

**KINGDOM OF MOROCCO**  
**Ministry of Higher Education, Scientific Research and Innovation**

**Accelerating the Transformation of Higher Education and Research Program**  
**P178910**

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

**October 16, 2023**

## **ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN**

1. The Kingdom of Morocco (the Borrower) will implement the Higher Education Sector Support Operation in association with the Ministry of Higher Education, Scientific Research and Innovation (MESRSI) as set out in the Loan Agreement. The International Bank for Reconstruction and Development (the Bank) has agreed to provide financing for the Project as set out in the referred agreement. The Bank has agreed to provide financing for technical assistance for the Program as set forth in the relevant Agreement. This ESCP applies only to the additional activities carried out under the Project referred to above.
2. The Borrower shall ensure that the Project is implemented in accordance with the Environmental and Social Standards (ESS) and the provisions of this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Bank. The ESCP forms part of the Loan Agreement. Unless otherwise specified in this ESCP, capitalized terms used herein have the meanings ascribed to them in the relevant agreement.
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 through the Project Management Team (PMT) MESRI, and the World Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Borrower's intermediary. The Borrower shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
<b>A</b>	<p><b>REGULAR REPORTING</b> [Environmental, social, health, and safety (ESHS) performance needs to be monitored and reported to the World Bank.]</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&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	Semi-annual reports. Submit each report to the Bank within 60 days after the end of each calendar semester.	MESRSI-PMT based on information/data from the MESRSI-DRH and the Communications Unit.
<b>B</b>	<p><b>INCIDENTS AND ACCIDENTS</b> 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. 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 a subsequent report to the Bank within 10 days of notification of the incident.</p>	MESRSI-PMT based on information/data from MESRSI-DRH and the Communications Unit.
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
<b>1.1</b>	<p><b>ORGANIZATIONAL STRUCTURE</b> Maintain a unit with qualified staff and resources to support management of ESHS risks and impacts of the Project according to the existing structure as defined in the POM.</p>	<p>Throughout Project implementation</p> <p>The focal points (at HRD level and at each university involved in the Project) shall be maintained throughout the implementation of the Operation.</p>	MESRSI-PMT via MESRSI-DRH and public universities

1.2	<b>TECHNICAL ASSISTANCE</b> Ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with terms of reference acceptable to the Bank, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.	Throughout Project implementation	MESRSI-PMT, with support from MESRSI-DRH
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<b>LABOR MANAGEMENT PROCEDURES</b> Adopt and implement the labor management measures to manage the staff involved in the operation, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety, code of conduct (including relating to SEA and SH), grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.	Labor management measures (code of conduct, GM, non-discrimination, no child labor, etc.) shall be adopted and integrated into the POM no later than 3 months after the effective date and before any firm or consultant is hired. These measures shall be followed throughout the implementation of the Project and shall be updated as necessary.	MESRSI-PMT, with support from MESRSI-DRH
2.2	<b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b> Establish and operate a grievance mechanism for Project workers, as described in the labor management procedures and consistent with ESS2.	Add a consultant specific channel to the grievance mechanism before hiring project workers and maintain it thereafter throughout project implementation.	MESRSI-PMT, with support from MESRSI-DRH, MESRI-DSSI (Directorate of Strategy, Statistics and Information Systems) DAJEC
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<b>SEA AND SH RISKS</b> Adopt and implement measures incorporated into the POM to assess and manage the risks of SEA and SH.	No later than 3 months after the Effective Date, as part of the POM update, and thereafter, maintain throughout Project implementation.	MESRSI-PMT, with support from MESRSI-DRH
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	Prepare and adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation, including consultations with universities and other stakeholders regarding their views on the project and potentially related risks.	No later than 3 months after the Effective Date, as part of the POM update, and thereafter, maintain throughout Project implementation.	MESRSI-PMT, with support from MESRSI-DRH in collaboration with the Communications Unit
10.2	<b>PROJECT GRIEVANCE MECHANISM</b>	The GRM shall be updated no later than 3 months after the effective date, and then maintained throughout Project implementation.	MESRSI-PMT, with support from MESRSI-DRH, -DAJEC and -DSSI and public universities

	<p>Update, 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 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> <p>The MESRSI-DHR collaborates with the universities, which identify a focal point for monitoring the implementation of a functional GRM, and relevant POM MOP actions.</p>		
<b>CAPACITY SUPPORT (training)</b>			
<b>RC1</b>	MESRSI's training needs in the following areas: ESCP and POM: implementation procedures and monitoring/evaluation plan;	throughout Project implementation and in compliance with the POM	MESRSI-PMT through MESRSI-DHR
<b>RC2</b>	<p>Focal points to receive training on the grievance redress mechanism.</p> <p>Design and production of training module, including at least the following aspects:</p> <ul style="list-style-type: none"> <li>• Complaint reporting and handling procedure;</li> <li>• Complaints resolution procedure;</li> <li>• Documentation and handling of complaints;</li> <li>• Use of the procedure by the various stakeholders</li> </ul>	throughout Project implementation and in compliance with the POM	MESRSI-PMT with support from MESRSI-DHR
<b>RC3</b>	<p>Information/awareness-raising and training on the risks of SE/SEA:</p> <ul style="list-style-type: none"> <li>- Identifying the risks of SH/SEA</li> <li>- Identification of SH/SEA risk prevention and mitigation measures, such as codes of conduct;</li> <li>- Dissemination of actions in the POM</li> </ul>	throughout Project implementation and in compliance with the POM	MESRSI-PMT, with support from MESRSI-DHR