



MOROCCO EMERGENCY CASH TRANSFER COVID-19 RESPONSE PROJECT

ENVIRONMENTAL and SOCIAL COMMITMENT PLAN (ESCP)

3 November 2020

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Kingdom of Morocco (the Borrower), will implement the MOROCCO EMERGENCY CASH TRANSFER COVID-19 RESPONSE PROJECT (the Project) with the involvement of with the following Ministries and Institutions: Ministry of Economy, Finance and Administration Reform (MEFAR), Ministry of Interior, Ministry of National Education, Vocational Training, Higher Education and Scientific Research, Ministry of Health, Minister of Solidarity, Social Development, Equality and the Family, Bank Al-Maghrib. The International Bank for Reconstruction and Development (the Bank), has agreed to provide financing for the Project.
2. The Borrower will implement the material measures and actions that are necessary to ensure that the Project is executed in compliance with the Environmental and Social Standards (ESS). This Environmental and Social Commitment Plan (ESCP) sets out these measures and actions, any associated documents or plans, and their implementation schedule.
3. The Borrower shall also comply with the provisions of any other Environmental and Social (E&S) documents required under the ESF and referred to in the ESCP, such as Environmental and Social Management Plans (ESMP), and Stakeholder Engagement Plans (SEP), and the timelines specified in those E&S documents.
4. The Borrower is responsible for ensuring compliance with all the requirements of the ESCP, even when the implementation of certain measures and actions is the responsibility of the ministry unit or public agency referred to in paragraph 1 above.
5. The implementation of the concrete measures and actions defined in this ESCP will be monitored and reported by the Borrower to the Bank in accordance with the provisions of the ESCP and the terms of the Loan Agreement, while the Bank will monitor and evaluate the progress and achievement of these concrete measures and actions throughout the implementation of the Project.
6. As agreed by the Bank and the Borrower, this ESCP may be revised from time to time during Project implementation, in a manner that reflects adaptive management of changes or unforeseen situations that may arise in the course of the Project, or in response to an evaluation of Project performance under the ESCP itself. In such situations, the Borrower will agree with the Bank on such changes and revise the ESCP accordingly. Agreement on the changes to the ESCP will be evidenced by the exchange of signed letters between the Bank and the Borrower. The MEFAR will promptly publish the revised ESCP on an official website.
7. 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
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&S documents required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s).</p>	<p><i>A bi-annual report, starting from the Effective Date, will be communicated to the Bank which will trace the social performance of the project.</i></p>	MEFAR through Budget Department
B	<p>INCIDENTS AND ACCIDENTS</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. Provide sufficient detail regarding 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 supervising entity, as appropriate. Subsequently, as per the Bank request, prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p>	<p><i>Notify the Bank within 24 hours after learning of the incident or accident. A subsequent report would be provided within a timeframe acceptable to the Bank, as requested</i></p>	MEFAR through Budget Department
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>An inter-ministerial steering committee and technical committees will be established and maintained throughout the implementation of the Project.</p> <p>In order to support environmental and social risk management, two officials qualified in these aspects, acceptable to the Bank, will be designated. They will be responsible for managing and monitoring the E&S risks and impacts.</p> <p>The term of office of for both appointees will be for the duration of Project implementation.</p>	<p><i>Not later than 30 days after the Effective Date</i></p> <p><i>Not later than 30 days after the Effective Date and maintained throughout Project implementation.</i></p>	MEFAR through Budget Department

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>1.2 ENVIRONMENTAL AND SOCIAL ASSESSMENT</p> <p>A Social Impact Assessment (SIA) based on a representative random sample of ECT beneficiaries and potential beneficiaries, and an analysis on payment modalities, shall be conducted as part of the evaluation process report to be carried out by Ministry of Interior (Mol) under PBC# 1, including Lessons learned and an action plan for improving the Borrower’s Cash Transfer (CT) programs, adequate processes to assess whether eligibility criteria adequately targeted vulnerable groups and individuals particularly affected by the COVID economic and health crisis, the effectiveness of the complaints management system, using information from Grievance Redress Mechanism system, the implementation of protection measures against COVID transmission during transfer activities, and the potential impact of cash transfers on gender-based or inter-marital violence.</p> <p>The evaluation report shall highlight strengths and weaknesses of the ECT implementation, challenges faced by female-headed households, as well as recommendations. The Mol shall publish the report. The TORs have been submitted to the Bank for non-objection.</p> <p>Carryout, adopt, and implement, the Social Impact Assessment (SIA) for the Tayssir program prepared Regarding Component 2 and Component 3 of the Project, in a manner acceptable to the Bank. The SIA shall include analysis of potential sexual exploitation and abuse, sexual harassment (SEA/SH) or to the increase in domestic violence.</p> <p>Lessons learned and provisions for the mitigation of SEA/SH risks, including on the improvement of GRMs, shall be included in the POM and implemented throughout Project implementation.</p>	<p><i>Not later than 3 months after the Effective Date and as part of achievement of PBC #1.</i></p> <p><i>Prior to any disbursements under Component 1(b), 2 and 3 of the Project and not later than 3 months after the Effective Date</i></p> <p><i>Included in the POM not later than 3 months after the Effective Date and implemented and maintained during project implementation</i></p>	<p>MEFAR in collaboration with MI (verification entity: Ministry of Interior (Mol) as well as data from the Directorate general of information management and communication system (Direction générale des systèmes d'information et de télécommunications- DGSIC DSIT)</p> <p>MEFAR and Ministry of Education and Vocational Training</p> <p>MEFAR in collaboration with Ministry of Education</p>
<p>ESS 2: LABOR AND WORKING CONDITIONS</p>		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Prepare, adopt and implement the Labor Management Procedures (LMP) that have been developed for the Project. LMP measures should include mechanisms to prohibit Gender Based Violence and SEA/SH in the workplace and measures to prevent the spread of COVID-19 for all staff involved in the implementation of the Project.</p> <p>The Borrower shall require that that an agreement to be signed with the actors of the banking sector to ensure the compliance with the obligations in the LMP and the labor code in force in Morocco.</p>	<p><i>Not later than 90 days after the Effective Date and in any case prior to the hiring of any workers and maintained during Project implementation.</i></p>	MEFAR through Budget Department
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish, maintain, and operate a grievance mechanism (GM) for Project workers, as described in the LMP and consistent with ESS2.</p>	<p><i>Not later than 90 days after the Effective Date and in any case prior to the hiring of workers and maintained an operational GM during Project implementation.</i></p>	MEFAR through Budget Department
2.3	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p> <p>Maintain the implementation of occupational health and safety measures established by the authorities and implemented in accordance with the LMP referenced above, in a manner acceptable to the Bank.</p> <p>Standardization of preventive measures in the administration by the PRACTICAL GUIDE of preventive measures in public services Guide to "Telework" available to public administrations, in line with WHO guidelines and the COVID response framework of Morocco. For workers hired by the project, a code of conduct will be prepared and made mandatory, including measures regarding Gender Based Violence and SEA/SH.</p>	<p><i>Not later than 30 days after the Effective Date and in any case prior to the hiring of any workers to be maintained during Project implementation</i></p>	MEFAR through Budget Department
<p>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT [the relevance of ESS3 is established during the ESA process. ESS3 may require the adoption of specific measures to cover energy, water and raw materials use, management of air pollution, hazardous and nonhazardous wastes, chemicals and hazardous materials and pesticides. Depending on the project, these measures may be set out in an E&S document (e.g. ESMP) already mentioned in the section under ESS1 above or as a stand-alone document or a separate action. Indicate whether ESS3-related measures are covered under an existing document or as stand-alone actions. See <u>examples</u> below].</p>			
Not Relevant			

<p>ESS 4: COMMUNITY HEALTH AND SAFETY [the relevance of ESS4 is established during the ESA process. As with ESS3, ESS4 may require the adoption of specific measures that may be set out in an E&S document (e.g. ESMP) already mentioned in the section under ESS1 above or as a stand-alone document or a separate action. Indicate whether ESS4-related measures are covered under an existing document or as stand-alone actions. See <u>examples</u> below].</p>		
4.1	<p>COMMUNITY HEALTH AND SAFETY:</p> <p>The Borrower shall maintain and implement its National Community Health and Safety Management plan to Minimize the potential for community exposure to COVID 19 and 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, in a manner consistent with ESS4 as outlined in the POM and acceptable to the Bank, .</p>	<p><i>By the Effective Date, and maintained and implemented throughout Project implementation.</i></p>
		MEFAR and Ministry of Education
<p>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT [the relevance of ESS5 is established during the ESA process. If during Project preparation, it is determined that resettlement documents need to be prepared, this should be reflected in the ESCP. See <u>examples</u> below]</p>		
Not Relevant		
<p>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES [the relevance of ESS6 is established during the ESA process. As with other ESSs, ESS6 may require the adoption of specific measures that may be set out in an E&S document (e.g. ESMP) already mentioned in the section under ESS1 above or as a stand-alone document or a separate action. Indicate whether ESS6-related measures are covered under an existing document or as stand-alone actions. See <u>examples</u> below].</p>		
Not Relevant		
<p>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES [See examples of possible actions below, if determined that ESS7 is relevant].</p>		
Not Relevant		
<p>ESS 8: CULTURAL HERITAGE [the relevance of ESS6 is established during the ESA process. As with other ESSs, ESS6 may require the adoption of specific measures that may be set out in an E&S document (e.g. ESMP) already mentioned in the section under ESS1 above or as a stand-alone document or a separate action. Indicate whether ESS8-related measures are covered under an existing document or as stand-alone actions. See <u>examples</u> below].</p>		
Not Relevant		
<p>ESS 9: FINANCIAL INTERMEDIARIES [This standard is only relevant for Projects involving Financial Intermediaries (FIs). See below a couple of examples of actions that should be considered when FIs are involved.]</p>		
Not Relevant		
<p>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</p>		

10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Update, adopt, disclose, and implement the Stakeholder Engagement Plan (SEP).</p>	<p><i>The SEP was disclosed on 2nd November 2020.</i></p> <p><i>The SEP shall be updated not later than two months after the Effective Date.</i></p> <p><i>The SEP will be implemented throughout Project implementation</i></p>	MEFAR through Budget Department
10.2	<p>PROJECT GRIEVANCE MECHANISM:</p> <p>Maintain an operational grievance mechanism (GM), as described in the SEP, for the reception of complaints, their processing and follow-up at the https://chikaya.ma/ website consistent with SEP. Maintenance of the complaint management system put in place for emergency cash transfers - Operation TADAMON at the https://www.tadamoncovid.ma/ website</p> <p>Advertising campaigns via several communication channels carried out to inform potential beneficiaries or other stakeholders of their rights to communicate their complaints and claims through the portal www.tadamoncovid.ma, the process for filing and the time limit for receiving complaints.</p>	<p><i>Maintain an operational GM starting from the Effective Date and throughout Project implementation.</i></p>	MEFAR through Budget Department
CAPACITY SUPPORT (TRAINING)			
CS1	<p>Training on the ESF should be provided to Project workers to ensure that the obligations undertaken in the ESCP are adequately monitored and implemented by both the operational bodies and the senior officials of the administrations involved.</p> <p>Additional E&S focal point capacity building measures as required.</p>	<p>Not later than two months after <i>the Effective Date</i> and maintained throughout Project implementation</p>	MEFAR through Budget Department