."

[Summary of key factors contributing to risk rating. This attribute is only for the internal version of the download document and not a part of the disclosable version – Max. character limit 8,000]

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

B.1 Relevance of Environmental and Social Standards

ESS1 - Assessment and Management of Environmental and Social Risks and Impacts

Relevant

[Explanation - Max. character limit 10,000]

The main environmental and social risks related to the IPF Component are mainly associated related to with to the expansion program for affordable childcare services. The program does not involve major infrastructure, only minor civil works, hence the IPF component will provide support to start-ups which may include refurbishment, safety measures, toys, etc. which can be associated with low OHS risks. Social risks might include children safety and



protection, exposure to safety hazards, discrimination against disabled children, SEA/SH risks by workers, psychological impact and others. Therefore, it is suggested to develop Standard Operating Procedures (SOPs) as part of the POM that will include World Bank ESH Environmental, Health, and Safety (EHS) General Guidelines and will also cover safeguarding aspects, aspects of childcare facilities, child protection and safety, data privacy and personal data protection, and others. The IPF will include TA activities and they will be aligned with the ESF.

ESS10 - Stakeholder Engagement and Information Disclosure

Relevant

[Explanation - Max. character limit 10,000]

Identified Stakeholders: i) Primary Stakeholders of the project include direct and indirect beneficiaries 1) all women in Jordan of working age and searching for employment in the different regions of the country; 2) children of women searching for employment who will be accessing childcare services; 3) the vulnerable households who will be supported to access childcare facilities; 4) existing childcare facilities (Home-based and Center-based) 5) women’s associations. ii) Other Interested Parties include other public sector institutions (MoL, Ministry of Education- MoE); local suppliers and vendors who will be providing supplies, furnishings, children equipment (toys and others), suppliers of energy-efficient technologies, etc.; NGOs and CBOs (local and International); development partners. iii) vulnerable groups include very poor households in urban and rural areas, women-headed households, refugee households refugee women, people with disabilities-PwD (women and children), and migrant women workers. A Stakeholder Engagement Plan for the project has been prepared and includes the details about the GRM system for the project.

ESS2 - Labor and Working Conditions

Relevant

[Explanation - Max. character limit 10,000]

The project will apply the existing borrower’s framework regarding labor and working conditions. The project will apply the Jordanian Labor Law in effect (Law No. 8 for the year 1996 and its amendments) which has been amended since then and was re-issued as Law #10 for the year 2023. The Bank has completed an assessment of the law in comparison with ESS2. The assessment found that the national labor legislation is generally adequate and consistent with ESS2. Risks are more related to compliance and enforcement – especially in the informal labor market – rather than the letter of the law. However, key areas where the law is inconsistent with ESS2 include: • Non-discrimination (general and gender-based)- No express provisions prohibiting gender-based discrimination in all aspects of employment • Non-discrimination (non-Jordanian workers)- Differential minimum wage rates apply to Jordanian and non-Jordanians These gaps will be addressed through clear additional requirements under ESS2 in the ESCP. One of the gaps concerns the workers Grievance Mechanism (GM), where the law does not have specific provisions on this requirement. This gap (along with others) will be addressed as a requirement in the ESCP.

ESS3 - Resource Efficiency and Pollution Prevention and Management

Relevant

[Explanation - Max. character limit 10,000]

ESS3 is relevant to the Project. The standard has some relevance to project activities which will not result in the generation of pollutants or require substantial use of resources. Hence, the IPF component may consider supporting the installation of small-scale PV systems, and the use of energy-efficient technologies and practices by the childcare

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centers to enhance its resources efficiency, reduce greenhouse gas emissions, and strengthen its economic sustainability. The project will develop SOPs including Environmental, Health, and Safety (EHS) Guidelines, safeguarding aspects of childcare facilities, child protection and safety, data privacy and personal data protection, and others. The SOPs will also cover specific measures to manage waste generation under the project. The SOPs are stated as a requirement in the ESCP.

ESS4 - Community Health and Safety

Relevant

[Explanation - Max. character limit 10,000]

Risks related to gender based violence may be associated with women entering the labor force owing to the expanded access to childcare services to be implemented under the project. This mostly related to possible family conflict due to women entering the labor market the fact that project will operate within the context of Jordan which has a rate of inter-partner violence that is above regional averages. Additionally, GBV risks might be stemming from workers of the suppliers delivering furnishings and children articles and gadgets (toys and others). Moreover, risks to child protection might also emerge which could include SEA/SH risks. Hence, these aspects will be covered under the Standard Operating Procedures (SOPs) that will be developed as part of the POM, which will include Environmental, Health, and Safety (EHS) Guidelines, safeguarding aspects of childcare facilities, child protection and safety, data privacy and personal data protection, and others (including also Life and Fire Safety considerations). The project will prepare, adopt, and implement a Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) Prevention and Response Action Plan to assess and manage the risks of SEA and SH. Additionally, a Code of Conduct (CoC) will be prepared, adopted, and implemented for all project workers.

ESS5 - Land Acquisition, Restrictions on Land Use and Involuntary Resettlement

Not Currently Relevant

[Explanation - Max. character limit 10,000]

The project does not include large construction or civil works but mainly minor civil works related to the bus stops and refurbishment of nurseries.

ESS6 - Biodiversity Conservation and Sustainable Management of Living Natural Resources

Not Currently Relevant

[Explanation - Max. character limit 10,000]

The project is not located within or near protected or biodiversity areas.

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

Not Currently Relevant

[Explanation - Max. character limit 10,000]

No indigenous people are identified under the project

ESS8 - Cultural Heritage

Not Currently Relevant

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[Explanation - Max. character limit 10,000]

The project will not be implemented near any sensitive cultural heritage locations.

ESS9 - Financial Intermediaries

Not Currently Relevant

[Explanation - Max. character limit 10,000]

The project will not include any FIs

B.2 Legal Operational Policies that Apply

OP 7.50 Operations on International Waterways

No

OP 7.60 Operations in Disputed Areas

No

B.3 Other Salient Features

Use of Borrower Framework

In Part

[Explanation including areas where "Use of Borrower Framework" is being considered - Max. character limit 10,000]

The project will apply the existing borrower’s framework regarding labor and working conditions. Use of Borrower’s framework is envisaged under this project. We recommend the use of the existing Jordanian Labor Law in effect (Law No. 8 for the year 1996 and its amendments which has been amended since then and was re-issued as Law #10 for the year 2023). The Bank has completed an assessment of the law in comparison with ESS2. The assessment found that the national labor legislation is generally adequate and consistent with ESS2. Risks are more related to compliance and enforcement – especially in the informal labor market – rather than the letter of the law.

However, key areas where the law is inconsistent with ESS2 include:

- Non-discrimination (general and gender-based)- No express provisions prohibiting gender-based discrimination in all aspects of employment
- Non-discrimination (non-Jordanian workers)- Differential minimum wage rates apply to Jordanian and non-Jordanians

These gaps (including workers GM) will be addressed through clear additional requirements under ESS2 in the ESCP.

Use of Common Approach

No

[Explanation including list of possible financing partners – Max. character limit 4,000]

There are several donor-funded projects and initiatives in Jordan with targets to improve conditions and legislations for women’s labor force participation. Such funding is available through either grants, loans, or technical assistance. Some key partners active in this space are the United States Agency for International Development (USAID), German Federal Ministry of Economic Development (BMZ), Canada, and the French Development Agency (Afd), as well as UN

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agencies such as UN Women and the International Labor Organization (ILO). Despite numerous important interventions by development partners, NGOs and the GOJ focusing on the empowerment of women in the past years, there is a general concern about these not yielding anticipated results in the overall FLFP.

The Operation proposes to engage with key implementing partners in pooling grant funding and co-financing for the IPF component supporting childcare accessibility and quality. Under the IPF component, the Operation also proposes to maximize outcomes of government and donor programs and interventions through establishing a collaboration and learning platform for evidence-based learning, data collection and behavioral change interventions, which can be co-financed through grants, and operationalized through technical support by other development partners, with strong ownership from the government.

The other Operation component consisting of DLIs and results under the PforR will be financed by the World Bank and aligned with donor funding providing parallel finance to the GOJ or providing technical assistance through development partners, to the government. This is especially on the areas of the enabling legal and workplace environments, multisectoral framework to expand quality childcare provision and enhance women’s financial inclusion and entrepreneurship.

B.4 Summary of Assessment of Environmental and Social Risks and Impacts

[Description provided will not be disclosed but will flow as a one time flow to the Appraisal Stage PID and PAD – Max. character limit 10,000]

Minor, limited and site-specific impacts, especially OHS risks and impacts, might result from the potential support to the renovating and operating childcare facilities. Potential low environmental risks and adverse impacts are likely to be associated with the absence of environmentally responsible childcare provisions and licensing, improper handling and management of childcare waste. social risks could include service quality concerns, such as child safety, discrimination, and SEA/SH risks by workers. Women's increased workforce presence may also cause family and personal stress. The program's continuation is tied to consistent grant funding. Ambiguous eligibility criteria might prevent aid from reaching those in need, leading to uneven support. Absent routine social impact assessments might cause sporadic and reactive evaluations. Also, lack of coordination, data reliability, and the need for skilled staff

C. Overview of Required Environmental and Social Risk Management Activities

C.1 What Borrower environmental and social analyses, instruments, plans and/or frameworks are planned or required by implementation?

[Description of expectations in terms of documents to be prepared to assess and manage the project’s environmental and social risks and by when (i.e., prior to Effectiveness, or during implementation), highlighted features of ESA documents, other project documents where environmental and social measures are to be included, and the related due diligence process planned to be carried out by the World Bank, including sources of information for the due diligence - Max. character limit 10,000]

Borrower environmental and social instruments required before by Appraisal are:

- Environmental and Social Commitment Plan (ESCP)
- Stakeholder Engagement Plan (SEP)



Documents to be considered after project approval:

- SOPs including Environmental, Health, and Safety (EHS) Guidelines, safeguarding aspects of childcare facilities, child protection and safety, data privacy and personal data protection, and others.

III. CONTACT POINT

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