

FEDERAL GOVERNMENT OF SOMALIA



Ministry of Agriculture and Irrigation

Environmental and Social Management Plan (ESMP)

**Construction of Office Building for the Ministry of Agriculture
and Irrigation (MoAI)**

Submitted to:

National Project Coordinator

Somalia FSRP

Submitted by:

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Mogadishu Somalia

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List of Abbreviations and Acronyms

ABBREVIATION/ ACRONYMNS	FULL TERM
BOQ	Bill of Quantities
C-ESMP	Contractor's Environmental and Social Management Plan
E&S	Environmental and Social
EHSg	Environmental, Health, and Safety Guidelines
ESF	Environmental and Social Framework
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Standard
FGS	Federal Government of Somalia
GBV	Gender-Based Violence
GM/GRM	Grievance Mechanism / Grievance Redress Mechanism
LMP	Labor Management Procedures
MoAI	Ministry of Agriculture and Irrigation
NPCU	National Project Coordination Unit
OHS	Occupational Health and Safety
PAP	Project Affected Person
PIU	Project Implementation Unit
PPE	Personal Protective Equipment
SEAH	Sexual Exploitation, Abuse, and Harassment
SEP	Stakeholder Engagement Plan
WB	World Bank
WMP	Waste Management Plan

Executive Summary

This Environmental and Social Management Plan (ESMP) has been prepared for the construction of a new Ground+2 (G+2) office building for the Ministry of Agriculture and Irrigation (MoAI) of the Federal Government of Somalia (FGS) (the Subproject), which is part of the World Bank – funded larger Project “Somalia Food Systems Resilience Project – S-FSRP). The Subproject is located within the existing MoAI headquarter compound in Hodan District, Mogadishu.

The current office building was built in 1968, and it has outlived its capacity of approximately 200 staff. The building sustained significant damage during the prolonged civil war in Mogadishu. In 2019, FAO supported its rehabilitation, and by 2020 the Ministry resumed operations from the renovated premises. However, the building remains old and insufficient to accommodate the Ministry’s current workforce, which requires space for about 450 staff. The construction of a new office building will provide a modern and functional working environment, enabling staff to carry out their duties more effectively, strengthen coordination, and enhance service delivery to support Somalia’s agricultural sector.

The planned building is a G+2 comprising of 38 offices with working stations, one main meeting hall and two mini meeting rooms. The design emphasizes functionality and open space, ensuring smooth circulation and creating a collaborative working environment. Construction will take place on available open land within the Ministry’s compound and does not involve any demolition of existing structures. This approach minimizes disruption to ongoing ministry operations while providing a durable and modern facility tailored to current and future needs. To identify, manage, and mitigate the environmental and social risks, the project team has prepared this ESMP. In consultation with the ministry employees, local authorities, partners and the community around the building. There are significant positive impacts that are expected from this construction. The primary beneficiaries are the ministry employees, and other government agencies and general public that access the building. Adverse risks and impacts are mainly associated with the construction works and include risks related to occupational health and safety of workers, such as increased level of dust, noise and vibration from moving of vehicles and machinery; community health and safety risk; and risks associated with labor rights and management, e.g., child labor and/or forced labor and sexual exploitation and abuse – sexual harassment due to increase in labor related population in the project site. The land belongs to the Ministry of Agriculture therefore, there will be no land acquisition or resettlement impacts anticipated. The adverse environment and social risks associated with the construction works are reversible and short term.

Environmental concerns during the construction works include dust and air pollution. This dust can affect air quality in the surrounding area, impacting patients, nearby residents, and the workforce. To manage this, dust suppression techniques will be employed, such as regularly spraying water over debris and work areas, which helps reduce dust dispersion. Additionally, barriers will be installed around the works site to contain particles, while all workers will be provided with appropriate PPE, including masks and respirators, to protect them from inhaling harmful particulates.

Noise and vibrations from demolition and construction activities present another significant risk, especially given the proximity of ministry employees and general public and residents who may be disturbed by the constant sounds of heavy machinery. To mitigate this, all works will be restricted to daytime hours to minimize disruption during resting periods. Noise-dampening equipment will be used when possible, and communities nearby will be informed about the nature, duration, and timing of demolition-related noise, helping set clear expectations. Workers will also be provided with ear protection, and a buffer zone will be established around the site to shield the community from the brunt of the noise.

Occupational health and safety (OHS) risks are a top priority, as construction tasks inherently expose workers to hazards such as falling debris, heavy machinery, and potential exposure to harmful materials. To address these risks, all workers will undergo safety training covering work protocols and emergency response procedures. Workers will be supplied with essential PPE, including hard hats, gloves, steel-toed boots, and

safety harnesses for high-risk tasks. Clear access controls will be set up to prevent unauthorized entry into the work zones, and first-aid facilities will be available onsite for immediate response to any injuries.

Community health and safety is a priority, as employees, workers and general public could be exposed to hazards such as falling debris, dust, and increased heavy vehicle traffic. To ensure public safety, fencing and prominent warning signs will be installed around the demolition area. Traffic control measures will be implemented, with designated routes established for demolition vehicles to avoid populated areas. Additionally, community engagement efforts will keep local residents informed of the work timeline, site hazards, and safety protocols in place.

Social impacts, include potential disruptions to ministry work and community inconvenience due to noise and dust, child labour, SEA/SH among others. The project's Stakeholder Engagement Plan (SEP) will be adopted and implemented in the context of the site to keep the community involved and informed about the interventions. To facilitate responsive communication, contractor, in addition to the already available Project GRM, will also put in place a site-specific grievance redress mechanism (GRM) for the workers, to voice concerns or complaints and receive timely responses. Communicating the benefits of the project and expected timelines will help address community concerns and feedback and foster positive perceptions of the development.

Following the detailed E&S screening of the proposed sub-project, as per the process described in the project's approved ESMF, the sub-project was classified as 'Moderate Risk', as per the levels defined in the ESMF. The project team believes that an Environmental and Social Management Plan (ESMP) would best guide the risk management for the sub-project, during construction and operation.

The Subproject is classified as having a Moderate environmental and social risk (site-specific E&S screening checklist duly administered, see Annex 9). This ESMP aims at introducing E&S risks and impacts of the subproject during both Construction and Operation phases. However, key risks identified are primarily associated with the Construction phase and are considered site-specific, temporary, and manageable with standard mitigation measures.

This ESMP specifies the means through which the adverse environmental and social risks and impacts of the Project associated with the construction activities are either avoided or mitigated. It identifies, characterizes and manages the potential risks and impacts. The ESMP lists the project-specific risks and impacts, and mitigation measures, lays out institutional arrangements for implementing and monitoring the risk mitigation measures and proposes monitoring indicators for measurement and monitoring of E&S performance, as well as requirements for capacity building and reporting. It shows what must be done, by whom, when, and to what standard; and also shows who will monitor its implementation and when and what the budget implications for mitigation measures and monitoring activities are. It further includes a description of the Project Grievance Redress Mechanism (GRM), which needs to be applied during the construction period, and lists stakeholder consultations that have been conducted in the lead up to the project design.

Additionally, this ESMP is prepared in line with Somali regulations and the World Bank's Environmental and Social Framework (ESF). Key plans to be implemented by the Contractor include a Labor Management Procedure (LMP), an Occupational Health and Safety (OHS) Plan, a Waste Management Plan (WMP), and a traffic management plan. The Contractor will be contractually obligated to implement this ESMP, with oversight provided by the National Project Coordination Unit (NPCU) and its supervising engineers.

1. Introduction

The Federal Government of Somalia (FGS) under the Ministry of Agriculture and Irrigation has received financial support from the World Bank under the Somali Food Systems Resilience Project (S-FSRP3 P177816).

Interventions expand in all the five federal member states of Puntland, Galmudug and Southwest State Hirshabelle, and Jubaland with an objective to increase preparedness against food insecurity and improve the resilience of food systems in targeted project areas of Somalia. The project intends to benefit an estimated 350,000 small farmers, agro-pastoralists, and nomadic pastoralists, of which at least 30 percent will be female.

The project has four components:

Component 1: Agriculture and Livestock public goods and services for food security: This component is focused on strengthening the foundation for resilient production capacity and productivity in agriculture and livestock sector by rejuvenating Somalia's Agri-livestock research institutions and seed systems and building capacity for improved extension and advisory service delivery to small-holders at scale.

Component 2: Sustainable landscapes for resilient food systems: This component will be implemented in close coordination with other ongoing Bank-funded projects aimed at strengthening the availability of water and improvement of rangelands management for resilient agriculture and livestock production.

Component 3: Regional and domestic markets for food security: This component will build on the agriculture productivity and farmer institutions development investments made under components 1 and 2 to strengthen the orientation of the production systems to domestic and regional markets, with appropriate investments in food safety and value addition.

Component 4: Institutions, policies, and knowledge for regional food security: This component will focus on establishing an enabling policy and institutional framework at sub-national, national, and regional level capable of supporting food systems resilience for Somalia.

Component 5: Project coordination and knowledge management: This component will ensure effective implementation and coordination of the project at all levels.

The Project is financing the construction of office building for the Ministry of Agriculture and Irrigation headquarters in Mogadishu

1.2. Purpose of the ESMP

In line with the Project's overall Environmental and Social Management Framework (ESMF), the objective of this ESMP is to provide management actions to mitigate adverse site-specific risks and impacts in consistence with national frameworks and relevant WB Environmental and Social Standards (ESSs) included in the Environmental and Social Framework (ESF), and the world Bank Group's Environmental, Health and Safety Guidelines (EHSGs) as well as General International Industry Practices (GIIP). The implementation of this sub-project will basically be based on World Bank's ESF and relevant provisions of the EHSGs, as being most stringent framework.

This ESMP also identifies potential environmental and social risks and impacts of the Subproject and details the mitigation, management, monitoring, capacity building, and reporting measures to be taken during the construction and operation phases. It serves as a practical tool for the Contractor and the supervising agency, the National Project Coordination Unit (NPCU) to guide the management of E&S issues. The plan is a live document and will be reviewed and updated as necessary throughout the Subproject lifecycle after the annual Environmental and Social Audits.

1.3. Methodology

The preparation of this ESMP was based on stakeholder consultations, field visits, and review of all projects related documentation, including design documents. The main reference documents included World Bank ESF and ESS good practice documents and guidelines, relevant national legislation, policies, and guidelines, international covenants and treaties, WB ESSs and their relevancy to the project, among others. Consultation with key stakeholders in the application and implementation of the ESMP for the Project was conducted on the 30th June 2024. The aim was to provide input to the ESMP broad content areas of E&S baseline information, social and environmental risks and how to mitigate it, and handling of project related grievances. The participants during the consultation were representatives of relevant organizations. The participants provided input and suggestions on improving the ESMP. The main suggestions and how they will be addressed are enumerated in Annexes (5-8). The ESMP will be disclosed in country and will be implemented throughout the construction period.

2. Sub-project Description

This ESMP is prepared for the construction of a new office building to serve as the headquarters for the Ministry of Agriculture and Irrigation (MoAI) of the Federal Government of Somalia, accommodating staff, hosting official meetings, and facilitating the coordination of agricultural programs and services across Somalia.

The new building will provide a modern and functional working space for the Ministry's staff, enabling them to effectively carry out their duties, improve coordination, and deliver services that support the agricultural sector across Somalia. Understanding this operational purpose is essential for analyzing the potential environmental and social impacts during the building's use phase. The construction site is georeferenced as follows, Official Confirmation of Land Ownership and Jurisdiction: Ministry of Agriculture and Irrigation (MoAI) FGS Property at KM 5, AFGOI ROAD (GPS: 2.033063°N, 45.308228°E).



Figure 1: Google Earth Map Indicating the Location of the MoAI Headquarter in Mogadishu

See Ministry of Finance, D.M. 23 January 1963, No. 31, Restriction of state-owned land for purposes of public utility, in annex 2.

Project Components/Activities: The project involves the construction of a new three-story (Ground Floor + 2 Upper Floors) reinforced concrete frame building. Based on the Bill of Quantities (BOQ), key activities include (BoQ, Designs, etc), see Annex 1 for design layout:

- **Substructure:** Site clearance, (Since the project site is already pre-disturbed, only minimal vegetation clearing will be required, and this will not involve the removal of bushes or shrubs), excavation for foundations (approx. 590 m³), hardcore filling (approx. 2,150 m³), removal of excess soil, and construction of reinforced concrete foundations and a retaining wall.
- **Superstructure:** Construction of reinforced concrete columns, beams, and slabs for the ground, first, and second floors.

- **Walling & Finishes:** Infilling with smooth-dressed hollow blocks, internal and external plastering, painting, floor and wall tiling.
 - **Installations:** Installation of PVC windows, semi-solid core wood doors, and complete sanitary fittings (WCs, washbasins, etc.) for all floors.
 - **Services:** Prime cost sums are allocated for Electrical Installation, Plumbing and Drainage Installation, and Decoration.
- **Location:** The project site is located at coordinates **2.033070°N, 45.308126°E**, within the existing MoAI headquarters compound at KM 5, Hodan District, Mogadishu. A GPS coordinates and architectural drawings of the building will be included in the Contractor's ESMP (C-ESMP). The site is in an urban area and does not contain or border any sensitive ecosystems or water bodies (Ministry of Agriculture and Irrigation Property at KM 5, Afgooye Road, (GPS: 2.033063°N, 45.308228°E, and Ministry of Finance, D.M. 23 January 1963, No. 31, Restriction of state-owned land for purposes of public utility, see annexes 3).
 - **Timeline & Workforce:** The expected construction duration is 12-18 months. The project will employ both skilled (Manson, carpenter, steel benders, plumbers, and electric technicians) and unskilled local labor with an affirmative action for both vulnerable and minority job seekers. Furthermore, qualified engineers and environmental specialists will be engaged to uphold the contractual standards and requirements. The total workforce is estimated at around 7,000 individuals. In Somalia, the official working hours are eight per day, typically from 8:00 a.m. to 5:00 p.m., with scheduled breaks included.
 - **Materials & Machinery:** Materials include ready-mix concrete from a local plant, reinforcement steel, cement, aggregates, blocks, tiles, paint, PVC, and wood. Borrow materials (sand, aggregate) will be sourced from government-designated quarries outside of Mogadishu. Machinery will include excavators, trucks, compactors, and concrete vibrators. The MoAI FGS compound is connected to the Mogadishu water supply system and municipal sewage facilities. During construction, the contractor will be assigned a dedicated water source with a meter gauge and will utilize the Ministry's existing sewage system, while also providing temporary, clean, and segregated sanitation facilities such as portable toilets. Energy requirements for generators and machinery will be met through fuel purchased from licensed dealers in Mogadishu. The contractor will implement a Waste Management Plan (WMP), which includes segregating waste into labeled bins (general and hazardous), storing hazardous materials such as fuel, oil, and paint in a secure bunded area, and disposing of all waste at government-approved sites.

Access: The site is accessible from the main Afgooye road. The contractor will be required to schedule material deliveries during off-peak hours to minimize disruption.

3. Environmental and Social Baseline Description

3.1. Environmental Baseline

The Subproject is situated in a built-up, urban environment within an existing Ministry of Agriculture and Irrigation compound in Mogadishu.

- **Living Environment (Flora & Fauna):** The site is pre-disturbed with minimal vegetation, described as "no bushes and shrub." There are no protected areas, critical habitats, or known endangered species on or near the site. Only minor occurrences of common urban fauna, such as birds, and insects, may be observed, but these are minimal ecological concern. The contractor will be required to conduct a pre-construction walkover to confirm the absence of any sensitive ecological features. However, if any fauna of ecological importance or protected species is unexpectedly observed during construction, work in the immediate area will be halted, the relevant environmental authority will be informed, and appropriate mitigation measures will be implemented to ensure their protection.
- **Non-Living Environment:** Firstly, the project site is located in a flat, fenced urban area that is not naturally prone to significant soil erosion. Nonetheless, construction activities, particularly excavation for foundations, may temporarily disturb the soil and create localized erosion risks. To mitigate this, the contractor will apply standard control measures, including soil compaction, temporary cover, and proper site drainage management. Mogadishu's climate is hot and semi-arid, with year-round high temperatures averaging between 25°C and 35°C. Rainfall is seasonal, occurring mainly during the "Gu" rains (April–June) and the shorter "Deyr" rains (October–December), while the remaining months are largely dry.
- Secondly, the primary environmental concerns related to the project are air quality (dust from construction) and noise. The Subproject is located in a densely populated urban district where baseline air quality and noise levels are already influenced by traffic and other city activities. During the 12–18-month construction phase, temporary impacts are expected, including dust from site clearance, excavation, vehicle movement, and material stockpiling, as well as gaseous emissions (SO_x, NO_x) from machinery and generators. Noise and vibration will also increase due to heavy equipment operations such as excavators and trucks, which will be required primarily during the initial stages of construction. These impacts are short-term and will be managed through C-ESMP measures, including regular water spraying for dust suppression, covering stockpiles, maintaining equipment to minimize emissions, and restricting noisy activities to standard daytime working hours. Finally, the Subproject is not located in a flood-prone area, and there are no surface water bodies that could be impacted.

3.2. Social Baseline

- **Socio-economic Context:** The Subproject is located in Hodan, a densely populated district of Mogadishu. The current estimation for Mogadishu's urban population is 2,727,000 million people. There has been no census published since 1975 though. As in the whole of Somalia, the population predominantly consists of youth. The urban area grows approximately 4.3 percent per year. Population numbers have been fluctuating due to insecurity. Land and property were forcefully appropriated, leaving a legacy of disputes that still informs city life today. The majority of the residential areas are dominated by specific clans. On the outskirts reside low-income populations and Internally Displaced People (IDP). In 2018, approximately 500,000 IDPs resided in Mogadishu. Livelihood in Hodan district is diverse ranging from formal employment and small-scale traders.
- **Livelihood:** Livelihoods and Employment: Mogadishu is the main economic centre of Somalia. Bakara is the country's largest market and is located in Mogadishu. It is connected to two interior markets

through two main roads. The economy is largely informal. Enterprises are characterized by low productivity and wages and goods that are not exported. The fastest growing sectors in recent years have been security, health and education. 64 percent of the city's households make their living on wage labor. Urban income arrives through informal business, but informal sector workers are in low skill jobs and are often underemployed. This counts in particular for urban women and youth as well as IDPs. Low-income households are vulnerable to shocks. They often do not receive remittances either.

- **Administration and Governance:** Mogadishu city is located within Benadir Regions. The positions of Mayor of the City and Governor of BRA are held by the same person, who is appointed by the FGS. BRA is divided into 17 districts. It is the smallest region in the country. Each district has a commissioner, who is appointed by the mayor.
- **Gender-based Violence (GBV):** Somalia is a patriarchal society with firmly entrenched gender roles that often subjugate women and girls. GBV is pervasive, particularly female genital mutilation/cutting (FGM/C), early marriage and psychological abuse. GBV is rampant in BRA and the most affected are young girls and women from IDP camps who are vulnerable to rape and other forms of sexual abuse. After decades of war and conflict in the country, women, girls and children have been displaced. They remain vulnerable to gender-based violence due to high insecurity in the camps, limited access to justice and lack of protection from the clans. In BRA many gender-based violence cases go unreported, and perpetrators go unpunished

Local community composition: Hodan is an urban district within the Benadir (Mogadishu) region, administered by the Benadir Regional Administration (BRA) under the city mayor. Mogadishu's population is diverse and largely clan-based, with notable urban minorities present citywide—including Benadiri/Reer Hamar and Bantu communities—alongside significant numbers of IDPs on the city's periphery; access to services and livelihoods is often mediated by clan networks, which can disadvantage minorities, women and displaced people.

Minority/vulnerable groups: In addition to Benadiri and Bantu minorities, women, IDPs, and persons with disabilities are commonly profiled as vulnerable in Mogadishu's urban context due to lower decision-making power, precarious housing/tenure and constrained access to services and jobs; women participate in district administrations and local peace committees but remain under-represented in decision-making.

- **Access to Water and Electricity:** The supply of water in Mogadishu is underpinned by shortages and a lack of quality. here are indications that the groundwater is polluted. Poor households generally do not have access to piped water and rely on shallow wells. Water supply is almost entirely private or supplied through the humanitarian sector. Electricity supply is among the most expensive in the world, while per capita consumption is among the lowest in Africa. The people in Hodan district like majority in the capital sometimes access water from private sources for a high price. A borehole delivers inadequate water supply, as it has not been maintained.

Waste Management: Solid waste management in Mogadishu is a challenge. Mogadishu produces 2,500 tons of waste every day, but it lacks appropriate disposal sites or recycling facilities. Often waste is dumped into the Indian ocean along the residential shorelines. Waste in Mogadishu can be a serious concern, as through existing dump sites, indiscriminate waste leads to the contamination of soil, water and air. This, in turn, causes a wide range of infections, skin disease or respiratory illness. In Mogadishu, there is no regulated municipal dumpsites for construction waste within a radius of 12km, the closest dumpsite is located 18 Km to the east. However, the Mogadishu Municipality will guide the contractor to the appropriate location for the construction waste products.

- **Cultural Heritage:** There are no known sites of cultural or archaeological significance within the Subproject area. A "chance finds" procedure will be included in the contractor's ESMP.
- **Security:** Security in Mogadishu has improved in recent years compared to earlier periods of prolonged conflict, with stronger government control in most districts and increased presence of security forces. However, al-Shabaab retains the capacity to launch sporadic but high-impact attacks, particularly targeting government installations, military sites, and public gathering areas. In Hodan district, where the Ministry compound is located, recent incidents such as suicide bombings Recent incidents in Hodan include suicide bombings at Damaanyo military base (May 2025) and Jaalle Siyaad Military Academy (July 2025) that killed dozens of recruits and civilians highlight the continued vulnerability of the area. In addition to terrorism, the city faces challenges of armed robbery, extortion, and youth gang activity, especially in busy commercial zones and along key transport routes. Authorities continue to reinforce security through checkpoints, patrols, and surveillance measures, and casualty levels in daily life have reduced compared to previous years, but localized incidents still occur unpredictably.
- The overall security situation in Mogadishu demands careful management. While the subproject's location within a secured government compound reduces some risks, it also makes the site a potential target for dissident groups and criminal activity. Therefore, the contractor will remain fully responsible for securing the immediate construction site, workers, and materials, and for coordinating closely with local security forces.

4. Legal and Regulatory Framework

This chapter focuses on the relevant provisions of key Somali policy, legal, regulatory and institutional framework, which are related to the activities to be carried out under this project. This chapter also includes other ESF provisions as required by the World Bank and associated Environmental Health and Safety Guidelines (EHSs) and Good International Industrial Practice (GIIP) to which the borrower is obliged to. It also presents an analysis of gaps between both national and WB's provisions. Additionally, this chapter presents relevant international conventions and treaties, which the FGS has signed or ratified. The Subproject will be implemented in accordance with the national laws of Somalia and the environmental and social Framework and applicable standards of the World Bank.

4.1. The National Framework

All activities will comply with the relevant laws and regulations of the Federal Government of Somalia, including the constitution and all relevant legislations.

The provisional Constitution of Somalia:

Article 10 – Human Dignity: Human dignity is the basis for all human rights. It is inviolable and must be protected by all. The State power must not be exercised in a manner that violates human dignity.

Article 11 – Equality: All citizens, regardless of sex, religion, social or economic status, political opinion, clan, disability, occupation, birth or dialect shall have equal rights and duties before the law. The State must not discriminate against any person on the basis of age, race, color, tribe, ethnicity, culture, dialect, gender, birth, disability, religion, political opinion, occupation, or wealth. Thus, all laws, or political and administrative actions that are designed to achieve full equality for individuals or groups who are disadvantaged, or have suffered from discrimination in the past, shall be deemed to be not discriminatory.

Article 24 – Labor Relations: Every person has the right to fair labor relations. All workers, particularly women, have a special right of protection from sexual abuse, segregation and discrimination in the workplace. And, every labor law and practice shall comply with gender equality in the workplace.

Article 31 – Language and Culture: The state shall promote the positive traditions and cultural practices, whilst striving to eliminate customs and emerging practices, which negatively impact the unity, civilization and wellbeing of the Somali society. And the state shall promote the cultural practices and local dialects of minorities.

Article 32 – Right of Access to Information: Every person has the right of access to information held by the state, and the right of access to any information that is held by another person which is required for the exercise or protection of any other just right.

Article 27 (1 & 5) Economic and social rights- right to clean portable water. Women, aged and disabled and minorities who have suffered discrimination to be supported to realize their full potential.

Article 43 Land: land is recognized as primary resource and the basis of the people's livelihood; b) land shall be held, used and managed in an equitable, efficient, productive and sustainable manner; c) the FGS shall develop a national land policy, which shall be subject to constant review, d) no permit may be granted regarding the permanent use of any portion of the land, sea or air of the territory of the Federal Republic of Somalia, e) the FGS, in consultation with the FMS and other stakeholders, shall regulate land policy, and land control and use measures.

Article 111J – The Office of the Ombudsman: The office is protected against interference from any other person or entity. As such, independence, integrity and effective service delivery are also maintained. The Ombudsman shall: (i) Investigate complaints against government workers regarding: allegations/ outright violations concerning basic rights and freedom, abuse of power, unfair behavior, mercilessness, lack of

clemency, indiscipline or disrespect, corruptive act, illegal behavior, or those that could lead to mischief or injustice; (ii) Investigate complaints in relation to the activities of the Public Service Commission and other administrative institutions of the government, including defense and police forces that could lead to unequal services, unfair recruitment, or administration; (iii) Take appropriate steps to rectify or change items mentioned in earlier clauses through a fair, and appropriate process of consultations and sacrifices among the people concerned; (iv) Report on the complaints and issues raised and submit to the head of the offender; (v) Forward cases to the Attorney General and bring them before a court, as appropriate.

Article 111H – National Security Commission: A National Security Commission shall be established to study and develop an integrated security framework to address present and future needs of Somalia. It shall present proposals to ensure that human security is prioritized and incorporated into such a framework, through which the public may provide oversight and monitor security related expenditure and seek redress from abuses by security personnel.

Article 45 (—Environment)) states that the government shall give priority to the protection, conservation, and preservation of the environment against anything that may cause harm to natural biodiversity and the ecosystem. Furthermore, all people have a duty to safeguards and enhance the environment and participate in the development, execution, management, conservation and protection of the natural resources and the environment. The FGS and the governments of the FMS affected by environmental damage shall take urgent measures to clean up hazardous waste dumped on the land or in the waters of the FGS; take necessary measures to reverse desertification, deforestation and environmental degradation, and to conserve the environment and prevent activities that damage the natural resources and the environment of the nation, among other measures.

Article 115 (—Civil service)) outlines civil service values and protection of their rights Constitution:

Relevant National legislation:

Environmental Protection and Management Act (April 2024), National Health Professionals Council Act (LR. 31/2020) and Law No. 9 of 26 January 1989 , ; Draft National Environmental and Social Impact Assessment Regulations; Draft National Ozone Layer Protection Regulation; Draft National Forest Management Policy; and Draft National Charcoal Policy. All of these have some relevance, in one way or another, with the FSRP Project. — as well as the Construction Permits Act (2022).

Environmental Protection and Management Act, 2024: The act guarantees the right to a clean, safe and healthy environment, provides requirements for waste management including hazardous wastes. The act requires the application of the polluter pay and precautionary principle in environment management. The construction project is required to adhere to all the relevant requirements prescribed by the act.

Environmental and Social Impact Assessment and Audit Regulations (ESIA) 2024: Part III, regulations 13, 16 and 17, guides public participation, collection and incorporation of views from the general public.

the Somali Labour Code (Law No. 36 of 2024), the Public Health legislation, Somalia National Gender Policy (2016) includes strategies to eradicate harmful traditional practices such as female genital mutilation/cutting (FGM/C) and child marriage and to improve services for the management of GBV/SEAH cases.

4.2. The World Bank Framework

As the Subproject is classified as having a "Moderate" environmental and social risk, a full Environmental Impact Assessment (EIA) is not required. This site-specific **Environmental and Social Management Plan (ESMP)** will serve as the primary instrument for identifying, assessing, and managing all potential risks and impacts.

In the absence of specific Somali national standards for air quality, water quality, or noise, or where such standards are less stringent, the project will adhere to internationally recognized benchmarks, including the

WB ESF, **World Bank Group's General EHS Guidelines** and, where applicable, **World Health Organization (WHO)** standards. These standards will guide all management and monitoring activities throughout the project lifecycle.

World Bank Environmental and Social Framework (ESF): The following Environmental and Social Standards (ESSs) are relevant to this project (see Annex 4 for key descriptions):

- **ESS1:** Assessment and Management of Environmental and Social Risks and Impacts
- **ESS2:** Labor and Working Conditions
- **ESS3:** Resource Efficiency and Pollution Prevention and Management
- **ESS4:** Community Health and Safety
- **ESS5:** Land Acquisition, Restrictions on land use, and involuntary Resettlement
- **ESS8:** Cultural Heritage
- **ESS10:** Stakeholder Engagement and Information Disclosure

World Bank Group EHS Guidelines: The project will adhere to the WBG's General Environmental, Health, and Safety (EHS) Guidelines (EHSGs). The Subproject's commitment to adhering to the World Bank Group's General Environmental, Health, and Safety (EHS) Guidelines is a cornerstone of its risk management strategy. These guidelines are technical reference documents that define **Good International Industry Practice (GIIP)** for managing EHS issues in a sustainable manner. For this civil works project, they are critically important as they provide a practical and authoritative framework for implementing effective mitigation measures related to **Occupational Health and Safety** (e.g., use of PPE, site safety protocols), **Community Health and Safety** (e.g., site security, traffic management), and **Environmental Pollution Control** (e.g., managing dust, noise, and waste) during construction and operation. Their application ensures the Subproject is implemented to a high standard of safety and environmental stewardship. In cases where Somali regulations and World Bank policies differ, the World Bank Standards will prevail and will be applied. This ESMP, along with the associated plans, S-FSRP Frameworks, and Manuals (ESMF, RPF, IPMP, LMP, WMP, GM, SEP, etc.), is legally binding on the contractor. The Contractor is required to prepare their C-ESMP upon signing the work contract and before commencing work. This preparation is based on the proposed management framework of this document (ESMP), the World Bank Environmental and Social Framework (ESF), and the Good International Industry Practice (GIIP) included in the EHSGs.

Detailed gap analysis has been developed with the project approved ESMF, refer to the following link:

https://documents.worldbank.org/en/publication/documents-reports/documentdetail/099101123104521377/p1778160d5cf1003093810fb7fa9629a42?utm_source=chatgpt.com

5. Environmental and Social Risks and Impacts – Overview

5.1. The Subproject's Positive Impacts

The Agricultural sector has seen recent vulnerability due to recurrent natural and man-made disasters, including fluctuating levels of conflict, poverty, economic crunch, political uncertainties, drought, floods and epidemics. The construction of headquarters of ministry of Agriculture shall provide conducive environment and space to plan organize and develop policies to help address the challenges facing the Agricultural sector in Somalia.

5.2. The Expected Negative E&S Risks and Impacts

Based on the site visits conducted by E&S specialists, the stakeholder consultation meetings (30.06 – 01.07.2024), as well as referring to the applicable ESSs of the World Bank's ESF and parent ESMF of the S-FSRP, the following site-specific E&S risks and impacts have been identified for the new construction subproject of MoAI Headquarters.

Table 1: Environmental and Social Risks and Impacts during construction and operation phases – overview

Risk Category	Key Risks and Impacts	Risk Rating
ESS 1: E&S Assessment and Management	- Inadequate implementation or monitoring of the ESMP, leading to unmitigated impacts. Inclusion of vulnerable and minority groups	- Moderate during construction - Minor during operation
ESS 2: Labor and Working Conditions	- A wide variety of OHS hazards for workers (Over-exertion, Work in heights, Struck by objects, Exposure to dust, chemicals, hazardous or flammable materials, falling objects, different injuries, electrocution, slips and falls, Confined spaces and excavations) during demolition and construction activities; - Potential non-compliance with labor laws (child/forced labor); - Labour disputes over terms and conditions, including wages, working hours, payment delays, health and safety concerns in the work environment and working conditions; - Violation of the signed code of conduct for workers, including Gender-based Violence (GBV)/Sexual Exploitation Abuse and/or Sexual Harassment (SEA/SH); - Discrimination in workplace, including unequal inclusion opportunities for women, and minority groups in the intended activities, which could extend to the operation phase; - Lack of a functional worker' grievance mechanism.	- Moderate during construction - Minor during operation
ESS 3: Resource Efficiency & Pollution Prevention	- Intensive use of water and energy resources; - Air pollution (dust, vehicle emissions); noise and vibration from machinery; - soil/water contamination from improper management of waste/hazardous material storage and disposal, including construction waste. - Lack of a functional GM	- Moderate during construction - Moderate during operation
ESS 4: Community Health and Safety	- Safety hazards for MoAI staff/visitors from construction activities and debris; risk of spread of communicable diseases from the workforce. - Potential risks of intimidation, abuse, or conflict between security personnel and community members, especially at project sites. - Traffic and road safety hazards due to transporting staff, material, equipment, and waste from/to the worksite.	- Moderate during construction - Moderate during operation

Risk Category	Key Risks and Impacts	Risk Rating
	<ul style="list-style-type: none"> - Lack of preparedness for emergencies (e.g., fire, accidents) could lead to harm to local communities - Gender based violence within the community brought by workers. - Security risks on the assets, people and against the community around the construction site. 	
ESS5: Land Acquisition, Restrictions on land use and Involuntary Resettlement	Risk of construction being on land not exclusively owned by the ministry, inadequate land ownership documentation, etc	Minor during construction
ESS8: Cultural Heritage	Risk of the contractor as they excavate exhuming artifacts or otherwise items of special interest culturally and traditionally	Moderate during construction
ESS 10: Stakeholder Engagement	Exclusion of certain groups (e.g., women, minority groups, persons with disability) from consultation; lack of access to information or a functional grievance mechanism, leading to unresolved complaints.	<ul style="list-style-type: none"> - substantial during construction - substantial during operation

6. Environmental and Social Management Plan

Table 3 below proposes E&S mitigation measures, including methods, responsibilities, frequency, and cost planning for alleviating the adverse risks and impacts, during construction and operation phases of the subproject.

Table 2: Environmental and Social Management Plan

#	Risks/ impacts	Mitigation	Methods/ tools/ resources	Responsibility	Project Phase	Timeline/ frequency	Cost (USD)
1	Inadequate E&S Management (ESS1): Failure to manage risks as planned. Inadequate assessment and management of E&S risks	<ul style="list-style-type: none"> - Develop this detailed ESMP based on the ESMF. Integrate all E&S plans (LMP, OHS, SEP, GRM, WMP, GBV Plan) into project design and contracts. - Increase knowledge on World Bank's ESF and World Bank Group's EHSs 	<ul style="list-style-type: none"> - Contractual clauses - C-ESMP approval process - Qualified personnel 	<ul style="list-style-type: none"> - Contractor, - NPCU 	<ul style="list-style-type: none"> - Construction 	<ul style="list-style-type: none"> - Pre-construction and throughout construction 	<ul style="list-style-type: none"> - Included in project management budget
2	Labor Risks (ESS2): Child/forced labor, gender exclusion, lack of worker GRM.	<ul style="list-style-type: none"> - Implement Labor Management Procedures (LMP). - Verify worker ages (no one under 18); prohibit forced labor. - Actively recruit women for suitable roles. - Awareness raising of all project implementers, contractors and primary suppliers on the requirements and implementation of the inclusion plan. - Promote inclusion of disadvantaged and vulnerable groups in consultations and access to project benefits. - Promote diversity in recruitment including all disadvantaged and vulnerable groups, PWDs and women. There may be a need to put quotas for gender and PWDs. - Establish and publicize a confidential worker GRM. 	<ul style="list-style-type: none"> - LMP document - Worker contracts, ID checks - Code of Conduct - Worker GRM procedure 	<ul style="list-style-type: none"> - Contractor and NPCU - MoAI (during operation) 	<ul style="list-style-type: none"> - Construction - Operation (except for child/forced work) 	<ul style="list-style-type: none"> - Throughout construction - Throughout operation, where applicable 	<ul style="list-style-type: none"> - Included in Contract price for implementation - Included in project management budget for support - Included in operational cost of the MoAI
3	Lack of enough OHS measures	<ul style="list-style-type: none"> - Provide workers with clean water and segregated, clean sanitation facilities. - Provide all workers with appropriate PPE and conduct mandatory daily/weekly 	<ul style="list-style-type: none"> - LMP document - PPE, OHS training records - Written 	<ul style="list-style-type: none"> - Contractor and NPCU - MoAI (during operation) 	<ul style="list-style-type: none"> - Construction - Operation (relevant only to 	<ul style="list-style-type: none"> - Throughout construction - Throughout operation, where 	<ul style="list-style-type: none"> - Included in Contract price for implementation - Included in

#	Risks/ impacts	Mitigation	Methods/ tools/ resources	Responsibility	Project Phase	Timeline/ frequency	Cost (USD)
		<p>OHS toolbox talks.</p> <ul style="list-style-type: none"> - Provide hearing protection where necessary (when sound level over 8 hours reaches 85 dB(A)) in compliance with EHSs. - Use of acoustic insulation materials, isolation of noise source, and other engineering controls. - Address vibration hazards by selecting low-vibration equipment, installing vibration dampening systems, and limiting exposure time to prevent health impacts, as advised by the EHSs for physical hazards. - Provide temporary shelters for workers to protect against adverse weather conditions and for use as rest areas, ensuring that the work environment accommodates natural elements and supports worker health, as per EHS recommendations. - Regularly monitor weather conditions for outdoor operations to implement adaptive work schedules, safeguarding workers against environmental risks and aligning with EHS guidance on occupational health management. - Modify work-rest cycles based on temperature and environmental conditions to prevent heat stress or cold stress, following the EHS's recommendations for managing thermal stress. - Ensure the proper training and licensing 	employment terms and conditions		employment terms and conditions)	applicable	<p>project management budget for support</p> <ul style="list-style-type: none"> - Included in operational cost of the MoAI

#	Risks/ impacts	Mitigation	Methods/ tools/ resources	Responsibility	Project Phase	Timeline/ frequency	Cost (USD)
		<p>of operators of industrial vehicles, emphasizing the safe operation of such equipment, in line with EHS requirements for worker safety and training.</p> <ul style="list-style-type: none"> - Develop and enforce operational protocols, including establishing rights of way, setting site speed limits, mandating vehicle inspections, and outlining specific operating rules and procedures, to enhance site safety consistent with EHS standards. - Utilize mechanical aids to reduce physical exertions associated with manual handling tasks, such as lifting materials and operating tools, to minimize the risk of musculoskeletal disorders, in accordance with EHS ergonomic principles. - Integrate regular rest breaks, stretching exercises, and job rotation into work schedules to reduce repetitive strain and fatigue, promoting a holistic approach to worker health and ergonomics as advised by the EHSs. 					
4	CoC and GBV/SEAH cases	<ul style="list-style-type: none"> - Implementation and monitoring of GBV / SEAH Response and Action Plan - GBV sensitization sessions for community members - GBV awareness sessions for site workers - Engage a dedicated specialist to support oversight and management of these risks - Workers to sign a strict CoC and include 	<ul style="list-style-type: none"> - GBV/SEA/SH Response and Action Plan - Code of Conduct within the, written work agreement - Sensitization sessions 	<ul style="list-style-type: none"> - Contractor and NPCU - MoAI (during operation) 	<ul style="list-style-type: none"> - Construction - Operation, where applicable 	<ul style="list-style-type: none"> - Throughout construction - Throughout operation, where applicable 	<ul style="list-style-type: none"> - Included in Contract price for implementation - Included in project management budget for support

#	Risks/ impacts	Mitigation	Methods/ tools/ resources	Responsibility	Project Phase	Timeline/ frequency	Cost (USD)
		<ul style="list-style-type: none"> clear penalties in case of violation - Include a dedicated GBV/SEAH mechanism within the workers' GRM 	<ul style="list-style-type: none"> - GBV/SEAH dedicated GM 				<ul style="list-style-type: none"> - Included in operational cost of the MoAI
5	Pollution (ESS3): Dust, noise, vibration, and vehicle emissions.	<ul style="list-style-type: none"> - Implement dust suppression measures (e.g., regular water spraying on roads/stockpiles). - Schedule high-noise/vibration activities during standard daytime hours. - Ensure all vehicles and machinery are well-maintained and have emission certificates. 	<ul style="list-style-type: none"> - Water truck/sprinklers - Work scheduling - Vehicle maintenance logs 	<ul style="list-style-type: none"> - Contractor with the monitoring of the NPCU dedicated team - MoAI (during operation) 	<ul style="list-style-type: none"> - Construction - Operation, where applicable 	<ul style="list-style-type: none"> - Daily during construction - Throughout operation, where applicable 	<ul style="list-style-type: none"> - Part of the contractor's rate (contract) - Included in operational cost of the MoAI
6	Excessive use of water and energy	<ul style="list-style-type: none"> - Train workers on the importance of resource conservation. - Promote the use of water-saving techniques, such as low-fixtures or water recycling systems. - Regularly check generators, machinery, and electrical equipment for abnormal use of fuel/electricity - Minimize work during high temperatures and ensure proper cover for water reservoirs - Review records of consumption to facilitate monitoring and adjustments 	<ul style="list-style-type: none"> - Water and energy records and bills - Maintenance manuals and repair reports 	<ul style="list-style-type: none"> - Contractor - MoAI (during operation) 	<ul style="list-style-type: none"> - Construction - Operation 	<ul style="list-style-type: none"> - Daily during construction - Daily during operation 	<ul style="list-style-type: none"> - Included in contract price - Included in operational cost of the MoAI
7	Waste & Hazardous Materials: Soil/water pollution, community safety hazards from waste.	<ul style="list-style-type: none"> - Implement a Waste Management Plan (WMP). - Segregate waste into labeled bins (general, hazardous). - Store hazardous materials (fuel, oil, paint) in a secure, banded area. - - Ensure disposal of generated solid waste (construction waste, in particular) at designated and authorized disposal site in 	<ul style="list-style-type: none"> - WMP document - Labeled bins, secure storage area - Waste disposal records - GRM complaints related to waste management - 	<ul style="list-style-type: none"> - Contractor - MoAI (during operation) 	<ul style="list-style-type: none"> - Construction - Operation, where applicable 	<ul style="list-style-type: none"> - Daily during construction - Throughout operation, where applicable 	<ul style="list-style-type: none"> - Included in contract price - Included in operational cost of the MoAI

#	Risks/ impacts	Mitigation	Methods/ tools/ resources	Responsibility	Project Phase	Timeline/ frequency	Cost (USD)
		<p>consistence with the local and international requirements (see WBG General EHS Guidelines)</p> <ul style="list-style-type: none"> - Implement waste segregation to prevent mixing hazardous and non-hazardous wastes - Identify potentially recyclable materials - Provide on-site or off-site transportation of waste to prevent or minimize spills, releases, and exposure to employees and public - Ensure mechanisms exist for community to bring forth any complaints/feedback concerning the waste disposal by the contractor – Project GRM 					
8	Community Health & Safety (ESS4): Spread of disease to the community, physical hazards to MoAI staff. Improper site management	<ul style="list-style-type: none"> - Enforce a strict worker's Code of Conduct (CoC). - Provide workers with clean water and segregated, clean sanitation facilities. - Secure the site with fencing and clear warning signs. - Prevent unauthorized access to the site - Ensure health awareness sessions on communicable diseases. 	<ul style="list-style-type: none"> - Signed CoCs - Site fencing, signage - Regular site inspections - Health awareness materials 	Contractor	Construction	Throughout construction	Included in contract price
9	Potential risks of intimidation, abuse, or conflict between security personnel and community members, especially at project sites.	<ul style="list-style-type: none"> - Train security personnel in community engagement and human rights. - Ensure security measures are proportional to the actual risks, and establish a grievance mechanism for reporting any incidents involving security personnel. - Monitor the conduct of security staff regularly. 	<ul style="list-style-type: none"> - Training sessions - GM for complaint resolution 	<ul style="list-style-type: none"> - Contractor and NPCU - MoAI (during operation) 	<ul style="list-style-type: none"> - Construction - Operation 	<ul style="list-style-type: none"> - Throughout construction - Throughout operation 	<ul style="list-style-type: none"> - Included in Contract price for implementation - Included in project management budget for support - Included in

#	Risks/ impacts	Mitigation	Methods/ tools/ resources	Responsibility	Project Phase	Timeline/ frequency	Cost (USD)
							operational cost of the MoAI
10	Traffic and road safety hazards	<ul style="list-style-type: none"> - Establish site speed limits, implement safe routes, and coordinate with local authorities. - Rais awareness on road rules and safety - Ensure appropriate GM in place 	<ul style="list-style-type: none"> - Communication with traffic authorities - Awareness campaigns - GRM 	<ul style="list-style-type: none"> - Contractor and NPCU - MoAI (during operation) 	<ul style="list-style-type: none"> - Construction - Operation 	<ul style="list-style-type: none"> - Throughout construction - Throughout operation 	<ul style="list-style-type: none"> - Included in Contract price for implementation - Included in project management budget for support - Included in operational cost of the MoAI
11	Lack of preparedness for emergencies (e.g., fire, accidents) could lead to harm to local communities	<ul style="list-style-type: none"> - Develop and implement an Emergency Preparedness and Response Plan (EPRP) specific to civil and excavation works. - Conduct regular emergency drills with workers and community members. - Ensure availability of functional fire safety equipment. - Ensure availability of emergency surveillance and response measures 	<ul style="list-style-type: none"> - EPRP - Emergency drills and community participation - Fire safety equipment, surveillance/first aid equipment and measures 	<ul style="list-style-type: none"> - Contractor and NPCU - MoAI (during operation) 	<ul style="list-style-type: none"> - Construction - Operation 	<ul style="list-style-type: none"> - Throughout construction - Throughout operation 	<ul style="list-style-type: none"> - Included in Contract price for implementation - Included in project management budget for support - Included in operational cost of the MoAI
12	Land Acquisition Restrictions on land use and Involuntary Resettlement (ESS5)	<ul style="list-style-type: none"> - Provide legally owned land with FGS documentation - Avoid forced evictions on the site. - Undertake public consultations for clearance - Implement the Project's RPF to account for any relevant case 	<ul style="list-style-type: none"> - Leasehold, letters of ownership issued by the relevant FGS Institution. - Meetings: Work closely with the Local government. 	NPCU, MoAI	<ul style="list-style-type: none"> - Construction 	<ul style="list-style-type: none"> - Before commencement of works 	Not applicable
13	Cultural Heritage (ESS8)	<ul style="list-style-type: none"> - Adopt chance Finds as described in the S-FSRP ESMF. - Include this clause in the bidding 	<ul style="list-style-type: none"> - Meetings, Training, Reporting 	PIU, Contractor	<ul style="list-style-type: none"> - Construction 	Throughout Construction Phase	Contractor's cost

#	Risks/ impacts	Mitigation	Methods/ tools/ resources	Responsibility	Project Phase	Timeline/ frequency	Cost (USD)
		documentation, and C-ESMP - Take the winning contractor through the procedure of the 'Chance Finds'					
14	Stakeholder Engagement and Information Disclosure (ESS 10:) Women excluded from decision-making.	SEP: - Implement the project SEP, ensuring women from the Ministry are consulted. - Ensure the GRM is accessible and known to all stakeholders	- Meetings - Awareness campaigns - SEP and communication strategies/public relations	- NPCU - MoAI (during operation)	- Construction - Operation	- Pre-construction - Construction - Operation	- One-time prior to works - Included in project management budget - Included in operational cost of the MoAI -

Table 4 below describes the proposed plan form monitoring the sound implementation of the mitigation measures as suggested during construction and operation phase. The plan includes also the proposed monitoring indicators, methods and resources, responsibilities, timeline and frequency, as well as cost planning.

Table 3: Environmental and Social Monitoring plan

#	Monitoring aspects (<i>what to monitor?</i>)	Monitoring indicators	Methods/ tools/ resources	Responsibility	Timeline/ frequency	Cost (USD)
<i>1</i>	<i>Construction phase</i>					
1	- ESMP Implementation	<ul style="list-style-type: none"> - Approved C-ESMP in place. - E&S clauses included in contract. - Monthly E&S reports submitted by contractor. - No. of SEP Consultations held 	<ul style="list-style-type: none"> - Document review - Site inspections - Monthly progress reports - meetings 	- NPCU E&S Specialist, Supervising Engineer	<ul style="list-style-type: none"> - Monthly - As planned 	<ul style="list-style-type: none"> - Site supervisor's salary - Environmental specialist's salary - Site visits cost imbedded in NPCU operational budget
2	- Labor & OHS Compliance (ESS2)	<ul style="list-style-type: none"> - Worker registers show no underage labor. - Records of OHS training and PPE distribution. - Zero major OHS incidents. - Worker GRM log is maintained. 	<ul style="list-style-type: none"> - Review of contractor's records (registers, logs). - Site inspections (PPE use, housekeeping). 	- NPCU E&S Specialist, Supervising Engineer, Contractor OHS Officer	Weekly inspections, monthly reporting	<ul style="list-style-type: none"> - Contractor's specialist salary - Site supervisor's salary - Environmental specialist's salary.
3	- CoC & GBV/SEA/SH	<ul style="list-style-type: none"> - Reduced cases of CoC violation - No GBV/SEA/SH cases - GBV/SEA/SH sensitization campaigns are in place and implemented - Dedicated GM is in place and being used 	<ul style="list-style-type: none"> - Inspection reports - GM records and reporting - Sensitization material and reports 	- NPCU E&S Specialist, Supervising Engineer, Contractor	Weekly inspections, monthly reporting	<ul style="list-style-type: none"> - Contractor's specialist salary - Site supervisor's salary - Environmental specialist's salary.
4	- Pollution Control (ESS3)	<ul style="list-style-type: none"> - Pollutants' levels are within allowed thresholds - Visual checks show minimal dust. - No community complaints about noise/dust. - Vehicle maintenance logs are current. 	<ul style="list-style-type: none"> - Local standards for emissions and pollutants - Measurements - Visual observation - Review of GRM log - Review of maintenance logs 	<ul style="list-style-type: none"> - Supervising Engineer, - Contractor 	Daily visual checks, weekly formal inspection and measurements	<ul style="list-style-type: none"> - Contractor's specialist salary - Site supervisor's salary - Cost of measurements included in the contract price
5	- Waste Management (ESS3 & 4)	<ul style="list-style-type: none"> - Waste segregation is practiced on-site. 	<ul style="list-style-type: none"> - Waste management regulations 	Supervising Engineer, NPCU E&S	- Daily for site hygiene	<ul style="list-style-type: none"> - Site supervisor's salary - Environmental

#	Monitoring aspects (what to monitor?)	Monitoring indicators	Methods/ tools/ resources	Responsibility	Timeline/ frequency	Cost (USD)
		<ul style="list-style-type: none"> - No evidence of illegal dumping. - Hygienic conditions are prevailing - No community complaints about odor/insects/rodents 	<ul style="list-style-type: none"> - Waste records - Site inspections - GRM reports 	Specialist	<ul style="list-style-type: none"> - Monthly for waste records - Weekly inspections 	specialist's salary.
6	- Traffic and road safety	<ul style="list-style-type: none"> - Speed limits are monitored - Awareness campaigns are held - Traffic related cases are reduced - Community complaints are reduced 	<ul style="list-style-type: none"> - Traffic reports - Awareness raising reports - GRM reports 	Contractor in coordination with NPCU	<ul style="list-style-type: none"> - Daily for monitoring speed - Quarterly for reports 	<ul style="list-style-type: none"> - Included in the Contract price - Included in NPCU operations cost
7	- Land Acquisition Restrictions on land use and Involuntary Resettlement (ESS5)	- Land Ownership documentation	- Records/Communication	PIU	Initially before works	- Not applicable
8	- Cultural Heritage (ESS8)	- No. of incidents reported and recorded	<ul style="list-style-type: none"> - Reports to relevant authority(ies) - Meetings 	Contractor	At land Excavation and land clearance phase	- Contractor's cost
9	- Community Health & Safety (ESS4) & Stakeholder Engagement (ESS10)	<ul style="list-style-type: none"> - The site is securely fenced with clear signage. - CoC signed by all workers. - Community GRM is functional, and log is maintained. - Records of stakeholder consultations. 	<ul style="list-style-type: none"> - Site inspections. - Review of CoC records and GRM log. 	NPCU E&S Specialist, Supervising Engineer	Weekly inspections, monthly review of GRM log	<ul style="list-style-type: none"> - Site supervisor's salary - Environmental specialist's salary.
<i>II</i>	<i>Operation phase</i>					
10	Application of E&S instruments	<ul style="list-style-type: none"> - Improved E&S aspects of the project - Positive feedback from users of the building - Positive feedback from the surrounding community - M&E results 	<ul style="list-style-type: none"> - Continuous improvement of the E&S system and human resources - Overall M&E - Monthly progress reports - Staff meetings 	- MoAI, in collaboration with NPCU	- Monthly/ Quarterly	- Included in the operational cost of the building
11	Labor/Employment Terms and Conditions	<ul style="list-style-type: none"> - Work agreements approved by the HR, and accepted by candidates - Reduced complaints 	<ul style="list-style-type: none"> - HR system, in collaboration with E&S specialists - Staff meetings 	- MoAI, in collaboration with NPCU	- Monthly/ Quarterly/ Annually	- Included in the operational cost of the MoAI

#	Monitoring aspects (what to monitor?)	Monitoring indicators	Methods/ tools/ resources	Responsibility	Timeline/ frequency	Cost (USD)
		<ul style="list-style-type: none"> - Positive staff evaluation reports - Positive health check-ups - Reduced turnover rates 	<ul style="list-style-type: none"> - Staff evaluations - Healthcare programs - Interim reports - Workers' GRM 			<ul style="list-style-type: none"> - Included in the employment contract - Healthcare costs
12	Inclusion of women, vulnerable and minority groups	<ul style="list-style-type: none"> - Higher employment percentage under these categories - Reduced complaints - Reduced turnover rates - Positive health check-ups - Increased specialized facilities 	<ul style="list-style-type: none"> - HR system, in collaboration with E&S specialists - Staff evaluations - Healthcare programs, including rehabilitation - Interim/progress reports - Workers' GRM 	- MoAI, in collaboration with NPCU and external service providers	- Monthly/ Quarterly/ Annually	<ul style="list-style-type: none"> - Included in the operational cost of the MoAI - Included in the employment contract - Healthcare costs
13	GBV/SEA/SH	<ul style="list-style-type: none"> - GBV/SEA/SH Response and Action Plan is in place and maintained - Reduced number of cases - Increased level of knowledge - Dedicated GM is in place and improving 	<ul style="list-style-type: none"> - GBV/SEA/SH document - Knowledge sessions - Interim/progress reports - Staff evaluation - M&E - Workers' GRM with dedicated GM 	- MoAI, in collaboration with NPCU and external service providers	- Monthly/ Quarterly/ Annually	<ul style="list-style-type: none"> - Included in the operational cost of the MoAI - HR & GRM costs - Healthcare and GBV support costs
14	Security personnel	<ul style="list-style-type: none"> - Cleared background before deployment - Signed CoC - Reduced number of cases - Increased level of knowledge - Dedicated GM is in place and improving 	<ul style="list-style-type: none"> - Background checking mechanisms before deployment - Work agreements incl. CoC - Interim/progress reports - M&E - Workers' GRM 	- MoAI, in collaboration with NPCU and security authorities	<ul style="list-style-type: none"> - Deployment stage - Monthly and quarterly 	- Included in the operational cost of the MoAI and collaborating authorities
15	Water and energy	<ul style="list-style-type: none"> - Metering is within acceptable quantities - Water saving devices/fittings are used - Grey water can be reclaimed for gardening - Use of energy efficient equipment and devices - Use of alternative solar power 	<ul style="list-style-type: none"> - Metering devices - Water and energy bills - Site supervision/spot checks - M&E - GRM - Awareness programs and training materials 	- MoAI, in collaboration with NPCU and municipal authorities	<ul style="list-style-type: none"> - Monthly for bills - Quarterly for trainings - Unscheduled checks 	- Included in the operational cost of the MoAI and collaborating authorities

#	Monitoring aspects (what to monitor?)	Monitoring indicators	Methods/ tools/ resources	Responsibility	Timeline/ frequency	Cost (USD)
		sources - Awareness is raised - Reduced complaints				
16	Pollution and waste management	- Pollutants' levels are within allowed thresholds - Waste is being managed according to municipal regulations - Waste segregation is practiced on-site - Hygienic conditions are prevailing - No community complaints about odor/insects/rodents	- Local standards for emissions and pollutants - Measurements - Waste management regulations - Waste records - Site supervision/spot checks - GRM reports	- MoAI, in collaboration with NPCU and municipal authorities	- Daily for site hygiene - Monthly for waste management - Quarterly for measurements and reporting - Unscheduled checks	- Included in the operational cost of the MoAI and collaborating authorities
17	Traffic and road safety	- Speed limits are monitored - Awareness campaigns are held - Traffic related cases are reduced - Community complaints are reduced	- Traffic reports - Awareness raising reports - GRM reports	- MoAI, in collaboration with NPCU and traffic authorities	- Daily for monitoring speed - Quarterly for reports	- Included in the operational cost of the MoAI and collaborating authorities
18	Emergency Preparedness	- EPRP is in place, used, and maintained - Fire safety equipment is in place - Other emergency surveillance equipment and measures are in place - Emergency drills are held - Related cases are reduced	- EPRP - Incident reports - Training and drills reports	- MoAI, in collaboration with NPCU and civil defense authorities	- Daily and monthly for checking - quarterly for reporting - Annual for training and drills	- Included in the operational cost of the MoAI and collaborating authorities

Table 5 below describes the key requirements for capacity building plans, including targeted staff, topics, timeline, types of training, resources, and cost estimates.

Table 4: Capacity Building Plan

Target Staff	Topic	Timeline/Frequency	Type of Training	Resources	Cost Estimate (USD)
Contractor	- E&S Clauses mandatory in the bids	Before bidding submission	Indoor training	NPCU E&S Specialists	Part of NPCU operational/training budget
Contractor's Project Manager, Project Engineer, and OHS/E&S Officer and Foreman	- C-ESMP Implementation - OHS Procedures & Emergency Response - Waste Management Plan - Worker & Community GRM	At project start-up	F2F Workshop / On-site training	NPCU E&S Specialist	1,200
NPCU E&S Specialist & Supervising Engineer	- Supervising and Monitoring the ESMP - World Bank ESF requirements - Reviewing contractor reports	At project outset, quarterly refresher	F2F Workshop / Online course	WB E&S Specialists, external consultant	Part of NPCU operational/training budget
All Construction Workers	- OHS (use of PPE, site safety rules) - Worker Code of Conduct - Worker GRM Introduction, GBV/SEA/SH Prevention, sub project Security management	At induction & weekly toolbox talks	On-site toolbox talks	Contractor's OHS Officer	Included in contract price

7. Implementation Arrangements

7.1. Government Responsibilities

The overall responsibility for the works sits with the Ministry of Agriculture and irrigation (MoAI) as the main recipient and implementer of the project. The work is overseen by the National Project Coordination Unit (NPCU) embedded within the Project's institutional structures. The NPCU will contract contractors to undertake the construction of the office block. The construction company will implement the project including all Environmental and Social (E&S) mitigation measures defined in this ESMP. For the office building.

Below is the list of Government institutions involved in the implementation, with their respective roles and interests.

Table 5: Institutional partners' responsibilities

MoAI	The MoAI is responsible for the overall implementation of the Project including monitoring of implementation of this ESMP.
NPCU	NPCU Engineers and E&S safeguard team have prepared the design for the works and this ESMP. They will oversee the implementation of the works by the contractor and supervise implementation of the environment and social management plan
Contractor (see below for detail)	<ul style="list-style-type: none"> The contractor will implement the works based on the agreed design by adopting best construction codes and most environmentally-sound design measures The Contractor will prepare a Contractor's ESMP (C-ESMP) before commencing work, by adopting all pertinent E&S management measures in this site-specific ESMP, and customizing them according to the site and work specifics The Contractor will be responsible for implementing their C-ESMP throughout the contract lifetime.

7.2. Contractors and Sub-contractors

The contractor is responsible for complying with requirements for all field activities covered by this ESMP, the contractor is also responsible for ensuring that all its sub-contractors follow the ESMP and other ESF instruments that apply to this subproject. The contractor will have contractual clauses specifying compliance with the mitigation measures listed in the ESMP and in the WBG EHS Guidelines, in addition to national requirements and to indicate measures taken in cases of non-compliance. The contractor is also responsible for the actions of any sub-contractors they may engage. Sub-contractors also have to comply with all E&S standards as laid out in this ESMP. The contractor's responsibilities include:

- Ensure that all operations comply with the mitigation measures laid out in this ESMP, for which the contractor is responsible.
- Ensure that the control measures provided for in the ESMP are both understood and implemented by site personnel.
- Comply with accident and incident reporting as laid out in the ESMF. All severe incidents must be reported through NPCU to the Bank within 48 hours of occurrence.

- Set up plans for action to be taken in the event of spills or leakages of hazardous materials, and other environmental emergencies.
- Monitor the ESMP implementation, against the monitoring indicators laid out in this ESMP and the C-ESMP.
- Participate in community consultative meetings.
- Identify additional significant matters pertaining to environmental and social compliance.
- Liaise with NPCU on the need for corrective action in the event of unexpected environmental or social problems emerging during the course of operations.
- Communicate with all staff regarding E&S compliance requirements and other matters of importance.
- Identify additional environmental mitigation or corrective measures that are deemed to be necessary during project implementation.
- Prepare and share periodic reports on all aspects of E&S compliance.
- Maintain lists of all workers, including their age and gender including attrition levels.
- Develop and maintain a workers' grievance mechanism.
- Prepare and maintain an OHS Plan and provide training to all workers on OHS Plan.
- Ensure signing of code of conduct by every worker, including issues of Sexual Harassment, Gender-Based Violence (GBV) and Sexual Exploitation and Abuse.
- Implement the Security Management Plan.
- Undertake workers training on OHS, GM and SEAH
- Undertake periodic stakeholders' engagements with the local communities.

The contractor is obliged to implement this ESMP with all risk mitigation measures assigned to it.

E&S Safeguards or Environmental Health and Safety (EHS) Specialist: The contractor will deploy an E&S or EHS Specialist as an addition to the team to ensure operationalization of this ESMP, including monitoring, supervision and reporting on mitigation measures. The key tasks of the Specialist include the following.

- Ensure PPE for workers is available and workers are trained in its use
- Provide OHS training to all workers, based on the OHS Plan
- Ensure health and safety of all workers at the construction site
- If necessary, stop the works to ensure safety
- Maintain records of accidents and incidents and ensure appropriate reporting of incidents to NPCU
- Ensure waste management procedures are followed closely
- Ensure availability of water and sanitation facilities for all workers at site and at the campsite
- Conduct toolbox talks for workers

- Train all workers in the CoC and ensure that CoC is signed by every worker
- Liaise closely with the NPCU on training workers on GBV issues, as well as community awareness on GBV
- Maintain workers' lists indicating age and gender
- Maintain records of Workers' GRM

Table 6 below shows key requirements for reporting implementation of the ESMP throughout construction, which will also extend throughout the life cycle of the subproject.

Table 6: Reporting Plan

Reporting Description	Who? (From)	To Whom? (To)	How?	When? (How frequent?)
Serious OHS Incident (fatality, serious injury)	Contractor	NPCU E&S Specialist / Supervisor	Telephone call, then email report	Immediately (within 24 hours)
GBV/SEA/SH cases/incidences	Contractor	NPCU	Report (Use of the reporting format)	Immediately in 24 hours
Monthly E&S Compliance Report	Contractor	NPCU E&S Specialist / Supervisor	Formal written report	Monthly
GRM Log & Status Update	Contractor / GRM Focal Point	NPCU E&S Specialist	Email / Report	Monthly
Quarterly Project Progress Report (with E&S section)	NPCU	World Bank	Formal report via official channels	Quarterly
Sub project progress report	PM	NPCU/DG MoAI	Progress Reports	Quarterly

8. Public Consultation and Feedback

Stakeholder engagement is essential for the project's success, driven by the requirements of the Ministry of Agriculture and Irrigation Management. However, consultations have been and will continue to be held with key stakeholders, primarily the management and staff of the Ministry of Agriculture and Irrigation (MoAI), as they are the main beneficiaries and will be present on the site during construction.

The Consultations Held on the Subproject:

The following table 7 summarizes the stakeholder consultations conducted on the Subproject. The Annexes 5, 6, 7 and 8 provide more detail on participants and discussion points (Minutes of Meeting).

Table 7: Public Consultation Conducted on the Subproject

Date	Activity	Agenda	Participants			No. attended	Venue
			Female	Male	Youth		
30 th June 2024	High-Level Project Kick-off and Safeguarding Briefing	<ul style="list-style-type: none"> - Formal introduction of the project, scope, and timeline. - Overview of the World Bank Environmental and Social Framework (ESF) requirements. - Discussion of leadership roles in ensuring compliance. - High-level screening of potential social impacts on Ministry operations. 	3	7	2	12	MoAI Office
01 st July 2024	Technical Workshop on Social Safeguards and Design	<ul style="list-style-type: none"> - Detailed social safeguarding screening (disruptions, temporary facilities, noise/access control). - Worker management protocols to minimize impact on staff. - Review of building design for inclusivity (e.g., accessibility, gender-specific facilities). - Introduction of a staff-specific grievance channel for construction-related issues. - Presenting the project and what to expect during 	5	12	4	21	MoAI Office

<i>Date</i>	<i>Activity</i>	<i>Agenda</i>	<i>Participants</i>			<i>No. attended</i>	<i>Venue</i>
			<i>Female</i>	<i>Male</i>	<i>Youth</i>		
		<p>construction.</p> <ul style="list-style-type: none"> - Explaining Occupational Health & Safety (OHS) measures for staff during the works. - Demonstrating how staff can use the Grievance Mechanism for any concerns. - Open Q&A session to gather feedback and address staff queries. 					

9. Grievance Mechanism

One of the key objectives of ESS 10 (Stakeholder Engagement and Information Disclosure) is to provide project-affected parties with accessible and inclusive means to raise issues and grievances and allow borrowers to respond and manage such grievances. This Project GRM facilitates the Project to respond to concerns and grievances of the project-affected parties related to the environmental and social performance of the project. The Project provides mechanisms to receive and facilitate resolutions to such concerns. This section lays out the grievance redressal mechanisms (GRM) for the Project.

The MoAI has the responsibility to resolve all issues related to the Project in accordance with the laws of FGS and the World Bank ESSs through a clearly defined GM that outlines its process and is available and accessible to all stakeholders. The entry point for all grievances is the social specialists at the FGS and BRA levels, who receives grievances by phone, text or email to publicized mobile phone lines and email addresses. The social safeguards specialists will acknowledge, log, forward, follow-up grievance resolution and inform the complainant of the outcome. The complainant has the right to remain anonymous, in which case the identifying details will not be logged. The NPCU senior social specialist will carry out training of BRA social officers and project officers on complaints handling and reporting. Grievances may also be submitted to the contractor. Who will aim to handle grievances and solve them or feed the cases into the established Project GRM described here where applicable.

The S-FSRP Grievance Mechanism (GM) is established to allow workers and project-affected persons (primarily MoAI staff) to raise concerns and have them resolved in a timely and transparent manner. The subproject actors will be appropriately trained before commencement of works (please refer to S-FSRP GM Manual for detail).

- **Structure:** The GM will be managed by a designated GM Focal Point within the NPCU. The Contractor will also have a site-level focal point/person to receive immediate complaints, who is well-trained in grievances and has experience.
- **Channels:** Grievances will be submitted through:
 - Direct communication (in-person or by phone) with the GM Focal Point or Contractor's representative.
 - A suggestion/complaint box will be placed at a visible and accessible location at the site entrance.
 - Email to a dedicated project email address.
- **Process:** All grievances will be logged. Receipt will be acknowledged within three (3) working days. A proposed resolution will be provided within 15 working days. The complainant will be kept informed of the process.
- **GBV/SEA/SH:** A separate, confidential reporting channel will be established for any complaints related to Gender-Based Violence or Sexual Exploitation, Abuse, and Harassment. This channel will provide a survivor-centered approach, ensure confidentiality, and refer survivors to appropriate support services. These cases will not be handled through the standard GM. MoAI's existing Grievance Redress (GR) channel is a toll-free hotline, accessible by dialing 559.
- **World Bank GRS:** Stakeholders will be informed that if they are not satisfied with the resolution provided by the project-level GM, they have the right to escalate their concerns to the World Bank's Grievance Redress Service (GRS).

10. ESMP Implementation Budget.

The following table 8 provides a budgetary estimate for the implementation of this ESMP during the sub-project life cycle. The Contractor will bear the cost of implementing measures of their C-ESMP during construction, including staff, PPE, equipment, and internal monitoring, as part of the contract price.

Table 8: Indicative budgetary requirements for implementing the ESMP

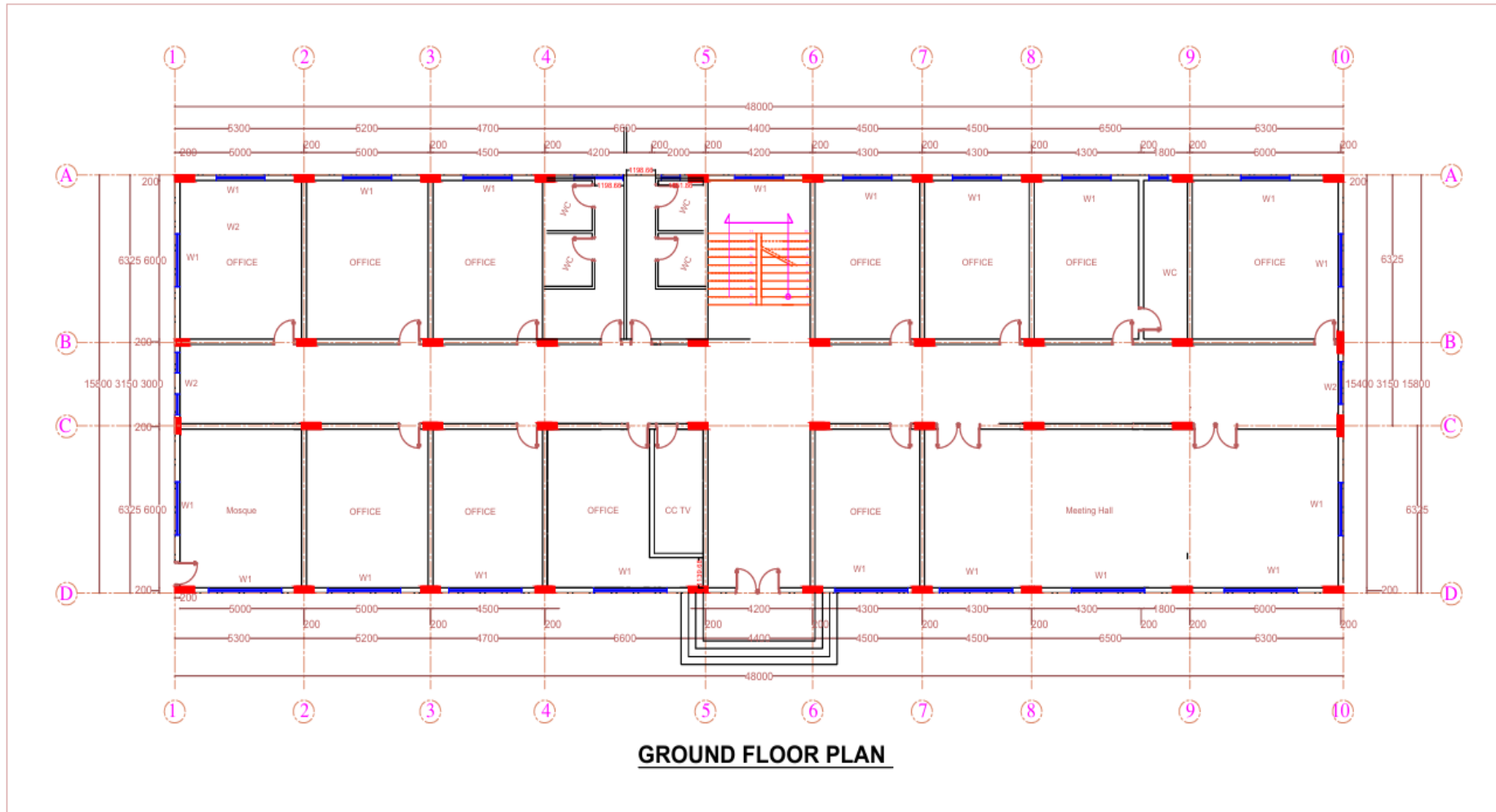
#	Activity/ Resources	Cost estimate (US\$/yr)
1	EHS induction training and safety toolbox talks	6,000
2	EPRP, incl. fire drills and evacuation	4,500
3	Stakeholder/Public consultation	7,000
4	E&S GRM	5,000
5	Site visits, transportation, and site supervision	8,000
6	Documentation and communication	3,500
7	Special services: GBV/SEA/SH	7,500
8	Special services: site security	7,200
9	Special services: pollutant monitoring	5,500
10	E&S staff salary	24,000
	<i>Sub-total</i>	<i>78,200</i>
	<i>Contingency (2%)</i>	<i>1,564</i>
	<i>Total</i>	<i>79,764</i>

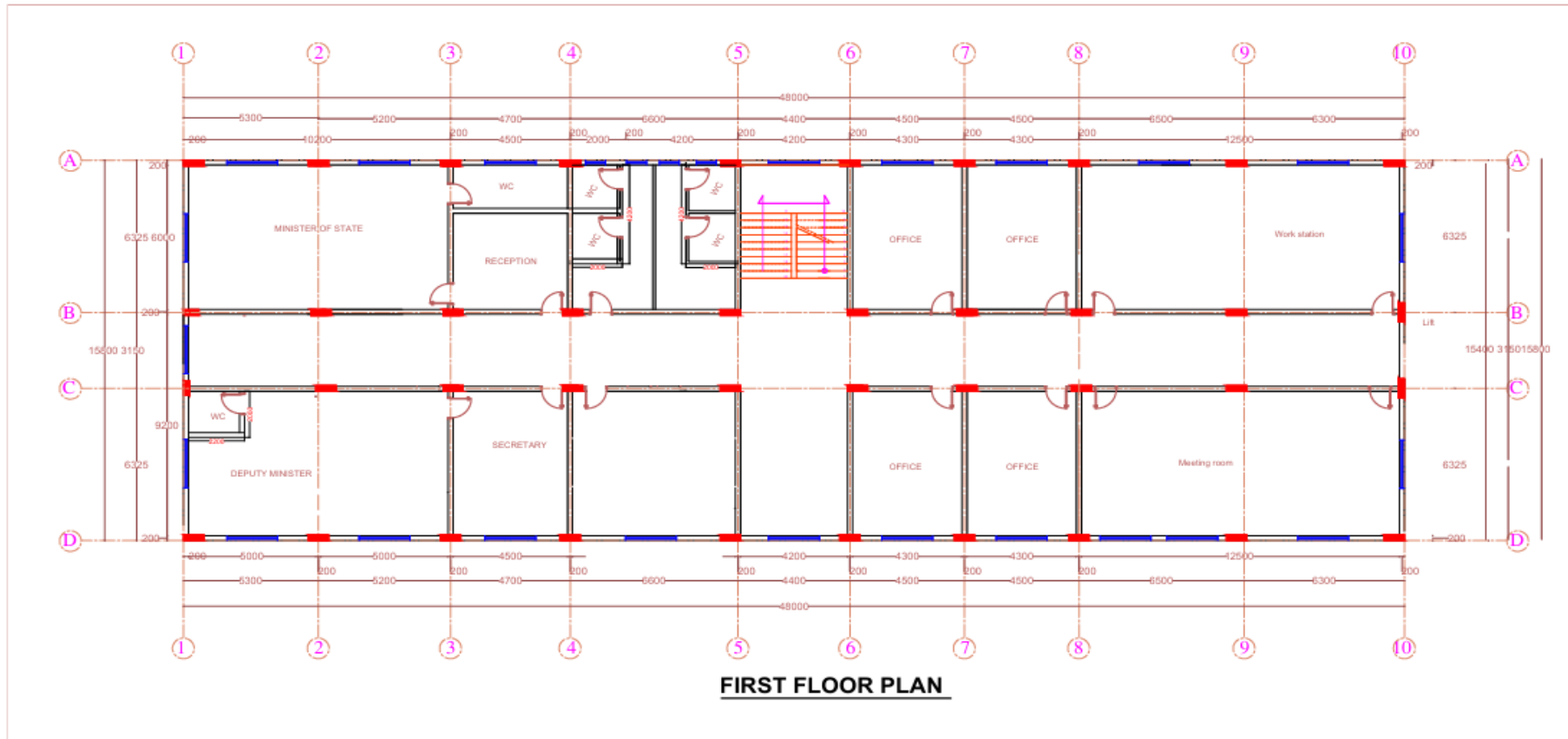
11. References

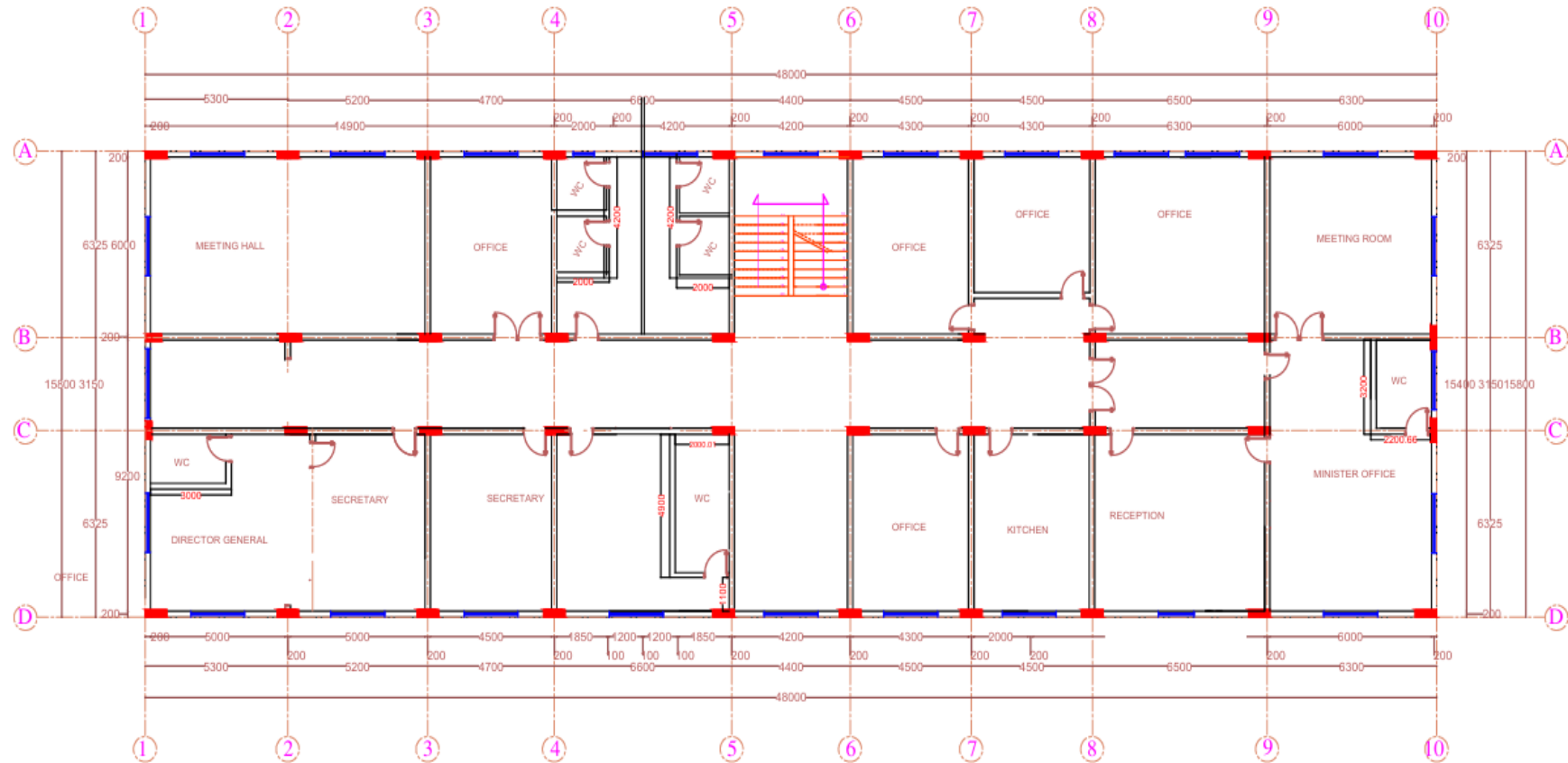
- The World Bank Environmental and Social Framework (ESF), 2018
- The World Bank Group General Environmental, Health, and Safety (EHS) Guidelines, 2007
- Project-level Environmental and Social Management Framework (ESMF)
- Sub-project Bill of Quantities (BOQ) for MoAI Office Building

12. Annexes

Annex 1: Technical Designs/Site Layout Drawings

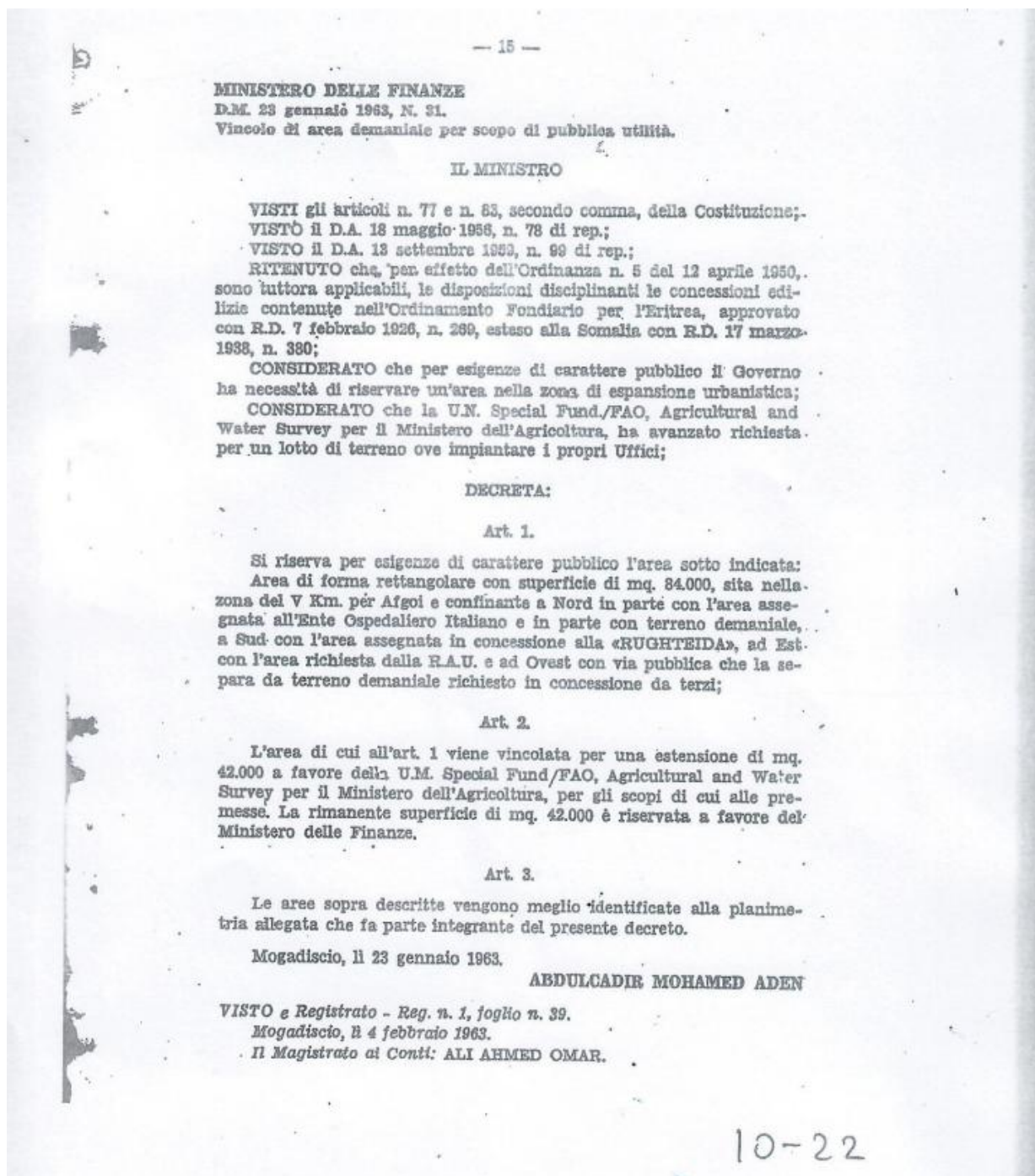






SECOND FLOOR PLAN

Annex 2: Land Ownership



D.P.R. 4 novembre 1962, n. 303.

Convenzione fra il Governo della Repubblica Somala e la Società Agricola Italo Somala.

IL PRESIDENTE DELLA REPUBBLICA

VISTO l'art. 75 della Costituzione;

VISTA la proposta della Società Agricola Italo Somala (SAIS) di Giohar, intesa a cedere, mediante pagamento, al Governo della Repubblica tutte le sue proprietà mobiliari ed immobiliari esistenti nel Distretto di Giohar, fatta eccezione per alcuni beni specificatamente indicati nella proposta stessa;

VISTA l'offerta dell'Istituto Mobiliare Italiano (I.M.I.) e l'accettazione da parte del Governo della Repubblica Somala di un finanziamento, mediante concessione di credito a lunga scadenza, da utilizzarsi per l'acquisto delle azioni della predetta società SAIS;

SENTITO il Consiglio dei Ministri;

SU PROPOSTA del Ministro dell'Industria e Commercio di concerto con quello delle Finanze;

DECRETA:

Art. 1.

E' approvata e resa esecutiva, a decorrere dalla data del 3 novembre 1962, la Convenzione, in pari data, stipulata fra il Governo della Repubblica Somala da una parte e dalla Società Agricola Italo Somala dall'altra, avente per oggetto la cessione di tutte le proprietà mobiliari ed immobiliari della sopradetta SAIS, ad eccezione dei beni nella stessa Convenzione indicati.

Art. 2.

La Convenzione fa parte integrante del presente Decreto.

Mogadiscio, il 4 novembre 1962.

Aden Abdulla Osman

Il Primo Ministro

ABDI-RASHID ALI SHERMARKE

Il Ministro dell'Industria e Commercio

SCEK ABDULLA MOHAMUD

Il Ministro delle Finanze

ABDULCADIR MOHAMED ADEN

VISTO e Registrato - Reg. n. 3 - foglio n. 72.

Mogadiscio, il 18 dicembre 1962.

Il Magistrato ai Conti: ALI AHMED OMAR

10-23

Annex 3: Official Confirmation of Land Ownership and Jurisdiction: MoAI Property at Km 5, Afgoi Road

JAMHUURIYADDA FEDERAALKA
SOOMAALIYA
WASAARADDA BEERAHA &
WARAABKA
XAFIISKA AGAASIMAHA GUUD



جمهورية الصومال الفيدرالية
وزارة الزراعة والري
مكتب المدير العام

Federal Republic of Somalia
Ministry of Agriculture & Irrigation
Office of the Director General

REF: MoAI/DG/ 0123/2014

Date: 05/08/2014

TO WHOM IT MAY CONCERN

SUBJECT: OFFICIAL CONFIRMATION OF LAND OWNERSHIP AND JURISDICTION: MINISTRY OF AGRICULTURE AND IRRIGATION PROPERTY AT KM 5, AFGOI ROAD (GPS: 2.033063°, 45.308228°)

This letter serves as an official and unequivocal confirmation from the Ministry of Agriculture and Irrigation (MoAI) of the Federal Republic of Somalia regarding the ownership and jurisdiction of a strategic parcel of land located at the approximate coordinates **2.033063° N, 45.308228° E**.

The authority and mandate of this Ministry over key agricultural assets are deeply rooted in the legal and administrative history of the Somali Republic. Our nation's commitment to securing vital infrastructure for agricultural development was firmly established in the post-independence era, as evidenced by foundational legal acts such as the Presidential Decree **D.P.R. 4 November 1962, No. 203**, which facilitated the transfer of the Italo-Somali Agricultural Company (SAIS) to the Somali Government.

Building on this precedent, the specific parcel of land in question was officially designated for the Ministry's purposes through the **Ministerial Decree (D.M.) No. 31 of 23 January 1963**, issued by the Ministry of Finance. This decree, enacted for reasons of paramount public utility, holds irrefutable legal standing.

Pursuant to the aforementioned Decree No. 31:

1. **Article 1** reserved a total area of 84,000 square meters at "Km V (5 km) from Afgoi" for public use.
2. **Article 2** explicitly and definitively allocated **42,000 square meters** of this reserved area to the **"U.N. Special Fund / FAO, Agricultural and Water Survey for the Ministry of Agriculture"**.

This allocation was not made to an independent foreign entity, but rather to a program operating *for and on behalf of the Ministry of Agriculture*. The Ministry of Agriculture and Irrigation is the legal successor-in-interest to the functions and assets designated for its use under this decree. The purpose

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Hodan, Km4, Mogadishu - Somalia

of establishing offices and operational bases for agricultural and water surveys falls squarely and historically within the exclusive mandate of this Ministry.

The property identified by the GPS coordinates **2.033063°**, **45.308228°** is hereby confirmed to be the very same parcel of land allocated to the Ministry of Agriculture under the 1963 decree. The historical boundaries noted in the decree—bounded by the Italian Hospital Institution, the RUGHETTIADA concession, land requested by the R.A.U., and a public road—correspond to the location now identified by these modern coordinates.

Therefore, the Ministry of Agriculture and Irrigation of the Federal Republic of Somalia asserts its unequivocal, continuous, and lawful jurisdiction over this property. This right is derived from a clear, unrepealed, and properly registered legal instrument of the state. The land was, and remains, state-owned property restricted for the public utility and exclusive use of this Ministry.

Any claims, encroachments, or attempts to transfer this land without the express, written consent and authorization of the Ministry of Agriculture and Irrigation are without legal basis and will be considered a violation of state property rights.

This confirmation is issued with the full authority of my office. Certified copies of the relevant historical decrees are attached for your reference and verification.

With highest regards,

Prof, Mohamoud Mohamed Mohamoud
Director General
Ministry of Agriculture and Irrigation
Federal Republic of Somalia



Annex 4: Brief description of the applicable ESSs

The Environmental and Social Framework (ESF)¹ sets out the World Bank's commitment to sustainable development, through a Bank Policy and a set of Environmental and Social Standards. Below is a short summary of the relevant Environmental and Social Standards (ESSs) for this sub-project²:

ESS 1: Assessment and Management of Environmental and Social Risks and Impacts. ESS1 sets out the Client's responsibilities for assessing, managing and monitoring environmental and social risks and impacts associated with each stage of a project supported by the Bank through Investment Project Financing, in order to achieve environmental and social outcomes consistent with the Environmental and Social Standards (ESSs). This ESS is relevant to this sub-project, and E&S risks and impacts are managed through this ESMP.

ESS 2 – Labor and Working Conditions. ESS2 recognizes the importance of employment creation and income generation in the pursuit of poverty reduction and inclusive economic growth. Borrowers can promote sound worker-management relationships and enhance the development benefits of a project by treating workers in the project fairly and providing safe and healthy working conditions. ESS2 applies to project workers including fulltime, part-time, temporary, seasonal and migrant workers.

ESS 3 – Recourse and Efficiency, Pollution Prevention and Management. ESS3 recognizes that economic activity and urbanization often generate pollution to air, water, and land, and consume finite resources that may threaten people, ecosystem services and the environment at the local, regional, and global levels. The current and projected atmospheric concentration of greenhouse gases (GHG) threatens the welfare of current and future generations. At the same time, more efficient and effective resource use, pollution prevention and GHG emission avoidance, and mitigation technologies and practices have become more accessible and achievable. This ESS sets out the requirements to address resource efficiency and pollution prevention and management throughout the project life cycle consistent with Good International Industry Practice (GIIP).

ESS 4 – Community Health and Safety. ESS4 recognizes that project activities, equipment, and infrastructure can increase community exposure to risks and impacts. In addition, communities that are already subjected to impacts from climate change may also experience an acceleration or intensification of impacts due to project activities. Key risks and impacts of the sub-project in regards to community health and safety relate to GBV/SEA-H, pollution and security. Consistent with this, ESS4 addresses the health, safety, and security risks and impacts on project-affected communities and the corresponding responsibility to avoid or minimize such risks and impacts, with particular attention to people who, because of their particular circumstances, may be vulnerable. Risk mitigation measures are listed in this ESMP.

ESS 5 – Land Acquisition, Restrictions on Land Use, and Involuntary Resettlement. ESS5 recognizes that project-related land acquisition and restrictions on land use can have adverse impacts on communities and persons. Project-related land acquisition or restrictions on land use may cause physical displacement

¹ World Bank, Environmental and Social Framework (ESF), 2018.

² ESS 7 and 9 do not apply to this project. There are no population groups that are included in the relevant criteria of ESS 7..

(relocation, loss of residential land or loss of shelter), economic displacement (loss of land, assets, or access to assets, leading to loss of income sources or other means of livelihood), or both. The term “involuntary resettlement” refers to these impacts. Resettlement is considered involuntary when affected persons or communities do not have the right to refuse land acquisition or restrictions on land use that result in displacement. Experience and research indicate that physical and economic displacement, if unmitigated, may give rise to severe economic, social and environmental risks: production systems may be dismantled; people face impoverishment if their productive resources or other income sources are lost; people may be relocated to environments where their productive skills are less applicable and the competition for resources greater; community institutions and social networks may be weakened; kin groups may be dispersed; and cultural identity, traditional authority, and the potential for mutual help maybe diminished or lost. For these reasons, involuntary resettlement should be avoided. Where involuntary resettlement is unavoidable, it will be minimized and appropriate measures to mitigate adverse impacts on displaced persons (and on host communities receiving displaced persons) will be carefully planned and implemented.

ESS 8 – Cultural Heritage. ESS8 recognizes that cultural heritage provides continuity in tangible and intangible forms between the past, present and future. People identify with cultural heritage as a reflection and expression of their constantly evolving values, beliefs, knowledge and traditions. Cultural heritage, in its many manifestations, is important as a source of valuable scientific and historical information, as an economic and social asset for development, and as an integral part of people’s cultural identity and practice. ESS8 sets out measures designed to protect cultural heritage throughout the project life cycle.

ESS 10 – Stakeholder Engagement and Information Disclosure. This ESS recognizes the importance of open and transparent engagement between the Borrower and project stakeholders as an essential element of good international practice. Effective stakeholder engagement can improve the environmental and social sustainability of projects, enhance project acceptance, and make a significant contribution to successful project design and implementation. Stakeholder engagement has been undertaken for this sub-project, as listed in the section on consultations.

Annex 5: Meeting Minutes of the High-Level Project Kick-off and Safeguarding Briefing Meeting

Meeting Minutes

Subject: High-Level Project Kick-off and Safeguarding Briefing

Date: 30th June 2024

Venue: MoAI Office

Agenda:

1. Formal introduction of the project, its scope, and timeline.
2. Overview of the World Bank Environmental and Social Framework (ESF) requirements.
3. Discussion of leadership roles in ensuring compliance.
4. High-level screening of potential social impacts on Ministry operations.

Participants:

- Total Attended: 13 (4 Female, 7 Male, 2 Youth)

Key Discussions & Outcomes:

- The project was formally introduced, outlining its purpose, scope, and expected completion timeline.
- The ESF requirements were presented to ensure participants understood the World Bank's compliance standards.
- Ministry leadership acknowledged their responsibilities in monitoring and ensuring adherence to safeguard standards.
- A preliminary review of potential social impacts was conducted, highlighting possible disruptions to Ministry operations during implementation.
- Agreement that a dedicated safeguard focal point will be designated within the Ministry to oversee compliance.

Action Points:

- Assign a Ministry Safeguards Focal Point.
- Circulate ESF briefing materials to all departments.
- Prepare a detailed stakeholder engagement plan before project mobilization.

Annex 6: Photo taken during the High-Level Project Kick-off and Safeguarding Briefing meeting



Annex 7: Attendance Sheet for the High-Level Project Kick-off and Safeguarding Briefing meeting

JAMHUURIYADDA FEDERAALKA
SOOMAALIYA
WASAARADDA BEERAHA &
WARAABKA



Federal Republic of Somalia
Ministry of Agriculture & Irrigation

جمهورية الصومال الفيدرالية
وزارة الزراعة والري

Date: 30/June/2024

Subject: Consultation for the Construction of the New MoAI Office building

#	Name	Institution	Title	Contact Number	Signature
1	Mohamed H. H.	MoAI	DS	+252-155-6514	[Signature]
2	Iqbal Abdi Jama	MoAI	Director of Administration		[Signature]
3	Sadia Abdi Osman	MoAI	Head of Procurement		[Signature]
4	Said Omar Ali Adow	SHRO	Business	06111111	[Signature]
5	Said Ali Mohamed	MoAI	Secretary	06111111	[Signature]
6	Omar Farhan Mathole	MoAI	ICTA	06111111	[Signature]
7	Mohamed Shariq Abdi	MoAI	Staff	61444444	[Signature]
8	Yusuf Salim Binali	MoAI	Graphic Design	61511111	[Signature]
9	Mohamed Abduh	MoAI	Director	61111111	[Signature]
10	Muhammad Cahir	MoAI	M&E	06111111	[Signature]
11	Yayla Hassan Abdulla	MoAI	Secretary	06111111	[Signature]
12	Amir Abdi Ali	MoAI	Staff	52111111	[Signature]

13. Ahmed Mohamed Ado MoAI 63444444 [Signature]



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🌐 moa.gov.so
📍 Hodan, KMA, Mogadishu, Somalia

Annex 7: Meeting Minutes of the Technical Workshop on Social Safeguards and Design

Meeting minutes

Subject: Technical Workshop on Social Safeguards and Design

Date: 01st July 2024

Venue: MoAI Office

Agenda:

1. Detailed social safeguarding screening (disruptions, temporary facilities, noise/access control).
2. Worker management protocols to minimize impact on staff.
3. Review of building design for inclusivity (accessibility, gender-specific facilities).
4. Introduction of a staff-specific grievance channel for construction-related issues.
5. Presenting the project and what to expect during construction.
6. Explaining Occupational Health & Safety (OHS) measures for staff during works.
7. Demonstration of the Grievance Mechanism for staff concerns.
8. Open Q&A session to gather feedback.

Participants:

- Total Attended: 21 (5 Female, 12 Male, 4 Youth)

Key Discussions & Outcomes:

- A detailed safeguarding screening was conducted, identifying potential risks such as disruption of operations, noise, and access restrictions.
- Worker management protocols were introduced to ensure minimal interference with ongoing Ministry functions.
- The design review emphasized inclusivity, confirming that the building would have gender-sensitive and accessibility features.
- A grievance channel specifically for Ministry staff during construction was launched and explained in detail.
- OHS measures were presented, focusing on staff safety during construction phases.

- Staff were given a practical demonstration of how to use the Grievance Mechanism.
- The Q&A session provided staff with an opportunity to raise concerns, most of which related to noise management and continuity of office operations during construction.

Action Points:

- Contractor to finalize and share OHS plan with the Ministry before mobilization.
- Establish clear communication channels to keep staff updated on construction timelines.
- Monitor and report on the use of the Grievance Mechanism on a monthly basis.



Annex 8: Attendance Sheet for the Technical Workshop on Social Safeguards and Design.

JAMHUURIYADDA FEDERAALKA
SOOMAALIYA
WASAARADDA BEERAHA &
WARAABKA



جمهورية الصومال الفيدرالية
وزارة الزراعة والري

Federal Republic of Somalia
Ministry of Agriculture & Irrigation

Date: 01/July/2024

Attendance meeting

Subject: Technical Workshop on Social Safeguards and Design

#	Name	Institution	Title	Contact Number	Signature
1	Abmed Mohamed Adan	MOAI FBS	Engineer	0619111111	[Signature]
2	Habon Abdi Mohamed	MOAI	gender and women	0619111111	[Signature]
3	Mohamed Abdihak	MOAI	seed	0619111111	[Signature]
4	Abikani Farah Salad	MOAI	Extension	0619111111	[Signature]
5	Issa Abdurrahman	MOAI	Extension	0619111111	[Signature]
6	Said Ali Ali	MOAI	Head of Food	0619111111	[Signature]
7	Khadar Yasin Mohamed	MOAI	Head of Extension	0619111111	[Signature]
8	Mohamed Omar Ali	MOAI	Head of Coop	0619111111	[Signature]
9	Mohamed Ahmed Mohamed	MOAI	Director	0619111111	[Signature]
10	Mohamed Shafiq Abdi	MOAI	Staff	0619111111	[Signature]
11	Saido Ali Mohamed	MOAI	Extension	0619111111	[Signature]
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14	Adan Abdurrahman	MOAI	Head of HRP	0619111111	[Signature]
15	Mohamed Hashi Abdi	MOAI	Head of Comm	0619111111	[Signature]
16	Muktar Husseini	MOAI	Secretary	0619111111	[Signature]
17	Saido Ali Mohamed	MOAI	Secretary	0619111111	[Signature]
18	Caladi Nury Ali	MOAI	Extension	0619111111	[Signature]
19	Caladi Nury Ali	MOAI	Secretary	0619111111	[Signature]
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Annex 9: MoAI- Office Building for E&S Screening

Social and Environmental Screening: FSRP	
Projects are screened for their inherent social and environmental risks regardless of planned mitigation and management measures. It is necessary to identify potential inherent risks in the event that mitigation measures are not implemented or fail. This means that risks should be identified as if no mitigation or management measures were to be put in place.	
SECTION A: General Information	
Date of screening	01 st July 2024
Activity/Sub project title	Construction of Office Building works for MoAI FGS
Activity/Sub project component	Institution building capacity
Implementing Partner	N/A
Proposed activity budget	1,600,000 USD
Proposed activity duration	12 Months
ES Screening Team Leader and Contact Details	
ES Screening Team Members	Eng. Ahmed Adan
Site/Activity location	MoAI FGS HQ premises
New/Rehabilitation project	New
Project Description. Briefly describe project activities, activities that interact with the ES	Construction of a G+2 Office Building for the Ministry of Agriculture and Irrigation (MoAI), Federal Government of Somalia (FGS). The building will serve as the Ministry's headquarters and is located within the existing MoAI headquarters compound.
Categorize Project Activities into List A or List B or List C (see above)	Category C

Potential Environmental/Social Risks Impacts of Activities					
Risk Category (Please check each line appropriately. At this stage, questions are answered without considering magnitude of impact – only yes, no or I don't know are applicable answers)	Yes	No	I don't know	If these risks ('yes') are present, refer to:	Comments
ESS 1: Assessment and Management of Environmental and Social Risks and Impacts					
Is an Environmental and/or Social Assessment required where project is undertaken?	Yes			ESMF	
Is there a risk of diversion of project benefits?		No		Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM)	
Is there a risk of lack of monitoring of project activities due to remoteness of location and insecurity?		No		Security Management Plan (SMP)	
Is there a risk that project benefits may not reach truly vulnerable populations?		No		Floods Impact Needs Assessment (FINA) Stakeholder Engagement Plan (SEP)	
Is there a risk that the activity will cause population influx from neighboring areas?		No		Floods Impact Needs Assessment (FINA) Stakeholder Engagement Plan (SEP)	
Is there a risk that the selection of the activity location or beneficiaries will lead to conflict?		No		Security Management Plan (SMP) Grievance Redress Mechanisms (GRM)	
ESS 2: Labour and Working Conditions					
Does the activity include any of the known labor rights / ESS 2 non-compliance risks in Somalia (child and forced labor)?	Yes			Labor Management Procedures (LMP) Occupational Health and Safety Plan (OHS)	
Does the activity include a construction component?	Yes			Labor Management Procedures (LMP) C-ESMP Occupational Health and Safety Plan (OHS)	
Does the activity include labor-intensive manufacturing?		No		Labor Management Procedures (LMP) Occupational Health and Safety Plan (OHS)	
Does the activity include primary agricultural activities?		No		Labor Management Procedures (LMP) Occupational Health and Safety Plan (OHS)	
Will the activity require a larger contractor workforce?	Yes			Labor Management Procedures (LMP) Occupational Health and Safety Plan (OHS) C-ESMP	
Is there a security risk for Project		No		Security Management	

Workers?				Plan (SMP)	
Is there a risk of lacking OHS for workers at the construction site?	Yes			Occupational Health and Safety Plan (OHS) Pest Management Plan (PMP)	
Is there a risk of delayed payment of workers?		No		Labor Management Procedures (LMP)	In Somalia, both skilled and unskilled laborers are typically hired as casual workers and are paid on a daily basis. As a result, there is generally no risk of delayed payments.
Is there a risk that workers are underpaid?		No		Labor Management Procedures (LMP)	
Is there a risk that women will not be included in deployment in equal numbers?	Yes			Labor Management Procedures (LMP) GBV Action Plan	Since this is construction work, which is physically demanding, it is traditionally considered a male-dominated activity in Somalia. Culturally, women are not commonly involved in heavy labor but may participate in lighter tasks such as watering, preparing food, and other supportive roles.
ESS 3: Resource Efficiency and Pollution Prevention Management					
Will the activity result in the production of solid waste? (directly by the project or by workforce)	Yes			Waste Management Plan, based on WBG Environmental, Health, and Safety General Guidelines	
Will the activity result in the production of toxic or hazardous waste? (e.g. used oils, inflammable products, pesticides, solvents, pharmaceuticals, industrial chemicals, ozone depleting substances)	Yes			Pest Management Plan (PMP) C-ESMP	
Will the activity result in the generation of dust and noise?	Yes			C-ESMP	
Will the activity result in soil erosion?		No		C-ESMP	
Will the activity produce effluents (waste water)?		No		C-ESMP Waste Management Plan	
Will the activity result in increased levels of vibration from construction machinery?	Yes			C-ESMP	
Will the project produce air pollution? (e.g. significant greenhouse gas emissions, dust emissions and other sources)	Yes			C-ESMP	
Will the activity disturb any fauna and flora?		No		C-ESMP	
Will the activity result in irrigation water with high TDS with more than 1,500 ppm?		No		C-ESMP Waste Management Plan	
Can the project affect the surface or groundwater in quantity or quality?		No			

(e.g. discharges, leaking, leaching, boreholes, etc.)					
Will the project require use of chemicals? (e.g. fertilizers, pesticides, paints, etc.)		No			
Is there any risk of accidental spill or leakage of material?		No			
ESS 4: Community Health and Safety					
Is there a risk of community exposure to pesticides?		No		Pest Management Plan (PMP)	
Is there a risk of communal drinking water pollution through pesticides?		No		Pest Management Plan (PMP)	
Is there a risk of increased GBV/SEAH cases due to labor influx?		No		GBV/SEAH Action Plan Labor Management Procedures (LMP)	
Is there a risk of spread of communal diseases due to labor influx?	Yes			Labor Management Procedures (LMP) C-ESMP	
Is there a security risk to the community triggered by project activities?		No		Security Management Plan (SMP)	
Does the activity have the potential to upset community dynamics?		No		Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM)	
Will the activity include payments or cash transfers?	Yes			Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM)	
Will the activity expose community members to physical hazards on the project site?		No		C-ESMP	
Will the activity pose traffic and road safety hazards?		No		C-ESMP	
Will the activity include debris removal that may pose a safety hazard for the community?	Yes			Waste Management Plan	
Is there a possibility that the activity contaminates open wells?		No		Waste Management Plan C-ESMP	
Is there a possibility that the activity spreads pathogens and other pollutants (eg latrines)	Yes			Waste Management Plan C-ESMP	
Can the activity contribute to the spread of disease (eg health facilities)?	Yes			Waste Management Plan	
ESS 5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement					
Will the project lead to the displacement of a population? (e.g. forceful relocation, relocation of the local community)		No		Resettlement Policy Framework (RPF) Resettlement Action Plan (RAP)	The land is owned by FGS
Will the displacement / resettlement affect IDPs?		No		Resettlement Policy Framework (RPF) Resettlement Action Plan (RAP)	
Is the project located in a conflict		No		Stakeholder Engagement	Project is in the City of

area, or has the potential to cause social problems and exacerbate conflicts, for instance, related to land tenure and access to resources (e.g. a new road providing unequal access to a disputed land)?				Plan (SEP) Grievance Redress Mechanisms (GRM)	Mogadishu
Would the project potentially discriminate against women and girls based on gender, especially regarding participation in design and implementation or access to opportunities and benefits?		No		Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM)	
Is there a risk that the activity leads to loss of income, assets or means of livelihoods?		No		Resettlement Policy Framework (RPF) Resettlement Action Plan (RAP)	
Will the activity lead to disputes over land ownership?		No		Resettlement Policy Framework (RPF) Resettlement Action Plan (RAP)	
Will the activity lead to blocked access to people in the area?		No		Resettlement Policy Framework (RPF) Resettlement Action Plan (RAP)	
Will the activity require acquisition of land or physical buildings or infrastructure?	Yes			Resettlement Policy Framework (RPF) Resettlement Action Plan (RAP)	This is public land belongs the Ministry of Agriculture and Irrigation
ESS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources					
Are pesticides used in the activity likely to affect important natural resources or ecological functions?		No		Pest Management Plan (PMP)	
Will the activity impact sensitive areas?		No			
Is there a risk that the activity causes changes in land form and habitat, habitat fragmentation, blockage or migration routes, water consumption and contamination?		No			
Is there a risk that the activity causes loss of precious ecological assets?		No			
ESS 10: Stakeholder Engagement and Information Disclosure					
Is there a risk that the activity fails to incorporate measures to allow meaningful, effective and informed consultation of stakeholders, such as community engagement activities?		No		Stakeholder Engagement Plan (SEP)	
Is there a historical exclusion of disabled persons in the area?		No		Stakeholder Engagement Plan (SEP)	
Is there a lack of social baseline data?		No		ESMF	
Is there a lack of community consultations by the government generally?		No		Stakeholder Engagement Plan (SEP)	
Are women likely to participate in decision-making processes in regards to the activity?	Yes			Stakeholder Engagement Plan (SEP)	

Is there a risk that exclusion of beneficiaries leads to grievances?	No	Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM) – see ESMF
Is there a risk that the activity will have poor access to beneficiaries?	No	Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM) – see ESMF

SUMMARY OF THE SCREENING PROCESS

E&S Screening	Results and Recommendation		
Screening Results: Summary of Critical Risks and Impacts Identified	Risk/Impact	Individual Risk/ Impact Rating	Mitigation At the end of the screen process, tabulate the mitigation measures in an ESMP Format (see below)
	ESS 1: Need for a structured E&S assessment and management process.	Moderate	Develop and implement a project-specific ESMP.
	ESS 2: Labor rights non-compliance (child/forced labor), poor working conditions, and OHS hazards.	Moderate	Implement Labor Management Procedures (LMP) and a robust Occupational Health and Safety (OHS) Plan.
	ESS 3: Pollution from solid/hazardous waste, dust, noise, and air emissions from construction activities.	Moderate	Implement a Waste Management Plan and site-specific controls within a Construction ESMP (C-ESMP).
	ESS 4: Spread of communicable diseases due to temporary labor influx.	Moderate	Implement worker health and hygiene protocols within the LMP and C-ESMP; manage waste and debris according to a Waste Management Plan.
	ESS 10: Need for active inclusion of women in decision-making.	Moderate	Implement targeted consultation and participation strategies as outlined in the Stakeholder Engagement Plan (SEP).
Is Additional Assessment Necessary? Evaluate the Risks/Impacts and reflect on options (see below)	Screening Result		Summary of Screening Result Justification
	2. Yes 1. Detailed ESMP. Done internally.		The project is correctly categorized as Category C (Moderate Risk). The screening identified multiple, predictable E&S risks across several standards (ESS 1, 2, 3, 4, 10) that are typical for a medium-scale construction project. These impacts are site-specific, largely reversible, and can be managed effectively with standard mitigation measures. Therefore, a detailed ESMP is required. Since the project does not involve involuntary resettlement, significant biodiversity impacts, or impacts on cultural heritage, a full ESIA is

		not necessary. The NPCU can develop the ESMP internally, guided by the project's ESMF.
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