



MOROCCO EMERGENCY CASH TRANSFER COVID-19 RESPONSE PROJECT AND ADDITIONAL FINANCING

FOR NEGOTIATIONS ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

[April 26, 2023]

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Kingdom of Morocco (the [Borrower]) is implementing the MOROCCO EMERGENCY CASH TRANSFER COVID-19 RESPONSE Project (the Project), with the involvement of the Ministry of Economy and Finance (MEF) as set out in the Loan Agreement. The International Bank for Reconstruction and Development (the Bank) has agreed to provide the original financing (P172809) and additional financing (P180741) for the Project, as set out in the referred agreement(s). This ESCP supersedes previous versions of the ESCP for the Project and shall apply both to the original and the additional financing for Project referred to above.
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 Loan Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement(s).
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 and the Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Borrower. The Borrower 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 mechanisms</p>	<p>Submit bi-annual reports to the Bank throughout Project implementation, commencing after the Effective Date.</p> <p>Submit each report to the Bank no later than 30 days after the end of each reporting period.</p>	<p><i>MEF through Directorate of Budget</i></p>
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 no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the Bank within a timeframe acceptable to the Bank.</p>	<p>MEF through Directorate of Budget</p>
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>MEF shall maintain a project management unit with qualified staff and resources to support management of ESHS risks and impacts of the Project including one dedicated environmental and social focal point who will be responsible for management, monitoring, supervision of environmental and social risks and impacts and implementation of the SEP. The nominated E&S focal point shall be appointed and maintained throughout project implementation. Further capacity needs will be assessed during project implementation.</p>	<p>Appoint the E&S Focal Point and maintain the project management unit, including the E&S focal point, throughout Project implementation.</p>	<p>MEF through Directorate of Budget</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>1.2 ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <p>a. Finalize the Social Audit (SA) 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 MEF 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, 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 MEF shall publish the report.</p> <p>b. Update, disclose, adopt, and implement, the Social Impact Assessment (SIA) for the Tayssir program including activities related to DAAM as part of component 2 and 3.</p> <p>c. Update, disclose, adopt and implement the SIA including activities related to component 4.</p> <p>d. Under Component 3, once the design of the disability evaluation system is completed, conduct a social audit to assess potential risks of exclusion and provide recommendations.</p> <p>e. 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>a. A draft SA was submitted to the Bank for review on April 26, 2023. Finalize and disclose the SA by negotiations and thereafter implement measures throughout Project implementation.</p> <p>b. Update and disclose the SIA as part of component 2 and 3 within sixty (60) days of effectiveness and before disbursement of any funds related to DAAM, and adopt and implement measures of the updated SIA throughout Project implementation.</p> <p>c. Update, disclose, adopt and implement the SIA as part of component 4 within sixty (60) days of effectiveness and before disbursement of any related activities and implement measures throughout project implementation.</p> <p>d. Conduct a social audit before the start of the use the disability evaluation system.</p> <p>e. Incorporate lessons learned in the POM and implement throughout project implementation.</p>	<p>MEF through Directorate of Budget</p>
<p>ESS 2: LABOR AND WORKING CONDITIONS</p>		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Update, disclose, adopt and implement the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers.</p>	Update, adopt and disclose the LMP within 30 days of the effective date, and thereafter implement the LMP throughout Project implementation.	MEF through Directorate of Budget
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Maintain a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	Maintain and operate the GM throughout Project implementation.	MEF through Directorate of Budget
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.2	<p>COMMUNITY HEALTH AND SAFETY</p> <p>Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, e.g., behavior of Project workers, SEA/SH risks, response to emergency situations, and include mitigation measures in the updated POM.</p>	To be maintained and implemented during Project implementation.	MEF through Directorate of Budget
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Disclose, 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.</p>	The SEP has been updated and disclosed on April 28, 2023. It shall be implemented throughout Project implementation.	MEF through Directorate of Budget
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <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>	Update the grievance mechanism within 30 days of the effective date and thereafter maintain and operate it throughout Project implementation.	MEF through Directorate of Budget

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<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>Maintenance of the complaint management system put in place for emergency cash transfers - Operation TADAMON at the https://www.tadamoncovid.ma/ website 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>	To be maintained and implemented throughout Project implementation.	
CAPACITY SUPPORT			
CS1	<p>A training plan should be developed by MEF. Training may be required for PIU staff, and E&S focal points on:</p> <ul style="list-style-type: none"> • stakeholder mapping and engagement • grievance mechanism and treatment of grievances 	<i>Training plan to be developed within 60 days of effectiveness.</i>	MEF through Directorate of Budget