



RESTRUCTURING PAPER
ON A
PROPOSED PROJECT RESTRUCTURING
OF
ACCESSING OVERSEAS EMPLOYMENT OPPORTUNITIES FOR MOROCCAN YOUTH
APPROVED ON MARCH 19, 2015
TO
AGENCE NATIONALE DE PROMOTION DE L'EMPLOI ET DES COMPÉTENCES (ANAPEC)

SOCIAL PROTECTION & LABOR

MIDDLE EAST AND NORTH AFRICA

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ABBREVIATIONS AND ACRONYMS

AF	Additional Financing
ANAPEC	<i>Agence Nationale de Promotion de l'Emploi et des Compétences</i>
GIZ	<i>Deutsche Gesellschaft für Internationale Zusammenarbeit</i>
ISA	Implementation Support Agency
MENA	Middle East and North Africa
OECD	Organisation for Economic Co-operation and Development
PDO	Project Development Objective



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BASIC DATA

Product Information

Project ID P150064	Financing Instrument Investment Project Financing
Original EA Category Not Required (C)	Current EA Category Not Required (C)
Approval Date 19-Mar-2015	Current Closing Date 31-Oct-2018

Organizations

Borrower Agence Nationale de Promotion de l'Emploi et des Compétences (ANAPEC)	Responsible Agency Agence Nationale de Promotion de l'Emploi et des Compétences (ANAPEC)
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Financing (in USD Million)

SUMMARY

Total Project Cost	1.50
Total Financing	0.00
Financing Gap	0.00

DETAILS



Project Development Objective (PDO)

Original PDO

The project development objective (PDO) is to strengthen institutional capacity to pilot the reform of international labor intermediation services in Morocco and better prepare the Moroccan workforce for greater integration with international labor markets.

Summary Status of Financing

TF	Approval	Signing	Effectiveness	Closing	Net		
					Commitment	Disbursed	Undisbursed
TF-A0100	19-Mar-2015	14-Apr-2015	14-Apr-2015	31-Oct-2018	1.55	1.54	.01

Policy Waiver(s)

Does this restructuring trigger the need for any policy waiver(s)?

No

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I. PROJECT STATUS AND RATIONALE FOR RESTRUCTURING

A. Project Status

Project activities have been implemented progressively towards achieving the PDO and have exceeded expectations. As a result, both the overall implementation progress and the PDO were upgraded to be satisfactory. It is worth noting that a total of 108 beneficiaries were reported trained and placed. Thanks to the Bank’s support and the Recipient’s commitment to achieving expected results, the project succeeded in:

- (i) enhancing the *Agence nationale de Promotion de l’Emploi et des Compétences* - ANAPEC’s capacity by exposing them to the requirements of the German labor market and the immigration and integration processes and criteria;
- (ii) increasing ANAPEC’s confidence in undertaking the selection procedures of potential candidates and facilitating their understanding of the intermediation process required for international labor market placements into an Organisation for Economic Co-operation and Development (OECD) country and in a competitive and fast-growing sector such as tourism; and
- (iii) developing public-private partnerships to support mechanisms for the integration of youth entrants into the labor force.



B. Summary of Current Project's achievements

a. Under component 1: Institutional capacity building for the selection and preparation of overseas employment candidates (US\$1.3 million)

All candidates are placed in employment and attending training in assigned vocational training institutions. They have reported high overall satisfaction with the experience of training for work in the German labor market and are learning hard and soft skills required for employability. The project's results are now valued by German employers for whom the first-hand experience has been transformative and has succeeded in influencing the current perception of Maghrebi workers more widely amongst potential hiring employers in their region. Linkages have also been established between Germany and Morocco to facilitate and meet training needs of a globalized workforce.

b. Under component 2: Developing sustainable partnership between public and private actors within and across borders for job placement, and Project implementation support (US\$0.25 million)

It is important to note that employers and their representative association (DEHOGA in Germany) have come to value this program and its transformative effect on starting to change perceptions of foreign workers among the hiring employers, but in the wider communities as well. Training institutions in Germany have also been sensitized to the need to deliver training to a rapidly globalized labor force in the sector and linkages between training representatives in Germany and Morocco have been facilitated, not just in hospitality but in other sectors as well. The *Deutsche Gesellschaft für Internationale Zusammenarbeit* (GIZ), ANAPEC and the Moroccan Chamber of Commerce have also begun building a network between the main professional associations in Germany and have started exploring other possibilities of matching candidates with jobs available in other potential sectors.

c. Under component 3: Project evaluation and knowledge sharing (US\$0.2 million)

The Bank has continuously brought global knowledge to help shape the intermediation and integration process into this operation and has showcased this project at international meetings which have discussed mechanisms for creating safe and legal migration possibilities to address the challenges of youth employment in North Africa. This project has been declared as best practice in the region and of consideration for scale-up in the future. Lessons have been extracted for successful replication of this good practice model.

C. Rationale for the closing date extension

The first phase of this project made an initial headway in starting to create trust and build the Recipient's capacity. This first experience has been positive and a continuation of the approach of the first phase will help widen the circle of trust, deepen the know-how and help shift the narrative in favor of describing Maghrebi workers as well prepared and productive entrants into the labor force.

To build on the successful implementation of the first phase, ANAPEC requested in a letter dated September 19, 2015, additional funding (US\$1.5 million) and a 30-month extension of the current closing date to replicate the successful experience in another sector and/or states in Germany. Yet, following the extension of the deadline for submission of the proposals to the Middle East and North Africa (MENA) Transition Fund to October 15, 2018, a four-month extension request of the current closing date was submitted to the MENA Transition Fund for approval, on October 5, 2018. This



first request for the extension of the current closing date was approved by the MENA Transition Fund on October 23, 2018.

This restructuring is therefore to request an extension of the current closing date for a period of four months, from October 31, 2018 to February 28, 2019 to allow the successful completion of the application process and the approval of the Additional Financing (AF) proposal by the Transition Fund. It will also allow its internal processing and approval by the Implementation Support Agency (ISA - the Bank). The additional financing restructuring will, however, include the remaining 26-month extension of the project closing date to implement the activities recommended by the Recipient when the new financing is approved by the Transition Fund. As anticipated, ANAPEC submit its proposal on October 15, 2018.

Financial and fiduciary requirements. The last Audit and the Intermediary Financial Reports were submitted to the Bank on October 2, 2018, were reviewed and found acceptable by the Bank.

II. DESCRIPTION OF PROPOSED CHANGES

This restructuring solely includes an extension of the current project closing date from October 30, 2018 to February 28, 2019. This is the first request for an extension of the project closing date.

This extension request was approved by the Transition Fund’s on October 23, 2018 and their no objection is attached to this Paper.

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III. SUMMARY OF CHANGES

	Changed	Not Changed
Loan Closing Date(s)	✓	
Implementing Agency		✓
Project's Development Objectives		✓
Results Framework		✓
Components and Cost		✓
Cancellations Proposed		✓
Additional Financing Proposed		✓
Reallocation between Disbursement Categories		✓
Disbursements Arrangements		✓
Disbursement Estimates		✓



Change in Overall Risk Rating		✓
Safeguard Policies Triggered		✓
EA category		✓
Legal Covenants		✓
Institutional Arrangements		✓
Financial Management		✓
Procurement		✓
Implementation Schedule		✓
Other Change(s)		✓

IV. DETAILED CHANGE(S)

LOAN CLOSING DATE(S)

TF	Status	Original Closing	Revised Closing(s)	Proposed Closing	Proposed Deadline for Withdrawal Applications
TF-A0100	Effective	31-Oct-2018		28-Feb-2019	28-Jun-2019

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