

SOUTH WEST STATE OF SOMALIA



Ministry of Livestock, Forestry and Range – SWS

Environmental and Social Management Plan (ESMP)

Demolition of Existing Structures and Construction of MoLFR-SWS Office Facility

Baidoa, Southwest State of Somalia

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List of Abbreviations and Acronyms

Abbreviation	Full Meaning
C-ESMP	Contractor's Environmental and Social Management Plan
E&S	Environmental and Social
EHS	Environmental, Health and Safety
EHSGs	Environmental, Health and Safety Guidelines
ESF	Environmental and Social Framework
ESIA	Environmental and Social Impact Assessment
ESMP	Environmental and Social Management Plan
ESMF	Environmental and Social Management Framework
GBV	Gender-Based Violence
GIIP	Good International Industry Practice
GM	Grievance Mechanism
LMP	Labour Management Procedures
MoLFR-SWS	Ministry of Livestock, Forestry and Range – Southwest State
OHS	Occupational Health and Safety

Abbreviation	Full Meaning
PPE	Personal Protective Equipment
RPF	Resettlement Policy Framework
SEA/SH	Sexual Exploitation and Abuse / Sexual Harassment
SEP	Stakeholder Engagement Plan
SMP	Security Management Plan
SPCU	State Project Coordination Unit
S-FSRP	Somalia Food Systems Resilience Project
TMP	Traffic Management Plan
WBG	World Bank Group
WMP	Waste Management Plan
NPCU	National Project Coordination Unit

Executive Summary

This Environmental and Social Management Plan (ESMP) has been prepared for the demolition of existing deteriorated government structures and the construction of a new office facility for the Ministry of Livestock, Forestry and Range – Southwest State (MoLFR-SWS) in Baidoa, Southwest State of Somalia. The Subproject is part of the Somalia Food Systems Resilience Project (S-FSRP III), which aims to strengthen institutional capacity, improve coordination across the livestock, forestry, and range sectors, and enhance the delivery of food systems interventions.

The Subproject site is located within the existing MoLFR-SWS headquarters compound off Baidoa Road in Baidoa. The compound is irregular in shape, forming an L-shaped configuration defined by surrounding access roads and adjacent plots. The existing buildings are structurally compromised and functionally inadequate, with key deficiencies including extensive roof slab cracking, active water leakage, exposed and corroding reinforcement, significant vertical cracks suggesting foundation movement, loose and corroded roofing sheets, and deteriorated timber trusses. The site also presents critical public health risks due to the dangerously close proximity of the existing septic tank to the main water storage tank, compounded by unmanaged solid waste and overgrown vegetation. The steep topography, with an elevation difference of approximately 5.65 metres across the site, directs uncontrolled runoff toward buildings, causing repeated internal flooding and accelerated structural deterioration.

The recommendation for demolition is based on site observations and assessment of the physical condition, structural integrity, and functionality of the existing structures. The observed deterioration, particularly in Block B (Minister's Office), indicates that the building is structurally compromised and unsafe for continued occupancy. No formal structural integrity testing was available at the time of ESMP preparation; however, the observed conditions and associated risks justify replacement with a new facility.

The proposed Subproject involves demolition of the existing unsafe structures and construction of a modern, purpose-built office complex for MoLFR-SWS. Given the sloping terrain of the compact site, the building will adopt a terraced or split-level configuration aligned with natural contours to minimise extensive excavation, facilitate controlled drainage, and improve structural stability. The facility will consolidate functions currently dispersed across three deteriorated structures into a single integrated two-storey building and will include office spaces, meeting rooms, public reception areas, and supporting infrastructure such as water supply systems, gender-segregated sanitation facilities, accessible toilets for persons with disabilities, a dedicated lactation room, and an engineered stormwater drainage system. The design incorporates accessibility, operational efficiency, and climate-responsive

features. As the development is confined to government-owned land, no land acquisition, physical displacement, or loss of livelihoods is anticipated.

This ESMP provides a practical framework for managing environmental and social risks and impacts during pre-construction, demolition, construction, and operation phases. The Subproject has been classified as Moderate Environmental and Social Risk, with impacts that are site-specific, temporary, and manageable through standard mitigation measures. The ESMP is prepared in accordance with the Environmental and Social Framework (ESF) and addresses applicable Environmental and Social Standards, including ESS1, ESS2, ESS3, ESS4, ESS5, ESS8, and ESS10.

The Subproject is expected to generate several positive impacts, including improved working conditions for approximately 40 to 60 staff, enhanced coordination between departments, strengthened institutional capacity for livestock and range management, and short-term employment opportunities for local communities. It will also eliminate existing health and safety hazards, correct the critical sanitation and water proximity risk, and provide a safer and more inclusive working environment.

Potential adverse impacts are primarily associated with demolition and construction activities. These include dust emissions, noise and vibration, generation of demolition and construction waste, soil disturbance on sloping terrain with elevated erosion risk, and risks related to fuel handling and possible contamination. The site conditions present additional challenges for earthworks, requiring careful management of cut-and-fill operations, retaining structures, and erosion and sediment control measures.

Occupational health and safety risks include exposure to falling debris, machinery hazards, work on sloping ground, and potential exposure to hazardous materials. These risks will be managed through implementation of an Occupational Health and Safety Plan, provision of appropriate personal protective equipment, worker training, controlled site access, and availability of first aid services.

Community health and safety risks include exposure to dust, noise, and increased traffic along Baidoa Road, which serves nearby commercial activities including the livestock market. These risks will be addressed through site fencing, warning signage, traffic management measures, and continuous communication with surrounding stakeholders.

Social risks include temporary disruption, labour-related risks, and potential Gender-Based Violence and Sexual Exploitation and Abuse or Sexual Harassment and security risks. These risks will be managed through Labour Management Procedures, enforcement of a Workers' Code of Conduct, stakeholder engagement, security measures by the project management and targeted awareness measures.

A project-specific Grievance Mechanism will be established to allow workers and community members to raise concerns and receive timely resolution. Confidential channels will be provided for sensitive cases.

Implementation responsibilities will be shared among the SPCU at the state level and supervised by the NPCU at the federal level, the Contractor, and the supervising engineer. The SPCU will oversee E&S compliance and reporting, while the Contractor will implement mitigation measures and prepare site-specific plans, including the Contractor's Environmental and Social Management Plan, Labour Management Procedures, Occupational Health and Safety Plan, Waste Management Plan, and Traffic Management Plan. MoLFR-SWS will assume responsibility during the operational phase.

At the federal level, the National Project Coordination Unit (NPCU) will provide overall safeguards coordination, quality assurance, consolidated reporting to the World Bank, and technical backstopping to the SPCU. The SPCU will remain responsible for day-to-day state-level supervision, while the Contractor will implement the approved C-ESMP and related site-specific plans under the supervision of the Supervising Engineer.

This ESMP has been prepared in line with World Bank ESF, Good International Industry Practice (GIIP) and Somali regulatory requirements and applicable environmental and social standards. Its implementation is mandatory and forms part of the contractual obligations for the Contractor.

The ESMP also recognises the applicable institutional requirements of the Southwest State authorities, including environmental, municipal, land administration, labour, public health, security and construction-permit controls applied by the relevant State and local authorities in Baidoa. Where a specific Southwest State regulation is not available or is less detailed than federal law or the World Bank Environmental and Social Framework, the more protective requirement will apply.

Introduction

1.1 Background

The Somalia Food Systems Resilience Project (S-FSRP III) is a World Bank-funded programme designed to address structural challenges related to food insecurity, climate vulnerability, and institutional capacity in Somalia. A key component of the programme focuses on strengthening public institutions responsible for planning, coordination, and implementation of livestock, forestry, and rangeland management interventions.

In Southwest State of Somalia, the Ministry of Livestock, Forestry and Range (MoLFR-SWS) plays a central role in providing technical leadership for livestock health systems, rangeland management, forestry regulation, and the broader pastoral economy. The Ministry is responsible for programme implementation, technical planning, stakeholder engagement, and delivery of services supporting livestock production and natural resource management.

Currently, MoLFR-SWS operates from its existing headquarters compound located off Baidoa Road in Baidoa. The compound is irregular in shape, forming an L-shaped configuration defined by surrounding access roads and adjacent plots. The site contains three detached buildings positioned at different corners of the compound, resulting in fragmented circulation patterns, inefficient spatial utilisation, and constrained operational capacity. Large portions of the compound remain underutilised, with exposed soil surfaces and scattered mature shade trees distributed along the perimeter and within internal courtyard areas.

The existing buildings are in poor physical condition and present significant occupational health and safety risks. Block A (General Administration Building) exhibits water staining and damp patches on internal ceilings, indicating slab leakage, along with cracked and locally damaged internal partitions. Block B (Minister's Office and Senior Staff Block) is in the most critical condition, with extensive roof slab cracking, active leakage, exposed and corroding reinforcement, and significant vertical cracks ranging from 3 to 5 millimetres at structural corners, suggesting foundation movement or structural distress. The building also shows cracked and uneven floor finishes, visible dampness along the northern wall, and a veranda slab with noticeable deflection and water ponding during rainfall, indicating compromised structural performance and unsafe occupancy conditions. Block C (Storage and Records Building) is similarly deteriorated, with loose and heavily corroded roofing sheets, timber trusses affected by rot and insect infestation, and an internal environment that is damp and unsuitable for storage of documents and equipment.

Beyond the structural deficiencies, the site presents critical environmental and public health concerns. The existing septic tank is located less than three metres from the water

tank pedestal, representing a serious contamination risk and a clear deviation from acceptable public health standards. Solid waste is currently unmanaged, with evidence of open burning within the compound and informal dumping over the western boundary. Overgrown vegetation contributes to poor site conditions and provides habitat for vermin and snakes, further increasing health and safety risks.

A visual structural assessment of the existing buildings was conducted during the site visit by a structural engineer as part of the project preparation process. The assessment focused on observable structural and physical conditions, including visible cracking, roof slab deterioration, exposed and corroded reinforcement, active water leakage, wall cracks, signs of settlement or foundation movement, deteriorated roofing members, dampness, deflection and general unsafe occupancy conditions. The visual assessment confirmed that the existing buildings, particularly Block B, are structurally compromised and present safety risks to staff and visitors. While no intrusive testing, material testing, or detailed structural integrity audit was undertaken at this stage, the observed defects were considered sufficient to justify demolition and replacement of the existing structures with a new purpose-built facility.

Topographic conditions introduce additional complexity. Survey data indicate an elevation drop of approximately 5.65 metres from the northern high point to the southern entrance along Baidoa Road. The contours are tightly spaced along the eastern boundary, indicating a steep slope that significantly influences site drainage and construction planning. Surface runoff from the higher northern and eastern sections flows directly toward the existing buildings, resulting in repeated internal flooding, accelerated structural deterioration, and unsafe working conditions for staff.

The assessment of the existing structures is based on preliminary visual inspections conducted during site visits. No formal structural integrity assessment prepared by a certified structural engineer was available at the time of ESMP preparation. However, the extent of observed deterioration, combined with functional inadequacy and public health risks, provides sufficient justification for demolition and redevelopment of the site.

The proposed Subproject involves demolition of the existing unsafe structures and construction of a new, purpose-built office complex for MoLFR-SWS. The new development is designed to address the structural, functional, and environmental limitations of the current facilities. It will consolidate currently dispersed functions into a single integrated building, improving internal coordination, circulation efficiency, and space utilisation. The building design will respond directly to site conditions by adopting a terraced or split-level configuration aligned with natural contours, thereby reducing excavation requirements, enhancing slope stability, and facilitating controlled stormwater drainage.

The new facility will incorporate modern infrastructure systems, including properly designed water supply and sanitation systems with adequate separation distances to eliminate contamination risks. Engineered drainage systems, appropriate finished floor levels, and site grading will be integrated to effectively manage surface runoff and prevent flooding. The development will also include improved waste management arrangements, adequate ventilation, and environmentally responsive design features.

In addition, the facility will provide a safer and more inclusive working environment through the provision of gender-segregated sanitation facilities, accessible infrastructure for persons with disabilities, and improved internal layouts that support operational efficiency. Overall, the proposed development will transform the site into a functional, safe, and resilient institutional environment, aligned with national requirements and good international practice.

1.2 Project Goal

The goal of the Subproject is to demolish existing structurally compromised and unsafe office structures and construct a modern, safe, and functional office facility for the Ministry of Livestock, Forestry and Range (MoLFR-SWS) in Baidoa, thereby improving institutional capacity, enhancing coordination among departments, correcting critical environmental health hazards, and supporting effective delivery of livestock and range management services.

1.3 Purpose of the ESMP

This Environmental and Social Management Plan (ESMP) has been prepared to guide the identification, management, and monitoring of environmental and social risks and impacts associated with the Subproject throughout its lifecycle, including demolition, construction, and operation phases.

The ESMP provides a structured and practical framework to ensure that project activities are implemented in a manner that protects the environment, safeguards the health and safety of workers and communities, and promotes socially responsible practices.

Specifically, the ESMP aims to:

- Identify environmental and social risks and impacts associated with project activities
- Define mitigation measures to avoid, minimise, or manage adverse impacts
- Establish monitoring and reporting mechanisms
- Assign roles and responsibilities for implementation
- Provide a framework for stakeholder engagement and grievance management

1.4 Objectives of the ESMP

The primary objective of this Environmental and Social Management Plan (ESMP) is to identify, assess, and manage environmental and social risks and impacts associated with the demolition, construction, and operation of the proposed office facility in Baidoa, in full compliance with the World Bank Environmental and Social Framework (ESF) and applicable Somali laws and regulations. The ESMP establishes a structured framework for risk management, accountability, stakeholder engagement, and sustainable implementation throughout the project lifecycle.

This ESMP focuses on the Environmental and Social Standards that are directly relevant to the Subproject:

- ESS1: Assessment and Management of Environmental and Social Risks and Impacts – to ensure systematic identification, assessment, and management of environmental and social risks through the ESMP
- ESS2: Labour and Working Conditions – to ensure fair labour practices, safe working conditions, occupational health and safety, and establishment of worker grievance mechanisms, including management of SEA/SH risks
- ESS3: Resource Efficiency and Pollution Prevention and Management – to minimise dust emissions, noise, waste generation, and pollution associated with demolition and construction activities
- ESS4: Community Health and Safety – to protect surrounding communities from risks related to construction activities, including traffic, site hazards, and safety concerns
- ESS10: Stakeholder Engagement and Information Disclosure – to ensure continuous engagement with affected stakeholders and implementation of an accessible and effective Grievance Mechanism (GM)

In addition, the ESMP takes into account:

- ESS8: Cultural Heritage – through implementation of a Chance Finds Procedure during excavation and construction works
- ESS5: Land Acquisition and Involuntary Resettlement – noting that the Subproject does not involve land acquisition, displacement, or restriction of land use, as it is implemented within an existing government-owned compound

1.5 Specific Objectives of the ESMP

The specific objectives of this ESMP are to:

- Assess environmental and social risks and impacts across all project phases, including labour risks, occupational health and safety, community health and safety, and cultural heritage considerations
- Confirm that the project does not trigger land acquisition or involuntary resettlement, as development is confined to existing government-owned land
- Apply the mitigation hierarchy to avoid, minimise, reduce, or manage adverse impacts while enhancing positive institutional and socio-economic outcomes
- Develop a detailed and implementable ESMP incorporating labour management measures, SEA/SH mitigation provisions, community safety controls, monitoring arrangements, and reporting requirements
- Establish and operationalise grievance mechanisms for both workers and affected communities
- Integrate environmental and social risk management requirements into project design, procurement documentation, and contractor contractual obligations
- Define clear institutional roles, responsibilities, supervision arrangements, and resource requirements for effective safeguards implementation

1.6 Scope of the ESMP

The scope of this ESMP covers all activities associated with the demolition of existing structures and the construction of a new office facility at the MoLFR-SWS compound in Baidoa. It addresses environmental and social risks and impacts throughout the project lifecycle, from site preparation and demolition through construction and operation.

Specifically, the ESMP:

- Assesses impacts on the physical environment, including air quality, noise and vibration, soil stability on sloping terrain, water resources, drainage, and waste generation
- Evaluates impacts associated with demolition activities on structurally compromised buildings, construction materials, transportation, and utility connections
- Examines social and occupational aspects, including community health and safety, access and traffic management along Baidoa Road, labour conditions, occupational health and safety on steep terrain, and SEA/SH risks
- Incorporates stakeholder inputs from government institutions, surrounding communities, and the nearby livestock market
- Defines practical mitigation, management, and enhancement measures

- Ensures alignment with national requirements, the World Bank Environmental and Social Framework, and good international practice

1.7 Methodology for ESMP Preparation

The ESMP has been prepared using a structured and evidence-based approach combining field observations, stakeholder input, and review of project documentation.

Site visits were conducted to assess existing conditions, including building structural integrity, environmental setting, topographic conditions, drainage patterns, and surrounding land use. These observations were used to identify potential environmental and social risks associated with demolition and construction activities on the sloping site.

Stakeholder consultations were conducted with MoLFR-SWS representatives, SPCU staff, as well as community members, including residents, local leaders, and vulnerable groups. These consultations informed the identification of key risks and the development of mitigation measures.

The assessment of potential impacts was based on qualitative analysis considering the nature, magnitude, duration, and likelihood of impacts across different project phases. Particular attention was given to the site-specific challenges posed by the steep topography, the structural condition of existing buildings, and the critical water-sanitation proximity risk. Mitigation measures were then developed in line with the mitigation hierarchy of avoiding, minimising, and managing impacts.

The ESMP has been designed as a practical implementation tool, ensuring that mitigation measures can be effectively integrated into contractor obligations, supervision arrangements, and project management processes.

2. Sub-project Description

2.1. Project Location

This Environmental and Social Management Plan (ESMP) is prepared for the demolition of existing deteriorated and structurally compromised government structures and the construction of a new office building to serve as the headquarters for the Ministry of Livestock, Forestry and Range (MoLFR-SWS) of Southwest State of Somalia. The facility will accommodate staff, host official meetings, facilitate coordination of livestock, forestry, and range management programmes, and enable effective service delivery to pastoral and agro-pastoral communities across the State.

The new building will provide a modern and functional working environment for MoLFR-SWS staff, enabling effective performance of their duties, improved inter-departmental coordination, and enhanced institutional presence. Critically, the redevelopment will correct the existing dangerous proximity between sanitation and water storage infrastructure, eliminate the severe structural and public health risks present on the site, and provide a safe, accessible, and dignified workplace. This operational purpose is central to understanding the environmental and social implications of the project, particularly during the operational phase.





Figure 1 & 2: Google Earth Map Indicating the Location of the proposed MoLFR-SWS

The construction site is located within the existing MoLFR-SWS headquarters compound off Baidoa Road in Baidoa, Bay Region, Southwest State of Somalia. The site is situated within a mixed-use urban area featuring other government offices, local markets, small commercial enterprises, and residential dwellings. The area is characterised by low ecological sensitivity and does not contain or border any protected ecosystems or water bodies. The site is fully occupied by MoLFR-SWS, and no relocation of other government entities is required.

2.2 Project Components and Activities

The Subproject involves demolition of existing dilapidated and structurally unsafe structures followed by construction of a two-storey reinforced concrete office building, together with associated infrastructure. The facility will consolidate functions currently dispersed across three deteriorated structures into a single integrated building. Key activities include:

2.2.1 Components

Demolition

Demolition will involve the controlled dismantling of three existing structures: Block A (General Administration Building), Block B (Minister's Office and Senior Staff Block), and Block C (Storage and Records Building). Block B, which exhibits extensive structural cracking, exposed reinforcement, and foundation movement indicators, will require particular care during demolition to prevent uncontrolled collapse. A pre-demolition

screening will be undertaken to identify any hazardous materials, including old wiring, contaminated waste, or other potential risks. Where feasible, reusable materials such as doors, windows, and metal fixtures will be salvaged. The demolition will also include decommissioning and safe removal of the existing septic tank located in dangerous proximity to the water storage infrastructure.

Earthworks and Site Preparation

Given the steep topography of the site, with an elevation difference of approximately 5.65 metres, significant engineered earthworks will be required. Activities will include cut-and-fill operations to create level building platforms or stepped terraces aligned with natural contours, excavation for foundations, and installation of retaining structures along the eastern boundary where slopes are steepest. Temporary erosion and sediment control measures, including silt fences and diversion channels, will be critical during earthworks to manage runoff on the sloping terrain. Estimated earthworks volumes are approximately 3,000 cubic metres, with a probable net export of material.

Superstructure Works

Construction of reinforced concrete columns, beams, and slabs for the ground and first floors. The building will adopt a terraced or split-level configuration aligned with natural contours to minimise extensive excavation, facilitate controlled drainage away from occupied areas, and improve structural stability.

Walling and Finishes

Construction of blockwork walls using dressed hollow blocks, internal and external plastering, painting, and installation of floor and wall finishes.

Installations

Installation works will include windows, doors, and complete sanitary and building service fittings. The facility will incorporate gender-segregated sanitation facilities with adequate numbers of toilets and washbasins for male and female staff and visitors. Accessible toilets for persons with disabilities will be provided in accordance with universal access principles

Services

Provision of electrical systems, plumbing, drainage, and fire safety installations. the building design will include a dedicated breastfeeding/lactation room to support female staff, ensuring privacy, hygiene, and comfort. Plumbing and drainage systems will be designed to ensure safe separation between water supply and sanitation infrastructure, eliminating contamination risks.

External Works

Development of site infrastructure, including:

- Engineered stormwater drainage system with uphill cut-off drains and lined channels directing runoff safely downslope toward controlled discharge points along the lower boundary
- Raised finished floor levels for flood resilience
- Internal access roads and parking areas with safe separation between pedestrians and vehicles
- Perimeter fencing with controlled entry
- Landscaping, including preservation of existing mature shade trees where structurally feasible
- Elevated water storage tank sited with compliant separation distance from sanitation infrastructure
- Engineered septic tank and soak pit system, correctly sited downslope and downwind from buildings and water storage

2.2.2 Workforce

The workforce will comprise both skilled and unskilled labour, including engineers, masons, carpenters, steel fixers, plumbers, electricians, and general workers. Workers with experience in slope stabilisation and earthworks on steep terrain will be prioritised for relevant tasks.

The workforce is expected to peak at approximately 40 to 80 workers, depending on construction phase requirements. Working hours will generally follow standard practice of approximately eight hours per day, with high-noise activities restricted to daytime hours between 08:00 and 17:00 to minimise disturbance.

The project will prioritise local employment, with a commitment to:

- Employ at least 60% of the workforce locally from Baidoa
- Source at least 80% of unskilled labour locally, subject to availability

Child labour and forced labour will not be permitted under any circumstances.

2.2.3 Materials and Machinery

Construction materials will include cement, aggregates, reinforcement steel, blocks, tiles, paint, PVC fittings, and timber. Materials will be sourced from approved local suppliers and designated quarries.

Machinery will include excavators, trucks, compactors, mixers, and concrete vibrators. Given the sloping site conditions, equipment suited to work on gradients will be specified. Fuel will be sourced from licensed suppliers and stored in controlled conditions to prevent environmental contamination.

As the site is not connected to a municipal sewer system, an on-site engineered septic tank and soak pit will be constructed, with appropriate separation from water supply infrastructure. The previous dangerous proximity between sanitation and water storage will be corrected through redesign and compliant relocation. During construction, temporary sanitation facilities will be provided for workers.

Water for construction will be sourced through controlled supply arrangements, while energy requirements will be met through generators and fuel-based systems.

A Waste Management Plan will be implemented, including segregation of waste streams, safe storage of hazardous materials in bunded areas, and disposal at approved municipal sites.

2.2.4 Access and Transportation

The site is accessible via Baidoa Road, which serves the nearby Baidoa Livestock Market and experiences regular traffic associated with market activities and goods transport. The single, narrow (approximately 3 metre wide) entrance and the steep gradient immediately inside the entrance severely restrict vehicle movement. Construction traffic will be carefully managed to minimise disruption to surrounding institutions, market activities, and communities. Deliveries will be scheduled during off-peak hours, and designated access routes will be used to control vehicle movement.

3. Environmental and Social Baseline Description

3.0 Introduction

This section describes the existing environmental and social conditions at the proposed project site and its immediate surroundings. The baseline assessment is based on site visits, visual inspections, stakeholder consultations, and review of available environmental and social data for Baidoa. Understanding these conditions is essential for identifying potential impacts, assessing their significance, and designing appropriate mitigation measures.

The project site is located within the existing MoLFR-SWS headquarters compound off Baidoa Road in central Baidoa. The compound is irregular in shape, forming an L-shaped configuration, and contains three detached buildings in varying states of deterioration, from marginal functionality to structural compromise. The surrounding area is characterised by a mix of government offices, the Baidoa Livestock Market, small commercial enterprises, residential dwellings, and community facilities.

The key environmental and social features relevant to the Subproject are described below.

3.1 Environmental Baseline

The project site is pre-disturbed and characterised by limited vegetation, including scattered mature indigenous shade trees distributed along the perimeter and within courtyard areas, sparse grass cover during the rainy season, and occasional small shrubs. There are no wetlands, forested areas, protected zones, critical habitats, or ecologically sensitive areas within or near the site. In line with World Bank Environmental and Social Standard 6 (ESS6), the site is classified as a modified habitat.

Faunal presence is limited and typical of an urban environment, including common bird species such as sparrows, doves, crows, and weavers, as well as small animals such as rodents, lizards, and insects. No endangered or protected species were identified during site visits.

A pre-construction walkover will be conducted by the Contractor to confirm the absence of sensitive ecological features. In the unlikely event that species of ecological importance are encountered during construction, work in the immediate area will be halted, relevant authorities will be notified, and appropriate mitigation measures will be implemented. Any disturbance to fauna is expected to be minor, temporary, and localized.

3.1.1 Living Environment (Flora and Fauna)

The project site is located within a previously developed government compound and represents a modified urban environment. The compound contains mature indigenous shade trees distributed along the perimeter and within courtyard areas. These trees are well-established and provide shade, microclimate regulation, and visual character to the compound. They also contribute to local environmental quality and may support urban biodiversity, particularly bird species. Rows of planted ornamental trees are present along boundary walls, and limited shrub clusters exist in raised planters.

Apart from these trees, vegetation within the site is limited and consists of sparse seasonal grass cover and occasional small shrubs. The vegetation is largely planted and maintained rather than naturally occurring. There are no wetlands, forested areas, or other ecologically sensitive habitats within or adjacent to the site. It should also be noted that overgrown vegetation in unmanaged areas of the compound currently provides habitat for vermin and snakes, representing a baseline public health concern.

No rare, endemic, or formally protected plant species were identified during site observations. In line with World Bank Environmental and Social Standard 6 (ESS6), the site is classified as a modified habitat due to long-term human use; however, the presence of mature trees increases the local environmental value of the site and warrants careful consideration during project design and implementation.

Faunal presence within the site is limited but typical of an urban environment. Common species include birds such as sparrows, doves, crows, and weavers, as well as small animals such as rodents, lizards, and insects. The mature trees within the compound are likely to serve as roosting and occasional nesting sites for birds.

No endangered or protected fauna were observed or are expected within the project footprint. However, due to the presence of mature trees, precautionary measures will be necessary to minimise disturbance to bird habitats during construction.

3.1.2 Non-Living Environment

The project site is located within an irregularly shaped, fenced government compound in central Baidoa. The terrain is characterised by extreme topographic variation over a short distance, with an elevation drop of approximately 5.65 metres from the northern high point to the southern entrance along Baidoa Road. Contours are tightly spaced along the eastern boundary, indicating a steep slope that dominates all design and construction considerations. The steep terrain is not naturally stable for unplanned construction and requires engineered earthworks, retaining structures, and controlled drainage.

Current drainage conditions represent a complete failure of surface water management. Surface runoff from the northern and eastern high ground flows directly downslope into the cluster of existing buildings. The current building placement effectively blocks

drainage, causing floodwater to accumulate against structures and exacerbating internal flooding during rainfall events. Concrete blocks and sandbags are permanently placed at building entrances to prevent floodwater ingress, and active erosion gullies are visible along the eastern boundary. These conditions necessitate a drainage-led approach to site redevelopment.

Baidoa experiences a hot semi-arid climate characterised by consistently high temperatures and seasonal rainfall. Average temperatures range between 26°C and 27°C, with higher daytime temperatures during dry periods. Rainfall occurs mainly during the Gu (April–June) and Deyr (October–November) seasons, with total annual rainfall estimated between 400 and 460 mm. The dry season is associated with strong winds that increase dust dispersion across the area. Recent climate variability has led to more unpredictable rainfall patterns, highlighting the importance of climate-resilient site design, particularly for drainage on sloping terrain.

Baseline environmental conditions in the project area are influenced by its location within a densely populated, mixed-use urban setting that includes the nearby Baidoa Livestock Market. Air quality is affected by vehicle emissions, diesel generator use, dust from market activities, and wind-blown dust from unpaved roads and exposed soil surfaces. Dust levels are particularly elevated during the dry season and may be compounded by organic dust from livestock market operations. There are no major industrial pollution sources in the vicinity of the site.

Ambient noise levels reflect a typical mixed-use urban environment with the added influence of livestock market activities. Daytime noise is mainly generated by road traffic, commercial activities, market operations, and generator use, while night-time levels are generally lower. Although the site is not adjacent to highly sensitive receptors such as hospitals, nearby residential and institutional areas exhibit moderate sensitivity to noise. The livestock market introduces periodic elevated noise that forms part of the baseline acoustic environment.

Soils within the project area are predominantly sandy loam to silty sand, with low organic content and moderate permeability. Exposed soil areas are observed along internal slopes, and minor surface erosion channels are present, indicating unmanaged stormwater flow. The soils are susceptible to erosion when exposed, particularly given the steep gradients. Preliminary observations from trial pits indicate shallow weathered soils overlying partially weathered sandstone at depths of less than 1.0 metre in upper slope areas, suggesting favourable bearing conditions at depth. Soils near the lower portion of the site are moist and cohesive, indicating higher susceptibility to water retention and reduced short-term bearing capacity. Detailed geotechnical investigation is required to confirm foundation design parameters, slope stability, and suitability for septic soakaway systems.

Water resources in the area are limited to groundwater sources, as there are no permanent surface water bodies within or near the project site. Water supply in Baidoa relies on boreholes, shallow wells, and water trucking. Groundwater levels vary seasonally and are typically found at moderate depths. While large-scale flooding is not characteristic of the area, localised flooding within the compound occurs due to the combination of steep slopes, unmanaged runoff, and blocked drainage paths caused by building placement.

Waste management infrastructure in Baidoa remains limited. Waste is typically collected and transported to open disposal sites without formal treatment systems. Within the project compound, current waste management practices are inadequate. There is no organised waste collection system; waste is either burned within the compound or dumped informally over the western boundary. Accumulated waste presents fire and health hazards. During construction, waste volumes are expected to increase significantly, including demolition debris from three structures and construction materials.

3.2 Social Baseline

Socio-economic Context:

The Subproject is located in Baidoa, the administrative capital of Southwest State of Somalia. The city serves as a key government and commercial centre, with an estimated population exceeding 500,000, including host communities and internally displaced persons (IDPs). Population growth is driven by rural–urban migration, drought, and insecurity in surrounding areas. As in much of Somalia, the population is predominantly young. Urban expansion has been rapid and in some areas unregulated, placing pressure on infrastructure and services.

The project site is situated within the existing MoLFR-SWS headquarters compound off Baidoa Road. The surrounding area is mixed-use, consisting of government offices, the Baidoa Livestock Market, small commercial enterprises including carpentry and metal fabrication workshops, and residential dwellings. As the Subproject is located on existing government land fully occupied by the intended beneficiary ministry, no land acquisition or ownership disputes are anticipated.

Livelihoods and Employment:

Livelihoods in Baidoa are largely informal and include small-scale trade, livestock activities, agriculture, and service provision. The city functions as a market hub linking rural pastoral and agro-pastoral production to urban demand. The proximity of the MoLFR-SWS compound to the Baidoa Livestock Market reflects the Ministry's direct connection to the livestock sector it serves. Formal employment is limited and mainly concentrated in government institutions and humanitarian organisations.

A large proportion of the population depends on casual labour, petty trade, and family-based enterprises. Income is often unstable and seasonal. Unemployment is high, particularly among youth, and female-headed households are among the most economically vulnerable. Construction activities under the Subproject are expected to provide short-term employment opportunities for local labour.

- **Administration and Governance:**

Baidoa is administered by the Southwest State Government through district-level authorities. Local governance is supported by traditional leadership structures, including elders, who play a role in community engagement and conflict resolution.

The project site is state-owned land designated for public administration and is fully occupied by MoLFR-SWS. No relocation of other government entities is required, simplifying administrative arrangements compared to sites with multiple occupants.

- **Gender Considerations:**

Somali society is predominantly patriarchal, with established gender roles that often limit women's participation in economic and public life. In Baidoa, women are mainly engaged in small-scale trade and household-based activities with limited and irregular income.

Gender-based violence (GBV), including domestic violence and sexual exploitation, remains a concern, particularly among vulnerable groups such as IDPs and low-income households. GBV cases are often underreported due to social stigma and limited access to support services. Although the project is within a government compound, risks related to worker–community interaction may arise during construction, particularly given the site's proximity to market areas with high levels of public movement.

- **Local Community Composition:**

The area surrounding the project site consists of government institutions, the Baidoa Livestock Market, small-scale commercial workshops, and residential dwellings. The population is largely settled, with social organisation influenced by clan structures. The presence of the livestock market introduces a dynamic population of traders, transporters, and pastoralists who regularly move through the area. Minority groups and economically vulnerable populations are present but may have limited representation in decision-making processes.

- **Minority and Vulnerable Groups:**

Vulnerable groups in Baidoa include internally displaced persons, female-headed households, persons with disabilities, unemployed youth, and low-income families. These groups often face challenges in accessing services, employment, and economic opportunities. They may also be more affected by temporary disruptions associated with

construction activities, including traffic changes and restricted access near the market area.

- **Access to Water and Electricity:**

Water supply in Baidoa is primarily provided through boreholes and private water vendors, with limited reliability and coverage. Many institutions rely on storage systems to manage supply interruptions. At the MoLFR-SWS compound, a 10,000-litre elevated plastic water tank is present but visibly cracked and poorly maintained. It is supplied intermittently from a municipal borehole connection.

Electricity is supplied by private providers using diesel and hybrid systems. While access is relatively available in urban areas, the cost of electricity is high compared to average household income. An overhead supply with an undersized transformer serves the compound, and internal wiring is obsolete and hazardous.

- **Waste Management:**

Solid waste management in Baidoa is limited. Waste is generally collected and transported to open dumping areas without formal treatment or recycling systems. These practices contribute to environmental and public health concerns. At the MoLFR-SWS compound, no organised waste collection system exists; waste is burned within the compound or dumped informally over the western boundary, creating fire and health hazards.

- **Cultural Heritage:**

There are no known cultural, archaeological, or historical heritage sites within the project area. However, a Chance Finds Procedure will be implemented during construction to address any unexpected discoveries.

- **Security:**

The security situation in Baidoa has improved in recent years, with increased presence of government security forces. However, risks remain, including occasional security incidents and urban crime. The project site is located within a government compound, providing a controlled environment. The proximity to the livestock market introduces additional security considerations related to the high volume of transient population. The contractor will be responsible for maintaining site security and coordinating with local authorities to ensure the safety of workers and surrounding communities.

3.4 Summary of Baseline Conditions

Parameter	Baseline Condition	Sensitivity Level
Drainage	Steep slope, uncontrolled runoff, internal flooding of buildings, active erosion gullies	Medium
Air Quality	Moderate dust levels in dry season, compounded by livestock market activities	Medium
Noise	Mixed urban environment with livestock market activity	Low–Medium
Soils	Shallow weathered soils over sandstone, erosion-prone on slopes, moist cohesive soils at lower elevations	Medium
Vegetation	Modified habitat with mature indigenous shade trees along perimeter and within courtyard	Low–Moderate
Fauna	Common urban species only (birds, rodents, insects, vermin)	Low
Socio-economic	Government land, no displacement, local employment expected, proximity to livestock market	Positive
Vulnerable Groups	IDPs, female-headed households, PWDs present in surrounding area	Low–Medium
Cultural Heritage	None identified within project compound	Very Low
Security	Government compound, improved stability, proximity to market introduces transient population	Low–Medium
Existing Buildings	Structurally compromised (Block B unsafe), water-sanitation proximity risk (less than 3 metres)	Medium
Water and Sanitation	proximity of septic tank to water storage, cracked water tank, obsolete electrical wiring	High

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 Subproject. This chapter also includes other ESF provisions as required by the World Bank and associated Environmental Health and Safety Guidelines (EHSGs) and Good International Industry Practice (GIIP), which are binding requirements for this World Bank-financed project.

The chapter further highlights areas where national systems are limited and where World Bank standards provide additional guidance. Relevant international conventions ratified by the Federal Government of Somalia are also considered. The Subproject will be implemented in accordance with Somali national laws and the World Bank Environmental and Social Framework.

4.1 The National Framework

All activities under the Subproject will comply with the laws and regulations of the Federal Government of Somalia, including the Provisional Constitution and applicable sectoral legislation.

The Provisional Constitution of the Federal Republic of Somalia (2012)

Article 10 – Human Dignity: Human dignity is inviolable and must be protected. The Subproject will ensure that all workers are treated with respect, that working conditions are safe and dignified, and that affected communities are protected from harm during construction activities.

Article 11 – Equality: All citizens are equal before the law and must not be discriminated against on any basis. The Subproject will apply non-discriminatory recruitment practices, prioritise local employment, and incorporate universal access features, including ramps and accessible sanitation facilities.

Article 24 – Labour Relations: Every person has the right to fair labour conditions and protection from abuse, discrimination, and exploitation. The Subproject will enforce a Worker's Code of Conduct, provide appropriate welfare facilities, and establish confidential grievance channels for reporting workplace issues, including harassment.

Article 27 – Economic and Social Rights: Recognises the right to clean water and support for vulnerable groups. The Subproject design includes accessible infrastructure and gender-sensitive facilities, including a dedicated lactation room, and will correct the existing dangerous proximity between sanitation and water storage infrastructure.

Article 31 – Language and Culture: Promotes positive cultural practices and discourages harmful practices. Stakeholder engagement and grievance processes will be conducted in Somali using culturally appropriate approaches.

Article 32 – Access to Information: Guarantees the right to access information. The ESMP and key project information will be disclosed, and construction schedules, anticipated impacts, and grievance contacts will be communicated at the site.

Article 43 – Land: Provides for equitable and sustainable land use. The Subproject is located entirely within an existing government compound fully occupied by MoLFR-SWS, and no land acquisition or displacement is required.

Article 45 – Environment: Requires protection and conservation of the environment. The Subproject will manage construction and demolition waste through approved disposal methods, prevent pollution through spill control, address the critical sanitation-water proximity risk, and incorporate climate-resilient design features including engineered drainage systems for the sloping terrain.

Article 111H – National Security Commission: Provides for national security planning. The Subproject will implement site security measures and coordinate with local authorities to ensure safety.

Article 111J – Office of the Ombudsman: Provides a mechanism for addressing complaints against public institutions. The Subproject Grievance Mechanism will provide accessible channels for complaints, with escalation options where required.

Article 115 – Civil Service: Protects the rights of public servants. The new facility will provide safe and adequate working conditions for MoLFR-SWS staff.

Relevant National Legislation:

Environmental Protection and Management Act (April 2024): The Act guarantees the right to a clean, safe and healthy environment, provides requirements for waste management including hazardous wastes, and requires the application of the polluter pays and precautionary principles in environmental management. The Subproject is required to adhere to all relevant requirements prescribed by the Act, including proper handling of demolition debris, management of construction waste on sloping terrain, and prevention of soil and water contamination.

Environmental and Social Impact Assessment and Audit Regulations (ESIA) 2024: Part III, Regulations 13, 16 and 17, guide public participation, collection and incorporation of views from the general public. Stakeholder consultations have been conducted with institutional representatives, community members, and market stakeholders in Baidoa, and their inputs have been incorporated into this ESMP.

Somali Labour Code (Law No. 36 of 2024): Establishes provisions for worker rights, employment terms, occupational safety, and dispute resolution. The Subproject Labour Management Procedure, prepared in accordance with ESS2, operationalises these provisions for the construction workforce.

Somali Penal Code: The Somali Penal Code provides the general criminal law framework relevant to conduct that may arise during civil works, including offences related to assault, intimidation, theft, damage to property, unlawful entry, public nuisance and sexual offences. The Contractor, workers and any security personnel engaged by the Subproject shall comply with the Penal Code and all applicable criminal law requirements. Any criminal incident, including SEA/SH-related allegations, assault, theft, damage or threats against community members or workers, shall be reported through the appropriate channels in line with survivor-centred and confidentiality principles where relevant.

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/SEA cases. The Subproject integrates SEA/SH prevention measures including mandatory worker Codes of Conduct, awareness training, confidential reporting channels, and referral pathways for survivors.

Construction Permits Act (2022): Governs the issuance of construction and demolition permits by municipal authorities. The Contractor will obtain all required permits from the Baidoa Municipal Authority prior to commencement of works.

4.2. The World Bank Framework

The Subproject has been assigned a Moderate risk classification, meaning that the anticipated environmental and social impacts are limited in scale, site-specific, and can be addressed through standard mitigation measures. Under this risk category, a full Environmental and Social Impact Assessment is not mandated. Instead, this ESMP serves as the primary instrument for identifying and managing risks throughout the Subproject lifecycle.

Where Somali national regulations do not specify quantitative standards for air quality, water quality, or noise levels, or where existing national benchmarks are less protective, the Subproject will apply internationally accepted reference points. These include the requirements of the World Bank Environmental and Social Framework, the technical guidance contained in the World Bank Group General Environmental, Health and Safety Guidelines, and relevant World Health Organization thresholds. These references will shape all management and monitoring activities from pre-construction through to operation.

Applicable Environmental and Social Standards:

The ESF contains ten Environmental and Social Standards. The following are directly relevant to this Subproject:

- ESS1 (Assessment and Management of Environmental and Social Risks and Impacts): Establishes the requirement for a structured process to identify, assess, and manage risks. This ESMP discharges that obligation for the Subproject.
- ESS2 (Labour and Working Conditions): Covers worker rights, fair treatment, occupational health and safety, prohibition of child and forced labour, and access to grievance procedures. These requirements are addressed through the Labour Management Procedure and contractor obligations.
- ESS3 (Resource Efficiency and Pollution Prevention and Management): Requires the efficient use of resources and the management of pollution arising from project activities, including dust, noise, solid waste, and wastewater. Mitigation measures are specified in the ESMP matrix, with particular attention to erosion and sediment control on the sloping site.
- ESS4 (Community Health and Safety): Addresses risks to surrounding populations from construction activities, traffic along Baidoa Road, hazardous materials, and the conduct of project workers. The ESMP includes site security, traffic management given the proximity to the livestock market, and measures to prevent sexual exploitation and abuse.
- ESS5 (Land Acquisition, Restrictions on Land Use, and Involuntary Resettlement): This Standard is not triggered. All works are confined within an existing government compound fully occupied by MoLFR-SWS, and no private land, livelihoods, or informal settlements are affected.
- ESS8 (Cultural Heritage): While no known heritage assets exist on the site, a Chance Finds Procedure will be in place throughout excavation and foundation works to manage any unexpected discoveries.
- ESS10 (Stakeholder Engagement and Information Disclosure): Requires ongoing, inclusive engagement with affected stakeholders and the maintenance of an accessible Grievance Mechanism. The GM will be operational from contractor mobilisation and continue through the operational phase.

Application of EHS Guidelines:

The World Bank Group General EHS Guidelines represent a compilation of Good International Industry Practice for managing environmental, health, and safety performance. For a civil works project of this nature on steep terrain, they provide practical direction on key areas:

- Worker protection, including personal protective equipment requirements, site induction programmes, emergency preparedness, and specific measures for work on slopes and at height;

- Safeguarding nearby communities through perimeter fencing, traffic control particularly near the livestock market, and advance notification of disruptive activities;
- Environmental controls covering dust suppression, noise management, waste segregation, spill prevention, erosion and sediment control on sloping ground, and proper disposal of construction debris.

Application of these guidelines ensures that the Subproject is implemented to a standard consistent with comparable donor-financed infrastructure works. Where differences exist between Somali regulations and World Bank policies, the provisions of the World Bank Standards will take precedence.

Contractor Obligations:

The provisions of this ESMP, together with the broader S-FSRP E&S risk management framework (including the Environmental and Social Management Framework, Labour Management Procedure, Stakeholder Engagement Plan, and Grievance Mechanism), form a binding part of the works contract. Upon contract award and before any physical works commence, the Contractor is required to prepare a site-specific Contractor's Environmental and Social Management Plan (C-ESMP). The C-ESMP must be consistent with the management framework established in this document, the ESF, and the GIIP reflected in the EHS Guidelines.

5. Environmental and Social Risks and Impacts – Overview

5.1. The Subproject's Positive Impacts

The Ministry of Livestock, Forestry and Range (MoLFR-SWS) currently operates from structurally compromised and spatially constrained facilities that present critical health and safety risks to staff. The demolition of these deteriorated structures and construction of a new purpose-built office complex will provide a safe, functional, and accessible working environment designed to meet modern occupational standards.

The primary beneficiaries are the staff of MoLFR-SWS, who will benefit from improved office space, enhanced working conditions, and strengthened departmental coordination. The consolidation of functions currently dispersed across three separate buildings into a single integrated facility will significantly improve operational efficiency. The public, including pastoralists, livestock traders, and community members who access Ministry services, will also benefit through improved service delivery.

Critically, the Subproject will permanently eliminate the existing dangerous proximity between the septic tank and water storage infrastructure, which currently poses a serious contamination risk. It will also remove the structurally compromised Block B building, which is unsafe for continued occupancy, and address the chronic internal flooding caused by unmanaged runoff on the steep site.

During the demolition and construction phases, the Subproject will generate short-term employment opportunities, particularly for local labour in Baidoa. In addition, demand for construction materials, transport, and related services will support local businesses and contribute to economic activity.

Prior to contractor mobilisation and before any demolition activity begins, MoLFR-SWS, with support from the SPCU and NPCU, will identify and allocate temporary office space for staff currently using the existing buildings. Staff, records, furniture, equipment and essential files will be relocated before site handover. No ministry staff or visitors will be permitted to work from, enter, or store materials inside buildings under demolition or within the active construction zone. The temporary working location will be confirmed by MoLFR-SWS and communicated to staff and service users through internal notices, public information at the site gate, and stakeholder communication channels.

In the longer term, the development will strengthen institutional capacity in Southwest State by providing appropriate infrastructure for planning, coordination, and implementation of livestock, forestry, and range management programmes. The inclusion of accessible design features and gender-sensitive facilities will also promote social inclusion and improved workplace conditions.

5.2. The Expected Negative Environmental and Social Risks and Impacts

Based on site assessments, stakeholder consultations conducted in Baidoa, and in reference to the applicable Environmental and Social Standards (ESSs) of the World Bank Environmental and Social Framework (ESF) and the parent Environmental and Social Management Framework (ESMF) of the S-FSRP, the following site-specific environmental and social risks and impacts have been identified.

Table 1: Environmental and Social Risks and Impacts during Construction and Operation Phases – Overview

Risk Category	Key Risks and Impacts	Risk Rating
ESS 1: Assessment and Management of E&S Risks and Impacts	Risk of weak implementation or monitoring of the ESMP, leading to unmitigated impacts. Potential gaps in integrating climate-resilient design measures, including drainage on steep terrain and slope stabilisation. Risk of exclusion of vulnerable groups from project benefits.	Moderate during construction; Minor during operation
ESS 2: Labour and Working Conditions	Exposure of workers to occupational hazards including work on steep slopes, working at height, falling debris during demolition of structurally compromised buildings, dust inhalation, machinery-related accidents, electrocution from obsolete wiring, slips and falls, excavation risks in confined spaces, and heat stress. Risk of non-compliance with labour standards, including child labour and forced labour. Potential labour disputes related to wages and working conditions. Risk of SEA/SH and violations of the Code of Conduct, particularly given proximity to the livestock market with high public movement. Workplace discrimination affecting women and minority groups. Weak or absent worker grievance mechanisms.	Moderate during construction; Minor during operation
ESS 3: Resource Efficiency and Pollution	Dust emissions from demolition of three structures and excavation on dry, exposed slopes. Noise and vibration from construction equipment and vehicles, with potential disturbance to livestock market activities. Soil	Moderate during construction; Moderate

Prevention and Management	disturbance and elevated erosion risk on steep terrain during earthworks, with potential for sediment-laden runoff affecting adjacent properties. Risk of contamination from improper handling of fuel, oil, paint, and construction waste. Increased demand for water and energy resources during construction. Generation of substantial demolition debris from three buildings, including potentially hazardous materials.	during operation
ESS 4: Community Health and Safety	Risks to MoLFR-SWS staff, visitors, nearby residents, and market users from demolition and construction activities, including falling debris, dust exposure, and restricted movement. Increased traffic risks along Baidoa Road due to movement of construction vehicles, interacting with regular livestock market traffic and pedestrian movement. Potential spread of communicable diseases associated with the workforce. Risk of GBV/SEA/SH arising from interaction between workers and the local community, including market traders and visitors. Security risks affecting the construction site, workers, and surrounding institutions.	Moderate during construction; Moderate during operation
ESS 5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement	The Subproject is located within the existing MoLFR-SWS headquarters compound and does not involve private land acquisition or physical displacement. The site is fully occupied by the intended beneficiary ministry, and no relocation of other government entities is required.	Minor (not triggered)
ESS 8: Cultural Heritage	Risk of encountering artefacts or materials of cultural significance during excavation works, particularly given the depth of earthworks required for terracing and foundations on the sloping site. Although no known heritage sites exist within the project area, a Chance Finds	Moderate during construction

	Procedure is required and must be implemented.	
ESS 10: Stakeholder Engagement and Information Disclosure	Risk of inadequate engagement with stakeholders, particularly women, minority groups, persons with disabilities, and the livestock market community. Limited access to information or ineffective grievance mechanisms may result in unresolved complaints and reduced community trust.	Substantial during construction; Substantial during operation

6. Environmental and Social Management Plan

Table 2 below proposes E&S mitigation measures, including methods, responsibilities, frequency, and cost planning for alleviating the adverse risks and impacts, during demolition, construction, and operation phases of the Subproject.

Table 2: Environmental and Social Management Plan

#	Risks/Impacts	Mitigation	Monitoring/Verification Tools and Resources	Methods/Tools/Resources	Responsibility	Project Phase	Timeline/Frequency	Indicative Cost (USD)
1	Inadequate E&S Management (ESS1): Failure to manage risks as planned. Inadequate assessment and management of E&S risks.	- Develop this detailed ESMP based on the ESMF. Integrate all E&S plans (LMP, OHS, SEP, GM, WMP, GBV Plan) into project design and contracts. - Increase knowledge on World Bank's ESF and World Bank Group's EHSs. - Prepare and obtain approval of Contractor's C-ESMP before mobilisation. - Assign qualified E&S personnel within contractor's team and SPCU. - Conduct routine supervision, monitoring, and audits.	- Contractual clauses - C-ESMP approval process - Qualified personnel - Monitoring reports - Training records - Verification: approved C-ESMP; E&S staffing CVs; monthly E&S reports; supervision checklists; corrective action tracker; photo records.	- Contractual clauses - C-ESMP approval process - Qualified personnel - Monitoring reports - Training records	- Contractor - SPCU (S-FSRP III, Baidoa)	- Construction		3,500 (C-ESMP preparation, E&S staffing and reporting included in contractor price; SPCU supervision under project operating cost)
2	Labor Risks (ESS2):	- Implement Labor Management Procedures (LMP).	- LMP document - Worker contracts, ID	- LMP document	- Contractor	- Construction - Operation	- Throughout construction	1,000 (labour induction, age verification records, worker

	Child/forced labor, gender exclusion, lack of worker GM.	- Verify worker ages (no one under 18); prohibit forced labor. - develop and actively implement nondiscrimination policy 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 efficient, accessible publicize and confidential worker GM.	checks - Code of Conduct - Worker GM procedure Verification: worker register; national ID or age verification records; signed contracts; signed Code of Conduct; worker GM log; payroll records.	- Worker contracts, ID checks - Code of Conduct - Worker GM procedure	and SPCU - MoLFR-SWS (during operation)	(except for child/forced work)	- Throughout operation, where applicable	GM and labour compliance administration)
3	Lack of enough OHS measures	- Provide workers with clean water and segregated, clean sanitation facilities. - Provide all workers with appropriate PPE and conduct mandatory daily/weekly OHS toolbox talks. - Provide hearing protection where necessary (when sound level over 8 hours reaches 85 dB(A)) in compliance	- LMP document - PPE, OHS training records - Written employment terms and conditions - First-aid station with	- LMP document - PPE, OHS training records - Written employment terms	- Contractor and SPCU - MoLFR-SWS (during operation)	- Construction - Operation (relevant only to employment terms and conditions)	- Throughout construction - Throughout operation, where applicable	5,000 (PPE, first aid, drinking water, sanitation signage and routine OHS controls)

		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, particularly considering Baidoa's hot semi-arid conditions. - Modify work-rest cycles based on	trained attendant - MoU with Baidoa General Hospital or accredited clinic - Slope work safety protocols Verification: PPE issuance register; toolbox talk attendance sheets; OHS inspection checklist; incident/near-miss register; first-aid log.	and conditions - First-aid station with trained attendant - MoU with Baidoa General Hospital or accredited clinic - Slope work safety protocols					
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		temperature and environmental conditions to prevent heat stress or cold stress, following the EHSG's recommendations for managing thermal stress. - Ensure the proper training and licensing of operators of industrial vehicles, emphasizing the safe operation of such equipment, in line with EHSG requirements for worker safety and training. - 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 EHSG 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 EHSG ergonomic principles. - Integrate regular rest breaks, stretching						
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		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 EHSGs. - Implement specific safety protocols for work on steep slopes, including fall protection, temporary platforms, and restricted access to slope edges.						
4	CoC and GBV/SEAH cases	- Implementation and monitoring of GBV/SEAH Response and Action Plan - GBV sensitization sessions for community members, including market traders and visitors - 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 clear penalties in case of violation - Establish confidential referral pathways for survivors to access health, psychosocial or legal support services in Baidoa	- GBV/SEA/SH Response and Action Plan - Code of Conduct within the written work agreement - Sensitization sessions - GBV/SEAH dedicated GM - Referral directory of support services - Verification: signed CoCs; SEA/SH training attendance; confidential GM records; referral	- GBV/SEA/SH Response and Action Plan - Code of Conduct within the written work agreement - Sensitization sessions -	- Contractor and SPCU - MoLFR-SWS (during operation)	- Construction - Operation, where applicable	- Throughout construction - Throughout operation, where applicable	3,000 (Code of Conduct training SEA/SH awareness, confidential reporting and referral information)

		- Include a dedicated GBV/SEAH mechanism within the workers' GM	pathway information; incident reporting forms.	GBV/SEAH dedicated GM - Referral directory of support services				
5	Pollution (ESS3): Dust, noise, vibration, and vehicle emissions from demolition of three structures, excavation and earthworks on steep terrain.	- Implement dust suppression measures (regular water spraying on work areas, access roads, and stockpiles; minimum 2x daily, more in dry/windy conditions). - Cover trucks transporting loose material. - Install and maintain perimeter dust screens and site hoarding. - Enforce speed limits for vehicles on site. - Store fine materials in covered areas. - Schedule high-noise and vibration activities during standard daytime hours (9:00 AM – 4:00 PM). - Use modern, well-maintained equipment with mufflers. - Position stationary noise sources (generators) away from sensitive receptors and the livestock market.	- Water truck or sprinklers - Work scheduling - Vehicle maintenance logs - Perimeter fencing and dust screens - Community notification records Verification: daily dust suppression log; equipment maintenance records; noise spot-check records where needed; inspection photos; GM log.	- Water truck or sprinklers - Work scheduling - Vehicle maintenance logs - Perimeter fencing and dust screens - Community notification records	- Contractor with monitoring by SPCU dedicated team - MoLFR-SWS (during operation)	- Construction - Operation, where applicable	- Daily during construction - Throughout operation, where applicable	5,000 (dust suppression, noise controls, equipment maintenance and basic monitoring)

		- Provide prior notification to neighbouring institutions and market operators for exceptionally noisy tasks.						
6	Excessive use of water and energy (ESS3): Intensive resource consumption during construction.	- Train workers on the importance of resource conservation. - Promote the use of water-saving techniques, such as low-flow fixtures or water recycling systems where feasible. - Regularly check generators, machinery, and electrical equipment for abnormal use of fuel or electricity. - Minimise work during high temperatures and ensure proper cover for water reservoirs. - Review records of consumption to facilitate monitoring and adjustments.	- Water and energy records and bills - Maintenance manuals and repair reports Verification: - water-use records; - generator fuel log; - equipment maintenance records; - observation checklist.	- Water and energy records and bills - Maintenance manuals and repair reports	- Contractor MoLFR-SWS (during operation)	- Construction - Operation	- Daily during construction - Daily during operation	1,500 (water and energy monitoring, conservation notices and repair controls)
7	Waste & Hazardous Materials (ESS3): Soil/water pollution from demolition debris of three buildings,	- Implement a Waste Management Plan (WMP). - Segregate waste into labeled bins (general, hazardous). - Store hazardous materials (fuel, oil, paint) in a secure, bunded area. - Ensure disposal of generated solid waste (demolition debris and construction waste, in particular) at	- WMP document - Labeled bins, secure storage area - Waste disposal records - GM complaints related to waste management - Spill kits	- WMP document - Labeled bins, secure storage area - Waste disposal	- Contractor MoLFR-SWS (during operation)	- Construction - Operation, where applicable	- Daily during construction - Throughout operation, where applicable	12,000 (waste segregation, skips/bins, debris transport, approved disposal and hazardous waste contingency)

	community safety hazards from waste, management of hazardous materials including old wiring and contaminated waste.	designated and authorized disposal site in consistence with the local and international requirements (see WBG General EHS Guidelines). - 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 minimise spills, releases, and exposure to employees and public. - Salvage and reuse materials where feasible (e.g., crushed concrete as fill). Sell scrap metal to licensed recyclers. - Decommission and safely remove the existing septic tank in accordance with public health standards. - Maintain waste transfer records for each load transported. - Ensure mechanisms exist for community to bring forth any complaints concerning waste disposal – Project GM.	maintained on site - Bunded fuel and chemical storage areas - Septic tank decommissioning plan Verification: waste transfer notes; disposal receipts; hazardous waste inventory; site inspection records; photographic evidence.	records - GM complaints related to waste management - Spill kits maintained on site - Bunded fuel and chemical storage areas - Septic tank decommissioning plan				
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8	Community Health & Safety (ESS4): Spread of disease to the community, physical hazards to MoLFR-SWS staff. Improper site management. Risks related to nearby livestock market.	- 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. - Hold a pre-construction community briefing to inform neighbours, market operators, and traders of schedule and GM contacts. - Maintain clean and lit pedestrian pathways outside the site.	- Signed CoCs - Site fencing, signage - Regular site inspections - Health awareness materials - Community briefing records - Verification: fencing and signage inspection checklist; community notice records; GM log; site access register; health awareness records.	- Signed CoCs - Site fencing, signage - Regular site inspections - Health awareness materials - Community briefing records	- Contractor	- Construction	- Throughout construction	4,000 (fencing signage, community notices, communicable disease awareness and site access controls)
9	Potential risks of intimidation, abuse, or conflict between security personnel and community members,	- Train security personnel in community engagement. - 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.	- Training sessions - GM for complaint resolution - Security incident logs - Verification: security personnel training records; incident log; coordination	- Training sessions - GM for complaint resolution - Security incident logs	- Contractor and SPCU - MoLFR-SWS (during operation)	- Construction - Operation	- Throughout construction - Throughout operation	2,000 (security briefing, incident logs and coordination with local authorities)

	especially at project sites.	- Coordinate security protocols with local state security services in Baidoa.	meeting minutes; GM records.					
10	Traffic and road safety hazards (ESS4): Risks to pedestrians, ministry staff, road users, livestock traders, and market visitors along Baidoa Road during material transport and vehicle movement.	- Establish site speed limits and implement safe routes, with particular attention to the narrow site entrance and steep internal gradient. - Develop and implement a Traffic Management Plan (TMP) for delivery vehicles, coordinating with market operating hours to avoid peak traffic periods. - Use trained traffic marshals at site entry and exit points. - Coordinate with local authorities and the Baidoa Municipal Authority. - Raise awareness on road rules and safety. - Schedule material deliveries during off-peak hours. - Ensure appropriate GM in place for traffic-related complaints.	- TMP document - Communication with traffic authorities - Awareness campaigns - GM - Traffic marshal deployment logs - Verification: approved Traffic Management Plan; traffic marshal attendance; delivery schedule; speed-control signs; community complaints log.	- TMP document - Communication with traffic authorities - Awareness campaigns - GM - Traffic marshal deployment logs	- Contractor and SPCU - MoLFR-SWS (during operation)	- Construction - Operation	- Throughout construction - Throughout operation	4,500 (traffic marshals, cones, warning signs, delivery scheduling and road-safety communication)
11	Lack of preparedness for emergencies	- Develop and implement an Emergency Preparedness and Response Plan (EPRP) specific to demolition and construction works on sloping terrain.	- EPRP document - Emergency drills and worker participation	- EPRP document - Emergency	- Contractor and SPCU - MoLFR-	- Construction - Operation	- Throughout construction - Throughout operation	4,000 (emergency plan, drills, fire extinguishers, first-aid kits and emergency signage)

	(ESS4): Fire, structural collapse during demolition of compromised buildings (particularly Block B), serious injury, slope failure, or security incidents could lead to harm to workers and surrounding community.	- Conduct regular emergency drills with workers. - Ensure availability of functional fire safety equipment (extinguishers, fire detection and alarm systems). - Ensure availability of emergency surveillance and response measures. - Identify safe assembly points and evacuation routes. - Maintain communication procedures for workers and site supervisors. - Include specific procedures for structural collapse during demolition of Block B.	records - Fire safety equipment - First aid equipment and measures - Referral arrangements with nearby health facility in Baidoa Verification: approved EPRP; drill records; fire extinguisher inspection tags; emergency contact list; incident register.	drills and worker participation records - Fire safety equipment - First aid equipment and measures - Referral arrangements with nearby health facility in Baidoa	SWS (during operation)			
12	Land Acquisition, Restrictions on Land Use and Involuntary Resettlement (ESS5): The Subproject is confined to the	- Provide legally owned land with FGS and Southwest State documentation. - Confirm site boundaries through MoPWLH-SWS. - Avoid forced evictions on the site. Undertake public consultations for clearance. - The site is fully occupied by MoLFR-SWS; no relocation of other government	- Leasehold or allocation letters issued by relevant authorities - Meetings with MoPWLH-SWS and Baidoa Municipal Authority Verification:	- Leasehold or allocation letters issued by relevant authorities - Meetings with	- SPCU - MoLFR-SWS - Southwest State Authorities	- Pre-construction	- Before commencement of works	No direct costs anticipated; boundary confirmation and documentation to be covered by SPCU/MoLFR-SWS administration

	existing MoLFR-SWS compound.	entities is required. - Implement the Project's RPF to account for any relevant case.	land allocation or ownership documents; site boundary confirmation; meeting minutes; photos of boundary markers.	MoPWLH-SWS and Baidoa Municipal Authority				
13	Cultural Heritage (ESS8)	- Adopt Chance Finds as described in the S-FSRP ESMF. - Include this clause in the bidding documentation and C-ESMP. - Take the winning contractor through the procedure of the 'Chance Finds'. - Immediately halt work upon discovery; notify Supervision Engineer and relevant state authorities. - Protect any encountered artefacts until assessed.	- Meetings, Training, Reporting - Chance Finds Procedure document Verification: Chance Finds Procedure in contract; worker induction records; stop-work records if any; notification records.	- Meetings, Training, Reporting - Chance Finds Procedure document	- SPCU, Contractor	- Construction	- Throughout Construction Phase	1,500 provisional allowance for chance-finds awareness, stoppage procedures and reporting
14	Stakeholder Engagement and Information Disclosure (ESS10): Women excluded from	SEP: - Implement the project SEP, ensuring women from the Ministry are consulted. - Conduct pre-construction community meetings to inform about schedule, impacts, and GM, including outreach to livestock market stakeholders. - Display public notice boards at site	- Meetings - Awareness campaigns - SEP and communication strategies/public relations - Public notice boards - GM posters in Somali	- Meetings - Awareness campaigns - SEP and communication strategies/	- SPCU - MoLFR-SWS (during operation)	- Construction - Operation	- Pre-construction - Construction - Operation	3,500 (stakeholder meetings, disclosure materials, GM operation and consultation records)

	decision-making.	perimeter with key contacts in Somali. - Ensure the GM is accessible and known to all stakeholders. - Target outreach to vulnerable groups including women, PWDs, and minority groups.	Verification: SEP implementation records; consultation minutes; attendance sheets disaggregated where possible; disclosure photos; GM log.	public relations - Public notice boards - GM posters in Somali					
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Table 3: Environmental and Social Monitoring Plan

#	Monitoring aspects (what to monitor?)	Monitoring indicators	Methods/tools/resources	Responsibility	Timeline/frequency	Cost (USD)
I. Demolition Phase						
1	Pre-Demolition Screening	Hazardous materials screening completed. Pre-demolition walk-through conducted and documented. Soft stripping of salvageable materials completed. Site secured with perimeter fencing and warning signage. Existing septic tank	Inspection checklist. Photographic documentation. Hazardous materials survey report. Septic tank decommissioning plan.	Contractor; Supervising Engineer	Once, prior to demolition commencement	Included in contract price

		decommissioning plan prepared.				
2	Demolition Safety – Block B (Structurally Compromised)	Demolition method statement for Block B approved. Demolition progressing systematically from top down. No uncontrolled collapses. Exclusion zones established and enforced. Structural stability monitoring of adjacent structures.	Demolition method statement compliance check. Visual inspection of adjacent structures. Site inspection reports. Exclusion zone log.	Contractor; Supervising Engineer	Daily during demolition of Block B	Included in contract price
3	Dust and Air Quality During Demolition	Continuous water spraying maintained	Visual observation. Water spraying logs. GM	Contractor; Supervising Engineer	Daily during demolition	Included in contract price

		during structural demolition. No visible dust plumes leaving site boundary. No community complaints about dust. Workers wearing appropriate respiratory PPE.	records. PPE compliance checks.			
4	Noise and Vibration During Demolition	Demolition activities restricted to daytime hours (9:00 AM – 4:00 PM). Equipment fitted with functional mufflers. No community complaints about noise or vibration. Spot noise measurements	Work schedule records. Equipment maintenance logs. GM records. Spot noise measurements (dB meter).	Contractor; Supervising Engineer	Daily during demolition	Included in contract price

		within acceptable limits.				
5	Demolition Waste Management	Demolition debris segregated (concrete, metal, timber, general waste). Crushed concrete stockpiled for reuse as fill on the sloping site. Scrap metal collected and sold to licensed recyclers. Non-reusable waste transported to municipal-approved disposal site. Waste transfer receipts maintained. No	Waste segregation audit. Stockpile records. Waste transfer receipts. Site inspection reports.	Contractor; Supervising Engineer	Daily during demolition	Included in contract price

		open burning or uncontrolled dumping.				
6	Occupational Health and Safety During Demolition	All workers wearing mandatory PPE (helmets, boots, high-vis vests, gloves, masks). Site induction completed by all demolition workers. Daily toolbox talks conducted. Exclusion zones established and enforced. No unauthorised access to demolition areas. First-aid station stocked and staffed. Zero serious	PPE compliance inspection records. Induction and toolbox talk attendance records. Site access logs. Incident and accident logbook. First-aid station inspection records.	Contractor; Supervising Engineer	Daily during demolition	Included in contract price

		injuries or fatalities.				
7	Community Safety During Demolition	Perimeter fencing intact and secure. Warning signage visible and maintained. Public excluded from demolition zone. Pre-demolition community briefing conducted. GM functional and accessible for community complaints.	Fencing integrity inspections. Signage checks. Community briefing records. GM records.	Contractor; SPCU	Daily checks during demolition	Included in contract price
8	Hazardous Materials Handling	Any identified hazardous materials (old wiring, asbestos-containing	Hazardous materials inventory. Licensed specialist certifications. Hazardous waste disposal records. Site inspection reports.	Contractor; Supervising Engineer	As encountered during demolition	Included in contract price

		materials if found, contaminated septic waste) handled by licensed specialists. Hazardous waste stored separately in secure, bunded area. Disposal through authorised channels. No soil or water contamination from hazardous materials.				
II. Construction Phase						
9	ESMP Implementation	Approved C-ESMP in place. E&S clauses	Document review. Site inspections. Monthly	SPCU E&S Specialist;	Monthly; planned	As Site supervisor's salary;

		included in contract. Monthly E&S reports submitted by contractor. Number of SEP consultations held.	progress reports. Meetings.	Supervising Engineer		Environmental specialist's salary; Site visits cost embedded in SPCU operational budget
10	Labour & OHS Compliance (ESS2)	Worker registers show no underage labour. Records of OHS training and PPE distribution. Zero major OHS incidents. Worker GM log is maintained and functional. Slope work safety protocols implemented and monitored.	Review of contractor's records (registers, logs). Site inspections (PPE use, housekeeping). First-aid station inspection. Slope safety compliance checks.	SPCU E&S Specialist; Supervising Engineer; Contractor OHS Officer	Weekly inspections; Monthly reporting	Contractor's specialist salary; Site supervisor's salary; Environmental specialist's salary

11	CoC GBV/SEA/SH &	Reduced cases of CoC violation. No GBV/SEA/SH cases. GBV/SEA/SH sensitization campaigns are in place and implemented. Dedicated confidential GM is in place and being used. Signed CoC records for all workers.	Inspection reports. GM records and reporting. Sensitization material and reports. Training attendance sheets.	SPCU E&S Specialist; Supervising Engineer; Contractor	Weekly inspections; Monthly reporting	Contractor's specialist salary; Site supervisor's salary; Environmental specialist's salary
12	Pollution Control – Dust, Noise, Vibration (ESS3)	Pollutants' levels are within allowed thresholds. Visual checks show minimal dust. No community complaints about noise or	Local standards for emissions and pollutants. Measurements. Visual observation. Review of GM log. Review of maintenance logs. Spot noise checks (dB meter).	Supervising Engineer; Contractor	Daily visual checks; Weekly formal inspection and measurements	Contractor's specialist salary; Site supervisor's salary; Cost of measurements included in

		dust. Vehicle and equipment maintenance logs are current. Water spraying logs maintained. Noisy activities confined to daytime hours.				the contract price
13	Waste Management (ESS3 & ESS4)	Waste segregation is practised on-site. No evidence of illegal dumping or open burning. Hygienic conditions are prevailing. No community complaints about odour, insects, or rodents. Waste transfer receipts	Waste management regulations. Waste records. Site inspections. GM reports.	Supervising Engineer; SPCU E&S Specialist	Daily for site hygiene; Monthly for waste records; Weekly inspections	Site supervisor's salary; Environmental specialist's salary

		maintained. Approved disposal site utilised.				
14	Erosion and Sediment Control on Sloping Terrain (ESS3)	Silt fences and sediment traps installed at site perimeter and along slope contours. Cut-off drains constructed at upper slope boundary. Bunded areas constructed for fuel and chemical storage. Spill kits available and inventoried. No visible silt-laden runoff leaving site, particularly toward Baidoa	Weekly inspection of erosion controls, drains, and bunds. Spill kit inventory logs. Photographic evidence. Retaining structure inspection records.	Supervising Engineer; Contractor	Weekly inspections; After rainfall events	Contractor's specialist salary; Site supervisor's salary

		Road and adjacent properties. No evidence of soil contamination from fuel or chemical spills. Retaining structures constructed according to design.				
15	Traffic and Road Safety (ESS4)	Speed limits are monitored and enforced. Traffic Management Plan implemented, with coordination around livestock market operating hours. Trained traffic marshals deployed at	Traffic reports. Awareness raising reports. GM reports. Traffic marshal deployment logs.	Contractor in coordination with SPCU	Daily for monitoring speed; Quarterly for reports	Included in the Contract price; Included in SPCU operations cost

		narrow site entrance. Awareness campaigns held. Traffic-related incidents reduced. Community complaints related to traffic reduced.				
16	Community Health & Safety (ESS4) & Stakeholder Engagement (ESS10)	The site is securely fenced with clear warning signage. CoC signed by all workers. Community GM is functional and log is maintained. Records of stakeholder consultations	Site inspections. Review of CoC records and GM log. Community briefing attendance sheets and minutes.	SPCU E&S Specialist; Supervising Engineer	Weekly inspections; Monthly review of GM log	Site supervisor's salary; Environmental specialist's salary

		and community briefings, including market stakeholders. Zero incidents of public intrusion.				
17	Security Management (ESS4)	Security personnel trained in community engagement. Security incident log maintained. No complaints of intimidation or abuse by security personnel. Coordination with local security authorities documented.	Training records. Incident logs. GM records. Coordination meeting minutes.	Contractor; SPCU	Weekly checks; Monthly reporting	Included in contract price; Included in SPCU operations cost

18	Emergency Preparedness (ESS4)	Emergency Preparedness and Response Plan (EPRP) developed and approved, including slope failure and structural collapse scenarios. Emergency drills conducted with workers. Fire safety equipment available and functional. First-aid station stocked and staffed. MoU with nearby health facility in place.	EPRP document. Drill records. Equipment inspection logs. First-aid station inventory. MoU documentation.	Contractor; SPCU	Monthly checks; Quarterly drills	Included in contract price; Included in SPCU operations cost
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19	Local Hiring Compliance (ESS2)	Workforce composition roster shows minimum 60% of total workforce from Baidoa. Minimum 80% of unskilled labour sourced locally. No child labour (age verification records maintained).	Worker registers and payroll records. Recruitment records.	SPCU E&S Specialist; Supervising Engineer	Monthly review of records	Environmental specialist's salary
20	Cultural Heritage (ESS8)	Chance Finds Procedure included in contractor's C-ESMP. Number of chance find incidents reported and recorded.	Reports to relevant authority(ies). Meetings. Site inspection records.	Contractor; SPCU	At excavation and foundation phase; As needed	Contractor's cost

21	Land Tenure (ESS5)	Land ownership documentation confirmed. Site fully occupied by MoLFR-SWS; no relocation required. No land-related disputes or grievances.	Land allocation letters. GM records.	SPCU; Southwest State Authorities	Initially before works; As needed	Not applicable
22	Correction of Water-Sanitation Proximity Risk	Existing septic tank safely decommissioned and removed. New septic tank sited with minimum 30-metre separation from water storage. New elevated water tank installed at compliant location. Water quality testing	Decommissioning records. Design drawings showing compliant separation distances. Water quality test results.	Contractor; Supervising Engineer; SPCU	Prior to building occupation	Included in contract price

		confirms no contamination.				
III. Operation Phase						
23	Application of E&S Instruments	Improved environmental and social performance of the facility. Positive feedback from MoLFR-SWS staff. Positive feedback from visitors and surrounding community, including livestock market stakeholders. M&E results demonstrate compliance.	Continuous improvement of E&S system and institutional capacity. Overall M&E. Monthly progress reports. Internal coordination meetings.	MoLFR-SWS in collaboration with SPCU	Monthly; Quarterly; Annually	Included in the operational cost of the building

24	Labour/Employment Terms and Conditions	Work agreements approved by HR and accepted by staff. Reduced complaints. Positive staff evaluation reports. Positive health check-ups. Reduced turnover rates. Functional worker GM.	HR system integrated with E&S oversight. Staff meetings and performance evaluations. Healthcare programmes and monitoring. Interim reports. Worker GM records.	MoLFR-SWS in collaboration with SPCU	Monthly; Quarterly; Annually	Included in operational cost of MoLFR-SWS; Included in employment contracts; Healthcare-related costs
25	Inclusion of Women, Vulnerable and Minority Groups	Increased participation of women and vulnerable groups in employment. Reduced complaints related to exclusion. Improved access to	HR records and inclusion tracking. Staff evaluations. Healthcare and rehabilitation programmes where applicable. Interim/progress reports. Worker GM.	MoLFR-SWS in collaboration with SPCU and relevant service providers	Monthly; Quarterly; Annually	Included in operational cost of MoLFR-SWS; Included in employment contracts; Healthcare and inclusion support costs

		facilities (ramps, accessible toilets). Positive feedback from vulnerable users. Reduced staff turnover among vulnerable groups.				
26	GBV/SEA/SH Prevention	GBV/SEA/SH Response and Action Plan maintained and implemented. Reduced number of reported cases. Increased awareness levels among staff. Dedicated GM pathway functional and accessible.	GBV/SEA/SH Action Plan. Awareness and training sessions. Interim and monitoring reports. Staff evaluation reports. Worker GM with confidential reporting channels.	MoLFR-SWS in collaboration with SPCU and external support services	Monthly; Quarterly; Annually	Included in operational cost of MoLFR-SWS; HR and GM operational costs; Support services for GBV response

		Evidence of awareness sessions conducted.				
27	Security Personnel	Security staff background checks completed. Security staff trained and Code of Conduct signed. Reduced incidents involving security personnel. Improved awareness of human rights and community engagement. Functional grievance mechanism for	Background verification procedures. Employment contracts including CoC. Monitoring and incident reports. Staff training records. Worker and community GM.	MoLFR-SWS in collaboration with SPCU and relevant security authorities	At deployment and ongoing (monthly/quarterly)	Included in operational cost of MoLFR-SWS and relevant authorities

		security-related complaints.				
28	Water and Energy Conservation	Water consumption within acceptable limits. Water-saving devices installed and functional. Greywater reused where applicable (e.g., landscaping). Use of energy-efficient equipment (LED lighting, efficient appliances). Use of alternative energy sources (e.g., solar where available).	Metering devices and monitoring systems. Utility bills and consumption records. Routine site inspections and spot checks. M&E reports. GM records. Awareness programmes and training materials.	MoLFR-SWS in collaboration with SPCU and municipal service providers	Monthly (billing and monitoring); Quarterly (training and reporting); Unscheduled spot checks	Included in operational cost of MoLFR-SWS and service providers

		Increased awareness among staff on resource conservation. Reduced complaints related to water or power supply.				
29	Pollution and Waste Management	Air, noise and waste levels within acceptable standards. Waste managed in accordance with municipal requirements. Waste segregation implemented. Clean and hygienic conditions maintained. No community	Applicable environmental standards. Periodic measurements where required. Waste management records. Site inspections and supervision. GM reports. Desludging certificates. Water quality test results.	MoLFR-SWS in collaboration with SPCU and Baidoa Municipal Authority	Daily (cleanliness checks); Monthly (waste tracking); Quarterly (monitoring); Unscheduled checks	Included in operational cost of MoLFR-SWS and municipal authorities

		complaints related to pollution or waste. Septic tank desludging schedule maintained (every 3–5 years). Water quality monitoring confirms no contamination from sanitation systems.				
30	Traffic and Road Safety	Compliance with speed limits within the compound. Reduced traffic-related incidents along Baidoa Road access. Awareness campaigns	Traffic monitoring reports. Awareness campaign records. GM records.	MoLFR-SWS in collaboration with SPCU and traffic authorities	Daily monitoring; Quarterly reporting	Included in operational cost of MoLFR-SWS and authorities

		conducted. Reduced complaints from staff and visitors. Internal circulation and parking arrangements functioning as designed, with safe separation between pedestrians and vehicles.				
31	Emergency Preparedness and Response	Emergency Preparedness and Response Plan (EPRP) in place and functional. Fire safety equipment installed and maintained (detection and alarm systems,	EPRP documentation. Emergency drills and reports. Fire safety and first aid equipment inspection logs. Incident reporting system.	MoLFR-SWS in collaboration with SPCU and civil defence authorities	Daily and monthly for checking; Quarterly for reporting; Annual for training and drills	Included in operational cost of MoLFR-SWS and authorities

		extinguishers, clearly marked exits). Emergency systems operational. Regular drills conducted. Reduced number of incidents and improved response times.				
32	Accessibility for Persons with Disabilities	Access ramps, corridors, and accessible toilets are never obstructed. Annual accessibility audits conducted. Positive feedback from users with disabilities. No	Visual confirmation of clear access routes. Audit reports. GM records.	MoLFR-SWS Administration	Ongoing; Annual audits	Included in the operational cost of MoLFR-SWS

		accessibility-related complaints in GM.				
33	GM Functionality Post-Construction	GM remains operational and publicized for any community concerns (drainage issues, traffic, utility disruptions). GM information remains displayed on site noticeboards. Quarterly GM reports compiled.	Annual review of GM accessibility and functionality. Noticeboard checks. GM register review.	MoLFR-SWS Administration; SPCU (periodic oversight)	At handover and ongoing; Annual review	Included in the operational cost of MoLFR-SWS

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	SPCU E&S Specialists	Part of SPCU operational/training budget
Contractor's Project Manager, Project Engineer, OHS/E&S Officer and Foreman	C-ESMP Implementation; OHS Procedures & Emergency Response; Slope Safety and Work on Steep Terrain; Waste Management Plan; Worker & Community GM	At project start-up	F2F Workshop / On-site training	SPCU E&S Specialist	1,200
SPCU 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 SPCU operational/training budget
All Construction Workers	OHS (use of PPE, site safety rules, slope safety); Worker Code of Conduct; Worker GM Introduction; GBV/SEA/SH Prevention; Subproject 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 implementation of the Subproject rests with the Ministry of Livestock, Forestry and Range – Southwest State (MoLFR-SWS) as the primary beneficiary and implementing institution. The Subproject will be implemented through the State Project Coordination Unit (SPCU) under the S-FSRP III, which is responsible for coordination, supervision, and compliance with environmental and social requirements.

The SPCU will be responsible for contracting a qualified contractor to undertake the demolition of existing structures and construction of the new office facility. The contractor will be responsible for implementing all works, including full compliance with the Environmental and Social (E&S) mitigation measures defined in this ESMP.

The key government institutions involved in implementation, together with their roles, are presented below.

Table 5: Institutional Roles and Responsibilities

Institution	Roles and Responsibilities
MoLFR-SWS	Responsible for overall project implementation and ownership. Provides strategic oversight and ensures that the ESMP is implemented throughout the Subproject lifecycle. Assumes responsibility during the operation phase.
SPCU (S-FSRP III, Baidoa)	Responsible for day-to-day coordination and oversight of the Subproject. The SPCU engineering and E&S safeguards team prepared the design and this ESMP. They supervise contractor performance, ensure compliance with ESMP requirements, and report to the World Bank.
Contractor	Responsible for execution of demolition and construction works in line with approved designs and environmental and social requirements. Prepares and implements a Contractor's ESMP (C-ESMP) and ensures full compliance throughout the contract period.

7.2 Contractors and Sub-contractors

The contractor will be fully responsible for complying with all requirements set out in this ESMP during demolition and construction activities. This includes ensuring that all sub-contractors adhere to the same environmental and social standards and obligations.

The contract documents will include specific clauses requiring compliance with:

- This ESMP
- The World Bank Environmental and Social Framework (ESF)
- World Bank Group Environmental, Health and Safety Guidelines (EHSGs)
- Applicable national regulations

The contractor will also be responsible for all actions of any sub-contractors engaged under the Subproject.

Key Responsibilities of the Contractor

The contractor shall:

- Ensure that all activities comply with the mitigation measures defined in this ESMP
- Ensure that all site personnel understand and implement ESMP requirements
- Comply with accident and incident reporting procedures as defined in the ESMF
- Report all serious incidents to SPCU within 24–48 hours
- Prepare emergency response procedures for spills, leaks, slope failures and other environmental incidents
- Monitor ESMP implementation using defined indicators
- Participate in stakeholder and community engagement meetings
- Identify and address emerging environmental and social risks
- Liaise with SPCU on corrective actions where needed
- Communicate E&S requirements to all staff and workers
- Propose additional mitigation measures where necessary
- Prepare and submit periodic E&S compliance reports
- Maintain worker records (including age, gender, and workforce turnover)
- Establish and maintain a worker grievance mechanism
- Prepare and implement an Occupational Health and Safety (OHS) Plan, including specific protocols for work on steep slopes
- Ensure all workers sign a Code of Conduct (CoC), including provisions on GBV/SEA/SH
- Implement site security measures and the Security Management Plan

- Conduct regular training on OHS, grievance mechanisms, and SEA/SH
- Carry out stakeholder engagement activities with local communities

The contractor is contractually obligated to implement this ESMP and all assigned mitigation measures.

Environmental, Social and Health & Safety (EHS) Specialist

The contractor shall appoint a qualified Environmental, Social and Health & Safety (EHS) Specialist to support implementation of the ESMP. This specialist will be responsible for day-to-day monitoring, supervision, and reporting of environmental and social performance.

Key Responsibilities of the EHS Specialist

- Ensure availability and proper use of Personal Protective Equipment (PPE)
- Deliver OHS training based on the approved OHS Plan, including slope safety
- Ensure safe working conditions at all times
- Stop work if unsafe conditions are identified
- Maintain records of accidents and incidents and report to SPCU
- Ensure proper implementation of waste management procedures
- Ensure availability of adequate water and sanitation facilities on site
- Conduct regular toolbox talks for workers
- Train workers on the Code of Conduct and ensure compliance
- Coordinate GBV awareness activities with SPCU
- Maintain updated worker records (age, gender, employment status)
- Manage and maintain records of the Workers' Grievance Mechanism

7.3 Reporting Arrangements

The implementation of the ESMP requires structured reporting throughout the Subproject lifecycle. Reporting will ensure timely communication of incidents, compliance status, and overall project performance.

Table 6: Reporting Plan

Reporting Description	From	To	Method	Frequency
Serious OHS Incident (fatality, serious injury)	Contractor	SPCU E&S Specialist / Supervising Engineer	Telephone call followed by formal email report	Immediately (within 24 hours)
GBV/SEA/SH Cases/Incidents	Contractor	SPCU	Formal reporting format	Immediately (within 24 hours)
Monthly E&S Compliance Report	Contractor	SPCU E&S Specialist / Supervising Engineer	Formal written report	Monthly
GM Log & Status Update	Contractor / GM Focal Point	SPCU E&S Specialist	Email / report	Monthly
Quarterly Project Progress Report (including E&S section)	SPCU	World Bank	Formal report via official channels	Quarterly
Subproject Progress Report	Project Manager	SPCU Director General MoLFR-SWS	Progress report	Quarterly

8. Public Consultation and Feedback

Stakeholder engagement is a core requirement of the World Bank Environmental and Social Framework, particularly under ESS10. For this Subproject, consultations were carried out with both institutional stakeholders and surrounding communities to ensure that project design and implementation reflect local conditions, minimise disruption, and enhance acceptance. The Subproject involves demolition of existing structurally compromised structures and construction of a new office facility for MoLFR-SWS within its existing compound off Baidoa Road in Baidoa. This requires coordinated engagement with both the beneficiary institution and nearby communities, including stakeholders associated with the adjacent livestock market.

8.1 Institutional Consultations (Government Stakeholders)

Consultations were conducted with MoLFR-SWS, SPCU, and relevant government stakeholders to:

- Introduce the Subproject scope, objectives, and implementation timeline
- Explain environmental and social safeguards requirements
- Identify potential risks associated with demolition of structurally compromised buildings and construction on steep terrain
- Discuss operational continuity and temporary relocation arrangements for Ministry staff during construction
- Review building design, including terraced configuration, accessibility, and gender-sensitive features
- Address the critical water-sanitation proximity risk and planned corrective measures
- Establish grievance mechanisms for staff

These consultations informed both the project design and the Environmental and Social Management Plan.

8.2 Community Engagement

In addition to institutional consultations, community engagement was undertaken with populations living and working in proximity to the project site in Baidoa. This engagement was essential given the urban setting of the Subproject, the proximity to the Baidoa Livestock Market, and the potential for temporary impacts during demolition and construction on steep terrain.

Stakeholders Engaged

Community consultations included:

- Residents living near the project site along Baidoa Road
- Local community leaders and elders
- Women's groups
- Youth representatives
- Small business operators in the surrounding area
- Livestock market traders and transporters

Objectives of Community Engagement

The community engagement process aimed to:

- Inform local stakeholders about the Subproject scope, timeline, and expected activities
- Identify community concerns related to demolition and construction on the sloping site
- Gather feedback on potential environmental and social impacts
- Provide information on mitigation measures and safety precautions
- Introduce the Grievance Mechanism and communication channels

Key Issues Raised by the Community

Community members raised several concerns, particularly related to construction-phase impacts:

- Dust generation during demolition and excavation activities on dry, exposed slopes
- Noise and vibration from machinery and equipment, with potential disturbance to market activities
- Increased traffic and road safety risks along Baidoa Road due to movement of construction vehicles, interacting with regular livestock market traffic
- Safety risks to pedestrians, nearby residents, and market users
- Potential disruption to daily activities, market access, and nearby businesses
- Behaviour of construction workers and interaction with the local community
- Concerns about runoff and erosion from the steep site affecting adjacent properties

Responses and Measures Adopted

The concerns raised by the community have been addressed through the ESMP and project design, including:

- Implementation of dust suppression measures such as regular water spraying
- Restriction of high-noise activities to daytime working hours, coordinated with market operating patterns
- Installation of site fencing and controlled access points to enhance safety
- Development of a Traffic Management Plan to reduce road risks, particularly at the narrow site entrance
- Enforcement of a strict Worker Code of Conduct to manage behaviour
- Establishment of a Grievance Mechanism accessible to community members, including market stakeholders
- Regular communication with nearby residents and market operators during project implementation
- Installation of erosion and sediment controls (silt fences, cut-off drains) to protect adjacent properties

8.3 Ongoing Stakeholder Engagement

Stakeholder engagement will continue throughout all phases of the Subproject.

Planned activities include:

- Advance notification prior to demolition and major construction activities
- Regular updates on construction progress and schedules
- Continued coordination with MoLFR-SWS, SPCU, and relevant institutions
- Periodic engagement with surrounding communities, including market stakeholders
- Operation of a functional and accessible Grievance Mechanism

Information will be shared through:

- Notice boards at the project site in Somali language
- Direct communication through SPCU and contractor representatives
- Community meetings where required

9. Grievance Mechanism

One of the key objectives of ESS10 (Stakeholder Engagement and Information Disclosure) is to ensure that project-affected parties have accessible and inclusive means to raise concerns and grievances, and that these are addressed in a timely and transparent manner. This Subproject Grievance Mechanism (GM) has been established to receive, register, and facilitate the resolution of concerns and complaints related to the environmental and social performance of the Subproject. The mechanism applies to all stakeholders, including project-affected persons, surrounding communities, workers, institutional staff, and market stakeholders.

The MoLFR-SWS, through the State Project Coordination Unit (SPCU), holds overall responsibility for the implementation and functioning of the GM, in accordance with the laws of the Federal Government of Somalia and the World Bank Environmental and Social Standards.

9.1 GM Structure and Responsibilities

The Grievance Mechanism will operate through a structured system with clearly defined roles:

- A GM Focal Point within SPCU will be responsible for receiving, registering, tracking, and coordinating the resolution of grievances
- The Contractor will designate a site-level focal person to receive and address day-to-day complaints during demolition and construction
- SPCU Environmental and Social Specialists will oversee grievance handling, ensure proper documentation, and follow up on resolution
- Complaints that cannot be resolved at site level will be escalated to SPCU for further action

All project actors will receive training on grievance handling procedures prior to commencement of works.

9.2 Grievance Uptake Channels

Grievances may be submitted through multiple accessible channels, including:

- Direct communication (in person or by phone) with the SPCU GM Focal Point or Contractor's representative
- Suggestion/complaint boxes placed at visible and accessible locations at the project site
- Email submission to a dedicated project email address

- Submission through contractor representatives during site engagement activities
- Toll-free hotline number **(540)**, accessible to all stakeholders for lodging complaints and seeking information

All channels will be clearly communicated to stakeholders and displayed at the project site in Somali language. Complainants will have the option to remain anonymous, and in such cases, identifying details will not be recorded.

9.3 Grievance Handling Process

All grievances will follow a structured process:

1. Receipt and Registration – All complaints will be formally logged in the GM register
2. Acknowledgement – Receipt of the complaint will be acknowledged within three (3) working days
3. Assessment and Investigation – The complaint will be reviewed and investigated by the responsible parties
4. Resolution – A proposed resolution will be provided within fifteen (15) working days
5. Feedback to Complainant – The complainant will be informed of the outcome and any actions taken
6. Closure – The case will be closed once the complainant is satisfied or the resolution process is completed

Records of all grievances, actions taken, and outcomes will be maintained and included in periodic reporting.

9.4 Contractor-Level Grievances

Grievances may also be submitted directly to the Contractor. The Contractor will:

- Attempt to resolve issues at site level where possible
- Record all grievances received
- Escalate unresolved issues to SPCU through the formal GM system

This ensures that all complaints are captured and managed consistently.

9.5 GBV/SEA/SH Complaints

A separate and confidential reporting mechanism will be established for complaints related to Gender-Based Violence (GBV), Sexual Exploitation and Abuse (SEA), and Sexual Harassment (SH).

This mechanism will:

- Ensure strict confidentiality
- Apply a survivor-centred approach
- Provide safe referral pathways to health, psychosocial, and legal support services in Baidoa
- Be managed outside the standard grievance process

Such cases will not be recorded in general GM logs to protect the identity and safety of survivors. Where applicable, existing government reporting channels, including toll-free services, may be utilised.

9.6 Escalation to the World Bank

Stakeholders will be informed that if they are not satisfied with the resolution provided through the project-level GM, they have the right to escalate their complaint to the World Bank Grievance Redress Service (GRS).

10. ESMP Implementation Budget

The implementation of the Environmental and Social Management Plan (ESMP) for the MoLFR-SWS Subproject in Baidoa requires allocation of financial resources to ensure that environmental and social risks are effectively managed throughout the project lifecycle.

It is important to note that the majority of mitigation measures identified in this ESMP, particularly those related to Occupational Health and Safety (OHS), waste management, pollution control, erosion and sediment control on sloping terrain, site security, and day-to-day environmental and social compliance, will be implemented by the Contractor as part of the construction contract. These costs are therefore embedded within the overall project cost and are not presented separately in this ESMP budget.

The budget presented in this section focuses on additional costs required for oversight, coordination, training, monitoring, and stakeholder engagement activities, which are primarily the responsibility of the SPCU and MoLFR-SWS.

Table 7: Indicative budgetary requirements for implementing the ESMP

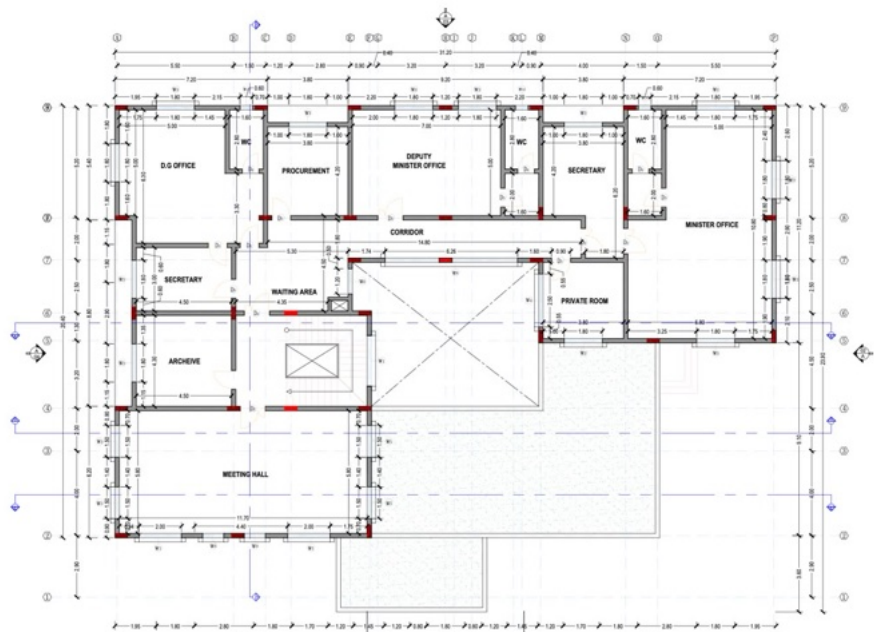
#	Activity / Resources	Cost Estimate (USD/year)
1	EHS induction training and safety toolbox talks (SPCU oversight and coordination)	1,000
2	Emergency Preparedness and Response (EPRP), including drills and coordination	800
3	Stakeholder and public consultation activities, including livestock market engagement	1,500
4	Environmental and Social Grievance Mechanism (GM) implementation and communication	1,200
5	Site visits, transportation, and supervision by SPCU	2,000
6	Documentation, reporting, and communication	800
7	GBV/SEA/SH awareness, training, and referral support services	1,200
8	Security coordination and oversight	800
9	Spot environmental monitoring (dust, noise, erosion, and site conditions)	900
	Sub-total	10,200
	Contingency (2%)	204
	Total Estimated Budget	10,404 USD

11. Reference

- 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)
- Environmental and Social Impact Assessment (ESIA) for the Construction of Office Facilities for the SPCU, MoAI-SWS, and MoLFR-SWS in Baidoa, Somalia
- Site Assessment and Surveying Report – S-FSRP III, Baidoa
- Geotechnical Investigation Report for Proposed MoLFR Building, Baidoa

12:ANNEXES

Annex 1:Technical design/Site layout drawing



GROUND FLOOR PLAN

Annex 2. Land Ownership Confirmation Letter

DOWLAD GOBOLEEDKA KOONFUR
GALBEED EE SOOMAALIYA
WASAARADDA XANAANADAXOOLAHA,
DHIRTA IYO DAAQA
XAFIISKA AGAASIMAHA GUUD



ولاية جنوب غرب الصومال
وزارة الثروة الحيوانية، الغابات والمراعي
مكتب المدير العام

SOUTHWEST STATE OF SOMALIA
MINISTRY OF LIVESTOCK, FORESTRY AND RANGE
OFFICE OF THE DIRECTOR GENERAL

Ref: WXXDD/XAG/LOC-HMLFR/214/2026

DATE: 04/05/2026

SUBJECT: LAND OWNERSHIP CONFIRMATION LETTER

To Whom It May Concern,

This letter serves to formally certify that the **Ministry of Livestock, Forestry and Range of the Southwest State of Somalia (MoLFR)** is the sole, legitimate, and lawful owner of the land parcel designated for the construction and development of a new **Ministry Headquarters building** of the Southwest State of Somalia in **Baidoa District, Bay Region**.

The subject property covers a total area of **1,551 square meters (1,551 m²)** and is officially registered and recognized as **public land under the full custodianship and mandate of the Ministry of Livestock, Forestry and Range**.

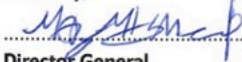
The Ministry hereby confirms that this land is **exclusively reserved for public livestock health services, veterinary operations, animal disease control, and related governmental service functions**. It is designated as a strategic public facility site intended to strengthen veterinary service delivery in the South state of Somalia.

Furthermore, the Ministry affirms that **no private individual, community group, or external entity holds any competing claim, lease, ownership, encumbrance, or legal interest over this property**. The land is free from disputes and is legally available for the intended public infrastructure development.

This certification is issued upon official request and may be used for **all administrative, technical, safeguard, and donor-related purposes**, including compliance with project due diligence and land verification requirements.

For any additional clarification or verification, the Ministry remains available through official communication channels.

Sincerely,



Director General

Omar Mohamed Abdullahi
Ministry of Livestock, Forestry and Range
Southwest State of Somalia



Contact: +252617537319

Email: dg@molfr.sw.so

Address: Opposite to UNICEF Complex Office, Baidoa, Somalia

Annex 3.Environment & Social Screening for MoLFR-SWS Office Construction

Environmental and Social Screening for the Somali Food System Resilient Project	
SECTION A: General Sub-Project Information	
Date of screening	26th of December 2025
Activity/Sub-project title	Demolition of Existing Structures and Construction of MoLFR-SWS Office Facility in Baidoa
Activity/Sub-project component	Construction of Government Office Facility (MoLFR-SWS)
Proposed activity duration	12 months
ES Screening Team Leader and Contact Details	Ahmed Abdinoor, +252619213893
Name of Executing Agent	Ministry of Livestock, Forestry and Range – Southwest State (MoLFR-SWS), Somalia
Site/Activity location (including GPS coordinates)	Baidoa Town, Southwest State of Somalia. Existing MoLFR-SWS headquarters compound off Baidoa Road, near the Baidoa Livestock Market
New/Rehabilitation project	Rehabilitation and new construction (demolition of existing deteriorated and structurally compromised structures and construction of new facility)
Objective of the screening process	i. To assess the suitability of the proposed site for the demolition of existing structures and construction of the MoLFR-SWS office facility; ii. To determine the potential environmental and social risks and impacts and propose mitigation measures; iii. To determine the risk classification and appropriate E&S instrument; iv. To ensure that mitigation measures are translated into a detailed ESMP; v. To ensure that screening outcomes are integrated into project planning and implementation
E&S Framework and Overall Project Risk Classification	Moderate Risk (C)

Project Description. Briefly describe the project activities	This Subproject involves the demolition of three existing buildings (Block A – General Administration, Block B – Minister's Office and Senior Staff Block, and Block C – Storage and Records Building) within the existing MoLFR-SWS headquarters compound, followed by construction of a new integrated two-storey office facility. Block B is structurally compromised with extensive cracking, exposed reinforcement, and foundation movement indicators. The site has steep topography with approximately 5.65 metres of elevation difference. A critical public health risk exists due to the dangerous proximity (less than 3 metres) of the existing septic tank to the water storage tank. The facility will provide improved working conditions, enhance departmental coordination, correct environmental health hazards, and strengthen implementation of livestock and range management programmes in Southwest State.
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Potential Environmental/Social Risks Impacts of Activities						
Risk Category	Yes	No	UNK	If these risks ('yes') are present, refer to:	Remarks	
(Please check each line appropriately. At this stage, questions are answered without considering the magnitude of impact – only yes, no or I don't know are applicable answers)						

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		ESMP required for Moderate Risk subproject

Is there a risk of diversion of project benefits?		No		Stakeholder Engagement Plan (SEP); Grievance Redress Mechanisms (GM)	Benefits directed to MoLFR-SWS and local community
Is there a risk of lack of monitoring of project activities due to remoteness of location and insecurity?		No		Security Management Plan (SMP)	Site is within urban Baidoa with accessible oversight
Is there a risk that project benefits may not reach truly vulnerable populations?		No		Stakeholder Engagement Plan (SEP)	Inclusive recruitment measures in place
Is there a risk that the activity will cause population influx from neighbouring areas?		No		Stakeholder Engagement Plan (SEP)	Labour will be sourced locally
Is there a risk that the selection of the activity location or beneficiaries will lead to conflict?		No		Security Management Plan (SMP); GM	Site is existing government compound fully occupied by MoLFR-SWS
ESS 2: Labour and Working Conditions					
Does the activity include any of the known labour rights / ESS 2 non-compliance risks in Somalia (child and forced labour)?	Yes			Labour Management Procedures (LMP); Occupational Health and Safety Plan (OHS)	Risk addressed through LMP and contract compliance measures
Does the activity include a construction component?	Yes			LMP; C-ESMP; Occupational Health and Safety Management Plan (OHSMP)	Includes demolition of three structures and construction on steep terrain

Will the project potentially involve an influx of workers to the project location?		No		OHS; C-ESMP	Labour mainly sourced locally
Is there a security risk for project Workers?	Yes			LMP; SMP	Urban security risks managed through site controls
Will there be any potential risk of OHS accidents during the construction, and operation phase of the project which could affect human health and the environment?	Yes			OHSMP: risks of OHS accidents including but not limited to work on steep slopes, slip and falls, confined spaces, struck by objects, and structural collapse during demolition	Risks include falls from height, debris from compromised structures (Block B), machinery, slope hazards, and heat stress
Is there a risk of delayed payment of workers?		No		LMP, GM implementation	Skilled and unskilled workers usually get paid on daily basis
Is there a risk that workers are underpaid?		No		LMP implementation	Wage terms defined and monitored
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ESS 3: Resource Efficiency and Pollution Prevention Management					
Will the construction or operation of the project use natural resources such as land, water, sand, materials or energy, especially any resources which are non-	Yes			C-ESMP; ESMP	Construction materials and water will be used; estimated earthworks of 3,000 m ³

renewable or in short supply?					
Will the project involve use, storage, transport, handling or production of substances or materials that could be harmful to human health or the environment or raise concerns about actual or perceived risks to human health?		No		ESMF, GM, OHSMP, SEP	Fuels, oils, paints handled under controlled conditions
Will the activity result in the production of solid waste (directly by the project or by the workforce) during construction, operation, or decommissioning?	Yes			ESMP to address its management	Demolition debris from three buildings and construction waste
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			Waste Management Plan, based on WBG Environmental, Health, and Safety General Guidelines; C-ESMP	Oils, chemicals, paint residue, and potentially hazardous demolition materials
Will the activity result in generation of dust and noise?	Yes			C-ESMP	From demolition and construction works on dry, exposed slopes
Will the activity result in soil erosion?	Yes			C-ESMP	Elevated risk due to steep terrain (5.65m elevation difference) and excavation
Will the activity produce effluents (wastewater)?	Yes			C-ESMP	Construction-related wastewater

Are there nearby portable water sources that need to be protected?		No		ESMP	No direct water sources within site; groundwater at moderate depth
Will the activity result in siltation and/or contamination of the water body?		No		C-ESMP	Managed through erosion and sediment controls
Will the activity result in increased levels of vibration from construction machinery?	Yes			C-ESMP	Machinery and demolition works; potential impact on adjacent structures
Will the project release pollutants or any other hazardous, toxic, or noxious substance to the air? (e.g. significant greenhouse gas emissions, dust emissions)	Yes			C-ESMP; OHSMP	Dust and equipment emissions
Will the activity disturb any fauna and flora?	Yes			C-ESMP	May impact some mature shade trees within the compound
Will the activity result in irrigation water with high Total Dissolved Solids (TDS) with more than 1,500 ppm?		No		C-ESMP; Waste Management Plan	No significant impact expected
Can the project affect the surface or groundwater in quantity or quality? (e.g., discharges, leaking, leaching, boreholes, etc.)		No		C-ESMP	Managed through site controls
Will the project require use of chemicals? (e.g., fertilizers, pesticides, paints, etc.)	Yes			Operational ESMP; Emergency Response Plans	Paints and minor construction chemicals

Is there any risk of accidental spill or leakage of material?		No		ESMP	Fuel and oil handling risks managed through bunded storage
ESS 4: Community Health and Safety					
Will the project interfere with the normal health and safety of the public?	Yes			ESMP; C-ESMP	Temporary impacts during demolition and construction (dust, noise, access restrictions near livestock market)
Are there any routes or facilities on or around the location which are used by the public for access to recreation or other facilities, which could be affected by the project?	Yes			GM; C-ESMP	Movement within and around the government compound and access to livestock market may be temporarily affected
Is there a risk of communal drinking water pollution through hazardous waste?		No		ESMP; OHSMP and WMP	No direct water sources within the site
Is there a risk of increased GBV cases due to labour influx?	Yes			GM; LMP; SEAH Prevention and Response Plan	Interaction between workers and community, including market traders, may pose risks
Is there a risk of spreading communal diseases due to labour influx?	Yes			LMP; GM; C-ESMP	Workforce presence may introduce minor risks
Is there a security risk for the community triggered by project activities?	Yes			LMP	Urban security risks exist and will be managed

Will the project interfere with the normal health and safety of the worker, employee or public?	Yes			ESMP; OHS Plan	Risks from demolition, machinery, slope hazards, and site activities
Does the activity have the potential to upset community dynamics during the construction and operation phase?	Yes			SEP; GM	Temporary disruption during construction phase, particularly given proximity to market
Will the activity expose community members to physical hazards on the project site?	Yes			C-ESMP; OHSMP	Open site, debris, steep slopes, and equipment pose risks
Will the activity pose traffic and road safety concerns?	Yes			C-ESMP	Movement of materials and equipment along Baidoa Road; interaction with livestock market traffic
Is there a possibility that the activity contaminates open wells?		No		ESMP	No wells within project site
Is there a possibility that the activity spreads pathogens and other pollutants?		No		Waste Management Plan	Managed through proper waste handling
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		ESMP; GM; RPF	No physical displacement; site fully occupied by MoLFR-SWS

Is the project located in a conflict 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 disputed land)?		No		ESMP; GM; RPF	Government-owned land; no disputes expected
Is there a risk that the activity leads to loss of income, assets or means of livelihoods?		No		SEP; LMP; RPF	No livelihood impacts anticipated
Will the activity lead to disputes over land ownership?		No		ESMP; GM; RPF	Land confirmed as government property under MoLFR-SWS
Will the activity lead to blocked access to the site by people in the area?	Yes			ESMP; GM; RPF	Temporary access restrictions during demolition and construction
Will the activity require acquisition of land or physical buildings or infrastructure?	Yes			RPF	Demolition of existing government buildings within compound
ESS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources					
Will the project be located within, or near environmentally sensitive areas or areas of high ecological value?		No		ESMF	Urban setting in Baidoa
Will the project require the conversion of land use of significant areas of land?		No		ESMF	Already developed government compound

Can the project cause disruption of wildlife migratory routes?		No		ESMP	No wildlife corridors present
Will the project affect fragile, protected, or endangered ecosystems or species? (e.g., natural forests, wetlands, estuarine, coral reefs, mangroves, endemic species, endangered species etc.)		No		ESMP	No such features identified
Can the project impact ecosystems upon which communities rely for food, water, fibers, or other basic needs, including cultural and spiritual needs?		No		ESMP	No dependency on site ecosystems
Are the needs of the project likely to exceed the capacity of existing water supply, sanitation systems, transport, or other infrastructure?		No		ESMP	Minor demand increase only
Will the project involve extraction, diversion or containment of surface or groundwater?		No		ESMP; C-ESMP	No abstraction planned
Will the activity impact sensitive areas?		No		ESMP	Site is a modified habitat
Is there a risk that the activity will cause changes in landform and habitat, habitat fragmentation, blockage or migration routes, water consumption and contamination?		No		ESMP	No significant habitat present

Is there a risk that the activity causes loss of precious ecological assets?	Yes			ESMP	Some mature shade trees within the compound may be affected
ESS 8: Cultural Heritage					
Will the project be in or close to a site of natural or cultural value?		No		ESMF and ESMP	No known cultural or heritage sites within or near the project area
Is the project site known to have the potential for the presence of cultural and natural heritage remains?	Yes			ESMP; Chance Finds Procedure	Excavation works on sloping terrain may uncover unknown artefacts; Chance Finds Procedure will be applied
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?	Yes			Stakeholder Engagement Plan (SEP)	Risk exists if not properly managed; addressed through SEP
Is there a historical exclusion of disabled persons in the area?	Yes			Stakeholder Engagement Plan (SEP)	Inclusion measures required for vulnerable groups
Is there a lack of community consultations by the government generally?	Yes			Stakeholder Engagement Plan (SEP)	Requires structured engagement under the project
Are women likely to participate in decision-	Yes			Stakeholder Engagement Plan (SEP)	Women participation will

making processes in regard to the activity?					be actively promoted
Is there a risk that exclusion of beneficiaries leads to grievances?	Yes			SEP; GM	Managed through inclusive consultation and grievance mechanism

SUMMARY OF THE E&S SCREENING PROCES

E&S Screening	Results and Recommendation		
Screening Results: Summary of Critical Risks and Impacts Identified	Risk/Impact	Individual Risk/ Impact Rating	Mitigation
	Moderate	C	At the end of the screen process, tabulate the mitigation measures in an ESMP Format (see below)
Is Additional Assessment Necessary? Evaluate the Risks/Impacts and reflect on options (see below)	Screening Result		
	- Environmental and/or Social Assessment required where project is undertaken - Soil Erosion and Degradation - Community Health and Safety - Worker Health and Safety (OHS) - Noise from construction machinery may disturb nearby farmers and workers and prolonged exposure could cause hearing issues for laborers - Gender/social exclusion risks		Mitigation measures will follow CERC ESMF : Environmental and Social Management Plan (ESMP) Contractor's ESMP (C-ESMP) Labour Management Procedures (LMP) Occupational Health and Safety Plan (OHSMP) Stakeholder Engagement Plan (SEP) Grievance Redress Mechanism (GM) Waste Management Plan (WMP) Security Management Plan (SMP) GBV/SEA/SH Action Plan
	No ESIA is required.		
	Summary of Screening Result Justification		The Subproject is correctly categorised as Moderate Risk (C). The screening identified multiple, predictable E&S risks across several standards (ESS1, 2, 3, 4, 8, 10) that are typical for a medium-scale demolition and construction project on a steep urban site. These impacts are site-specific, largely reversible, and can be managed effectively with standard mitigation measures, including specific controls for slope stability, erosion, and structural demolition safety. The site-specific critical risks—the dangerous water-sanitation proximity and the structurally compromised Block B—can be fully addressed through the redevelopment. Therefore, a detailed ESMP is required. Since the project does not involve involuntary resettlement (site is fully occupied by MoLFR-SWS), significant biodiversity impacts, or known cultural heritage impacts, a full ESIA is not

		warranted. The ESMP can be prepared internally by the SPCU in accordance with the project's ESMF.
	Authorization	
	Approved by:	Approved by:
	Safeguard specialist	Environmental Specialist
	Signature.....	Signature.
	Date. 05/12/2025	Date. 05/10/2025

Annex 4: Brief Description of the Applicable Environmental and Social Standards (ESSs)

The World Bank Environmental and Social Framework (ESF) sets out ten Environmental and Social Standards (ESSs). The following ESSs are applicable to the MoLFR-SWS Office Construction Subproject in Baidoa.

ESS1: Assessment and Management of Environmental and Social Risks and Impacts

ESS1 requires the identification, assessment, and management of environmental and social risks and impacts throughout the project lifecycle. It ensures that appropriate mitigation measures are developed and implemented. For this Subproject, ESS1 is addressed through the preparation and implementation of this Environmental and Social Management Plan (ESMP), which outlines site-specific risks and mitigation measures, including those related to the steep terrain, structurally compromised buildings, and the water-sanitation proximity risk.

ESS2: Labour and Working Conditions

ESS2 promotes fair treatment, non-discrimination, and equal opportunity for workers. It also requires safe and healthy working conditions, prevention of child and forced labour, and access to grievance mechanisms for workers. For this Subproject, ESS2 is addressed through the Labour Management Procedures (LMP), Occupational Health and Safety measures including specific slope work protocols, and a Worker Grievance Mechanism.

ESS3: Resource Efficiency and Pollution Prevention and Management

ESS3 focuses on the efficient use of resources such as water and energy, and the prevention and management of pollution, including waste, air emissions, and hazardous materials. For this Subproject, ESS3 is addressed through measures to control dust, noise, waste generation, erosion and sediment control on steep terrain, and safe handling of construction materials, as outlined in the ESMP and Contractor's ESMP (C-ESMP).

ESS4: Community Health and Safety

ESS4 addresses risks and impacts on the health, safety, and security of communities affected by the project. This includes risks related to construction activities, traffic, and worker interactions with the community. For this Subproject, ESS4 is addressed through site safety measures, traffic management along Baidoa Road with consideration for livestock market activities, community awareness, and implementation of a Code of Conduct for workers.

ESS5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement

ESS5 applies where projects involve land acquisition or restrictions on land use that may lead to displacement or loss of livelihoods. For this Subproject, ESS5 is not triggered, as the project is located within the existing MoLFR-SWS headquarters compound, which is fully occupied by the intended beneficiary ministry. No land acquisition or physical or economic displacement is required.

ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources

ESS6 aims to protect biodiversity and natural habitats and promote sustainable management of living natural resources. For this Subproject, ESS6 is minimally applicable, as the site is located in an urban, modified environment. However, minor impacts such as removal of existing mature trees will be managed through mitigation measures in the ESMP.

ESS8: Cultural Heritage

ESS8 aims to protect cultural heritage from adverse impacts of project activities and supports its preservation. For this Subproject, no known cultural heritage sites exist within the project area. However, a Chance Finds Procedure will be implemented during excavation to manage any unexpected discoveries, particularly given the depth of earthworks required for terracing on the sloping site.

ESS10: Stakeholder Engagement and Information Disclosure

ESS10 requires meaningful consultation with stakeholders and timely disclosure of project information. It also requires the establishment of a Grievance Mechanism. For this Subproject, ESS10 is addressed through stakeholder consultations conducted during ESIA preparation, ongoing community engagement including with livestock market stakeholders, and implementation of a Grievance Mechanism accessible to all stakeholders.

Annex 5: Minutes of Kick-off Meeting

1. Meeting Details

- Meeting Title: Project Kick-off Meeting
- Date: 29 December 2025
- Venue: SPCU Offices, Baidoa, Southwest State of Somalia
- Meeting Type: Physical meeting
- Project: Somalia Food Systems Resilience Project (S-FSRP III)

2. Participants

Client and Beneficiary Institutions

- State Project Coordination Unit (SPCU)
- Southwest State Ministry of Agriculture and Irrigation (MoAI-SWS)
- Ministry of Livestock, Forestry and Range (MoLFR-SWS)

Participants included:

- Department Directors and technical staff from both ministries
- SPCU technical and coordination team

Consultant

- AFKAAR Consulting Team, including:
- Team Leader
- Environmental Specialist
- Structural Engineer

3. Purpose of the Meeting

The purpose of the kick-off meeting was to formally launch the consultancy assignment and to establish a shared understanding between the Client and the Consultant on:

- The objectives and scope of the Project
- Roles and responsibilities of all parties
- Coordination, communication, and reporting arrangements
- Initial expectations regarding needs assessment, ESIA, and design development.

4. Key Discussions

4.1 Confirmation of Scope and Objectives

The Consultant presented an overview of the assignment scope as defined in the signed contract and Terms of Reference. It was confirmed that Phase I covers:

- Needs assessment
- Site assessment and verification
- Environmental and Social Impact Assessment (ESIA)
- Architectural and engineering design
- Preparation of tender and bidding documents

Construction supervision was noted as a Phase II activity, to be addressed under a separate inception process.

4.2 Institutional and Functional Requirements

The SPCU and beneficiary ministries highlighted the need for office facilities that clearly reflect their role as public institutions. The following points were emphasised:

- The buildings should differ in form and function from residential or generic office buildings
- Layouts should support efficient public service delivery, coordination, and confidentiality
- Facilities should accommodate both administrative and technical functions

The concept of developing modern, efficient, and future-ready public office buildings was discussed, with emphasis on practicality rather than architectural complexity.

4.3 Site-Specific Discussions – MoLFR-SWS Compound

Specific attention was given to the MoLFR-SWS site conditions, including:

- The steep topography with approximately 5.65 metres of elevation difference across the site
- The poor structural condition of existing buildings, particularly Block B (Minister's Office) which exhibits extensive cracking, exposed reinforcement, and foundation movement indicators
- The critical public health risk posed by the dangerous proximity of the existing septic tank to the water storage tank

- The absence of formal drainage infrastructure, resulting in uncontrolled runoff and internal flooding
- The L-shaped, irregular site configuration and its implications for building orientation and layout

4.4 Architectural and Design Considerations

Stakeholders highlighted key functional requirements, including:

- Adequate office space for senior management, technical staff, and support personnel
- Dedicated reception and waiting areas for visitors and service users, including pastoralists and livestock traders
- Meeting and coordination rooms to support inter-departmental engagement and partner consultations
- Clear separation between public access areas and restricted administrative zones
- Provision of sufficient parking and secure access for staff and visitors, with safe separation from pedestrian movement
- A terraced or split-level building configuration aligned with natural contours to minimise excavation and manage drainage
- Integration of energy-efficient and climate-responsive design features, including natural lighting and ventilation
- Compliance with environmental, social, health and safety requirements
- Correction of the existing water-sanitation proximity risk through compliant redesign

4.5 Environmental and Social Considerations

The Consultant outlined the ESIA approach to be undertaken in accordance with World Bank Environmental and Social Standards and national requirements. Stakeholders acknowledged the importance of integrating environmental, social, occupational health and safety, gender, and GBV considerations into the design and tendering stages.

5. Initial Site Activities

Following the kick-off meeting, initial site visits were conducted at the proposed project locations. During these visits:

- Physical verification of site conditions was undertaken

- Existing buildings occupying the sites were inspected, with detailed structural observations recorded for Block B
- Preliminary measurements and observations were recorded
- The steep topography and drainage patterns were assessed
- The water-sanitation proximity risk was documented

It was confirmed that the sites are currently occupied by existing structures which do not meet the functional and spatial requirements identified during discussions and will require demolition to enable construction of fit-for-purpose office facilities in line with the project scope.

6. Agreed Actions and Next Steps

1. The Consultant to proceed with detailed needs assessment, incorporating functional space requirements and user-specific needs
2. The Consultant to undertake ESIA baseline studies and stakeholder consultations
3. The Consultant to prepare preliminary design concepts reflecting agreed functional and institutional requirements, with specific design responses to the MoLFR site topography and constraints
4. Coordination and communication to be maintained through the SPCU as the primary focal point
5. Site visit findings and meeting outcomes to be documented in the Inception Report

7. Meeting Closure

The meeting concluded with agreement from all parties on the way forward. The SPCU and beneficiary ministries confirmed their commitment to support the Consultant through timely coordination, access to information, and facilitation of site activities.

Prepared by:

AFKAAR Consulting

Date:

29th December 2025

Annex 6: Community Consultation for MoLFR-SWS

Community consultation meetings were conducted in Baidoa as part of the ESIA and ESMP preparation process to obtain views from non-institutional stakeholders located within and around the MoLFR-SWS project influence area. These consultations aimed to inform local communities about the proposed demolition of existing structures and construction of the new MoLFR-SWS office facility, and to gather feedback on potential environmental and social impacts associated with the demolition and construction phases.

Consultation Details

Detail	Description
Date	7 March 2026
Location	Hawaasle Village, Baidoa
Subject	Proposed demolition of existing structures and construction of the Ministry of Livestock, Forestry and Range (MoLFR-SWS) facility
Participants	Community members, village elders, youth representatives, women representatives, livestock traders and market stakeholders from the surrounding area
Key Issues Discussed	- Land ownership and availability for construction - Access roads and livestock movement during construction activities - Potential environmental and social impacts such as dust generation, noise, waste management - Traffic safety along Baidoa Road, particularly interaction between construction vehicles and market traffic - Concerns about runoff and erosion from the steep site affecting adjacent properties - Gender inclusion and employment opportunities for local community members - Worker behaviour and interaction with the community - Proper management of the facility once constructed
Outcomes	Concerns integrated into ESMP, Traffic Management Plan, and Grievance Mechanism

Consultation Attendants/Participants

Attendance sheets and participant records are maintained in the project consultation files.



13. Consultation Attendants/ Participants: For Livestock Construction

No.	Name of Participant	Age	Sex	Position	Phone Number	Signature
1.	Nurto Hussien Osman	34	F	Community Member		
2.	Halim Abdulkhan Ibrahim	45	F	Community member		
3.	Abdikani Sadik Ismail	38	M	Community member		
4.	Mustaf Hussien Moalin	52	M	village elder		
5.	Mohamed Keerow Mohamed	54	M	village elder		
6.	Yussuf Hussien Ibrahim	53	M	village Member		
7.	Mashah Abdulkhan Hussien	22	M	Youth Representative		
8.	Sahid Adam Abdulkhan	26	M	Youth Representative		
9.	Hussien Ali Abile	25	M	Youth Representative		
10.	Said Mohamed Hussien	25	M	Community member		
11.	Ali Hussien Adam	51	M	Community member		
12.	Ali Mohamed Isack	46	M	Community member		
13.	Mohamed Moalin Yusuf	70	M	village elder		
14.	Adam Ali Issack	59	M	village elder		
15.	Mohamed Hussien Hij	39	M	village elder		
16.	Habib Gurew Ali	65	F	women Representative		
17.	Rugzito Sheikh Hassan	35	F	women Representative		
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Annex 7: Site Visit Photos for MoLFR-SWS

Site visit photographs documenting the existing conditions at the MoLFR-SWS headquarters compound were taken during the ESIA and ESMP preparation phase. These photographs record:

.8.2. MOFLR Site photos:



Figure (3.8.2.1): MOFLR main gate



Figure (3.8.2.2): MOFLR block (C) building



Figure (3.8.2.3): MOAI security room



Figure (3.8.2.4): MOAI block (B) entrance



