

KINGDOM OF MOROCCO
Ministry of Economy and Finance

**ACCELERATING BLUE ECONOMY DEVELOPMENT
IN THE KINGDOM OF MOROCCO
(P179612)**

-Draft-

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

December 15, 2022

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Kingdom of Morocco (the Recipient) will implement the Accelerating Blue Economy Development in the Kingdom of Morocco Project (the Project), through the Ministry of Economy and Finance (MEF) and with the involvement of Project Partners: The Ministry of Interior (MI); the Ministry of Agriculture, Maritime Fisheries, Rural Development and Water and Forests (MAPMDREF); the Ministry of Tourism, Handicrafts and Social and Solidarity Economy (MT); the Ministry of Equipment and Water (MAE) and the Ministry of Energy Transition and Sustainable Development (MTEDD), as set out in the Grant Agreement. The International Bank for Reconstruction and Development and the International Development Association (the Bank), acting as the administrator of the Global Program for the Blue Economy Multi-Donor Trust Fund, has agreed to provide financing for the Project, as set out in the referred agreement.
2. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Bank. The ESCP is a part of the Grant Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient 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 Recipient, 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 Recipient through MEF and the Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Recipient' Minister of MEF. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
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 instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	<p>Submit <u>six-monthly reports</u> to the Bank through the Project Implementation Unit (PIU- MEF), <u>commencing after the Effective Date and throughout Project implementation</u>.</p> <p>Submit each report to Bank <u>no later than [30] days after the end of each reporting period</u>.</p>	PIU MEF
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, 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 <u>no later than 48 hours</u> after learning of the incident or accident.</p> <p>Provide subsequent report to the Bank <u>within a timeframe acceptable to the Bank</u>.</p>	PIU MEF
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain a PIU within the Ministry of Finance (MEF) with qualified staff and resources to support management of ESHS risks and impacts of the Project including an environmental specialist and a social specialist with qualifications, experience and terms of employment acceptable to the Bank.</p>	<p>Establish and maintain a PIU within the Ministry of Finance, including an environmental specialist and a social specialist <u>no later 30 days after the Effective Date</u> and thereafter maintain these positions throughout Project implementation.</p>	PIU MEF
1.2	<p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <p>Prepare, disclose, consult upon, adopt and implement an Environmental and Social Impact Assessment (ESIA), and corresponding Environmental and Social Management Plan (ESMP) for the Project, consistent with the relevant ESSs.</p>		PIU MEF

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		Prepare, disclose, consult upon, and adopt the ESIA and ESMP <u>prior to the carrying out of Project activities</u> , and thereafter implement the ESIA and ESMP throughout Project implementation.	
1.3	<p>TECHNICAL ASSISTANCE</p> <p>Ensure that the consultancies, studies, 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.</p>	Throughout Project implementation.	PIU MEF
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Ensure that Project workers are engaged in Project implementation consistent with ESS2. To this end, ensure that the following measures are carried out</p> <p>a) Provide workers with information and documentation that is clear and understandable regarding their terms and conditions of employment through written contracts setting out their rights, including, inter alia, rights related to hours of work, wages, overtime, compensation and benefits, as well as written notice of termination of employment, and details of severance payments, as applicable;</p> <p>b) Implement occupational health and safety (including personal protective equipment, and emergency preparedness and response) measures, taking into account the General Environmental, Health and Safety Guidelines (EHSGs), and other relevant Good International Industry Practice (GIIP) and, as appropriate, the industry-specific EHSGs and other Good International Industry Practice (GIIP);</p> <p>c) Implement measures, as applicable, to, inter alia: (i) prevent the use of all forms of forced labor and child labor; (ii) enable workers to benefit from, inter alia, access to grievance and redress mechanisms without fear of retaliation; and effective freedom to form and join workers organizations or alternative mechanisms for expressing their concerns and protect their rights related to labor and working conditions;</p>	Implement and sustain throughout Project implementation	PIU MEF/ with technical partners (UM-VI, DPDPM, SMIT and DPM). /contractors/service providers.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> Prevention and fight against the risks of violence against the workers of the Project <p>The Project team will implement actions of prevention of violence, both verbal and physical.</p> <ul style="list-style-type: none"> Gender-based violence <p>No cases of gender-based violence (GBV), sexual exploitation and abuse (SEA) and sexual harassment (SH) will be tolerated in the implementation of the project.</p> <p>Relevant measures will be set out in the ESIA and ESMP and will be implemented and monitored by the PIU throughout the project lifecycle.</p> <ul style="list-style-type: none"> Code of conduct. <p>The code of conduct will be inserted in each contract and awareness sessions will be organized for the benefit of workers.</p>		
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>In addition to the Project's GRM, the Recipient shall establish and operate a Grievance Mechanism (GM) for Project workers, in accordance with the Recipient's labor laws and consistent with ESS2.</p> <p>The Recipient shall ensure that Project consultants establish and maintain a GM for contracted workers relating to Project implementation. The GM shall be readily available to Project Workers and shall comply with the Recipient's labor laws and with ESS 2.</p> <p>This GM shall also be equipped to handle SEA/SH complaints through a survivor-centered approach consistent with the principle of confidentiality and survivor's safety.</p>	<p>Establish a grievance mechanism for Project workers <u>not later than 60 days after the Effective Date, but prior to hiring any Project workers</u>, and thereafter maintain and operate it during Project implementation.</p>	<p>PIU MEF/ with technical partners (UM-VI, DPDPM, SMIT and DPM). /service providers.</p>
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>ESS 3 is currently considered relevant. Relevant aspects of this standard shall be considered under actions 1.2. and 1.3. above, as relevant.</p> <p>Measures for the rational use of resources and the prevention and management of pollution shall be adopted and implemented consistent with ESS3 and with ESIA/ESMP and shall also be set out in the Project's Operations Manual.</p>	<p>throughout the Project implementation.</p>	<p>PIU MEF/ with technical partners (UM-VI, DPDPM, SMIT and DPM). /contractors/service providers.</p>
ESS 4: COMMUNITY HEALTH AND SAFETY			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	This standard is not relevant.		
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.2	RESETTLEMENT PLANS Relevant aspects of this standard shall be considered under actions 1.2. and 1.3. above, as relevant. As part of the studies, assess the risks of land acquisition relating to the investment phase and propose appropriate mitigation measures consistent with ESS5.	Throughout Project implementation	PIU MEF/ with technical partners (UM-VI, DPDP, SMIT and DPM).
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	RISKS AND EFFECTS ON BIODIVERSITY ESS 6 is considered relevant. Relevant aspects of this standard shall be considered under actions 1.2. and 1.3. above, as relevant. Apply marine spatial planning approaches for the identification of marine protected areas in the Larache and Cape Three Forks areas; and integrate climate mitigation and adaptation actions into the management plans of the Agadir and Larache Protected Areas, consistent with ESS6.	throughout the Project implementation	PIU MEF
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	Not relevant.		
ESS 8: CULTURAL HERITAGE			
8.1	Not relevant		
ESS 9: FINANCIAL INTERMEDIARIES			
9.1	Not relevant		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN (SEP) PREPARATION AND IMPLEMENTATION The Recipient shall prepare, disclose, consult upon, adopt, and implement a 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. The Recipient shall also ensure that the SEP is integrated into the Project management system, and that adequate staffing and budget are allocated for its implementation.	The SEP has been <u>prepared and shall be consulted and disclosed prior to Project appraisal</u> and shall be adopted and implemented (and updated if and as required) throughout the Project implementation.	PIU MEF

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>Specific consultations with all key stakeholders to gather their views on the Project and potentially related risks and impacts shall be included in the final draft of the SEP, consistent with ESS10.</p> <p>The SEP shall also include additional guidance on public consultation/stakeholder engagement that addresses social distancing measures for COVID-19.</p>		
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>The Recipient shall establish, 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>Establish the grievance mechanism <u>no later than 30 days after the Effective Date</u>, and thereafter maintain and operate the mechanism throughout Project implementation.</p>	PIU MEF
CAPACITY SUPPORT			
CS1	<p>Trainings that may be required for all PIUs staff and stakeholders on:</p> <ul style="list-style-type: none"> • stakeholders mapping and engagement • SEP implementation and monitoring • environmental and social assessment according to the ESF • Grievance Mechanism design and implementation • SEA/SH prevention, risk management and response • Any other 	throughout the Project implementation	PIU MEF
CS2	Developing capacity for the Strategic Environmental and Social Impact Assessment (SESA) for all Morocco Blue Economy project's stakeholders.	During the first year commencing the Effective Date.	PIU MEF