## Kingdom of Morocco/Ministry of Interior Second Identity and Targeting for Social Protection Project (P504398)

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

Negotiation Version
October 10, 2024

## **ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN**

- 1. The Kingdom of Morocco (the Borrower) will implement the Second Identity and Targeting for Social Protection Project (the Project), with the involvement of the Ministry of Interior (MoI), as set out in the Loan Agreement (the Agreement). The International Bank for Reconstruction and Development (the Bank) has agreed to provide financing for the Project as set out in the Agreement.
- 2. The Borrower 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 Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the 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, their respective timeframes; institutional, staffing, training, monitoring and reporting arrangements; and grievance management. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed and implemented under the Project, consistent with the ESSs, in form and substance acceptable to the Bank. Said E&S documents may be revised from time to time with prior written agreement by the Bank. As provided for under the referred Agreement, the Borrower shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
- 4. As agreed by the Bank and the Borrower, this ESCP will be revised from time to time, if necessary, to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. In such circumstances, the Bank and the Borrower agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Borrower's Representative specified in the Agreement. The Borrower shall promptly disclose the updated ESCP.
- 5. The subsection on "Indicators for Implementation Readiness" below identifies the actions and measures to be monitored to assess Project readiness to begin implementation in accordance with this ESCP. Nevertheless, all actions and measures in this ESCP shall be implemented as set out in the "Timeframe" column below irrespective of whether they are listed in the referred subsection.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY	
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT <sup>1</sup>				
A	ORGANIZATIONAL STRUCTURE  Establish and maintain a Project Management Unit (PMU) within the MoI with qualified staff and resources to support management of Environmental, Social (E&S), health, and safety risks and impacts of the Project, including one dedicated E&S focal point with expertise on stakeholder engagement.	The PMU was established and shall be maintained with adequate staffing, including the designated E&S focal point was designated and shall thereafter be maintained, including the E&S focal point, throughout Project implementation.	Mol	
В	CAPACITY BUILDING PLAN/MEASURES  Prepare and implement the capacity-building plan:  • training for PMU staff, stakeholders, and Project workers on stakeholder mapping and engagement, management of grievance mechanism, resource efficiency and pollution prevention, women and disability sensitivity, and other needs as identified during implementation.	Provide training before the start of Project activities and throughout Project implementation.	Mol	
MON	ITORING AND REPORTING			
С	<ul> <li>REGULAR REPORTING</li> <li>Prepare and submit to the Bank regular monitoring reports on the E&amp;S, health and safety performance of the Project. The reports shall include:         <ul> <li>Status of preparation and implementation of E&amp;S documents required under the ESCP.</li> <li>Summary of stakeholder engagement activities carried out per the Stakeholder Engagement Plan (SEP).</li> <li>Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them.</li> <li>Number and status of resolution of incidents and accidents reported under action D below.</li> </ul> </li> </ul>	Submit semestral reports to the Bank throughout Project implementation, commencing after the Effective Date. Submit each report to the Bank no later than 30 days after the end of each reporting period.	Mol	
D	INCIDENTS AND ACCIDENTS  Notify the Bank of any incident or accident relating 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 those resulting in death or significant injury to workers or the public; acts of violence, discrimination or protest; pollution of the environment; displacement without due process (forced eviction); violence against women and children; or disease outbreaks. Provide available details of the incident or accident to the Bank upon request.	Notify the Bank no later than 48 hours after learning of the incident or accident. Provide available details upon request.	Mol	

<sup>&</sup>lt;sup>1</sup> For all actions, consult with the country lawyer to ensure consistency with the legal agreement in cases where some actions need to be completed before the project becomes effective (effectiveness condition) or before certain disbursements can occur (disbursement condition).

MATE	RIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
	Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Bank, and implement a Corrective Action Plan that sets	Provide a review report and Corrective Action Plan to the Bank	
	out the measures and actions to be taken to address the incident or accident and prevent its	no later than 10 days following the	
	recurrence.	submission of the initial notice,	
	recurrence.	unless a different timeframe is	
		agreed to in writing by the Bank.	
ESS 1:	ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS	agreed to in writing by the bank.	
1.1	TECHNICAL ASSISTANCE	Throughout Project	
	Carry out the consultancies, studies (including feasibility studies, if applicable), capacity building,	implementation.	
	training, and any other technical assistance activities under the Project are carried out in		Mol
	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.		
	Thereafter ensure that the outputs of such activities comply with the terms of reference.		
ESS 2:	LABOR AND WORKING CONDITIONS		
2.1	USE OF BORROWER'S ENVIRONMENTAL AND SOCIAL FRAMEWORK (BESF)		Mol
	Ensure that the labor management and working conditions of Project workers are consistent with	Throughout Project	
	this ESCP, the Project Operations Manual (POM), and with the Borrower's labor framework, which	implementation	
	includes, inter alia, the country's relevant policy, legal and institutional framework, including its		
	national, departmental, or local implementing institutions, and the applicable laws, regulations,		
	procedures, and implementation capacity.		
	Provide Project 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.		
	Implement measures to enable Project workers to benefit from access to grievance mechanisms		
	without fear of retaliation.		
	Develop a code of conduct for workers as appropriate.	Notify the Dank immediately often	
	Description of the Dank of any descript the Description FOC France 1911	Notify the Bank immediately after	
	Promptly notify the Bank of any changes to the Borrower's E&S Framework that may materially	taking notice of the change to the	
	adversely affect the Borrower's ability to manage the E&S risks and impacts of the Project in line with	Borrower's E&S Framework.	
	the ESSs and the immediate measures taken or that are planned to be taken to address said changes	Subsequent actions, if requested by	
	and the ensuing potential risks and impacts of the Project. If, in the opinion of the Bank, such changes	the Bank, shall reflected in an	
	adversely affect relevant ESHS risk management aspects of the Project, the Borrower shall agree to	updated ESCP as indicated in	
	implement measures and actions to address them in a manner acceptable to the Bank. The ESCP shall	paragraph 4 of the Initial Section of	
	be updated to reflect such agreed actions.	this ESCP.	

MATE	RIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY			
<b>ESS 3:</b>	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT					
3.1	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT	Within 60 days of the Effective	Mol			
	Incorporate resource efficiency and pollution prevention and management measures in the POM,	Date and thereafter implemented				
	including for electronic waste, consistent with the BESF.	throughout Project implementation				
<b>ESS 4:</b>	COMMUNITY HEALTH AND SAFETY					
4.1	COMMUNITY HEALTH AND SAFETY	Same timeframe as for preparation				
	Assess and manage specific risks and impacts to the community arising from Project activities,	of the POM acceptable to the Bank	Mol			
	including, inter alia, behavior of Project workers, including violence against women and children,	and implemented throughout				
	response to emergency situations, and include mitigation measures in the POM.	Project implementation.				
<b>ESS 10</b>	: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE					
10.1	STAKEHOLDER ENGAGEMENT PLAN	The SEP was adopted on October,	Mol			
	Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10,	[DATE], 2024 and thereafter				
	which shall include measures to, inter alia, provide stakeholders with timely, relevant,	implement the SEP throughout				
	understandable and accessible information, and consult with them in a culturally appropriate	Project implementation.				
	manner, which is free of manipulation, interference, coercion, discrimination and intimidation.					
10.2	PROJECT GRIEVANCE MECHANISM		Mol			
	Establish, publicize, maintain, and operate an accessible grievance mechanism to receive and	Publicize and operate the existing				
	facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively,	grievance mechanism and				
	in a transparent manner that is culturally appropriate and readily accessible to all Project-affected	update it accordingly within two				
	parties, at no cost and without retribution, including concerns and grievances filed anonymously, in	months of Effective Date, and				
	a manner consistent with ESS10.	thereafter maintain and operate				
	The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of	the mechanism throughout Project				
	violence against women and children complaints, including through the referral of survivors to	implementation.				
	relevant service providers, all in a safe, confidential, and survivor-centered manner.					
INDICA	ATORS FOR IMPLEMENTATION READINESS					
The following actions are indicators for implementation readiness:						
1. Appointment and training of E&S focal point within Mol						